

2025 SUSTAINABILITY HIGHLIGHTS

Revolutionizing the Way the World Moves for Future Generations



About This Report

The purpose of this report is to enhance our transparency and improve stakeholder engagement related to our sustainability strategy and initiatives. The period covered by this report spans the full year ending December 31, 2024, unless otherwise stated. Descriptions of policies, practices, and programs may reflect the most current information available.

We provide information on Wabtec’s programs consistent with the frameworks outlined by the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD), now covered by the International Financial Reporting Standards (IFRS) Foundation. We also are guided by other international guidelines and conventions, such as the United Nations Global Compact (UNGC) and the United Nations Sustainable Development Goals. As a member of UNGC, we report on our progress and demonstrate how our strategies and operations are aligned with the Ten Principles of the UNGC, which address human rights, labor, environment, and anti-corruption.

When we use the terms “Wabtec,” “Company,” “we,” “us,” or “our” in this report, we mean Wabtec Corporation and its subsidiaries on a consolidated basis, unless otherwise stated or implied through the context.

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ADDITIONAL INFORMATION

[Wabtec’s 2023 Sustainability Report](#)

[Wabtec’s Climate Report](#)

[Wabtec’s 2024 Sustainability Metrics Report](#)

[2025 Proxy Statement](#)

[2024 Annual Report/10-K filing](#)



[Sustainability Report Archive](#)

CONTACT US

Wabtec welcomes feedback and enquiries from our stakeholders at sustainability@wabtec.com.

HOW TO USE THIS REPORT

This report uses interactive features to link to various parts of the report or access additional content online.

- Hyperlink to specific content in report
-  Link to external content or more information on our website
-  Link to our Sustainability Metrics section

About Wabtec

Wabtec is a global provider of value-added, technology-based locomotives, equipment, systems, and services for the freight rail and passenger transit industries, and the mining, marine, and industrial markets. Our highly engineered products are designed to enhance safety, improve efficiency, and reduce lifecycle costs — playing a critical role in locomotives, freight cars, transit vehicles, and buses worldwide.

With a flexible and expanding portfolio of innovative technologies, Wabtec is supporting customers in meeting their sustainability goals and advancing progress through enhanced energy efficiency.

ADDITIONAL RESOURCES:

[Vision, Mission, and Values](#)

[Investor Relations](#)

VISION

Revolutionize the way the world moves for future generations

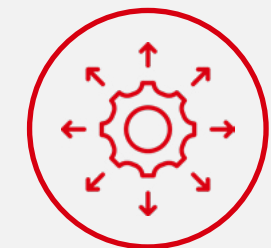
MISSION

Unlock our customers' potential by delivering innovative and lasting transportation solutions

VALUES



**People
First**



**Expand the
Possible**



**Embrace
Diversity**



One Wabtec

PARTNER IN RAIL INNOVATION FOR 155+ YEARS

FREIGHT SEGMENT

Equipment

~20%

of the world's rail freight is moved by a Wabtec locomotive

Services

~8M

messages monitored daily on Wabtec locomotives

Components

~20%

of global freight cars have Wabtec products on them

Digital Intelligence

>500M

gallons of fuel saved with Trip Optimizer™, reducing carbon emissions by up to 500,000 tons per year

TRANSIT SEGMENT

Transit

>85%

of all major transit systems in the world include Wabtec equipment

A GLOBAL LEADER IN FREIGHT AND TRANSIT RAIL TECHNOLOGIES

Approximately
29,500
employees

Operating in
50+
countries

39%
of employees in
the U.S.

2024 sales of
\$10.4B

We provide our products and services through two principal business segments: the Freight segment and the Transit segment.

WABTEC OPERATES ITS BUSINESS IN TWO SEGMENTS



**FREIGHT
72%**

Providing fuel-efficient locomotives, components, and digital solutions to customers across the world through best-in-class manufacturing facilities, global services, and an unrivaled product breadth.



**TRANSIT
28%**

Offering affordable, low-emission, safe, and convenient mobility solutions for rail transit systems across the globe through the largest product portfolio in the industry.

2024 REVENUE BY BUSINESS LINE¹

8%
DIGITAL INTELLIGENCE

15%
COMPONENTS

20%
EQUIPMENT

\$10.4B

**2024
REVENUE**

28%
TRANSIT

29%
SERVICES

¹ During the first quarter of 2025, Management realigned businesses within the Freight Segment. Historical amounts have been reclassified to conform to the current period presentation.

Sustainability Strategy

Wabtec’s sustainability strategy is underpinned by our mission: **to unlock our customers’ potential by delivering innovative and lasting transportation solutions**. We seek to capitalize on market opportunities and reduce safety and environmental risks, while creating value for our customers, employees, and other stakeholders.

Our Vision

Wabtec is committed to creating sustainable value through innovative rail technologies and responsible business practices, benefiting all Wabtec stakeholders.

Our Principles



Innovating with Purpose

We are committed to developing responsible and sustainable products.

Our Actions

- Providing key technologies to enable sustainable transportation in growing cities around the world.
- Developing product innovations that improve safety and reduce emissions, energy consumption, and waste.

Alignment with the UN Sustainable Development Goals



Driving Responsible Operations

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

Our Actions

- Striving to provide customers with quality equipment that delivers the best value for their businesses.
- Reducing our operational carbon footprint and maintaining a circular flow of materials, energy, and water within our manufacturing processes.
- Protecting the health and safety of our employees and partners.



Empowering People and Communities

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

Our Actions

- Strengthening our innovative capacity through inclusivity.
- Nurturing our people by providing continuous learning and development opportunities to help all Wabtec employees reach their full potential.
- Partnering with a wide array of local institutions and organizations across the globe to support communities and to provide educational opportunities for young scholars (including membership in UNGC).



2024 EXTERNAL RECOGNITIONS



Wabtec was recognized and featured in **United Nation’s Vision 2045 Campaign**. Wabtec is featured in the series as an innovator, developing technologies that enable the freight and transit rail industries to build upon their leadership in efficiency and sustainability. Check out the [documentary](#).



The **Norfolk Southern Thoroughbred Sustainability Partner Award**, in recognition of our corporate programs that achieve significant energy efficiency savings.



A **CN EcoConnexions Program Silver Partner**, celebrating our dedication to building a more sustainable future through our support of climate action, environmental impact reduction, and the implementation of sustainable and ethical business practices.



