



ROGERS
CORPORATION

Helping
power, protect, connect
our world

2026 Sustainability Report



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About this Report

The Rogers Corporation 2026 Sustainability Report covers the reporting period of January 1, 2025, to December 31, 2025, except where noted.

In this report, we cover:

- Rogers' sustainability practices within our manufacturing operations;
- Actions to increase energy efficiency and expand renewable energy use;
- Efforts to reduce greenhouse gas (GHG) emissions;
- The Company's approach to employee safety, development, and recognition; and
- How Rogers upholds ethics and integrity through our corporate governance and Company-wide policies and practices.

This report covers information based on 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, and the Task Force on Climate-related Financial Disclosures (TCFD), which is now a part of the International Sustainability Standards Board (ISSB).

Verification Opinion of Third-Party Assurance Provider:

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' CY2025 GHG Statement. Cameron-Cole also found that Rogers' GHG accounting and calculation methodologies, processes, and systems for this inventory conform to the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBSCD) GHG Protocol. The full verification opinion is available on the [Corporate Responsibility page](#) of [our website](#).

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 accepted principles and methodologies, the collection of such data may lie 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 contained herein.

Letter from the President and CEO



ALI EL-HAJ

PRESIDENT
AND CEO

To our stakeholders,

At Rogers Corporation, we have a long legacy of developing innovative products that solve challenging market needs and deliver performance customers can count on.

Since 1832, that mindset has guided us forward through evolving technologies, new markets, and rising expectations. Our commitment to sustainability is deeply embedded in this approach and is integral to how we operate, innovate, and position our business for long-term success.

This report reflects our progress in 2025 and outlines how we manage our environmental impact, support our people, and uphold strong governance. It also underscores our commitment to continuous improvement and transparent reporting.

Innovation drives our ability to operate sustainably. We develop advanced materials that enable our customers to improve

efficiency, meet regulatory requirements, and support next-generation technologies across transportation, renewable energy, and advanced electronics. Our role is to solve complex challenges by helping our customers move faster, perform better, and operate more responsibly, creating value for our business and the industries we serve.

As our operations evolve and our data foundation continues to strengthen, we are gaining clearer visibility into our environmental footprint and where to focus our efforts. We are proud of the progress made to date and remain focused on building the systems and discipline needed to consistently deliver measurable results over time.



We have clear priorities: improving energy efficiency, expanding renewable energy, and strengthening emissions management across our global operations. These are not one-time actions; they require sustained focus, consistency, and accountability across the organization.

Underpinning all of these efforts is our unwavering commitment to safety, guided by our belief that every employee returns home safely, every day. Our commitment extends beyond safety through continued investment in workforce development, capability building, and fostering a culture in which employees are accountable, engaged, and empowered to perform at their best.

Strong governance is a pillar of our sustainability approach, supported by Board oversight and grounded in our Code of Business Ethics and its principle of "Results, but Results the Right Way." As expectations continue to evolve, we are sharpening our focus on risk management, stakeholder engagement, and future disclosure practices.

Integrating sustainability with operating discipline and innovation enables Rogers to accelerate execution, enhance performance, and continue to innovate in ways that support a more efficient and resilient future.

We are optimistic about the path ahead and confident in Rogers' ability to continue supporting the technologies shaping the future.

Ali El-Haj
President and CEO

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Rogers Corporation

At Rogers, we strive to integrate environmental stewardship and sustainability into our business practices, guided by the principle of “Results, but Results the Right Way.” We emphasize ethical conduct and run our business with a strong sense of responsibility to all our stakeholders, including employees, customers, suppliers, and shareholders.



About Rogers Corporation

Rogers Corporation (NYSE:ROG), referred to as “Rogers” throughout this report, is a leader driving innovation on a global scale by designing, engineering, and producing specialty materials, and components.

Founded in 1832, Rogers has a long-standing heritage of innovation, quality, and excellence. With nearly two centuries of experience, we design, develop, and manufacture high-performance, high-reliability engineered materials that help solve our customers’ most demanding challenges.

Headquartered in Arizona, U.S., Rogers operates manufacturing facilities across the United States, Europe, and Asia, supported by a global network of sales offices. We closely collaborate with our customers to deliver technology that is “helping power, protect, connect our world™.” We enable the world’s leading innovators to achieve greater performance, speed to market, and reliability through our technical solutions support, problem-solving, and application engineering capabilities, ultimately supporting our customers in reaching their technology and sustainability goals. By integrating sustainability into our

product design and operational strategy, we also improve efficiency, help manage costs, and strengthen long-term business resilience.

We deliver differentiated solutions across a broad spectrum of markets, including automotive and electric and hybrid electric vehicles, aerospace and defense, portable electronics, wireless infrastructure, renewable energy, and general industrial applications. These capabilities are primarily delivered through our two operating segments – Advanced Electronics Solutions and Elastomeric Material Solutions.

Our commitment to corporate responsibility is central to our business and identity. Our sustainability objectives seek to reflect the interests of our stakeholders as well as embody Rogers’ [Cultural Behaviors](#) that guide our interactions, organizational objectives, and aim to make a positive impact in everything that we do.

CULTURAL BEHAVIORS



Live Safely



Trust



Just Decide



Speak Openly



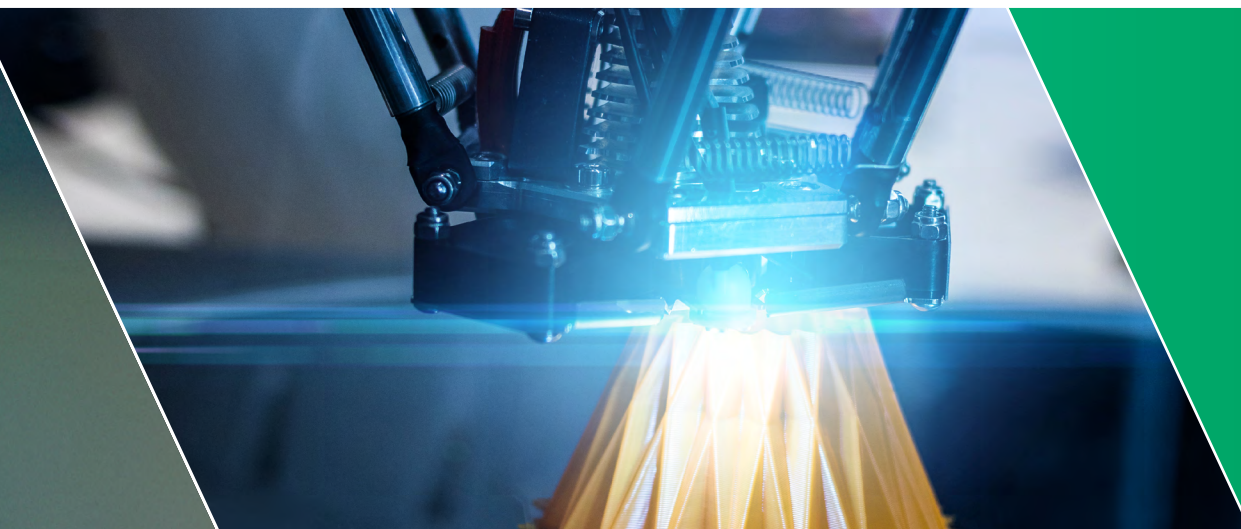
Simply Improve



Innovation



Deliver Results



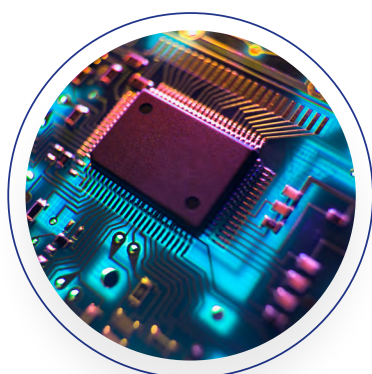
Our Locations



Rogers at a Glance



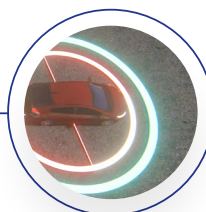
Our Businesses



Advanced Electronics Solutions (AES)



Automotive and EV



ADAS (Automotive Radar)



Renewable Energy



Aerospace & Defense



Elastomeric Material Solutions (EMS)



Automotive and EV



General Industrial



Portable Electronics



Aerospace & Defense



Global Footprint

as of December 31, 2025



25 global facilities



2,800+ customers in over 60 countries



3,000 (approx.) employees globally

Americas: 1,100 APAC: 1,000 EMEA: 900



\$811M 2025 revenue

Americas: \$243M APAC: \$336M EMEA: \$232M



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Advancing Environmental Sustainability

At Rogers, we incorporate environmental responsibility into product design, material choices, and operational decisions throughout the business. Our strategy focuses on managing impacts across manufacturing operations and throughout the product lifecycle while leveraging material innovation to meet performance, safety, and regulatory requirements. Through this combination of product innovation and operational discipline, we seek to manage environmental impacts and contribute to more efficient and resilient systems while supporting our customers' evolving needs. This approach reflects our focus on integrating sustainability into core business decisions to support both environmental outcomes and long-term financial performance.

Catalyzing a Low-Carbon Future

At Rogers, we recognize that innovation in materials and design plays a critical role in supporting our customers through their sustainability journeys. Our products enable more energy-efficient, lower-emission technologies across multiple end markets.

Across our strategic business segments, we develop advanced, high-performance materials that help customers improve energy efficiency, address safety and regulatory requirements, and enable next generation technologies in transportation, renewable energy, and advanced electronics.

Rogers' product portfolio supports a wide range of applications, from industrial and infrastructure systems to radar, renewable energy, and electrified transportation. In developing these products, we aim to utilize raw materials and manufacturing processes that help minimize pollution

across the product life cycle, from design and manufacture to customer use and end-of-life disposal. This approach maintains a focus on material performance, reliability, and compliance while helping customers deploy solutions that contribute to reduced emissions, improved system efficiency, and increased operational resilience in demanding environments. In doing so, we align our innovation strategy with both our own sustainability priorities and those of our customers, enabling shared progress toward more efficient and lower-carbon systems.



Advancing Electric Vehicle Technologies

Electric and hybrid-electric vehicles (EV/HEVs) are integral to the evolution of a cleaner and more efficient transportation system. Our Advanced Electronics Solutions (AES) segment supports EV/HEV design and manufacturing through its products by addressing key challenges such as performance efficiency, safety, and system reliability.

Our curamik® ceramic power substrates improve power-conversion efficiency by effectively dissipating heat from electric vehicle inverters, enabling more efficient operation and improving system reliability. Enhanced thermal management can contribute to improved vehicle performance and extended driving range without increasing battery size.

In addition, ROLINX® laminated busbars enable reliable and efficient power distribution within EV battery systems by interconnecting thousands of battery cells with reduced electrical losses. By optimizing power distribution, ROLINX® technologies support compact battery designs while maintaining performance and safety. These solutions also play a key role in EV charging infrastructure, supporting efficient energy transfer beyond the vehicle itself.



Supporting Renewable Energy and Energy Storage Systems

For more than three decades, Rogers has supplied materials for renewable energy applications. These materials support the performance, reliability, and durability of systems that are exposed to demanding environmental conditions. Elastomeric Material Solutions (EMS) are used in wind turbines, solar installations, and energy-storage systems where long-term performance and environmental resilience are critical.

The increasing deployment of renewable energy sources has driven demand for Battery Energy Storage Systems (BESS) to manage intermittency and ensure grid stability. Rogers supports the performance of BESS through materials designed to enhance sealing, insulation, and protection of critical components. These solutions help ensure consistent performance during charge-and-discharge cycles while supporting system safety and reliability.

