2026 **Corporate Sustainability** Highlights

knowles

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Our Company

Knowles Corporation (NYSE: KN) is a leading manufacturer of specialty electronic components.

We design parts that perform unique, critical functions for innovative technologies. Through extreme reliability, custom engineering, and scalable manufacturing, we enable businesses to succeed in the most demanding applications across medtech, defense, and industrial markets. Our high-performance capacitors, RF/microwave filters, advanced medtech microphones, balanced armatures, and miniaturization products enable and enhance the performance of technologies with the power to change, improve, and save lives. Founded in 1946 and headquartered in Itasca, Illinois, Knowles has grown into a global organization with employees spanning 11 countries.

Our business is composed of two segments: **Precision Devices ("PD")** and **Medtech & Specialty Audio ("MSA").**

Our PD segment specializes in the design and delivery of high-performance capacitor products and RF solutions for technically demanding applications. Our capacitor portfolio includes products with highly specialized requirements, including high voltage, high temperature, and high reliability. We also deliver RF filtering solutions across a broad range of applications and frequencies primarily serving the defense market.

Our MSA segment is primarily focused on delivering high reliability and industry leading balanced armature speakers and microphones to leading hearing health manufacturers and specialty audio markets. We work collaboratively with customers to ensure that our solutions meet their size, broad frequency response, and low power or custom acoustic module requirements. MSA has sales, support and engineering facilities in North America, Europe, and Asia, as well as manufacturing facilities in Asia.

We sell our products directly to original equipment manufacturers, to their contract manufacturers and suppliers, and through distributors worldwide.

Governance

Our Board of Directors (“Board”) consists of eight members, all of whom are independent directors, with the exception of our Chief Executive Officer. The Board has three standing committees: Audit, Compensation, and Governance and Nominating. All committees are comprised of independent Board members. Executive management institutes and maintains policies regarding potential risks to our daily operations, and the Board regularly evaluates their performance. Along with our executive officers, the Board reviews material, strategic, operational, and environmental, social responsibility, and corporate governance (“ESG”) risks. Our Board and Committees handle risk management according to their specific responsibilities.

In addition to specific risk areas overseen by the respective Board Committees, at least annually the Board receives a comprehensive overview of all material risks facing the Company and the risk mitigating strategy for each, including the potential impacts of climate change. The Company’s risk mitigation strategy for catastrophic weather or geological events such as those that may be caused by climate change involves emergency plans and employee training on disaster preparedness, as well as an annual review of our Business Continuity Plan, an annual review of our facilities with our insurers, and plans to test emergency response and crisis management protocols at our manufacturing locations.

Several policies are central to our governance processes, including our Corporate Governance Guidelines, Code of Business Conduct, and Related Persons Transaction Policy. In addition to our internal policies and guidelines, as a company listed on the New York Stock Exchange (“NYSE”), we adhere to all NYSE listing requirements, including the NYSE Corporate Governance Standards. Together, these documents describe our expectations for ethical, responsible conduct and provide our business partners with a clear picture of how we conduct ourselves in the marketplace.

In addition, Knowles maintains a third-party-operated Global Hotline, available 24 hours a day, 7 days a week, in multiple languages where any concerned party (such as an employee, supplier, or customer) can report a matter anonymously by telephone or by submitting a web-based report. Consistent with our commitment to fostering a culture of integrity, Knowles does not tolerate any form of retaliation for raising a good-faith concern.

