

# 2021

## ESG Report



**ROGERS**  
CORPORATION

Helping  
**power, protect, connect**  
our world®

A person wearing a white cleanroom suit and hood is working in a factory setting. The person is positioned in the foreground, facing away from the camera. In the background, there is industrial machinery, including a large blue circular component and a white machine with a yellow warning label that reads "CAUTION CUTTER PRESENT". The scene is brightly lit, suggesting an indoor industrial environment.

## /// ABOUT THIS REPORT

The Rogers Corporation 2021 Environmental, Social and Governance (ESG) Report is presented as of December 31, 2020 and covers the period from January 1, 2020, to December 31, 2020, except where noted. This Report adopts established sustainability and reporting frameworks, including those published by the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and Task Force on Climate-Related Financial Disclosures (TCFD).

This Report may contain forward-looking statements, which concern our plans, objectives, outlooks, goals, strategies, future events, future net sales or performance, capital expenditures, future restructuring, plans or intentions relating to expansions, business trends and other information that is not historical information. All forward-looking statements are based upon information available to us on the date of this Report and are subject to risks, uncertainties and other factors, many of which are outside of our control, which could cause actual results to differ materially from the results discussed in the forward-looking statements. For additional information about the risks, uncertainties and other factors that may affect our business, please see our most recent annual report on Form 10-K and any subsequent reports filed with the Securities and Exchange Commission, including quarterly reports on Form 10-Q. Rogers Corporation assumes no responsibility to update any forward-looking statements contained herein except as required by law.

The product names designated with ™ and ® are trademarks of Rogers Corporation, its Affiliates or its distribution partners and are registered trademarks in many countries.

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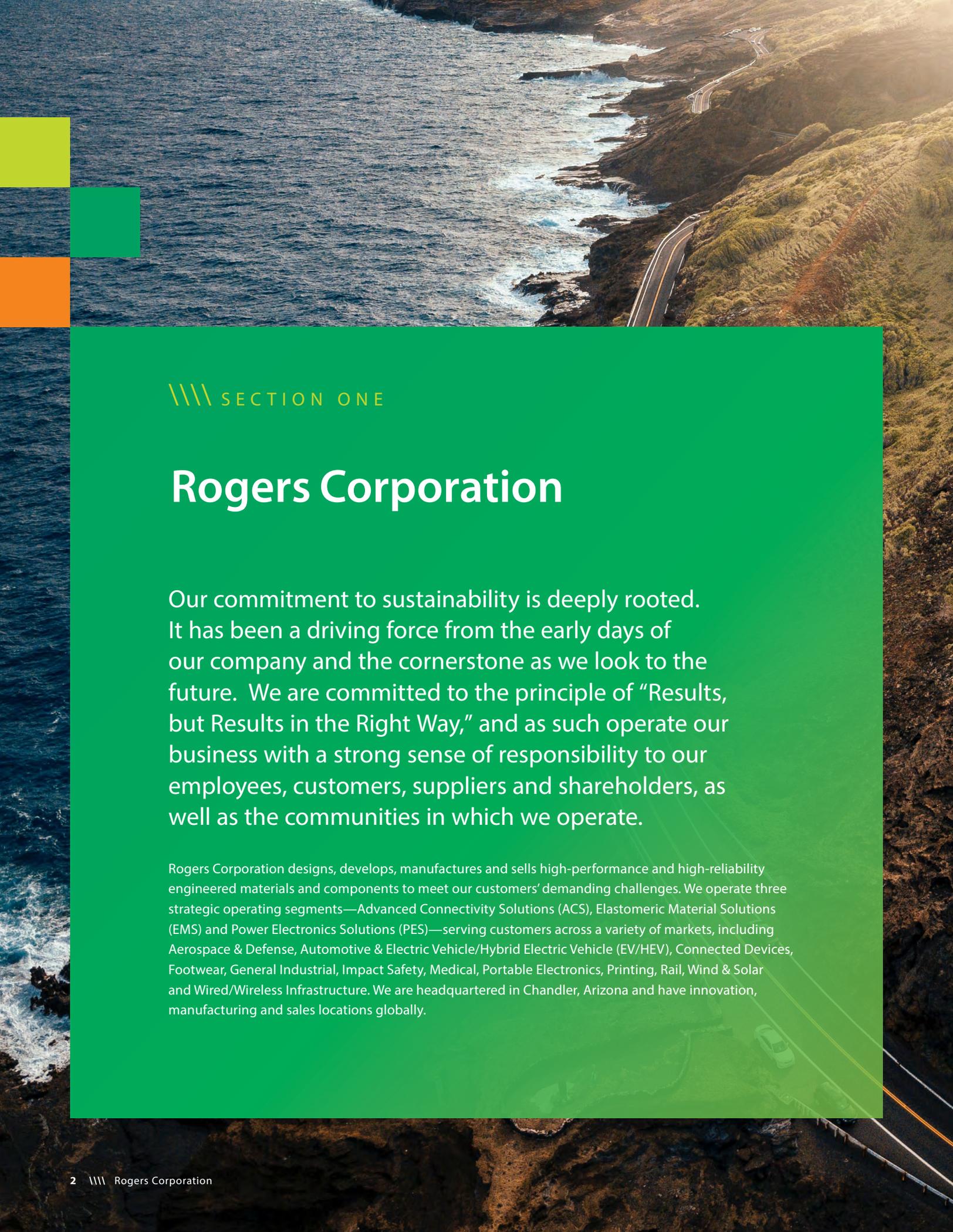
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An aerial photograph of a winding coastal road along a rocky shore. The ocean is on the left, and the road curves along the cliffside on the right. A semi-transparent green rectangular overlay covers the bottom two-thirds of the image, containing text. On the left side of the green overlay, there are three stacked colored squares: yellow, green, and orange.

## SECTION ONE

# Rogers Corporation

Our commitment to sustainability is deeply rooted. It has been a driving force from the early days of our company and the cornerstone as we look to the future. We are committed to the principle of “Results, but Results in the Right Way,” and as such operate our business with a strong sense of responsibility to our employees, customers, suppliers and shareholders, as well as the communities in which we operate.

Rogers Corporation designs, develops, manufactures and sells high-performance and high-reliability engineered materials and components to meet our customers’ demanding challenges. We operate three strategic operating segments—Advanced Connectivity Solutions (ACS), Elastomeric Material Solutions (EMS) and Power Electronics Solutions (PES)—serving customers across a variety of markets, including Aerospace & Defense, Automotive & Electric Vehicle/Hybrid Electric Vehicle (EV/HEV), Connected Devices, Footwear, General Industrial, Impact Safety, Medical, Portable Electronics, Printing, Rail, Wind & Solar and Wired/Wireless Infrastructure. We are headquartered in Chandler, Arizona and have innovation, manufacturing and sales locations globally.

## Letter from the President and CEO

I am pleased to introduce Rogers Corporation's first ESG Report. For nearly two centuries, Rogers has enjoyed a reputation for ingenuity and integrity as we help make tomorrow's innovations possible. Our contributions to a greener planet can be traced back to the mid-1800's. It was then – 30 years after Peter Rogers founded his eponymous paper company in rural Connecticut – that his son Henry invented a process to remove dye from paper enabling it to be recycled, thus revolutionizing the paper industry and laying the foundation for Rogers' commitment to sustainability.

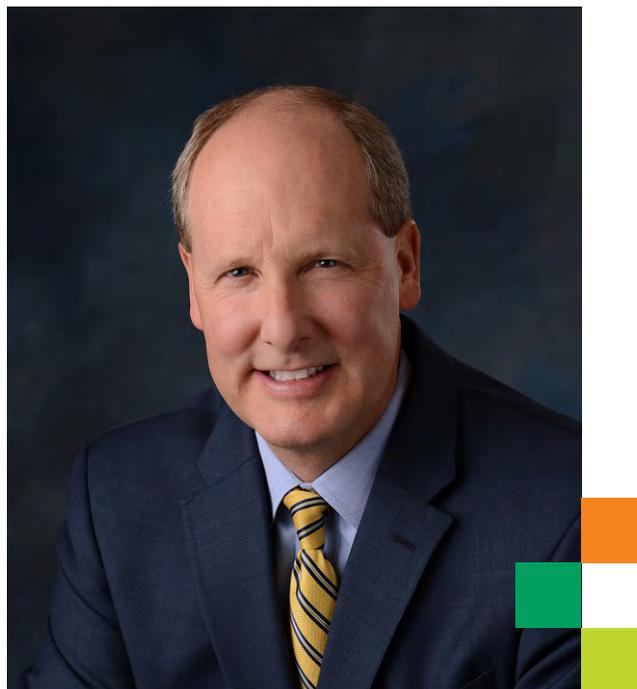
Today, we are a publicly-traded, global corporation that empowers the world's leading innovators to achieve greater performance and reliability. Our advanced materials are found in leading-edge technologies that improve lives, protect our environment and fuel our future, such as: electric and hybrid electric vehicles that reduce CO<sub>2</sub> emissions; advanced driver assistance systems that improve automotive safety and enable autonomous vehicles; renewable energy applications that deliver clean energy solutions; and, medical applications that improve equipment reliability and protect the health of our frontline workers.

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**We believe that demonstrating our integrity in relationships with employees, customers and communities translates to business results.**

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Rogers' seven Cultural Behaviors, along with our Code of Business Ethics, guide how we interact with each other and with our customers, suppliers, communities and shareholders. For instance, we are committed to being responsible members of the communities where we live and work through robust environmental, health and safety management practices. In addition, Rogers employees are civic-minded, volunteering their time and resources to a wide variety of local causes.



