

November 2024

Environmental, Social & Governance Update



Thank you for your interest in Nordson Corporation's 2024 Environmental, Social & Governance (ESG) Update. This report provides select highlights and updates about our progress toward climate targets and ESG initiatives, reflecting the ongoing implementation, maturity and refinement of our ESG-related strategies. For a more comprehensive review of our ESG strategy, programs and initiatives, please refer to our full-length November 2023 [ESG Report](#).

Message From Our CEO



Dear Nordson stakeholders,

Sustainability and responsible corporate citizenship are longstanding tenets of Nordson's historical success and future growth. We serve our customers by solving difficult manufacturing challenges to enable them to deliver in-demand goods and services across diverse industries, ranging from solar panel and battery production to life sciences and medical products, plastics recycling, agriculture, electronics and more. We differentiate ourselves by delivering solutions that achieve higher precision, improved yields, resource efficiency, reliability and innovative capabilities to manufacture with ecofriendly and recycled materials. As market demands evolve around environmentally conscious production methods and end-use markets, our NBS Next growth framework positions us to identify and address these opportunities in a strategically disciplined, data-driven manner.

I am pleased to report steady progress toward our emissions reduction and clean energy targets. We continue to implement and advance our strategy, scale it across the organization and develop our culture with intentionality. This update includes select highlights that demonstrate recently completed projects and planned future investments to manage our environmental footprint. Importantly, we expect these investments will contribute positive financial returns, increase operational capabilities and

resiliencies and/or reduce future risks and volatility. Done well, we believe sustainability initiatives reinforce and advance our overall growth strategy and help deliver customer success while benefiting our communities and our environment.

Our people are the foundation of everything we do at Nordson, and we strive to foster a purpose-driven, inclusive and diverse culture that attracts, retains and motivates our teams. We recently enhanced leadership development opportunities for Nordson employees at different career stages, broadened our support for the mental health and well-being of all employees globally and have continued our strategies to support a diverse and inclusive workplace for all. These efforts represent investments in Nordson for Nordson – helping us capitalize and deliver on our Ascend Strategy.

Nordson also gives back to our communities through global philanthropic efforts. In 2023, we donated more than \$13.7 million to nonprofit and charitable organizations across the world through a combination of corporate donations and donations through the Nordson Corporation Foundation.

Thank you for your continued support of our company.

Sundaram Nagarajan

President and Chief Executive Officer

EXPANDING OUR PORTFOLIO TO DELIVER SOCIAL BENEFITS

In August 2024, we completed our acquisition of Atrion Corporation, a leader in infusion medical fluid delivery, niche cardiovascular therapies and life-saving aviation and marine applications. This acquisition expands Nordson's medical portfolio into new markets and therapies and deepens our connection to the healthcare industry and critical life-enhancing end uses.



Measuring and Managing Our Environmental Footprint

Nordson's [Environmental Policy](#) and climate targets outline our commitment to conduct business consistently with the objectives of sustainable development, carefully balancing economic success with environmental stewardship and social progress and delivering long-term wealth and value creation.

OUR FOOTPRINT

Preserving Resources and Reducing Consumption Procuring and Generating Clean Electricity

OUR PRODUCTS

Higher Yield, Less Waste, Less Scrap Environmentally Conscious End Uses

OUR CLIMATE-RELATED TARGETS AND PROGRESS

DELIVERING RESPONSIBLE PRODUCTS (see [page 5](#))



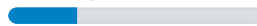
Achieve a **50% reduction** in net Scope 1 and Scope 2 CO₂e emissions by 2030*

50% complete



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

25% complete



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

9% complete



For detailed data, please see the [ESG Data Summary](#).

* Based on a 2021 gross emissions baseline, adjusted for acquisitions/divestitures.

