



FILTRATION FOR A THRIVING FUTURE

SUSTAINABILITY REPORT FISCAL YEAR 2025



Table of Contents

Introduction

- 3 From Our Leadership

Overview

- 4 Our Business
- 5 Sustainability Highlights
- 6 Strategy into Action: 2030 Sustainability Ambitions
- 7 Our Integrated Sustainability Strategy

Products

- 9 Reimagining Filtration to Deliver Customer Value
- 10 Engineered Solutions for the Future of Mobility
- 11 Fuel Flexibility: Preparing Filtration for the Evolving Landscape
- 12 Efficiency in Motion: Driving Results Through Reduced Hydraulic Oil Use
- 13 Filter Refill Program Supports Circularity in Semiconductor Manufacturing
- 14 Evolving Air Quality with Smart Solutions

Planet

- 16 Climate and Energy
- 17 Renewable Energy
- 18 Energy Efficiency
- 19 Waste Management
- 20 Water Management

People

- 22 Employee Health and Safety
- 24 Talent Acquisition
- 25 Employee Success and Development
- 27 Employee Well-being
- 28 Employee Connection and Inclusion
- 29 Community Impact
- 30 Employee Engagement

Governance

- 32 Sustainability Governance
- 33 Code of Conduct
- 34 Human Rights
- 35 Sustainable Procurement
- 36 Cybersecurity and Data Privacy
- 37 Product Quality

Appendix

- 39 About this Report
- 40 Data Table
- 43 Stakeholder Engagement
- 44 SASB Index
- 47 GRI Index

To help tell the story of our sustainability journey, Donaldson employees submitted photos for possible inclusion in the FY25 Sustainability Report. As you read, enjoy the authentic imagery and viewpoints from our team members around the world.

Cover Photo by Elizabeth Nelson, Donaldson employee



Rich Lewis
President and CEO



Kate Leiby
Director of Sustainability

Driving Sustainable Innovation and Progress for a Thriving Future

For more than a century, Donaldson has built its success on innovation and the ability to solve complex filtration challenges for our customers.

In FY25, we built on this history of innovation by pursuing our Advancing Filtration for a Thriving Future strategy and strengthening our sustainability performance to position the company for long-term growth. As sustainability becomes an increasingly important measure of business resilience, we have made progress on our 2030 Sustainability Ambitions.

Operate Sustainably

- + We reduced our Scope 1 and 2 greenhouse gas (GHG) emissions by more than 20% compared to our FY21 baseline. This represents a reduction of more than 23,000 metric tons (mt) of CO₂e emissions since FY21.
- + Our use of renewable energy has increased by 80% since FY21. Renewables accounted for 9% of our total energy consumption in FY25, driven in part by the addition of solar generation at some of our sites.
- + Our previously announced U.S.-based virtual power purchase agreement began generating electricity in early 2026.
- + We completed 154 energy efficiency projects, reducing annual energy use by about 6,200 MWh and avoiding 2,559 mt of CO₂e emissions.

- + Our advanced product solutions continue to help reduce environmental impact, from hydraulic oil-saving technologies to refillable semiconductor filtration systems and next-generation battery venting that supports the clean-energy transition.

Operate Safely

- + Twenty of our sites operated all year without a single recordable workplace injury, and companywide injury and lost-workday rates (TRIR and LWIR) fell to their lowest levels in five years.

Enrich Our Communities

- + Through contributions from Donaldson and the Donaldson Foundation, we provided \$1.79 million in support to nonprofit organizations and communities where we operate globally.

These results underscore Donaldson's long history of innovation, which continues to shape a more sustainable future. Our achievements reflect the dedication of our 15,000 employees worldwide, whose expertise and commitment enable us to operate responsibly, serve our communities, and deliver enduring value as we pursue our 2030 Sustainability Ambitions.

Our Business

Donaldson (NYSE: DCI) is a global leader in technology-led filtration products and solutions.

We serve a broad range of industries and advanced markets, from small businesses and R&D organizations to the world's largest OEM brands. Donaldson addresses complex filtration challenges through three primary segments: Mobile Solutions, Industrial Solutions, and Life Sciences.

WORLDWIDE HEADQUARTERS
Bloomington, MN

\$3.69 B
REVENUE

15,000
EMPLOYEES

\$88 M
R&D INVESTMENT

1915
YEAR FOUNDED

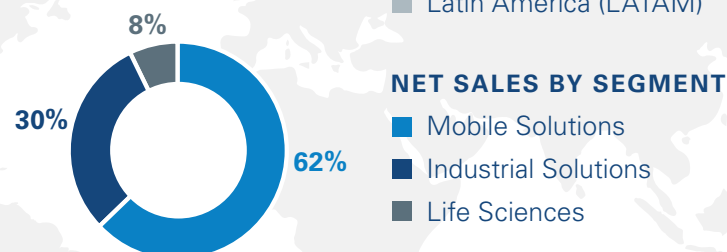
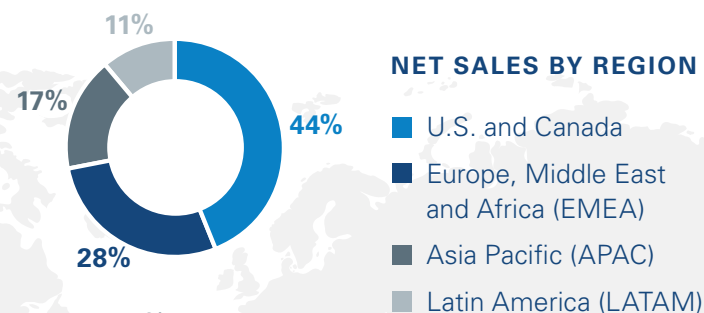
150+
LOCATIONS

3,100+
ACTIVE PATENTS

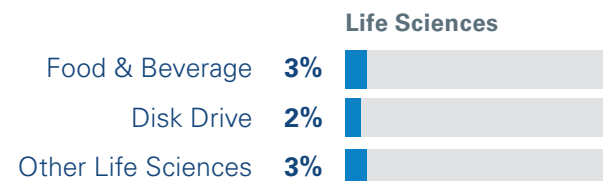
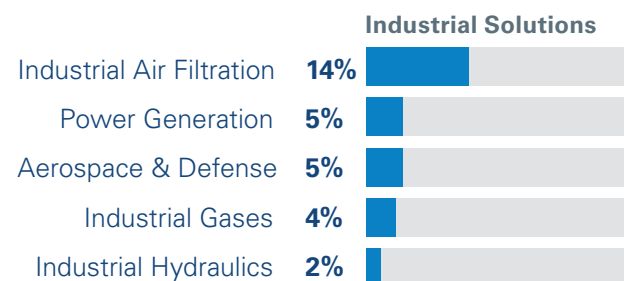
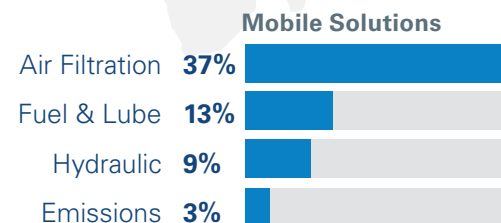
Recognition

- + Newsweek: America's Greenest Companies 2026
- + Newsweek: America's Most Responsible Companies 2026
- + Newsweek: America's Greatest Workplaces for Culture, Belonging, and Community 2026
- + CDP Discloser Since 2023
- + As of March 23, 2026, Donaldson Company, Inc. received an MSCI ESG Rating of AA.

Donaldson Annual Report →



NET SALES BY END MARKETS



Sustainability Highlights



Strategy into Action: 2030 Sustainability Ambitions

Our 2030 Sustainability Ambitions represent pathways to measure and define success as we consider our sustainability aspirations and priorities.

Each ambition is linked to a Donaldson Principle to ensure alignment with our purpose and values. The topics are discussed in greater detail within the sustainability report, and more metrics are available in the Data Table on Page 40. The following progress reflects activities and initiatives that occurred during FY25 (August 1, 2024, through July 31, 2025).

Operate Sustainably

AMBITION	Aim to have an absolute reduction of Scope 1 and 2 GHG emissions by 42% over the FY21 baseline	FY25 PROGRESS	We achieved a reduction of our Scope 1 and 2 GHG emissions by 20% or more than 23,000 mt CO ₂ e, compared to our FY21 baseline. More on page 16.
AMBITION	Aim to reduce landfill waste from operations from a FY24 baseline and/or increase recycling, reuse, and material optimization, targeting a total impact of 3,200 metric tons (mt) (40% of FY24 landfill waste)	FY25 PROGRESS	We achieved a net progress of 115 mt toward our goal. This result reflects increases in both recycling and landfill waste. Teams will continue to execute waste diversion opportunities. More on page 19.

Operate Safely

AMBITION	Aim to have year-over-year reductions in life-changing events and consistently have zero life-changing events (work-related fatalities, hospitalizations, amputations, or vision loss due to serious injury or illness)	FY25 PROGRESS	We had six life-changing events, which is a decrease from seven in FY24. While this number is still not in line with our target, we continue to work toward improvements to prioritize employee health and safety. More on page 22.
-----------------	---	--------------------------	---

Enrich Our Communities

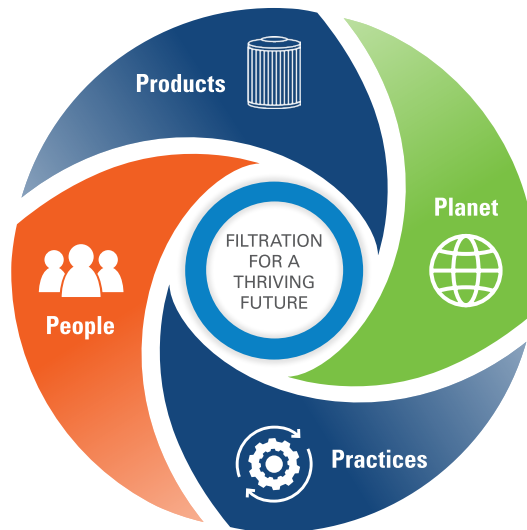
AMBITION	Aim to increase charitable giving through the Donaldson Foundation by 25% every four years, giving cumulatively at least \$13.5M from FY22 to FY30	FY25 PROGRESS	The Donaldson Foundation donated \$1.35 million in FY25 and \$4.95 million cumulatively since the FY22 baseline. More on page 29.
-----------------	--	--------------------------	---

Our Integrated Sustainability Strategy

This strategy represents our choices to ensure our products and practices have a positive impact today and create a thriving future for people and the planet.