Union Pacific’s 2024 Sustainability Partner Award, for the second consecutive year, based on our innovative business practices to reduce our environmental impact and our work driving meaningful change in sustainability.



Top Employer certification awards in Italy (third time), Spain (fourth time), and Czech Republic.



Our Wabtec Transit business segment received **an overall score of 83, Platinum status**, from Ecovadis in 2024.

A more detailed list of the recent recognitions and awards can be found on [the Wabtec Corporation website](#).

Embedding Sustainability: First Wabtec Sustainability Awards



2024 Sustainability Awards



170
projects
submitted

From teams
across
50
countries

Recognizing the power of the collective action that takes place across our organization and celebrating its positive impact, Wabtec hosted **Sustainability Awards** for the first time in 2024.

Four projects representing our sustainability principles received awards.



Innovating with Purpose

The **Mining Haul Truck Electrification** project, led by our engineering teams in the U.S., Germany, and India, aims to electrify oversized haul trucks used in mining operations with Wabtec's latest technologies like our pantograph and AC drive system.

Our teams are advancing the sustainable extraction of critical raw materials. The project result is 28 liters of fuel saved per trip, **700 tons of CO₂ saved per truck annually, with increased productivity – thanks to a 78% increase in climbing speed.**



Wabtec Special Sustainability Award

Our **Wabtec Piossasco, Italy site won a Special Sustainability Award** for the team's ongoing commitment to reduce their emissions and improve their local ecosystem.

The project includes the use of the on-site generated renewable energy, **powering 18% of the site's operations** in 2024. Another disruptive initiative on this site was the implementation of R472 gas for the climatic chamber – cutting the Global Warming Potential (GWP) impact by 95%, and the installation of a leak detection system that further minimizes emissions. The Piossasco site also improved the nearby ecosystem by **settling six beehives, developing a rainwater harvesting system, and planting 500+ trees**, including Paulownia and Linden trees. These species are known for their exceptional ability to absorb carbon dioxide from the atmosphere, maintaining high air quality near operations.



Driving Responsible Operations

The **Grove City site Waste Energy Recapture** project, offering an innovative solution to recapture energy from the engine testing process and then use it to power one of Wabtec's largest operating sites.

The Grove City team identified a major opportunity during their lean workouts: by upgrading the engine test bays, they could capture the energy produced during testing and convert it into electricity to help power the site. This recovered energy could **offset more than 40% of the site's electricity needs**, equivalent to powering 1,000 average U.S. households. The success of this **project led the Wabtec team to receive a Sustainability Award** from one of our North American Class I railroad customers, Norfolk Southern.



Empowering People and Communities

An initiative in India, **Enabling Education and Accelerating Careers**, that improves the lives of women and children by providing school infrastructure, targeted training, and scholarships.

Through our dedicated team in India:

- **890** scholarships provided to engineering students from low-income families
- **+500** women trained in professional skills, empowering them to earn an independent income
- **+3,000** children across the country supported through educational initiatives in literature and art
- **60** schools upgraded with science and computer labs, digital classrooms, and functional toilets.



Sustainability Governance

Our sustainability governance framework begins with our Board of Directors, which through its Risk and Public Policy Committee, oversees the Company’s strategy related to enterprise risk management, including but not limited to environment, health, and safety (EHS) matters, climate change, and sustainability reporting.

Business Ethics and Compliance

- Established a Sustainability Disclosure Subcommittee to enhance our governance for external reporting, which includes representatives from key corporate functions, such as Sustainability, EHS, Human Resources, Legal, and Finance Controllership.
- Published our first [Climate Report](#) in line with Task Force on Climate-related Financial Disclosures (TCFD) recommendations.
- Updated our [Supplier Code of Conduct](#) in 2024, ensuring all suppliers acknowledge our Code of Conduct at the time of onboarding. Refer to the [Sustainability Metrics](#) section for our supply chain management metrics.
- Expanded Wabtec’s Compliance Champions program to include a broader range of locations and sites.

Cybersecurity and Data Privacy

- Achieved ISO 27001 certification, covering our headquarters in Pittsburgh and six European locations.

- Hosted Data Privacy Week in January 2024 to foster a commitment to understanding and respecting data privacy, including defining “personal data,” and security measures and safeguards to protect personal data.
- Achieved IEC 62443-4-1 certification, a benchmark for cybersecurity development lifecycle processes used in industrial automation and control systems (IACS) products for customers in the rail, transit, mining, industrial, and marine industries. See our [Product Cybersecurity](#) webpage for additional information.

Artificial Intelligence (AI)

- Established Wabtec’s AI Policy in early 2025, to define the Company’s principles concerning the use of AI technologies across the organization.
- Launched Promenade, an internal AI training and certification program designed to empower Wabtec employees with the knowledge and skills to leverage AI in their respective roles.

FOR MORE INFORMATION RELATED TO OUR GOVERNANCE AND RISK MANAGEMENT, INCLUDING CLIMATE-RELATED RISK AND OPPORTUNITY:

[Sustainability: Governance & Ethics](#)

[Wabtec’s Corporate Governance Guidelines](#)

[Wabtec’s Code of Conduct](#)

[Responsible Sourcing / Supply Chain Risk Management](#)

PRIORITIZATION AND MANAGEMENT



In 2024, we refreshed our sustainability priorities reflecting the areas of highest importance to Wabtec and our stakeholders. In partnership with an external advisor, we reevaluated Wabtec’s priorities related to sustainability matters, as first determined in 2021. Through stakeholder interviews and consideration of potential financial impact, we updated the priority topics to include **Product Safety and Quality**.

This topic has always been core to our business and is now included in our sustainability priorities². See the [Innovating with Purpose](#) section for our approach to Product Safety and Quality.

² Topics ‘Greenhouse Gas Emissions’ and ‘Energy and Renewables’ are now combined to ‘Greenhouse Gas Emissions and Energy’.

Innovating with Purpose

At the core of our sustainability strategy is our commitment to innovation that delivers real-world impact and creates long-term value. Through close engagement with customers and responsiveness to evolving global markets and standards, we design and deliver technologies that drive operational efficiency, improve environmental outcomes, and maintain the highest standards of safety and quality.

Industry and Customer Driven

Wabtec collaborates with and invests in partnerships that unite diverse public and private sector stakeholders³ who play a pivotal role in advancing the transformation of the rail industry.