Preserving Resources and Reducing Consumption

Operational Improvements and Efficiency Enhancements

We recently completed or are working toward numerous sustainability improvements, enhancements and upgrades in our facilities, many of which also provide operational, safety and/or financial benefits. We are implementing LED lighting improvements in our Amherst, Ohio, and Norwich, Connecticut, facilities and investing in manufacturing equipment updates in Norwich to replace older hydraulic presses with more energy-efficient electric presses. We are investing in building envelope improvements, such as thermal strip curtains in Muenster, Germany, and adding insulated dock doors with improved weather stripping in Norwich. We are also focusing on improving building intelligence, with plans to pilot facility energy management software in our Rhode Island facility.

We also continue to convert our U.S. and Canada fleet vehicles to hybrid. To date, we have converted approximately 25% of our U.S. and Canada fleet to hybrid vehicles.

Forest Conservation Carbon Offsets

High-quality, nature-based carbon offsets are an important part of our comprehensive sustainability strategy. We invest in third-party certified, nature-based offsets through local land trusts and nonprofit groups, targeting regions in which we have operations. We incorporate the costs of carbon offset purchases when considering investments in sustainability improvements in our business to internalize our environmental impact.



To offset our 2023 emissions, including a 100% offset of all emissions from our headquarters in **Westlake, Ohio**, we supported the following projects across the U.S.:

- Conserving old growth forests and wetlands through the Western Reserve Land Conservancy Carbon Program in [Mentor, Ohio](#), and [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.

SUSTAINABILITY AND SAFETY IN NORWICH, CONNECTICUT

In 2024, our EFD division's Norwich, Connecticut, facility implemented several operational efficiency projects. The team completed an energy audit, installed new air compressors to increase energy efficiency and replaced 11 energy-intensive hydraulic presses with nine energy-efficient models, which enhances production capabilities and reduces energy consumption. The loading dock was also a priority area for safety and operational improvements, including the installation of insulated dock doors with enhanced weather sealing. Several waste reduction initiatives, such as packaging reductions, process improvements to eliminate wasted “runners” and increasing utilization of regrind, were also implemented. Looking ahead, a project to replace 325 high bay lights with LEDs has been approved, with installation expected in late 2024 or 2025.



PHOTO: Loading dock at our EFD division's Norwich, Connecticut, U.S., facility

Generating and Procuring Clean Energy

Onsite Solar Generation

Numerous solar generation projects were recently completed or are underway, including:

- **Aylesbury, UK:** A rooftop solar array came online in June 2024 at one of our highest-cost electricity sites, generating ~30% of the electric load at this facility.
- **Westlake, Ohio:** A rooftop solar array is being installed at our global headquarters during October-November 2024, which is expected to generate ~30% of the electric load at this facility.
- **Loveland, Colorado:** We are in the final stages of scoping and seeking approval for a large-scale solar array at one of our highest electricity-consuming sites, expected to come online in 2025.
- **Norwich, Connecticut:** We are in the early stages of evaluating a large-scale solar array at our Norwich, Connecticut, facility, another one of our highest-consuming electricity sites.
- **Bangalore, India:** A solar array sized to generate approximately 100% of the building's annual electric needs is in the final stages of approval, expected to come online in 2025.

Offsite Clean Energy Procurement

In 2023, we doubled our purchasing of renewable energy certificates compared to 2022, and we entered into additional renewable energy purchase agreements in 2024 that will be reflected in next year's energy/emissions data. We also continue to explore collective purchasing, project investment and other opportunities for region- and project-specific renewable energy in energy grids where we maintain significant operations.

PHOTO: Solar panels at Nordson's Westlake, Ohio, U.S. headquarters



Aligning Our ESG Strategy to Support Sustainable Growth

Developing Nordson Leaders

We intentionally invest in our employees, support company growth and develop a talent pipeline by providing opportunities for education and developing leaders at all levels who inspire collaboration and trust. Through training, stretch assignments, mentorship opportunities and the dynamic curriculum of our learning management system, we empower our employees to participate in meaningful development programs and advance their careers.

Highlights of our leadership development programs include:

- **Leadership Excellence and Development (LEAD):** LEAD training supports well-rounded leadership capability by focusing on the importance of coaching, development, care, well-being, mental health, what and why leadership, accountability, self-awareness and other key leadership skills. After a successful pilot in 2023, the LEAD curriculum is now a standard part of our leadership training program. To date, more than 350 leaders around the world have completed the program.