At Donaldson, we take an integrated approach to sustainability. Sustainability is not a standalone initiative or goal. It is built into what we do and why we exist as a company. Our sustainability strategy, Filtration for a Thriving Future, is grounded by our company purpose – Advancing Filtration for a Cleaner World. This purpose is the foundation for why we exist and why we create our technologies, products, and solutions.

Our sustainability strategy also holds us to deeper accountability for our company principles. These principles are at the heart of everything we do, guiding our behaviors, relationships, and interactions. Connecting our strategy with our principles means greater alignment to support our sustainability efforts and achieve our desired outcomes.



United Nation's Sustainable Development Goals

The United Nations' Sustainable Development Goals (SDGs) provide a global framework for addressing critical challenges facing people and the planet. Donaldson has aligned its 2030 Sustainability Ambitions with six SDGs (shown above) where we can have the greatest impact.

[Learn about the SDGs →](#)



Donaldson Company Principles

Act with
Integrity

Engage and
Empower
Our People

Deliver for
Customers

Cultivate
Innovation

Operate Safely
and Sustainably

Enrich Our
Communities



PRODUCTS

DONALDSON PRODUCTS SUPPORT:

+ Clean Power Transition

Many sectors are expected to continue experiencing demand growth for alternative power technologies such as battery-electric solutions.

+ Resilient Role of Combustion Engines

As combustion engines remain essential in heavy-duty and industrial applications, filtration solutions extend engine life, improve fuel efficiency, and reduce emissions.

+ Resource Efficiency and Circularity

Industries face increasing pressure to optimize resource use, minimize waste, and integrate eco-design strategies.

Reimagining Filtration to Deliver Customer Value

Donaldson Recognized for Innovation in Sustainable Product Design.

In May 2025, a global mining equipment manufacturer recognized Donaldson with two sustainability awards. The accolades highlight the effectiveness of Donaldson's approach to sustainable product development. By combining sustainable product design strategies with a strong pipeline of legacy and emerging technologies, customer-centric application design, global supplier relationships, and operational excellence, our approach drives tangible value for customers. It guides early-stage ideas and shapes both near-term priorities and a long-term vision, ensuring solutions deliver a positive impact today and into the future.

The customer-sponsored supplier challenge brought together Donaldson and other invited suppliers to apply eco-design principles to existing filtration solutions, supporting the customer's sustainability, net-zero, and circularity ambitions. Proposals were based on tangible impact, cost-efficiency, and ease of engineering integration. For the challenge, the Donaldson team focused on an air-filtration solution, the PowerCore® PSD14 air cleaner platform, which is used on the manufacturer's

"Innovation is essential to advancing sustainability. By leveraging sustainable design strategies, we can support our customers' performance in this area."

– Dave Mulder, Chief Technology Officer

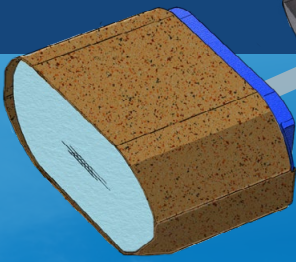
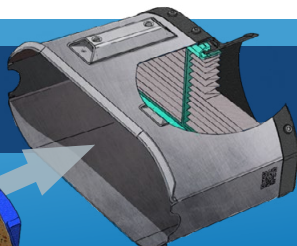


Best Breakthrough Improvement

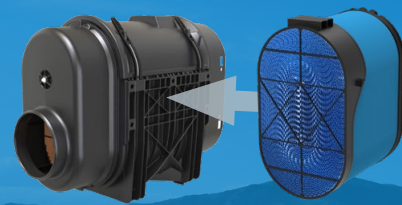
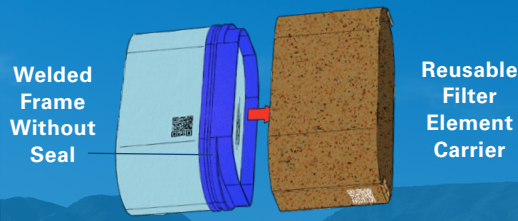
Leveraging Eco-design Strategies

PRODUCT: PowerCore® PSD14 air cleaner

Recognized for redesigning this engine air filter using circular strategies that enhance material efficiency and longevity, resulting in lower carbon emissions and other environmental benefits.

Concept for a Reimagined Air Filter Using Eco-Design

Today	Reimagined Filter Concept
 Air Intake Housing High-performance, compact, two-stage air filtration unit for heavy-duty equipment	 Welded Frame Without Seal Reusable Filter Element Carrier Design reduces amount of materials disposed per service and improves unit durability

equipment. The forward-looking concept, awarded as "Best Breakthrough Improvement," was driven by a collaborative, sustainability-by-design approach informed by a global engineering survey and cross-functional brainstorm focused on circularity strategies. The team identified immediate, high-impact improvements while also envisioning what a complete next-generation sustainable filter

might look like. They assessed the carbon impacts of the current platform and used that baseline measurement to demonstrate improvements in their long-term designs. The team also explored new ways to reduce carbon emissions through supply chain optimization. Donaldson was also awarded the "Best Idea to Implement Right Away" for the proposal to optimize production and distribution.

Engineered Solutions for the Future of Mobility

Innovative venting technologies support next-generation electric vehicle platform performance.

As the global shift toward clean energy accelerates, high-energy-density electric vehicles (EVs) are driving new performance and design requirements essential to sustainable mobility. Venting technologies play a crucial role in enabling this evolution by enhancing the durability and environmental resilience of advanced battery packs.

Donaldson's Dual-Stage Jet and Flex battery pack vents combine technological innovation with efficient design and manufacturing. These next-generation vents feature compact, high-performance designs that allow for fewer vents per pack, which reduces material use, energy consumption during manufacturing, and overall system complexity. Innovative sealing technologies also enable seamless integration into thin-stamped battery-pack enclosures, supporting original equipment manufacturer efforts to develop lighter vehicles that maximize driving range and energy efficiency.

Donaldson's approach emphasizes longevity and environmental resilience. Integrating Tetratex® membrane technology enables continuous pressure equalization and protection against water, dust, and particulates that help

Donaldson's Engineered Venting Solutions

Dual-Stage Flex Vent:

- Industry-leading degassing airflow
- Resealable technology

Dual-Stage Jet:

- Enables the use of a single vent per battery pack
- Delivers longer-lasting systems, scalable manufacturing, and lower environmental impact

Real-World Integration

Donaldson's Dual-Stage Jet battery pack vent is integrated into Stellantis' STLA-S and F332 battery EV platforms.



extend battery life and reduce maintenance. Engineered for edge-case resilience, the vents have been validated under extreme conditions, ensuring reliability across diverse applications.

Through ongoing innovation in venting and filtration, Donaldson continues to help customers lead the clean energy transition by delivering application-focused solutions that advance more efficient, durable, and sustainable EVs.

Fuel Flexibility: Preparing Filtration for the Evolving Landscape

As the energy transition accelerates, the global transportation and industrial sectors are redefining how they power operations. New renewable fuels, such as biodiesel and hydrotreated vegetable oil (HVO), are enabling cleaner combustion without immediate reliance on full electrification, underlining the evolving role of internal combustion engines in decarbonizing.

For manufacturers, fuel flexibility has become essential. Engines must perform efficiently and reliably across a wide range of fuel compositions, from conventional diesel to renewable blends. However, these alternative fuels introduce new challenges. Their distinct chemical and physical characteristics, such as higher water affinity and differences in lubricity, can influence filter performance and system durability.

“Testing solutions across various fuel chemistries and operating conditions helps end users gain confidence in their equipment’s reliability and performance.”

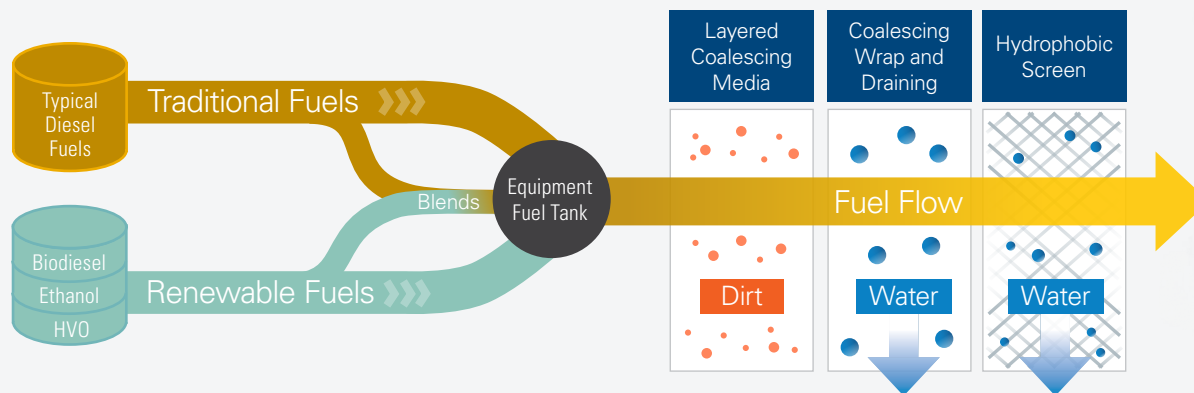
– Mirko Massara, Senior Engineering Manager

In this new fuel landscape, Donaldson is developing filtration technologies that continue to deliver engine protection, long service life, and fuel efficiency, regardless of fuel composition. Through an extensive testing campaign, our engineers are evaluating how alternative fuels interact with filter media and materials to

demonstrate consistent performance under evolving conditions. This program includes comprehensive Fuel Water Separation testing to measure the ability to remove water effectively, along with chemical analysis, particle efficiency, dust loading, and compatibility assessments. These tests replicate real-world conditions, enabling evaluation of multiple media grades, including Donaldson’s Synteq DRY™ resin-free media, which demonstrates strong dynamic filtration and water separation performance.

This work reflects Donaldson’s commitment to enabling a smooth and sustainable energy transition, helping OEMs and operators reduce emissions today while preparing for tomorrow’s low-carbon energy mix.