- Actively engaged in InnoTrans, the largest trade fair for transport technology worldwide in 2024. We hosted a cross-industry roundtable conversation with operators, manufacturers, and industry experts, focused on sustainable manufacturing and operation of trains.
- The 2024 Alternative Energy Conference, held in Chicago, marked the sixth time this biannual meeting was organized by Wabtec. Participants included customers, suppliers, industry associations, subject matter experts, and Wabtec leaders.
- Showcased Wabtec’s latest mining technologies at the MINExpo International, the mining industry’s largest tradeshow held in Las Vegas, Nevada.

Innovation and Technology

Wabtec strives to provide products and technologies across our large installed base and new assets with built-in flexibility in response to the market’s requirements and evolving customer needs.

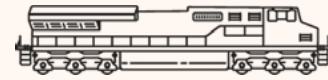
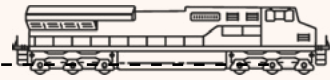
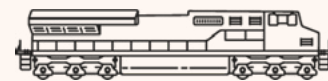
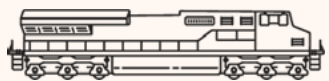
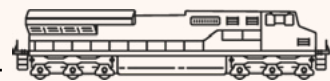
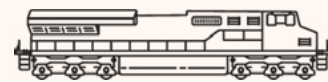
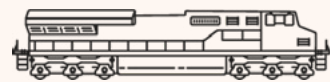






- Wabtec’s fuel-efficient heavy haul freight locomotive, EVO eTurbo, boosts fuel efficiency by 5%.
- Delivered R255 hybrid battery-diesel work locomotives to New York’s Metropolitan Transit Authority, advancing next-generation hybrid technologies while improving local air quality, particularly in subway tunnels.
- Wabtec’s locomotive modernization program continues to grow and drive positive environmental impacts by reducing waste, extending the life of equipment, and increasing fuel efficiency. In 2024, Wabtec and CSX Corporation signed a contract to modernize 200 locomotives. See the details [here](#).
- Continuing to advance Wabtec’s **Product Capability Goals**, as disclosed in our **Climate Report**.

³ A detailed list of our industry association memberships can be found on [the Wabtec Corporation website](#).

⁴ Compared to U.S. Environmental Protection Agency Tier 3 emissions standards.

⁵ Smart HPT optimizes train performance for a given horsepower per ton (HPT) target. Positive Train Control (PTC) communication solutions offer improved reporting and data analytics capabilities.

LOCOMOTIVE TECHNOLOGY ROADMAP FOR SUSTAINABILITY

		Past	2025	Future	Potential Sustainability Outcomes
Engine	Tier 4	Introduced Evolution Tier 4 locomotive in 2013 		Tier 4 High Efficiency 	<ul style="list-style-type: none">• 76% NOx & 70% PM reductions⁴• 8% CO₂ reduction
	Modernization	Delivered first DC to AC modernization in 2015 	FDL Advantage 	EVO Advantage 	8% CO ₂ reduction
	Biofuels	Advancing the adoption of biofuel Immediate Scope 1 and 3 GHG reductions, minimal operation disruption			>60% CO ₂ reduction
	NextFuel™ Alternative fuels	Natural gas-powered locomotive 		Fuel agnostic locomotive (hydrogen, ethanol, methanol) 	Up to 80% CO ₂ reduction
Alternative Power	Battery Mainline Hybrid Consists & Switcher and Local	Demo 	FLXdrive 2.0 & FLXswitch 	FLXdrive 3.0 	<ul style="list-style-type: none">• 100% CO₂ and constituent emissions reduction• Noise reduction
Digital Solutions	Smart Cruise & Power Control Solutions	Launched Trip Optimizer™ (TO) in 2009 	TO with LOCOTROL, Smart HPT, and PTC ⁵ 	Network Pacing and Zero-to-Zero Air Brake Control 	<ul style="list-style-type: none">• 30% CO₂ reduction• Significant fuel & time savings

PRODUCT SAFETY AND QUALITY

In line with our corporate value of People First, we prioritize safety in the design and development of our products, services, and solutions. Wabtec is committed to strong product safety and quality systems management. Whether developing traditional or next-generation technologies, we adhere to rigorous safety testing protocols and compliance requirements throughout the product lifecycle.

Our incident investigation process, combined with the collection of use-phase data and feedback from customers, enables us to assess safety-related events across the industry and identify potential implications for our products. This proactive approach supports continuous improvement and risk mitigation. To maintain transparency and uphold our dedication to safety, we have established a customer notification protocol to communicate any product-related concerns.

We also seek to ensure the highest standards of operational quality. Many of our global sites have received certifications, such as ISO 9001, ISO 45001, and ISO 14001, that attest to the high level of quality and safety to which our operations adhere. Refer to the [Sustainability Metrics](#) section for external quality and safety certifications.

In recent years, we have experienced an acceleration in safety innovation that focuses on AI, automation, and digital solutions. As these technologies take center stage in rail innovation, Wabtec is committed to providing robust and secure products to customers.

Examples of how Wabtec is advancing safety include:

- [Wabtec Implements Advanced Collision Avoidance System at Mining Sites](#)
- [Data-Driven Incident Response](#)
- [Monitoring Asset Health with KinetiX](#)

Wabtec Transit Sustainability

Our Transit business spans 15 product lines – including braking systems, doors, air conditioning, couplers, and passenger information systems – that deliver operational improvements and savings for Wabtec’s transit customers, while advancing the sustainability of mass transit systems worldwide.