- **NBS Next Accelerator:** NBS Next Accelerator focuses on the NBS Next business system pillar of the Ascend Strategy, including cellular manufacturing, financial statement fluency, organizational change management and product innovation. With companywide adoption of NBS Next, related education is shifting to more division-led training by graduates of the Accelerator program, enabling a multiplier effect in our company culture. More than 500 Nordson employees have participated in the core four-week Accelerator program since 2022.

- **Senior Leader Development:** Nordson recently launched a cohort-based program for rising senior leaders focused on leadership skills. The program is taught by senior Nordson executives, thereby bringing a real-life focus and commitment to continued skill-building.



PHOTO: Nordson President and CEO Sundaram Nagarajan speaking with NBS Next Accelerator training participants

Recent ESG Highlights

Delivering Responsible Products

- Supporting diverse environmental and social end-markets, ranging from [electric vehicles](#), [batteries](#) and [solar](#) to [medical devices and components](#), [precision agricultural applications](#) and everyday [personal care and hygiene products](#).
- Delivering solutions that [drive resource efficiency and reduce waste](#) due to higher precision, long-term durability and innovative capabilities.
- Continuing supply chain focus on in-region/for-region sourcing that improves reliability and transparency, while reducing environmental impact by limiting transit distance. Additional enhancements to our supplier risk assessment process include deeper incorporation of quality-related and geopolitical risk factors.
- Enhancing awareness and training for our teams about ethical labor standards, forced labor prevention and related human rights protections.

DRIVING SUSTAINABLE SOLUTIONS IN PACKAGING

Nordson continues to help drive the packaging industry toward more sustainable solutions. For example, we collaborated with a key customer to deliver a keynote address during the [IPIF Packaging Innovation Conference](#) titled *Post-production Packaging Innovation: A Path to Cost Reduction, Efficiency Improvement and Sustainable Development* where we showcased ways that sustainable packaging practices can deliver operational improvements and cost savings, in addition to environmental benefits.

Caring for Our Communities

- Broadened the scope of eligible events for U.S. employees to use their volunteer paid time off.
- Provided ongoing sponsorship of national STEM programs, including Camp Invention, Tech Corps and the Nordson Tech Time Challenge, a STEAM-focused program in its 12th year that reached nearly 15,000 students across 20 schools in the 2023–2024 school year.
- Continued to support a range of employee volunteer efforts, such as:
 - **Suzhou and Shanghai, China:** Employees volunteered with the Suzhou Red Cap Volunteer Association to clean up litter on Lingyan Mountain.
 - **Guaymas, Mexico:** The facility donated a thermographic scanner and aerial drone to the local fire department to help with visibility during search and rescue and firefighting operations.
 - **Southampton, UK:** Nordson sponsored an event by Monty's Community Hub to enable low-income youth in the community to participate in a weekend camping trip in the Ferny Crofts Scout Activity Centre.
 - **Easton, Pennsylvania, U.S.:** Employees held a clothing drive to collect clothes, shoes and household items for a textile recycling company. The proceeds were donated to St. Jude Children's Research Hospital, with a matching grant from the Nordson Corporation Foundation.

Fostering an Inclusive and Engaged Culture

Workplace Health and Safety

- Launched an updated and enhanced global EHS training module, Journey to Zero 2.0.
- Expanded deployment of our Safety Observation Program, which now includes all major global manufacturing sites.
- Launched a comprehensive Incident Management system and improved Material Safety Data Sheet management database.
- Standardized layout and content requirements for EHS communication boards, enhancing employee familiarity with, and visibility to, key onsite safety activities and metrics.

Employee Mental Health and Well-being

- Expanded Employee Assistance Program, including in-person and virtual mental health support and counseling, to worldwide coverage in May 2024 through a leading multidisciplinary provider.
- Hosted several sessions on neurodiversity, inclusion and overall mental health experiences, sponsored by our Minds of All Kinds employee resource group.

