



**ROGERS**  
CORPORATION

Helping  
**power, protect, connect**  
our world

# 2024 ESG Report



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## About this Report

The Rogers Corporation 2024 Environmental, Social and Governance (ESG) Report covers the reporting period of January 1, 2023 to December 31, 2023, except where noted. This report and Rogers' previous ESG reports can be found on our [website](#).

In this report, you will find the following:

- » Explanations of Rogers' participation in markets that reduce CO<sub>2</sub> emissions;
- » Our sustainability practices within our manufacturing operations;
- » Rogers' targets to reduce greenhouse gas (GHG) emissions;
- » The Company's approach to employee safety, development, and recognition; and
- » The ways we ensure ethics and integrity in our corporate governance.

This report aligns with established sustainability and reporting frameworks, including those published by the Sustainability Accounting Standards Board (SASB), specifically the Hardware Industry standard for the Technology & Communications Sector (TC-HW), Version 2023-12.

### Verification Opinion of Third-Party Assurance Provider:

Limited assurance was obtained after reviewing greenhouse gas (GHG) data, calculations, methodologies, and management systems. Cameron-Cole conducted a thorough examination of the source data, including electricity and fuel invoices, as well as the processes and procedures involved in compiling the GHG emissions inventory.

Additionally, GHG emissions were recalculated to ensure that the inventory was devoid of material errors. Based on the method employed and the results of our verification activities, Cameron-Cole has found no evidence of material errors, omissions, or misstatements in Rogers's CY2023 GHG Statement. Cameron-Cole also found that Rogers's GHG accounting and calculation methodologies, processes, and systems for this inventory conform to the WRI/WBCSD GHG Protocol.

### Cautionary Statement

The data presented in this report is collected using accepted and relevant scientific and industry-recognized methodologies. However, in some instances, these methodologies are based on assumptions and estimates. While our data has undergone internal vetting, it is important to acknowledge inherent uncertainties and limitations in data collection and presentation. Although we believe such information is reasonably accurate and follows generally accepted principles and methodologies, the collection of such data lies outside our direct influence. Historical performance data may be revised due to factors such as new data availability; industry-driven changes to methodologies; improvements in data collection, or corporate activities like joint ventures, mergers and acquisitions, or divestitures. When historical information is revised, we will provide clear explanations in footnotes. Statements about future developments and past occurrences are based on information and assumptions available as of the date of publication. While we are committed to timely updates, the Company bears no obligation to continually update information or statements.



# Letter from the President and CEO

For nearly two centuries, Rogers' materials have enabled leading-edge technologies that have revolutionized how we live. We are proud that our work results in a cleaner, safer, and more connected world.

Rogers' materials feature prominently in applications aimed at reducing carbon emissions. Our differentiated advanced electronics and elastomeric materials offer electric and hybrid-electric vehicle (EV/HEV) design engineers best-in-class solutions. These products significantly improve the performance of power modules, power transfer, and batteries to make these critical components more efficient, reliable, and safe. In the renewable energy market, such as wind turbines and solar power plants, Rogers' materials enable the connection between the power source and components, while our ceramic substrates help cool internal parts for more efficient operation. Our products are also used in general industrial applications that help reduce energy usage in factories.





Rogers is at the forefront of Advanced Driver Assistance Systems (ADAS), where our materials improve vehicle safety by detecting and adjusting to environmental conditions. In addition, our materials protect medical shipping containers that transport life-saving vaccines and organs. And we connect the world by enabling wireless telecommunications and preventing damage to portable electronic devices.

Our role doesn't stop at innovating and manufacturing our solutions. From our sales engineers to our technical service resources, we collaborate closely with our customers to understand their unmet needs to provide materials that meet or exceed their performance requirements.

In our operations, we are committed to manufacturing processes that comply with government and agency standards for environmental health and safety. This year, we are taking our commitment to protect the environment a step further by announcing our goal to reduce Scope 1 and Scope 2 GHG emissions at our manufacturing sites by 20% by 2030 with a baseline year of 2022.

Since our founding in 1832, we've reinvented ourselves through decades of change. One thing remains constant – we know that creating long-term value depends not only on building customer loyalty but also on delivering for our shareholders, giving our employees an enriching work environment with opportunities

to grow, and caring for the communities where we operate. Our employees are guided by our Cultural Behaviors, which represent Rogers' values, while our Diversity, Equity, and Inclusion (DEI) program is maturing and expanding. For our investors, we strive to provide an attractive return on investment while holding ourselves to the highest standards regarding corporate governance and financial reporting.

We look forward to introducing further innovations that advance the goal of reducing carbon emissions. As we do so, we will maintain our focus on the employee experience while delivering results for our investor community.

Regards,



**Colin Gouveia**

President and Chief Executive Officer



ONE

# Rogers Corporation

Rogers strives to consistently demonstrate our commitment to environmental stewardship and sustainability. This commitment and drive continue to serve as inspiration as we look to the future. We are committed to the principle of “Results, but Results the Right Way,” and as such, we run our business with a strong sense of responsibility to our employees, customers, suppliers, and shareholders, as well as the communities in which we operate.



## About Rogers Corporation

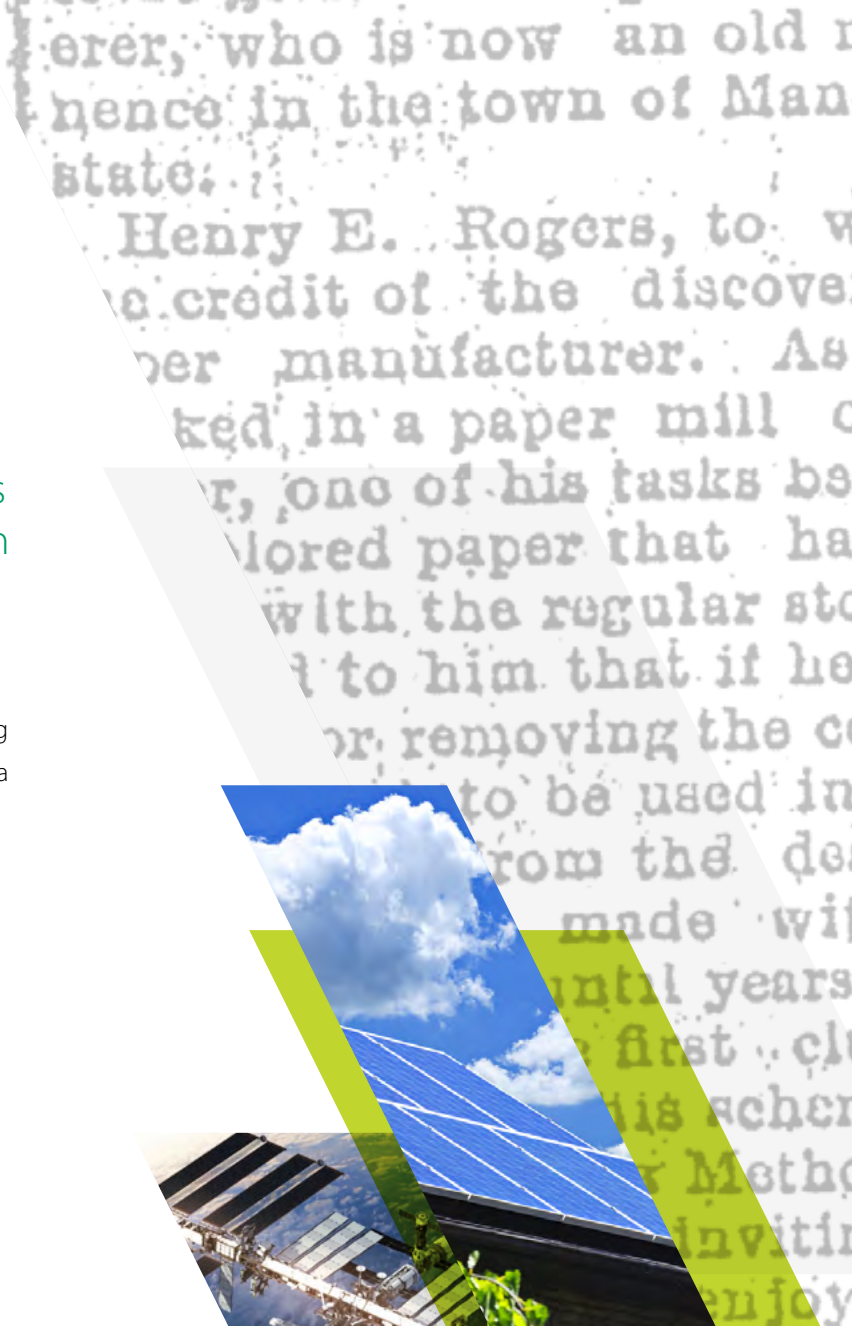
Rogers Corporation (NYSE:ROG), referred to as “Rogers” throughout this report, is a global technology leader in advanced materials and components.

We boast a rich heritage dating back to 1832 and our steadfast commitment to innovation, excellence, and solving our customers’ demanding challenges has positioned us as a leader in our field.

At the core of our operations, we design, develop, and manufacture high-performance, high-reliability materials, closely collaborating with our customers to deliver technology that is Helping power, protect, connect our world®. Our strategic position in the value chain opens avenues for us to leverage innovations effectively, supporting our customers in reaching their technology and sustainability milestones.

Rogers serves a broad spectrum of markets, including automotive and electric and hybrid electric vehicles (EV/HEV), aerospace and defense, portable electronics, renewable energy, and general industrial applications. We accomplish this work within our strategic operating segments – Advanced Electronics Solutions and Elastomeric Material Solutions.

Our unwavering commitment to sustainability, social responsibility, and ethical business practices remains a cornerstone of our identity. Operating under these guiding principles, our name is synonymous with quality, reliability, innovation, and integrity. Empowering our employees to make informed decisions and drive results, our seven [Cultural Behaviors](#) represent our values.