BOARD COMPOSITION

- Separate non-executive Chairperson, selected by the independent directors
- All committee chairs and members are independent
- Average director tenure is 7 years

GOVERNANCE PRACTICES

- Policies prohibiting hedging and pledging Company stock
- Regular Board, committee, and director evaluations
- Active shareholder outreach and engagement

ALIGNMENT WITH STOCKHOLDERS

- Simple majority voting standard for uncontested director elections with a director resignation policy
- Stock ownership guidelines for directors and executives
- All directors are elected annually

Ethics & Compliance

Our vision is to be a leading global innovator in the markets we serve. We believe our success depends on our reputation for trustworthy and ethical business performance. Our Code of Business Conduct (“Code”) sets forth our standards for conducting business ethically, responsibly and in compliance with the law everywhere we do business. The Code is an important resource to ensure we understand what is expected of us, to help guide us in our efforts to conduct business with integrity, and to live up to our value of being a trustworthy partner to all our stakeholders. The principles in our Code apply to all officers, directors, and employees of Knowles, its segments, operating companies, subsidiaries, and affiliates worldwide. Understanding and following our Code is a vital part of maintaining our culture, our reputation, and our success.

We have a shared commitment to building, maintaining, and enhancing a culture that is grounded in our Values and our Code of Business Conduct. We believe we all have a responsibility to act with honesty and integrity; comply with the Code and any laws or company policies that apply to our work; complete any required training so we fully understand what is expected of us; seek advice from our supervisor, manager, or other appropriate company resource when we have questions relating to the Code or how we should conduct ourselves; speak up if we see something that doesn’t fit with the letter or spirit of the Code; and cooperate with any investigation into possible misconduct or violation of our Code, our policies, or the law.

Supervisors and managers are expected to demonstrate ethical leadership and always exhibit our Values, so they have additional responsibilities to: lead by example, modeling the right behavior; clearly communicate ethics and compliance expectations with employees; promote a positive working environment where people are treated with dignity and respect and are comfortable raising concerns and diverse viewpoints without fear of retaliation; and address employee concerns promptly, escalating them to the appropriate company resource as necessary for resolution.

ETHICAL BEHAVIOR

- Code of Business Conduct
- Supplier Code of Conduct
- Political Contributions Policy
- Conflict Minerals Policy

RESPONSIBLE PRACTICES

- Environmental, Health & Safety Policy
- Green Materials Policy
- Anti-Slavery Policy
- Human Rights Policy

Working Toward a Sustainable Supply Chain

We rely on our global network of suppliers to provide us with the materials and services needed to manufacture our products. We see our suppliers, both large and small, as partners to collaborate with regarding cost, quality, availability, and compliance. We are committed to ensuring that our suppliers are operating in a manner that is consistent with our values, and that they are similarly committed to understanding and reducing the impacts of their supply chains.

Our relationships with our suppliers are guided by the Knowles Supplier Quality Manual, which outlines our expectations for supplier performance regarding quality and product performance, compliance with regulations, environmental management systems, conflict minerals, supply chain security, and material qualification processes. In addition, we require our suppliers to fully understand and adhere to our Supplier Code of Conduct, which outlines the social requirements of our suppliers, and is consistent with the Responsible Business Alliance ("RBA") Code of Conduct.

In order to ensure our suppliers are compliant with these expectations, we conduct audits across a variety of criteria, including working conditions, product quality, environmental practices, and health and safety, congruent with the RBA's Validated Audit Process ("VAP"). For our MedTech and Specialty Audio (MSA) segment, over 95% of our Tier 1 suppliers and their facilities are audited in a process that is equivalent to the RBA VAP. This includes all facilities, and in a few cases where the supplier has multiple facilities, the audit is performed at the location(s) where Knowles orders are being produced. For our Precision Devices segment we are exploring the implementation of similar processes.

All of our Tier 1 suppliers are compliant. Any non-conformances identified as part of our supplier audit process are addressed, and if not rectified we do not continue doing business with that particular supplier.

To further ensure our supply chains are operating as intended, we also participate in quarterly business reviews with our suppliers. As part of these meetings, we discuss what social responsibility topics are relevant to the supplier and how to integrate these topics into our suppliers' business strategies. We also consider how our suppliers can assist us in executing our supply chain initiatives to further our goal of operating responsibly.