Our EMS products used in energy-storage applications include:

- 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 particulate control
- ARLON® Silicones for enhanced reliability in demanding battery environments

Together, these product applications demonstrate how Rogers integrates material innovation and performance engineering to support energy efficiency, safety, and regulatory readiness across lower-carbon technologies. These applications also contribute to improved system efficiency and reduced energy loss, helping customers meet performance requirements while advancing their sustainability objectives.

SPOTLIGHT

Renewable Energy Innovations Making Olympic History

At the 2024 Paris Summer Olympic Games, energy sourced from wind and solar generation was used to power venues through France's public electricity grid, marking the first time in Olympic history that Games operations relied primarily on renewable electricity. Central to this system were inverters, which convert renewable electricity into a form that can be distributed reliably through the grid.

Materials built by Rogers—including curamik® ceramic substrates and ROLINX® laminated busbars—were incorporated into key inverter components supporting these renewable energy systems. These products enable efficient power conversion, higher current handling, and reliable performance under demanding operating conditions. They also support both renewable power generation and energy storage applications that help balance intermittent renewable supply.

By supporting the performance and durability of inverter systems used across renewable energy and energy storage infrastructure, Rogers enables customers to deploy resilient, scalable energy systems.



Sustainability Through Material Design

Rogers approaches product safety and regulatory compliance through a structured product stewardship program that spans the full product lifecycle. From design and material selection through production and ongoing verification, the program incorporates supplier engagement and systematic reviews to ensure regulatory requirements and product safety considerations are addressed at each stage.

Products are developed and manufactured in alignment with recognized standards, including International Organization for Standardization (ISO), International Automotive Task Force (IATF), and Underwriters Laboratories (UL) standards, where applicable. Rogers also ensures compliance with key global chemical and substance regulations, such as Restriction on Hazardous Substances (RoHS) as well as Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) for both Europe and China. For more information about our product certifications, see the [Certifications](#) page or [our website](#).

To support ongoing compliance, Rogers employs the following practices:

- Conducting material reviews during production to confirm alignment with applicable regulatory requirements.
- Evaluating supplier provided substance information to support accurate materials compliance and risk management.
- Performing periodic testing of finished products to verify continued compliance.

Together, these practices help manage chemical risks, promote responsible material use, and ensure products continue to meet regulatory and customer expectations over time.



PRODUCT SPOTLIGHT

PORON® 40V0

Our PORON® 40V0 Polyurethane Foam exemplifies how we integrate product stewardship and responsible material design into the innovation process. Developed to meet UL 94 V-0 flammability requirements, the material helps customers meet stringent fire-safety and regulatory needs while supporting compact, efficient product designs.

PORON® 40V0 combines flame-rated performance with key material attributes such as durability, compression-set resistance, and effective gap-filling capability. Its halogen-free and siloxane-free formulation reduces contamination risks in sensitive electronic environments and supports more responsible material selection for applications where safety and reliability are critical.



The material is well suited for use in electric vehicles, battery energy storage systems, data centers, electronics, and industrial equipment, where customers must balance regulatory compliance, performance, and cost. By enabling thinner constructions and long-term sealing performance, PORON® 40V0 helps customers meet safety requirements while improving system efficiency and durability across demanding applications.

Climate Strategy and Emissions Management

We recognize that effective climate strategy and emissions management are critical to long-term business resilience. By managing our greenhouse gas emissions across our operations, we support risk mitigation, regulatory readiness, and the development of more sustainable products and solutions. These efforts also help position Rogers to manage cost and regulatory risks associated with the global transition to a lower-carbon economy.

Greenhouse Gas Emissions

In 2025, Rogers' Scope 1 and 2 (market-based) greenhouse gas (GHG) emissions increased by 6.97% from the previous reporting year, largely due to the addition of new facilities as well as improved data collection processes that led to the addition of newly identified emission sources, such as woodchips from stationary combustion, refrigerants, and process emissions. Despite this, our overall emissions decreased by 1.01% compared to the 2022 baseline year, reflecting the impact of energy efficiency initiatives and expanded renewable energy use across our facilities. These efforts reduce energy demand, improve system performance,

and increase the use of lower-carbon energy sources. For additional details on these projects, please refer to the [Energy Efficiency Initiatives & Renewable Energy Systems](#) section of this report.

Emissions Reduction Targets

Following a comprehensive review of our Scope 1 and Scope 2 GHG emissions in 2023, Rogers committed to reducing Scope 1 and 2 GHG emissions at our manufacturing sites globally by 20% by 2030, using 2022 as the baseline year. In addition, Rogers Germany GmbH, our Germany-based operation, has formally committed to the Science Based Targets initiative (SBTi) to set near-term emission reduction targets aligned with science-based methodologies. Together, these steps demonstrate our public commitment to climate action and represent focused, measurable steps toward reducing operational emissions. Future emissions reductions will focus on energy efficiency projects, renewable energy sources, and carbon offsets, where permitted.



The table below shows Rogers' progress on our Scope 1 and Scope 2 GHG emissions.

Emissions Totals by Scope (MT CO₂e)

Scope/Source	2022	2023	2024	2025
Scope 1 (Total Direct)	24,165	21,308	21,466	23,891
Stationary Combustion Natural Gas	21,497	18,555	18,970	19,281
Stationary Combustion Propane	701	829	924	884
Stationary Combustion Fuel Oil (Diesel)	1,487	1,164	885	902
Stationary Combustion Biomass (Woodchips)*	N/A	N/A	N/A	0
Mobile Combustion Propane	480	759	688	570
Mobile Combustion Gasoline*	N/A	N/A	N/A	2
Mobile Combustion Diesel Oil*	N/A	N/A	N/A	1
Refrigerant Emissions*	N/A	N/A	N/A	162
Process Emissions*	N/A	N/A	N/A	2,089
Scope 2 (Total Indirect)				
Location-Based Electricity and Heating**	51,345	48,318	48,054	51,194
Market-Based Electricity and Heating**	42,028	39,394	39,786	41,635
Total Scope 1 and 2 Location-Based	75,510	69,627	69,520	75,084
Total Scope 1 and 2 Market-Based	66,192	60,702	61,252	65,525
GHG Intensity (Total Scope 1 and Scope 2 Market-Based emissions in MT CO ₂ e per million USD revenue)	68.16	66.82	73.79	80.82

*Emissions from newly identified sources are reported starting in 2025 due to data availability. These sources were not included in prior reporting years.

**Purchase heating emissions are reported under Scope 2 in 2025. In prior years, Scope 2 emissions included only purchased electricity, and emissions from heating were reported under Scope 1.

For 2025, Rogers expanded our reporting boundaries to align with potential upcoming disclosure requirements. Rogers estimated emissions for certain facilities that were previously deemed insignificant and were therefore excluded from reporting in earlier years. Additionally, improved data collection processes led to the inclusion of newly identified emission sources in the GHG inventory, such as woodchips from stationary combustion as well as refrigerants and process emissions.

Rogers' Scope 1 and Scope 2 GHG emissions have been independently verified. The full GHG verification statement can be viewed on the [Corporate Responsibility page](#) of [our website](#). Additionally, Rogers recognizes the importance of addressing Scope 3 emissions and is taking an initial, phased approach by focusing on strengthening supplier management and due diligence practices to support future Scope 3 reporting.

Energy Management and Efficiency

Our energy management approach focuses on improving efficiency across our operations to reduce energy consumption and associated emissions. These efforts also contribute to cost savings and support disciplined management of operating expenses. Through ongoing monitoring and targeted efficiency initiatives, we aim to optimize energy use while supporting operational performance and cost management.

Environmental Management Systems and Certifications

Rogers' operations in the EU and China are certified to the ISO 14001:2015 Environmental Management System (EMS) standard, providing a consistent framework for managing environmental impacts and meeting regulatory requirements. ISO 14001 supports the identification, monitoring, and continuous improvement of environmental performance, including energy use, across these regions. These requirements include compliance with environmental permitting obligations, emissions controls, waste management regulations, and water and wastewater standards under local and regional laws.

By implementing an EMS system that is aligned with ISO 14001 management practices, Rogers integrates environmental considerations into operational controls and facility management, helping ensure that energy efficiency and emissions-reduction initiatives are implemented in a structured and consistent manner.

Energy Efficiency Initiatives & Renewable Energy Systems

Rogers continues to advance its sustainability strategy through a combination of energy efficiency improvements and increased use of renewable energy systems, including on-site solar and wind energy generation. Throughout our global operations, Rogers prioritizes projects that reduce energy demand, optimize heating and cooling systems, and recover waste heat, while also investing in renewable energy

solutions to reduce our operations' reliance on fossil fuel-powered grid electricity. These efforts support long-term reductions in energy consumption and emissions, enhance operational resilience, and align with Rogers' commitment to responsible resource management.

Energy Efficiency Project Highlights

In 2024, Rogers worked with utility providers to assess energy use across its facilities and identify opportunities to reduce consumption and improve efficiency. As a result of these efforts, Rogers has implemented thirty-two energy initiatives—sixteen in 2024 and sixteen in 2025—resulting in an estimated \$1.15 million in annual cost savings, along with approximately 3,060 metric tons of CO₂e emissions reductions, demonstrating how our efficiency initiatives deliver both environmental and financial benefits.





“ Rogers’ commitment to sustainability continues to translate into action—delivering measurable emissions reductions and cost savings today, while advancing energy efficiency and future renewable solutions to achieve long-term impact. ”

Paula Strand

Operational Excellence Director

Implementation of energy efficiency projects across individual facilities

Carol Stream, Illinois

- Reduced the number of propane powered forklift trucks.
- Replaced all exterior metal halide lighting with high efficiency LED lighting.
- Upgraded remaining interior fluorescent lighting to LED fixtures with motion sensors, reducing electricity use during non-occupied periods.

Woodstock, Connecticut

- Upgraded HVAC systems by implementing fan control with variable frequency drives and a building automation system controller, enabling more precise airflow control, and reducing electricity use.

Narragansett, Rhode Island

- Installed steam piping insulation, reducing energy consumption by approximately 74 MWh per year.
- Completed a compressed air leak study, followed by targeted repairs to improve system efficiency and reduce unnecessary energy use.

Chandler, Arizona

- Implemented air-side efficiency improvements by upgrading controls and optimizing air supply distribution to reduce fan energy consumption.

Germany

- Annual training courses on energy and environmental management were provided to increase employee awareness.
- Weekly facility tours were undertaken to identify energy deviations early and initiate corrective measures.

Belgium

- Focused on encouraging bike leasing and carpooling to reduce transportation emissions from commuting.

China

- Implemented multiple energy efficiency upgrades, including LED lighting replacements and system control optimizations to reduce electricity consumption.
- Reduced electrical demand by upgrading an 80-kW electric humidifier to a 12-kW ultrasonic system.
- Installed heat recovery systems on boiler exhaust, capturing waste heat for space heating and drum heating applications, and replacing electric heating elements.
- Improved air handling and cooling system performance by upgrading heat exchangers, optimizing chilled water, and cooling controls, and reducing reliance on chillers during shoulder seasons.

As part of our continued emissions reduction efforts, Rogers has a pipeline of energy efficiency upgrades for 2026. Planned equipment upgrades in early 2026 include replacing an aging air compressor with a high-efficiency, variable-speed compressor in our Chandler, Arizona facility, further supporting ongoing reductions in energy use. In addition, select HVAC optimization projects planned for late

2026 will focus on enhanced controls and operational tuning to improve system efficiency. These projects are expected to result in annual electricity reductions of approximately 644 MWh. Together, these initiatives reflect Rogers' continued focus on scalable, operational improvements to drive emissions and energy usage reductions.