## Our Locations



# CONNECTING OUR WORLD



# Rogers at a Glance

## Our Businesses



**Advanced Electronics Solutions (AES)**



**Elastomeric Material Solutions (EMS)**



## Global Footprint



**26** global manufacturing facilities



**3,300** (approx.) employees globally



**3** Innovation Centers



**5,000+** customers in over 70 countries



**\$908.4M** 2023 revenue

**Americas: \$258.0M**

**APAC: \$367.5M**

**EMEA: \$282.9M**

## Cultural Behaviors



**Live Safely**



**Trust**



**Just Decide**



**Speak Openly**



**Simply Improve**



**Innovation**



**Deliver Results**







# ROGERS CORPORATION



**On March 30, 2023, Rogers' leadership celebrated the company's 191<sup>st</sup> anniversary by ringing the historic Closing Bell® after hosting our Analyst and Investor Day at the New York Stock Exchange.**







**TWO**

# Environment

At Rogers, we recognize we have an important role to play in the transition to a low-carbon economy. We believe in protecting the environment by designing products for clean technology applications and using environmentally responsible manufacturing processes. Our high-performance materials are used in clean technology sectors such as electric and hybrid electric vehicles (EV/HEVs), as well as renewable energy applications such as wind turbines and solar power plants. Not only do they empower our customers, but they also play a part in achieving a lower carbon future.



## Catalyzing a Low-Carbon Future

We understand that the journey towards a sustainable future is paved with innovation.

We pride ourselves on designing and developing advanced, high-performance materials that provide critical solutions for a sustainable future. Today, our strategic business segments develop products that contribute to global decarbonization efforts and a cleaner, safer, and more connected world.

In November 2023, Rogers Asia celebrated the grand opening of our new battery testing lab in Suzhou, China. This cutting-edge facility for testing and designing assemblies will enable next-generation innovations for the future of new EV batteries.

The contributions of Rogers' product portfolio span various markets, from general and industrial applications to radar and clean energy. In the following section, we delve into the specifics of how our products are making a tangible impact in low-carbon solutions.



**We are positioning  
Rogers' technology to  
enable a sustainable  
future."**

**Griffin Gappert,**  
Vice President and Chief Technology Officer



## Advancing Electric Vehicle Technologies

The road to a cleaner, more efficient transportation system includes EV/HEVs. Our Advanced Electronics Solutions (AES) operating segment is at the forefront of this journey, addressing the key challenges faced by EV/HEV adoption: range, cost, and safety.

### Enhancing Power Conversion Efficiency

Our curamik® ceramic power conversion technologies enhance EV/HEV performance by extracting heat from electric vehicle inverters, enabling the inverters to work more efficiently than other technologies. For the end user, this can improve reliability and increase vehicle range on a single charge.

### Seamless Power Distribution

Our materials also play a crucial role in distributing power to EVs. ROLINX® laminated busbars enable efficient power distribution by interconnecting thousands of battery cells reliably and safely. By optimizing system performance, ROLINX® helps reduce the size of EV batteries without sacrificing range. Stepping out of the vehicle, our ROLINX® technologies are also critical components of EV charging infrastructure.



## Empowering Renewable Energy

As a steadfast partner in the renewable energy market for over three decades, Rogers is committed to advancing the efficiency, reliability, and performance of renewable technologies. Rogers' Elastomeric Material Solutions (EMS) are utilized in renewable energy technologies. Our innovative solutions are purpose-built to remain reliable and resilient under the demanding environmental conditions faced by wind turbines, solar power plants, and energy storage systems.

### Addressing Renewable Energy Storage Challenges

Renewable energy sources like wind and solar hold immense promise for a sustainable future. However, their inherent intermittency poses challenges. Battery Energy Storage Systems (BESS) help bridge this gap by storing excess energy from solar panels and wind turbines. When demand peaks or renewable sources wane, BESS systems strategically release stored energy, ensuring a steady grid contribution.

To enable BESS systems to operate efficiently and reliably, Rogers supplies a number of EMS products, including:

- » PORON® Polyurethanes for sealing, dust protection, and thermal management,
- » BISCO® Silicone Materials for environmental resilience and electrical insulation,
- » DeWAL® Venting Solutions for pressure equalization and dust filtration, and
- » ARLON® Silicones for improved battery reliability.

## SPOTLIGHT

# From Germany to China: Meeting Global Demand for Vehicle Electrification and Renewable Energy

In May 2023, we unveiled our plans to expand our power substrate capacity in Suzhou, China to meet the region's growing EV/HEV and renewable energy demands. The state-of-the-art facility will manufacture our curamik® Active Metal Brazed and Direct Bond Copper substrates. Notably, this initiative follows our recent investment in expanding curamik® production in Eschenbach, Germany.

Our new factory in China will not only help us better support our global customers but also significantly shorten lead times and deepen technical collaborations with customers in Asia. As a trusted partner to leading power module suppliers for decades, we have consistently delivered efficient and reliable power semiconductor substrates.

As we continue to focus on supporting growth opportunities across our markets, we are driving capacity throughput improvements at existing facilities while making measured investments in new capacity. As a result, we achieved a nearly 10% capacity utilization improvement in our curamik® operations in 2023. This strategic approach ensures we are well positioned to meet the evolving needs of our customers and the industry at large.



## Enabling Reliable Solar Power Generation

As solar panels harness energy, our BISCO® Silicone materials play a crucial role in protecting the critical components within solar combiner boxes. These boxes serve as critical junctions where outputs from multiple panels converge. By maintaining an efficient seal, BISCO® Cellular Silicone prevents water and dust infiltration, significantly reducing the risk of electrical fires and power failures. This innovative solution not only enhances safety but also contributes to the overall reliability of solar energy systems.

## Innovating Responsibly

As we continuously research and develop leading-edge solutions, we remain committed to anticipating industry needs and supporting our customers' sustainability goals. From aerospace to telecommunications, our journey is one of purposeful design, where innovation and responsibility go hand in hand.

## Designing the Materials of the Future

Back in 1959, ahead of industry regulations, we developed PORON®—a unique proprietary polyurethane blend. Its versatility found applications in automotive engineering, footwear, and beyond. But our innovation didn't stop there.

In 2008, we pioneered PORON® ReSource, created from soy-based raw materials. This cushioning material is formulated using fewer petroleum-based chemicals, and increasing the usage of plant-based materials. Fast-forward to 2023, we launched the third generation of PORON® ReSource and expanded our groundbreaking PORON EVExtend® product portfolio to further optimize both EV/HEV cell performance and battery life.



**From aerospace to  
telecommunications, our journey is  
one of purposeful design, where  
innovation and responsibility go  
hand in hand.**



# Sustainable Operations

We recognize the significant opportunity to shape the future through environmental sustainability practices within our operations. By reducing our carbon footprint and optimizing our resource usage, we not only benefit our organization but also pave the way for sustainable offerings.

## Operational Compliance

Rogers strives to run our operations in a manner that respects the environment and incorporates environmental considerations into our decision-making and work activities. We aim to comprehend and responsibly manage the environmental risks associated with our business activities.

Our operations are subject to a range of federal, state, local, and international laws, rules, and regulations concerning the use, storage, handling, discharge, and disposal of certain toxic, volatile, or otherwise hazardous chemicals, gases, and other substances used in manufacturing our products. We adhere to all relevant environmental regulations in the jurisdictions where our advanced materials and components are produced. Our commitment is manifested

in our corporate policies, business processes, operational procedures, and product designs.

Below is a partial list of the international regulations Rogers adheres to:

- » European Union Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)
- » European Union Restriction of Hazardous Substances (RoHS)
- » China New Chemical Substance Registration (China REACH)
- » Administrative Measure on the Control of Pollution Caused by Electronic Information Products (China RoHS)

Our operations in the European Union and China are certified under the ISO 14001: 2015 Environmental Management System (EMS) standard. In terms of product safety, we comply with ISO, International Automotive Task Force (IATF), and Underwriters Laboratories (UL) standards.

For additional information regarding Product Compliance, please refer to our [website](#) for documentation of our certifications, including REACH letters, RoHS reports, and State of California Proposition 65 letters.



### Sustainable Process

- » Clean manufacturing practices
- » Strict compliance with air emissions
- » Proprietary mechanical frothing techniques to avoid addition of chemical foaming agents
- » Minimal water usage with recycled water
- » Continuous efficiency improvements for process optimization and waste reduction



### Sustainable Products

- » Durable, long-term performance and maintenance of original properties prolong useful life of the product and health benefits to the consumer
- » No heavy metal content
- » Free of latex and PVC
- » Low outgassing, no volatile organic compounds (VOCs)

## Energy

In our pursuit of resource optimization, we strive to minimize the energy consumed in our operations. Our focus is on maximizing efficiency, and we consistently monitor our energy consumption to pinpoint opportunities for enhancement. Our recent initiatives are a testament to this approach:

- » In 2022, we installed new LED lights at our facilities in Chandler, Arizona and Woodstock, Connecticut.
- » In 2022, we chose a more efficient energy solution at our Eschenbach, Germany facility by sourcing 90% of our electricity supply from a hydropower company.
- » In 2023, we installed automated lighting at our Narragansett, Rhode Island facility.
- » In 2023, we commissioned a propane-fueled process heater to replace a #2 fuel oil burning unit at our Woodstock, Connecticut facility, reducing emissions by 16% when using this equipment.
- » In 2023, we collaborated with a neighbor at our Evergem, Belgium site in the construction of a wind turbine. Starting in spring 2024, 100% of Evergem's electricity needs will be met by this renewable energy source when the turbine is active. Evergem also installed 21 energy counters on machinery and other installations so we can more accurately and precisely measure energy consumption at the facility.
- » In 2023, we replaced fluorescent lamps with energy-efficient LEDs at our Budapest, Hungary facility, and are using motion sensors instead of traditional switches at this site.

### Total Energy Consumption by Source (MWh )

Source	2021*	2022*	2023
<b>Total Direct</b>	<b>125,438.45</b>	<b>127,919.14</b>	<b>114,267.62</b>
Stationary Combustion - Natural Gas	117,812.93	118,588.21	102,357.86
Stationary Combustion - Propane	1,752.51	3,275.73	3,877.90
Mobile Combustion - Propane	1,380.05	2,183.71	3,454.65
Stationary Combustion - Fuel Oil	4,492.96	3,871.49	4,577.22
<b>Total Indirect</b>			
Electricity	124,655.60	126,090.06	120,387.02
<b>Total MWh:</b>	<b>250,094.05</b>	<b>254,009.20</b>	<b>234,654.64</b>

\* Due to discrepancies found in certain utility bills, the figures for 2021 and 2022 have been recalculated and updated.