SYSTEM ROBUSTNESS THROUGH FILTRATION



Renewable fuels offer carbon reduction but also introduce filtration challenges that vary by fuel type and region

High-performance Synteq DRY™ technology normalizes fuel input across varying fuels and operating conditions



Donaldson’s solution provides optimal equipment performance and reliability even in demanding conditions

Efficiency in Motion: Driving Results Through Reduced Hydraulic Oil Use

Innovative hydraulic filtration technology preserves resources and supports operational efficiency.

Effective fluid conditioning is critical to the performance and reliability of hydraulic systems in construction equipment. Air ingress can occur during oil filling or maintenance, or through leaks, seal wear, and short dwell times in the reservoir. Once in the system, the presence of air reduces efficiency, increases energy consumption, and diminishes equipment effectiveness—particularly its ability to control and execute work accurately and reliably—ultimately accelerating component wear. Managing aeration is therefore essential to maintaining hydraulic performance and extending equipment life.

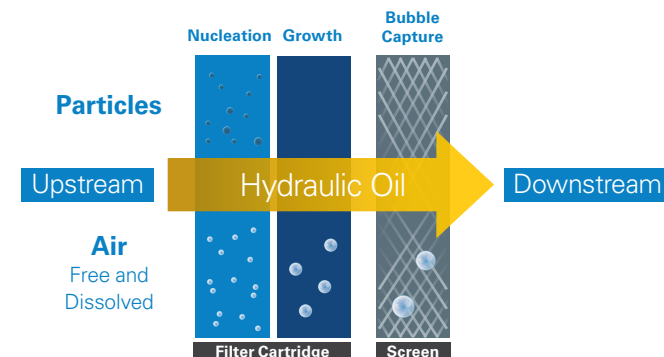
In-tank Return Filter with STREAMTEQ™ technology



Traditionally, the challenges of aeration have been managed through large hydraulic reservoirs equipped with baffles, screens, and diffusers. While effective, these designs increase material usage and oil volume, limiting space optimization and integration options.

Donaldson's STREAMTEQ™ deaeration technology provides a more efficient and sustainable alternative. In-tank hydraulic filters with the technology remove air from system fluids, enabling smaller reservoirs without compromising system performance or reliability.

A case study with a leading original equipment manufacturer (OEM) on compact equipment demonstrated that reservoir size could be reduced by up to 44%, with a 28% reduction implemented in production, saving about 10 liters of oil per machine. Additionally, the introduction of an in-tank return filter doubled the service interval of the charge filter from 500 to 1,000 hours, reducing maintenance frequency and



oil usage throughout the machine's lifecycle. From the start of the project through FY25, Donaldson's solution enabled hydraulic oil savings equivalent to 1,789 drums.

Beyond resource efficiency, smaller reservoirs simplify system design and improve design flexibility for OEMs. Integrated filtration reduces tank complexity and streamlines oil filling, offering benefits for both OEMs and end users.

By tackling the effects of aeration, Donaldson's filtration technologies support OEMs in achieving performance and sustainability goals—proving that incremental design changes can generate significant long-term environmental and economic benefits.

**CASE STUDY:
HYDRAULIC
TANK SIZE
REDUCTION**



10

LITERS OF OIL

Saved per compact loader machine



1,400

DRUMS OF OIL

Saved yearly based on equipment annual production



~10,000

METRIC TONS OF CO₂e

Saved by reduced oil use over equipment life of 10 years production

Metrics based on reference emission factors, expected project size, and manufacturer recommendations.

Filter Refill Program Supports Circularity in Semiconductor Manufacturing

Controlling airborne molecular contamination (AMC) in critical tools, such as photolithography equipment, is essential to maintaining the absolute precision and reliability required in semiconductor fabrication. At the same time, the semiconductor industry, like many others, faces growing pressure to minimize waste, lower emissions, and strengthen supply chain resilience. Donaldson is helping manufacturers address these challenges with the Refill Program for Lithoguard® cabinet filters. This solution is unique in the market and offers a circular, resource-efficient alternative that upholds the highest standards of technical performance.

Beyond its sustainability impact, the refill program enhances global supply chain resilience and mitigates dependence on raw material availability. It delivers clear cost-of-ownership advantages as well. Refilled Lithoguard® filters significantly reduce disposal costs and provide reduced operating costs while maintaining the same performance and service life.

By implementing circularity strategies in filter design, Donaldson is helping semiconductor manufacturers close the loop—proving that circularity and performance can advance together to build a more sustainable and resilient industry.



On average, converting a single photolithography tool to Lithoguard® refilled filters saves up to 240 kilograms of landfill waste annually, depending on use.*



Refill Filter Program

Challenge: Traditionally, AMC control in photolithography tools relies on single-use filters, which are discarded at the end of their service life, contributing to landfill waste and carbon emissions.

Solution: Donaldson's refillable filter design changes that model. Instead of disposal, used filters are returned, carefully refurbished, and refilled for reuse, extending product life without compromising performance.

* Savings assume a 12-month filter replacement cycle.

Assumptions: 20 kg per filter x 12 filters per cabinet = 240 kg landfill saved per photolithography tool

Evolving Air Quality with Smart Solutions

Advancing dust collection management through connected technology.

Across industries, dust, mist, and fume collection systems play a crucial role in filtering containments and supporting reliable, sustainable operations. However, balancing clean air requirements with energy use and maintenance needs can be challenging for operators managing complex industrial systems.

To help address these challenges, Donaldson's team developed the Contura Pulse Controller, a smart control platform that simplifies the monitoring and maintenance of filtration systems. Powered by Donaldson iCue™ Connected Technology, users gain remote access to real-time system data and insights, enabling more effective maintenance planning and reduced downtime.

Instead of relying on multiple controllers or manual adjustments, Contura Controller centralizes control functions, provides cloud-based monitoring for greater efficiency, and simplifies setup and operation while improving energy management and system longevity by providing a comprehensive view of the dust collector system.

This smart pulse-cleaning control is designed to clean the filters only when necessary, helping optimize compressed air use and support more efficient energy management, without compromising collector performance. For customers, connectivity and intelligent control translate data into actionable insights that help improve efficiency and support sustainability goals.

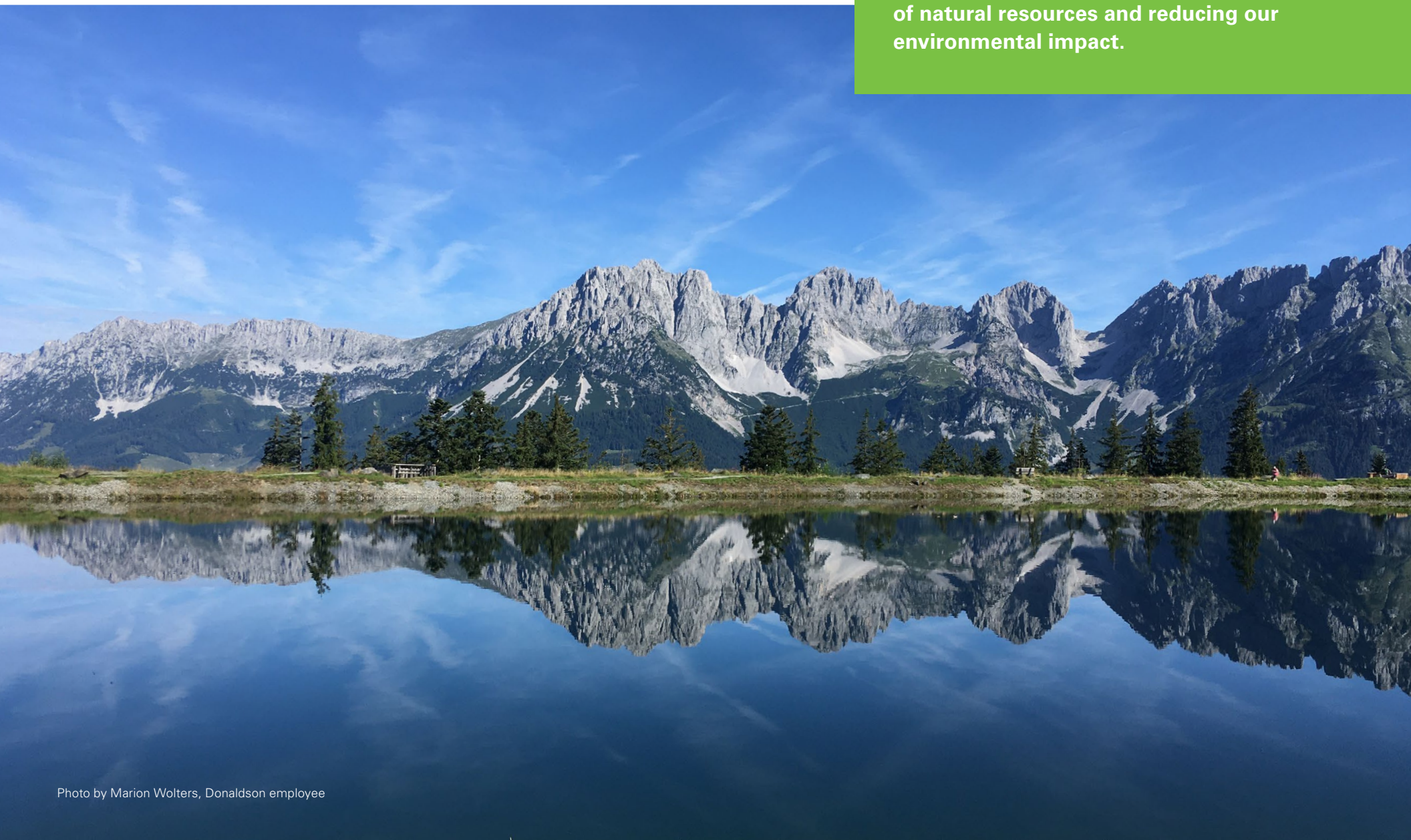
Supports Efficient Maintenance and Operation

Remote monitoring provides visibility into the operational status of installed dust collectors at a glance. This helps identify performance changes early and plan maintenance proactively before small issues develop into more time-intensive corrective actions.





**We are committed to being good stewards
of natural resources and reducing our
environmental impact.**



Our commitment to sustainability guides the work we do to reduce our environmental impact across our **global operations** and **supply chain**. We focus on climate and energy, waste, and water.

Climate and Energy

Donaldson is dedicated to minimizing its environmental impact. The Environmental, Health, and Safety (EHS) Policy and Framework, alongside supporting policies and procedures, help us manage our environmental performance. See the Data Table on Page 40 for the number of sites with externally verified management systems.

