

2021 Sustainability Report

Moving and improving the world

“For Wabtec, this moment presents an opportunity to use our strengths for a larger purpose: to move and improve the world. The heartbreak of the COVID-19 pandemic continues and the pace of recovery remains geographically uneven. However, one of the most important lessons is the fundamental imperative of accelerating our efforts across all aspects of environmental, social, and corporate governance (ESG) to better serve our employees, customers, communities, and shareholders in more sustainable ways.”

Rafael Santana, President & CEO

Wabtec's Sustainability Strategy

Our responsible business practices ensure that we are acting in accordance with our values. Likewise, sustainability priorities are embedded into our governance framework and leadership decision making. Our evolving portfolio of products and services enable us to make a substantial impact in improving the health of our planet and meeting an ambitious goal of a net-zero emissions rail technology future.

Sustainability Principles

Innovating with Purpose

We are committed to developing responsible and sustainable products that minimize the impact on the planet.

Driving Responsible Operations

We are committed to providing safe work environments and products that enable productive and efficient use of resources.

Empowering People and Communities

We are committed to driving an inclusive culture grounded in integrity, as well as to the development of and investment in the communities where our teams live and work.

Aligning to the United Nation's Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) represent a global agenda to address the most pressing challenges facing our world, including climate action and reducing inequities. We recognize the importance and urgency of this global initiative and how Wabtec plays a critical role in infrastructure, advancing quality of life, and furthering global development sustainably. As such, we see close alignment between the following SDGs and our strategy and sustainability priorities.

INNOVATING WITH PURPOSE

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



DRIVING RESPONSIBLE OPERATIONS

6 CLEAN WATER AND SANITATION



8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



EMPOWERING PEOPLE AND COMMUNITIES

4 QUALITY EDUCATION



5 GENDER EQUALITY



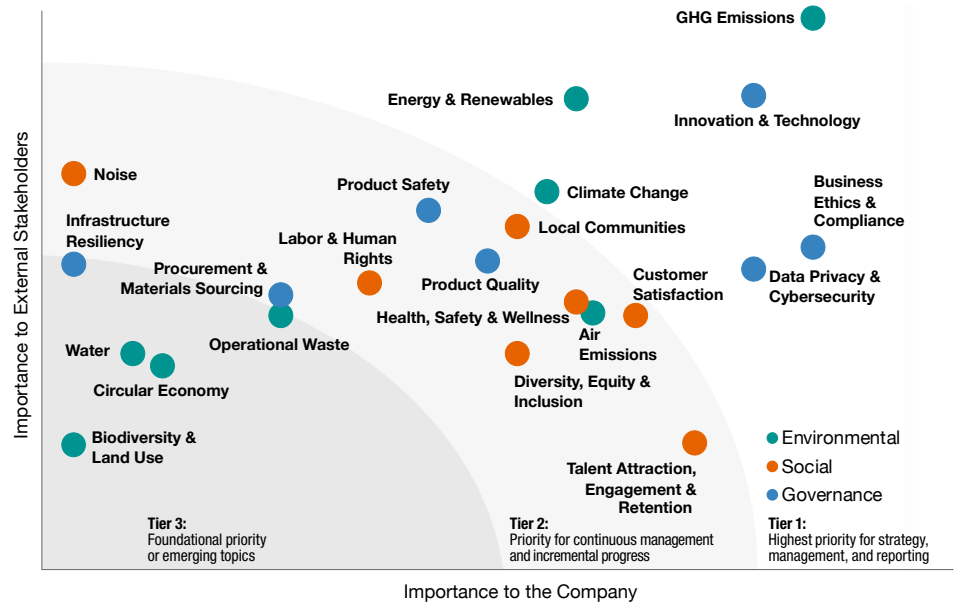
10 REDUCED INEQUALITIES



ESG Materiality Assessment

In 2021, we conducted a comprehensive ESG Materiality Assessment that included stakeholder involvement from employees, customers, shareholders, suppliers, business partners and industry associations to identify material ESG issues facing the Company. This analysis included a series of stakeholder interviews, documentation analysis, workshops and comprehensive discussions on the likelihood and business relevance of ESG risks and opportunities.