SITE SPOTLIGHT

On-Site Solar Generation in Suzhou, China

Rogers has expanded its use of renewable energy through the installation of on-site solar power systems at our operations in China, supporting both local regulatory requirements and the Company's broader sustainability objectives. The solar installation has a total capacity of 2.76 MW and is designed to reduce reliance on fossil-based grid electricity while improving long-term energy resilience.

Since becoming operational, the solar generation system has demonstrated strong performance and reliability, generating approximately 3,470 MWh of electricity annually and delivering an estimated annual carbon reduction of 1,860 MT. This is equivalent to decreasing fossil energy consumption by approximately 10% at the site.

Beyond emissions reductions, the on-site solar system supports long-term energy planning by increasing the share of locally generated electricity at the site. This helps mitigate exposure to grid variability and energy price fluctuations while strengthening the stability of the facility's energy supply. These benefits also support longer-term management of energy costs.

SITE SPOTLIGHT

**Wind Generation in
Evergem, Belgium**

On January 1, 2025, our Evergem Facility began using renewable electricity through a dedicated connection established in collaboration with neighboring partners. Under this arrangement, electricity generated by a wind turbine located on a neighboring property is supplied to the facility, reducing reliance on grid-supplied electricity and supporting Rogers' broader decarbonization objectives.

Since becoming operational, the wind energy system has delivered strong performance, generating approximately 3,800 MWh of electricity annually.

SITE SPOTLIGHT

On-Site Hydropower Generation in Eschenbach, Germany

At the Eschenbach facility, renewable energy is deeply embedded in daily operations. Approximately 90% of the site's electricity is sourced from hydropower, providing a strong foundation for low-carbon production. As the facility continues to grow, new production is intentionally integrated into this renewable energy supply—ensuring expansion aligns with sustainability goals.

The site has also taken meaningful steps to improve efficiency within its operations. A recent transition to a more energy-efficient cooling system is expected to reduce energy consumption by an estimated 1,709 MWh annually—demonstrating how targeted investments can deliver tangible environmental impact while supporting performance.

Total Energy Consumption by Source (MWh)

Source	2022	2023*	2024*	2025
Total Direct	127,919	114,353	115,557	116,708
Stationary Combustion: Natural Gas**	118,588	102,471	104,552	106,360
Stationary Combustion: Propane	3,276	3,878	4,351	4,133
Stationary Combustion: Fuel Oil	3,871	4,549	3,526	3,545
Stationary Combustion: Biomass – Woodchips**	N/A	N/A	N/A	63
Mobile Combustion: Propane	2,184	3,455	3,127	2,593
Mobile Combustion: Gasoline**	N/A	N/A	N/A	8
Mobile Combustion: Diesel Oil**	N/A	N/A	N/A	5
Total Indirect	126,090	120,387	121,578	127,872
Electricity**	126,090	120,387	121,578	125,044
Purchased Heating***	N/A	N/A	N/A	2,828
Total MWh	254,009	234,740	237,135	244,580

*The figures for 2023 and 2024 have been recalculated and updated to reflect discrepancies identified among data sources and revisions to applicable emission factors.

**Due to increased data availability in 2025, reporting is now provided for additional sources. These sources were not included in prior reporting years.

***Energy consumption from purchased heating is reported under Scope 2 in 2025. In prior years, indirect energy consumption included only purchased electricity, and all MWh consumption from heating was reported under Scope 1.



Responsible Resource and Waste Management

Rogers manages water use and waste across our operations with a focus on efficiency, compliance, and risk management. By tracking water consumption and implementing waste reduction, recycling, and responsible disposal practices, we aim to minimize environmental impacts across our manufacturing footprint.

Water

Through monitoring, reporting, and site-specific management practices, we maintain visibility into water use and wastewater performance while identifying opportunities to optimize operations and mitigate potential impacts.

In 2025, Rogers advanced water stewardship through the following regional initiatives:

United States

- Established etching systems at our Arizona and Connecticut facilities to treat and recycle rinse water generated during chemical surface-treatment steps used in manufacturing, resulting in a minimal water discharge process. Remaining waste streams were directed to recycling rather than disposal.

Germany

- Rogers GmbH has set a goal to reduce water consumption on one of our etching lines in 2026, reflecting a targeted approach to water efficiency in high-use processes.
- Water management efforts focused on monitoring, early detection of data discrepancies, and efficiency improvements to support water reuse and operational performance.
- Established live recording and continuous monitoring of water consumption across systems to identify deviations in a timely manner and support optimization efforts.
- Our Eschenbach facility achieved a 67% reduction in water use for a manufacturing process that applies silver as a surface finish, through targeted process improvements.

Water Withdrawal by Source

Year	2022	2023*	2024*	2025
Groundwater (gallons)	11,173,179	8,227,425	10,723,315	9,373,910
Municipal (gallons)	111,668,584	94,848,132	89,253,127	96,357,870
Total (gallons)	122,841,763	103,075,558	99,976,442	105,731,780
Groundwater %	9.1%	8.0%	10.7%	8.9%
Municipal %	90.9%	92.0%	89.3%	91.1%
Water withdrawal (thousand gallons) per revenue (million USD)	126.48	113.47	120.44	130.40

*The figures for 2023 and 2024 have been recalculated and updated to reflect discrepancies identified among data sources and revisions to applicable emission factors.

Waste

Rogers advances responsible materials management through targeted waste reduction initiatives and improved resource use across our operations. By focusing on scrap reduction, increased reuse, and improved recycling practices, Rogers aims to minimize waste generation while supporting more circular material flows and operational efficiency.

In 2025, we implemented the following waste-reduction initiatives in our facilities:

United States

- Beginning in late 2024 and completed in 2025, we transitioned from disposing to recycling waste copper etchant through a third-party recycler at our facility in Arizona. This resulted in 16,486 pounds of material being converted into recycled material in 2025, eliminating landfill disposal for this non-hazardous waste stream.
- In 2025, we eliminated landfill disposal of a silicone-based material that had historically been disposed of as hazardous waste at our Carol Stream, Illinois facility. The material is now collected and recycled to recover silicone oils.

Germany

- Introduced shuttle packaging for our products, which includes using reusable, returnable containers to reduce single-use packaging materials.

Belgium

- Identified opportunities to transition from disposable materials to reusable alternatives, including the replacement of disposable solvent-cleaning rags with reusable rags beginning in 2024 as existing supplies are depleted.
- Reduced scrap and improved recycling practices through operational reviews, audit findings, and coordinated with our general waste contractor to support improved handling and recycling practices.

Waste Generation and Recycling

Year	2022*	2023	2024*	2025
Total Waste (lbs, hazardous and non-hazardous)	39,806,408	46,451,248	38,995,308	50,446,573
Total Hazardous Waste (lbs)	15,079,967	16,346,240	11,837,746	12,726,645
Total Non-Hazardous Waste (lbs)	24,726,440	30,105,008	27,157,562	37,719,928
% of non-hazardous waste Recycled	65.8%	59.9%	55.1%	45.5%
% of non-hazardous waste to Landfill/Waste-to-energy	34.2%	40.1%	44.9%	54.5%
Total % Hazardous	37.9%	35.2%	30.4%	25.2%
Total % Non-Hazardous	62.1%	64.8%	69.6%	74.8%

*The figures for 2022 and 2024 have been recalculated and updated to reflect discrepancies identified among data sources and revisions to applicable emission factors.

SPOTLIGHT

Advancing Circular Packaging Practices

Rogers has launched a global initiative to recycle all storage container totes used for raw material deliveries which will help to eliminate end-of-use disposal of these materials and support circular material flows across operations. By keeping materials in use longer through reuse and recycling, the initiative reduces waste and minimizes environmental impact.

While tote recycling is implemented across all global sites, detailed tracking is not yet in place in all regions. In 2025, U.S. operations recycled 430 totes, which helped avoid disposal costs and reduced waste sent to landfills. Rogers is evaluating opportunities to enhance data tracking for this initiative to better quantify global waste impacts over time.

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Promoting Social Responsibility

At Rogers, we value the contributions of our employees and recognize their role in shaping the Company's success. We strive to create an environment where employees feel supported and empowered by prioritizing workplace safety, investing in professional development, and encouraging engagement across the organization. Together, these efforts help equip our employees to perform at their best and deliver meaningful value to our customers.

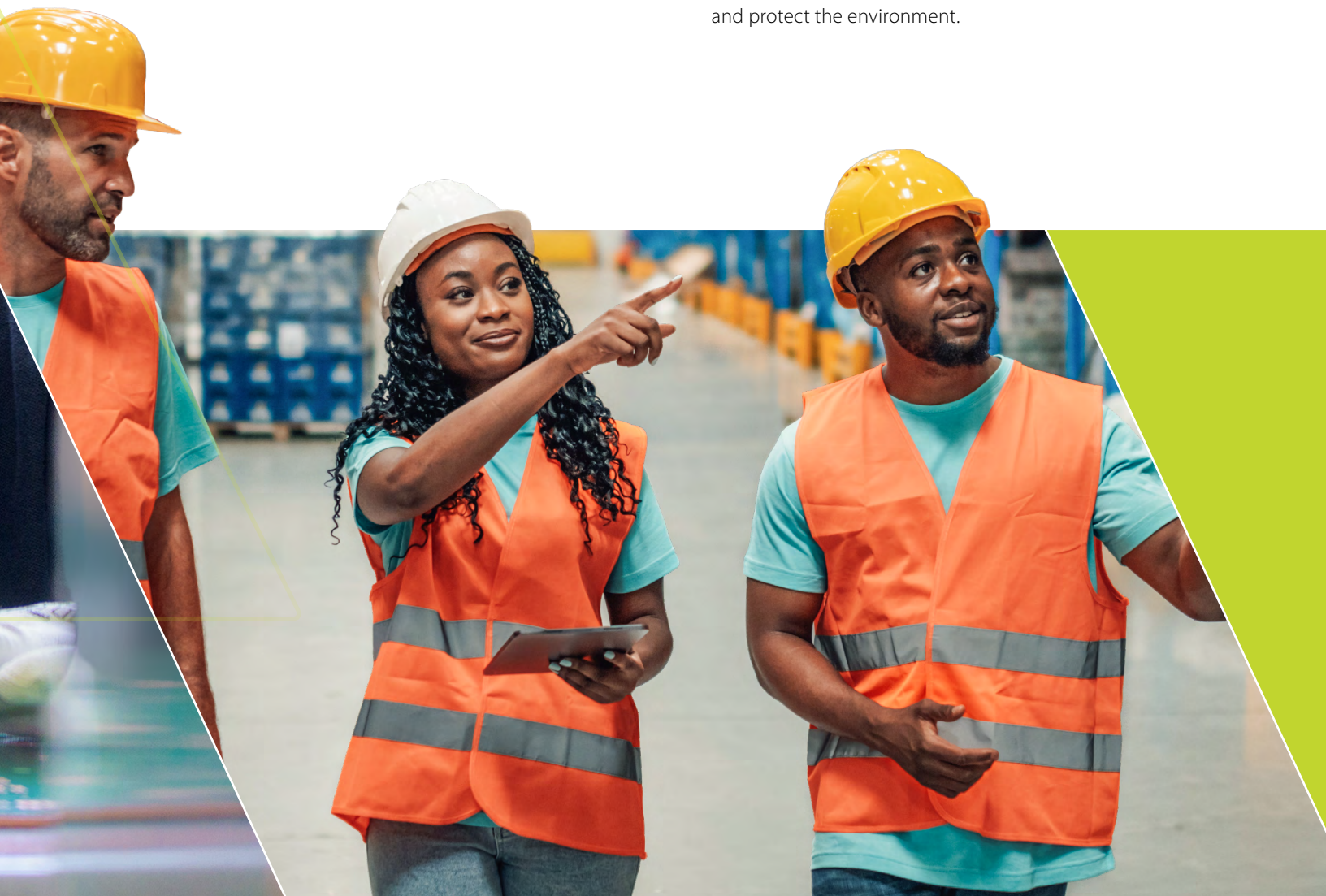


Our Approach to Safety

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 safely return home from work every day.