We are taking steps to ensure the use of conflict-free and ethically-sourced minerals in our supply chain by expecting our suppliers to:

- Adopt a conflict minerals policy that is consistent with ours and expect their direct and indirect suppliers to do the same.
- Exercise due diligence with relevant suppliers on the source and chain of custody of 3TG minerals and cobalt consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.
- Identify smelters and refiners associated with the 3TG mineral and cobalt supply chain for our products.
- Transition to certified conflict-free smelters and refiners.

Each of these policies, which we review regularly to ensure their suitability for our goals, outlines the expectations for our own team, as well as what we expect of our suppliers and other business partners.

Health & Safety

Knowles is committed to providing a healthy and safe work environment and processes that enable our people to work injury- and illness-free while acting in an environmentally responsible manner.

As part of our universal Environmental, Health and Safety Policy, we ensure all employees and managers are trained and held accountable for preventing work-related injuries and illnesses, and that they are committed to continual improvement in environmental sustainability. These expectations go beyond our direct operations and extend to our suppliers and contractors.

We always strive for zero accidents at all Knowles sites and diligently track all incidents to comply with regulatory requirements. More importantly, tracking this data allows us to identify where improvements are needed and guide our actions to make Knowles sites safer for our team.

Many Knowles employees are required to wear protective clothing to safeguard themselves from exposure to potentially hazardous materials and maintain the integrity of our products. As needed, additional safety measures such as hearing protection, gloves, and respirators are also provided. Eye protection is required for a number of job tasks and always meets all relevant safety standards such as the ANSI and OSHA standards. We have also modified several manufacturing processes to reduce exposure of our team to hazardous materials.

Our Environmental Health & Safety ("EHS") Managers across the globe conduct regular reviews of key EHS performance indicators, which include the reporting and correction of any unsafe workplace behaviors, working conditions that could potentially lead to injury, or workplace incidents or illnesses that required first aid or other medical treatment.

FY25
0.33%
Lost Time Incident Rate (LTIR)
across our manufacturing sites, and no work-related fatalities.

FY25
1.7%
Total Recorded Incident Rate (TRIR)

FY25
8%
Near Miss Frequency Rate (NMFR)

FY25
0
Work Stoppages or Days Idle
due to strikes of lockouts.

Ensuring Safe Products

We are unwavering in our commitment to providing safe and reliable products on which our customers can depend. This is especially critical for Knowles products used in medical devices.

In addition to incorporating structural safety into our designs, we also identify and remove potentially harmful materials. We continuously monitor and evaluate local, federal, and global material compliance legislation such as the European Union's Registration, Evaluation, Authorization, and Restriction of Chemicals ("REACH") and Restriction of Hazardous Substances ("RoHS") Requirements, California's Proposition 65 ("Prop 65"), plus specific customer requirements to ensure we comply with all applicable rules regarding restricted substances. For all of our products, we have rigorous quality assurance protocols in place to ensure their quality.

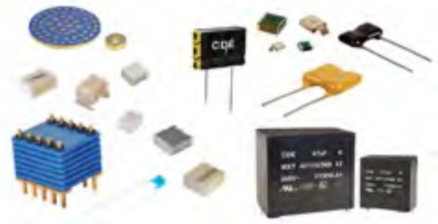
Knowles' commitment to excellence and safety extends beyond our products. We take steps to ensure each device is consistently manufactured to the highest quality standards, our staff remain safe while making them, and that we exercise our due diligence to conduct our business in harmony with the environment. Below are the certifications we obtained to ensure our operations run smoothly so that we can provide the best products possible, the best way possible.