## Greenhouse Gas Emissions

Our greenhouse gas (GHG) emissions inventory follows the GHG Protocol Corporate Standard, which provides requirements and guidance for organizations preparing a GHG emissions inventory. An annual GHG emissions inventory is the foundation for developing and monitoring climate change mitigation and reduction initiatives. Through the assessment of our GHG emissions, Rogers has established an initial baseline to monitor our progress and understand the evolution of our GHG portfolio as the business evolves.

### Emission Totals by Scope (MT CO<sub>2</sub>E)

Scope/Source	2021*	2022*	2023
<b>Scope 1 (Total Direct)</b>	<b>23,760.39</b>	<b>24,164.65</b>	<b>21,308.09</b>
Stationary Combustion Natural Gas	21,356.91	21,497.45	18,555.24
Stationary Combustion Propane	374.77	700.50	829.28
Mobile Combustion Propane	303.32	479.95	759.25
Stationary Combustion Fuel Oil (Diesel)	1,725.40	1,486.74	1,164.32
<b>Scope 2 (Total Indirect)</b>			
Location-Based Electricity	49,719.68	51,345.49	48,318.42
Market-Based Electricity	49,750.02	42,027.51	39,393.89
<b>Total Scope 1 and 2 Location-Based</b>	<b>73,480.07</b>	<b>75,510.14</b>	<b>69,626.52</b>
<b>Total Scope 1 and 2 Market-Based</b>	<b>73,510.41</b>	<b>66,192.16</b>	<b>60,701.98</b>
<b>GHG KPI (Total Scope 1 and Scope 2 Market-Based emissions in MT CO<sub>2</sub>e per million USD revenue)</b>	<b>78.80</b>	<b>68.16</b>	<b>66.82</b>

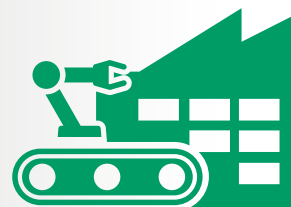
\* Due to discrepancies found in certain utility bills, the figures for 2021 and 2022 have been recalculated and updated.



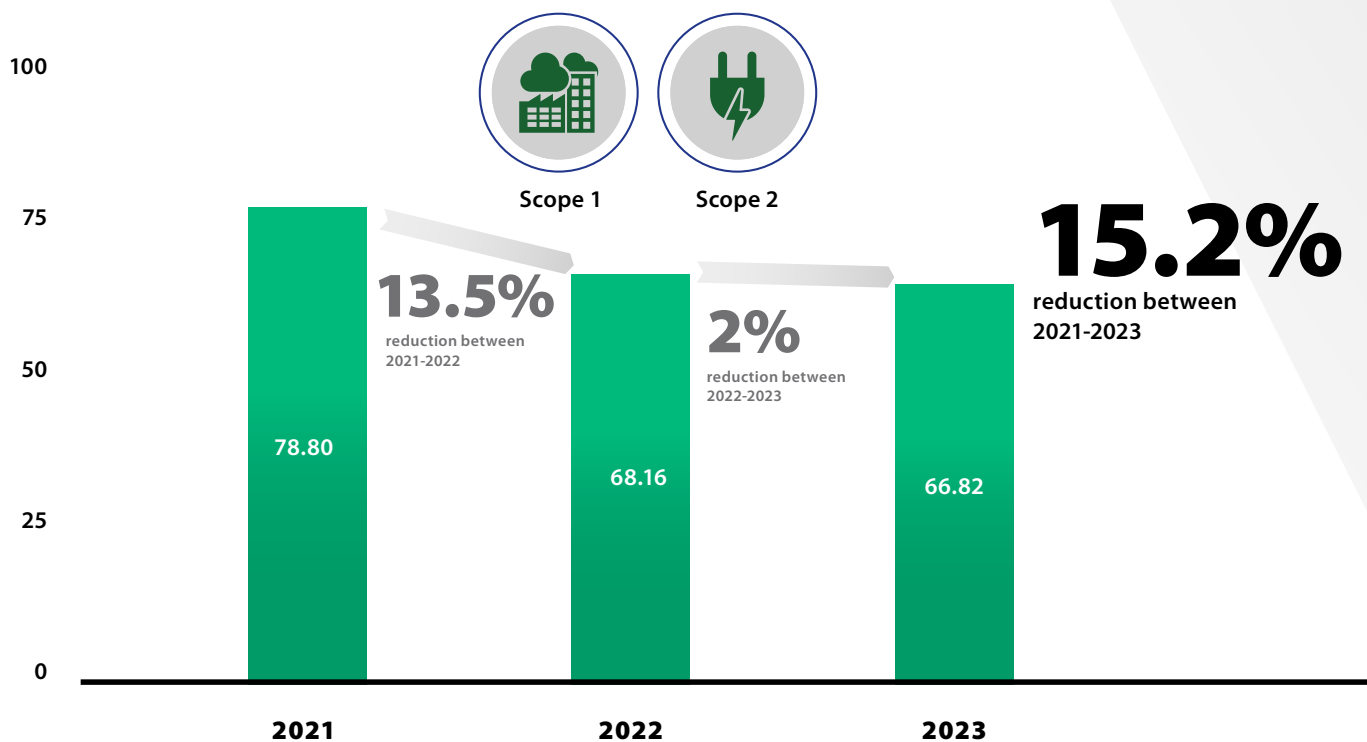
After completing a comprehensive review of our Scope 1 and Scope 2 GHG emissions in 2023, we are pleased to announce a GHG reduction target demonstrating our public commitment to environmental stewardship.

We continue to see a reduction in GHG emissions from our global facilities through increased use of renewable energy and the reduction of natural gas and diesel usage.

**Rogers has committed to reducing Scope 1 and Scope 2 GHG emissions at our manufacturing sites by 20% by 2030, with a baseline year of 2022.**



#### GHG KPI



(Total Scope 1 and Scope 2 Market-Based emissions in MT CO<sub>2</sub>e per million USD revenue)

## Water

We strive to responsibly manage water at all our facilities. Our focus on water efficiency drives us to continually seek opportunities for conservation. In 2023, our total water withdrawal amounted to 103 million gallons.

For instance, at our Eschenbach, Germany facility we maintain a vigilant watch over water use across all systems. Regular quality testing ensures that our freshwater resources remain pristine. Notably, in 2023, freshwater withdrawals at this facility decreased by 12% compared to the previous year.

As part of our ongoing efforts, we diligently monitor water usage across all our production facilities and are currently exploring implementing company-wide metrics to enhance our ability to track and manage water resources. By prioritizing water conservation, we contribute to safeguarding this vital resource for generations to come.

### Water Withdrawal by Source

Year	2021*	2022*	2023
Groundwater (gallons)	14,015,604	11,173,179	8,227,425
Municipal (gallons)	104,478,110	111,668,584	94,857,864
<b>Total (gallons)</b>	<b>118,493,714</b>	<b>122,841,763</b>	<b>103,085,290</b>
Groundwater %	11.8%	9.1%	8.00%
Municipal %	88.2%	90.9%	92.00%
<b>Water withdrawal (thousand gallons) per revenue (million USD)</b>	<b>127.02</b>	<b>126.48</b>	<b>113.48</b>

\* Due to discrepancies found in water data collection, the figures for 2021 and 2022 have been recalculated and updated.

## Waste

We take a proactive stance in managing and reducing both non-hazardous and hazardous waste. Our waste management strategy is anchored in the Waste Disposal Hierarchy, which prioritizes waste minimization through a progressive sequence: prevention, reduction, recycling, recovery, and finally disposal.

In 2023, we made significant strides in our recycling efforts by reprocessing 100% of our intermediate bulk containers through our tote recycling initiative. All global operations recycle e-waste in accordance with the specific requirements of the local agencies in the jurisdictions in which they operate. Rogers has consistently recycled around 60% of our total non-hazardous waste over the last several years.

Each Rogers facility has a robust waste management system to appropriately handle, store, and dispose of any hazardous waste it may generate. We maintain transparency by routinely reporting our hazardous waste production to the U.S. EPA or EPA-authorized state programs and comply with the requirements of all local agencies at our global facilities. We also monitor waste inventories at the end of each year and provide monthly hazardous waste manifest reports to comply with individual state reporting requirements. Our employees responsible for handling or managing hazardous waste undergo comprehensive training that includes initial and refresher courses. Rogers regularly audits hazardous waste disposal facilities to ensure they hold the necessary permits and comply with regulatory standards. Specialized wastes are assessed and managed by certified and skilled service providers.

### Waste Metrics

Year	2021	2022	2023
<b>Total Hazardous Waste (lbs)</b>	<b>12,738,425</b>	<b>15,079,967</b>	<b>16,346,240</b>
<b>Total Non-Hazardous Waste (lbs)</b>	<b>28,543,168</b>	<b>24,726,440</b>	<b>30,105,008</b>
% of Non-Hazardous waste Recycled	60.5%	65.8%	59.9%
% of Non-Hazardous waste to Landfill/ Waste-to-energy	39.5%	34.2%	40.1%
<b>% Hazardous</b>	<b>30.9%</b>	<b>37.9%</b>	<b>35.2%</b>
<b>% Non-Hazardous</b>	<b>69.1%</b>	<b>62.1%</b>	<b>64.8%</b>





## THREE

# Promoting Social Responsibility

Rogers values the significant contributions made by our employees to evolve our company. We are committed to enhancing our employees' well-being, fostering their professional development, and improving the communities in which we operate. Our commitment to our employees encompasses the whole employee experience, starting with health, safety, and ethics and extending to employee engagement, diversity, equity, and inclusion, and professional development. This commitment is deeply rooted in our core values, ensuring a supportive and inclusive workplace for all.

## Our Approach to Safety

At Rogers, we actively promote a culture that embodies our long-established vision of “Everyone, Everywhere, Every day.” Our goal is for each of our employees to return home from work every day uninjured.