2030 Sustainability Ambition

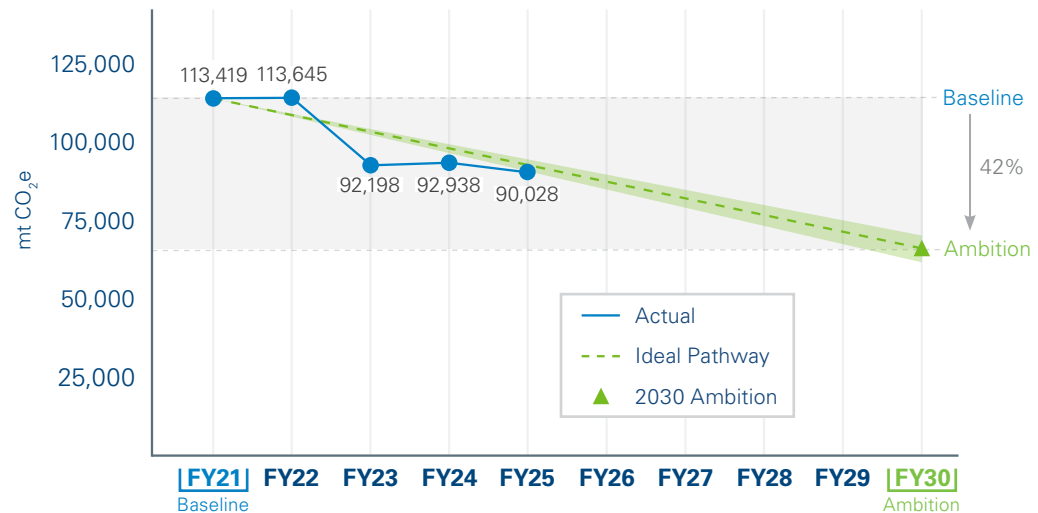
Donaldson is targeting an absolute reduction of Scope 1 and 2 GHG emissions by 42% over the FY21 baseline.

Doing our part to mitigate climate change is essential to creating a thriving future for people and the planet. We are committed to reducing our greenhouse gas (GHG) emissions in our operations through renewable energy procurement, energy efficiency, and process optimization. Since FY21, Donaldson has reduced its market-based emissions by more than 20% or about 23,000 metric tons (mt) of CO₂e emissions. We continue to be on track to achieve our 2030 GHG reduction target.

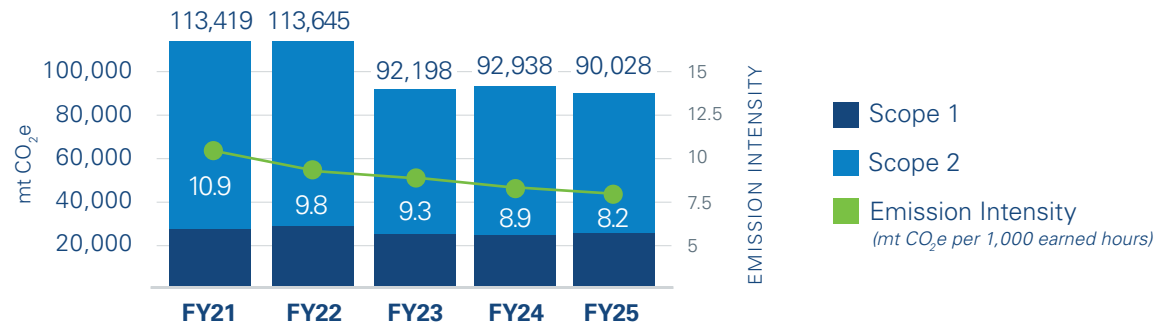
Information about our GHG emissions methodology can be found in the Data Table on Page 40.

2030 AMBITION – MAPPING GHG EMISSIONS REDUCTION GOAL

Combined Scope 1 and 2 GHG Emissions (Market-based)

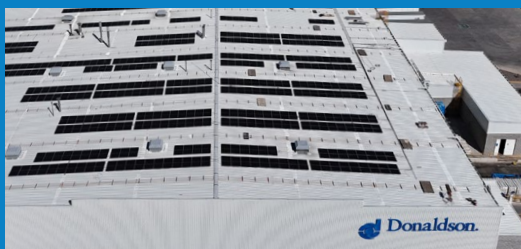


SCOPE 1 AND 2 GHG EMISSIONS (Market-based)



Renewable Energy

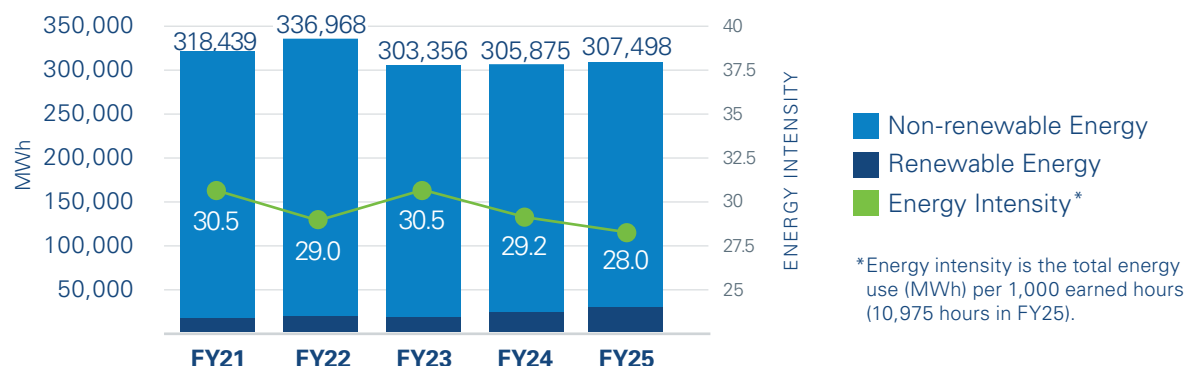
Donaldson will achieve the most significant part of its emission reduction plan through renewable energy sources like wind and solar to generate electricity without burning fossil fuels. We purchase renewable energy through unbundled energy attribute certificates, power purchase agreements, green tariffs, and on-site generation. Efforts to incorporate renewable energy in FY25 helped us increase its use in our overall energy consumption to 9%. We currently have 15 sites with on-site solar.



New Onsite Solar Installations

Four new solar arrays at our Mexico facilities now produce approximately 2,900 MWh of renewable electricity each year, avoiding more than 1,100 mt of CO₂e. At our Latin America Distribution Center, solar production now meets 100% of the facility's electricity needs during normal operation. Donaldson has also installed solar panels at its European headquarters in Leuven, Belgium, further expanding our commitment to renewables.

ENERGY CONSUMPTION AND ENERGY INTENSITY



ENERGY USAGE SUMMARY

	FY21	FY22	FY23	FY24	FY25
Renewable Energy (MWh)	15,348	16,403	16,061	21,829	27,655
Non-renewable Energy (MWh)	303,091	320,565	287,295	284,046	279,843
Total Energy Use (MWh)	318,439	336,968	303,356	305,875	307,498
Energy Intensity (MWh per 1,000 earned hours)	30.5	29.0	30.5	29.2	28.0

FY25 ACHIEVEMENTS

- + Since FY21, our renewable energy use has increased 80%.
- + New renewable investments reduced emissions by more than 1,200 mt of CO₂e.
- + We provided support to generate more than 6.6 million kWh in renewable energy used by our communities to green the local energy grid. Donaldson does not own these energy attributes, and there was no impact to our emissions inventory.
- + Our previously announced U.S.-based virtual power purchase agreement began generating electricity in 2026.

Energy Efficiency

Investing in operational energy efficiency is a critical part of Donaldson's GHG reduction strategy. By optimizing how our facilities use energy, not only do we reduce our contribution to GHG emissions, but we also enhance performance, strengthen resilience, and reduce cost. Our Business Operations team is dedicated to sustainability and continues to mature energy management efforts. This work includes internal energy audits, upgrading energy-intensive systems, and providing ongoing training to build local expertise.

In FY25, Donaldson completed 34 internal energy audit assessments. Since FY20, we also have conducted 14 external energy assessments, including six ASHRAE Level 2 audits. We continue to benefit from our partnership with the U.S. Department of Energy's Better Plants Program, which provides technical expertise and benchmarking resources to accelerate our progress in reducing operational GHG emissions.

Energy Efficiency Highlights

In FY25, Donaldson completed 154 energy efficiency projects, reducing annual energy use by 6,200 MWh and avoiding 2,559 mt of CO₂e.* These reductions were driven by compressed air optimization, equipment electrification, and targeted improvements in HVAC, process, and lighting systems.

** Calculated using location-based method*



Photo by Dan Little, Donaldson employee

FY25 ACHIEVEMENTS

- + Compressed-air system leak reduction initiatives, optimized system pressures, and upgraded equipment delivered approximately 1,000 MWh in annual energy savings globally.
- + Energy efficiency upgrades at facilities in Chillicothe, Ostiglia, and Abu Dhabi reduced energy demand in curing, mixing, and coating processes, resulting in more than 560 MWh in combined annual savings.
- + At our Mexico facilities, pneumatic tools and agitators were replaced with higher-efficiency electric alternatives. These projects generated about 480 MWh in annual energy savings and avoided about 180 mt of CO₂e emissions.
- + Free cooling integration, chiller optimization, and control upgrades in EMEA and APAC regions contributed to about 380 MWh in annual savings.

Waste Management

Reducing waste is a key component of Donaldson's long-term operational efficiency and environmental responsibility work. Minimizing waste lowers costs and conserves valuable materials. Building a stronger waste-reduction infrastructure today is an investment that will pay off through optimized material efficiency.

2030 Sustainability Ambition

The 2030 Sustainability Ambition aims to reduce landfill waste from operations from the FY24 baseline and/or increase recycling, reuse, and material optimization. By 2030, the combined impact of these efforts is targeted to reach 3,200 metric tons (mt), representing 40% of the approximate 8,000 mt* of landfill waste from operations in FY24.

As we begin to execute our waste reduction goal, we are improving our data systems and building the capabilities needed for long-term waste reduction. In FY25, landfill waste rose by 339 mt, while total recycling increased by 455 mt, resulting in our first-year progress of 115 mt toward the goal. While several factors impact our recycling, wood recycling increased to 5,455 mt from 2,969 mt in FY24. A substantial part of this increase, 1,900 mt, can be attributed to improved reporting. To reduce waste, Donaldson is launching projects to address opportunities with suppliers, packaging, shrink wrap used in shipping, and plastic waste. We also have set site-level goals, shared internal best practices, and equipped our plants with resources to help them make progress.

