

October 2025

Corporate Responsibility Update

Thank you for your interest in Nordson Corporation's 2025 Corporate Responsibility Update. This report provides select highlights and updates about our progress toward our climate targets and strategic initiatives, which reflect the ongoing implementation, maturity and refinement of our corporate responsibility-related strategies.

For a more comprehensive review of our strategy, programs and initiatives, as well as highlights on recent progress, please refer to our [Corporate Responsibility website](#).





Message From Our CEO

Dear Nordson Stakeholders,

2024 commemorated the 70th anniversary of Nordson's founding. As we look back over our history, a few tenets have remained constant. Corporate responsibility has always been part of how we do business. How we care for people – whether it be our customers, employees or communities – is a cornerstone of our success and future growth.

Our NBS Next growth framework, the business system pillar of our Ascend strategy, grounds us and drives our approach to corporate responsibility. We have made steady progress deploying this framework, which allows us to grow in the markets we serve and leverage disciplined, data-driven analysis to prioritize initiatives that support our customers, employees and communities.

We continue to support our customers by developing high-quality, efficient products that are focused on their needs. We proudly celebrated this commitment at our Technology & Innovation Showcase, and the industry has recognized Nordson with awards for technology and innovation across the globe.

Demonstrating our commitment to our employees, we conducted global focus groups and an in-depth review to capture what makes life at Nordson unique. The key themes that emerged were: **entrepreneurial spirit, opportunity, connection** and **impact**. We are proud that this is how our employees describe their Nordson experience. As we engage current and recruit future employees, we have adopted the simple, poignant statement, "Empowering Possibilities." We value our employees and firmly believe an engaged workforce directly impacts customer satisfaction and business success. This is manifested through our growing development programs, our focus on a safe work environment through our Journey to Zero initiative and our enhanced benefit offerings.

Through ongoing partnerships, we continue to invest in the communities where we operate. In 2024, Nordson donated more than \$11 million to nonprofit and charitable organizations across the world – a combination of corporate donations and donations through the Nordson Corporation Foundation.

Finally, we continue to execute our climate strategy and remain focused on our emissions reduction and renewable energy targets set in 2022 for the betterment of our customers, employees and communities. The improvements we have completed at our Westlake, Ohio, headquarters set an example for Nordson locations across the globe for how to think strategically about using energy efficiently and reducing our corporate footprint.

As we look ahead, I know what will remain constant about Nordson: focusing on our customers, continuously innovating to meet evolving market needs and providing industry-leading quality and delivery, while caring for each other and the communities that surround us. Thank you for your continued support.

Sundaram Nagarajan
President and Chief Executive Officer



Nordson's focus on corporate responsibility, which includes how we care for our customers, employees and communities, forms the foundation of our success and sets the course for our future.

Fostering an Inclusive and Engaged Culture

Our employees around the world are united by our culture and values, which include caring for their safety and wellbeing and providing opportunities for learning and development. We welcome perspectives from a variety of backgrounds and encourage our employees to build relationships, pursue career growth and drive our business forward.

Prioritizing Employee Safety

Our global teams continue to make substantial, steady progress in our Journey to Zero initiative, which maintains a culture of injury prevention, respect and improvement. As a result of our efforts – which include enhanced trainings and a focus on hazard identification and correction, as well as programs, visual communication boards and site assessments from our EHS professionals – we have recorded fewer injuries and decreased injury severity over the past two years.

2024 BY THE NUMBERS: SAFETY IMPROVEMENT¹

38% decrease
in total recordable
incident rate

33% decrease
in days away, restricted
or transferred rate

35% decrease
in number of job transfer
or restricted injuries

73 Nordson facilities
had zero recordable injuries
in 2024²

Expanding Development Across Our Workforce

Consistent with the themes underscoring “Empowering Possibilities,” we empower employees at all stages of their career to seek [continuous learning opportunities](#), develop their skills and broaden their expertise. Our signature programs include:

- **Leadership Excellence and Development (LEAD)**, offered for existing and emerging leaders. Since its pilot in 2023, more than **500 leaders** around the world have completed the training.
- Open to employees at all levels, our **NBS Next** trainings focus on our growth strategy. More than **600 leaders** globally have participated in the Accelerator program since its launch. We recently expanded the NBS Next curriculum to include comprehensive eLearning options, enhancing the program’s accessibility.
- [Early-in-career](#) programs for college graduates, which support the development of emerging talent. We offer two tracks: the **Sales Development Program** and the **Finance Leadership Development Program**, both of which provide participants with diverse experiences across various divisions.

