



2023 Sustainability Report Executive Summary

Revolutionizing the way the world moves for future generations

“Our vision extends to a future where the global rail network is decarbonized. Through advancements in rail utilization, alternative fuels, and cutting-edge locomotive technologies, we are steering the rail industry toward a cleaner future, with Wabtec leading the way.”

Rafael Santana

President and Chief Executive Officer

“Sustainability is a collective journey, and we believe that collaborating with the entire ecosystem, including internal teams, customers, end-users, suppliers, industry associations, communities, governments, and investors will empower us to succeed.”

Lilian Leroux

Chief Strategy and
Sustainability Officer

Sustainability Strategy

Unlock our customers’ potential by delivering innovative and lasting transportation solutions.



OUR SUSTAINABILITY VISION

Wabtec is committed to sustainable value creation. Our strategy is to contribute to a better, more sustainable world through our unique business offerings, leading technologies, and sustainable business practices while creating value for our customers, employees, and other stakeholders.



OUR SUSTAINABILITY PRINCIPLES



Innovating with Purpose

We are committed to developing responsible and sustainable products that minimize our impact on the planet.



Driving Responsible Operations

We are committed to providing safe work environments and products that enable productive and efficient use of resources.



Empowering People and Communities

We are committed to driving an inclusive culture grounded in integrity, committed to the development of, and investment in, the communities where our teams live and work.



United Nations Global Compact

In 2022, Wabtec joined the United Nations Global Compact, demonstrating our existing and ongoing commitment to the universal sustainability principles promoted by the organization.



For further detail see our full Sustainability Report at: WabtecCorp.com/Sustainability.



Recent Awards and Recognitions



DEUTSCHE BAHN AND GERMAN MINISTRY OF TRANSPORTATION

German Award for Sustainability Projects in the “Technology, Environment Protection & Health” category and a Sustainability Award from Deutsche Bahn for The Green Air heating, ventilation, and air conditioning (HVAC) solution in 2022.

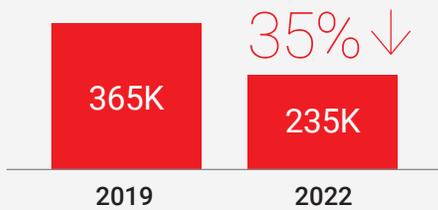


NORFOLK SOUTHERN

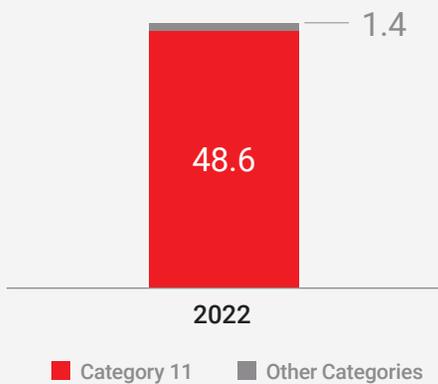
Wabtec was awarded Norfolk Southern’s inaugural Thoroughbred Sustainability Partner Award in recognition of energy efficiency, innovation, and environmental stewardship.

Greenhouse Gas Emissions

Our Scope 1 and 2 Emissions (metric tons CO₂e)



Our Scope 3 Emissions (million metric tons CO₂e)



Scope 1 and 2

We have aligned our operational framework with the Paris Agreement and its science-based goal of limiting the Earth’s temperature increase to less than 1.5 degrees Celsius. Demonstrating our commitment to continuous improvement along our sustainability journey, we replaced our original GHG and energy intensity goals with an absolute emissions goal to reduce our Scope 1 and 2 emissions by 50% by 2030 from a 2019 baseline. We have made tremendous progress toward that target, accomplishing 35% reduction in 2022.

Scope 3

Wabtec’s most relevant category of Scope 3 GHG emissions is Category 11: Use of Sold Products, at more than 97% of Wabtec’s estimated total Scope 3 emissions. Within this category, the largest source of GHG emissions is from our customers’ use of our freight locomotives. A modal shift to rail will enable a significant reduction in GHG emissions world wide despite Wabtec’s increase in Scope 3 absolute emissions from manufacturing additional locomotives. As global freight volumes increase and more goods are transported by rail, the demand for locomotives is expected to increase. However, the overall emissions reduction benefits from shifting to rail – a more energy efficient and safer mode of transportation – would greatly exceed the change in Wabtec’s own Scope 3 absolute emissions. Moreover, adoption by our customers of Wabtec’s next-generation technologies – such as our biofuel and battery locomotives, our digital solutions, and our future hydrogen-powered locomotives – will drive further reductions in our customers’ Scope 1 and 2 emissions and Wabtec’s Scope 3 emissions intensity.