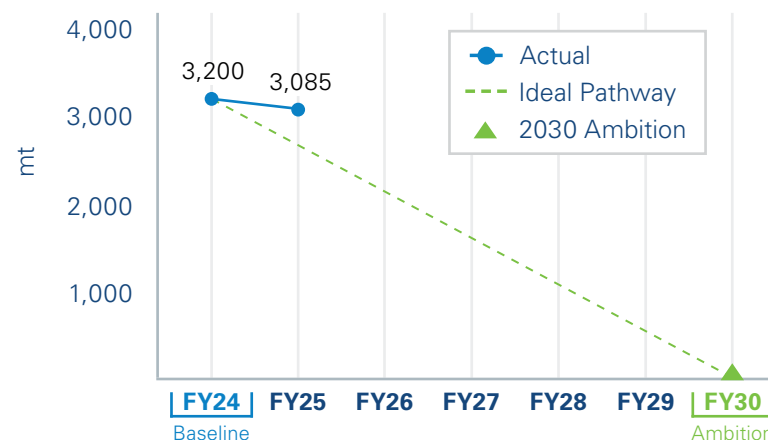
* 8,000 mt includes estimates to more accurately reflect actual baseline.



Photo by Vanessa Mayer-Lissoir, Donaldson employee

2030 AMBITION – MAPPING WASTE MANAGEMENT GOAL

Combined Progress to Goal – Landfill Reduction and Recycling Increase



LANDFILL WASTE AND RECYCLING

	FY24	FY25
Landfill (mt)	7,332	7,671
Recycling (mt)	26,873	27,327
Net Progress to Goal (mt)	Baseline	115

Water Management

Most of our manufacturing processes are not water-intensive. Responsible management of water, wastewater, and stormwater remains a priority across our operations, supported by a commitment to continuous improvement. Best practices are shared across operations teams to build awareness, strengthen knowledge, and encourage improvement. Global tracking of water withdrawals helps provide insight into water use and identify opportunities for progress. Ongoing efforts focus on improving water-use efficiency, reducing costs, and meeting or exceeding applicable water-quality regulations.

In FY25, our total water withdrawal increased by 4% year over year, in alignment with a similar increase in earned hours for the fiscal year.

TOTAL WATER WITHDRAWAL

Megaliters

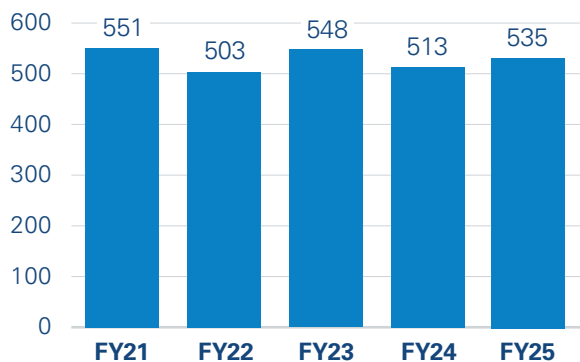


Photo by Chris Purdy, Donaldson employee

PEOPLE

We are proud of Donaldson's global culture which helps sustain our ability to deliver leading products and solutions to our customers.

Employee Health and Safety

Donaldson's approach to workplace safety is guided by a global EHS Policy and Framework, which applies to all employees and contractors. This methodology fosters safe and compliant workplaces globally.

The site self-assessment outlined in the EHS Framework identifies gaps in the deployment and implementation of the EHS Framework, helping verify adherence to required processes, procedures, and controls. Other activities include internal and external audits, workstation risk assessments, and consolidated enterprise data analysis. These assessments identify and evaluate hazard trends, review risks, and establish corrective

In FY25, Donaldson had 16 production facilities certified to the ISO 45001 occupational health and safety management standard.

and preventive action plans to address significant exposures. All sites must record and address their most critical risks as part of their annual objectives.

Site safety is maintained through monthly physical hazard inspections covering all work areas, including offices and non-production spaces, to ensure compliance and operational integrity. Comprehensive training programs support Donaldson's safety culture. New hires and transferred employees receive foundational education, while all staff

participate in ongoing training to reinforce awareness of workplace hazards and safe practices. Initiatives like the annual Global Safety Month campaign further promote safety, providing employees with tools to reduce risk at work and at home.

Emergency preparedness is embedded at each Donaldson location, which details procedures for responding to incidents, injuries, fires, chemical spills, and other related emergencies. Regular drills and the provision of emergency equipment ensure employees are equipped to act swiftly in crises.

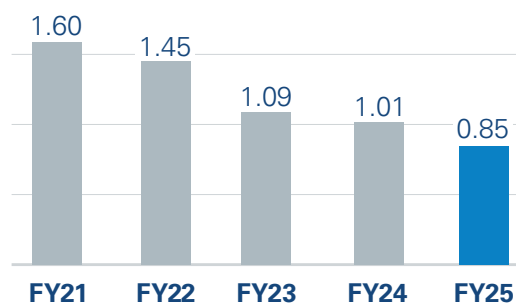
Donaldson provides regular health check-ups, with particular attention to employees exposed to occupational hazards such as chemicals or noise. Industrial hygiene monitoring and hearing conservation programs help detect and address health risks early.

Training Reinforces Safety Skills

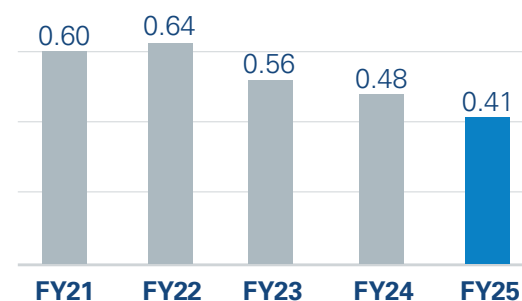
Training is critical to our commitment to maintaining safe and compliant facilities globally. An example of this work is the annual confined space training in Nicholasville, Kentucky. Conducted over three days, the OSHA-compliant program equips employees with skills in hazard identification, atmospheric monitoring, and emergency rescue through a blend of classroom instruction and realistic simulations. This training reinforces safety readiness for the team that monitors confined spaces and provides rapid safety response.



TOTAL RECORDABLE INCIDENT RATE (TRIR)



LOST WORKDAY INCIDENT RATE (LWIR)



TRIR and LWIR are calculations of the number of recordable injuries and lost workday injuries, respectively, per 100 employees. We classify a recordable incident as a work-related injury or illness that results in death, loss of consciousness, lost workdays, restricted work, or medical treatment beyond first aid.

Donaldson tracks key safety metrics to measure progress and identify areas for improvement. Our approach combines near miss, first aid, recordable injuries, lost workday incidents, and incident investigations consistent with global procedures, and actions taken through a corrective and preventive action (CAPA) process. While we are encouraged by our progress, we remain committed to addressing gaps through targeted site-level assessments and leadership engagement.

To validate our management system is effective in responding to health and safety risks and compliance needs, we rely on audits, reporting processes, and other external assessments, such as ISO 45001 and 14001 certification. In FY25, seven sites underwent audits using global vendor scorecards, reinforcing our commitment to workplace safety compliance and improvement. We also maintain a robust safety reporting process that enables employees to raise health and safety concerns through established channels. Reports are promptly investigated, with feedback and corrective actions communicated to prevent recurrence.

ACHIEVEMENTS

- + Twenty sites had zero recordable incidents.
- + The TRIR and LWIR metrics were at a five-year low.
- + Donaldson deployed an advanced EHS management platform in FY24 and continues to leverage the tool to improve global collaboration and action tracking.

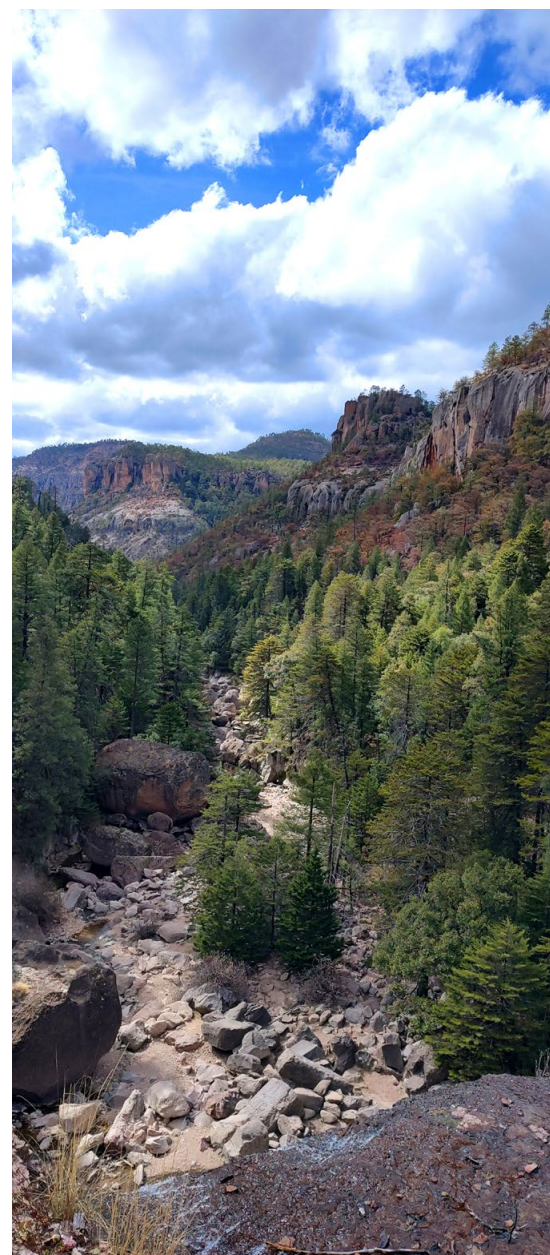


Photo by Humberto Carrasco, Donaldson employee

Talent Acquisition

At Donaldson, our people are the foundation of innovation, customer value, and brand reputation. We are committed to merit-based hiring and to building a high-performing, diverse, and skilled workforce that advances our purpose and delivers value through advanced filtration solutions. Two significant ways we achieve this commitment are through inclusive recruitment practices and cultivation of emerging talent.

