

# 2023

## ESG Report Supplement



**ROGERS**  
CORPORATION

Helping  
power, protect, connect  
our world™

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## Letter from the President and CEO

**As President and Chief Executive Officer, I am pleased to present this update to Rogers' 2021 Environmental, Social and Governance (ESG) Report.**

Rogers is uniquely situated in that we not only reduce environmental impact through our own practices, but also through the technologies we enable. We are proud that the advanced materials we engineer and manufacture are used in sustainable end markets like electric vehicles and renewable energy. Our customers' products help reduce CO<sub>2</sub> emissions (electric vehicles and clean energy for wind and solar power), and improve automotive safety (advanced driver assistance systems, or ADAS).

At Rogers we continue to actively promote a culture where our highest priority is to "Live Safely." All of our employees, regardless of role, take part in safety initiatives to eliminate workplace injuries and our incentive compensation programs include safety performance goals. In 2022, 100% of Rogers' 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, fosters employee accountability and contributes to a safer workplace.



I am also pleased to share that our employees continue their commitment to community service and each other. For example, Rogers colleagues set up fundraising initiatives to support the brave efforts of the Red Cross, as well as a Hungarian charity organization operating in Ukraine. In addition, our team assembled 1,500 supply kits for our neighbors in Suzhou, China who experienced a two-week lockdown due to COVID. Within Rogers, through our Diversity, Equity and Inclusion (DEI) program, we have continued to expand our Employee Resource Groups (ERGs) that meet regularly to foster connections between employees who share similar interests, characteristics and backgrounds.

We look forward to building on our ESG activities and reporting our accomplishments to our stakeholders as we progress on our sustainability journey.

Best,

A handwritten signature in black ink that reads "Colin Gouveia". The signature is fluid and cursive.

**Colin Gouveia**

President and Chief Executive Officer  
Rogers Corporation

## About this ESG Report Supplement

**The Rogers Corporation 2023 Environmental, Social and Governance (ESG) Report Supplement (Report Supplement) covers the period from January 1, 2022 to December 31, 2022, except where noted.** It serves as an update to the data provided in Rogers Corporation's inaugural 2021 ESG Report, which covered our ESG activities in calendar year 2020. For additional information regarding initiatives referenced in the Report Supplement, please refer to Rogers' 2021 ESG Report. This Report Supplement provides disclosure guided by the established sustainability and reporting framework published by the Sustainability Accounting Standards Board (SASB), specifically the Hardware Industry standard for the Technology & Communications Sector (TC-HW).

Rogers engaged Cameron-Cole, LLC to review the Greenhouse Gas (GHG) inventories set forth in this Report Supplement.

### Verification Opinion of Third-Party Assurance Provider

Limited assurance was obtained after reviewing GHG data, calculations, methodologies and management systems. Cameron-Cole conducted a thorough examination of the source data, including electricity and fuel invoices, as well as the processes and procedures involved in compiling the GHG emissions inventory. Additionally, GHG emissions were recalculated to ensure that the inventory was devoid of material errors. Based on the method employed and the results of their verification activities, Cameron-Cole found no evidence of material errors, omissions, or misstatements in Rogers' CY2021 & CY2022 GHG Statements. Cameron-Cole also found that Rogers' GHG accounting and calculation methodologies, processes and systems for this inventory conform to the GHG Protocol jointly created by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

## About Rogers Corporation

**Rogers Corporation (NYSE:ROG) (Rogers) is a global technology leader in advanced materials and engineered solutions for a wide range of industries.**

With a history dating back to 1832, Rogers has a long legacy of innovation, excellence and results. As of December 31, 2022, we supply over 3,500 customers in over 70 countries, employ approximately 3,800 people and generate \$971 million in annual revenue. We design, develop and manufacture high-performance and high-reliability materials and components to power, protect and connect our world.

Rogers' expertise spans a wide range of markets, including EV and automotive, aerospace and defense, portable electronics, renewable energy and general industrial. Our materials enable our customers to address demanding challenges across our strategic operating segments – Advanced Electronics Solutions and Elastomeric Material Solutions.



