

Key ESG Data



| Metric | 2020 | 2021 |
|--|-----------|-------------|
| Greenhouse Gas (GHG) Emissions | | |
| Scope 1 emissions total (metric tons CO ₂ e) | 179,149 | 195,945 |
| Scope 2 emissions total (market-based, metric tons CO ₂ e) | 615,961 | 601,141 |
| Scope 2 emissions total (location-based, metric tons CO ₂ e) | 619,446 | 604,629 |
| Reduction in Scope 2 GHG emissions by renewable energy / total avoided (metric tons CO ₂ e) | 17,148 | 18,217 |
| Scope 1 + 2 GHG emissions intensity (metric tons CO ₂ e / Sales \$M) | 47.4 | 43.7 |
| Scope 1 + 2 GHG emissions intensity from 2018 baseline (metric tons CO ₂ e) | -9.9% | -16.8% |
| Scope 1 + 2 GHG emissions total (metric tons CO ₂ e) | 795,110 | 797,086 |
| Scope 3 emissions total (metric tons CO ₂ e) | | 591,391,800 |
| Scope 3 emissions - purchased goods & services and capital goods (Category 1+2) | 1,675,000 | 2,049,500 |
| Scope 3 emissions - upstream fuel & energy related activities (Category 3) | 170,000 | 163,000 |
| Scope 3 emissions - up & downstream transportation & distribution (Category 4+9) | | 803,000 |
| Scope 3 emissions - waste in operations (Category 5) | | 52,100 |
| Scope 3 emissions - business travel (Category 6) | | 19,200 |

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|---|--|---------------|
| Scope 3 emissions - employee commuting (Category 7) | | 155,000 |
| Scope 3 emissions - use of sold products (Category 11) | | 588,000,000 |
| Scope 3 emissions - end-of-life treatment (Category 12) | | 150,000 |
| Net zero target (2021 baseline) | Scopes 1, 2 and 3 by 2045 | |
| Net zero operations target (near-term) | Scopes 1 and 2 by 2030, 25% Scope 3 reduction | |
| Science-based target | SBTi approved near-term target, SBTi committed net zero target | |
| Energy Management | | |
| Energy consumption (MWh) | 2,039,436 | 2,116,917 |
| Electricity use (MWh) | 1,244,057 | 1,275,440 |
| Percent grid electricity | 97% | 96% |
| Percent renewable | 3% | 4% |
| Number of locations with 100% renewable electricity | 8 | 11 |
| Energy intensity (MWh / Sales \$M) | 121.5 | 116.1 |
| Energy intensity reduction compared to 2018 | -7.3% | -11.5% |
| Water Management | | |
| Water consumption (U.S. gallons) | 942,189,954 | 1,023,427,803 |

| Metric | 2020 | 2021 |
|--|-------|------|
| Health and Safety | | |
| Total recordable rate of injuries | 0.34 | 0.29 |
| Lost or restricted workday case rate | 0.18 | 0.17 |
| Recordable injuries | 290 | 252 |
| First-aid cases | 1,011 | 971 |
| 5-year decrease in total recordable rate of injuries | 45% | 46% |
| Board of Directors | | |
| Number of directors | 12 | 11 |
| Number of independent directors | 11 | 10 |
| Number of women | 3 | 3 |
| Number of men | 9 | 8 |
| Number of persons of color | 1 | 2 |
| Percentage women or persons of color | 33% | 45% |

| Metric | 2020 | 2021 |
|--|--------|--------|
| Workforce Diversity | | |
| Number of employees (global) | 83,500 | 86,700 |
| Women in leadership (global, targeting 40% by 2030) | | 20% |
| Minorities in leadership (U.S., targeting 30% by 2030) | | 16% |
| Women, percentage of total workforce (U.S.) | 30% | 31% |
| Men, percentage of total workforce (U.S.) | 70% | 69% |
| Minorities, percentage of total workforce (U.S.) | 28% | 28% |
| Age group under 30, percentage of total workforce (U.S.) | 12% | 13% |
| Age group 30-50, percentage of total workforce (U.S.) | 44% | 46% |
| Age group over 50, percentage of total workforce (U.S.) | 44% | 41% |
| Reporting | | |
| Environmental, Social and Governance (ESG) Report | Yes | Yes |
| CDP Climate Change and Water Security Reports | Yes | Yes |
| TCFD Index | Yes | Yes |
| SASB Index | Yes | Yes |
| GRI Referencing | Yes | Yes |

- For combined Scope 1 + 2 calculations, note Scope 2 market-based emissions were used to calculate the totals.
- Market-based emissions include supplier emission factors, net residual factors and renewable energy purchases.
- For Scope 3, Categories 10 and 15 are negligible, Categories 13 and 14 are not applicable. Scope 3 categories 1-3 emissions calculations for 2021 use a different methodology than the previous year. Over 95% of Scope 3 Category 11 emissions relate to the compressors in our Climate Technologies portfolio used for heating, cooling and refrigeration applications around the world to keep food safe, avoid food waste and help keep people healthy.
- Note that Emerson's emissions reductions targets related to our 2045 net zero ambition, as well as our near-term 2030 goals, use 2021 data as a baseline. Emerson has engaged WSP to assist in the development of our Scope 1 and 2 greenhouse gas (GHG) inventory compilation and to provide guidance and review on the Scope 3 GHG calculations required to align with both the GHG Protocol (GHGP) and the Science Based Targets initiative's (SBTi) criteria. WSP is a leading professional services consultancy with a multidisciplinary sustainability, energy and climate change (SECC) team that has advised clients across sectors in greenhouse gas management, climate resiliency, sustainable supply chain and numerous related disciplines for two decades.
- Location-based emissions include grid electricity emission factor averages multiplied by the total purchased electricity.
- Emerson's water usage in U.S. gallons, as reported by our manufacturing facilities worldwide. Increased water consumption for 2021 is attributed to additional facilities reporting their water usage.
- In this dataset, leadership is defined as individuals at the director level and above. Global data reflects countries that are included in our human resources information system and excludes countries not yet transitioned onto the core system including Belarus, the Dominican Republic, Ecuador, Latvia, Luxembourg, Scotland, Serbia and the Slovak Republic. Employees who joined Emerson as the result of recent acquisitions outside of the United States may also be excluded from this data set.
- Minorities include: Asian, American Indian or Alaska Native, Black or African American, Hispanic, Native Hawaiian or Other Pacific Islander, and two or more races.
- This Key ESG Data document is not comprehensive and should be read in conjunction with our ESG Report in its entirety, including, without limitation, the "About This Report" section.