“Materiality” refers to the list of sustainability topics, including economic, social, and environmental issues, about which Wabtec communicates because they that have the highest relative priority for our stakeholders in furtherance of Wabtec’s sustainability goals in this context. It should not be confused with materiality for financial reporting or regulatory purposes.



Progress Against our Strategic Pillars

Innovating with Purpose

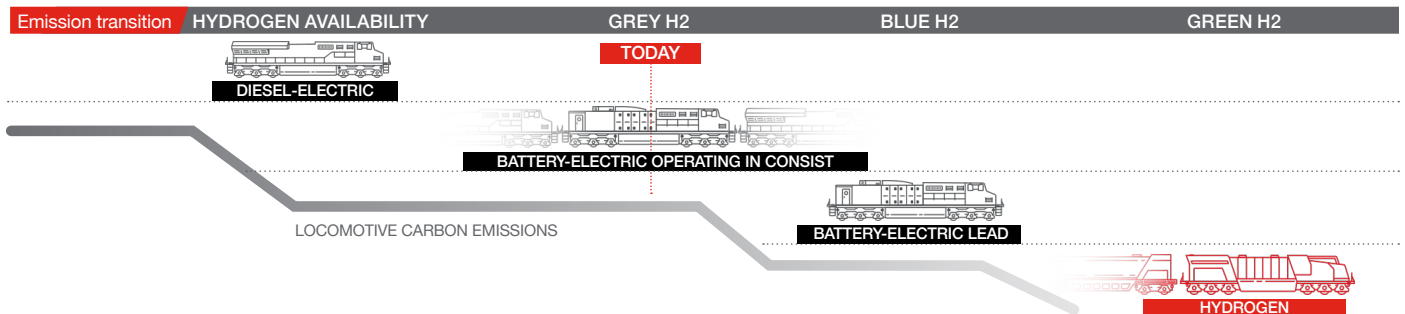
Wabtec is leading the transition to a more utilized, efficient, and decarbonized rail network. Our commitment to succeed in these efforts is underscored by our focus on continuing to position rail transportation as the safest and most sustainable way to move people and goods over land.

Today, we have the capability and expertise to transition diesel-powered locomotives to battery power, which drastically reduces emissions. We’ve also extended battery technology to other areas of our business and are driving several technology breakthroughs that boost transit

efficiency and reduce emissions and pollutants.

We are not stopping there. We expect to extend our technology further to include hydrogen fuel cells for rail and help lead the industry forward.

Roadmap to Zero-Emissions Locomotives



Wabtec’s Technological Innovation is Moving and Improving the World

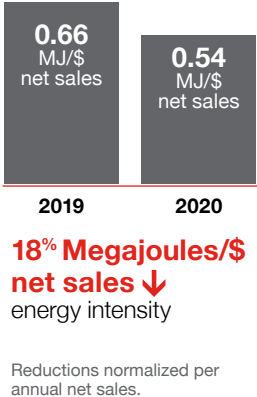
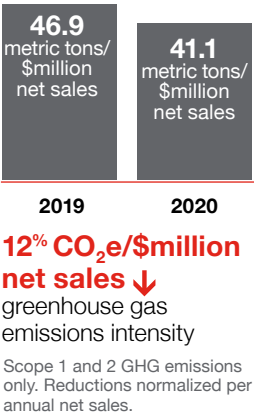
Over the last year, Wabtec took a bold step toward a low-to-zero-emission locomotive future with the delivery of the world’s first heavy-haul 100-percent battery-electric locomotive – called **FLXdrive**. The locomotive, powered by approximately 20,000 battery cells, was tested in revenue operation with BNSF Railway, the largest railroad in the U.S., and the California Air Resources Board across more than 13,320 miles of hilly terrain in San Joaquin Valley, California.

Wabtec’s **Trip Optimizer Zero-to-Zero** system is an advanced technology that allows a train to start from zero miles per hour (mph) and stop automatically using intelligent controls. This technology builds on Trip Optimizer’s proven performance, which has already saved railroads more than 400 million gallons of fuel since its inception.

Metroflexx Next Generation Braking System significantly reduces the weight, energy consumption, and lifecycle cost of a train. Metroflexx communicates with the train computer and traction equipment to optimize the use of electrodynamic braking and was designed with sustainability in mind – 95 percent of the system’s parts can be recycled at end-of-life.