Inclusive Recruitment

Our Talent Acquisition team applies inclusive hiring practices and provides hiring managers with coaching and resources to support culturally aware and inclusive interviews. We engage diverse talent through online platforms, strategic partnerships, networking events, and employee referral programs. We also connect with external professional and student organizations, including Women in Manufacturing, Society of Women Engineers, National Association of Black Accountants, Society of Hispanic Professional Engineers, and National Society of Black Engineers. Additionally, in the United States we engage military veterans through targeted outreach and partnerships that support the transition from military service to civilian careers, thereby broadening our pipeline of experienced, mission-driven talent.

Emerging Talent

Our internship programs emphasize professional development, volunteering, and exposure to leadership. They are designed to build a strong

pipeline of talent for our rotational programs and full-time roles, providing students with meaningful experience and early insight into career pathways.



During National Intern Day, participants in the Donaldson summer internship program based in Bloomington, Minnesota, volunteered at Bridging, a nonprofit that supports individuals pursuing housing stability. The internship program is a critical way that Donaldson cultivates emerging talent.



FY25 ACHIEVEMENTS

- + Donaldson actively engaged in more than 45 professional, student, and veteran outreach activities to strengthen diverse, sustainable talent pipelines globally.
- + The Operations Development Associate program expanded geographically, offering rotational assignments that build agile, operations-savvy leaders. This growth reinforces our long-term workforce strategy by cultivating a pipeline of cross-functional talent with deep operational insight.

Employee Success and Development

Donaldson builds a culture of growth by providing employees with the skills, tools, and opportunities they need to reach their full potential. We emphasize upskilling and personalized learning, enabling our global workforce to own their development.

98%

of salaried employees completed year-end performance and development evaluation

69%

of salaried employees recorded Individual Development Plans in support of career growth

86%

of salaried employees completed at least one skill-related training (in-person and self-paced)



Photo by Noel Brethon, Donaldson employee

Development and Training

Employees actively shape their development journey through Individual Development Plans (IDPs), designed to build experience, encourage meaningful exchanges, and support essential education. Each IDP is captured in our human resources information system and reviewed regularly through ongoing performance and development conversations. These efforts align personal aspirations with business needs and prepare employees for future roles.

Career mobility is promoted through:

- + Manager support training and digital tools
- + Career site that shares upcoming job openings before external posting
- + Promotions that highlight our commitment to career advancement

To drive knowledge growth, we provide extensive learning resources, including self-paced courses, instructor-led sessions, audiobooks, and AI simulations, supporting skill development across roles and regions.

Listening to Employees

Employee feedback, collected through surveys and other tools, is essential for understanding needs, identifying issues, and shaping a better employee experience at Donaldson. Typically, we have three types of surveys:

+ Global Employee Experience Baseline Survey (topics covered include career development, inclusion, and trust)

+ Pulse Surveys (targeted check-ins on key focus areas)

+ Spotlight Surveys (focused feedback on specific initiatives)

In FY25, we administered a pulse survey to assess progress on actions taken from the FY24 Baseline survey. Donaldson achieved an 84% response rate, and results showed that all business verticals made progress in at least one topic area.

On a quarterly basis, net-satisfaction surveys are also sent to 500 randomly selected employees to gauge if they would recommend Donaldson as a “good place to work.”

Additionally, company-wide and business unit-specific town halls enable two-way communication, celebrate progress, and address team-level concerns. These mechanisms reinforce our commitment to continuous listening and action.



Photo by Michael Cronin, *Donaldson employee*

EMPLOYEE SURVEY HISTORY



Employee Well-being

We are committed to investments in employees' physical, mental, and financial well-being.

Our employees are the foundation of our success. Donaldson is committed to fostering a work environment that supports employees' physical, mental, and financial well-being. Through our Global Total Rewards program, benefits are available to all full-time employees, but may vary by country or be subject to a collective bargaining agreement. We aim to provide competitive benefits packages in compliance with local laws and regulations. Employees in the United States, as an example of our global workforce, have access to a wide array of benefits, including:



Physical Well-being

- + Health insurance
- + Dental insurance
- + Vision insurance
- + Tobacco cessation program
- + Telehealth services
- + Online health coaching
- + Nurseline
- + Maternity support
- + Targeted health programs



Mental and Social Well-being

- + Employee assistance program
- + Online mental health care program
- + Chat or text therapy
- + Paid leave programs: parental, bereavement, jury duty, military, paid time off, vacation, and sick time
- + Floating holidays
- + Employee resource groups



Financial Well-being

- + 401(k) retirement savings plan with auto-enrollment and immediate company match
- + Health savings account
- + Flexible spending accounts
- + Disability insurance
- + Life and AD&D insurance
- + Accident, critical illness, and hospital indemnity insurance
- + Tuition cost sharing

Donaldson Supports Fair and Transparent Employee Wages

Donaldson's compensation philosophy is rooted in fairness, transparency, and market alignment. Our programs are designed to attract team members, motivate performance, drive growth, and support retention.

Annually, we complete our global merit process, set country-specific merit budgets, and review performance-based proposals using standardized salary structures. Compensation is assessed against local minimum wage laws and external benchmarks such as inflation, cost of living, and industry averages. Employees

receive clear and timely communication about their total compensation, including base salary, bonuses, and advancement opportunities through human resources information system and manager-led conversations. These practices reinforce our commitment to ensuring equitable wages and overall compensation.

Employee Connection and Inclusion

Nurturing our team and evolving our culture of innovation to meet our customers' changing needs require an inclusive and adaptable approach rooted in listening, acknowledgment, and education. We are dedicated to continuous improvement in this area. Our global initiatives include recognizing and celebrating key cultural observances, creating spaces for awareness and open dialogue, and providing access to training to foster greater understanding and cultural competency.

Our voluntary, employee-led Employee Resource Groups (ERGs) are Women in Manufacturing (WiM), PRIDE@Donaldson, and the Veterans Group. These groups are an important way in which we promote belonging, professional growth, and community engagement. Donaldson promotes these groups, in part, through events such as the Employee Expo, where employees can learn about our ERGs, meet group leaders, and discover opportunities to get involved.

Through other internal communication efforts, such as the Diverse Voices Campaign, employees share their stories, values, and traditions, strengthening connections, understanding, and appreciation of our unique tapestry of backgrounds.



Photo by Mark Chamberlain, Donaldson employee

CELEBRATIONS OF INCLUSION

- + The Monterrey plant hosted Mexico's first Women in Manufacturing (WiM) event. More than 100 people attended, highlighted by a keynote address from Beatriz Pasos, Director of Operations at the Aguascalientes II plant, who shared personal insights on overcoming career challenges and leadership development. The event, open to participants outside Donaldson, fostered connections and celebrated the contributions of women in the manufacturing industry.
- + During Black History Month, Donaldson elevated diverse voices by honoring Black innovators and fostering inclusion through a variety of educational activities and team engagement. Initiatives such as employee spotlights, a focus on Black history, a book fair, and curated media and music all reflected our ongoing commitment to building connection and inclusion in our workplace.



Community Impact

Donaldson values giving back to the communities in which we live and work by sharing our time, resources, and talents to impact the world positively. We support organizations through the Donaldson Foundation and corporate philanthropy grants, scholarships, matching gifts, and sponsorship programs. Our employees also drive impact through their personal giving and volunteering efforts. This culture of philanthropy and community support is present at work through special employee-giving campaigns for organizations such as the United Way and National Multiple Sclerosis Society. These relationships with organizations in our communities help us build strong, thriving communities.

Donaldson Foundation

In FY25, the Donaldson Foundation distributed \$1.35 million to nonprofit organizations. This includes funding for organizational grants, United Way grants, employee matching gifts, dependent scholarship program, and the \$100K Challenge program. To learn more about the work of the Donaldson Foundation, read the FY25 Foundation Annual Report.

[FY25 Foundation Annual Report →](#)



DONALDSON FOUNDATION GIVING

Organizational grants	\$926,170
United Way	\$270,100
Matching gifts	\$10,890
Scholarships	\$142,840

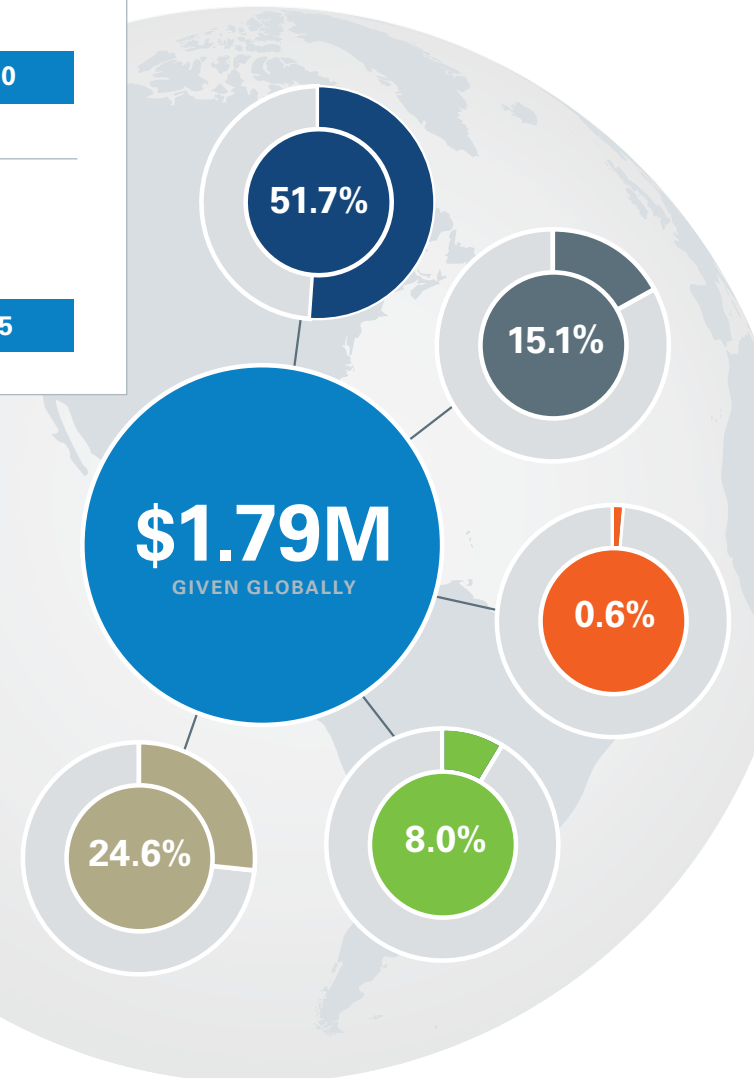
Total Foundation	\$1,350,000
-------------------------	--------------------

DONALDSON CORPORATE GIVING

International Donations	\$441,625
-------------------------	-----------

Total Community Giving	\$1,791,625
-------------------------------	--------------------

Donaldson has given **\$1.79 million** in community support globally.