Operating With Integrity and Responsibility

- Implemented an internal Artificial Intelligence Policy, which recognizes the value that artificial intelligence tools can bring to our organization while establishing guidelines for the responsible and ethical use of such tools.
- Restructured our enterprise technology and security function to better meet the needs of our business and stakeholders.
- Welcomed two new members to the Board of Directors, Annette Clayton and Christopher L. Mapes, who have increased board diversity, decreased board tenure and enhanced our collective expertise in the industrial and technology sectors, as well as sustainability, renewable energy, cybersecurity, business operations, international compliance and mergers and acquisitions.

NORDSON GOOD KNIGHTS SPONSORSHIP

Through an employee-organized fundraiser and the Nordson Matching Gifts initiative, Nordson contributed approximately \$180,000 to [Good Knights](#) of Lorain County, a nonprofit that provides high-quality beds, along with pillows and other bedding, to children, seniors and veterans in need. The donation is helping to fund a new facility for the Good Knights organization that [broke ground](#) in September 2024.



PHOTO: Good Knights facility groundbreaking

ESG Data Summary



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

	2021	2022	2023	Targets
Scope 1 emissions (mT CO ₂ for 2021 + 2022; mT CO ₂ e for 2023)	6,257	6,388	5,986	
Natural gas and other onsite fuel consumption (gigajoules)	94,218	96,144	86,851	
Natural gas and other onsite fuel CO ₂ emissions (mT CO ₂ for 2021 + 2022; mT CO ₂ e for 2023)	4,726	4,831	4,365	
Owned/lease fleet emissions (mT CO ₂ for 2021+2022; mT CO ₂ e for 2023) ³	1,531	1,557	1,621	
Owned/lease fleet energy usage (gigajoules)	21,519	21,951	23,053	
Facility electricity consumption (gigajoules)	294,634	298,147	297,939	
Facility electricity consumption (kWh)	81,845,087	82,818,685	82,760,933	
Scope 2 emissions (mT CO ₂ for 2021 + 2022; mT CO ₂ e for 2023)	30,380	30,478	29,121	
Total facility and fleet energy consumption (gigajoules) ⁴	410,371	416,242	407,843	
Total gross Scope 1 and Scope 2 emissions (mT CO ₂ for 2021 + 2022; mT CO ₂ e for 2023)	36,637	36,866	35,107	
Gross Scope 1 and Scope 2 emissions intensity (mT CO ₂ for 2021 + 2022; mT CO ₂ e for 2023 / million dollars revenue)	15.51	14.23	13.35	
Forest conservation and reforestation carbon offsets (mT CO ₂ e)	7,323	7,157	7,305	
Net Scope 1 and Scope 2 emissions (mT CO ₂ for 2021+2022; mT CO ₂ e for 2023) ⁵	29,314	29,709	27,802	(1) 50% reduction by 2030 against 37,117 mT CO ₂ baseline (50% complete) (2) Net zero by 2050 (25% complete)
Net Scope 1 and Scope 2 emissions intensity (mT CO ₂ for 2021 + 2022; mT CO ₂ e for 2023 / million dollars revenue)	12.41	11.47	10.58	
Electricity from renewable sources (percentage)	0%	2%	6%	(3) 70% by 2050
Electricity from grid (percentage)	100%	100%	100%	
Water (10,000's gallons) ⁶	Not reported	4,207	5,594	
Hazardous waste ⁷	Not reported	Not reported	16 m ³ 46 mT	
Non-hazardous waste, recycled ⁷	Not reported	Not reported	18,053 m ³ 284 mT	
Non-hazardous waste, disposal ⁷	Not reported	Not reported	19,981 m ³ 255 mT	

There are two changes in our reporting methodology for 2023 compared to prior years: (a) we are primarily reporting on a fiscal year (November - October) basis, whereas prior years were primarily calendar year basis, and (b) our emissions data is being reported in CO₂e, whereas prior years were in CO₂. We believe both changes better align our reporting with market best practices. Comparison data for previous years still reflects the previous methodologies, as indicated by footnotes and units of measure.