Advancing Health and Wellbeing

Our comprehensive [total rewards program](#) continues to develop to meet the needs of our employees and their families. In 2024, we implemented an improved **parental leave and bonding policy** for all U.S. employees that provides up to 30 working days of paid leave following the birth, adoption or placement for foster care of a child. Employees in the U.S. are eligible for this benefit at the start of their employment, and it supplements existing leave of absence options.

70+ participants

have enrolled in our early-in-career development programs as of 2024, and over 80% have been placed into full-time roles upon program completion.

We prioritize employee wellbeing by providing enterprise-wide **mental health training and support**. Our Employee Assistance Program offers in-person and virtual mental health support and counseling options to employees around the globe. Throughout 2024, our Minds of All Kinds employee resource group, for employees of all neurotypes, offered a three-part series open to all employees that included an interactive panel discussion and relaxation session focused on self-care and mental health tips.

¹ Comparison of 2024 and 2022 injury data across global sites.

² Based on 93 Nordson sites in 2024 with manufacturing/warehouse operations and/or 10+ employees reporting monthly injury data. Not inclusive of all Nordson sites.

Measuring and Managing Our Environmental Footprint

Setting the Standard for Environmental Initiatives

Nordson's investments in sustainable practices support our values and our business. As we pursue continued progress toward our climate targets, our climate strategy prioritizes reducing consumption across our footprint and procuring and generating clean electricity.

For example, in 2024, our headquarters in Westlake, Ohio, initiated three major projects that enhance the building's operations and create environmental efficiencies. These include:

- **Internal and external LED lighting conversion projects**, which yielded immediate cost savings.
- **A new HVAC system installation with smart controls** to replace a system that ran continuously. The new system enables a runtime schedule and recognition of occupied versus unoccupied spaces, optimizing the facility's energy regulation.
- **A rooftop solar array installation** that features a thermoplastic polyolefin membrane, which reflects heat and UV radiation and complements solar panel performance.

As a result of these investments and other optimization efforts, energy usage at our headquarters decreased on average. Since implementation, the facility has also begun returning energy to the grid.

Please see the Data Summary on [page 7](#) for more information about our climate-related targets and progress.

Acting on Our Climate Strategy

We continue to design and implement strategic projects at our other locations across the globe that deliver environmental benefits, as well as enhancements to our operations. Recent examples include the following:

- At our **Salem, New Hampshire**, facility, we completed a nitrogen generation system installation and boiler upgrades, which have improved efficiency at the site.
- Despite a low-sunshine winter, the rooftop solar array in **Aylesbury, UK**, completed in June 2024, has yielded more than 247,000 kWh in the year since its installment, translating to more than \$90,000 in savings.

Additional Efforts to Enhance the Environment

We continued to invest in third-party certified, nature-based carbon offset projects in 2024, including:

- Conserving old growth forests and wetlands through the Western Land Conservancy Carbon Program in [Richland County, Ohio](#).
- Restoring and preserving forests in [Michigan](#) and the [Chicago](#) and [Atlanta](#) metro areas.
- Planting urban trees in the [Minneapolis](#) metro area, supported by a 25-year maintenance agreement.
- Providing support to organizations in [Pennsylvania](#) and [Vermont](#) to improve forest stewardship and conservation.

Building on our purchase of renewable energy certificates in recent years, our site in **St. Petersburg, Florida**, entered an agreement to further our efforts to support clean energy development and reduce our environmental impact.



Delivering Responsible Products

Nordson's solutions contribute to a diverse array of end markets and applications – such as electric vehicles, solar, medical devices and components, and everyday personal care products – and are recognized for their environmental and social benefits. For example, Nordson Precision Agriculture – a leader in smart farming – introduced the [Flowtron™ precision spray system](#) for agricultural products. Using consistent pressure to more efficiently apply weed control or fertilizer, the Flowtron™ system adjusts the flow rate so users can avoid spraying too much or too little, increasing efficiency and reducing the impact on the environment.