At Rogers, we accelerate the development and delivery of new technologies that solve complex industry challenges. We do this by leveraging our deep expertise in materials science and engineering to design new products and solutions that meet the needs of our customers and help them stay ahead of the curve. Our key position in the value chain provides us with opportunities to leverage our innovations to assist our customers in achieving their technology and sustainability goals.

We are committed to sustainability, social responsibility and ethical business practices, and strive to make a positive impact in everything we do. Our guiding principle makes this clear: "Results, but Results the Right Way." We are known for quality, reliability and innovation, and we empower our employees to make decisions and drive results. Our seven Cultural Behaviors guide our interactions and connect our day-to-day work with our organizational objectives.

## Rogers' Cultural Behaviors



### 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.

# Business Overview / Rogers at a Glance

## Our Businesses



Advanced Electronics  
Solutions (AES)



Elastomeric Material  
Solutions (EMS)

## Global Footprint



**15** Global manufacturing  
facilities



**3800+** Employees globally



**20+** Languages spoken



**3500+** Customers in over  
70 countries

## Revenue Growth



2020: \$802.6 million  
2021: \$932.9 million  
2022 \$971.2 million

## Global Sales



Americas: 33%  
EMEA: 27%  
APAC: 40%

# SASB Index

## Activity Metrics

Disclosure Code	Activity Metric	Response and References
TC-HW-000.A	Number of units produced by product category	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	2,893,857 square feet
TC-HW-000.C	Percentage production from owned facilities	99% of production by revenue is from Rogers-owned facilities.

## Product Security

Disclosure Code	Activity Metric	Response and References
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. As such, there are no data security risks inherent to Rogers' products.

## Employee Diversity, Equity & Inclusion

Disclosure Code	Activity Metric	Response and References
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	<p>Rogers does not publicly report specific percentages of gender and racial/ethnic group representation for our employees.</p> <p>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.</p> <p>Some of these initiatives, led by Rogers' DEI Council, include the addition of new Employee Resource Groups (ERGs), supporting diverse hiring practices and the establishment of a set of baseline metrics against which we will measure ourselves. We plan to reassess ourselves in 2023 against the Global Diversity and Inclusion Benchmarks (GDIB) to gauge progress and identify additional focus areas for our DEI activities.</p>

## Product Lifecycle Management

Disclosure Code	Activity Metric	Response and References
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	<p>Rogers Corporation complies with national laws and global regulations (EU Restriction on Hazardous Substances (RoHS), Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), etc.) and conducts compliance reviews of materials used in production. Periodic analysis of final products is also performed. Please refer to the <a href="#">Certifications</a> page of our website to review product certifications and pp. 14-16 of the 2021 ESG Report for Rogers' efforts in managing hazardous substances.</p>

## Product Lifecycle Management (cont.)

Disclosure Code	Activity Metric	Response and References
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Electronic Product Environmental Assessment Tool (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. Accordingly, Rogers' advanced materials are specifically designed into end products registered under EPEAT.
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. Accordingly, Rogers' advanced materials are specifically designed into end products meeting ENERGY STAR® criteria.
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.

## Supply Chain Management

Disclosure Code	Activity Metric	Response and References
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 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 <a href="#">Code of Business Ethics</a> . Suppliers are provided with our Code as part of our Standard Terms and Conditions of Purchase. Rogers' Code includes provisions related to labor and human rights, health and safety, the environment and fair competition, among others. Rogers does not tolerate any instances of human trafficking or other forced labor. We also do not knowingly conduct business with any third parties who engage in human trafficking, child or forced labor or human rights abuses.
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 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 <a href="#">Code of Business Ethics</a> . Suppliers are provided with our Code as part of our Standard Terms and Conditions of Purchase. Rogers' Code includes provisions related to labor and human rights, health and safety, the environment and fair competition, among others. Rogers does not tolerate any instances of human trafficking or other forced labor. We also do not knowingly conduct business with any third parties who engage in human trafficking, child or forced labor or human rights abuses.