Our Environmental Health & Safety (EH&S) Principles guide our efforts to protect and improve employee health and safety and preserve our environment. We aim to:

- » Meet or exceed applicable EH&S requirements and verify performance through periodic audits.
- » Utilize our own EH&S standards that provide safeguards for the community, the workplace, and the environment.
- » Promote a healthy, safe workplace, without occupational injuries or illness. Although everyone plays a part in ensuring safety throughout the organization, we also have top-down support from all levels of management.
- » Communicate EH&S policies, programs, and issues to Rogers’ employees and stakeholders.
- » Install, manage, and operate our manufacturing processes to maximize workplace safety, conserve natural resources, and protect the environment.
- » Develop products that utilize raw materials and processes that minimize pollution throughout the product life cycle, from design and manufacture to customer use and end-of-life disposal.







## Our Global Safety Management System

Rogers' world-class Safety Management System (SMS) is the engine of our workplace safety practices.

Our EH&S leadership is committed to the following safety management protocols:

- » Reviewing our SMS status quarterly across all manufacturing sites.
- » Conducting routine EH&S audits at all global manufacturing facilities.
- » Building capabilities of EH&S team to meet compliance requirements and leading safety culture improvement throughout the organization.
- » Striving to realize our "Everyone, Everywhere, Every day" vision.

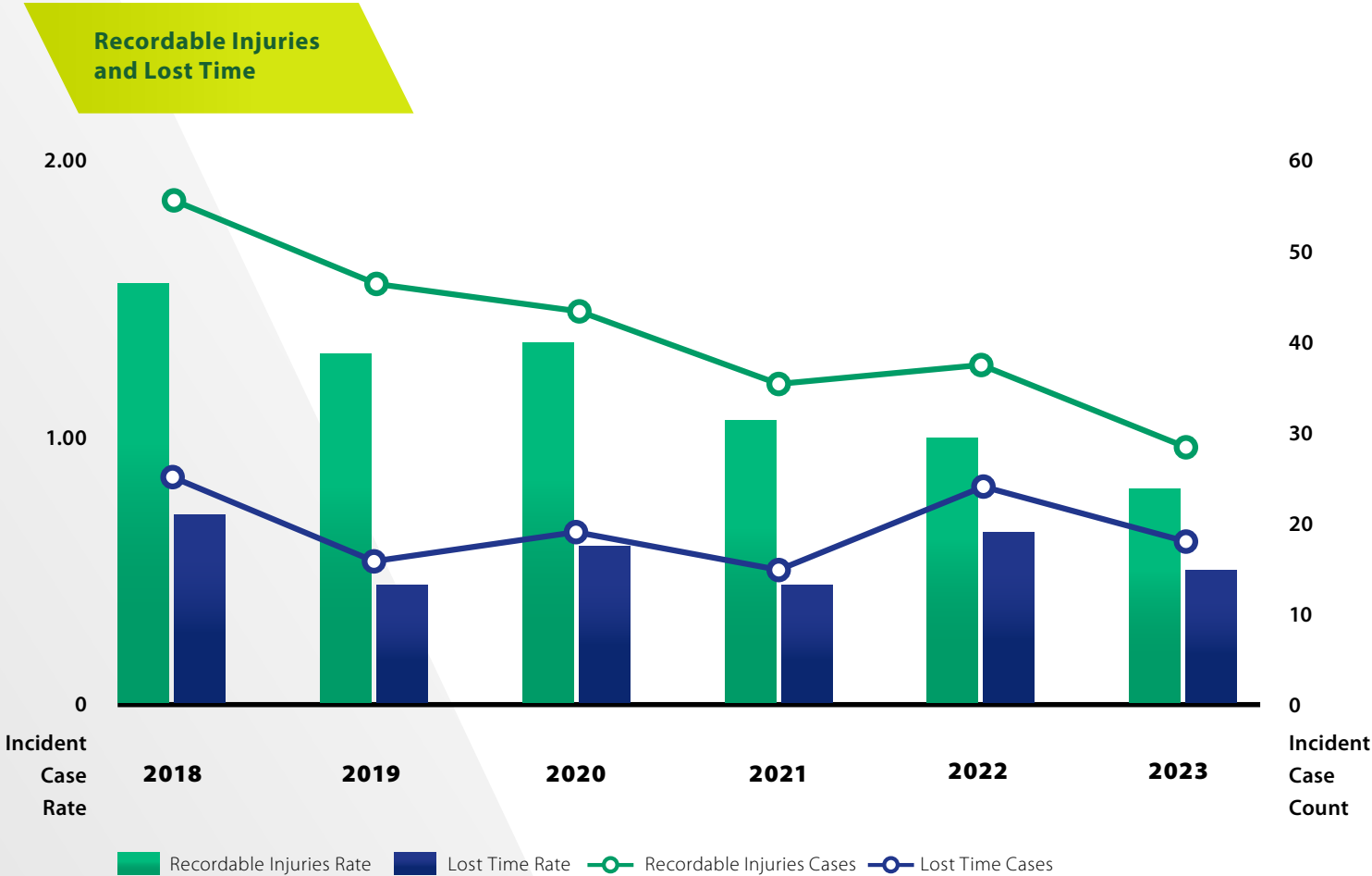




In 2023, we introduced The Serious 10 Safety Rules (The Serious 10), which focus on the Company's most impactful safety-related behaviors. To accelerate the adoption of The Serious 10, we conducted a global campaign for Rogers employees to increase awareness of these critical behaviors.

We also implemented the following safety culture improvements in 2023:

- » All global managers conduct weekly safety talks as part of their safety communication and training to emphasize behavioral expectations to their teams and prevent unsafe work situations.
- » Rogers conducted a global safety perception survey, which gathered anonymous feedback on safety within the organization. The survey results will be used in 2024 to form a Survey Action Team focused on enhancing safety measures within Rogers.



## SPOTLIGHT

# OSHA Recordable Injuries and Lost Time for Rogers Corporation

In 2023, four facilities achieved the remarkable milestone of zero recordable injuries for the entire year and were awarded the Everyday Safety Star Award:

- » Bear, Delaware
- » Blackburn, England
- » Budapest, Hungary
- » Suzhou, China, EMS

Their collective effort exemplifies our safety vision and sets an inspiring standard for safety excellence.

Our Global SMS, EH&S Guiding Principles, and continuous employee safety trainings have helped us achieve a consistent annual decrease in Occupational Safety and Health Administration (OSHA) recordable injuries and lost time rates. We are pleased to report that zero occupational fatalities have been reported across our facilities globally.



# Investing in our Employees

At Rogers, our corporate culture is critical to our continued success. We believe that by investing in employees' professional growth, providing comprehensive workplace benefits, and highlighting their achievements, we empower them to make innovative decisions, deliver impactful results, and thrive.

## Employee Development

With a focus on core competencies, professional skills, and leadership potential across all organizational levels, Rogers believes in fostering the personal development and advancement of our employees and their families. In 2023, we started offering a global Situational Leadership development training program, based on management responses to a training and development needs survey. The program was designed to cultivate a supportive learning environment and equip people managers with the essential skills and knowledge to effectively manage teams with varying work styles.

Rogers also offers multiple employment and learning opportunities to students around the globe, including internships and co-ops, as well as New Graduate Development programs in Asia and apprenticeships in Germany.





## Employee Development Programs

Rogers strives to support a culture of learning within our organization. In 2023, we offered several employee development programs, including:

**My Development Program:** This program upskills emerging corporate leaders by honing their leadership skills and fostering their strategic thinking using innovative tools and learning approaches. Its core objectives include equipping participants with essential management philosophies and tools, staffing and recruiting skills, performance management techniques, and financial acumen.

**Technical Expert Development Program:** Specifically tailored for engineers, this program is designed to enhance technical skills, knowledge, and expertise. Engineers participating in this program receive specialized training and development opportunities to further expand their skillset and become industry leaders in their respective areas.

**STAR Frontline Leadership Program:** Participating production supervisors undergo a six-month development initiative focused on enhancing their capabilities in managing teams and front-line operations. The program provides training and coaching on fundamental management skills, company policies and procedures, and safety through workshops and continuous improvement methodologies.







**D! Learning Program/LMS:** Available to all salaried employees, our flexible online learning platform offers both assigned and self-selected training courses. Particularly impactful for new hires, the platform streamlines the onboarding experience by aligning new hire training with needs identified by their managers, setting the stage for their success and smooth integration into the Rogers organization. The platform includes a range of fundamental knowledge and leadership training courses, with ongoing updates to continuously provide more training topics. This initiative reflects our commitment to continuous learning and development, empowering our workforce to excel in their roles while staying ahead in the ever-evolving business landscape.

Additionally, our **BEACON Asia Mentoring Program** will continue with new activities in 2024. Through one-on-one mentoring relationships, high-potential employees will have the opportunity to gain invaluable guidance and insights from experienced leaders, refine their skills, and navigate career challenges, equipping them to take on future leadership roles within the organization. By connecting these employees with seasoned senior leaders, we aim to build a leadership pipeline that fosters growth and development within Rogers.



## Workplace Benefits

The health and financial welfare of our workforce is a priority for Rogers. That's why we offer a comprehensive range of competitive benefits to all our employees across the globe. These benefits include:


- » **Tuition Reimbursement Program:** Rogers offers qualifying tuition reimbursement for full-time and part-time employees to promote employee growth, improve job-related skills, and advance career potential.
- » **Global Stock Purchase Plan Program:** All full-time, part-time, and temporary Rogers employees are eligible to purchase Rogers stock at a discount.
- » **Matching Gift Program:** We match qualifying employee donations to support charitable efforts and our employees. This benefit is available to all full-time, part-time, and temporary Rogers employees.

Rogers also offers an assortment of employee benefits tailored to specific regions.

### U.S.

In addition to life and disability insurance coverage; paid parental and vacation leave; dental, medical, and vision benefits; and a 401K matching program, Rogers employees in the U.S. are provided the following benefits:

- » **Rogers Corporation Scholarship Program:** Each year, the Company awards scholarships to the children of full-time and part-time Rogers employees in the U.S. who meet specific requirements and have demonstrated a strong commitment to their academics and personal development.