And this year, we were proud to formalize our Diversity & Inclusion program. This more intentional approach will help Rogers further develop and nurture diversity in our workforce, which not only helps drive innovation and business results, but also aligns with our ethos of achieving "Results, but Results in the Right Way."

We believe that demonstrating our integrity in relationships with employees, customers and communities translates to business results. During a tumultuous year, Rogers has maintained operations to deliver solid financial returns and mitigate risk for our shareholders.

Although this is Rogers' inaugural ESG Report, our commitment to corporate social responsibility is deeply rooted. We are proud of our record. In the years to come, we look forward to building upon our ESG activities and reporting our accomplishments to our stakeholders.

**Bruce D. Hoechner**  
President and Chief Executive Officer  
Rogers Corporation

## Response to COVID-19

As a global manufacturer of critical materials for essential industries, Rogers is addressing the implications of COVID-19 at all of our locations around the world. We are proud of what Rogers brings to the coronavirus fight, as we engineer and manufacture products for critical industries that support the global community.

We established a global, cross-functional team to help coordinate our COVID-19 response activities and provide central support, but delegated primary decision making to local leaders for site-specific, real-time solutions. Executive management provided direction, resources and flexibility to allow these teams to navigate for the health and safety of our employees and maintain a continuous flow of products for our customers.

At our sites, we implemented restricted access protocols and adopted mask and temperature scan requirements for those requiring access. Within our manufacturing facilities, we established social distancing and enhanced disinfection

protocols. Our office staff made a smooth transition to working from home, and we are providing them with support resources as they continue to adapt to their virtual work environments.

We also recognized our responsibility to provide greater support for our employees' overall wellbeing for their particular circumstances and responded with benefit enhancements, including expanded work-from-home policies, temporary incentive pay for essential employees during periods of locally mandated lock-downs, and adjusted pay, sick time, vacation and dependent care policies allowing our employees more flexibility to address the particular care needs within their households.

As we continue to navigate our way through the global pandemic, Rogers teams are working diligently to serve our customers, including time-sensitive needs for customers who provide products vital to the fight against COVID-19. Our Elastomeric Material Solutions (EMS) team directly supports the medical field by supplying highly engineered materials used to line vial caps for COVID-19 test kits, as well as sealing and gasketing solutions for ventilators and respirators, medical face shields and medical instrument backlighting. EMS also offers a broad range of materials that preserve and protect sensitive products – such as the coronavirus vaccine – at a multitude of temperature levels throughout the cold storage supply chain.

Additionally, as many organizations are shifting towards remote work environments, our Advanced Connectivity Solutions (ACS) business unit manufactures high frequency materials that enable constant connectivity of technologies critical to the effectiveness of global communication systems. Rogers' Power Electronics Solutions (PES) business unit also helps businesses function efficiently; our ROLINX® busbars run servers to keep data centers operating smoothly and our curamik® substrates in power modules enable commercial and consumer refrigerators to preserve perishable items. We remain committed to keeping the production processes flowing to provide continuous, dependable support for our customers and their end users.



### \\\\\\ HIGHLIGHT

Supporting our communities and frontline workers during the coronavirus pandemic

In addition to protecting our employees and maintaining operations for our customers in critical industries, Rogers gave back to our communities.

Across the United States, our Supply Chain and EH&S teams worked together to secure a surplus of approximately 20,000 KN95 masks, which we donated to local organizations in our communities. Rogers Suzhou donated 1,000 masks to a local city COVID-19 prevention and control task team in February 2020 during the early pandemic outbreak in China.

Rogers also donated PORON® Comfort insoles to frontline workers serving US communities. In a time when there is more demand of our brave healthcare workers, Rogers is proud to collaborate with our customers to offer high-performance footwear solutions that provide exceptional cushioning and protection needs.

# Rogers Corporation at a Glance

## Core Business



**Advanced  
Connectivity  
Solutions**



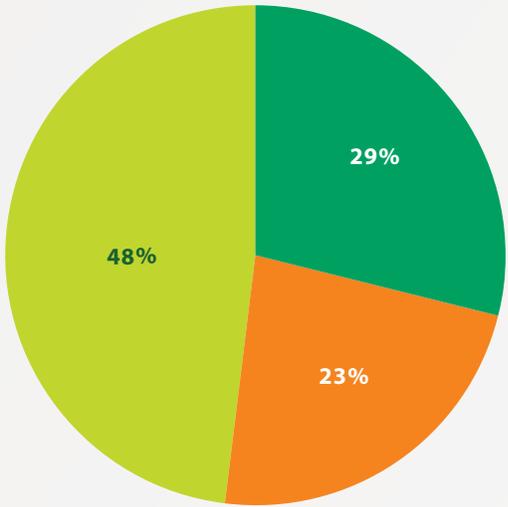
**Elastomeric  
Material  
Solutions**



**Power  
Electronics  
Solutions**



## Total Global Sales



■ North America
 ■ EMEA
 ■ APAC

**14** global manufacturing facilities

- › Arizona, USA
- › Rhode Island, USA
- › Delaware, USA
- › Illinois, USA
- › Connecticut, USA
- › Suzhou, China
- › Ansan, S. Korea
- › Eschenbach, Germany
- › Ghent, Belgium
- › Budapest, Hungary



**3,300+**

total global employees



**25**

spoken languages

Supply  
**5,000+**  
customers in



**70**

countries

**\$802.6**  
million

total net revenue



# Our Ethical and Cultural Foundation

At Rogers, our corporate culture is key to our continued success. We are known for quality, reliability and innovation, so we empower our employees to make decisions and drive results. And we are dedicated to creating a safe workplace environment where employees are accountable to themselves and each other. The following seven Cultural Behaviors guide our interactions and connect our day-to-day work with our organizational objectives.

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## Results, but Results in the Right Way

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### Live Safely

I actively prevent injuries for everyone, everywhere, everyday.



### Trust

I respect people and trust them to do the right thing.



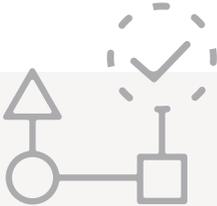
### Just Decide

I make informed decisions rapidly to drive progress.



### Speak Openly

I courageously seek and speak the truth.



### Simply Improve

I continuously simplify how I do things to achieve excellence.



### Innovation

I create market-driven solutions that lead to customer success.



### Deliver Results

I align and achieve my goals to deliver our "must do" results.

# Our Approach to ESG

Rogers has had a consistent, ongoing commitment to responsible corporate citizenship. We have a culture of respect built on the ethical foundation of our Code of Business Ethics and our commitment to “Results, but Results in the Right Way.”

The company and our people—globally and locally, through company-wide programs and individual initiatives—have pursued the highest standards of business ethics and stewardship as part of our business operations and strategy. Over the years, we have implemented numerous programs aligned with these goals, including regulatory compliance, employee development and support for our local communities. As a global technology leader in specialty engineered materials, we have placed particular emphasis on Product Responsibility and how our business contributes to the low-carbon economy.

In 2020, we moved to further mature and expand our efforts by developing a more integrated ESG approach.

We consolidated our ESG activities under a newly-formed ESG Reporting Steering Committee, a cross-functional team that includes participants from our Legal, Human Resources, Compliance, Environmental Health and Safety, Investor Relations, Research & Development and Operations functional areas. This Steering Committee is responsible for developing this Report.

We also consolidated the Board’s ESG oversight under the renamed, Nominating, Governance & Sustainability Committee. This committee works closely with management to ensure that the company is properly addressing ESG considerations, including in its overall business strategy, for our stakeholders.

As we move forward on our ESG journey, we intend to regularly evaluate our ESG program and priority topics to ensure we are focused on the areas that are most important to our business and our stakeholders and where we can have the greatest impact.





## SECTION TWO

# Protecting the Environment

Rogers' commitment to environmental sustainability is demonstrated both in the products we sell and the way in which we operate. Our advanced material products serve customer needs for a wide range of industries, including those that drive a sustainable future. We design our products for sustainability and manufacture with a focus on continually reducing our environmental impact.

Our advanced material products are designed and manufactured for high performance and high reliability, so that our customers can rely on our products for their most demanding applications. As a result, our products enable our customers to advance energy efficiency and safety through, for example, Electric Vehicles/Hybrid Electric Vehicles (EV/HEV), renewable energy and Advanced Driver Assistance Systems (ADAS) applications, making Rogers a supplier of choice for a sustainable future. We are at the same time mindful of the environmental impact of our operational footprint, particularly as it relates to climate emissions and water, which we actively monitor and seek to reduce through our continuous improvement processes.

# Our Products and Markets



Advanced  
Mobility



Renewables



Mass  
Transit

Rogers' corporate social responsibility extends beyond our manufacturing processes and people-focused programs. We also enjoy the distinction of developing and manufacturing leading-edge materials that help build a cleaner, safer and more connected world. What follows is a closer look at just a few of the markets we serve that help to reduce environmental impact, promote safety and drive the transition to a low-carbon economy.

## Advanced Mobility

We are proud of our leading position in EV/HEV and ADAS where our differentiated materials help power vehicles and protect passengers. Materials from all three of Rogers' strategic business segments enable technologies that reduce our dependence on fossil fuels and keep us safer on the road.

For instance, the Environmental Protection Agency (EPA) estimates that a typical passenger vehicle emits approximately 4.6 metric tons of CO<sub>2</sub> per year. Rogers' Power Electronics Solutions business (PES) designs and manufactures ceramic substrates and busbars used in EV/HEV applications that significantly reduce these automotive carbon emissions.