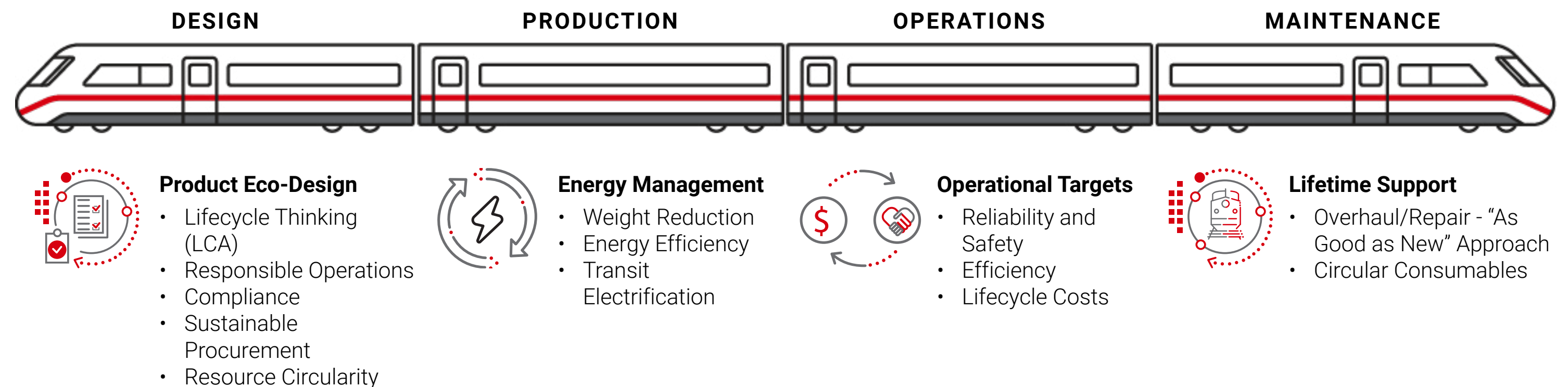
- Wabtec’s Green Friction technologies, tackling fine particle pollution in tunnels, help reduce PM emissions by up to 90%, an impact independently verified by researchers at the University of Naples. See how these technologies are supporting the [Paris transit system](#).
- Our HVAC solutions offer up to 25% lower power consumption by intelligently adapting to daytime conditions, passenger occupancy rates, and braking energy availability.
- Partnered with International Union of Railways (UIC) to obtain the UIC certification of Wabtec’s Adaptive Wheel Slide Protection system, demonstrating the Company’s strong commitment to quality and innovation in train braking components.
- Progressing our Life Cycle Assessment (LCA) initiative that began in 2022. This methodology identifies environmental

hotspots across every stage of a product’s lifecycle and guides our eco-design measures. To date, we have performed LCAs for approximately 50% of 130 reference products across 12 Transit product lines, with a focus on cradle-to-gate carbon footprint assessments. Our methodology is aligned with international standards, including ISO 14040, ISO 14044, and ISO 14025.

- Wabtec’s Transit business segment released a [Sustainable Procurement Policy](#) in March 2024 that highlights a new supplier onboarding process.
- The International Railway Industry Standard (IRIS) certification, a global quality management system based on the ISO 9001 standard, covers 95% of our Transit rail manufacturing operations by labor hours and 50% of certified sites have reached gold and silver levels.

Visit Wabtec’s [Sustainability: Innovating with Purpose](#) webpage for the additional information related to our Freight and Transit strategies.

WABTEC TRANSIT SUSTAINABILITY STRATEGY



Driving Responsible Operations

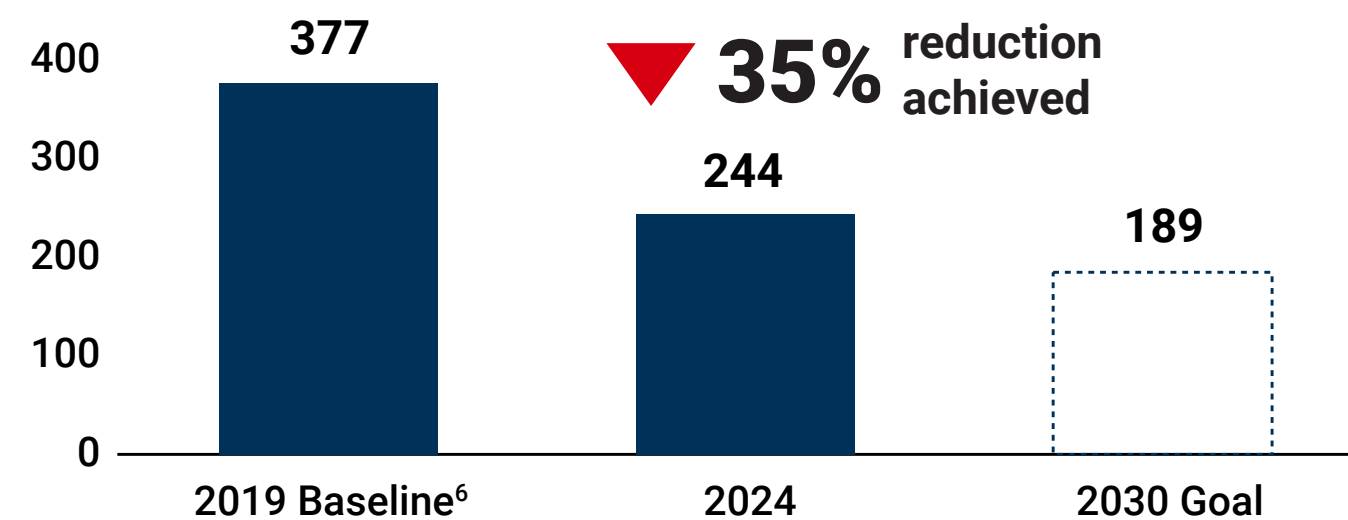
Driving Responsible Operations means that we strive to use resources productively and efficiently and to provide safe work environments for our employees. Our 2030 goals on climate, water, and workplace safety highlight these guiding principles.

Greenhouse Gas Emissions and Energy

- Progressing toward our 2030 goal to reduce Scope 1 and 2 absolute emissions by 50%. Our operational carbon footprint was 244 thousand metric tons of CO₂e in 2024, down 35% from the 2019 baseline.
- Generated approximately 8,400 MWh of renewable energy using our on-site solar panel installations, with more than 67% of that power consumed in direct operations. Since the launch of our solar initiative in 2021, Wabtec has avoided more than 6,800 metric tons of GHG emissions.

For additional metrics related to our emissions and energy consumption, including Scope 3 emissions, see the [Sustainability Metrics](#) section.

