

## Emerson At-A-Glance



Read the full report [here](#)

# EMR

NYSE

### COMPANY PROFILE

Emerson is a global leader in automation software and technology. We partner with customers in critical industries like energy, chemical, power and renewables, life sciences and factory automation to help them operate more sustainably while improving productivity, energy security and reliability.

### Headquarters



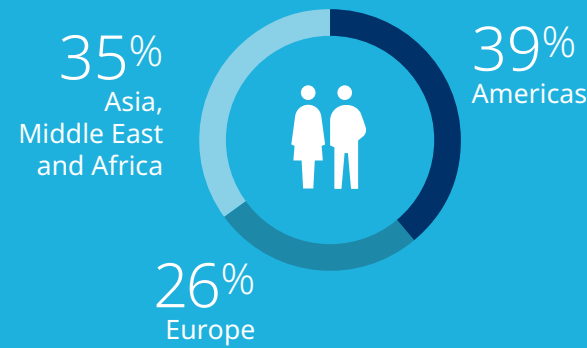
Founded 1890

18,100 active patents

67 years of increased dividends

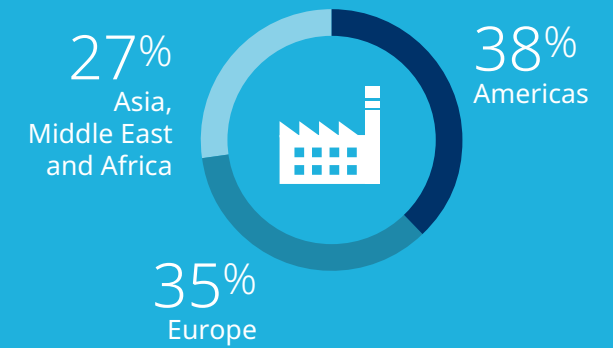
74,000 employees

### Geographic distribution



130 manufacturing locations

### Geographic distribution



\*The data/information on this page is current as of June 2024.

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[About Emerson](#)

[Environmental, Social and Governance information](#)

[Investor Information](#)

[Annual Report 2023](#)

# Environmental Sustainability Highlights



## GREENING OF EMERSON

**Net Zero Operations**  
by 2030 from 2021 baseline.

**52%** reduction in Scope 1 and 2 emissions intensity since 2021.

Named **ENERGY STAR® Partner of the Year** for a second year.

Achieve **100% renewable electricity** sourcing by 2030.

**49%** of electricity procured from renewable sources at Emerson locations worldwide.

*\*Excluding Scope 3 Category 15, Investments*

**Net Zero Value Chain**  
by 2045 from 2021 baseline.

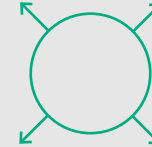
**4%** reduction in Scope 3 emissions since 2021.\*

**Zero Waste to Landfill**  
by 2032 from a fiscal 2022 baseline.

**56%** waste diversion rate across our manufacturing sites globally.

**CDP Climate Change Score A-.**

**8,600 employees** trained on environmental sustainability.



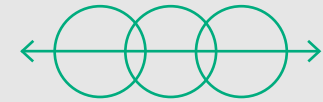
## GREENING BY EMERSON

Continue to progress our environmental sustainability efforts and investing in technologies, solutions and expertise to support customers in their **energy transition.**

Partnered with Syzygy Plasmonics to **electrify and decarbonize catalyst reactions** in chemical production using the power of light.

Selected by DG Fuels to automate new **Sustainable Aviation Fuel (SAF) production** facility in Louisiana.

Partnered with HaloSep to automate process of **converting household waste to power.**



## GREENING WITH EMERSON

Participation in **15 hydrogen associations** or groups worldwide.

In 2023, Emerson presented an **innovation exhibit** in the Expo City Green Zone of COP28.

Emerson became a **Terrawatt Partner** at Greentown Labs, the largest climate-tech incubator in North America.



# Social Responsibility Highlights

## EMPLOYEE ENGAGEMENT

Launched **leadership development toolkits** for people managers.

Enhanced **career development** resources.

Conducted first company-wide pulse check survey to assess employee sentiment.

## DIVERSE PEOPLE, WORKING TOGETHER

Progressed our goal of **doubling the representation** of women globally and U.S. minorities in leadership positions by 2030.

Established **annual summit** for employee resource groups to maximize impact across company culture.

## TALENT DEVELOPMENT

Attracted and developed **top talent** through our differentiated Engineers in Leadership, MBA Leadership and Co-op and Internship programs.

Enhanced learning programs to continue to equip employees with **key knowledge and skills** and help leaders foster inclusiveness and innovation.

Implemented **company-wide wellbeing programs and policies**.

## WORKFORCE DEVELOPMENT AND CORPORATE PHILANTHROPY

Partnered with hundreds of universities and colleges to foster effective training solutions, elevate technical and professional skills and **provide employment opportunities** to students.

Pledged **\$200 million** over 10 years, focusing on education equity in the communities where we operate.

Provided employees in need with grants from the **Support Our People Fund**, established to help with natural disaster, death of a family member, or impact to primary residence.

## WORKPLACE SAFETY

Goal to continuously work toward **zero recordable injuries**.

In fiscal 2023, more than **80% of Emerson's workforce**, spanning across all company locations worldwide, was engaged in a robust health and safety dialogue through formal joint management-worker Health and Safety (H&S) committees.

Achieved year-over-year reductions of **36%** in first aid cases and **23%** in recordable injuries.



Views from Grays Peak, CO  
Photo by Basanta Shrestha | Emerson Employee



# Governance and Accountability Highlights

## CORPORATE GOVERNANCE

The Board of Directors adopted Director term limits and **enhanced its oversight** of cybersecurity, human capital management and environmental sustainability.

The Board **added seven new Directors in the last five years**, underscoring the Emerson Board's commitment to ongoing refreshment.\*

**50%** of Directors are women or persons of color.\*

**2/3** of required Board Committees are chaired by women.

\*Depicts data/information effective August 2024

## INTEGRITY AND ETHICS

Ethics and reporting website and hotline **operated by independent third party** to allow for employee anonymity.

This year Emerson employees completed more than **150,000 regulatory compliance training courses**.

All employees are required to complete our company's **annual ethics training**.

## SUPPLY CHAIN

Working towards Emerson's **Net Zero emissions** across our value chain by 2045 from 2021 baseline.

Trained over **3,700 employees** on the Supplier Code of Conduct and sustainability topics.

Achieved **CDP Supplier Engagement Leader** status for a second year.

## CYBERSECURITY

Key elements of our primary data centers, cloud environments and our enterprise IT organization are **certified under ISO 27001**.

Emerson's Ovation™ technology was awarded **SAFETY Act Certification** coverage in February 2023.



Lake Superior at Hollow Rock, Grand Portage, MN  
Photo by: Daniel E. Vande Vusse | Emerson Employee