Our ROLINX® line is the global industry leader in laminated busbars and the designer's choice for power distribution due to their high quality and reliability. Our wide range of ROLINX® products is tailored to specific power density and inductance and allows for low- and high-power applications, such as EV/HEV converters, inverters and electric powertrains. For example, our ROLINX® PowerCircuit Solutions bridge the gap between traditional printed circuit boards (PCB) and standard laminated busbars, offering high-power density in a 3D design.

Also in the PES business, our curamik® product line produces Master Cards (MCs) that are used to package Power Semiconductor Chips. These in turn produce power modules that are key enablers in a number of applications that reduce CO<sub>2</sub> emissions, such as vehicle electrification. In power electric steering systems alone, electrification helps reduce CO<sub>2</sub> emissions by 132 kilograms or more per vehicle annually. Because a single MC can supply as many as 32 vehicles, depending on the application, each MC can help reduce CO<sub>2</sub> emissions by 1 to 4 metric tons annually.

Additionally, EV/HEVs use lithium-ion batteries, which require cushioning, sealing and vibration isolation that must perform reliably under challenging conditions. Rogers' Elastomeric Material Solutions (EMS) business unit offers a suite of battery pad solutions that provide designers with high-performance options that can withstand the stresses of fluctuating compression and temperature. From battery pads to battery enclosure sealing through our BISCO® silicone foams, these materials are designed to reliably hold a consistent force and keep battery cells aligned, allowing for longer-lasting and more energy-efficient battery performance.

Along with vehicle efficiency, our Advanced Connectivity Solutions (ACS) business unit helps improve driver safety with materials that can be found in ADAS and vehicle-to-vehicle (V2X) communications systems. These systems are becoming standard on most makes and models and increasingly important in reducing traffic fatalities, by helping drivers avoid accidents. Rogers is the world's technology and market leader in these innovative material solutions, providing high performance PCB laminates for automotive 24 GHz and 77 GHz radar sensor applications. These high frequency circuit materials used in radar-based ADAS systems allow for blind spot detection, forward collision warning, emergency brake assist, adaptive cruise control and traffic jam pilot to enhance safety in automobiles. These safety features also enable higher levels of autonomy. During 2019, materials sold by Rogers went into approximately 70.5 million automotive radar sensors.



## Renewable and Efficient Energy



Rogers has served the renewable energy market for more than 30 years, with a focus on wind and solar, as well as power for general industrial applications and major appliances. Renewable energy is critical to reducing greenhouse gas emissions and mitigating climate change.

In 2020, the United States consumed a record 11.7 quadrillion British thermal units (Btu) of renewable energy, totaling 11% of the country's total energy consumption. Wind and solar comprised one-third of this renewable mix, and Rogers provides the necessary tools to support these clean technologies.

Master Cards produced by our curamik® product line enable many renewable energy applications. These power substrates provide interconnections and cooling components within integrated-gate bipolar transistors (IGBT) and Metal Oxide Semiconductor Field Effect Transistor (MOSFET) modules. They carry higher currents, offer higher voltage isolation and operate over a wide temperature range. Our inverter module components allow solar energy to be converted from DC to AC for grid applications, including residential solar systems. Offshore wind farms continue to drive demand for inverter modules to help convert the power into a form that can also feed the grid. In addition, Rogers' ROLINX® busbars serve the renewable energy market by providing customized connections between the power source and capacitors, resistors, integrated circuits (ICs), IGBTs or complete modules. Further, Rogers' engineered elastomers help protect components in solar panels, which must withstand highly challenging conditions.

Variable Frequency Drives (VFDs) account for the majority of the electrical energy consumed in general industrial applications. From electric motors to position control applications, these drives adjust to the needs of the process and significantly increase overall efficiency of the system. In the home, major appliances and HVAC systems require energy efficient and reliable means to distribute power to a wider array of functions while minimizing conduction losses. Rogers' power electronics materials enable VFDs and high efficiency torque motors, as well as IGBT and MOSFET modules, to increase efficiency of appliances, while our sealing and gasketing solutions protect complex components to maximize the life of white goods and HVAC systems.



## Mass Transit



According to the International Energy Agency (IEA), transportation accounts for approximately 24% of the world's total direct greenhouse gas emissions from fuel combustion. In 2019, road vehicles, such as cars, trucks and buses, accounted for 74% of the transportation sector's total greenhouse gas emissions. Therefore, safe and reliable mass transit presents significant opportunities for the transportation sector to expand the low-carbon economy. As global demand for clean transportation continues to grow, Rogers will continue to develop materials solutions to meet this opportunity.

Rogers' PES solutions provide unique advantages for the transportation sector, especially in terms of mass transit. Our ROLINX® busbars serve as power distribution highways for propulsion systems for rail, shipping and heavy equipment that require high power capabilities. In addition, power electronics used in mass transit auxiliary inverters and battery chargers must keep energy losses to a minimum. Our solutions keep these systems running with greater reliability and efficiency.

# Sustainability by Design



Sustainability is standard business practice for Rogers. We innovate and design our materials for high-performance, durability and reliability to enable our customers' most demanding applications and support customer requirements leading toward enhanced sustainability solutions for the future.

Our products are designed to meet rigorous international safety standards and are therefore often used where safe performance is essential. For example, Rogers' BISCO® materials are widely used in seating solutions for mass transportation applications because of their durability and technical design, but especially because of their compliance

with the most stringent UL flame ratings. In these applications, our materials are more fire resistant and emit less harmful emissions when exposed to extreme conditions.

Similarly, Rogers' products have a reputation for reliability and durability, key characteristics for our customers' most challenging applications. Our high-frequency specialty laminates, for example, enable radars and antennas on spacecraft launch vehicles, probes, landers and rovers for long-range communications. As a result, the Voyager spacecraft, launched in 1977 to study Jupiter and Saturn, has now traveled outside the solar system and still continues to transmit information billions of miles back to Earth. This standard of reliability and durability in Rogers' advanced materials translates into longer performance, less maintenance and reduced waste for our customers' products in everyday applications.

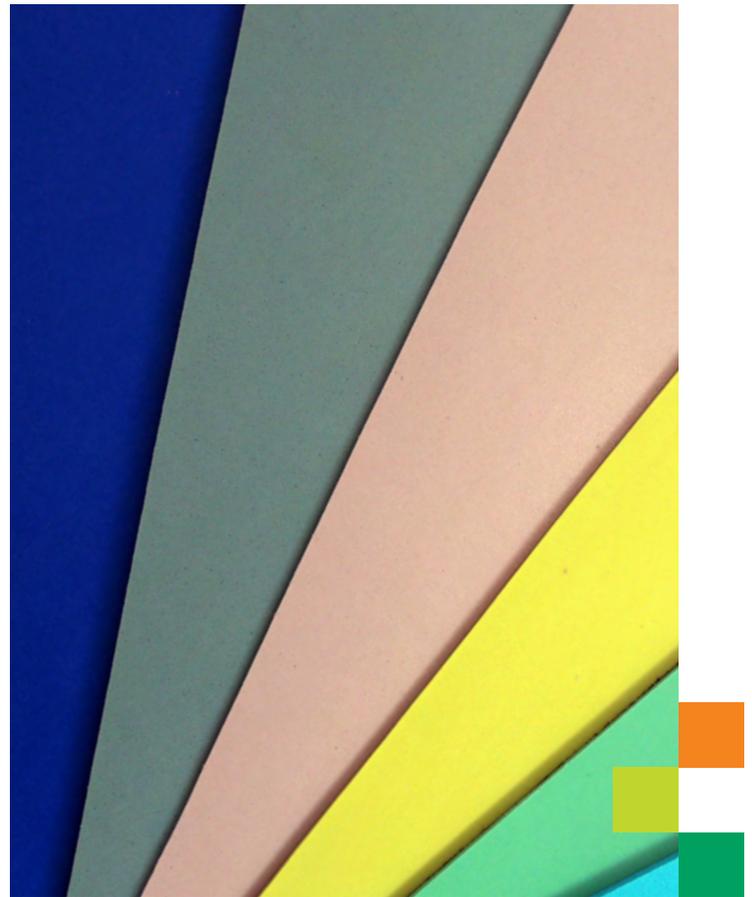
As these examples demonstrate, our product innovation and design supports our customers' solutions for hard to solve, real world problems. But we also direct our innovation and design toward specific industries where our advanced material platforms can enable solutions for a more sustainable future. We have, for example, identified Advanced Mobility as a strategic market opportunity that can benefit from our capabilities and now design and manufacture our curamik materials as an essential component for power electronics in EV/HEV applications and have innovated PORON® material solutions that extend life and improve battery performance in these applications. In each case, Rogers' engineering and design teams, working closely with our customer counterparts, developed solutions that are expanding EV/HEV availability and adoption globally as a more sustainable transportation solution.

At Rogers, we are a leader in the industry for developing material technology platforms that are designed with sustainability at the core.

## Spotlight on PORON®

In 1959, before regulations on PVC prompted action in the industry, Rogers preemptively developed our PORON® material. This uniquely formulated polyurethane blends the benefits of polyether- and polyester-based urethane technology. Following Sustainability by Design principles, PORON® is manufactured sustainably, free of harmful substances, durable, long-lasting and multifunctional. It is used in industries ranging from Automotive to Footwear.

Our PORON® EVExtend battery pad material is the latest advancement in protecting and extending battery life in EV/HEV. This technology outperforms other battery pad solutions on the market, offering superior levels of reliability and long-term durability. Our PORON® Comfort technology allows for consistent performance over the product's lifetime for incorporation into quality and/or re-craftable designs. Building off of this technology, in 2008, we pioneered our PORON® ReSource formulation with sustainably sourced, soy-based, raw material content. The PORON® ReSource Performance Cushioning material is produced using 46% less petroleum-based chemicals – over twice the amount used in the 1st generation material.