¹ 2021 and 2022 data represent calendar year data, unless otherwise indicated. 2023 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 subject to assurance.

³ U.S./Canada fleet only.

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

⁵ The baseline for Nordson's 2030 target is based on our 2021 emissions data, adjusted for acquisitions/divestitures, and will continue to be adjusted with new acquisitions/divestitures.

⁶ 2022 data accounts for 55 global sites based on actual invoice data (not 100% coverage) and is not intended as a baseline. 2023 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.

⁷ Accounts for 46 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.



FOSTERING AN INCLUSIVE AND ENGAGED CULTURE

	2021	2022	2023
Talent Management and Development			
Employee average global tenure (years) ¹	10	9	9
Voluntary employee turnover rate ²	10.4%	11.5%	12.4%
Inclusion and Diversity			
Board composition – women (value/percentage) ³	3 / 33%	3 / 33%	2 / 22%
Board composition – racially/ethnically diverse (value/percentage) ³	2 / 22%	2 / 22%	2 / 22%
Board combined gender and racial/ethnic diversity (percentage) ³	56%	56%	44%
Women in global leadership position – manager level and above (percentage) ⁴	20%	21%	22%
Women in global senior leadership position – vice president and above (percentage) ⁴	26%	25%	32%
Female workforce diversity – global (percentage) ⁴	29%	30%	31%
Minority workforce diversity – U.S. only (percentage) ⁴	36%	39%	39%
Workplace Health and Safety⁵			
U.S. total recordable incident rate	1.6	2.3	1.9
U.S. days away, restricted or transferred rate	1.2	1.4	0.9
Global total recordable incident rate	Not available	1.6	1.4
Global days away, restricted or transferred rate	Not available	1.2	0.9
Workplace fatalities	0 ⁶	0	0



CARING FOR OUR COMMUNITIES

	2023
Donations through Nordson and the Foundation since 1989 (\$ amount)	\$165+ million
Total giving through Nordson and the Foundation (\$ amount)	\$13.7 million
Volunteer hours since 1989 (hours)	118,000+
Foundation grants awarded (value/\$ amount)	410 / \$8.1 million
Nordson BUILDS scholarships (value/\$ amount)	135 / \$921,600



OPERATING WITH INTEGRITY AND RESPONSIBILITY⁷

	2023
Board independence – independent/non-independent (value)	8 / 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

¹ As of October 31 of the respective years shown.

² Calendar year data for 2021-2022; fiscal year data for 2023. Does not include retirees.

³ As of the proxy record dates for each year (e.g., the 2023 numbers are based on a Jan. 5, 2024, proxy record date). Note that Annette Clayton joined the Board in February 2024 after the retirement of Mary Puma on November 1, 2023.

⁴ As of December 31 for 2021 and 2022. As of October 31 for 2023. Ms. Clayton's presence is not reflected in these numbers because she joined after the proxy record date.

⁵ All years shown are calendar years. Data is inclusive of COVID-related incidents.

⁶ There were zero non-COVID fatalities. One workplace fatality was recorded due to an apparent workplace COVID transmission. Following the submission of Nordson's report, OSHA conducted an onsite inspection and issued no citation related to the incident. Nordson took steps to reiterate and reinforce all COVID-related safety protocols.

⁷ As of Nordson's January 5, 2024, proxy record date.



28601 Clemens Road ■ Westlake, Ohio 44145-4551 ■ www.nordson.com

Certain statements contained in this report are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements may be identified by terminology such as "may," "will," "should," "could," "expects," "anticipates," "believes," "projects," "forecasts," "outlook," "guidance," "continue," "target" or the negative of such terms or comparable terminology. These statements reflect management's current expectations and involve a number of risks and uncertainties. These risks and uncertainties include changes in laws, regulations, public policy or governing administrations; the evolution of technology relating to energy and environmental management; 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 ESG Update are aspirational and not guarantees or promises that such goals will be met. Data has not been audited by an independent third party nor subject to assurance. The Company undertakes no obligation to update or revise any forward-looking statement in this report.