Our approach to product innovation focuses on customers' continued need for safe, effective, high-quality and socially responsible products. This approach is reflected in many of our new developments and recognized with awards for technology and innovation.

The [PICO® Nexus™ jetting system](#), which is [recognized](#) for its revolutionary smart factory readiness, has an intuitive design for optimal quality control. Our [ASYMTEK® Select Coat® SL-1040 system](#) received an [award](#) in 2024 for its advancements in precision, speed, maintainability, repairability and cost effectiveness. The reliability of the product helps users avoid wasteful rework.

TECHNOLOGY & INNOVATION SHOWCASE

Representatives from our 13 divisions gathered in August 2024 for Nordson's Technology & Innovation Showcase. Held at our facility in Johns Creek, Georgia, teams shared state-of-the-art solutions with members of our Board of Directors and Executive Leadership Team that are helping our customers win in their markets and shaping the future for Nordson.

Every day, Nordson employees are designing, developing and manufacturing a broad range of innovative and useful products, and the showcase was a testament to our collective commitment to innovate on behalf of our customers.



Caring for Our Communities

Providing support for the communities where we live and work is a long-standing commitment at Nordson. In 2024, we contributed more than \$150,000 to the **Second Harvest Food Bank of North Central Ohio**, and our employees participated in several volunteer events there. Ongoing partnerships include significant investments in national STEM programs like **TECH CORPS**, which provided innovative programming to 775 K–12 students last year. Additionally, a \$500,000 grant from the Nordson Corporation Foundation supported programming through the **National Inventors Hall of Fame** that reached 2,750 children and 226 teachers.

Additional employee initiatives in 2024 included:

- **Shanghai, China:** Nordson donated more than \$11,000 to Shanghai Baby's Home, a nonprofit organization that provides medical care and a healing environment for orphaned children. Employees participated in and volunteered at a walkathon sponsored by the Shanghai United Foundation, which raised money toward the total donation.

- **Boyle, Ireland:** As part of a team-building day ahead of the site's summer shutdown, employees at the Boyle facility decided to give back to their local communities and spend time together. The group split into 14 teams to help two local charities (the Boyle Family Resource Centre and the Brothers of Charity Services) and a local volunteer organization (the Tidy Towns Committee).
- **Georgia, U.S.:** Each year, the Packaging and Product Assembly teams in Duluth, Georgia, incorporate philanthropy into their annual international trade shows. To honor colleagues connected to the armed services, the teams donated to two organizations that support veterans and military families: Folds of Honor, an organization that supports the families of fallen soldiers, and Heroes MAKE America, an organization that trains veterans for manufacturing positions.

Operating with Integrity and Responsibility

As part of our continued commitment to operate with integrity and responsibility, we updated our [Suppliers' Code of Conduct](#) to incorporate our working age policy, solidifying our support of ethical practices across the globe.

We are also committed to ensuring our Board of Directors is well-rounded with respect to background, skills, experience and perspectives.

As of 2024, women represent:

30%
of our Board members

50%
of Board committee chairs

Learn more about our Board in our most recent [proxy statement](#).



Dragon Boat Festival Celebration: Each year, Nordson employees in China celebrate the traditional Dragon Boat Festival, which takes place on the fifth day of the fifth month of the lunar calendar. Celebrations at our offices include preparing traditional foods like zongzi (dumplings).