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.



Our Global Safety Management System

Rogers strives to make our workplace safe and aligned with excellence. Rogers' world-class Safety Management System (SMS) ensures workplace safety across all facilities. The SMS is made up of the following five elements: Management Commitment, Employee Engagement, Worksite Analysis, Control of Hazards, and Training. The elements are reassessed regularly to ensure continuous improvement and alignment with evolving changes.



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 the 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 2025, Rogers reinforced its commitment to workplace safety by making targeted investments in powered industrial vehicles and other engineering controls designed to address high-risk activities and reduce the potential for serious injuries. The Company purchased new forklift trucks with enhanced safety features aimed at improving operator performance, increasing pedestrian awareness, and reducing collision risk. In parallel, Rogers expanded investments in upgraded machine guarding and interlock systems across facilities in North America. These safeguards include physical barriers and safety controls designed to prevent access to hazardous moving parts and to ensure equipment cannot operate unless protective measures are in place, thereby reducing the risk of employee exposure to moving machinery. These measures align with our SMS and reflect our proactive approach to hazard mitigation and serious injury prevention.

EH&S Incident Management

EH&S Policy

Our policy establishes a standardized approach for investigating, classifying, documenting, and communicating all Environmental, Health, and Safety (EH&S) incidents across Rogers Corporation. It applies to all injuries and illnesses, including first aid, near misses, environmental releases, and property damage, with the goal of improving communication, preventing recurrence, and reducing overall risk. The policy emphasizes safety during investigations, clear definitions of incident types, including catastrophic potential events, and consistent use of our electronic incident management system, to capture incident details, root cause analyses, corrective actions, and verification of effectiveness. High-risk, catastrophic potential events receive heightened scrutiny, mandatory root cause analysis, and required gating actions that must be completed before work resumes.

Roles and responsibilities are clearly defined for employees, supervisors, site and corporate EH&S personnel, and management to ensure timely reporting through investigations and effective follow-up. Incidents must be promptly reported, investigated within prescribed timelines, and reviewed using structured tools such as the root cause analysis based on the “Five Whys” framework. Findings and corrective actions are tracked to closure, communicated through formal alerts as appropriate, and reviewed at multiple organizational levels to drive learning and continuous improvement. We conduct ongoing training to ensure awareness, accountability, and consistent application of the policy across all sites.

Incident Protocol

All incidents, near misses, and safety concerns are documented in a consistent and structured manner using Rogers’ electronic incident management system. Once an event is reported, a supervisor initiates an incident record that captures key details related to the event. Investigations include a formal root cause analysis, identification of contributing factors, and clearly defined corrective and preventive actions. Each action is assigned an owner, a due date, and may be designated as a “gating item.” A gating item is a critical corrective, or preventive action that must be completed before work can restart. The investigation record then moves through a review and approval process in accordance with established procedures. The incident cannot be closed until all required actions are completed and verified as effective.

EH&S Audit

Rogers conducts EH&S audits at its manufacturing operations to verify conformance with its SMS and maintain consistent EH&S performance across global manufacturing operations. The SMS sets the Company’s baseline requirements for compliance with applicable health, safety, and environmental regulations and is periodically updated as regulations evolve, or as new operational risks are identified.

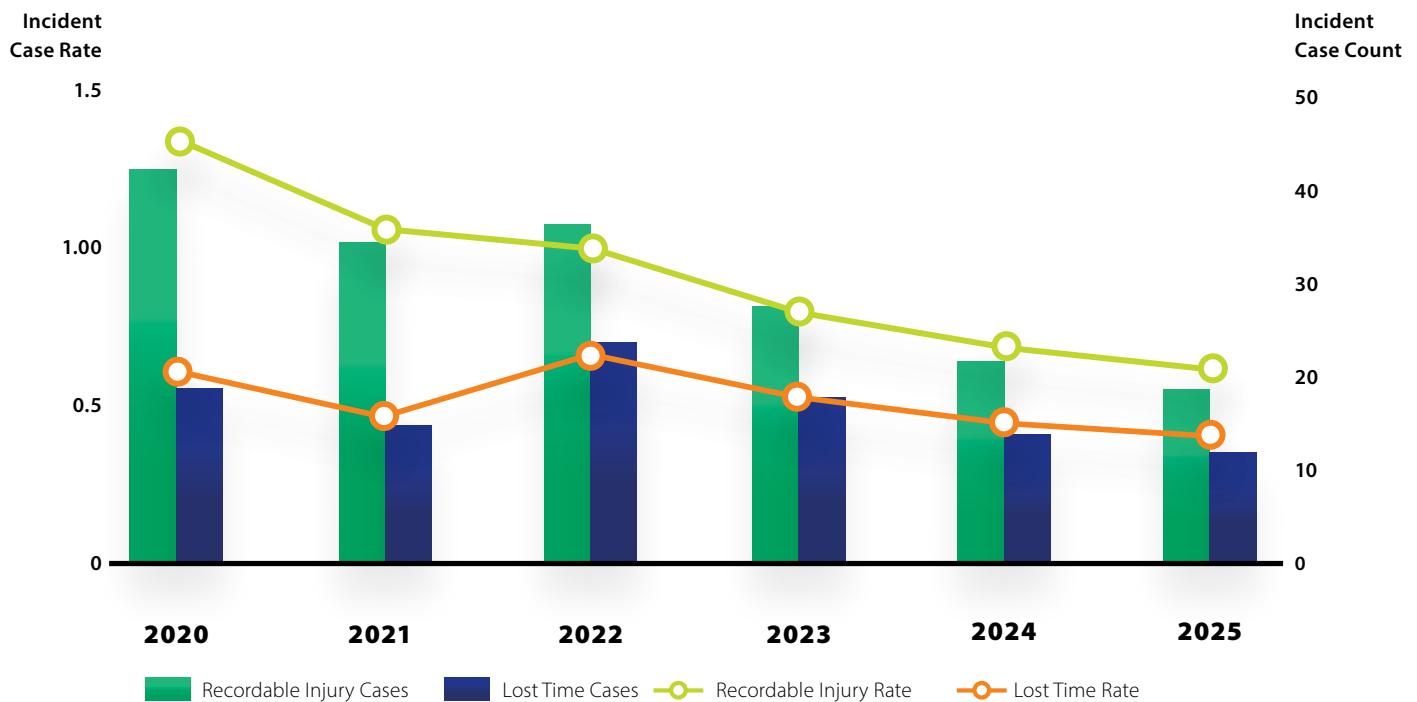
Recordable Injuries and Lost Time

Rogers follows the U.S. Occupational Safety and Health Administration (OSHA) recordkeeping rules and formulas to record and measure injury and illness rates worldwide.

Through consistent execution of our safety protocols via SMS, Rogers continues to achieve meaningful improvements in workplace safety performance. In the last five years, Rogers

has reduced its recordable injury rate by approximately 54%, reflecting sustained progress in injury prevention and risk mitigation. **In addition, zero occupational fatalities were reported across our facilities globally in 2025.** To view Rogers' EH&S and other management certifications, see the [Certifications page](#) of [our website](#).

Recordable Injuries and Lost Time



SPOTLIGHT

Recordable Injuries

In 2025, **four facilities achieved the remarkable milestone of zero recordable injuries for the entire year:**

- Connecticut, U.S.
- Eschenbach, Germany
- Blackburn, England
- Utis, South Korea

Our Global SMS, EH&S Guiding Principles, and continuous employee safety training have contributed to a consistent annual reduction in OSHA recordable injuries and lost time rates. This collective effort exemplifies our safety vision and sets a strong standard for safety excellence.



Engaging Employees in Health & Safety Culture

Health & Safety Training

Engaging employees in a strong EH&S culture begins with consistent, role-appropriate health and safety training. Rogers provides required safety training to all employees, with additional job-specific and specialized instruction based on operational risk, job responsibilities, and regulatory requirements. This approach ensures employees have the resources and skills needed to work safely, recognize hazards, and support safe work practices across all operations. EH&S training is conducted monthly through a combination of Learning Management System and in-person instruction. Training topics include, for example, fall protection, heat stress, and electrical safety. In 2025, employees completed approximately 10,390 hours of health and safety-related online training.

In 2024, our campaign emphasized heat illness prevention and contractor safety. Building on this foundation, we expanded in 2025 to address a broader range of safety priorities, such as hose safety, return to operations, safety management systems, safety culture, and line and equipment opening.

Serious 10 Safety Rules

To engage employees in a strong EH&S culture, we introduced the Serious 10 Safety Rules campaign in 2023. This initiative focuses on the Company's most impactful safety-related behaviors and addresses high-risk activities in which noncompliance could result in serious injuries. While Rogers has more than ten safety rules, the Serious 10 Rules were identified as those most critical to prevent serious injuries.

SERIOUS 10 SAFETY RULES

1 Lockout/
Tagout/
Tryout

2 Machine
Guarding

3 Electrical
Safety

4 Powered
Industrial
Vehicles

5 Confined
Space

6 Safety
Devices

7 Working
at Height

8 Safe
Lifting

9 Chemical
Reactivity

10 Personal
Protective
Equipment

Investing in our Employees

At Rogers, we recognize that our most valuable asset is our people. Their skills, knowledge, and creativity drive our success and enable us to maintain our competitive edge in the industry. 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

Our corporate culture is critical to our continued success. We are committed to fostering an environment that not only attracts the best talent but also nurtures their growth and development. With a focus on core competencies, professional skills, and leadership potential across all organizational levels, we pledge to invest in the professional development and advancement of our employees and their families.

Training

At Rogers, we recognize that access to training and upskilling opportunities is essential to employee development, engagement, and long-term success. To support our workforce, we provide ongoing training through a combination of global, standardized programs and role-specific learning tailored to employees' job responsibilities.

Training is delivered using a blended approach that includes both online learning management systems and in-person instruction. Rogers' online learning platform is available to all salaried employees and provides flexible access to both assigned and self-selected training courses. The platform plays a key role in onboarding by enabling new hires to complete training that is aligned with their learning needs, as identified by their managers. The platform includes a range of foundational knowledge and leadership development courses and is updated regularly to expand available content.

All employees are required to complete foundational training covering safety, environmental compliance, information technology, legal, and other compliance-related topics, including the Code of Business Ethics. Additional job-specific and specialized training is provided based on functional requirements and areas of expertise. On average, each employee completes approximately ten hours of required training annually, supplemented by an additional five hours of specialized training relevant to their role.

Employee Development Programs

Rogers strives to support a culture of learning within our organization. In addition to mandatory and role-based training, Rogers offers structured employee development programs designed to build long-term capabilities, expand leadership capacity, and support career progression. These programs focus on skill building beyond mandatory training requirements and are intended to prepare employees for expanded responsibilities and future leadership roles.



SPOTLIGHT

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 to enhance their capabilities to manage 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.

BEACON Asia Mentoring Program: This program connects high-potential employees with experienced leaders, building our leadership pipeline that fosters growth and development within Rogers. Through one-on-one mentoring relationships, employees gain invaluable guidance, professional insight, and career development support to help prepare them for future leadership roles.

Situational Leadership Development: Rogers offers a global Situational Leadership development program to cultivate a supportive learning environment and equip people managers with the essential skills needed to effectively lead and manage teams with diverse work styles.

Early-Career and New Graduate Development: We provide employment and development opportunities for students and early-career professionals, including internships and global co-op placements, our New Graduate Development program in Asia, and apprenticeship programs in Germany. These programs support early career skill development while building a pipeline of future talent for the organization.