WABTEC'S SCOPE 1 AND 2 EMISSIONS (IN THOUSAND tCO₂e)



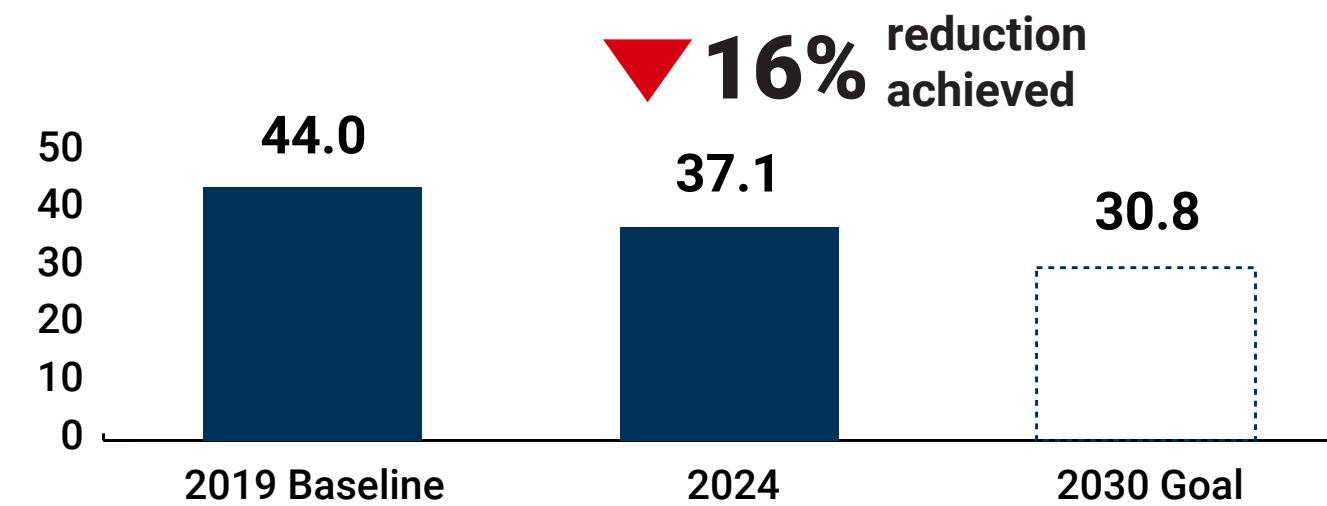
⁶ Recalculated in 2025 to reflect the Company's current portfolio.

⁷ Approximately 20 of Wabtec's current manufacturing facilities are located in areas with greater than 80% water scarcity, as defined by the World Resource Institute's Aqueduct Global Water Risk Tool.

Water

- Progressing on our 2030 goal to reduce our water consumption at sites in extremely high water-stress areas by 30%, identifying those areas using the [World Resources Institute's Aqueduct](#). In 2024, we reduced water consumption at these facilities by 16% compared to the 2019 baseline, from 44.0 million gallons to 37.1 million gallons.

WABTEC'S WATER CONSUMPTION IN WATER SCARCITY AREAS⁷ (IN MILLION GALLONS)



FOR MORE INFORMATION RELATED TO OUR CLIMATE AND WATER STRATEGY:

- [Scope 1 and 2 & Scope 3](#)
- [Energy and Water Management](#)
- [Wabtec Climate Report](#)

SPOTLIGHT: OUR ERIE, PA SITE

Our Erie, Pennsylvania site implemented the Company's largest single GHG reduction project to date, reducing Wabtec's total Scope 1 emissions by 6%. Recognizing the inefficiency of running large boilers and a central steam system for low, process-only usage during warmer months, the team replaced and modified ovens, parts washers, and test equipment so these processes could run independently. With improved efficiency and a summer steam system shutdown, the Erie Boiler Project is expected to yield an 8,000 metric ton reduction in GHG emissions annually.



Environment, Health, and Safety

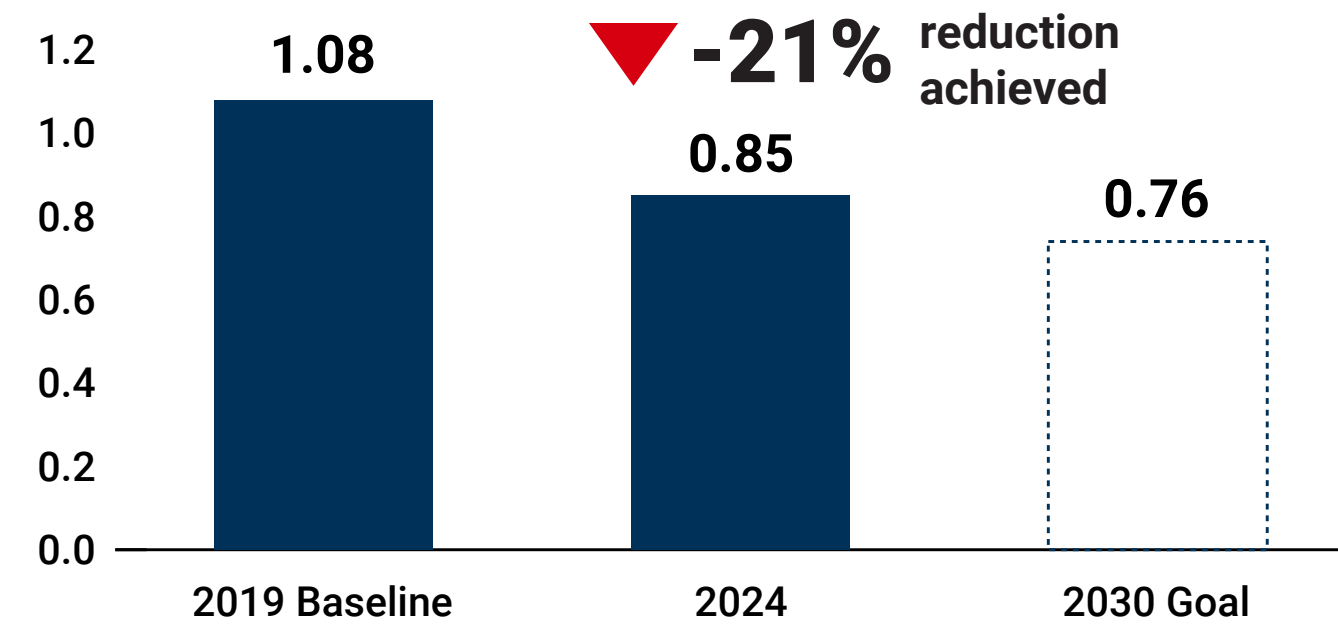
Putting People First is how we do business at Wabtec. Our EHS program has a longstanding commitment to continuously improve and foster a culture that proactively reduces risks and hazards in our operations, protects the environment, ensures regulatory compliance, and encourages learning and development.

- Launched our People First Commitments – simple action statements to remind Wabtec employees what matters most.