Our three largest manufacturing operations are certified to the following standards:

LOCATION	QUALITY MANAGEMENT SYSTEMS	QUALITY MANAGEMENT SYSTEMS – MEDICAL DEVICES	ENVIRONMENTAL MANAGEMENT SYSTEMS	OCCUPATIONAL H & S MANAGEMENT SYSTEMS
China	ISO 9001: 2015	ISO 13485: 2016	ISO 14001: 2015	ISO 45001: 2018
Philippines	ISO 9001: 2015	ISO 13485: 2016	ISO 14001: 2015	ISO 45001: 2018
Malaysia	ISO 9001: 2015	ISO 13485: 2016	ISO 14001: 2015	ISO 45001: 2018

Our manufacturing locations around the world adhere to and are certified to various quality management system standards. Complete information about facility certifications can be found on the Quality and Environmental Management page of Knowles.com at **https://www.knowles.com/about-knowles/about/doing-business-with-knowles/quality-assurance**.

High Performance Capacitors



RF / Microwave Filters

Hearing Health Solutions

Microphones,
BA Speakers

We have rigorous protocols in place to ensure the quality of our products.

Serving Our Local Communities

Championing the Hearing-Impaired Community

In **the Philippines**, our employees have partnered with the Lapu-Lapu City Persons with Disability Affairs Office to conduct Filipino Sign Language training for Knowles employees and design inclusive programs for the local deaf and hearing-impaired community.

Promoting Wellness & Environmental Preservation

Our employees in **Suzhou** organized a Hiking + Eco-cleanup activity where they collected non-biodegradable waste while hiking along mountain trails. This team-building activity promoted employee physical and mental well-being while supporting the health of the local ecosystem.

Future Heroes Program

Our team in Malaysia teamed up with AMCHAM and Red Crescent Malaysia to teach students cardio-pulmonary resuscitation (CPR) skills and how to use an automated external defibrillator.

Martin Luther King, Jr. National Day of Service

Knowles employees across the United States participated in a day of service to honor Dr. Martin Luther King, Jr. Whether organizing food and clothing drives, serving meals, or organizing and packing food, our employees dedicated their day to providing assistance where it was needed.

Emissions & Energy

25% reduction
target in Scope 1 and Scope 2 GHG Emissions by 2030

We have set a goal to be
Carbon Neutral by 2040

~20% of our total purchased electricity is from renewable sources

GREENHOUSE GAS EMISSIONS

	2021	2022	2023	2024	2025
Scope 1 and Scope 2 Emissions (Metric Tons CO_2e)					
Direct Scope 1 Emissions	8,164	6,647	4,909	5,654	4,745
Indirect Scope 2 Emissions (Location-based)	61,213	55,426	51,041	54,103	42,229
Indirect Scope 2 Emissions (Market-based)	52,108	45,645	42,488	45,408	33,420
Total Scope 1 & Scope 2 Emissions (Location-based)	*69,377*	*62,073*	*55,950*	*59,757*	*46,974*
Total Scope 1 & Scope 2 Emissions (Market-based)	*60,272*	*52,292*	*47,397*	*51,062*	*38,165*

GREENHOUSE GAS EMISSIONS INTENSITY

	2021	2022	2023	2024	2025
Emission Intensity (Metric Tons CO_2e per $1M Revenue)					
Scope 1 Emission Intensity	9	9	7	7	8
Scope 2 Emission Intensity (Location-based)	71	73	72	66	71
Scope 2 Emission Intensity (Market-based)	60	60	60	56	56
Total Scope 1 & Scope 2 Emissions Intensity (Location-based)	*80*	*82*	*79*	*73*	*79*
Total Scope 1 & Scope 2 Emissions Intensity (Market-based)	*69*	*69*	*67*	*63*	*64*

Although our carbon footprint and energy use are relatively modest, we are committed to identifying ways to reduce our emissions and improve energy efficiency wherever practicable. As electricity use is the main driver of our Scope 1 and Scope 2 greenhouse gas emissions, we continue to assess opportunities to optimize energy management.