Employee Achievements and Awards

Rogers provides a diverse array of recognition and rewards for our staff worldwide to encourage behaviors aligned with our objectives and principles. Employee recognition awards may be acknowledged with a plaque or certificate and may also include a monetary or non-monetary reward. Our Employee Recognition Awards include:

- **Presidential Awards:** This award is Rogers' most prestigious honor, and it recognizes employees whose contributions during the year have made a meaningful and measurable impact on the Company. This award highlights employees who consistently demonstrate leadership, excellence, and innovation, and whose efforts directly support our strategy of being market-driven innovation leaders.
- **Thank You Award Program:** Rogers' Global Reward and Recognition Program is designed to encourage employees at all levels 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 and immediately reward extraordinary efforts. Recognition may include monetary or non-monetary awards. In 2025, Rogers distributed 1,141 Thank You awards, issued to employees that had been nominated by their peers, supervisors, or subordinates.
- **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 accolade recognizes Rogers employees in China, Korea, Singapore, and Taiwan for their outstanding dedication, exceptional performance, and consistent commitment to excellence within our workforce. It celebrates individuals who consistently go above and beyond in their contributions, embodying our organization's values and spirit and supporting our Company's success.



Employee Well-Being

Workplace Benefits

The health, well-being, and financial welfare of our workforce is a priority for Rogers. That is 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 encourage employee growth, improve job-related skills, and advance career potential.
- **Global Stock Purchase Plan Program:** Under the Employee Stock Purchase Program, all 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 U.S. employees.

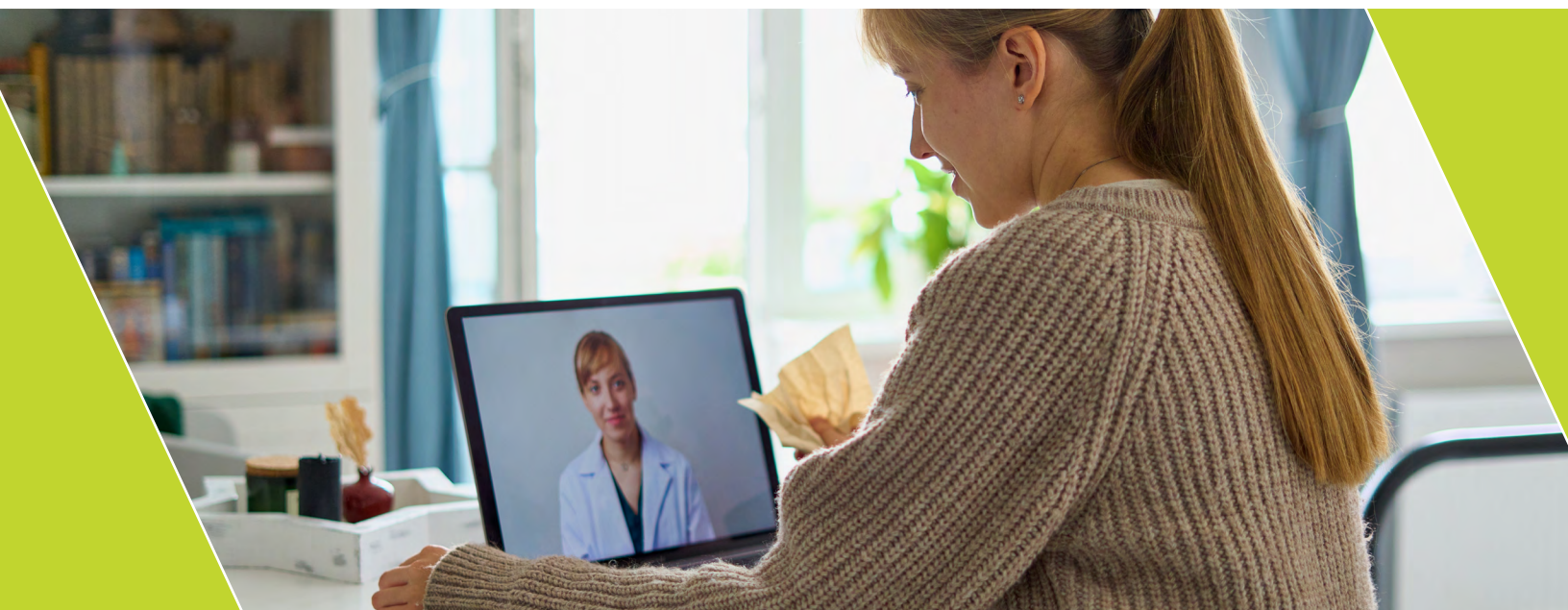
In addition, Rogers provides access to an **Employee Assistance Program (EAP)** that offers confidential support to employees and their families. The program is designed

to promote mental, emotional, and financial well-being and includes:

- 24/7 access to licensed clinicians for immediate support.
- Short-term counseling, including up to eight no-cost sessions (in person or virtual).
- Financial counseling for budgeting, planning, and financial decision-making.
- Legal consultations, available by phone or in person.
- Convenience resources, including referrals for child and elder care, housing, education, and other family needs.

We are proud that our employee benefits include resources to address mental health. Our goal is to help eligible Rogers employees fully understand the employee assistance resources offered for each region, 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.





Rogers also offers employee benefits tailored to specific regions.

United States

In addition to life and disability insurance coverage; paid parental and vacation leave; dental, medical, and vision benefits; and a 401(k) matching program, Rogers offers resources and programs designed to support employee wellness:

- **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.
- **Wellness Programs:** 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. Additionally, Rogers employees in the U.S. can take advantage of the Complementary & Alternative Medicine program. Through this program, employees can explore innovative wellness methods such as naturopathic care, acupuncture, and massage therapy.

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; and
- 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 for easier commute; and
- Complimentary annual physical examinations.

SPOTLIGHT

**Rogers Corporation
Scholarship Program**

The Rogers Corporation Scholarship Program supports educational goals of the children of full-time and part-time U.S. employees who demonstrate strong academic achievement and a commitment to personal development. As part of this program, Rogers awards annual scholarships to help offset higher education expenses and encourage continued academic success.

In 2025, ten students were awarded the Rogers Corporation Scholarship, including two \$5,000 and eight \$3,000 scholarships. One of the \$5,000 scholarships is awarded to a student 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.

Through this program, Rogers continues to invest in education and support the next generation of learners.

Workforce Engagement & Corporate Responsibility

Fostering a fair and respectful workplace is fundamental to our culture and underpins our success as an organization. This approach is supported by **We Are Rogers: Our People, Our Values**, a council dedicated to strengthening employee engagement and reinforcing our shared values across the organization. We have a long history of promoting and enabling a wide variety of perspectives and skills, and without question, our Board of Directors and Company leadership continues this practice. We become more informed, more open-minded, and more innovative as an organization when we listen to what is both common and different.

Our goal for our council, We Are Rogers: Our People, Our Values, is to invite a variety of viewpoints, amplify the voices of employees, and foster meaningful engagement to create an environment in which employees feel supported and empowered. Key elements of this approach include the establishment and ongoing support of Employee Resource Groups (ERGs), team-building initiatives, community-focused engagement opportunities, and corporate-wide Code of Conduct training for all employees.



SPOTLIGHT

Lunar New Year Fair - Celebrating Culture and Belonging

On January 28th, the Rogers Suzhou campus came together to host a Lunar New Year Fair and integrated elements of traditional Chinese culture into a series of interactive activities. Lunar New Year is one of the most important traditional holidays celebrated in China, South Korea, Singapore, and other parts of East and Southeast Asia. Activities included calligraphy, archery, ring toss, and other light-hearted challenges. Through shared moments of celebration, the event created an opportunity for enhanced cohesion and sense of belonging among the team to build momentum for sustainable growth in the upcoming year.

Employee Volunteering – Supporting Our Communities

In 2025, our employees in Arizona participated in various community-building events. In June, employees participated in a volunteer event with Feed My Starving Children, a non-profit organization that helps to provide meals for people in developing nations. Employees also participated in an event coordinated by Team Emery, an organization dedicated to supporting kids spending their holidays in the hospital, by collecting and donating more than 100 stuffed animals to children in hospitals.

Dream Builders - Building Futures Through Community Partnership

In July 2025, Rogers Suzhou, in collaboration with the neighboring Jiuhua community, proudly launched the “Dream Builders · Empowered by Rogers” Summer Program, an initiative aimed at supporting local children during their summer breaks. This volunteer-driven program provides a safe and nurturing environment for children by providing help with homework, interactive games, creative arts and crafts, and engaging educational activities. Several local employees have stepped forward as volunteers. By delivering inspiring educational sessions and sharing their expertise to spark curiosity and creativity in children’s minds, the program is a shining example of how partnerships with local communities can create shared value and empowerment for the next generation.



Employee Resource Groups

At Rogers, ERGs exist to support the success of the overall business through employee engagement. Each ERG is led by a chairperson at the senior manager level or above and is supported by an executive sponsor. ERGs also maintain dedicated channels to facilitate communication and collaboration among members, and each group also has a webpage on the internal Rogers website to share information and engage with the larger employee community.

ERGs are self-directed in that they plan and execute the initiatives that they believe will further awareness and growth of the communities they represent at Rogers. Each ERG has a budget that can be used for specific activities and events like speakers and workshops.

In 2025, Rogers continued to support the following ERGs to build engagement, provide space for personal and professional networking opportunities, advance a culture of belonging, and empower our employees to thrive within and beyond the organization:

Women@Rogers

This group is dedicated to championing gender equality, empowering employees, and fostering their professional and personal growth. The Women@Rogers group actively promotes initiatives that create pathways for employee advancement within our organization and has an active and growing global presence, with approximately 100 members across North America and Europe. This group is open to all Rogers' employees.

In early 2025, our U.S. **Early Career Development ERG**, a group dedicated to nurturing and empowering Rogers' next generation of talent, was combined with the U.S. Women@Rogers ERG. As a result of the consolidation, our U.S. Women@Rogers ERG is better equipped to deliver programs,

events, and opportunities that address both early-career and women-focused development in one, streamlined experience. Examples of initiatives led by the group include:

- **Mentorship program** – Operating on a rolling annual cycle, our mentorship program encourages mentors and mentees to pick a variety of topics relevant to leadership, career and professional effectiveness, business acumen, problem-solving, and continuous improvement to discuss and revisit during their engagement.
- **Health and career coaching** – Led by health and wellness professionals and career coaches, employees participated in a variety of online and in-person informative chats and presentations that covered a variety of wellness-related topics.





Similar regional groups operate in other parts of the organization, including The Pearl Club in China with approximately seventy-nine members, and the Rovely Club in Korea, which was launched in February 2024 with approximately eighteen members. These groups host events so employees can connect, collaborate, and learn from one another. Events have ranged from interactive, community building activities to professional events on topics such as women in leadership, market drivers and innovation, and professional branding.

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 topics. The Mental Health Alliance ERG has approximately 150 members. Examples of initiatives led by the group include:

- Guided Meditation
- Transforming Stigma® In the Workplace
- Peaceful Productivity
- Create Your Own Mental Health Toolkit
- Burnout Prevention

Volunteer Hours

Rogers' hourly employees can participate in one hour per month of any We Are Rogers-hosted meeting, activity, or event, and they will be compensated for their time if the employee and the event meet certain conditions. Additionally, Rogers employees are eligible to take part in ERG-hosted volunteer opportunities with an

annual allowance of up to eight volunteer hours. Rogers' hourly employees are also eligible to participate and be compensated for ERG-hosted events if certain conditions are met.