**In 2023, ten students were awarded the Rogers Corporation Scholarship which includes two \$5,000 and eight \$3,000 scholarships. One of the \$5,000 scholarships is awarded to an applicant pursuing a degree in Engineering or Science, in honor of Richard C. Berry, former Senior Vice-President of Technology. The second \$5,000 scholarship, Award for Academic Excellence, is awarded to an applicant in honor of Dr. John P. Foley, for his service to Rogers and his commitment to both professional and academic excellence.**



- » **Wellness Programs:** To promote health and fitness, Rogers provides wellness reimbursement for eligible programs to full-time U.S. employees and their spouses and domestic partners, as well as coverage to the Complementary & Alternative Medicine (CAM) program.

## Europe

- » Meal vouchers for all full-time and part-time employees and contractors.
- » Monthly “Healthy Food Day” for all full-time and part-time employees and contractors.
- » Vouchers or “Eco cheques” that can be used to purchase sustainable products.
- » 13th and 14th month pay.

## Asia:

- » Fitness room and on-site gym classes.
- » Pearl’s Club (Woman@Asia).
- » Children’s Day (Suzhou, China).
- » Rogers Reading Club.
- » Shuttles.
- » Complimentary annual physical examinations.



## Employee Achievements and Awards

Rogers provides a diverse array of recognition and rewards for our worldwide staff, encouraging behaviors aligned with our objectives and principles. Our employee recognition awards include:

- » **Service Awards:** This award recognizes U.S. employees who have demonstrated remarkable loyalty, dedication, and commitment to our organization. This award is bestowed at five-year increments of service with Rogers and celebrates our long-serving employees and their invaluable contributions.
- » **Best Workers Awards:** This award recognizes Rogers employees in China, Korea, Singapore, and Taiwan for their outstanding dedication, exceptional performance, and consistent commitment to excellence within our workforce. This accolade celebrates individuals who consistently go above and beyond in their contributions, embodying our organization's values and spirit and supporting our company's success.
- » **Thank You Awards:** The Rogers Global Reward and Recognition Program, known as our "Thank You Award Program," is designed to encourage employees at any level to say "Thank You" to other employees or teams at Rogers. The goal is to recognize performance that falls outside of the normal bounds of our jobs or immediately reward extraordinary effort to meet or exceed deadlines or customer expectations. There are options for cash and non-cash rewards.
- » **Presidential Awards:** Rogers' most prestigious honor. This recognizes the annual contributions of employees that directly support our strategy of being market-driven innovation leaders.



## Commitment to Mental Health

We recognize that fostering a supportive and healthy work environment extends beyond just physical health.

We are proud that our employee benefits include resources to address mental health. Our goal is to help eligible Rogers employees fully understand the Rogers Employee Assistance Program (EAP), including the extent of benefits available and how to use them. We are committed to the following goals:

- » Help minimize the stigma related to asking for help.
- » Increase accessibility and awareness of mental wellness benefits.
- » Equip employees with the tools to prevent burnout proactively.

The EAP provides employees and their families access to free, confidential work/life support. Through this program, they can find resources such as childcare, adult care, and every day services such as finding a dog walker, house painter, and moving assistance. In addition, eligible family members can access complimentary annual visits to a licensed mental health professional.

We also encourage our team members to prioritize their health and well-being through our wellness reimbursement program. The program provides reimbursements for various wellness activities, such as gym memberships and fitness classes, to our full-time employees and eligible spouses and domestic partners. This means employees and their partners can access financial support for their physical and mental well-being.

Rogers employees in the U.S. can take advantage of the Complementary & Alternative Medicine (CAM) program. Through CAM, employees can explore innovative wellness methods such as naturopathic care, acupuncture, and massage therapy. By embracing CAM, Rogers supports our employees' diverse needs and encourages a comprehensive approach to overall well-being.





# Diversity, Equity, and Inclusion

At Rogers, we respect and value the diversity reflected in our various backgrounds, identities, experiences, and ideas. Our Code of Business Ethics outlines our position on preventing discrimination and promotes the value of a diverse workforce. Together, we strive to provide each other with an inclusive work environment that fosters respect for all our employees and our stakeholders.

Rogers' recent diversity, equity, and inclusion (DEI) efforts have primarily concentrated on developing foundational awareness, forming Employee Resource Groups (ERGs), and conducting qualitative evaluations to gauge our current state and identify areas for improvement. In 2021, we established a foundation for our DEI program by creating a DEI Council and committing to:

- » The formation and ongoing support of multiple ERGs.
- » Corporate-wide DEI awareness training for all employees.
- » Extend requirement for 100% diverse candidate slates and interview panels for hiring at the manager level and above, and extend monitoring and reporting of diversity promotions to manager level positions and above.

As of 2023, Rogers has established the following ERGs to support engagement and development, advance a culture of inclusivity, and empower our employees to thrive within the organization:

- » **Women @ Rogers:** This group is dedicated to championing gender equality, empowering women, and fostering their professional and personal growth. The Women @ Rogers group actively promotes initiatives that create pathways for women's advancement within our organization.



- » **Mental Health Alliance:** This group is dedicated to promoting employee mental well-being and offering a space to learn more about mental and emotional health. This includes minimizing the stigma related to mental health issues, improving the availability and knowledge of mental health measures at Rogers, and exploring strategies and resources to tackle mental health issues.
- » **Early Career Development:** This group is dedicated to nurturing and empowering our organization's next generation of talent. It nurtures a culture of continuous learning, innovation, and collaboration, equipping emerging talent with the tools and resources that recent graduates and early-career professionals need to thrive in their roles and make meaningful contributions to our company's future success.

## Diversity, Equity, and Inclusion Training at Rogers

At Rogers, we believe that fostering a culture of inclusivity takes dedicated action from the organization and support by all team members. All Rogers employees are required to take DEI training. We deploy various methods to create and maintain a workplace environment that cultivates inclusive leadership and supports the development and advancement of all our employees. In 2023, we had over a 99% completion rate on our DEI-related training programs throughout all our facilities. Our DEI training programs are facilitated by a third-party training provider and cover a range of topics such as:

- » Anti-Harassment and Discrimination
- » Unconscious Bias
- » Manager Communications
- » DEI for Manufacturing
- » Respectful Communication

## Equity of Access at Rogers

At Rogers, we prioritize equity and accessibility for all employees through our ConnectoR employee communications app. The platform provides comprehensive access to company information, programs, and development opportunities. With ConnectoR, employees can easily stay informed and engaged using their mobile devices. This commitment to accessibility not only promotes transparency within the organization but also supports a culture of continuous learning and development for all Rogers employees, regardless of their location, schedule, or native language.

## Gender and Racial/Ethnic Group Representation for the U.S.

As part of our commitment to DEI practices, Rogers has identified the U.S. Equal Employment Opportunity (EEO) Commission's EEO-1 Job Classification as material to those efforts. We partner with organizations that help us maintain a well-rounded DEI strategy in our hiring practices.

We have disclosed our workforce's gender and racial/ethnic group representation consistent with the EEO-1 Job Classification Guide and SASB standards (TC-HW-330a.1). All U.S. employee data reported has been compiled from our internal Human Resources records. Rogers continues to track and report metrics related to diversity across the organization.

## The Rogers Workforce

In our ongoing commitment to transparency and accountability, we present an overview of our workforce composition, encompassing key metrics such as gender representation, new hires, and insights into our global workforce composition. Our 2023 workforce data provides a detailed look into our efforts to create an inclusive and diverse workplace, highlighting the progress made and the areas where we continue to focus our efforts. As we navigate the evolving landscape of sustainability, we recognize the pivotal role that our workforce plays in driving our success and embodying our values. Through this data, we aim to share our journey towards building a stronger, more equitable, and resilient organization.

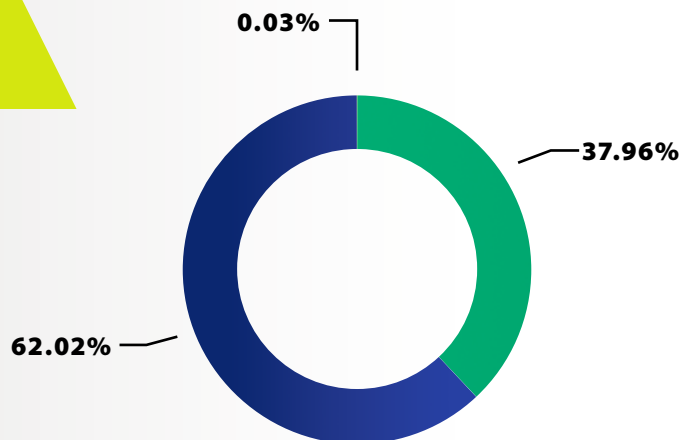


## Global Gender Data

Our journey towards inclusivity is ongoing, as we are building a stronger, more innovative team that reflects and respects the diverse communities we serve. In 2023, 38% of our global workforce and 26% of our U.S. workforce were women. Additionally, 48% of Rogers' new hires in 2023 were women as we make progress to create a workplace where diversity is celebrated and valued.

### 2023 Global Gender

- Female
- Male
- Others



**48%**  
of global promotions\*  
were women



**23%**  
of global senior  
leadership are  
women

\* Union and production employees are not included. A "promotion" is defined as a change in job code, grade, and pay increase.