### Sustainable Process

- › Clean manufacturing practices
- › Strict compliance with air emissions
- › Proprietary mechanical frothing techniques to avoid addition of chemical foaming agents
- › Minimal water usage with recycled water
- › Continuous efficiency improvements for process optimization and waste reduction

### Sustainable Products

- › Durable, long-term performance and maintenance of original properties prolong useful life of the product and health benefits to the consumer
- › No heavy metal content
- › Free of latex and PVC
- › Low outgassing, no volatile organic compounds (VOCs)



## Product Compliance

At Rogers, our products are manufactured with sustainability in mind and to comply with various product standards and certifications, including European Union Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) and Restriction of Hazardous Substances (RoHS) in China and the European Union. We also operate in compliance with Prop 65 and support efforts to eliminate the use of Conflict Minerals from improper sources that could support human rights abuses in the Democratic Republic of the Congo and adjoining countries.

For additional information regarding Product Compliance, please refer to our website for documentation of our certifications, including REACH letters and RoHS reports, Prop 65 letters and our Conflict Minerals Policy and reporting templates.



## Sustainable Operations

Rogers recognizes the opportunity to positively impact the future by encouraging environmental sustainability practices within our operations and reducing our carbon footprint.

### Environmental Compliance

Rogers is committed to carrying out its business in an environmentally responsible manner and to integrating environmental considerations into our decision-making and work activities. We work to understand and responsibly manage existing and emerging risks to the environment associated with, or affected by, our business activities.

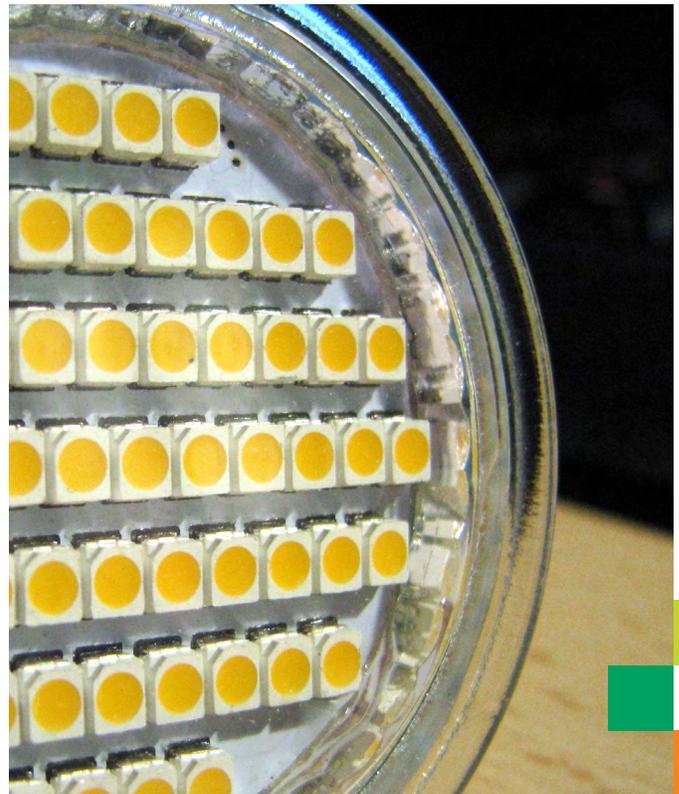
We are subject to a variety of federal, state, local and foreign laws, rules and regulations related to the use, storage, handling, discharge or disposal of certain toxic, volatile or otherwise hazardous chemicals, gases and other substances used in manufacturing our products. Rogers operates in full compliance with all applicable environmental regulations in the jurisdictions where our advanced materials and components are produced. This commitment is reflected in our corporate policies, business processes, operational procedures and product designs. We promptly and completely investigate and respond to incidents that result in, or have the potential to cause, environmental harm. The following are some examples of the ways in which we manage our environmental impacts and seek to improve the sustainability of our activities:

- › Economizing on our use of non-renewable energy and raw materials
- › Minimizing the amount of waste we generate
- › Recycling products and raw materials
- › Controlling the potential impact of that waste on air and water
- › Minimizing any adverse environmental effects associated with our products.

## Energy

Just as Rogers' materials help reduce worldwide energy usage, we also work to decrease the consumption of energy used in our operations. We aim to be as efficient as possible and continually track our energy usage to identify areas for improvement. A few examples of recent actions include:

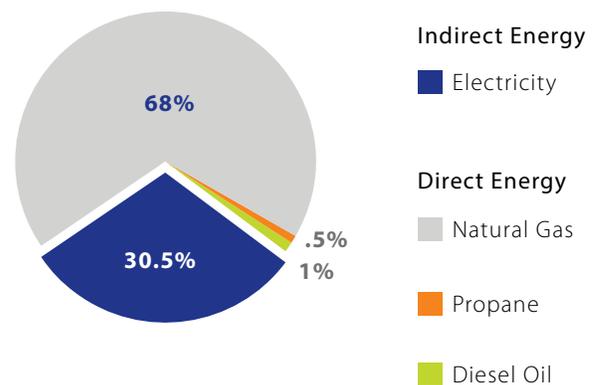
- › Boiler upgrades at one of our China facilities reduced our NOx emissions by two-thirds – from 150 mg/m<sup>3</sup> to 50 mg/m<sup>3</sup>.
- › Our Rhode Island manufacturing facility completed a full lighting upgrade to 100% LED fixtures.
- › Our Moosup, Connecticut facility converted from #2 and #4 fuel oils to natural gas to reduce greenhouse gas emissions and increase efficiencies.
- › Our Belgium operations reduced natural gas usage in 2020 by 15% and electricity by 12%, normalized for production.

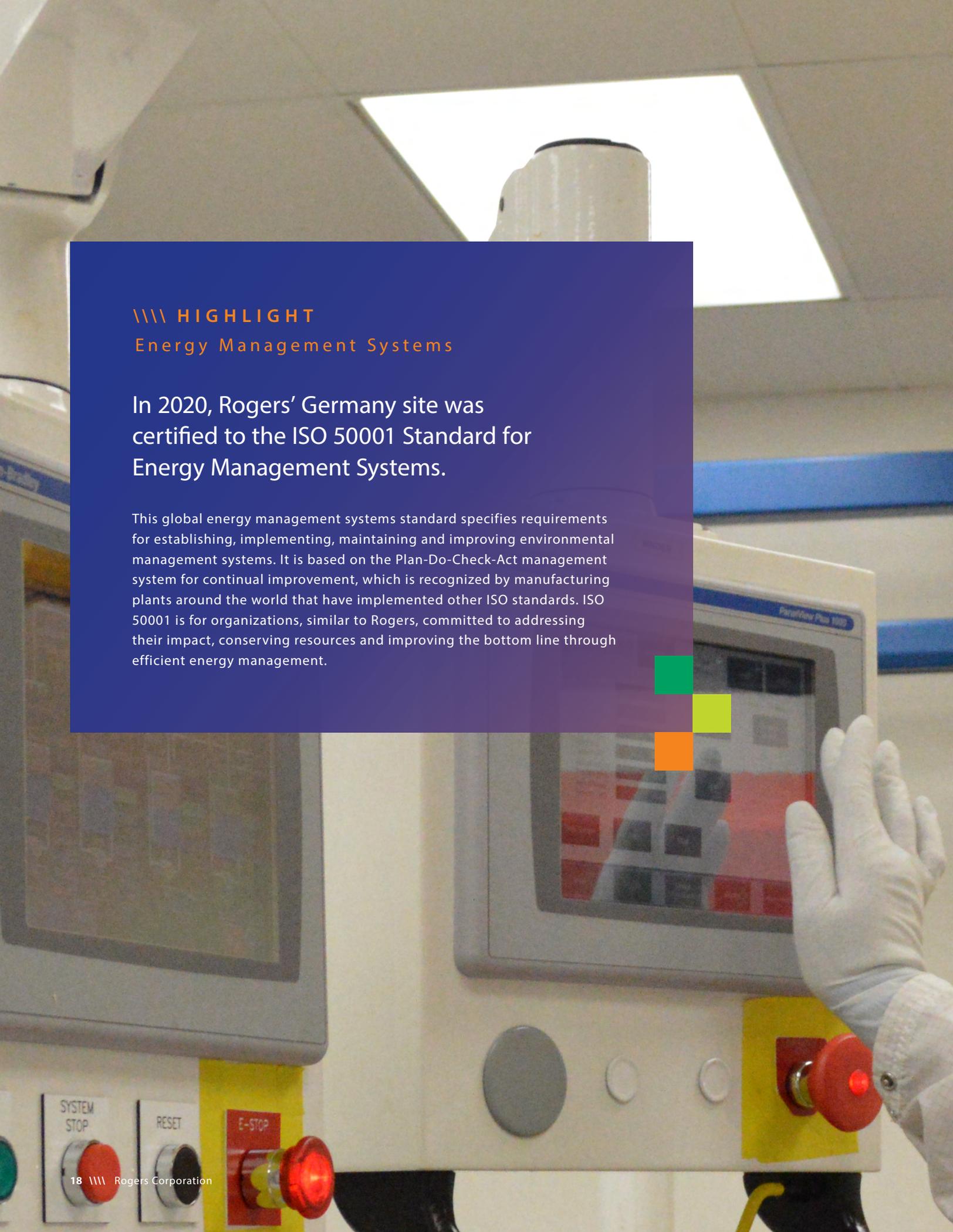


### Global Energy Consumption in 2020

	MWh
Indirect Energy	104,634.55
Electricity	104,634.55
Direct Energy	238,206.55
Natural gas	232,427.79
Propane	2,058.89
Diesel Oil	3,719.87
<b>Total Energy Consumption</b>	<b>342,841.10</b>

### Total Energy Consumption (2020)





\\\\ HIGHLIGHT  
Energy Management Systems

In 2020, Rogers' Germany site was certified to the ISO 50001 Standard for Energy Management Systems.