Training to Maintain a Respectful Workplace at Rogers

At Rogers, we believe that fostering a culture of respect takes dedicated action from the organization and support by all team members. All Rogers employees are required to take training that promotes and ensures a respectful workplace. We had an over 99% completion rate on our 2025 Code of Conduct training programs throughout all our facilities. Our training programs are facilitated by a third-party training provider or in-person instructions and cover a range of topics such as:

- Anti-Harassment and Discrimination
- Protecting Confidential Information
- Respectful Communication
- Anti-Corruption and Anti-Bribery
- Conflicts of Interest

Engaging Employees through ConnectoR

At Rogers, we use a mobile-based application called ConnectoR to help employees stay informed and connected across the organization. The platform provides comprehensive access to Company updates, programs, and development opportunities. With ConnectoR, employees can easily stay informed and engaged using their mobile devices. ConnectoR enables timely communication and engagement for all Rogers employees, regardless of their location, schedule, or native language.

4

Practicing Good Governance

Integrity is at the center of how we conduct business. It is our responsibility to ensure that all our activities are guided by good governance and ethical business practices. We value the reputation we have built as a reliable, innovative, and trustworthy partner to our stakeholders, which is strengthened by our commitment to paving a path towards a sustainable future.

Corporate Governance

At Rogers, our governance structure is designed to strengthen accountability and transparency across our organization.

We have implemented safeguards to guide our key corporate activities, from how we compose our Board to the policies that provide the framework of our operations. Our policies, outlined primarily in our [Corporate Governance Guidelines](#), are aligned with laws applicable to the Company, as well as with the interests of our stakeholders.

Board Oversight of Sustainability

Across the organization, sustainability is structured around regulatory and customer requirements, and it is a shared responsibility that spans from the Board's Nominating, Governance & Sustainability (NG&S) Committee to our direct operations at each business unit and facility.

Our Board has oversight responsibilities related to reviewing, approving, and monitoring fundamental financial and business strategies and major corporate actions; as well

as evaluating significant risks and mitigation measures, including those related to sustainability issues. In 2025, Rogers' Board was primarily composed of independent directors, each with complementary professional expertise in specific functional areas relevant to the Company. All directors also have prior experience in executive leadership, holding or having held such roles as CEO, CFO, and other positions in public and private companies. Primarily responsible for overseeing management and the performance of the Company, our directors were selected to act in the best interests of our stakeholders and to enhance Rogers' long-term value. In our process to determine Board composition, we consider all potential candidates regardless of race, ethnicity, religion, national origin, sex, sexual orientation, disability, or any other basis proscribed by law.



Our Board oversees the Company's overall sustainability strategy through the NG&S Committee, which, among other things, provides management with guidance on sustainability practices, including:

- Implementing procedures for identifying, assessing, monitoring, and managing sustainability risks related to the Company's business.
- Integrating sustainability policies, practices, and goals into Rogers' business strategy and decision making.
- Voluntary and mandatory sustainability reporting.

The NG&S Committee engages management regarding sustainability topics. In 2025, these topics included Rogers' sustainability program structure, sustainability reporting, emissions reduction goals, and emerging regulations related to climate and sustainability.

More information on the Committee's functions can be found in Rogers [Nominating, Governance & Sustainability Charter](#).

Sustainability is regularly discussed with the Board, including biannual, focused presentations led by the members of the Corporate

Responsibility Committee to provide the Board with updates on Company-wide sustainability efforts.

In addition to the active oversight by the NG&S Committee, the Corporate Responsibility Committee meets quarterly to discuss, strategize, and implement sustainability-related initiatives, risks, and opportunities. The Committee is a cross-functional team composed of participants from various departments, namely Business, Legal & Compliance, Human Resources, Operations, Environmental Health & Safety, Supply Chain, Investor Relations, Research & Development, Information Technology, and Finance. Promotion of sustainability across the organization is reported out through our Legal and Compliance team; however, sustainability remains a responsibility within each site, business unit, and manager dedicated to the achievement of Rogers commitments.

Additional information on Rogers' corporate governance framework, Board roles and responsibilities, and Board independence is available in our [Corporate Governance Guidelines](#), [Annual Report](#), [Proxy Statement](#), and on the [Corporate Governance page](#) of our [website](#).

REPORTING LINES FOR SUSTAINABILITY

Board of Directors

Nomination, Governance & Sustainability Committee

Executive Leadership Team

Corporate Responsibility Committee

Legal & Compliance Teams



Ethics and Integrity

We are committed to the highest standards of business conduct and integrity, and this commitment underpins our [Code of Business Ethics](#). Our Code covers our entire value chain, outlining the Company's expectations of every member of our organization and those we work with, including our suppliers, consultants, representatives, and agents.

At Rogers, we always strive for "Results, but Results the Right Way," where we make decisions not simply based on what is easy or expedient, but what is ethical. We apply this in the context of our key corporate activities and how we protect the environment, promote safety and health, and respect human rights.

The complete Code of Business Ethics is publicly accessible on our website, and we aim to proactively engage with our stakeholders in good faith to communicate its contents with clarity and transparency. The Code is also endorsed by our Board and Executive Leadership Team.

We also believe that part of operating with integrity entails recognition of our employees' contributions and their rights as workers, such as their right to participate in collective bargaining and works council agreements. As of 2025, approximately 300 U.S.-based and 700 EU-based employees were covered by such agreements.

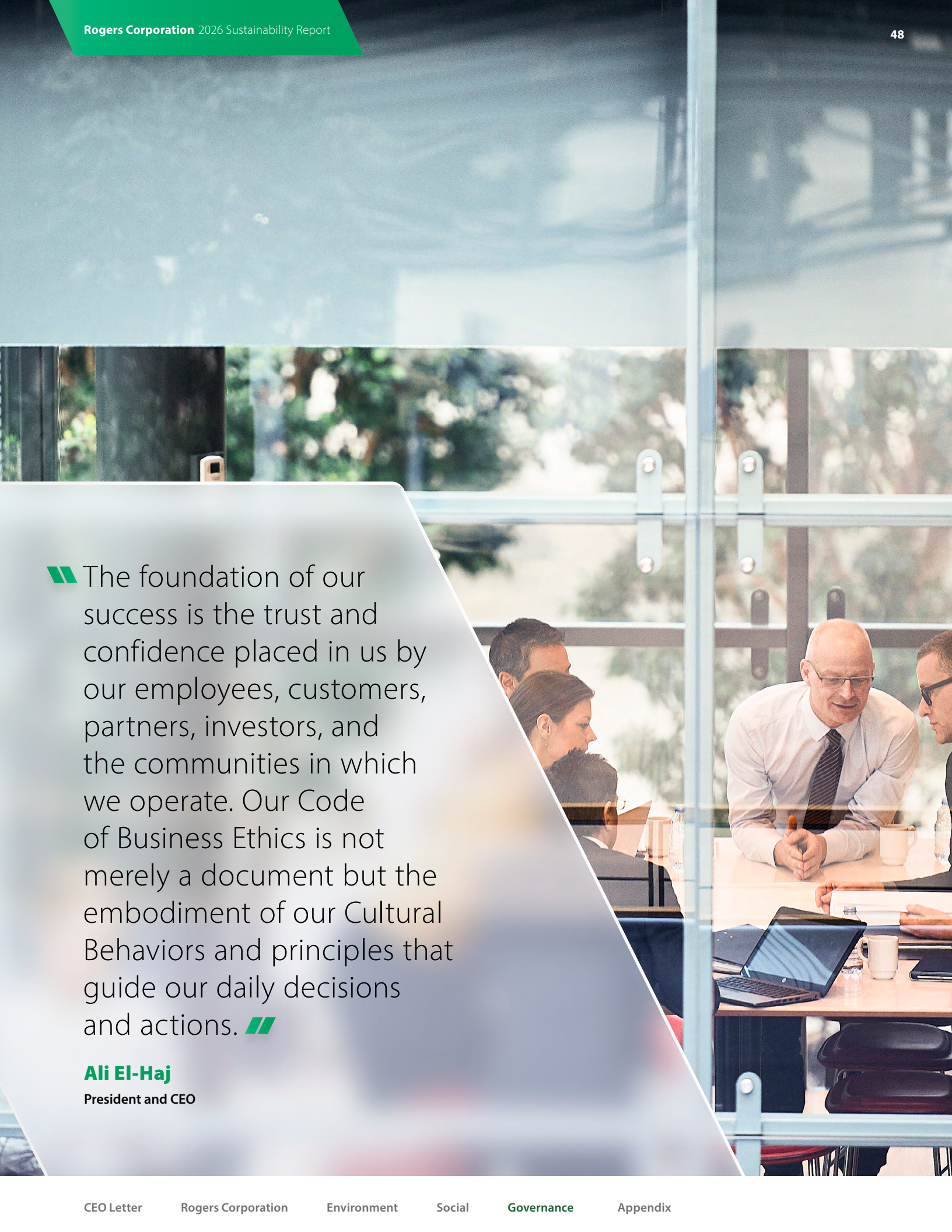
Our Code of Business Ethics is likewise embedded in our Standard Terms and Conditions, and our suppliers are required to adhere to the Code which includes provisions related to labor and human rights, health and safety, environmental responsibility, fair competition, and other ethical business practices. Rogers has zero tolerance for human trafficking or other forms of forced labor and does not knowingly conduct business with third parties that engage in human trafficking, child or forced labor, or other human rights abuses.

For more information on our commitments to corporate responsibility and good governance, see Rogers' [Code of Business Ethics](#) on our website.

Ethics Hotline

We maintain a confidential and anonymous [ethics hotline](#), in which individuals across our organization may report possible breaches on our Code of Business Ethics, policy violations, misconduct, or other concerns on compliance without the threat of retaliation. We give great importance to open and honest communication, and all reports we receive through our global online reporting platform or our Ethics Hotline phone numbers are taken seriously and are subject to thorough investigation. Through the Ethics Hotline, our stakeholders are also free to ask any questions they may have on our Code, Company policies, or specific situations, including potential conflicts of interest or other workplace conduct concerns.





“ The foundation of our success is the trust and confidence placed in us by our employees, customers, partners, investors, and the communities in which we operate. Our Code of Business Ethics is not merely a document but the embodiment of our Cultural Behaviors and principles that guide our daily decisions and actions. ”

Ali El-Haj

President and CEO

Our Relationship with Stakeholders

Through various avenues, we regularly engage our stakeholders to gather feedback and identify key trends, issues, and risks for the Company that are relevant from their perspective. This gives us a better understanding of their interests and how they align with our corporate values and activities.

Engaging Our Shareholders

At Rogers, our relationship with our shareholders is built through frequent communication on matters relevant to investment and sustainability. In investor conferences, face-to-face and virtual meetings, and via contact information on our website, our Executive Leadership Team and Investor Relations function engage our shareholders. We also maintain up-to-date and web-accessible information on statutory reporting requirements, such as our financial statements filed with the Securities and Exchange Commission (SEC), our quarterly results, and corporate governance information; as well as our voluntary disclosures on our sustainable activities and progress in meeting our sustainability goals.

Engaging Our Suppliers and Customers

We engage initially with our suppliers through our Supplier Onboarding Survey, which provides our Procurement team with an overview of their sustainable and ethical practices. Any issues flagged from the survey are escalated to our Legal and Compliance team. New material suppliers also undergo comprehensive internal reviews by our quality team. We likewise periodically evaluate risks associated with our supply chain, conduct supplier training, and perform regular quality audits on suppliers in accordance with our Company policy. Overall, we seek to establish mutually beneficial and long-term relationships with our suppliers who embrace our standards of ethical behavior.

We also factor customer requirements and requests into our sustainability priorities. For example, in our operations in Germany, we committed to setting science-based targets

(SBTs) and participated in a sustainable supplier program driven by our customers. We also continue to respond to requests for supply chain audits to meet our customers' corporate responsibility requirements, and participate in required supplier training, certification programs, and engagement platforms.

