

Environmental

ACHIEVE CARBON NEUTRALITY



SMP GHG EMISSIONS REDUCTION GOALS

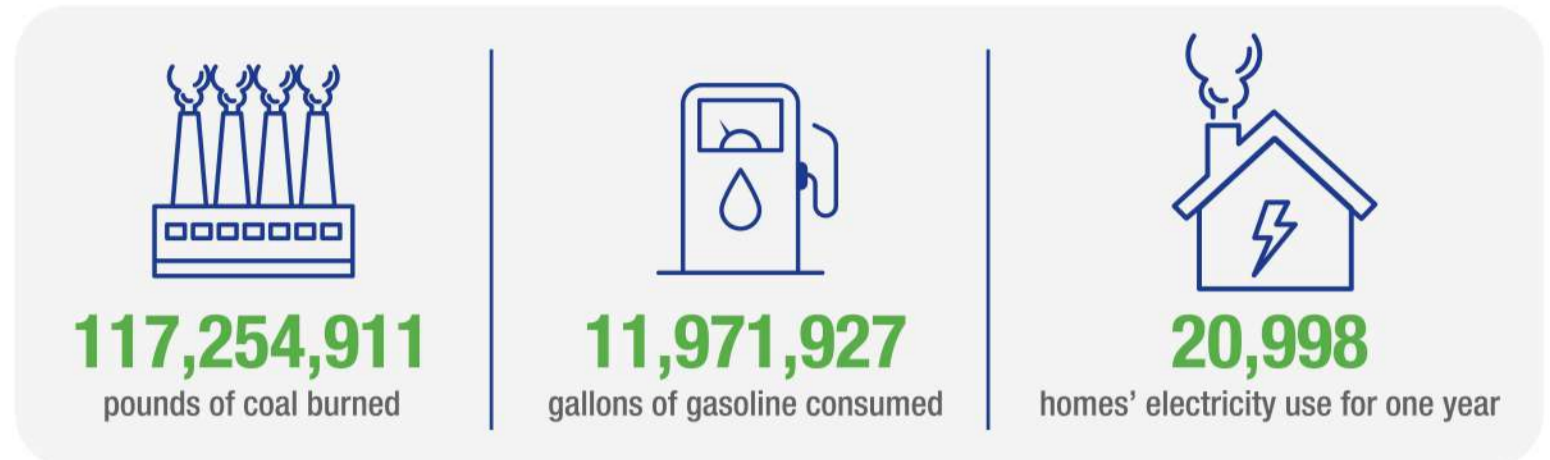
By 2030, reduce our total Scope 1 and Scope 2 GHG emissions by 25% compared to our 2019 baseline year.

By 2040, reduce our total Scope 1 and Scope 2 GHG emissions by 67% compared to our 2019 baseline year.

By 2050, achieve carbon neutrality in total Scope 1 and Scope 2 GHG emissions across the Company.

REMANUFACTURED PRODUCTS

We estimate that our remanufacturing processes in 2023 prevented more than 8,173 metric tons of material from entering landfills, and avoided the need to process certain base metals, such as aluminum, saving more than 152 million kWh of electricity.



HYBRID-ELECTRIC SALES FLEET



WASTE MANAGEMENT

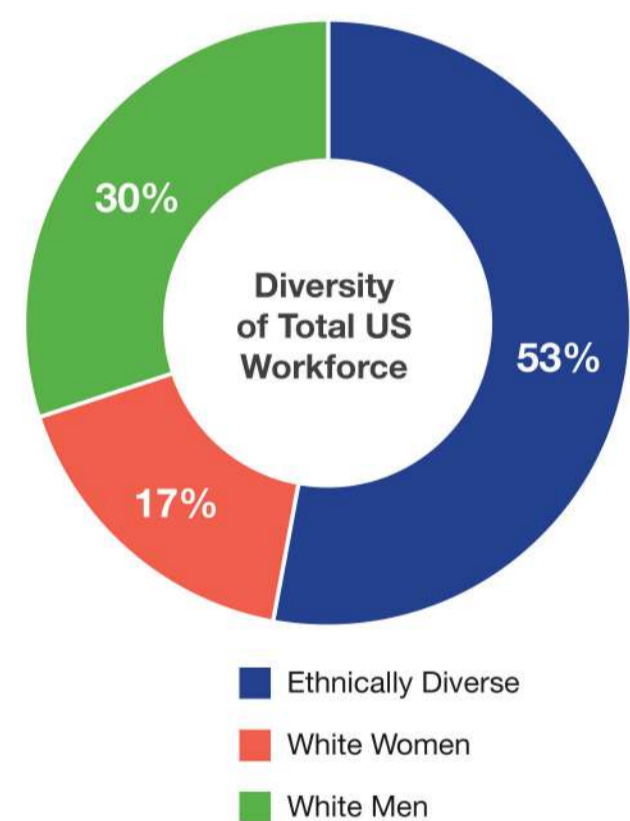


Social

DIVERSITY, EQUITY, INCLUSION & BELONGING



- 1 DIVERSE REPRESENTATION AT ALL ORGANIZATIONAL LEVELS
- 2 EQUITABLE TREATMENT AND OPPORTUNITY FOR EVERYONE
- 3 AN INCLUSIVE WORK EXPERIENCE FOR EVERYONE
- 4 IMPROVE ORGANIZATIONAL PERFORMANCE



Governance

BOARD COMPOSITION



BOARD OVERSIGHT & GOVERNANCE

CONSISTENT WITH SMP'S VALUES, OUR BOARD OF DIRECTORS OVERSEES AN ENTERPRISE-WIDE APPROACH TO RISK MANAGEMENT WHILE PROMOTING SMP'S LONG-TERM STRATEGIC OBJECTIVES AND ENHANCING SHAREHOLDER VALUE