This global energy management systems standard specifies requirements for establishing, implementing, maintaining and improving environmental management systems. It is based on the Plan-Do-Check-Act management system for continual improvement, which is recognized by manufacturing plants around the world that have implemented other ISO standards. ISO 50001 is for organizations, similar to Rogers, committed to addressing their impact, conserving resources and improving the bottom line through efficient energy management.

## Greenhouse Gas Emissions

In 2020, we were pleased to complete our first greenhouse gas (GHG) emissions inventory following the GHG Protocol Corporate Standard, which provides standards and guidance for organizations preparing a GHG emissions inventory. A GHG emissions inventory is the foundation for developing, implementing and monitoring climate change mitigation and reduction initiatives. Participation in an annual GHG emissions inventory demonstrates an important step forward with regards to ESG and business transparency efforts. More information on Rogers' ESG commitments and targets will be shared in future reports.

By collecting 2019 and 2020 GHG emissions, Rogers has developed an initial baseline to track future GHG emissions progress and potential future expansion of the collection and analysis of the emission sources included in our carbon footprint. Through this analysis, we have outlined relevant sources for direct (Scope 1: natural gas, propane, diesel oil) and indirect (Scope 2: electricity) emissions. In the future, we hope to expand these efforts by including additional sources and Scope 3 value chain emissions.

Our manufacturing facilities are subject to local air emissions permitting and reporting requirements and our comprehensive management systems ensure our continued compliance with permit conditions and regulations. To contextualize our emissions data, we use reporting metrics that account for these factors and monitor relative GHG emissions intensity by normalizing our global footprint according to net revenue. Emissions data for our GHG key performance indicators (KPIs) have been calculated using location-based Scope 2 GHG emissions<sup>1</sup>. Our 2020 GHG KPI is 84.70 tCO<sub>2</sub>e per \$ million USD revenue, based on \$802.6 million USD 2020 revenue.

<sup>1</sup> The Greenhouse Gas (GHG) Protocol defines location-based scope 2 accounting as a calculation method that utilizes the average emissions intensity of the grid on which energy consumption occurs. A market-based calculation method uses the emissions from electricity that companies have intentionally selected.



Global GHG Emissions in 2020	Metric Tons CO <sub>2</sub> e
Direct Scope 1 Emissions	21,075.06
Indirect Scope 2 Emissions (Location-based)	46,904.19
Indirect Scope 2 Emissions (Market-based)	47,673.24
<b>Total Scope 1 + 2 Emissions (Location-based)</b>	<b>67,929.25</b>
<b>Total Scope 1 + 2 Emissions (Market-based)</b>	<b>68,748.30</b>



### \\ \\ \\ HIGHLIGHT

#### Emissions Management Activities

Throughout our operations and value chain, Rogers has implemented many emissions reduction initiatives to manage our carbon footprint.

- › Starting in 2018, Rogers partnered with local government agencies to maintain continuous emissions monitoring systems (CEMS) at our Suzhou, China sites. Clean production audits have also been implemented to ensure standards are continuously met.
- › Rogers has developed a Pollution Prevention Plan with the Arizona Department of Environmental Quality (ADEQ). With this plan, we record, report, and make continuous improvements to minimize generation of hazardous waste and release of pollutants into the environment.
- › We encourage sustainable commuting practices among our employees. For example, employees at our corporate headquarters in Arizona are eligible for carpooling incentives, while employees in Hungary are offered reimbursement for public transportation and employees in Belgium may choose to take part in our bicycle lease program. With an updated work-from-home policy, we will further our carbon emission reduction efforts.

## Water

Our water management efforts are focused on maximizing water efficiency at our manufacturing facilities to conserve water whenever possible. In 2020, our total water usage was 109.66 million gallons. We continually evaluate process water saving opportunities and track water use at sites to identify areas of improvement. At our Arizona facilities, Rogers continues to take advantage of xeriscaping principles and drip irrigation to minimize water use. We treat industrial wastewater through permitted on-site treatment systems and discharge to publicly owned treatment works. In addition, Rogers utilizes an ion exchange system during the copper etch rinse process to recycle rinse water and reduce the generation of hazardous waste for disposal. This water recycling project is projected to save up to \$80,000 per year depending on the rate of production and operations. Currently, we are exploring ways to implement company-wide metrics to better track our water management efforts.

## Waste

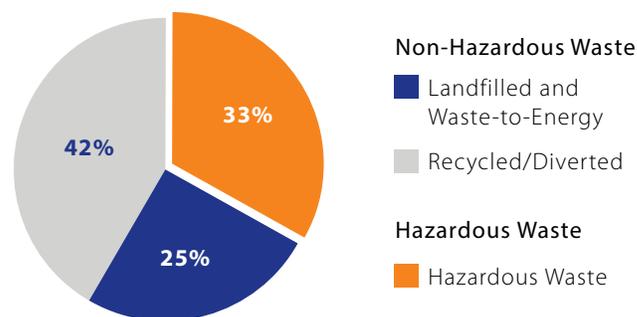
Driven by our commitment to sustainability, Rogers actively manages and reduces both non-hazardous and hazardous waste generation and works to minimize the amount of waste sent to landfill. We follow the Waste Disposal Hierarchy of focusing on waste reduction starting with prevention, reduction, recycling, recovery and disposal. This hierarchy is followed to reduce Rogers’ environmental impact and promote lean manufacturing across our operations.

Each Rogers facility has a waste management program in place to properly handle, store and dispose of hazardous waste it may generate. In addition, we encourage our supply chain partners to actively participate in energy saving and waste reduction programs. In 2020, we saved \$6,000 by recycling intermediate bulk containers through our totes recycling initiative.

We regularly report hazardous waste generation to the US EPA or EPA-authorized state programs. We also track end-of-year waste inventories and provide monthly hazardous waste manifest reports for individual state reporting requirements. Employees who handle or manage hazardous waste receive documented trainings, including introductory and refresher courses. Rogers conducts routine audits of hazardous waste disposal facilities to ensure proper permits are in place and regulatory requirements are met. Special wastes are assessed and handled by authorized and qualified service providers.

Waste Type	Pounds of Waste Generated in 2020
Non-Hazardous Waste	21,078,222.53
Recycled/Diverted	13,062,055.16
Landfilled and Waste-to-Energy	8,016,167.37
Hazardous Waste	10,353,682.55
<b>Total Waste</b>	<b>31,431,905.08</b>

Total Waste (2020)



## Innovation Centers

Innovation is at our very core. We operate four Innovation Centers spanning the globe, with locations in the US, Germany and China. Our vision is to build closer linkages between academic research, industry know-how and technology commercialization. The Centers' goals are to address global challenges in advanced mobility, telecommunications and additive manufacturing through the development of commercially viable breakthrough innovations and to explore solutions in energy storage.

Our Innovation Center in Burlington, Massachusetts was created in partnership with Northeastern University's George J. Kostas Research Institute for Homeland Security in 2014. The 4,000 square-foot Innovation Center includes laboratories, conference rooms and office space designed to facilitate communication and collaboration between the on-site Rogers staff members and the Northeastern faculty and students working alongside them. Rogers was drawn to Northeastern specifically because of its commitment to use-inspired research that addresses global challenges—particularly in health, security and sustainability.



An aerial photograph of a large industrial facility, likely a paper mill, situated along a river. The facility consists of several large, multi-story buildings with many windows. In the foreground, there is a large area of riprap (large, loose, angular stone) along the riverbank, partially covered in snow. A large, curved, corrugated metal structure is visible in the lower right. The river is on the left side of the image. The background shows more of the facility and some trees.

## \\ \\ HIGHLIGHT

### Site Management for Sustainability

Rogers operates from our historical home in Rogers, Connecticut, a site that we have occupied continuously since 1936.

We invest in the site not only to comply with current environmental regulations, but also to enhance environmental sustainability for the community.

Rogers has operated from our Rogers, Connecticut site for 85 years. We continuously work to ensure that we are properly monitoring and responding to issues under current environmental regulations relating to our historic operations. In 2019 and 2020, we completed a project to help preserve biodiversity along the Quinebaug River, which runs adjacent to this site. This project involved removing excess vegetation along the riverbanks and installing acres of riprap (a permanent ground cover of large, loose, angular stone used to prevent erosion) to protect the riverbanks. We expect these efforts will enhance the Quinebaug River and provide downstream benefits as well.



## SECTION THREE

# Promoting Social Responsibility

Rogers strives to be socially responsible by supporting the well-being and professional development of our employees and contributing to the communities in which we operate.

Rogers' commitment to our employees encompasses the full employment experience, starting with health, safety and ethics and extending to employee engagement, diversity and inclusion and professional development. To enable our employee-centric approach, we embed accountability in our management structure and expect continuous improvement in our manufacturing operations and throughout the enterprise. Our management's principle objectives, with oversight from our Board of Directors, place emphasis on **Health and Safety**, **the Employee Experience** and **Diversity and Inclusion**. Our commitment likewise extends to the local communities we share with our employees and our neighbors globally.

## Our Approach to Safety

At Rogers, we actively promote a culture where our highest priority is to “Live Safely.” All of our employees, regardless of role, take part in safety initiatives in order to eliminate workplace injuries and a portion of everyone’s bonus is tied to participation levels. In 2020, 100% of global employees, participated in safety initiatives to ensure the personal safety of our workforce. We believe that this level of employee involvement lowers injury rates and fosters employee accountability and a safer workplace.