Double Materiality Assessment

As we move forward in our sustainability journey, we acknowledge the need to expand our understanding of material sustainability topics within Rogers' business context. Led by the Corporate Responsibility Committee, we started our double materiality assessment (DMA) process in 2024 and completed it in June 2025. This assessment evaluates both the impact of sustainability issues on a company's financial performance and the company's impact on society and the environment, using a structured approach to identify and report material sustainability topics.

Our Process

The DMA was informed by the requirements of the European Sustainability Reporting Standards (ESRS) to meet disclosure needs outlined by the European Union's Corporate Sustainability Reporting Directive (CSRD).

Through the assessment, we identified the sustainability matters that we should prioritize across our operations and value chain, incorporating insights from a broad range of internal stakeholders. These stakeholders included several members of our Executive Leadership Team and representatives from our Enterprise Risk Management (ERM) and Corporate Responsibility Committees, as well as from Finance, Investor Relations, Legal and Compliance, Environmental Health and Safety, Operations, Sales and Marketing, Research and Development, and Human Resources.

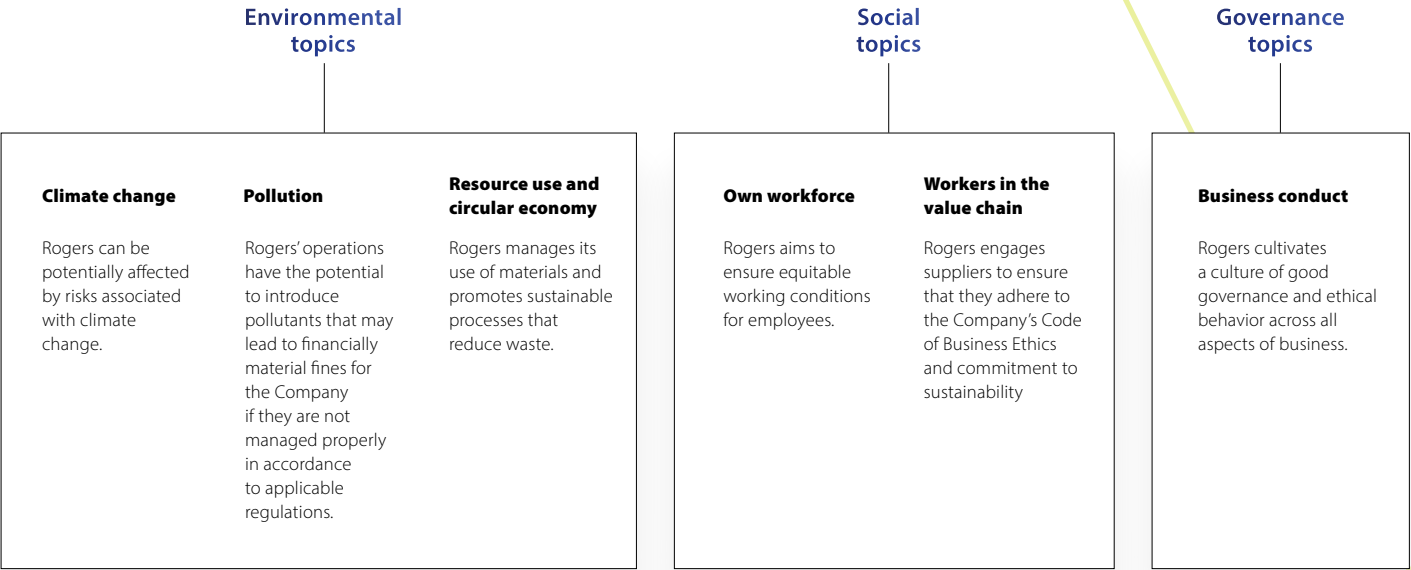
In the long term, the results of our DMA are intended to inform our sustainability strategies, risk management, and public sustainability reporting.

Our Material Topics

Through the DMA, we identified a focused set of environmental, social, and governance topics that are material to Rogers from both an internal impact and external financial perspective. We used the topical standards under ESRS to serve as the framework of our assessment, and we identified a list of material topics that are most relevant to Rogers.

Our assessment also highlighted topics that did not meet our double materiality thresholds. The DMA results were shared with our NG&S Committee and served as important input in informing our overall ERM process. Climate was identified as a top material risk, requiring the development of mitigation and adaptation activities to be reported to the Board at least on an annual basis. Given these new findings, we have enhanced our risk disclosures in our Annual Report on Form 10-K.

Material Topics



Risk Management at Rogers

Risk management at Rogers is a global process overseen by our Board, primarily through the Audit Committee, and led by our Enterprise Risk Management Committee (ERM Committee). The Audit Committee is responsible for periodically reviewing Rogers' risk profile and discussing policies with respect to risk assessment and risk management, as well as disclosures on sustainability for legal and regulatory compliance.

The ERM Committee gathers information on risks across the organization through an ERM survey, including those related to sustainability, and priority risks are identified based on their material impacts and likelihood. The results of the risk assessment are communicated by the ERM Committee to our Executive Leadership Team and the Board, with identified priority risks subject to monitoring and mitigation plans. Through our ERM process, the impacts of climate change were identified as having the potential to create both short- and long-term financial risks for Rogers globally.

Climate Risk Assessment

In 2025, we completed a Company-wide climate risk assessment to qualitatively evaluate risks and opportunities as we navigate global climate change. The assessment complements our double materiality assessment, providing leadership a holistic view of sustainability matters and how they relate to impacts, risks, opportunities, and dependencies across Rogers' business horizon. Working with a third-party consultant, we assessed our Advanced Electronics Solutions (AES) and Elastomeric Material Solutions (EMS) business units to identify and assess material physical and transition risks, as well as transition opportunities. These risks and opportunities were analyzed and prioritized against their expected magnitude of potential financial impact, likelihood, and time horizon in which they are likely to occur.

Physical Risks

For our physical risk assessment, we used a high-emissions Shared Socioeconomic Pathways (SSP) scenario, SSP3-7.0, from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report. This scenario has a temperature alignment of 2.8 to 4.6°C of global warming at 2100 relative to pre-industrial time. It was chosen to examine risks in a challenging business environment where chronic and acute physical risks may have the most impact on our operations. We also used SSP1-2.6, a low GHG emissions scenario with a below 2.0°C temperature alignment relative to pre-industrial times. This scenario was chosen because it provides an alternative narrative driven by energy efficiency, increased reliance on renewable energy, and more carbon capture and storage globally, leading to reduced emissions aligned with the Paris Agreement.

Climate change may significantly impact our business and operations and present evolving risks and challenges. Tropical cyclones, inland flooding, and heat stress were physical hazards identified to have the highest potential to result in material impacts. For AES, water stress, particularly drought restrictions, was identified as potentially causing business interruptions. EMS may be vulnerable to coastal flooding for some of our facilities.

Transition Risks and Opportunities

Our assessment of transition risks and opportunities made use of two scenarios: the International Energy Agency (IEA)'s Net Zero Emissions by 2050 Scenario (NZE) and Stated Policies Scenario (STEPS). The NZE scenario represents a global pathway towards the goal of limiting global warming to 1.5°C, maintaining the end point of net zero energy-related greenhouse gas emissions by 2050. Meanwhile, STEPS reflects the prevailing direction of travel for the energy system based on a detailed reading of the latest policy settings in countries around the world.

Transition risks were assessed in four categories – policy & legal, technology, market, and reputation. Carbon pricing,

technology costs, and unmet targets were identified as top risks that may impact the Company, with increased global focus on climate change leading to legislative and regulatory efforts to combat both its potential causes and adverse impacts.

We also assessed transition opportunities in three categories – resource efficiency, markets, and resilience. Energy and process efficiency show great potential to support our low-carbon strategies. We identify market expansion and stronger stakeholder relationships as key opportunities to drive sales growth, while improved supply chain reliability can reduce exposure to disruptions and enhance overall resilience.

For a description of climate-related risks and opportunities, see the [TCFD Index for Risk Management](#).

Conflict Minerals

At Rogers, we fully support the responsible sourcing of minerals and are committed to eliminating the use of conflict minerals in our products. Conflict minerals are minerals and their derivatives that may be associated with serious human rights and environmental abuses, as revenues generated from their extraction and sale may directly or indirectly support armed conflict. Our [Conflict Minerals Policy](#) outlines our commitment to engage our suppliers to be transparent regarding where they source their materials and how such materials are used, in compliance with Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act.

While Rogers uses of tin and gold, which may be considered conflict minerals, we source these materials as refined metals and do not directly procure them from mines or smelters. We require our suppliers to provide supporting documentation and declarations attesting that these metals were sourced from environmentally and socially responsible suppliers.

To further ensure transparency in our supply chain, we also implemented the use of the Conflict Minerals Reporting Template (CMRT) developed by the Responsible Minerals Initiative (RMI). Through the tool, we can determine if the materials used in our products were responsibly sourced, as it allows us to identify smelters and refiners in our supply chain. These sources are evaluated annually to ensure that they are not supporting armed conflict, and we routinely engage our metal suppliers to verify their compliance with our Conflict Minerals Policy. This commitment to ethical sourcing is crucial in upholding human rights and promoting sustainable practices in the industries in which we operate. Our CMRT submissions are located on the [Supply Management](#) page of [our website](#).

Appendix

SASB Index

Rogers reports information based on the SASB framework, specifically for the Technology and Communications, Hardware sector, our designated industry classification according to SASB’s Sustainable Industry Classification System¹. 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. The information provided is as of December 31, 2025.

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 disclose unit production data due to commercial sensitivity.
TC-HW-000.B	Area of manufacturing facilities.	2,663,600 square feet, which includes all Rogers facilities that perform manufacturing. This figure excludes facilities that do not perform any manufacturing and are classified as administrative offices, warehouses, innovation centers, or a combination of these three facility types.
TC-HW-000.C	Percentage production from owned facilities.	Nearly all production revenue (99%) is derived from manufacturing operations at Rogers-owned facilities.

1 For more information, see [Hardware Sustainability Accounting Standard](#) (Sustainability Accounting Standards Board, Version 2023-12).

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, as delivered to customers, do not contain or process data and do not incorporate embedded software. As a result, Rogers products do not present inherent data security risks. While we do not perceive that our end products contain inherent data security risks, Rogers maintains a cyber security risk management program that aims to safeguard our information technology systems, intellectual property, confidential information, and personal data that customers, suppliers, business partners, employees, and others share with us. The program is founded on the National Institute of Standards and Technology (NIST)'s Cybersecurity Framework (Identify, Protect, Detect, Respond and Recover) and includes elements of ISO 27001 standards, NIST SP 800-171 guidance, and other applicable industry standards for protecting controlled unclassified information.

Product Lifecycle Management

Code	Metric	Response and References
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances.	Information on products containing IEC 62474 Declarable Substances is available on the Certifications page of our website, along with the relevant product documentation. Rogers complies with applicable national laws and global regulations, including the EU Restriction on Hazardous Substances (RoHS) and the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH). Rogers also conducts compliance reviews of materials used in production and performs periodic analysis of final products.
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent.	Registration under the Electronic Product Environmental Assessment Tool (EPEAT) or equivalent programs is not directly applicable to Rogers' products, as these registration frameworks are intended for complete end products and Rogers does not manufacture finished end products; instead, the Company manufactures and sells components used in such products. Rogers' advanced materials are consistent with EPEAT criteria and the core principles of environmentally preferred products and are specifically designed for use in EPEAT-registered end products.
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification.	Energy efficiency certifications, such as ENERGY STAR, are not directly applicable to Rogers' products, as these programs are intended for complete end products. Rogers does not manufacture finished end products; rather, the Company manufactures and sells advanced materials used in such products. Rogers' advanced materials are consistent with ENERGY STAR criteria and the core principles of energy efficiency and are specifically designed for incorporation into end products that meet ENERGY STAR requirements.
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered; percentage recycled.	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 Rogers' product lines incorporate copper, a material that is widely recovered and recycled through standard end-of-life programs for electronic end products. For more information, refer to the Waste section of this report.