## Material Sourcing

Disclosure Code	Activity Metric	Response and References
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	<p>Rogers’ advanced materials require very limited usage of “critical materials” (as defined in the SASB standard). As a result, Rogers does not believe these materials represent a significant risk to the organization. Rogers’ suppliers of critical materials are well-established business partners with contractual pricing agreements, business continuity measures and acceptance of Rogers’ <a href="#">Code of Business Ethics</a>. Rogers’ Conflict Mineral information can be found at <a href="#">Supply Management</a>.</p> <p>Rogers monitors suppliers to proactively prioritize and develop mitigation plans in case of supply chain disruption. Examples of such mitigation measures include dual-sourcing, product standardization and building out a buffer inventory. In the event of a future disruption, this data will provide Rogers with the information required to assess potential impact and enable a quick response to help ensure minimal impact to our customers.</p>

# Environment

## Our Approach to Environmental Management

Rogers Corporation is committed to carrying out our business in an environmentally responsible manner and integrating environmental considerations into our day-to-day decision-making and work activities.

We actively manage our environmental impact and seek to improve the sustainability of our activities by, among other things, economizing on our use of non-renewable energy and raw materials, minimizing the amount of waste we generate, recycling certain products and raw materials, controlling the potential impact of that waste on air and water and minimizing any adverse environmental effects associated with our products.

Given that fuel consumption is the primary source of emissions at Rogers, when we replace old equipment, we evaluate energy and GHG efficient alternatives as part of our decision-making process.

As a step towards improving reporting quality and overall data management, we have undergone third-party verification for the first time on our greenhouse gas inventory for 2021 and 2022 in accordance with the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol (GHG Protocol).

As a way to manage our water usage, we actively track our water usage and water withdrawal sources. Our operations source from both groundwater and municipal water. Moreover, Rogers utilizes emergency fire pumps in case of fire events where surface water (ponds or rivers) is available.

In 2022, Rogers continued its efforts to recycle storage container totes by increasing participating facilities from 2 to 4. Rogers also eliminated 50,000 lbs. of silicone waste by implementing a process change to divert this material to a recycling facility.

## Energy and Emissions

Global greenhouse gas emissions (metric tons CO<sub>2</sub>e)

Rogers continues to complete greenhouse gas (GHG) emissions inventories following the GHG Protocol Corporate Standard, which provides standards and guidance for organizations preparing a GHG emissions inventory.

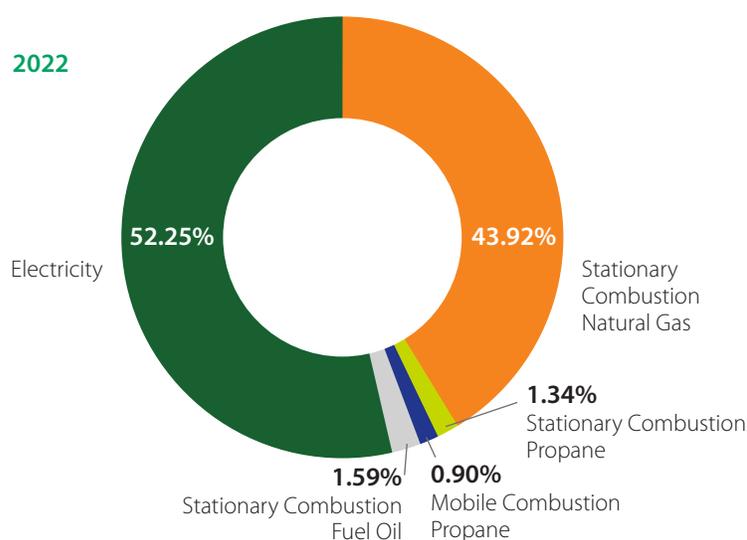
	2021	2022
<b>Scope 1</b>	21,428.00	21,858.93
<b>Scope 2 (location-based)</b>	49,719.68	51,317.89
<b>Scope 2 (market-based)</b>	49,750.02	41,999.91
<b>Total Scope 1 + 2 Emissions (Location-based)</b>	71,147.68	73,176.82
<b>Total Scope 1 + 2 Emissions (Market-based)</b>	71,178.02	63,858.84

Emissions Intensity (tCO<sub>2</sub>e per million USD revenue)

65.75tCO<sub>2</sub>e per million USD revenue, based on 971.2 million USD 2022 revenue.