### EH&S Guiding Principles

The following set of principles guides all our efforts to protect and improve employee health and safety and preserve our environment. We aim to:

- › Meet or exceed applicable environmental, health and safety (EH&S) requirements and verify performance through periodic audits.
- › Utilize our own EH&S standards that provide safeguards for the community, the workplace and the environment while also providing flexibility to meet the needs of our business.
- › Promote a healthy and safe workplace, free of occupational injuries and illness. We do this by emphasizing individual responsibility for safety by all employees, with support at all levels of management.
- › Communicate EH&S policies, programs and issues to Rogers employees and stakeholders.
- › Install, manage and operate our manufacturing processes to maximize workplace safety, conserve natural resources and protect the environment.
- › Develop products that utilize raw materials and processes that minimize pollution throughout the product life cycle, from design and manufacture to customer use and end-of-life disposal.
- › Ensure all employees are aware of their critical roles and responsibilities in fulfilling the objectives of Rogers’ [Environmental Health and Safety Policy](#).
- › Motivate all employees to become personally engaged in health and safety activities.



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**Everyone, Everywhere, Everyday**

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## Rogers' Global Safety Management System

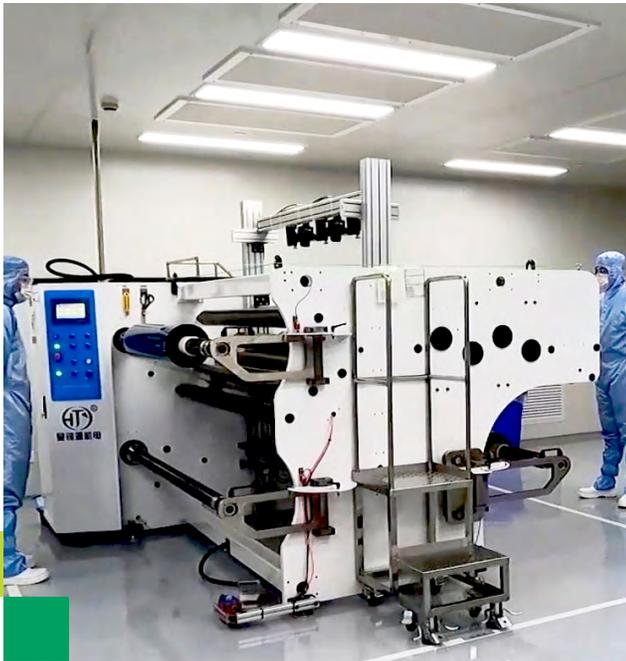
Rogers' world-class Safety Management System (SMS) demonstrates our commitment to workplace safety.

Our facilities around the world follow Rogers' SMS, modeled on the Occupational Safety and Health Administration's (OSHA) Voluntary Protection Program. As we continue to expand our manufacturing operations into new global markets, we remain committed to holding all our international operations to the same high standards. Our strategic safety plan aims to:

- › Implement our SMS at all manufacturing sites.
- › Embrace a robust workplace monitoring program at all Rogers manufacturing operations globally.
- › Perform regular EH&S audits at all manufacturing operations globally.
- › Review all incoming raw materials used in manufacturing operations for environmental compliance, industrial hygiene monitoring, workplace safety, and sustainability.
- › Manage all of Rogers' international operations to ensure uniform applicability of all EH&S policies and procedures.
- › Promote corporate social responsibility.

### OSHA Recordable Injuries and Lost Time for Rogers Corporation (as of January 2021)

Year	# OSHA Injuries	OSHA Rate	# Lost Time Injuries	Lost Time Rate
2019	46	1.3	16	0.4
2020	42	1.3	17	0.5



## Industrial Hygiene

Rogers has developed and implemented a standardized, systematic process to anticipate, recognize, evaluate and control workplace exposures to occupational hazards such as chemical, biological and physical agents and to manage data related to employee exposures to these hazards. The goal of this program is to ensure the health of all Rogers employees by conducting annual wall-to-wall surveys at every manufacturing facility as well as assessments of new and modified processes and equipment and to provide guidance for corrective actions when appropriate. This program and its associated programs are managed by the American Board of Industrial Hygiene (ABIH) Certified Industrial Hygienist (CIH).



## \\ \\ \\ HIGHLIGHT

### Product Standards and Certifications

**At Rogers, we take pride in our commitment to quality.**

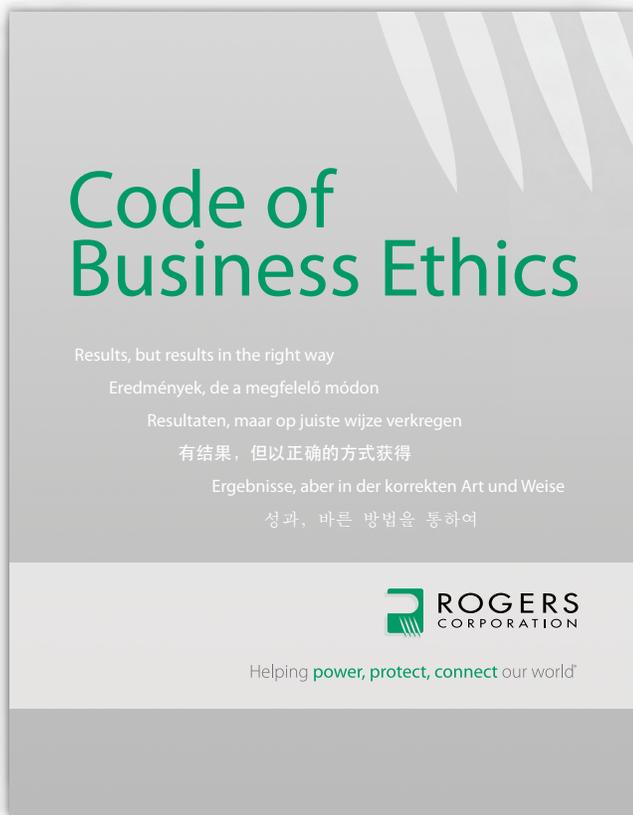
We seek to manufacture products in a safe environment with robust management systems certified to industry standards. Our products are designed to comply with a wide range of quality and environmental standards including:

- ▶ ISO 9001 (Quality)
- ▶ ISO 14001 (Environment)
- ▶ ISO 50001 (Energy Management)
- ▶ AS 9100 (Aerospace)
- ▶ IATF 16949 (Automotive)
- ▶ IRIS Certification (ISO/TS 22163) (Rail)

# Ethics & Integrity

We believe that how we conduct our business is just as important as what we achieve. We strive for “Results, but Results in the Right Way.” That means making choices that are based on what is ethically sound and not just what is easy or expedient. We believe that corporate responsibility is a commitment to managing our activities in a responsible way from business ethics to health and safety to human rights.

Our comprehensive Code of Business Ethics supports Rogers’ commitment to the highest standards of business conduct. Our Code describes how our Cultural Behaviors are to be translated into concrete actions and provides our employees with knowledge and resources to conduct business ethically.



## Ethics Hotline

Rogers is committed to an environment where open, honest communications are the expectation, not the exception. We maintain a confidential and anonymous hotline, which we actively promote globally, for employees to report potential ethics violations, policy or compliance concerns. Employees, customers and other parties are encouraged to report any concerns through our international ethics hotline phone numbers or web submission. Reports are taken seriously and thoroughly investigated and we have a strict non-retaliation policy for employees making bona fide reports on complaints, such as conflict of interest or behavioral misconduct. Our senior management and our Board of Directors are regularly updated on all allegations (maintaining strict anonymity) and trends.

We are pleased that our employees trust in the hotline and other methods to report their concerns, as it demonstrates confidence in our processes and allows us to foster a culture of integrity and ethical decision-making.

## Supplier Engagement

Rogers chooses suppliers based on quality, service, price and suitability. Our company seeks to establish mutually beneficial, long-term relationships with our suppliers and works with suppliers who embrace standards of ethical behavior that are compatible with our own. In our interactions with suppliers, we seek to conduct our business with honesty and integrity, fostering mutual respect and collaboration in accordance with our Code of Business Ethics. We expect our suppliers to comply with all relevant provisions of our Code, including those related to labor and human rights, health and safety, the environment and fair competition. Additionally, all new suppliers are given our Supplier Onboarding Survey, which includes questions on their sustainability-related policies.

Rogers also supports the California Transparency in Supply Chains Act of 2010 (SB 657) which went into effect January 1, 2012. This law requires retail sellers and manufacturers doing business in California that have gross worldwide sales of over \$100 million to be transparent about their efforts to eradicate slavery and human trafficking from their direct supply chain. Our actions in this area include evaluating supply chain risks, auditing suppliers and conducting supplier trainings. Rogers' suppliers are rigorously evaluated and held to the same high standards as Rogers operations through our Code of Business Ethics.

## Customer Engagement

At Rogers, we have built our reputation for integrity through our steadfast dedication to the highest standards of ethical business. We continually seek to reinforce that commitment. We believe that adherence to sound principles of corporate governance is vital to protecting Rogers' reputation, assets, investor confidence and customer loyalty. By responding to customers' supply chain audits and meeting their ESG requirements, we are further demonstrating our commitment to ethical business practices.

Our corporate governance policies provide the framework for the operation of our company, consistent with requirements of applicable law and the best interests of the company and its stakeholders. For more information on Rogers' corporate governance efforts, please see the Practicing Good Governance section.





## \\\\ HIGHLIGHT

### Case Study from the Footwear Market

At Rogers, we have taken a conscientious approach to developing materials for the comfort footwear market, with a focus on sustainability throughout all aspects of our production, supply chain, product offering and more.