Responsible Operations

Overall, Wabtec reduced GHG emissions from our operations by 12 percent in 2020, versus our 2019 baseline. Emissions decreased due to energy efficiency projects and business changes, such as rooftop consolidation. In 2020, energy intensity decreased by 18 percent versus 2019. Water consumption in water-scarce regions, including India, Mexico, Spain, and the U.S., slightly increased year over year. The Company will continue to implement programs to conserve water through reuse and recycling, as well as other methods.



Driving Sustainability Through Next-Generation Production



This year, Wabtec started operations at Neighborhood 91 to drive innovation in rail through our growing additive manufacturing capabilities. Neighborhood 91 in Pittsburgh, Pa. is the first development in the world to both condense and connect all components of the additive manufacturing and 3D printing supply chain into one powerful production ecosystem.

Advancing a Circular Economy



Wabtec's locomotive modernization program updates aging locomotives with customized solutions that range from simpler changes like control system upgrades, to complex restorations such as the comprehensive transformation of a DC locomotive into an AC locomotive outfitted with state-of-the-art digital technology. These modernizations of older locomotives result in up to a 25 percent improvement in fuel efficiency, more than a **40 percent increase** in reliability, up to a **55 percent increase** in haulage ability, and up to a **20 percent reduction** in maintenance, repair, and overhaul expenses

Creating Safe Environments



Putting people first is at the heart of our core values. All company initiatives and decisions are viewed through this lens. To accomplish this, we endeavor to continuously improve and foster a culture that proactively addresses hazards, encourages learning, protects the environment, and drives the company towards its goal of zero accidents. In 2020, Wabtec continued its journey toward safety excellence. The year marked our **13th consecutive year** of injury and illness rate reductions.

Our Roadmap to Safety Excellence

2020

- Launched new **EHS Wabtec Management System**
- Launched **expanded EHS training** via Wabtec Learning Management System

2021

- Launched **safety leadership training** for plant managers
- Established **EHS organization model** centered on regional hubs
- **Risk reduction focus** on machine guarding

2022

- Revise and implement **WMS validation and compliance audit protocols** for sites
- Strengthen **business continuity planning** using lessons from global pandemic

2023

- Launch **safety leadership training** for front-line supervisors
- Build **EHS professional competency** and onboarding models

Empowering People and Communities

Workforce Diversity Training

Education is a significant driver of inclusion and the reason Wabtec invested heavily in diversity training for all employees over the last year, including specialized training for people leaders. Partnering with MindGym, a leading psychology-based training and developing company, team members worked to build a company-wide foundation for DE&I by delivering course content that was on the behaviors that lead to inclusivity. In 2021, more than 4,000 Wabtec employees participated in Diversity and Inclusion training

Wabtec Debuts on 2021 Corporate Equality Index

This year, Wabtec debuted on the Human Rights Campaign Foundation's Corporate Equality Index (CEI), building upon the Company's commitment to foster a culture of diversity, inclusion, and belonging.

The CEI criteria are constantly evolving and raising the bar to reflect best practices for LGBTQ inclusion and to drive companies to improve upon their commitment to the community.



Wabtec's Employee Resource Groups

Wabtec's Employee Resource Groups – open to all employees – play a big role in amplifying these efforts.

These groups include:



African Heritage Forum



Asian Pacific Forum



Hispanic / Latino Forum



MyAbilities Forum



Pride Forum



Veterans Forum



Women of Wabtec

Corporate Headquarters
PITTSBURGH, PA

We are Wabtec

Wabtec is a leading global provider of equipment, systems, digital solutions, and value-added services for the freight and transit rail sectors. Drawing on over 150 years of experience, we are leading the way in safety, efficiency, reliability, innovation, and productivity. Whether it's freight, transit, mining, industrial, or marine, our expertise, technologies, and people – together – are accelerating the future of sustainable transportation.

\$7.6B
2020 REVENUES

62%
NON-U.S.
EMPLOYEES

~25K
EMPLOYEES
as of 12/31/20; excludes
contingent workers

38%
U.S. EMPLOYEES

~50
COUNTRIES
WITH WABTEC
OPERATIONS