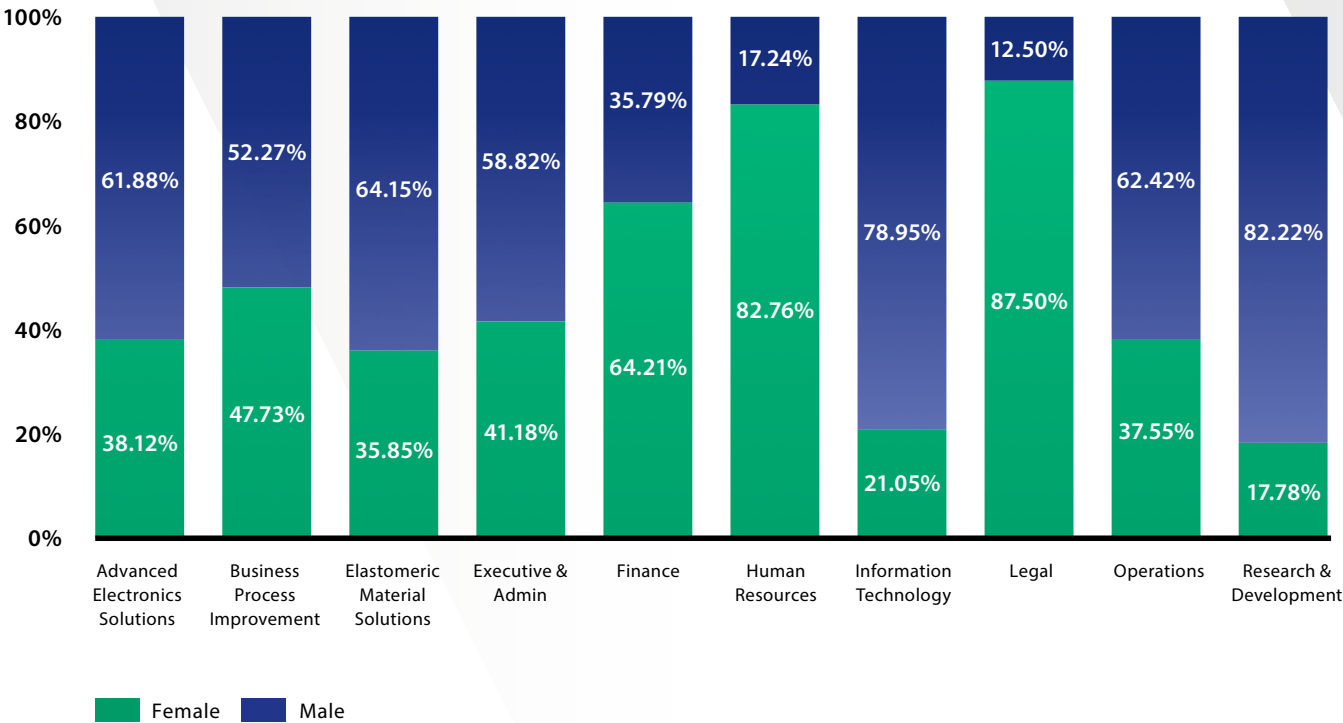
## Global New Hires and U.S. Workforce Data

We continue to foster an environment of employee development and career progression and are pleased to share the latest updates in advancing diversity within our organization. Our workforce data on global new hires and on U.S.-specific data for race, ethnicity, and age, along with hiring efforts to create a more diverse work environment, reflects our commitment to transparency and our ongoing efforts to create an inclusive workplace.

2023 Global New Hires by Gender



2023 Global New Hires by Gender



### 2023 U.S. Gender Composition by Role

Role	Female	Male	Not disclosed
Executive Management	18%	82%	0%
Non-Executive Management	23%	77%	0%
Technical Employees	19%	81%	0%
All Other Employees	27%	73%	0.1%

### 2023 U.S. Employee Race by Role

Role	Asian	Black	Hispanic	Two or more races	White	Other	Not Disclosed
Executive Management	24%	0%	0%	0%	76%	0%	0%
Non-Executive Management	8%	6%	7%	2%	77%	0%	0%
Technical Employees	4%	7%	15%	2%	72%	0%	0%
All Other Employees	9%	11%	18%	2%	60%	1%	0%



**20%**

U.S. leadership identifies as a racial or ethnic minority



**29%**

of U.S.-based promotions were for employees of a racial or ethnic minority

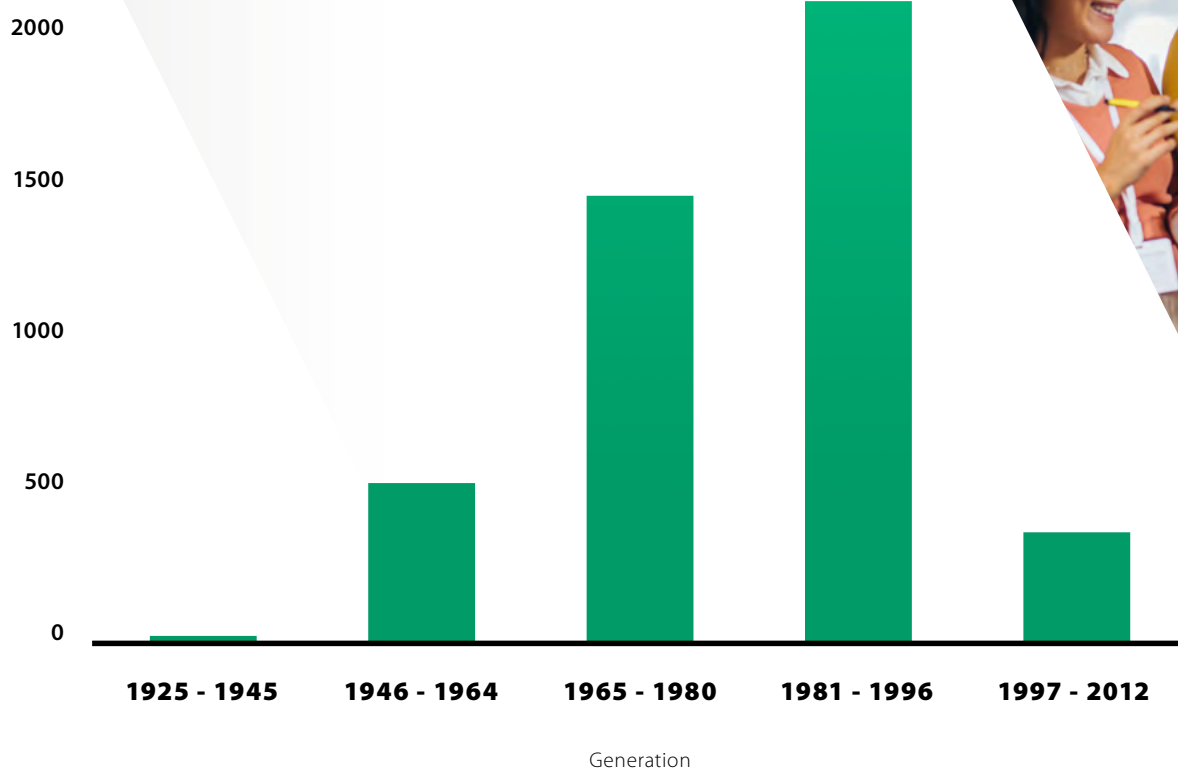


**46%**

of U.S. new hires identified as a racial or ethnic minority



### U.S. Employees by Generation (2023)







**In May 2023, Rogers attended PCIM Europe, the world's leading exhibition for power electronics, intelligent motion, renewable energy, and energy management technologies.**





## FOUR

# Practicing Good Governance

At Rogers, we believe that how we conduct our business is just as important as what we achieve. We have built our reputation of integrity on a solid foundation of good governance and a commitment to sustainable and ethical business practices.





# Corporate Governance

Rogers is committed to an independent and transparent governance structure that ensures accountability and ethical conduct in our operations, and that is responsive to the interests of our shareholders.

Details on Rogers' corporate governance structure is disclosed in our [Annual Report](#), [Proxy Statement](#), and on our [website](#).

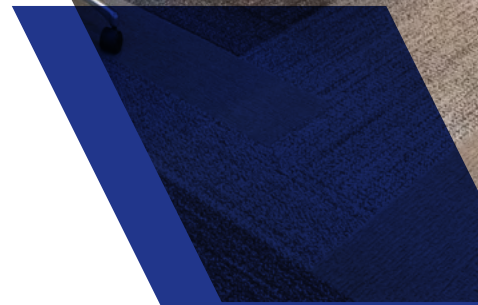
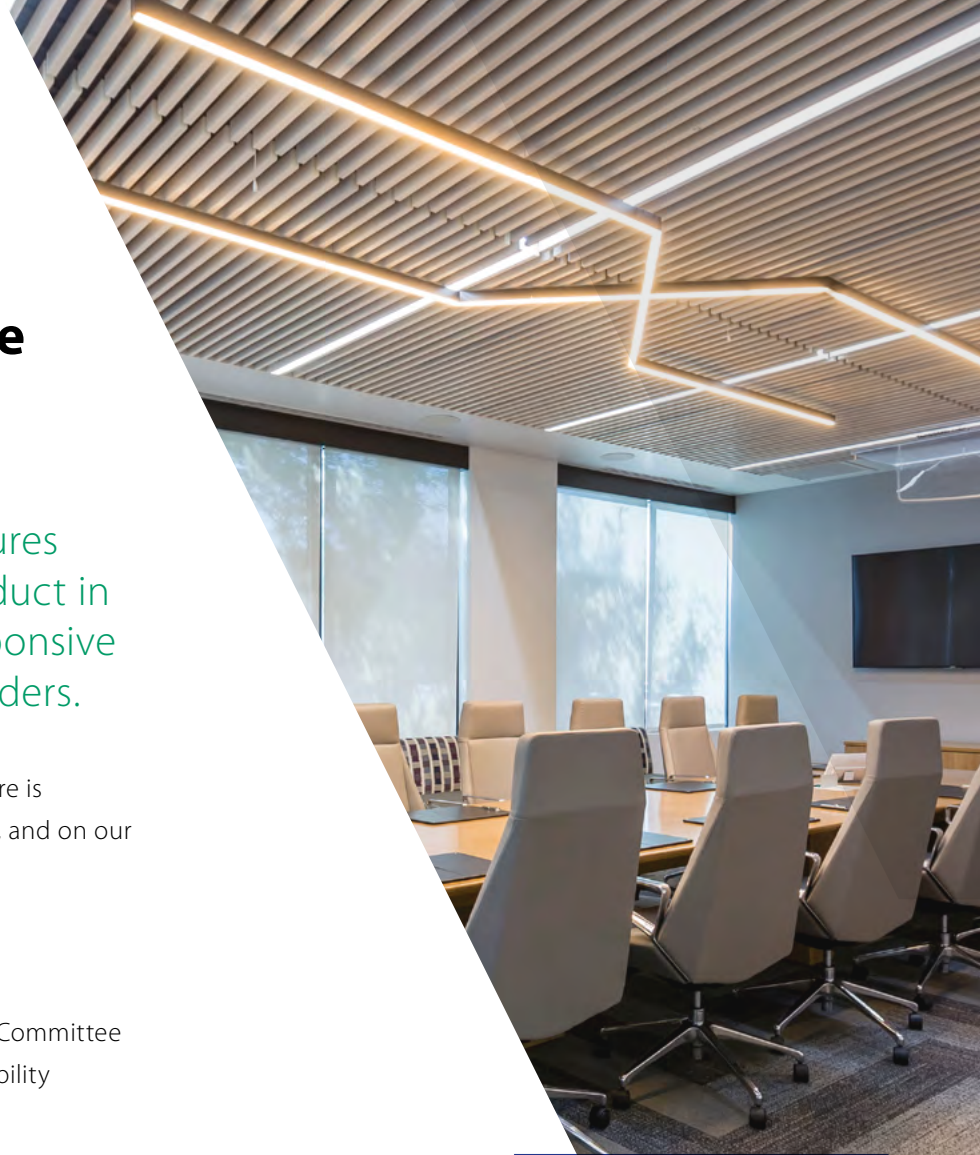
## Board Oversight of ESG

