

Environmental

ACHIEVE NET-ZERO GHG EMISSIONS

SMP GHG EMISSIONS REDUCTION GOALS

By 2030, reduce total Scope 1 & Scope 2 GHG emissions by 25% vs. 2019 baseline year

By 2040, reduce total Scope 1 & Scope 2 GHG emissions by 67% vs. 2019 baseline year

By 2050, achieve net-zero total Scope 1 & Scope 2 GHG emissions across the Company

We have reduced our total Scope 1 and Scope 2 GHG emissions intensity for 2022

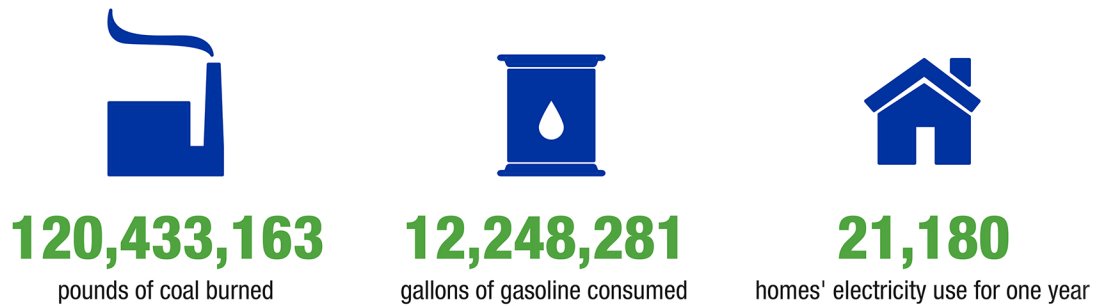
11%
REDUCTION
compared to 2021

30%
REDUCTION
compared to 2019 baseline year

REMANUFACTURED PRODUCTS

We estimate that our remanufacturing processes in 2022 prevented more than 8,095 metric tons of material from entering landfills, and avoided the need to process certain base metals, such as aluminum, saving more than 154 million kWh of electricity.

This savings is equivalent to CO₂ emissions from



HYBRID-ELECTRIC SALES FLEET

38%
of our sales fleet vehicles have been transitioned to hybrid electric vehicles

ESG Goal: Transition

100%
of our sales fleet vehicles to hybrid electric vehicles by 2024

WASTE MANAGEMENT

76,000 Cubic Ft
of transported space saved through optimizations in packaging materials

Switched to unbleached packaging on more than

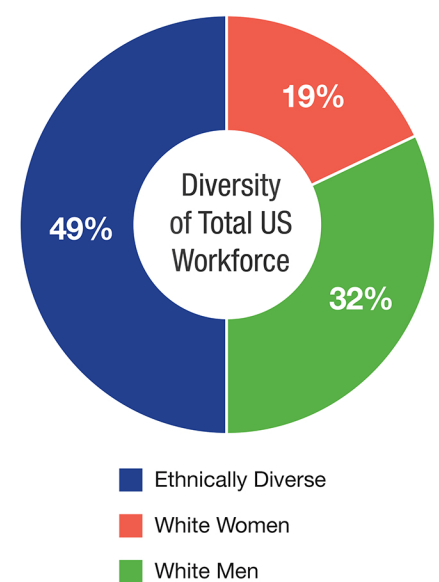
600,000 boxes per year

Social

DIVERSITY, EQUITY & INCLUSION



- 1 DIVERSE REPRESENTATION AT ALL ORGANIZATIONAL LEVELS
- 2 EQUITABLE TREATMENT AND OPPORTUNITY FOR EVERYONE
- 3 AN INCLUSIVE WORK EXPERIENCE FOR EVERYONE
- 4 IMPROVE ORGANIZATIONAL PERFORMANCE



Governance

BOARD COMPOSITION

Composition

8 BOARD MEMBERS	75% PERCENT INDEPENDENT	60 AVERAGE AGE	6.25 AVERAGE TENURE	38% GENDER DIVERSITY	25% ETHNIC DIVERSITY
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BOARD OVERSIGHT & GOVERNANCE

CONSISTENT WITH SMP'S VALUES, OUR BOARD OF DIRECTORS OVERSEES AN ENTERPRISE-WIDE APPROACH TO RISK MANAGEMENT WHILE PROMOTING SMP'S LONG-TERM STRATEGIC OBJECTIVES AND ENHANCING SHAREHOLDER VALUE