The following are four factors we consider in choosing the right sustainable materials partner to help meet our commitment to high-quality, long-lasting solutions with minimized environmental impact:

- › **Manufacturing locale:** Is the material produced locally, meaning is it manufactured where the customer needs the product?
- › **Endurance:** Are the materials designed and manufactured for sustainability/longevity?
- › **Compliance:** Does the material supplier have the right certifications in their factories?
- › **Permanence:** Are the designs built for “recrafting”? That is, do the outsoles require replacement?

# Investing in our Employees

At Rogers, our corporate culture is key to our continued success. Our Cultural Behaviors guide our interactions and connect our day-to-day work with our organizational objectives. And by supporting employees' professional development, providing workplace benefits and highlighting employee achievements, we empower our employees to make innovative decisions and drive results.

## Employee Development

Rogers has a long-standing commitment to support employees' personal development and career growth, with a focus on core competencies, professional skills and leadership potential at all levels. Our established training programs cover a wide range of topics, including project management, tailored leadership development, Six Sigma workshops and more. In addition, the company offers a generous tuition reimbursement program, a mentoring program and job-specific training as needed. In 2020, Rogers Germany supported 12 employees in various educational programs such as industrial electrician training, Six Sigma Black Belt, technical engineering for surface coating and Bachelor of Engineering for industrial engineering and Executive Master of Business Administration. In addition, Rogers offers multiple employment and learning opportunities to students around the globe, including internships and co-ops, as well as New Graduate Development programs in Asia and Germany-based apprenticeships.

Rogers also believes in supporting our employees' families in their educational endeavors. As part of our corporate educational support program, the company awards scholarships to our employees' children who meet requirements and have demonstrated strong commitment to their academics and personal developments. In 2020, nine students were awarded the Rogers Corporation Scholarship in the amount of \$3,000. Additionally, the Richard C. Berry Scholarship for Science or Engineering and the John P. Foley Award for Academic Excellence, both in amounts of \$5,000, were awarded to one student each, respectively.





Our "I am Rogers" campaign has two benefits: It honors our dedicated employees and describes how the products they make are used. These posters are translated into local languages and can be found in all of our global locations.

## Workplace Benefits

The health and financial welfare of our workforce is a top priority. Our employees are eligible for many benefits, including, but not limited to:

- › Competitive and performance-based compensation
- › Paid time off
- › General and mental health care plans
- › Savings and retirement plans
- › Stock ownership plans
- › Tuition reimbursement programs

To help promote the health of our employees and their families globally, we offer an assortment of leading benefit choices and tools including wellness reimbursement programs, medical, dental and vision benefits and additional health care programs. Rogers also provides mental health resources including our Employee Assistance Program (EAP).

## Employee Achievements and Awards

Rogers offers our global workforce a wide range of employee achievements and awards, with incentives for actions that are consistent with our company goals and values. For example, employees in Belgium are eligible for Collective Labour Agreement No.90 (CLA90) bonuses. Other awards include our Annual Incentive Compensation Bonus Program (AICP), Long-term Stock Incentive Program (LTIP) and Sales Incentive Programs (SIP).



### Service Awards

Recognizes regular employees upon completion of five-year increments of service with Rogers.



### Thank You Awards

Recognizes extraordinary performance that exceeds normal job boundaries.



### Presidential Awards

Recognizes the contributions of employees that directly support our strategy of being market-driven innovation leaders. This is Rogers' highest honor.

## \\\\ HIGHLIGHT

### Commitment to Mental Health

**The importance of self-care and awareness for our mental health has been amplified by the effects of the coronavirus on our daily lives.**

We are fortunate that our employee benefits include resources specific to addressing mental health. Our goal is to ensure Rogers employees fully understand the Rogers Employee Assistance Program, including the extent of benefits available and how to use them. We are committed to the following goals:

- › Help minimize the stigma related to asking for help.
- › Increase accessibility and awareness of mental wellness benefits.
- › Provide employees tools to avoid burnout before it occurs.

To demonstrate our commitment to mental wellness, Rogers has launched our TOGETHER, We Are Connected campaign focused on fostering connectivity and encouraging our employees to share with one another. It provides an opportunity for employees to share well wishes with coworkers and images of happiness and encouragement to create positivity. Since the start of the campaign, we have received over 100 employee submissions of photos and comments on the TOGETHER, We Are Connected page since March 2020.

# Diversity and Inclusion

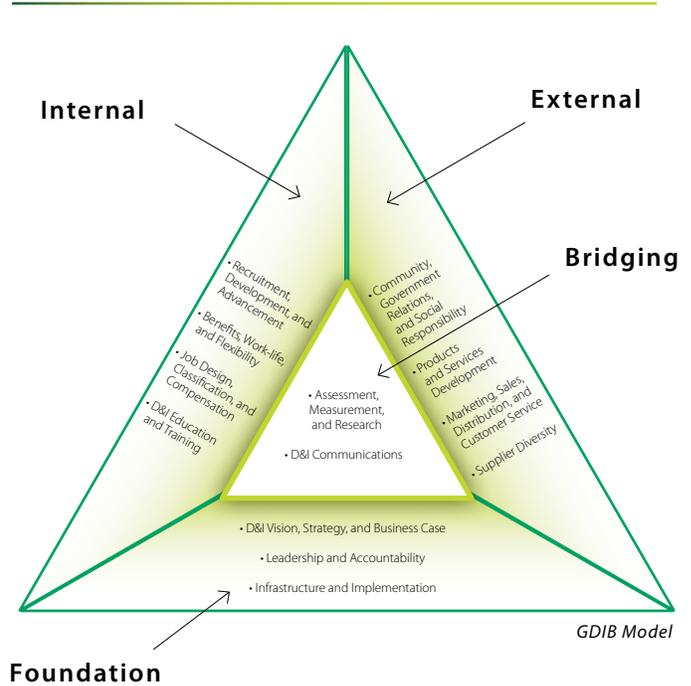
At Rogers, we respect and value the diversity reflected in our various backgrounds, identities, experiences and ideas. Our statement in our Code of Business Ethics on [Promoting Equal Opportunity and Appropriate Workplace Behavior](#) not only outlines our position on preventing discrimination, but also promotes the value of a diverse workforce. Together, we strive to provide each other with an inclusive work environment that fosters respect for all our employees and those with whom we do business.

We are proud to demonstrate Rogers' commitment to improving our Diversity and Inclusion (D&I) practices through the creation of our D&I Council. The council follows standards set by the [Centre for Global Inclusion](#), also known as Global Diversity and Inclusion Benchmarks (GDIB). Using the assessment tools from GDIB and input from internal subject matter experts, the council has assessed the baseline maturity levels of our enterprise-wide D&I practices across the GDIB's fourteen categories. Our CEO is the executive owner of the council and in 2021 we will implement actions in the following areas:

- › **Foundation:** Vision, Leadership, Structure
- › **Internal:** Recruitment & Development, Benefits, Compensation, Learning
- › **Bridging:** Assessments, Communications, Sustainability
- › **External:** Social Responsibility, Products & Services, Marketing, Supplier Diversity

In addition, the council plans to open program participation to employees who would like to be part of the change. We will use our Employee Resource Groups (ERGs) to increase D&I awareness at Rogers. The ERGs will aim to foster a diverse, inclusive workplace for employees who share a characteristic whether it be gender, ethnicity, religious affiliation, lifestyle or interest. Rogers employees are encouraged to lead and participate in these spaces.

## GDIB Model



From *Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World* © 2017 Julie O'Mara and Alan Richter. Modified with permission. All Rights Reserved.

## Gender and Racial/Ethnic Group Representation

As part of our commitment to D&I practices, Rogers has identified the US Equal Employment Opportunity (EEO) Commission's EEO-1 Job Classification as material to those efforts. With that, Rogers has disclosed our workforce's gender and racial/ethnic group representation consistent with the EEO-1 Job Classification Guide and SASB standards (TC-HW-330a.1). All employee data reported has been compiled from our internal Human Resources records.



# Community and Global Impact

At Rogers, we strive to have a positive impact in our communities, especially in times of need.

## Philanthropy

Globally, Rogers provides charitable donations to a wide variety of worthy causes in our local communities. Recently, Rogers engaged with the Suzhou Dongran School, Fire Fighting Eschenbach, Kindergarten Eshchenbach, Middle Schools Eschenbach, Remedial Pedagogic Center Irehenrieth and Music for Life Campaign.

Prior to the pandemic, Rogers employees donate their time and funds to many local charities, making a difference in the communities where we live and work. We are pleased to support this spirit of giving through our matching gift program.



### Illinois

Rogers employees at our Carol Stream facility partnered with Saint Mary of Gostyn Church and Saint Vincent DePaul to provide holiday happiness for two large families totaling fifteen people. In addition to the generous contribution of gifts, Rogers employees donated over \$350 in grocery store gift cards to the families.



Rogers Arizona locations partnered with area agencies to participate in the 14th consecutive year of the “Be a Santa to a Senior” program and reached out to local solitary elders during the holiday season to assemble gift wish lists. Two fully loaded vehicles delivered our gifts to partnered Home Instead offices to spread the holiday spirit to our seniors.

### Arizona





### Belgium

Rogers Belgium employees participated in the "Music for Life" campaign, a nationwide charity that takes place during the week before Christmas. Employees sold items, such as cakes, soups, hotdogs, flowers and Christmas cards, to garner a sizable donation which was then matched by Rogers. The total contribution of 2500€ was donated to Tendries, a safe haven for children with motor skill restrictions and Tanderious, an organization that supports families of children with autistic spectrum disorder. '



### China

Rogers employees in Suzhou, China proudly supported the Dongran Migrant School for students from rural areas. In conjunction with a consulting company, the Rogers team brought a helpful mindfulness workshop to the schoolteachers and further demonstrated community engagement ' by gifting teachers winter presents.