Our Nominating, Governance and Sustainability Committee oversees and provides guidance on our sustainability initiatives including:

- » Integration of ESG policies, practices, and goals into Rogers' business strategy and decision-making.
- » Implementation of procedures for identifying, assessing, monitoring, and managing ESG risk related to Rogers' operations.

Our Audit Committee is responsible for engaging with management and the Company's internal and external auditors to examine and evaluate the Company's disclosure controls and procedures related to ESG reporting required by applicable legal or regulatory requirements.

ESG topics, including risks, opportunities, performance, and reporting, are reviewed bi-annually by the Board of Directors, with some elements of ESG discussed at every board meeting.







## Ethics and Integrity

We believe that being a responsible company requires a commitment to ethically managing our activities, so we strive for “Results, but Results the Right Way.” This means making decisions that are based on what is ethically sound, as opposed to what is easy or expedient.

Our Code of Business Ethics supports our commitment to the highest standards of business conduct, providing a framework for how our Cultural Behaviors translate to concrete actions. Further, it provides our team with knowledge and resources on key corporate activities, such as how we protect the environment, promote safety and health, and respect human rights.

### Ethics Hotline

Open and honest communication is the expectation at Rogers. We maintain a [confidential and anonymous hotline](#), which we actively promote globally for stakeholders to report potential ethics violations and policy or compliance concerns. Reports are taken seriously and thoroughly investigated, and we have a strict non-retaliation policy for those making honest reports on complaints, such as a conflict of interest or behavioral misconduct.

Employees, customers, and other stakeholders are encouraged to report any concerns through our international ethics hotline phone numbers or by [web submission](#).

## Stakeholder Engagement

At Rogers, we have built a reputation for integrity through our dedication to the highest standards of ethical business. We continue reinforcing this commitment by regularly engaging with our stakeholders to gather feedback and identify key trends, issues, and risks for the Company.


### Shareholder Engagement

We actively engage with our shareholders in a variety of forums. Our executives meet frequently with shareholders at investor conferences, on telephone calls, in virtual meetings, and at scheduled on-site visits. While these meetings typically focus on investment matters, there is also active engagement on topical governance issues, including executive compensation and ESG matters. In addition, we regularly reach out to our larger shareholders to discuss these topical governance issues.

### Employee Engagement

Our commitment to engaging with our stakeholders starts with our employees, who are both impacted by and who have an impact on our business. We value the knowledge, experience, and insights of our global teams as critical components to creating and sustaining an engaging work environment.

We regularly engage with our employees throughout day-to-day business activities and through engagement surveys. Additionally, approximately 10% of our U.S. employees and 25% of our European Union employees are covered by collective bargaining agreements. We respect our



workers' rights to bargain collectively and strive to take all appropriate and necessary steps to engage with our workers in good faith.

Additionally, in 2023, Rogers launched the "We are Rogers" employee engagement campaign. The celebration of Rogers' history and culture continued with the publication and promotion of "[The Impact of Innovation: The Rogers Story](#)." These materials honor the spirit of unity and resilience within our global workforce and recognize employee contributions to the Company throughout the decades.

## Customer Engagement

Adhering to sound principles of good corporate governance is vital to protecting our reputation, assets, investor confidence, and customer loyalty. We respond to customer requests for supply chain audits to meet their ESG requirements and maintain our commitment to ethical business practices.

Our corporate governance policies provide the framework for all of our operations. For more information on our policies and practices, please refer to our website's [Corporate Responsibility](#) page.

## Corporate Risk Management

Led by our Risk Management Steering Committee with oversight by executive leadership and the Board of Directors, Rogers conducts an annual Enterprise Risk Management process.

Our ERM process is inclusive and global in nature, involving engagement with employees across the organization through an extensive ERM survey. This survey serves as a vital tool in identifying and assessing risks pertinent to Rogers' business operations. The 2023 survey achieved an impressive 85% response rate, showcasing the commitment of our employees to the risk management process.

The results of the ERM survey are evaluated by our Risk Management Steering Committee and presented to our executive leadership and Board of Directors for further input. Following the identification of risks, our approach emphasizes proactive monitoring and mitigation of these risks in the near- to medium-term. Additionally, they are carefully considered in our long-term strategy planning, as overseen by the Board of Directors, ensuring that our risk management efforts are aligned with the Company's overall goals and objectives.

## Supplier Risk Management and Engagement

At Rogers, we seek to establish and maintain strong relationships with suppliers who align with our ethical and sustainable standards. To mitigate risk each new material supplier undergoes a comprehensive audit by our quality team. Moreover, we regularly evaluate supply chain risks, conduct supplier training, and perform follow-up audits on suppliers at a regular cadence and in accordance with Company policy.

At the beginning of each supplier relationship, each supplier is required to complete our Supplier Onboarding Survey, which includes questions about their sustainability-related processes and ethical conduct. Our Code of Business Ethics, which is provided to suppliers as part of our [Standard Terms and Conditions of Purchase](#), outlines expectations regarding human and labor rights, worker health and safety, and environmental sustainability, ensuring alignment between Rogers and our suppliers on ethical and sustainable behaviors.

## Conflict Minerals

Conflict minerals are those minerals and their derivatives that are mined where revenues generated by their sale may directly or indirectly finance armed groups engaged in civil war, resulting in serious human rights abuses. Rogers fully supports efforts to eliminate the use of conflict minerals from improper sources that may support these abuses.

While some of our products contain conflict minerals such as tin and gold, Rogers does not directly source these from mines or smelters, but instead uses refined metals. Our suppliers are expected to source materials from socially responsible suppliers, comply with Dodd-Frank requirements, and provide all necessary declarations and supporting documentation for metals used in our products.

In 2011 we implemented the use of the Conflict Minerals Reporting Template (CMRT), developed by the Responsible Minerals Initiative (RMI), to ensure transparency and responsible sourcing in our supply chains. The CMRT allows us to identify the smelters and refiners in our supply. Our sources of all conflict minerals used in Rogers' products is evaluated on an annual basis in order to ensure that none are supporting armed conflict in the Covered Countries.



This commitment to ethical sourcing is crucial in upholding human rights and promoting sustainable practices in our industries. Our CMRT submissions are located on our website at [Supply Management](#).

Further, we expect our suppliers to pass these requirements through their own supply chain and determine the source of conflict minerals that may be used in Rogers' products if they do not directly source them from mines or smelters. We routinely engage our metals suppliers concerning the origins of metals used in our products and survey them to verify ongoing compliance with our [Conflict Minerals Policy](#).





# Appendix and Data Tables

# SASB Index

To align with generally applicable ESG standards, we are providing our ESG information pursuant to the Sustainability Accounting Standards Board (SASB) framework. We are specifically providing information to the Technology and Communications, Hardware sector, our designated industry classification according to SASB's Sustainable Industry Classification System®. The Activity Metrics prescribed by SASB facilitate comparison, and the Sustainability Disclosure Topics & Accounting Metrics include the topics identified by SASB as most relevant to our sector. For more information, see Hardware Sustainability Accounting Standard (Sustainability Accounting Standards Board, Version 2023-12). The information provided is as of December 31, 2023.

## Activity Metrics

Code	Activity Metric	Response and References
TC-HW-000.A	Number of units products by product category	Rogers' advanced materials are "Components" within the applicable SASB product categorization; however, Rogers does not explicitly disclose commercially sensitive unit production.
TC-HW-000.B	Area of manufacturing facilities	3,067,300 square feet, which includes the square footage of any Rogers facility that performs manufacturing. Excludes facilities that do not perform any manufacturing and are classified as Administrative Offices, Warehouse, Innovation Centers, or some mix of these three facility types.
TC-HW-000.C	Percentage production from owned facilities	99% of production by revenue is from Rogers-owned facilities.

## Product Security

Code	Metric	Response and References
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Rogers manufactures and sells advanced materials that do not contain or process data, or include embedded software, as delivered to customers. As such, Rogers' products do not have any inherent data security risks.