Employee Engagement

Beyond Foundation and corporate giving, employees give their time and financial support to organizations and activities that resonate with their values and address important environmental and social needs in their community. Donaldson encourages this culture of giving by providing space to unite around fundraising events or volunteer opportunities to support organizations or projects in their local communities.

DONALDSON COMMUNITY ENGAGEMENT HIGHLIGHTS

Global Earth Month Ecochallenge

Globally, employees across 28 countries were inspired to adopt more sustainable habits and take collective action. Donaldson proudly secured second place among participating companies in its first year.

Americas

In the Americas, Donaldson teams packed 14,688 meals for families in need, donated more than 360 pounds of food to local pantries, planted 94 trees and plants in Mexico, and supported youth education with grants and equipment. Employees also led recycling campaigns, organized food and supply drives, and provided gifts and support to seniors, children, and military families, impacting thousands across North and South America.

Asia Pacific

Donaldson's Asia Pacific teams mobilized 1,778 employees across multiple countries, contributing more than \$49,000 in donations. Key achievements included planting more than 1,125 trees, distributing 1,000 blankets to vulnerable groups, and supporting hundreds of



Employees in Abu Dhabi visited a sustainable farm operation.

seniors and children through education, art, and well-being initiatives.

Europe, Middle East, and Africa

Employees in EMEA raised more than \$5,600 for cancer research, engaged more than 500 students in Science, Technology, Engineering,



The Singapore team organized a tree planting event.



German employees hosted youth to showcase career options.

and Math (STEM) careers, awarded five scholarships, and helped maintain a community center. Environmental stewardship work included large-scale tree planting, clean-up drives, and ongoing support for local fire departments and animal shelters, directly benefiting thousands of residents and students.



GOVERNANCE

Maintaining robust sustainability governance ensures we achieve our outcomes in a way that is consistent with our principles and values.

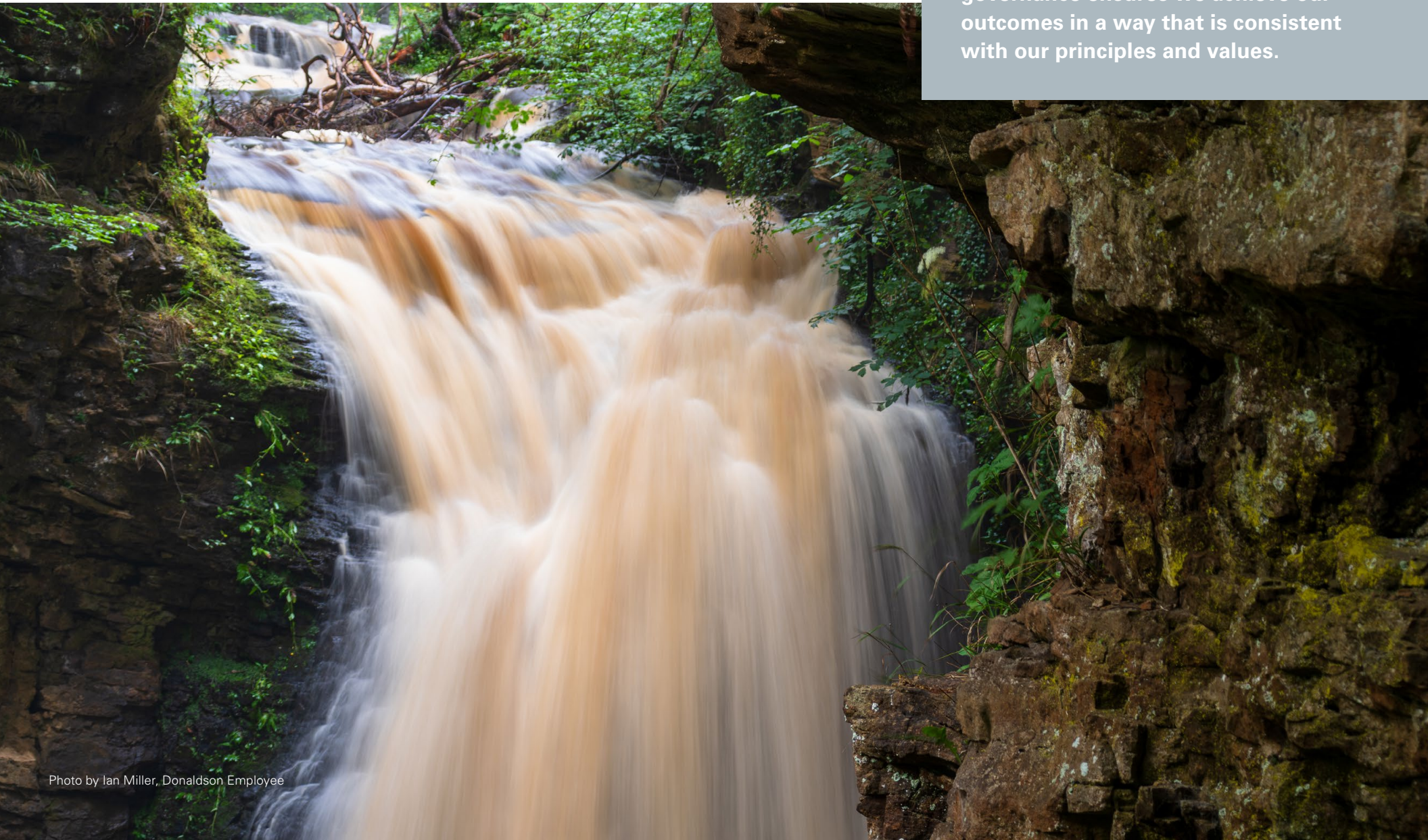


Photo by Ian Miller, Donaldson Employee



Photo by Jana Hundt, Donaldson employee

Sustainability Governance

The Donaldson Board of Directors oversees sustainability ambitions and risks, including climate-related risks, all of which inform our strategy and enterprise risk management. As of the publication of this report, Donaldson has a 10-member board of directors with a broad range of experiences across a variety of industries, as well as notable experience and expertise in sustainability and climate mitigation.

Proxy Statement

Additional information about Donaldson's Board of Directors, such as demographics, responsibilities, committee structure, and policies, is available at ir.donaldson.com.

[Donaldson Proxy Statement →](#)



BOARD OF DIRECTORS

The **Board of Directors** provides oversight of sustainability ambitions and risks, including climate risks.

BOARD COMMITTEES

The **Audit Committee** provides oversight of major financial and business risks, financial statement integrity, information security and privacy, legal and regulatory compliance, and internal controls.

The **Human Resources Committee** provides oversight of strategies and policies related to human capital management, corporate culture, and leadership development.

The **Corporate Governance Committee** provides oversight of governance structure and processes, matters with potential significant reputational impact, and stockholder concerns, including sustainability.

MANAGEMENT

Comprised of executive leadership, the **Sustainability Steering Committee** guides and monitors sustainability commitments, investments, and actions through periodic meetings and oversees the overall sustainability strategy. This level of oversight ensures sustainability initiatives are aligned with and integrated into the company's broader strategy.

Global, cross-functional **Sustainability Leadership** supports the development and execution of the sustainability strategy within their respective functions. These leaders provide oversight, ensure alignment with functional priorities and advance sustainability ambitions.

The six-person **Sustainability Team** coordinates initiatives and drives progress in support of the company's sustainability strategy and ambitions, including managing sustainability data and reporting.

Code of Conduct

At Donaldson, our Code of Conduct is more than just a list of rules. It is an expression of the values and principles we live by to help us maintain a workplace of integrity, respect, safety, and excellence. Our Code applies at all times to all employees, including officers and directors of Donaldson, its subsidiaries, business units, partnerships, and joint ventures. The Code incorporates our policies on a range of topics from data privacy to human rights and is available to team members worldwide in 17 languages.

[Donaldson Code of Conduct →](#)

[Business Conduct Help Line →](#)

Governance and Oversight

The Vice President of Global Compliance oversees the ethics and compliance program and reports quarterly to the Audit Committee of the Board of Directors on activities and key performance indicators related to the management of compliance risks. The Audit Committee reports these findings to the Board, which oversees the program and monitors reports submitted to the Business Conduct Help Line. Additionally, the Internal Audit team conducts annual audits of department and employee expenses to test for compliance with related policies. To monitor risk globally,

Donaldson employs a robust framework of practices and tools, including third-party screening and ongoing internal reviews with partners in our supply chain. This work includes shipment review processes to help prevent violations of sanctions and export controls, as well as interactions with restricted third parties. Regional compliance advisors are available to guide employees, facilitate ethical decision-making, and provide resources to advance ethical business practices.

Onboarding and Training

To support the consistent application of our ethics policies, new employees receive training on our Code during onboarding and acknowledge their understanding of it. Donaldson's ethics training consists of required biannual courses that cover globally applicable topics and role-specific risks, including conflicts of interest, anti-corruption, antitrust, data security, anti-bribery, trade compliance, harassment, non-discrimination, and environmental protection. We have 100% of assigned learners complete this training.

FY25 ACHIEVEMENTS

- + Published an updated version of the Code of Conduct and revamped related training with microlearning modules, scenario-based learning, and multilingual resources.
- + The number of employees completing ethics courses grew from 32,000 last year to more than 37,000, reinforcing the company's commitment to integrity, respect, safety, and excellence globally.

Speaking Up

Donaldson strongly encourages employees to report any possible violation of our Code, our policies, or the law. While employees are encouraged to use internal channels to report concerns, such as their managers, Human Resources, or Legal, Donaldson provides a third-party-operated business conduct help line for secure, confidential phone or online reporting in multiple languages. Retaliation against good-faith reports is strictly prohibited.



Photo by Tom Vangeel, Donaldson employee

Human Rights

While our Code of Conduct outlines Donaldson's expectations for ethics and business conduct, the Human Rights Policy and related policies formalize our commitment to safe, healthy, and respectful workplaces at Donaldson and for workers in our supply chain as we continue to build a more diverse, equitable, and inclusive work environment. Oversight is provided by the Board of Directors and executive leadership, ensuring accountability and compliance with both international regulations and local laws in countries where Donaldson operates.