Data Summary



MEASURING AND MANAGING OUR ENVIRONMENTAL FOOTPRINT^{1,2}

	2022	2023	2024
Scope 1 emissions (mT CO ₂ for 2022; mT CO ₂ e for 2023-24)	6,388	5,986	5,668
Natural gas and other onsite fuel consumption (gigajoules)	96,144	86,851	81,305
Natural gas and other onsite fuel CO ₂ emissions (mT CO ₂ for 2022; mT CO ₂ e for 2023-24)	4,831	4,365	4,077
Owned/leased fleet emissions (mT CO ₂ for 2022; mT CO ₂ e for 2023-24) ³	1,557	1,621	1,591
Owned/leased fleet energy usage (gigajoules)	21,951	23,053	21,762
Facility electricity consumption (gigajoules)	298,147	297,939	311,384
Facility electricity consumption (kWh)	82,818,685	82,760,933	86,495,561
Scope 2 emissions (mT CO ₂ for 2022; mT CO ₂ e for 2023-24)	30,478	29,121	34,200
Total facility and fleet energy consumption (gigajoules) ⁴	416,242	407,843	414,451
Total gross Scope 1 and Scope 2 emissions (mT CO ₂ for 2022; mT CO ₂ e for 2023-24)	36,866	35,107	39,868
Gross Scope 1 and Scope 2 emissions intensity (mT CO ₂ for 2022; mT CO ₂ e for 2023-24 / million dollars revenue)	14.23	13.35	14.76
Forest conservation and reforestation carbon offsets (mT CO ₂ e)	7,157	7,305	8,400
Net Scope 1 and Scope 2 emissions (mT CO ₂ for 2022; mT CO ₂ e for 2023-24)	29,709	27,802	29,475
Net Scope 1 and Scope 2 emissions intensity (mT CO ₂ for 2022; mT CO ₂ e for 2023-24 / million dollars revenue)	11.47	10.58	10.92
Electricity from renewable sources (percentage)	2%	6%	8%
Electricity from grid (percentage)	100%	100%	100%
Water (10,000's gallons) ⁵	4,207	5,594	5,583
Hazardous waste ⁶	Not reported	16 m ³ 46 mT	2 m ³ 64 mT
Non-hazardous waste, recycled ⁶	Not reported	18,053 m ³ 284 mT	16,991 m ³ 310 mT
Non-hazardous waste, disposal ⁶	Not reported	19,981 m ³ 255 mT	21,406 m ³ 415 mT

¹ 2022 data represents calendar year data, unless otherwise indicated. 2023 and 2024 data represents fiscal year (November–October) data, unless otherwise indicated.

² Unless otherwise indicated, reflects actual data collected from utility bills for sites equal to or greater than 5,000 square feet. Sites for which actual data was not available and sites below 5,000 sq. ft. are included in Nordson's consumption and emissions data using estimated values based on site characteristics such as square footage, climate/geographical region and facility type (office, manufacturing or warehouse) using actual data from comparable sites in Nordson's portfolio and/or anonymized data from other clients of Nordson's utility bill management vendor. Data has not been audited by an independent third party nor is it subject to assurance.

³ U.S./Canada fleet only.

⁴ Includes onsite fuel, onsite electricity and U.S./Canada fleet.

⁵ 2022 data accounts for 55 global sites based on actual invoice data (not 100% coverage) and is not intended as a baseline. 2023-2024 data represents substantially all global sites, using actual invoice data for sites greater than 5,000 square feet or estimates for sites below 5,000 square feet where actual invoice data was not available. 2023 is intended as our baseline year for water consumption.

⁶ 2024 data accounts for 41 global sites based on actual invoice data. The volume- and weight-based amounts are separate, so total waste for this category would be the total volume + the total waste. Not 100% coverage of Nordson sites and not intended as a baseline.

* The baseline for Nordson's 2030 target is 40,613 mT CO₂, based on our 2021 emissions data and adjusted for acquisitions/divestitures. The baseline will continue to be adjusted with new acquisitions/divestitures. In the Nordson 2024 ESG Update, the 2023 Scope 1 and Scope 2 emissions baseline was incorrectly stated as 37,117 mT CO₂ and should have been stated as 38,430 mT CO₂. While this misstatement is immaterial, 2023's progress toward the 50% reduction target by 2030 should have been reported as 55% complete, and progress toward the net zero target by 2050 should have been reported as 28% complete.

OUR CLIMATE-RELATED TARGETS AND PROGRESS*



Achieve a **50% reduction** in net Scope 1 and Scope 2 CO₂e emissions by 2030

55% complete



Achieve **net zero** Scope 1 and Scope 2 CO₂e emissions by 2050

27% complete



Procure **70%** of electricity from renewable sources by 2050

11% complete



For additional information about our climate targets, please see the Nordson [2022 Climate Targets and ESG Update](#).