## Employee Diversity, Equity, and Inclusion

Code	Metric	Response and References
TC-HW-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	<p>See <a href="#">Diversity, Equity, and Inclusion section</a> for breakdown.</p> <p>(a) Rogers continuously operates its DEI Council, which follows the Global Diversity and Inclusion Benchmarks (GDIB) standards. See the Diversity, Equity, and Inclusion section for examples of outcomes and decisions made by the Council.</p> <p>(b) The CEO continues to serve as the Council's executive owner. The Council is chaired by a member of the CEO's executive team and the Chief Administrative Officer (CAO) is also a council member. Additional members include representatives from Operations and Legal and regional representatives from Rogers' business units. The Employee Resource Group (ERG) chairpersons and the Human Resources Information Systems (HRIS) analyst are also members of the DEI Council.</p>



## Product Lifecycle Management

Code	Metric	Response and References
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	<p>Rogers does not manufacture or sell any products containing IEC 62474 Declarable Substances above the applicable reporting thresholds. Rogers complies with national laws and global regulations (EU Restriction on Hazardous Substances (RoHS), Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), etc.) and conducts compliance reviews of materials used in production. Periodic analysis of final products is also performed.</p> <p>For more information, refer to the <a href="#">Certifications</a> page of our website to review product certifications and the Environmental Responsibility section of this report for more information on Rogers' efforts in managing hazardous substances.</p>
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	<p>Electronic Product Environmental Assessment Tool (EPEAT) registration or equivalent is not directly applicable to Rogers' products, because these registration structures are designed for complete end products and Rogers does not manufacture complete end products, but rather manufactures and sells components for these products. Rogers manufactures and sells advanced materials that are consistent with EPEAT criteria and the core principles of environmentally preferred products. Accordingly, Rogers' advanced materials are specifically designed for end products registered under EPEAT.</p>
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	<p>Energy efficiency certifications, such as ENERGY STAR, are not directly applicable to Rogers' products because they are designed for complete end products. Rogers manufactures and sells advanced materials that are consistent with ENERGY STAR criteria and the core principles of energy efficiency. Accordingly, Rogers' advanced materials are specifically designed for end products meeting ENERGY STAR criteria.</p>
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	<p>End-of-life metrics, including e-waste recovery and recycling, are not directly applicable to Rogers' products, because these metrics are designed for complete end products. Several of Rogers' product lines incorporate copper, which is widely recovered, and recycled as part of standard end-of-life programs for electronics end products.</p> <p>For more information, refer to the <a href="#">Waste section</a> of this report.</p>

## Supply Chain Management

Code	Metric	Response and References
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities.	<p>Rogers conducts internal reviews as part of its supplier selection and maintenance processes but does not currently conduct independent RBA audits with suppliers. In our interactions with suppliers, Rogers seeks to conduct our business with honesty and integrity, fostering mutual respect and collaboration, adhering to our <a href="#">Code of Business Ethics</a>. Suppliers are provided with our Code as part of our Standard Terms and Conditions of Purchase.</p> <p>The Code includes provisions on labor and human rights, health and safety, the environment, and fair competition, among others. Rogers does not tolerate any instances of human trafficking or other forced labor. We also do not knowingly conduct business with any third parties who engage in human trafficking, child or forced labor, or human rights abuses.</p> <p>For more information, refer to the <a href="#">Supplier Risk Management and Engagement</a> section of this report.</p>
TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances.	<p>Rogers conducts internal reviews as part of its supplier selection and maintenance processes but does not currently conduct independent RBA audits with suppliers. In our interactions with suppliers, Rogers seeks to conduct our business with honesty and integrity, fostering mutual respect and collaboration, adhering to our <a href="#">Code of Business Ethics</a>. Suppliers are provided with our Code as part of our Standard Terms and Conditions of Purchase.</p> <p>The Code includes provisions on labor and human rights, health and safety, the environment, and fair competition, among others. Rogers does not tolerate any instances of human trafficking or other forced labor. We also do not knowingly conduct business with any third parties who engage in human trafficking, child or forced labor, or human rights abuses.</p> <p>For more information, refer to the <a href="#">Supplier Risk Management and Engagement</a> section of this report.</p>

## Material Sourcing

Code	Metric	Response and References
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	<p>Rogers' advanced materials require very limited usage of "critical materials," as defined by the SASB standard. As a result, Rogers does not believe these materials represent a significant risk to the organization. Rogers' suppliers of critical materials are well-established business partners with contractual pricing agreements, business continuity measures, and acceptance of Rogers' Code of Business Ethics.</p> <p>Rogers monitors suppliers to prioritize and develop mitigation plans proactively in case of supply chain disruption. Such mitigation measures include dual-sourcing, product standardization, and building out a buffer inventory. In the event of a future disruption, this data can provide Rogers with the information required to assess the potential impact and enable a quick response to help mitigate the impact to our customers.</p> <p>For more information, refer to the <a href="#">Conflict Minerals</a> and <a href="#">Supplier Risk Management and Engagement</a> sections of this report.</p>



# TCFD Index

## Governance

Governance	Response and References
Describe the board’s oversight of climate-related risks and opportunities	ESG topics, including risks, opportunities, performance, and reporting, are reviewed bi-annually by the Board of Directors, with some elements of ESG discussed at every board meeting. The board’s Nominating, Governance & Sustainability (NG&S) Committee is responsible for oversight of ESG matters. The NG&S Committee works closely with management to ensure that the Company is appropriately addressing ESG considerations, including in its overall business strategy for our stakeholders.
Describe management’s role in assessing and managing climate related risks and opportunities.	Rogers’ ESG Steering Committee is responsible for assessing and managing climate-related risks and opportunities. The ESG Steering Committee is a cross-functional team with participants from our Legal, Human Resources, Compliance, Environmental Health & Safety, Investor Relations, Research & Development and Operations areas. The ESG Steering Committee meets every month and reports to the Executive Leadership Team.

## Strategy

Strategy	Response and References
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	We have not conducted a climate-related scenario at this time, as climate-related risks were not identified as a material risk. However, we are monitoring the climate regulatory landscape and potential impacts to the resiliency of our business. Refer to <a href="#">Rogers 10K</a> for specific climate-related risks.
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	

## Risk Management

### Strategy

Describe the organization's processes for identifying and assessing climate-related risks.

Describe the organization's processes for managing climate-related risks.

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

### Response and References

Led by our Risk Management Steering Committee and with oversight by the Board of Directors, management conducts an annual Enterprise Risk Management (ERM) process to identify the top risks relevant to the Company. The ERM Committee then ensures that these risks are adequately monitored or mitigated in the near- and medium-term and considered in the longer-term as part of our strategic planning. For additional information, refer to the [Corporate Risk Management](#) section of this report.

## Metrics & Targets

### Strategy

Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process.

### Response and References

At Rogers, our annual GHG emissions inventory is the foundation for developing climate-related risk mitigation and reduction initiatives. Additionally, we take a proactive approach to waste reduction through a progressive sequence of prevention, reduction, recycling, recovery, and disposal. This strategy mitigates Rogers' environmental impacts and enhances efficiency across our manufacturing processes. For additional information see the [Environment section](#) of this report.

Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.

Rogers' GHG inventory for Scope 1 and Scope 2 missions was completed for calendar year 2023, following the GHG Protocol Corporate Standard,

Scope/Source	2021*	2022*	2023
<b>Scope 1 (Total Direct)</b>	<b>23,760.39</b>	<b>24,164.65</b>	<b>21,308.09</b>
Stationary Combustion Natural Gas	21,356.91	21,497.45	18,555.24
Stationary Combustion Propane	374.77	700.50	829.28
Mobile Combustion Propane	303.32	479.95	759.25
Stationary Combustion Fuel Oil (Diesel)	1,725.40	1,486.74	1,164.32
<b>Scope 2 (Total Indirect)</b>			
Location-Based Electricity	49,719.68	51,345.49	48,318.42
Market-Based Electricity	49,750.02	42,027.51	39,393.89
<b>Total Scope 1 and 2 Location-Based</b>	<b>73,480.07</b>	<b>75,510.14</b>	<b>69,626.52</b>
<b>Total Scope 1 and 2 Market-Based</b>	<b>73,510.41</b>	<b>66,192.16</b>	<b>60,701.98</b>

\* Due to discrepancies found in certain utility bills, the figures for 2021 and 2022 have been recalculated and updated.

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

After completing a comprehensive review of our Scope 1 and Scope 2 GHG emissions in 2023, we are pleased to announce a GHG reduction target demonstrating our public commitment to environmental stewardship. Rogers has committed to reducing Scope 1 and Scope 2 GHG emissions at our manufacturing sites by 20% by 2030, with a baseline year of 2022.





## Forward Looking Statements

Forward Looking Statements are generally accompanied by words such as “anticipate,” “assume,” “believe,” “could,” “estimate,” “expect,” “foresee,” “goal,” “intend,” “may,” “might,” “plan,” “potential,” “predict,” “project,” “should,” “seek,” “target” or similar expressions that convey uncertainty as to future events or outcomes. Forward-looking statements are based on assumptions and beliefs that we believe to be reasonable; however, assumed facts almost always vary from actual results, and the differences between assumed facts and actual results could be material depending upon the circumstances. Where we express an expectation or belief as to future results, that expectation or belief is expressed in good faith and based on assumptions believed to have a reasonable basis. We cannot assure you, however, that the stated expectation or belief will occur or be achieved or accomplished. Among the factors that could cause our results to differ materially from those indicated by forward-looking statements are risks and uncertainties inherent in our business including, without limitation: failure to capitalize on, volatility within, or other adverse changes with respect to our growth drivers, such as delays in adoption or implementation of new technologies; failure to successfully execute on our long-term growth strategy as a standalone company; uncertain business, economic and political conditions in the U.S. and abroad, particularly in China, South Korea, Germany, Belgium, England and Hungary, where we maintain significant manufacturing, sales or administrative operations; the trade policy dynamics between the U.S. and China reflected in trade agreement negotiations, the imposition of tariffs and other trade restrictions, as well as

the potential for U.S.-China supply chain decoupling; our ability to develop innovative products and the extent to which they are incorporated into end-user products and systems; the extent to which end-user products and systems incorporating our products achieve commercial success; the ability and willingness of our sole or limited source suppliers to deliver certain key raw materials, including commodities, to us in a timely and cost-effective manner; intense global competition affecting both our existing products and products currently under development; business interruptions due to catastrophes or other similar events, such as natural disasters, war, terrorism or public health crises; the impact of sanctions, export controls and other foreign asset or investment restrictions; failure to realize, or delays in the realization of, anticipated benefits of acquisitions and divestitures due to, among other things, the existence of unknown liabilities or difficulty integrating acquired businesses; our ability to attract and retain management and skilled technical personnel; our ability to protect our proprietary technology from infringement by third parties and/or allegations that our technology infringes third party rights; changes in environmental laws and regulations applicable to our business; disruptions in, or breaches of, our information technology systems. Our forward-looking statements are expressly qualified by these cautionary statements, which you should consider carefully. We undertake no obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, unless required by law.



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