- By embedding safety at every level of our organization, we achieved zero fatalities in 2024 and progressed on our safety goal to reduce the workplace illness and injury rate 30% by 2030. In 2024, we achieved a 21% reduction from the 2019 baseline, a 5% reduction compared to the prior year.
- Trained over 800 employees from top managers to hourly employees in Hearts & Minds and EHS Fundamentals for Leaders, focusing on why employee health and safety matters.
- Gathered insights from more than 11,000 employees with our annual EHS perception survey to gauge EHS awareness and operational accountability across Wabtec.
- EHS Days 2024 was carried out in June, with a focus on the theme of One Wabtec – ONEHS: We Move Together!, underscoring our unified effort as One Wabtec to achieve our collective EHS goals.
- Conducted 12 EHS audits across all Wabtec operating units to evaluate EHS compliance, ensure implementation of Wabtec standards, and manage robust Corrective and Preventive Actions (CAPA).

TOTAL RECORDABLE INJURY AND ILLNESS RATE⁸



Waste

- Wabtec is remanufacturing a significant portion of materials to meet like-new standards and returning them for reuse. Since 2021, we have partnered with a Texas-based metal recycling center to create a sustainable process for the proper management of materials to be recycled or qualified for reuse. By reusing, recycling, or requalifying components from locomotive cabs, equivalent to 15,000 tons of metal and parts, we have prevented nearly 28,000 tons of GHG emissions.

FOR WABTEC'S ENVIRONMENTAL, HEALTH, AND SAFETY PROGRAM, INCLUDING WASTE:

- [Wabtec's EHS Policy](#)
- [Sustainability: Driving Responsible Operations](#)

For additional metrics related to our EHS program, see the [Sustainability Metrics](#) section.

⁸ The workplace injury and illness rate is calculated for every 200,000 hours worked by all employees and contingent/temporary workers.



Empowering People and Communities

People First


Wabtec’s Vision, Mission, and Values, released in 2023, have been progressively adopted throughout the Company. Reflecting their importance to how we operate, our core values are now embedded in our employee evaluation criteria and assessed on a 5-point scale as part of the annual performance reviews process.

- Successfully integrated an eLearning course, Living Our Shared Values: Wabtec Culture in Action, into the onboarding process.
- Launched Skillsoft Percipio, a new skill development platform offering curated content and AI-driven learning recommendations. Designed to support both salaried and hourly employees, the platform enables dynamic, immersive, and personalized learning paths to enhance professional growth. It offers more than 180,000 courses on topics spanning business management, finance, technology, leadership, and cloud-computing, among others.
- Approximately 3,700 Employee Resource Group (ERG) members globally. The groups, such as MyAbilities Forum, Women of Wabtec, and Veterans Forum, held networking events with Company leadership, managed formal mentoring and education programs, and invested in the communities in which Wabtec operates.
- Received the Employer Champion Award from the Society of Women Engineers.
- Established a formal policy on parental leave for our non-union hourly employees in the U.S.
- In early 2025, Wabtec’s first Employee Voice survey was launched and made available to all Wabtec employees. This anonymous survey was a great opportunity to collect valuable insights from Wabtec employees, contributing to positive changes in our organization.

Community Engagement

Wabtec actively supports the communities where we operate through meaningful engagement and investment. In addition to financial donations and investments that help stimulate local economic growth, our employees volunteer their time and skills to support a wide range of community-building projects. Among the many initiatives we supported globally:

- In collaboration with Penn State Behrend, we hosted “Wabtec Girls” – a week-long science, technology, engineering, art, and math (STEAM) camp for sixth- and seventh-grade students from schools in the Erie and Pittsburgh areas. Our STEAM program has been inspiring and supporting local youth for the past 13 years.
- Wabtec is a proud supporter of One Warm Coat, a national nonprofit organization dedicated to providing free coats to children and adults in need while promoting volunteerism and environmental sustainability.
- Partnered with a customer in Indonesia to address a critical biodiversity challenge by releasing endangered turtles into a protected deep-water area off the coast of Bali.
- In Erie, our employees volunteered their time to clean Lake Elizabeth as part of the “What the Muck” community clean-up event.





For the additional information related to our workforce, as well as donations and investments made in 2024, see the [Sustainability Metrics](#)  section.

SPOTLIGHT: OUR ROZA, INDIA SITE

Our team in Roza, India developed a Miyawaki forest in two phases, planting over 32,500 saplings across three acres to enhance local biodiversity and cultivate a healthier environment.




ADDITIONAL RESOURCES:

- [Our Culture](#) 
- [Wabtec Employee Resources Groups](#) 
- [Employee Benefits](#) 
- [Labor Relations / Collective Bargaining](#) 


Sustainability Metrics

Data	Measurement	2024 Performance
Environment		
Annual fuel saved with the use of Trip Optimizer™	Million gallons of diesel	149
Percent of annual organic investment in engineering, research and development (R&D)	Percentage (%)	6-7%
Total operational GHG emissions (Scope 1 and Scope 2)	Metric tons of CO ₂ e	243,885
Direct GHG emissions (Scope 1) ¹	Metric tons of CO ₂ e	139,071
Indirect GHG emissions (Scope 2, Location-based) ¹	Metric tons of CO ₂ e	139,088
Indirect GHG emissions (Scope 2, Market-based) ¹	Metric tons of CO ₂ e	104,815
Other indirect GHG emissions (Scope 3) ¹	Metric tons of CO ₂ e	54,012,509
Category 11: Use of Sold Products	Metric tons of CO ₂ e	52,444,925
Other Categories	Metric tons of CO ₂ e	1,567,584
Total direct and indirect energy consumed within the organization	Megawatt-hour (MWh)	1,064,955
Total renewable energy consumed	Megawatt-hour (MWh)	15,449
Total non-renewable energy consumed	Megawatt-hour (MWh)	1,049,506
Total direct energy consumed	Megawatt-hour (MWh)	667,955
Natural gas	Megawatt-hour (MWh)	457,653
Diesel	Megawatt-hour (MWh)	189,974
Biofuel	Megawatt-hour (MWh)	4.25
Other fuels (gasoline, propane, etc.)	Megawatt-hour (MWh)	20,324
Total indirect energy consumed	Megawatt-hour (MWh)	397,001
Purchased heating	Megawatt-hour (MWh)	13,859
Purchased grid electricity	Megawatt-hour (MWh)	377,488
Purchased emissions-free electricity	Megawatt-hour (MWh)	123,945
Purchased renewable electricity	Megawatt-hour (MWh)	9,791
Self-generated renewable electricity (i.e., on-site solar panels/photovoltaics) consumed	Megawatt-hour (MWh)	5,654
Water consumption from high water stress areas ²	Million gallons	37.1

1

The Wabtec GHG inventory follows the GHG Protocol. The data has been independently verified by Bureau Veritas. Bureau Veritas performed this limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 Revised Edition. Complete Scope 3 emissions for all relevant categories are available in the [assurance statement](#). 