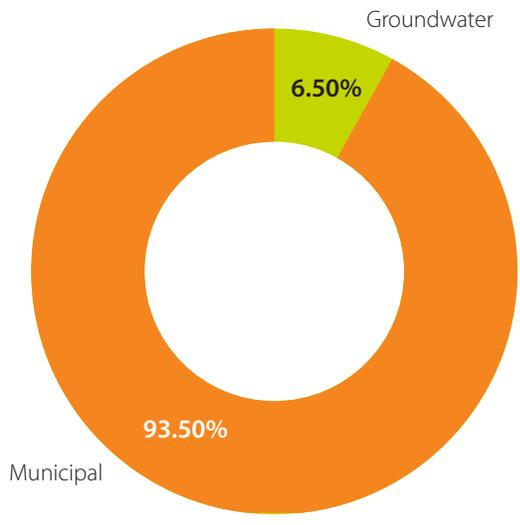
Global energy usage (MWh)

241,342.58 MWh. Rogers tracks and reconciles global energy consumption through supplier-produced reports.



## Water

Total water withdrawal (gallons)	Groundwater (gallons)	Municipal (gallons)
	11,173,179	160,306,142



Wastewater discharge      Rogers treats industrial wastewater through permitted on-site treatment systems and discharges to municipal treatment plants.

**Waste**

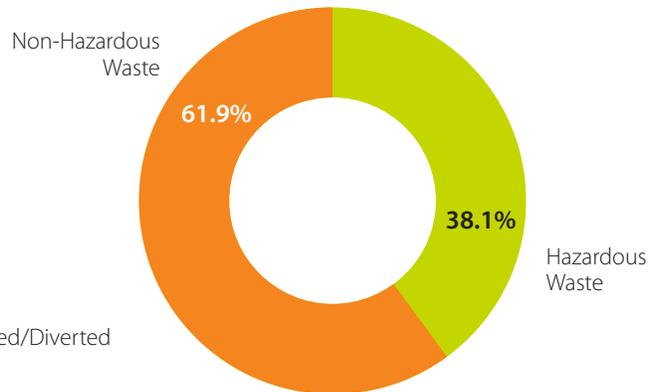
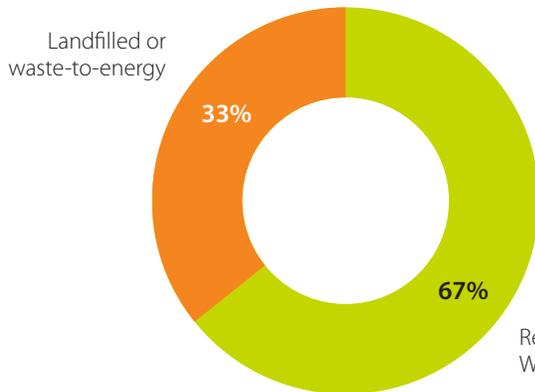
Waste generation and management

Rogers’ facilities have waste management programs in place to properly handle, store and dispose of hazardous waste they may generate. E-waste is collected and recycled with certified companies to ensure proper management and disposal.

Total Hazardous waste (pounds) 15,088,228

Total Non-hazardous waste (pounds) 24,479,833

- Recycled/diverted from landfill: 16,410,165
- Landfilled or waste-to-energy: 8,069,668



# Health and Safety

## Our Approach to Safety

We have a clear responsibility to protect our coworkers, our community and ourselves by making health and safety a primary consideration in everything we do. We require all employees and contractors to participate in Rogers’ Environmental, Health & Safety training programs. We actively integrate safety and health considerations into our decision making and work to identify existing and emerging risks. We seek to mitigate risks to the health and safety of our employees and others who visit or work on our premises and the communities in which we operate. We promptly and effectively respond to, investigate and share the learnings from safety and health incidents or near-incidents, taking any appropriate corrective action as necessary.

Rogers’ Safety Management System (SMS) demonstrates our commitment to workplace safety. Our policies require our manufacturing facilities globally to follow Rogers’ SMS, which is modeled on the Occupational Safety and Health Administration’s (OSHA) Voluntary Protection Program and Process Safety Management (PSM). In 2022, an augmented version of our SMS was implemented to enhance our internal compliance requirements. As we continue to expand our global manufacturing operations, we remain committed to holding our operations to the same high standards.