Data Summary



FOSTERING AN INCLUSIVE AND ENGAGED CULTURE

	2022	2023	2024
Talent Management and Development			
Employee average global tenure (years) ¹	9	9	9.4
Voluntary employee turnover rate ²	11.5%	12.4%	9.5%
Inclusive Workforce			
Board composition – women (value/percentage) ³	3 / 33%	2 / 22%	3 / 30%
Board composition – racially/ethnically diverse (value/percentage) ³	2 / 22%	2 / 22%	2 / 20%
Board combined gender and racial/ethnic diversity (percentage) ³	56%	44%	50%
Women in global leadership positions – manager level and above (percentage) ⁴	21%	22%	24%
Women in global senior leadership positions – vice president and above (percentage) ⁴	25%	32%	31%
Female workforce – global (percentage) ⁴	30%	31%	33%
Minority workforce – U.S. only (percentage) ⁴	39%	39%	39%
Workplace Health and Safety⁵			
U.S. total recordable incident rate	2.3	1.9	1.2
U.S. days away, restricted or transferred rate	1.4	0.9	0.9
Global total recordable incident rate	1.6	1.4	1.0
Global days away, restricted or transferred rate	1.2	0.9	0.8
Workplace fatalities	0	0	0



CARING FOR OUR COMMUNITIES

	2024
Donations through Nordson and the Foundation since 1989 (\$ amount)	\$171.7 million
Total giving through Nordson and the Foundation (\$ amount)	\$11 million
Volunteer hours since 1989 (hours)	122,000+
Foundation grants awarded (value/\$ amount)	452 / \$6.6 million
Nordson BUILDS scholarships (value/\$ amount)	90 / \$845,125



OPERATING WITH INTEGRITY AND RESPONSIBILITY⁶

	2024
Board independence – independent/non-independent (value)	9 / 1
Board independence – Committee members and Committee chairs (percentage)	100%
Attendance at Board and Committee meetings by each director (percentage)	75% or greater
Board average tenure of independent directors (years)	6.2

¹ As of October 31 of the respective years shown.

² Calendar year data for 2022; fiscal year data for 2023 and 2024. Does not include retirees.

³ As of the proxy record dates for each year (e.g., the 2024 numbers are based on a January 17, 2025, proxy record date).

⁴ As of December 31 for 2022. As of October 31 for 2023 and 2024.

⁵ All years shown are calendar years.

⁶ As of Nordson's January 17, 2025, proxy record date.



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Certain statements contained in this report are forward-looking statements within the meaning of the U.S. federal securities laws, including Private Securities Litigation Reform Act of 1995.

Forward-looking statements may be identified by terminology such as “may,” “will,” “should,” “could,” “expects,” “anticipates,” “believes,” “plans,” “projects,” “forecasts,” “outlook,” “guidance,” “continue,” “commits,” “target,” “intends,” “contemplates,” “is designed to,” “predicts,” “potential,” “objective,” “estimates,” or the negative of such terms or comparable terminology. These statements reflect management’s current expectations and involve a number of risks and uncertainties. The forward-looking information and statements reflect various assumptions, risks and uncertainties, many of which are difficult to predict and are generally beyond the control of the Company, and may involve significant subjective judgment and analysis and are subject to various risks and uncertainties, and which could cause actual results and developments to differ materially from those expressed in, or implied or projected by, the forward-looking information and statements. These risks and uncertainties include, without limitation, changes in laws, regulations, public policy or governing administrations; the evolution of technology relating to energy and environmental management; data quality and availability; the evolution of consumer behavior and demand; the business decisions of our clients, who are responsive to their own stakeholders; the complexity of commodity supply chains; recycling and waste management infrastructure and capabilities in local markets; the market volatility and availability of raw materials, recycled materials and energy; the personnel required and capital and operating costs of implementing clean energy, water reduction, recycling and waste management technologies; competitive pressures on product pricing and services; success, impact and timing of our business strategies; the performance of third-party service providers in connection with energy and environmental management; and the risks, uncertainties and other factors discussed in Item 1A (Risk Factors) and elsewhere in the Company’s most recently filed Annual Report on Form 10-K and in its Forms 10-Q filed with the Securities and Exchange Commission, which should be reviewed carefully.

The Company goals presented in this Corporate Responsibility Update are aspirational and not guarantees or promises that such goals will be achieved in any specified time frame or at all, and such statements and other information are dependent on future market factors. Data has not been audited by an independent third party nor subject to assurance. The forward-looking statements contained in this report are made as of the date of this report and, except as required by law, the Company undertakes no obligation to update or revise any forward-looking statement in this report, or to provide reasons why actual results may differ.