2

The water data has been independently verified by Bureau Veritas. View the [assurance statement](#). 

Data	Measurement	2024 Performance
Social		
Number of global employees	Number	29,500
Percentage of employees outside the United States	Percentage (%)	61%
Percentage of employees in the United States ³	Percentage (%)	39%
Unionized U.S. workforce	Percentage (%)	16%
Non-unionized U.S. workforce	Percentage (%)	84%
Number of new employees within the reporting year	Number	4,963
Percent of total employee turnover rate	Percentage (%)	18%
Percent of voluntary employee turnover rate	Percentage (%)	13%
Number of employees completed online educational courses for retraining and/or upskilling purposes (e.g., Percipio)	Number	3,577
Number of Wabtec team members have participated in the Climate Fresk workshops to date (end of 2024)	Number	1,200
Number of Employee Resource Group (ERG) participants	Number	3,745
Number and percentage of operating sites externally certified with ISO 14001: Environmental Management Systems ⁴	Number	47
	Percentage (%)	24%
Number and percentage of operating sites externally certified with ISO 50001: Energy Management Systems ⁴	Number	6
	Percentage (%)	3%
Number and percentage of operating sites externally certified with ISO 45001, and/or OSHA 18001: Occupational Health and Safety Management Systems ⁴	Number	37
	Percentage (%)	19%
Number and percentage of operating sites externally certified with ISO 9001 and/or ISO 22163 / IRIS: Quality Management Systems ⁴	Number	153
	Percentage (%)	78%
Number and percentage of operating sites externally certified with AAR M1003: Specification for Quality Assurance ⁴	Number	38
	Percentage (%)	19%
Total workplace injury and illness rate	Rate	0.85
Percentage of reported Environmental, Health, and Safety (EHS) concerns addressed within the reporting year	Percentage (%)	88%
Percentage of reported near misses closed within the reporting year	Percentage (%)	85%
Number of high-risk country suppliers audited during the reporting year	Number	148
During the reporting year, has the Company identified suppliers where the risk related to human rights, labor, environmental and/or anti-corruption may be particularly severe?	Qualitative description	No
Investment in local communities made by Wabtec employees - 2024 Bids for Kids	Amount (USD)	251,100
Investment in local communities made by Wabtec and its employees - United Way	Amount (USD)	316,400
Investment in local communities through Wabtec Foundation “Caring for our Communities” disbursements	Amount (USD)	815,000

3 For the additional information on our U.S. workforce demographics, see Wabtec’s **Employer Information Report (EEO-1)**  filed for the 2024 fiscal year.



4 As of the first quarter of 2025.

Data	Measurement	2024 Performance
Governance		
Percentage of Board of Directors ⁵ having tenure of less than six years	Percentage (%)	44%
Percentage of Board of Directors have served in senior leadership roles and/or on the Boards of significantly sized publicly traded companies.	Percentage (%)	89%
Percentage of Board of Directors independent	Percentage (%)	89%

5 For further information on our Board of Directors, see Wabtec’s [2025 Proxy Statement](#). 

Product Capability Goals

Wabtec established product capability goals in line with our sustainability strategy. Emissions from the use of our freight products represent the largest share of Wabtec’s Scope 3 GHG emissions. These commitments help us capitalize on market opportunities and support our customers’ sustainability goals, while reducing climate-related risks to our business.

Freight locomotives with 100% biofuel (B20/R80) capability⁶ will be available with the following milestones:	2026 New and modernized high-HP ⁷ freight locomotives capable of 100% biofuel (B20/R80) in North America	2027 Low-HP modernization to provide capability for 100% biofuel (B20/R80)	2030 New and modernized freight locomotives with 100% biofuel (B20/R80) capability globally
	Progress Wabtec is now delivering new and modernized locomotives that have full material capability with biofuel. Field testing is ongoing to ensure continued emissions compliance.	Progress Research and development on capability requirements is ongoing.	Progress Wabtec has contracts to deliver biofuel-capable locomotives to a customer in Brazil. Field testing and design work for other locations are ongoing.
Wabtec will promote and demonstrate the viability of low- and zero-carbon fuels through:	Partnering with research institutions to complete demonstration of hydrogen combustion technologies by 2026	Achieving a hydrogen-powered locomotive demonstration by 2030	Collaborating with industry leaders to develop new technologies
	Progress Ongoing testing of port-injected hydrogen multi-cylinder test at Southwest Research Institute (SwRI).  Wabtec’s dual-fuel NextFuel™ Evolution Series Tier 3 Engine is being used for initial hydrogen testing at SwRI.	Progress Partnered with Linde and the U.S. Department of Energy (DOE) to demonstrate the feasibility of a high flow rate, cost effective, and safe transfer of liquid hydrogen – supporting the development of low-emission fuel infrastructure needed for a hydrogen locomotive.	Progress Partnering with the Oak Ridge National Lab, Argonne National Lab, and Convergent Science Inc. with support from the DOE and Federal Railroad Administration (FRA), we continue to advance low-emission propulsion technologies, with simulations and experiments of multifuel systems (methanol, ethanol, and hydrogen).
Wabtec will advance battery electric locomotive technology and promote industry adoption through continued improvements in technology and cost	Progress Wabtec’s FLXdrive battery electric locomotive for BHP is in production and expected to ship to Western Australia in 2025. Additionally, Wabtec delivered R255 Hybrid Battery-Diesel Work Locomotives for maintenance operations to New York’s Metropolitan Transportation Authority (MTA) for use across its subway network.		 Wabtec’s R255 Hybrid Battery-Diesel Work Locomotives for maintenance operations reduce emissions.

6 Locomotives and engines are considered biofuel capable when the materials are compatible with 100% biofuel blends. In North America, that capability extends to meeting emission requirements over the life of the engine for blends up to B20/R80, a mixture of 20% biodiesel and 80% renewable diesel.

7 High horsepower engines are those with an output of over 4,000 HP.

Sustainability Accounting Standards Board Index

Designation: Industrial Machinery and Goods

The SASB Standards, now a part of the International Financial Reporting Standards (IFRS) Foundation, is a set of standards that guides the disclosure of financially material and decision-useful sustainability information to investors. The table below maps Wabtec’s disclosures to the Industrial Machinery and Goods (RT-IG) Sustainability Accounting Standards for calendar year 2024.