Moving 10,000 tons 1,000 miles^{1,2}



847 metric tons CO₂e



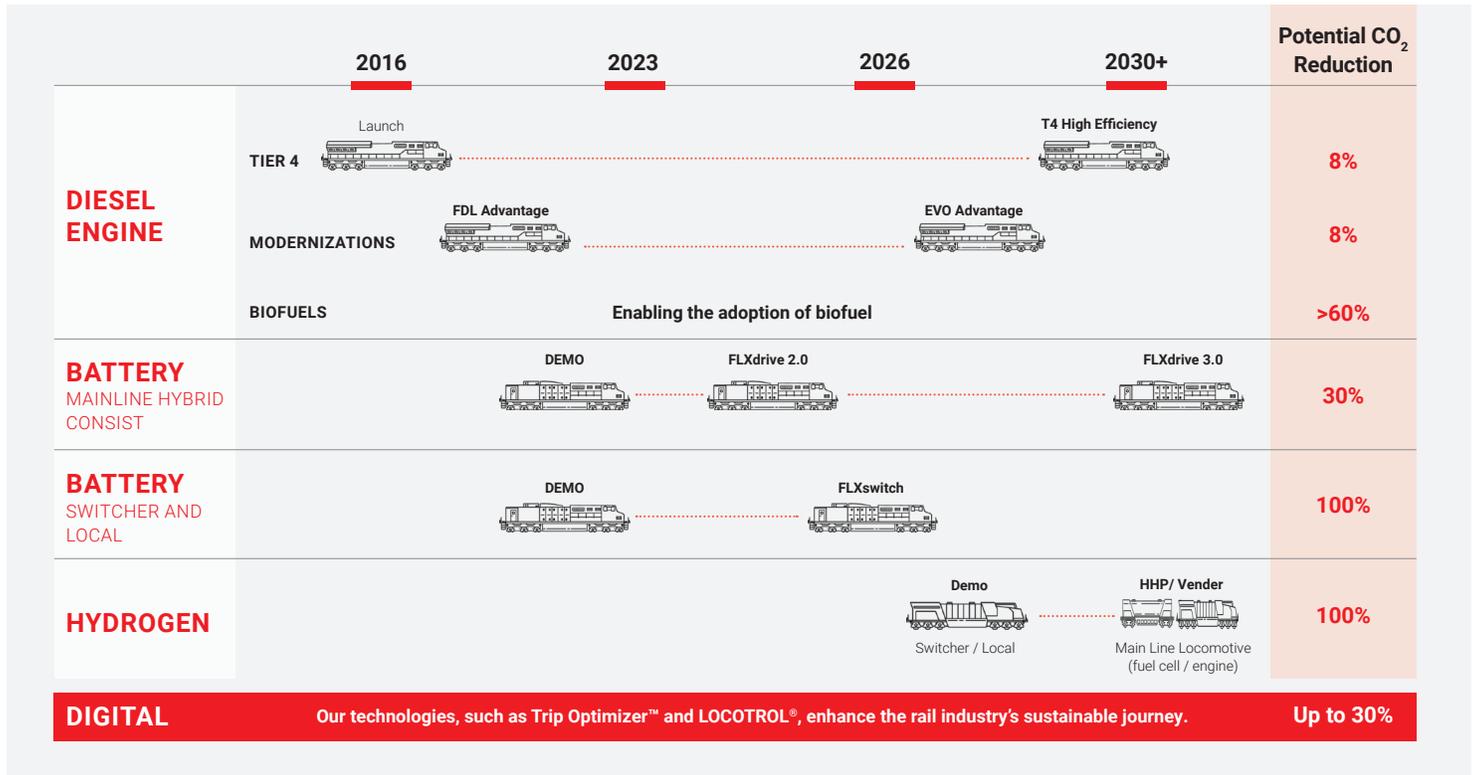
212 metric tons CO₂e

¹ <https://www.aar.org/wp-content/uploads/2023/06/AAR-Climate-Change-2023-Report.pdf>.