As a fun way to collect money, manufacturing leaders in Rogers Germany kept a cash box to chip in and save money for an annual donation. The team raised and donated 250€ to the Children's Cancer Aid of Oberpfalz, a non-profit organization that supports families of children fighting cancer.

### Germany





\\\\ SECTION FOUR

## Practicing Good Governance

Rogers' reputation for integrity and our commitment to sustainability and ethical business practices is built upon a solid foundation of good governance.

Our corporate governance starts with our Code of Business Ethics, which is the cornerstone of how we operate, and encompasses the oversight by our independent Board of Directors and our approach to risk management. Together, our governance practices provide the framework for the operation of our company, consistent with requirements of applicable laws and the best interests of the company and our stakeholders.

# Board of Directors

As a public company, Rogers is committed to a governance structure that is independent, transparent and responsive to the interests of our shareholders.

Our Board of Directors is comprised of nine directors, eight of whom are independent. All directors are elected annually, which maximizes their accountability to shareholders. We have a Lead Director, who is appointed annually and ensures independent oversight by, for example, directing board agendas and coordinating board direction to management. In addition, our Board of Directors regularly meets in executive sessions, without management, to facilitate communication among the independent directors.

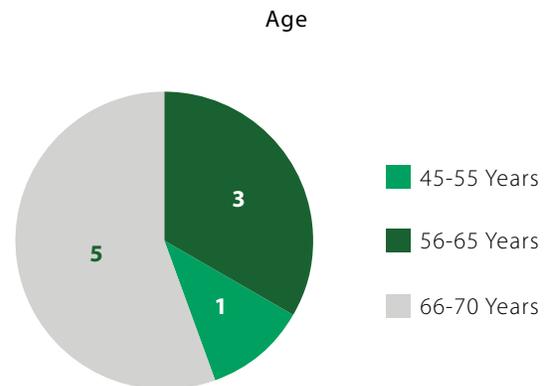
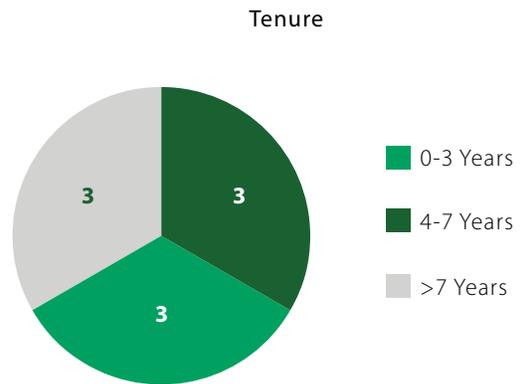
Independent directors are expected to have the skills and experience to support the company's strategy and good governance. We also support diversity on our Board of Directors to ensure a healthy representation of different points of view, and **50% of our independent directors are women or people of color.**

Rogers actively engages its shareholders and encourages shareholder feedback, which is shared with our Board of Directors. At the 2020 Annual Meeting, Rogers' shareholders overwhelmingly re-elected all of the directors and confirmed executive compensation. In response to shareholder input, our Board of Directors consolidated and clarified its sustainability oversight in 2020 under the newly-renamed "Nominating, Governance & Sustainability Committee."

For more information regarding our governance practices and performance, please see our Corporate Governance Guidelines and proxy statements, which are available on our website.

## Board Demographics

*Independent directors only. Age and tenure as of January 1, 2021.*





# Corporate Risk Management

Led by its Risk Management Steering Committee and with oversight by the Board of Directors, management conducts an annual Enterprise Risk Management process to identify the top risks relevant to the company and then ensures that these risks are properly monitored or mitigated in the near term and considered in the longer term as part of our strategic planning.

The results of the 2020 process for the year ended December 31, 2020, and the top risks include: Competition, Geopolitical Uncertainty, Technology Innovation, Mergers & Acquisitions, Intellectual Property and Cyber Security.

With respect to climate risks, specifically the two major categories of risks identified by the Task Force on Climate-related Financial Disclosures (TCFD):

- › **Transition Risks** (risks associated with the transition to a lower-carbon economy). As discussed in this ESG Report, Rogers products are used extensively in applications that support the transition to a low-carbon, energy efficient economic system, such as wind & solar, mass transit and Electric Vehicles/Hybrid Electric Vehicles (EV/HEV). Further, Rogers is committed to meeting or exceeding the public policies that promote sustainability and environmental stewardship through compliance with applicable laws and regulations in all of the communities in which we operate.
- › **Physical Risks** (risks associated with the physical impacts of climate change). We have established facility-specific business continuity plans to provide clarity for timely operational recovery in the event of disruption, including multi-site production capabilities and supplier contingency planning. These plans were essential in 2020 to respond to some of the operational changes associated with the COVID-19 pandemic.



# SASB Standards Index

To align with generally applicable ESG standards, we are also providing below our ESG information pursuant to the Sustainability Accounting Standards Board (SASB) framework, and specifically within its Technology & Communications, Hardware sector, our designated industry classification according to SASB's Sustainable Industry Classification System®. The Activity Metrics prescribed by SASB facilitate comparison, and the Sustainability Disclosure Topics & Accounting Metrics include the five topics identified by SASB as most relevant to our sector. For more information, see Hardware Sustainability Accounting Standard (Sustainability Accounting Standards Board, version 2018-10).

## Activity Metrics

SASB Code	Metric	Reference
TC-HW-000.A	Number of units produced by product category	All of Rogers' advanced materials are "Components" within the applicable SASB product categorization; however, Rogers does not specifically disclose commercially sensitive unit production.
TC-HW-000.B	Area of manufacturing facilities	2,698,500 square feet
TC-HW-000.C	Percentage production from owned facilities	Over 90% of Rogers' manufacturing facilities (by area) are owned.

## Accounting Metrics

Topic	SASB Code	Metric	Reference
Product Security	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Rogers manufactures and sells advanced materials that do not contain or process data, or include embedded software, as delivered to customers, so there are no data security risks inherent to Rogers' products.
Employee Diversity & Inclusion	TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff and (3) all other employees	Rogers is committed to a diverse and inclusive workplace and is implementing additional processes as part of its continuous improvement initiatives to support this commitment, as described on page 34. At this time, Rogers does not currently report specific percentages of gender and racial/ethnic group representation for our employees.
Product Lifecycle Management	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Rogers does not manufacture or sell any products containing IEC 62474 Declarable Substances above the applicable reporting thresholds. Rogers manages its handling of potentially hazardous substances (including, as applicable, IEC 62474 Declarable Substances) in accordance with the standards and processes described on pages 14-16, which include safety data sheets, product safety information sheets, product safety testing and product labeling requirements.
Product Lifecycle Management	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	EPEAT registration or equivalent is not directly applicable to Rogers' products, because these registration structures are designed for complete end products. Rogers manufactures and sells advanced materials consistent with EPEAT criteria and the core principles of environmentally preferred products, for example, by employing Sustainability by Design principles as described on pages 14-15. Accordingly, Rogers' advanced materials are specifically designed into end products registered under EPEAT.
Product Lifecycle Management	TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	ENERGY STAR® criteria are not directly applicable to Rogers' products because these criteria are designed for complete end products. Rogers manufactures and sells advanced materials consistent with ENERGY STAR® criteria and the core principles of energy efficiency, for example, by employing Sustainability by Design principles as described on pages 14-15. Accordingly, Rogers' advanced materials are specifically designed into end products meeting ENERGY STAR® criteria.
Product Lifecycle Management	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	End-of-life metrics, including e-waste recovery and recycling, are not directly applicable to Rogers' products, because these metrics are designed for complete end products. Several of Rogers product lines incorporate copper, which is widely recovered and recycled as part of standard end-of-life programs for electronics end products.

## Accounting Metrics (continued)

Topic	SASB Code	Metric	Reference
Supply Chain Management	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Rogers conducts extensive internal reviews as part of its supplier selection and maintenance processes, but does not currently conduct independent RBA audits with suppliers. In our interactions with suppliers, Rogers seeks to conduct our business with honesty and integrity, fostering mutual respect and collaboration, in accordance with our Code of Business Ethics. We expect our suppliers to comply with all relevant provisions of our Code, including those related to labor and human rights, health and safety, the environment and fair competition. Rogers does not tolerate child labor nor forced or involuntary labor, including bonded, indentured and involuntary prison labor, and will not work with suppliers that do not adhere to these requirements. See page 28 for more details on our supply chain practices.
Supply Chain Management	TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Rogers conducts extensive internal reviews as part of its supplier selection and maintenance processes, but does not currently conduct independent RBA audits with suppliers. In our interactions with suppliers, Rogers seeks to conduct our business with honesty and integrity, fostering mutual respect and collaboration, in accordance with our Code of Business Ethics. We expect our suppliers to comply with all relevant provisions of our Code, including those related to labor and human rights, health and safety, the environment and fair competition. Rogers does not tolerate child labor nor forced or involuntary labor, including bonded, indentured and involuntary prison labor, and will not work with suppliers that do not adhere to these requirements. See page 28 for more details on our supply chain practices.
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Rogers' advanced materials require very limited usage of "critical materials" (as defined in the standard), which may include platinum, gold, zirconium and, for experimental purposes, graphite. As a result, Rogers does not believe these materials represent a significant risk to the organization. Suppliers of critical materials are well established business partners with contractual pricing agreements, business continuity measures, and acceptance of Rogers' Code of Business Ethics.



← SUP



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