Topic	Metric	Code	Unit of Measure	2024 Performance	Note
Energy Management	Total energy consumed	RT-IG-130a.1	Gigajoules (GJ)	3,833,839	For more information on the topic, please refer to the section on Greenhouse Gas Emissions and Energy . →
	Percentage grid electricity		Percentage (%)	35%	
	Percentage renewable		Percentage (%)	1%	
Workforce Health & Safety	Total recordable incident rate (TRIR)	RT-IG-320a.1	Rate	0.85	For more information on the topic, please refer to the section on Environment, Health, and Safety . →
	Fatality rate		Rate	0	
	Near miss frequency rate (NMFR)		Rate	3.82	
Fuel Economy and Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium and heavy-duty vehicles	RT-IG-410a.1	Liters per 100 tonne-kilometres	Not applicable as Wabtec manufactures non-road equipment (provider of locomotives, value-added, technology-based equipment, systems, and services for the global freight rail and passenger transit industries). For more details on our product portfolio, please refer to our 2024 Annual Report , pages 4-5. ↗	
	Sales-weighted fleet fuel efficiency for non-road equipment	RT-IG-410a.2	Liters per hour	232.43	
	Sales-weighted fuel efficiency for stationary generators	RT-IG-410a.3	Kilojoules per liter	Not applicable as Wabtec manufactures non-road equipment (provider of locomotives and value-added, technology-based equipment, systems, and services for the global freight rail and passenger transit industries). For more details on our product portfolio, please refer to our 2024 Annual Report , pages 4-5. ↗	
	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	RT-IG-410a.4	Grams per kilojoule (g/kJ)	(1)(a) 5.19E-04	Metrics on sales-weighted emissions of NOx and PM of on-road medium and heavy-duty engines and other non-road diesel engines are omitted due to lack of applicability.
			Grams per kilojoule (g/kJ)	(1)(b) 2.55E-03	
			Grams per kilojoule (g/kJ)	(2)(a) 6.27E-06	
			Grams per kilojoule (g/kJ)	(2)(b) 2.55E-05	

Topic	Metric	Code	Unit of Measure	2024 Performance	Note
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	N/A	Wabtec manufactures a wide range of products that contain certain critical materials such as tantalum and tungsten, but Wabtec does not purchase ore or unrefined materials directly from suppliers. We rely upon third-party suppliers, including certain single-sourced suppliers, for various components for our products. In the event of a shortage or discontinuation of certain raw materials or key inputs, we may experience challenges in sourcing some of our components to meet our production requirements. Escalation of cost of such minerals as well as disputes with significant suppliers, including disputes regarding pricing or performance, could adversely affect our ability to supply products to our customers and could materially and adversely affect our product sales, financial condition, and results of operations. Wabtec implements a multisource strategy. For more information on our risks associated with raw materials, please refer to our 2024 Annual Report , page 18, ↗ and our 2024 Conflict Minerals Report . ↗	
Remanufacturing Design and Services	Revenue from remanufactured products and remanufacturing services	RT-IG-440b.1	Reporting currency	Wabtec supports the circular economy through our remanufacturing programs. Modernizing end-of-life locomotives and engines extends product lifetime and provides a more efficient, upgraded solution for our customers. Wabtec does not separately report revenue from these services. For more information, please refer to the Modernizations and Remanufacturing section. ↗	
Active Metric	Number of units produced by product category	RT-IG-000.A	Number of engines/power generating equipment	1,916	For more information on our business segments and products, please refer to our 2024 Annual Report , pages 4-5. ↗
	Number of employees	RT-IG-000.B	Number	29,500	For more information on our approach to talent attraction, retention, and engagement, please refer to our 2024 Annual Report , pages 9-10. ↗

Forward-Looking Statements

This document contains forward-looking statements, which concern future circumstances and results and other statements that are not historical facts. Forward-looking statements are sometimes identified by the words “believe,” “commit,” “continue,” “could,” “endeavor,” “estimate,” “expect,” “goals,” “may,” “potential,” “predict,” “seek,” “target,” “will,” or other similar words or expressions. These forward-looking statements are based on current expectations and reflect assumptions about future market conditions, operations, and results. Accordingly, forward-looking statements are subject to risks, uncertainties, and assumptions. Should one or more of these risks or uncertainties materialize, or should underlying assumptions prove incorrect, actual results may vary materially from those indicated or anticipated by such forward-looking statements. Factors that could cause actual results to differ materially from such plans, estimates, or expectations include, among others, (1) Wabtec’s ability to implement its business plans, productivity improvements, and cost control objectives, including with respect to strategic sustainability initiatives and goals; (2) changes in the legal and regulatory environment, including environmental, health, and safety regulations, and taxes and tariffs; (3) changes in general economic, political, and/or industry specific conditions, including increases in competition, changes in freight or passenger rail traffic and customer demand, advances in technology, and changes in governmental policies relating to sustainability issues; (4) acquisition and investment-related risks, including risks associated with past acquisitions and our increased presence in emerging markets; (5) ability to attract, hire, and retain key personnel in line with our strategic sustainability priorities; (6) changes in the expected timing

of projects or initiatives related to our sustainability goals; (7) increases in manufacturing and compliance costs, including additional costs related to the implementation of sustainability initiatives; (8) the effects and costs of actions by third parties, including government agencies; (9) negative perceptions among investors regarding our environmental, social or sustainability projects, or controversies involving the environmental, social or sustainability impact of our business or industry; (10) potential disruptions, instability and volatility in global markets as a result of global military action, acts of terrorism or armed conflict, including Russia’s invasion of Ukraine; (11) cybersecurity and data protection risks; and (12) other risk factors as detailed from time to time in Wabtec’s reports filed with the Securities and Exchange Commission (SEC), including Wabtec’s annual report on Form 10-K and other filings made with the SEC.

The foregoing list of important factors is not exclusive. Any forward-looking statements speak only as of the date of this report. Wabtec does not undertake any obligation to update any forward-looking statements, whether as a result of new information or developments, changes in the assumptions on which they were based, future events or otherwise, except as required by law. Readers are cautioned not to place undue reliance on any of these forward-looking statements.

Information in this document should not be considered as part of, and is not incorporated by reference into, any registration statement, prospectus, offering memorandum, or other financing related document.





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