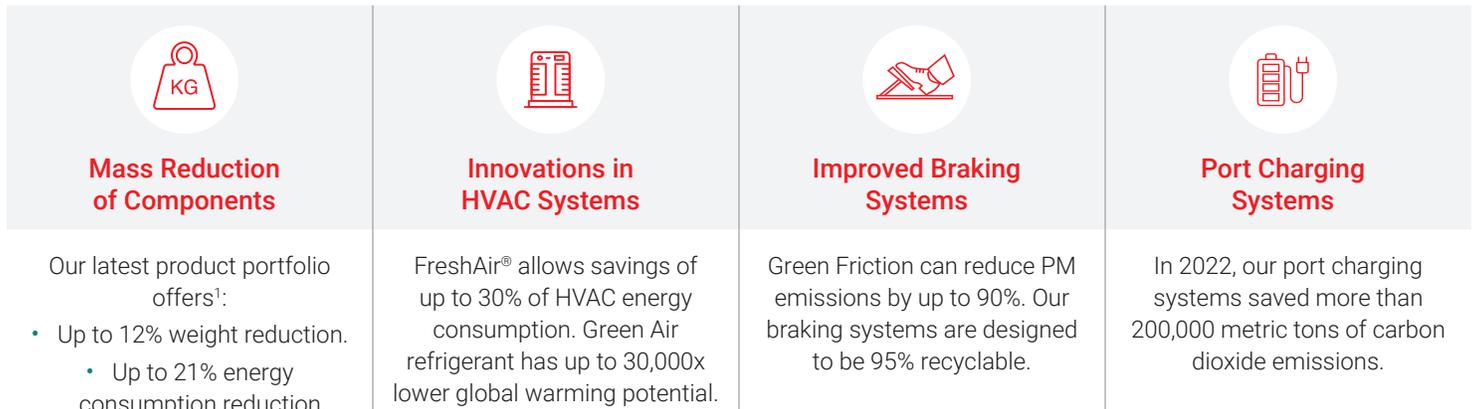
² Based on 2023 EPA Scope 3 CO₂e/ton-mile emission factors for transportation and distribution.

Innovating with Purpose

Providing Sustainable Pathways for Freight



Providing Sustainable Pathways for Transit



Modernization and Remanufacturing

Modernization solutions deliver up to:

25%
improved fuel efficiency.

40%
increase in reliability.

20%
reduction in maintenance, repair, and overhaul expenses.

55%
increase in haulage ability.

+ In 2022, remanufacturing brought approximately **336 million pounds** of end-of-life material back to global remanufacturing facilities, with **82% being reused or remanufactured** and **18% recycled**, leaving **less than 1% waste**.

¹ Calculation based on doors, brakes, HVAC, and passenger information systems installed on a train, versus the previous generation of products.

Driving Responsible Operations

Our commitment to be more efficient and responsible is reflected in the extensive work we do to reduce our environmental footprint and improve safety. Climate action is a core component of our

sustainability strategy, and we set targets to allow our stakeholders to measure our steady progress toward reducing the impacts of climate change.

Capturing Waste Energy

Wabtec's site in Grove City, Pennsylvania, conducted lean workouts to identify projects that could eliminate energy waste at the plant. The team uncovered a tremendous opportunity to use the energy untapped from the diesel engine testing performed at the plant to power the site. The power generation can be redirected to address more than 40% of the Grove City site electrical usage, enough energy to power 1,000 average households in the U.S.

Safe Work Environment

- + Compared to our 2019 baseline, the Total Recordable Injury and Illness Rate of 0.85 for 2022 represents a **20% reduction**.
- + **175 operations leaders from over 26 countries** participated in Wabtec's EHS Operations Leadership course.

Empowering People and Communities

Wabtec's employees are a core strength of our global operations. One of our core values is People First, and we continuously support our valuable workforce by engaging with them in a responsible and fair manner. We honor the combined skills, knowledge, and diverse backgrounds and experiences they bring to our organization. Throughout our organization, our employees stand behind our sustainability goals and provide meaningful contributions to ensure our progress toward them.

- + Significant year-over-year progress on all diversity, equity, and inclusion targets, such as an **11% increase in female representation globally**.
- + Wabtec Transit sites in Hosur, Baddi, and Bahadurgarh, India, as well as Wabtec India Technology and Engineering Center received **Great Place to Work® Certification**.
- + Since Bids for Kids launched in 1995, the community event has raised approximately **\$2.3 million** for local charities in Western Pennsylvania.

Promoting Diversity, Equity, and Inclusion

Wabtec's position as a global leader in the rail industry means that it is vital for our workforce to reflect the vibrant diversity of the cultures and identities shared by the customers and stakeholders we serve around the globe. Our continued success is made possible by creating an inclusive and equitable workplace that serves the needs of our diverse employees. We deeply respect our employees' unique backgrounds, experiences, and differences. Workplace diversity not only contributes to our success as a proven source of innovation, but also remains central to our core value of putting People First.

Focus Area	2019 Baseline	2022 Performance	2030 Goal
Females Across Global Workforce	15.7%	17.5%	20%
Females Across Salaried Workforce	17.8%	19.8%	25%
People of Color Across Total U.S. Workforce	25.5%	25.1%	30%
People of Color Across U.S. Salaried Workforce	19.4%	21.5%	25%



HUMAN RIGHTS CAMPAIGN
Foundation Corporate Equality Index 2022



DISABILITY: IN
2023 Best Place to Work for Disability Inclusion: Disability Equality Index