ELECTRICITY CONSUMPTION

	2021	2022	2023	2024	2025
Electricity Usage (MWh)	109,233	104,284	99,722	111,184	88,100
Electricity Intensity (MWh per $1M of Revenue)	126	136	141	136	149

** As we acquired Cornell Dubilier in late 2023, those locations are included only for calendar years 2024 and 2025. As we sold our CMM segment in late 2024, those locations are not included for calendar year 2025.*

Water & Waste

WATER USAGE

	2021	2022	2023	2024	2025
Water Withdrawal (Cubic Meters)	800,834	717,679	704,554	740,509	357,049
Water Consumed (Cubic Meters)	—	—	701,738	740,478	356,844
Water Withdrawn in High & Extremely High Water Stress Areas (%)	—	—	67.86%	61.37%	43.02%
Water Consumed in High & Extremely High Water Stress Areas (%)	—	—	67.81%	61.37%	42.99%
Water Intensity (Cubic Meters per $1M of Revenue)	*923*	*939*	*996*	*908*	*602*

34% reduction

in water intensity in 2025 (compared to 2024)

Water is both a critical global resource and an essential aspect of our business operations. The chart to the left depicts our water usage at our 12 manufacturing locations. Beginning in 2023, we started measuring water consumed, and water withdrawn or consumed from areas of high water stress. We continue to monitor our water usage and look for opportunities to reduce water withdrawal and consumption.

WASTE MANAGEMENT

	2021	2022	2023	2024	2025
Hazardous Waste (Metric Tons)	478	388	412	1,316	2,033
Hazardous Waste Intensity (Metric Tons per $1M of Revenue)	0.55	0.51	0.58	1.6	3.43

Hazardous waste was

100% treated

in accordance with regulations in 2025

As part of our commitment to minimizing our environmental impact, we are continually investigating and evaluating new ways to reduce waste we produce and energy we consume. We are particularly invested in responsibly managing and minimizing the hazardous waste we produce. We will continue to seek ways of reducing waste and ensuring its disposal is fully compliant with all local and federal regulations.

** As we acquired Cornell Dubilier in late 2023, those locations are included only for calendar years 2024 and 2025. As we sold our CMM segment in late 2024, those locations are not included for calendar year 2025.*

SASB Index

This index provides information aligned with the Electronic Manufacturing Services & Original Design Manufacturing sector as defined by the Sustainable Accounting Standards Board (SASB). SASB Standards are maintained and managed by the IFRS Foundation's International Sustainability Standards Board (ISSB).

TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & METRICS

TOPIC	SASB CODE	METRIC	PAGE
Water Management	TC-ES-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	10
Waste Management	TC-ES-150a.1	(1) Amount of hazardous waste from manufacturing, RIR (2) Percentage recycled	10
Labor Practices	TC-ES-310a.1	(1) Number of work stoppages (2) Total days idle	6
Workforce Conditions, Health & Safety	TC-ES-320a.1	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	6
	TC-ES-320a.2	Percentage of (1) entity's facilities, and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	5
	TC-ES-320a.3	(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate of (a) priority non-conformances and (b) other non-conformances, disaggregated by (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities	5
Product Lifecycle Management	TC-ES-410a.1	Weight of end-of-life products and e-waste recovered; percentage recycled	N/A
Materials Sourcing	TC-ES-440a.1	Description of the management of risks associated with the use of critical materials	5

TABLE 2. ACTIVITY METRICS

TOPIC	SASB CODE	RESPONSE
Number of manufacturing facilities	TC-ES-000.A	12
Area of manufacturing facilities	TC-ES-000.B	1,456,115 sq ft.
Number of employees	TC-ES-000.C	5,500

TCFD Recommended Disclosures

This index provides information aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). For additional information, please carefully review the risk factors in the Company's Form 10-K.