Our strategic safety plan includes:

- Implementing our SMS at any acquired manufacturing sites.
- Embracing a robust workplace monitoring program at all Rogers manufacturing operations globally.
- Performing regular environmental, health & safety (EH&S) audits at all manufacturing operations globally.
- Reviewing incoming raw materials used in manufacturing operations for environmental compliance, industrial hygiene, workplace safety and sustainability.
- Managing Rogers’ operations to aid in the uniform applicability of our EH&S policies and procedures.

Metric	Response										
Recordable Injury Rate	Rogers has seen a decline in in our number of recordable injuries and corresponding rates. Over the last decade, our recordable injury rate declined by 52.5%.										
		2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
	<b>Recordable Injuries</b>	53	46	33	25	35	55	46	43	35	37
	<b>Recordable Rate</b>	2.15	1.78	1.09	0.88	1.05	1.54	1.28	1.33	1.05	1.02
Lost Time Rate	<b>Number of Lost Time Injuries</b>	25	18	11	8	18	25	16	19	15	24
	<b>Lost Time Rate</b>	1.01	0.70	0.36	0.28	0.54	0.70	0.45	0.59	0.45	0.66

## Forward Looking Statements

Statements included in this report that are not a description of historical facts are forward-looking statements. Words or phrases such as “believe,” “may,” “could,” “will,” “estimate,” “continue,” “anticipate,” “intend,” “seek,” “plan,” “expect,” “should,” “would” or similar expressions are intended to identify forward-looking statements and are based on Rogers’ current beliefs and expectations. This report contains forward-looking statements regarding our plans, objectives, outlook, 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 those indicated by the forward-looking statements. Other risks and uncertainties that could cause such results to differ include: the duration and impacts of the novel coronavirus global pandemic and efforts to contain its transmission and distribute vaccines, including the effect of these factors on our business, suppliers, customers, end users and economic conditions generally; continuing disruptions to global supply chains and our ability, or the ability of our suppliers, to obtain necessary product components; failure to capitalize on, volatility within, or other adverse changes with respect to the Company’s growth drivers, including advanced mobility and advanced connectivity, such as delays in adoption or implementation of new technologies; uncertain business, economic and political conditions in the United States (U.S.) and abroad, particularly in China, South Korea, Germany, the United Kingdom, Hungary and Belgium, where we maintain significant manufacturing, sales or administrative operations; the trade policy dynamics between the U.S. and China reflected in trade agreement negotiations and the imposition of tariffs and other trade restrictions, including trade restrictions on Huawei Technologies Co., Ltd. (Huawei); fluctuations in foreign currency exchange rates; our ability to develop innovative products and the extent to which our products are incorporated into end-user products and

systems and the extent to which end-user products and systems incorporating our products achieve commercial success; the ability and willingness of our sole or limited source suppliers to deliver certain key raw materials, including commodities, to us in a timely and cost-effective manner; intense global competition affecting both our existing products and products currently under development; business interruptions due to catastrophes or other similar events, such as natural disasters, war, including the ongoing conflict between Russia and Ukraine, terrorism or public health crises; the impact of sanctions, export controls and other foreign asset or investment restrictions; failure to realize, or delays in the realization of anticipated benefits of acquisitions and divestitures due to, among other things, the existence of unknown liabilities or difficulty integrating acquired businesses; our ability to attract and retain management and skilled technical personnel; our ability to protect our proprietary technology from infringement by third parties and/or allegations that our technology infringes third party rights; changes in effective tax rates or tax laws and regulations in the jurisdictions in which we operate; failure to comply with financial and restrictive covenants in our credit agreement or restrictions on our operational and financial flexibility due to such covenants; the outcome of ongoing and future litigation, including our asbestos-related product liability litigation or risks arising from the terminated DuPont merger; changes in environmental laws and regulations applicable to our business; and disruptions in, or breaches of, our information technology systems. Should any risks and uncertainties develop into actual events, these developments could have a material adverse effect on the Company. 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.



# ROGERS CORPORATION

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