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.	Rogers conducts internal reviews as part of its supplier selection and maintenance processes; however, the Company does not currently conduct independent Responsible Business Alliance (RBA) audits of our suppliers. In our interactions with suppliers, Rogers seeks to conduct our business with honesty and integrity, fostering mutual respect and collaboration, and adherence to our Code of Business Ethics . Suppliers are provided with our Code as part of our Standard Terms and Conditions of Purchase.
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.	The Code includes provisions on labor and human rights, health and safety, the environment, fair competition, and other ethical business practices. Rogers has zero tolerance for human trafficking or other forms of forced labor and does not knowingly conduct business with third parties that engage in human trafficking, child or forced labor, or human rights abuses.

Material Sourcing

Code	Metric	Response and References
TC-HW-440a.1.	Description of the management of risks associated with the use of critical materials.	Rogers' advanced materials require minimal use of "critical materials," as defined by the SASB standard. As a result, Rogers does not consider these materials to represent a significant risk to the organization. Suppliers of critical materials are well-established business partners and are subject to contractual pricing agreements, business continuity measures, and acceptance of Rogers' Code of Business Ethics. Rogers actively monitors its supplier base to identify potential risks and proactively develop mitigation strategies in case of supply chain disruption. These measures include dual-sourcing, product standardization, and maintaining buffer inventory. In the event of a disruption, this information enables Rogers to assess the potential impacts promptly and respond efficiently to help minimize impacts to customers.

TCFD Index

This report also includes disclosures aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), which is now part of the International Sustainability Standards Board (ISSB) to outline Rogers’ approach to climate-related risks and opportunities across four key areas: governance, strategy, risk management, and metrics and targets.

Governance

Governance	Response and References
Describe the Board's oversight of climate-related risks and opportunities.	Climate-related risks, opportunities, and progress are reviewed bi-annually by the Board of Directors. The Board’s Nominating, Governance, & Sustainability (NG&S) Committee is responsible for oversight of sustainability matters, including risks, opportunities, performance, and reporting. Sustainability is regularly discussed with the Board, including biannual, focused presentations led by members of the Corporate Responsibility Committee to provide the Board with updates on Company-wide sustainability efforts. The NG&S Committee works closely with the Corporate Responsibility Committee to ensure that the Company is appropriately addressing sustainability and climate-related considerations, including how these affect Rogers’ overall business strategy and how they are aligned with the interests of our stakeholders. The double materiality assessment results were shared with our NG&S Committee and served as an important input in informing our overall Enterprise Risk Management (ERM) process. Climate was identified as a top material risk, requiring the development of mitigation activities to be reported to the Board at least on an annual basis. Given these new findings, we have enhanced our risk disclosures in our Annual Report on Form 10-K. For more information see Board Oversight of Sustainability and Double Materiality Assessment sections of this report.
Describe management’s role in assessing and managing climate related risks and opportunities.	Rogers’ Corporate Responsibility Committee is responsible for assessing and managing climate-related risks and opportunities. The Corporate Responsibility Committee is a cross-functional team with participants representing our Advanced Electronics Solutions (AES) and Elastomeric Material Solutions (EMS) commercial teams, Procurement, Marketing and Communications, Finance, Information Technology, Legal and Compliance, Human Resources, Environmental Health & Safety, Investor Relations, Research & Development and Operations areas. The Committee meets quarterly and reports on sustainability topics to the Executive Leadership Team and the Board. In 2025, we completed a Company-wide climate risk assessment to qualitatively evaluate risks and opportunities as we navigate the reality of global climate change. The assessment complemented our double materiality assessment, giving our leadership a holistic view of sustainability matters and how they interact with impacts, risks, and opportunities in Rogers’ business horizon.

Strategy

Strategy	Response and References
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	At Rogers, we recognize the importance of identifying and managing climate-related risks and opportunities. We regularly monitor the regulatory landscape in the jurisdictions where we operate and assess the potential impacts on the resilience of our business from a technological, market, and reputational perspective. Environmental matters may significantly impact our business and operations and present evolving risks and challenges. Environmental impacts, including climate change specifically, create short- and long-term financial risks for our business globally. Increased worldwide focus on climate change has led to legislative and regulatory efforts to combat both potential causes and adverse impacts of climate change, including regulation of greenhouse gas (GHG) emissions. New or more stringent laws and regulations related to GHG emissions and other climate change related concerns have affected and will likely continue to affect us, our suppliers, and our customers. Please refer to our Annual Report on Form 10-K for specific climate-related risks and opportunities currently considered.
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	In 2025, we completed a double materiality assessment to identify relevant sustainability matters and determined that climate change is a material topic from both an impact and financial materiality perspective.
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We also conducted a climate risk assessment in 2025 to evaluate physical and transition risks and opportunities relevant to Rogers’ business. This assessment included scenario analysis across different time horizons and future scenarios across Rogers’ asset portfolio. For more information on the results, see the Double Materiality Assessment and Climate Risk Assessment sections of this report.

Risk Management

Strategy	Response and References
Describe the organization's processes for identifying and assessing climate-related risks.	Led by our Enterprise Risk Management Committee (ERM Committee) and with oversight by the Board and the Audit Committee, management leads an ERM process to identify the priority risks relevant to the Company. The process involves sending a survey to participants to review and analyze a list of identified risks. The survey asks participants to rate each risk based on its expected impact and likelihood of it. Following the survey, the ERM Committee releases the results to the Executive Leadership Team and the Board to review and determine the priority of risks. Once determined, the ERM Committee ensures that these risks are adequately monitored or mitigated in the near- and medium-term by assigned Risk Mitigation Leads, and such risks are considered by the Executive Leadership Team and the Board as part of our strategic planning.
Describe the organization's processes for managing climate-related risks.	We also conducted a climate risk assessment in 2025, including a scenario analysis across different time horizons and future scenarios, to evaluate climate-related physical and transitional risks and opportunities across Rogers' asset portfolio. Below is an initial set of identified climate-related risks and opportunities from our assessment.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Refer to the Risk Management at Rogers section of this report for details on the climate risk identification process.

Physical Risks

Risk Category	Risk Name	Risk Description
Acute	Inland Flooding	Inundation of normally dry land due to heavy rainfall or overflow of rivers.
	Tropical Cyclones	Powerful hurricanes and intense low-pressure systems originating over tropical oceans.
	Coastal Flooding (storm surge)	Seawater inundation due to rising sea levels, high tides, or storm surges.
Acute & Chronic	Heat Stress	Strain on the built environment and human health resulting from elevated temperatures.
Chronic	Water Stress	Water stress occurs when there is not enough water of sufficient quality to meet demand.

Risk Management

Strategy	Response and References		
Describe the organization’s processes for identifying and assessing climate-related risks.	Transition Risks		
Describe the organization’s processes for managing climate-related risks.	Risk Category	Risk Name	Risk Description
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Policy & Legal	Carbon Pricing	Increases in the price of energy, energy/carbon intensive inputs, equipment, or assets due to regulatory implementation of policies meant to transition to the low carbon economy, such as carbon pricing.
		Litigation	Increased exposure to litigation and fines due to regulatory and public focus on climate-related issues.
		Transition Policies	Increased operational and compliance responsibilities as well as capital and operating expenditures due to regulatory implementation of policies meant to transition to a low-carbon economy (e.g., related to GHG emissions, water, biodiversity, etc.).
	Technology	Technology Costs	Increased R&D, capital, and operating expenditures related to staying up to date with technological changes due to technological progress and stakeholder demands.
	Market	New Competitors	Increased competition due to market entry by new participants as part of the transition to the low-carbon economy.
		Consolidation	Increased competition due to market consolidation as part of the transition to the low-carbon economy (i.e., market conditions that make it difficult for smaller companies to continue to operate).
	Reputation	Unmet Targets	Loss of customer, workforce, investor, and other stakeholder trust in the Company due to failure to meet climate-related goals or delayed action compared to peers.

Risk Management

Strategy	Response and References		
Describe the organization's processes for identifying and assessing climate-related risks.	Transition Opportunities		
Describe the organization's processes for managing climate-related risks.	Risk Category	Risk Name	Risk Description
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Resource Efficiency	Energy and Process Efficiency	Improved operational efficiency due to implementation of energy and process efficiency practices.
	Market	Market Expansion	Expansion within existing markets or entry into new markets uncovered due to the transition to the low-carbon economy (e.g., uncovering new opportunities to sell in the renewable energy industry).
		Strengthened Relationships	Strengthened relationships with customers and suppliers due to the effective management of Rogers' low carbon transition.
	Resilience	Supply Chain Reliability	Increased supply chain reliability due to implementation of supply chain sustainability efforts (e.g., reviewing suppliers' climate transition planning, and ensuring supply chain partners adhere to high environmental standards).

Metrics and Targets

Strategy	Response and References
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Rogers tracks and reports Scope 1 and Scope 2 GHG emissions measured in MT CO ₂ e. To support these calculations, we track underlying source data, such as energy consumption (in MWh). Additionally, Rogers tracks energy intensity across its manufacturing facilities to inform progress on energy efficiency measures (MT CO ₂ e per million USD revenue). We currently do not apply an internal price on carbon when evaluating business decisions or climate-related risks. Other goals and targets will be considered as recommended outcomes of climate-related risk and double materiality assessments or as required by regulatory requirements. For additional information on our environmental metrics and performance, 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.	For our 2025 Scope 1 and 2 metrics, please refer to the Environment section of this report. Rogers recognizes the importance of addressing Scope 3 emissions and is taking an initial, phased approach by strengthening supplier management and due diligence practices to support future Scope 3 reporting.
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	In 2023, we developed a target to reduce Scope 1 and Scope 2 GHG emissions at our manufacturing sites by 20% by 2030, with a baseline year of 2022. Additionally, in November 2025, Rogers Germany GmbH, our Germany-based operations, formally committed to the Science Based Targets initiative (SBTi) to set near-term emission reduction targets aligned with science-based methodologies. 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, with our overall Scope 1 and 2 GHG emissions decreasing by 1.01% from 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 growth opportunities, such as delays in adoption or implementation of new technologies, uncertain business, economic and political conditions in the U.S. and abroad, particularly in China, Germany, England, Belgium, South Korea and Hungary where we maintain significant manufacturing, sales or administrative operations, the global trade policy dynamics between nations reflected in trade agreement negotiations, the imposition of tariffs and other trade restrictions, as well as the potential for global supply chain decoupling, fluctuations in foreign currency exchange rates, our ability to develop innovative products and the extent to which they are incorporated into end-user products and systems that 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 costeffective manner, 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 restriction, 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 thirdparty rights, changes in effective tax rates or tax laws and regulations in the jurisdictions in which we operate, failure to comply with financial and restrictive covenants in our credit agreement or restrictions on our operational and financial flexibility due to such covenants, the outcome of ongoing and future litigation, including our asbestos related product liability litigation, changes in environmental laws and regulations applicable to our business, and 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, along with the risks discussed in our most recent Annual Report on Form 10K and in our other filings made with the Securities and Exchange Commission (which are available at www.sec.gov), any of which could cause actual results to differ materially from historical results or anticipated results. We undertake no obligation to update or revise any forwardlooking statements, whether as a result of new information, future events or otherwise, unless required by law.



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