TCFD RECOMMENDED DISCLOSURES		
TOPIC	**RECOMMENDED DISCLOSURE**	**RESPONSE AND REFERENCES**
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	The Governance and Nominating Committee, a standing committee of the Board of Directors, oversees policies and programs related to our corporate responsibility, environmental, and governance initiatives and advises the Board on a whole regarding these matters.
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	The executive management team institutes and maintains policies regarding potential risks to our daily operations, including climate-related risks, and ensures strategies to address those issues are implemented.
Strategy	a) Describe the climate related risks and opportunities the organization has identified over the short, medium, and long term.	The Company analyzes climate related risks and opportunities in two categories: (i) Transitional, and (ii) Physical. Our assessment indicates that these risk categories are both long-term (5-10 years). We have not identified any expected material impacts in the short or medium term. **Transitional Risks and Opportunities** Transitional risks are those related to potential future costs associated with complying with emerging climate change regulations in the areas in which we operate around the globe. To address regulatory risks, we closely monitor industry news and pending regulations and trends. We also invest in sustainability projects to reduce our greenhouse gas emissions, such as the installation of solar PV systems and high efficiency equipment. By making investments in renewable energy, we believe we have an opportunity to reduce future costs as fossil fuel prices increase in the face of carbon pricing policies. **Physical Risks and Opportunities** Physical risks are climate change events that could impact our business. Our global operations are dependent on the use of water for industrial use, and several of our facilities are located in identified high water stress areas. Therefore, our relevant physical risks are related to water. We have identified acute physical risks (such as drought, severe storms, and floods) as well as chronic physical risks (such as groundwater depletion and sea level rise). To address these risks, we have taken steps to reduce our water consumption by implementing water conservation and efficiency initiatives, such as rainwater harvesting and reuse, installing zero wastewater discharge systems, and implementing a reverse osmosis and deionization system. In response to potential physical risks, we also maintain a business continuity plan at each operating site.
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	The dedication of resources to ensure we are effectively responding to stakeholder expectations regarding ESG disclosure and performance has had a minimal impact on our financial planning. Having set a goal to be carbon neutral by 2040 and targeting a 25% reduction in our Scope 1 and Scope 2 greenhouse gas emissions by 2030, we incorporated sustainability in our strategic and financial planning. Our environmental strategy includes: • Continuously assessing our ESG priorities to identify focus areas, risks, and opportunities; • Establishing, measuring, and regularly reviewing environmental objectives; • Educating our employees to help them understand and work towards our goals; • Reporting progress in reducing our environmental footprint; and • Considering environmental impacts when making business decisions.

TCFD RECOMMENDED DISCLOSURES		
TOPIC	**RECOMMENDED DISCLOSURE**	**RESPONSE AND REFERENCES**
Strategy	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	We annually conduct climate transition scenario analysis across the organization, with a focus on flooding, rainfall variability, water scarcity, drought, and sea level rise. The scenarios were drawn from the WWF Feeling the Heat scenario and the WRI Aqueduct scenario. The analysis suggests that the most material climate-related risks facing Knowles are transitional risks (related to emerging regulations) and physical risks (related to access to water). In considering the scenarios, we have worked to improve our business resiliency through the investigation and implementation of opportunities to increase our use of renewable energy and implement water conservation and efficiency initiatives.
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	Executive management institutes and maintains policies regarding potential risks to our daily operations, and the Board regularly evaluates their performance. Along with our executive officers, the Board reviews material, strategic, operational, and environmental, social responsibility, and corporate governance ("ESG") risks.
	b) Describe the organization's processes for managing climate-related risks.	Our corporate sustainability team operationalizes climate-related initiatives by leveraging best practices to present project proposals for management approval.
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Our Enterprise Risk Management program, which includes climate-related risks, reviews the scoring of identified risks and the mitigation of identified risks through risk management actions.
Metrics & Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	See the *"Emissions & Energy"* and *"Water & Waste"* sections of this Corporate Sustainability Highlights for further information
	b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas emissions, and the related risks.	See the *"Emissions & Energy"* section of this Corporate Sustainability Highlights for further information
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See the *"Emissions & Energy" and "Water & Waste"* sections of this Corporate Sustainability Highlights for further information