Photo by Chad Webb, Donaldson employee

Human Rights Policy →

Modern Slavery Act and California Transparency Act Statements →

Conflict Minerals Policy →

Conflict Minerals Report →

Forced-labor Compliance Report →

Donaldson's commitment to human rights includes policies and practices that address our opposition to the use of child, slave, or forced labor, or participating in human trafficking by any person or company, especially in our supply chain. We are committed to compliance with California's Transparency in Supply Chains Act of 2010, the UK Modern Slavery Act, and

other applicable laws designed to combat forced labor, human trafficking, and exploitation.

While our Supplier Code of Conduct and Sustainability Policy requires our suppliers to conform to our Conflict Minerals Policy. We use a third-party assessment to determine whether conflict minerals are present in our supply chain. When this process identifies potential risks in the supply chain, Donaldson works to mitigate them as appropriate.

Donaldson also works to comply with all applicable laws relating to wages, working hours, overtime, and benefits. We respect every employee's right to freedom of association, including the right to join unions or other work-related organizations and to engage in collective bargaining, in accordance with the laws of the countries where Donaldson operates.

Our commitment to human rights includes the following categories:

- + Environmentally Responsible, Safe and Healthy Workplace
- + Equal and Non-discriminatory Practices
- + Wages and Working Hours
- + Freedom of Association and Collective Bargaining
- + Supplier Expectations
- + Child, Slave or Forced Labor
- + Conflict Minerals

Sustainable Procurement

Donaldson's sustainable procurement policy is rooted in trust and supply chain transparency, ensuring that suppliers align with company values and global standards. The Supplier Code of Conduct and Sustainability Policy sets clear expectations for environment, ethics, diversity, labor, and procurement. This policy is binding under the Global Purchase Order Terms and Conditions and requires suppliers to comply with all applicable laws and uphold environmental, health, and safety standards. The Vice President of Global Procurement is responsible for policy implementation and strategic oversight.

Donaldson Buys Value Program →

Supplier Code of Conduct and Sustainability Policy →

Global Purchase Order Terms →

Donaldson's relationships with our suppliers are marked by a shared commitment to deliver on quality and value for our customers. This commitment enables us to serve our customers while addressing sustainability risks in our supply chain, ultimately building greater resilience.



Photo by Janwar Firmansah, Donaldson employee

Donaldson's risk management strategy identifies and mitigates supply chain risks through a rigorous onboarding process and ongoing supplier engagement. Supplier self-assessments, audits, and internal controls are tools used to identify and address risk related to financial stability, quality, and alignment with customer expectations.

The Donaldson Buys Value (DBV) supplier engagement program sets expectations for quality, service, cost, and sustainability, deepening insight into supplier risk management, including ISO-certified systems and third-party disclosures (e.g., CDP, EcoVadis). Multiple procurement teams ensure supplier engagement aligns with DBV metrics. This program covers 100% of Tier 1 suppliers.

If non-compliance is identified, Donaldson collaborates with suppliers on corrective actions. Persistent non-compliance triggers escalation, which may result in severing the relationship with the supplier.

FY25 ACHIEVEMENTS

- + Conducted a Scope 3 GHG emissions baseline assessment to measure climate impact across the value chain.
- + Surveyed suppliers representing 40% of GHG emissions related to purchased goods and services (Scope 3) to assess climate maturity.
- + Implemented a program to trace Tier 1, 2, and 3 transactions on the Assent platform, thereby enhancing supply chain transparency and helping identify forced labor risk.
- + We delivered sustainable procurement training for category managers globally through two globally-focused sessions, designed to equip them with tools to engage suppliers effectively.

Cybersecurity and Data Privacy

Donaldson emphasizes the essential role of cybersecurity and data privacy in protecting digital information across its global operations. The company employs comprehensive programs and controls to safeguard data, ensure compliance, and maintain resilience against cyber threats.

Donaldson's Information Security department executes a global cybersecurity strategy grounded in ISO 27001/27002 and the Center for Internet Security (CIS) controls. Policies and controls are reviewed annually and include administrative, technical, and physical safeguards.

Cybersecurity is overseen by our Chief Information Officer (CIO), who reports regularly to the Board of Directors and its Audit Committee on material risks and threats. The CIO leads a cross-functional team, comprising experts with backgrounds in global infrastructure, cybersecurity, legal, and compliance. Beyond information technology, this leadership team also partners with Enterprise Operations to manage the operational technology security of our manufacturing facilities.

Donaldson conducts regular vulnerability assessments to identify and mitigate risks proactively. Third-party suppliers are evaluated

using a cyber rating tool and a structured questionnaire to assess cybersecurity and privacy maturity, particularly for new systems, vendors, or AI tools.

All office employees complete annual cybersecurity and data privacy training. Monthly phishing simulations, policy reviews, and role-specific remedial courses reinforce awareness and ensure an understanding of how to handle sensitive data and mitigate digital risks.

Donaldson runs a 24/7 incident response program led by a dedicated team, with external support as needed. Incidents are prioritized by severity, and response protocols are refined through regular review. We also monitor third-party risks and internal trends through a centralized risk database and align its controls with NIST and ISO 27001 standards. Internal and external audits ensure compliance with industry standards supported by business continuity and disaster recovery capabilities, with regular updates to leadership.

Data Privacy

Our data privacy program is built to meet the requirements of global privacy laws and the privacy expectations of customers, vendors, employees, and shareholders. Donaldson has invested in advanced data security and privacy technologies as part of our commitment to providing a reliable, secure environment for processing and protecting data from employees, customers, and suppliers. The privacy team actively monitors changes to state, national, and global privacy regulations and tracks privacy best practices to identify and implement enhancements to our privacy program.

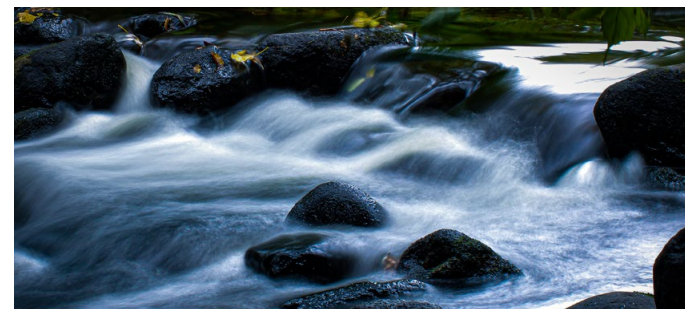


Photo by Peter Coleman, Donaldson employee

FY25 ACHIEVEMENTS

- + Implemented a formal policy on the use of generative AI tools that emphasizes transparency, accountability, and evolving governance. It encourages employees to communicate openly about AI use, take responsibility for AI-assisted work, and adapt practices as technology and risks evolve.
- + Advancing cybersecurity maturity by growing operational technology security programs and strengthening digital product security, which reflect a broader commitment to safeguarding manufacturing environments and connected product ecosystems.

Product Quality

A key component of delivering for our customers is ensuring we understand, anticipate, and prioritize their needs. Donaldson's Quality Policy establishes our commitment to quality and is supported by our quality management system that helps us:

- + Meet regulatory requirements
- + Prioritize safety, sustainability, and reliability
- + Eliminate waste and variation
- + Develop and empower our people
- + Prevent problems in all activities

From supplier quality assurance to manufacturing processes and beyond, our embedded quality processes help us navigate risk management and compliance requirements

to meet customer needs and achieve consistent results. Our approach to quality is outlined and communicated to our employees through training using the Donaldson Pillars of Quality.

All production and distribution facilities are certified to at least one quality management standard, depending on the industry or customer-specific requirements for the products produced at that location. We have adopted the current revisions of IATF 16949, ISO 9001, and AS/EN9100. A complete list of certifications can be found at donaldson.com.

Incident Investigation and Corrective Action

Donaldson's corrective action program is critical to achieving manufacturing excellence, product reliability, and safety. It helps our teams identify and address nonconformity issues in

our processes and products, and establishes a systematic way to analyze and resolve problems to improve quality and efficiency continuously.

To support this work, Donaldson has implemented company-wide risk assessment methods, such as Failure Mode and Effects Analysis (FMEA), as part of its quality risk-management program and to support the development of high-reliability products. FMEAs leverage cross-functional teams to analyze and prioritize performance and quality risks during the product lifecycle. Teams review the risk prioritization and develop recommended actions that, when executed, reduce the risk to an acceptable level. Once the team has management agreement to drive design and manufacturing process improvements, they can leverage existing strategies to implement the plan.



APPENDIX



Photo by Juergen Beckmann, Donaldson employee

About this Report

Donaldson's fiscal year 2025 (FY25) Sustainability Report was published in April 13, 2026, and reflects activities and initiatives in the fiscal year (August 1, 2024, through July 31, 2025).

All quantitative company data, unless otherwise stated, reflects FY25. Unless noted, goals and other data in the report reflect our global operations as relevant. All financial figures in this report are presented in U.S. dollars (USD). Information on our company, policies, and governance can be found on donaldson.com and ir.donaldson.com.

Forward-looking Statements

Statements in this report regarding future events and expectations, such as forecasts, plans, trends, and projections relating to Donaldson's business performance and sustainability goals, are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 and are identified by words or phrases such as "will likely result," "are expected to," "will continue," "will allow," "estimate," "project," "believe," "expect," "anticipate," "forecast," "plan," and similar expressions. These factors include, but are not limited to, economic, industrial, and governmental developments that may impact our operations. These and other risks and uncertainties are described in Item 1A of Donaldson's annual report on Form 10-K for the period ended July 31, 2025, and may be updated occasionally in other Donaldson reports filed with the SEC. Donaldson makes these statements as of the date of this report and undertakes no obligation to update them unless otherwise required by law.

Materiality

The information included in this report should not be construed as a characterization of that information's materiality or financial impact for SEC reporting purposes. For purposes of this report, we use the definitions of materiality in the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards, which differ from the definition used for SEC filings.

Trademarks

Sustainability Report ©2025-2026 Donaldson Company, Inc. Donaldson, Torit, PowerCore, Tetratex, Lithoguard, Synteq DRY, STREAMTEQ, iCue, and the color blue are marks of Donaldson Company, Inc. All other marks belong to their respective owners.

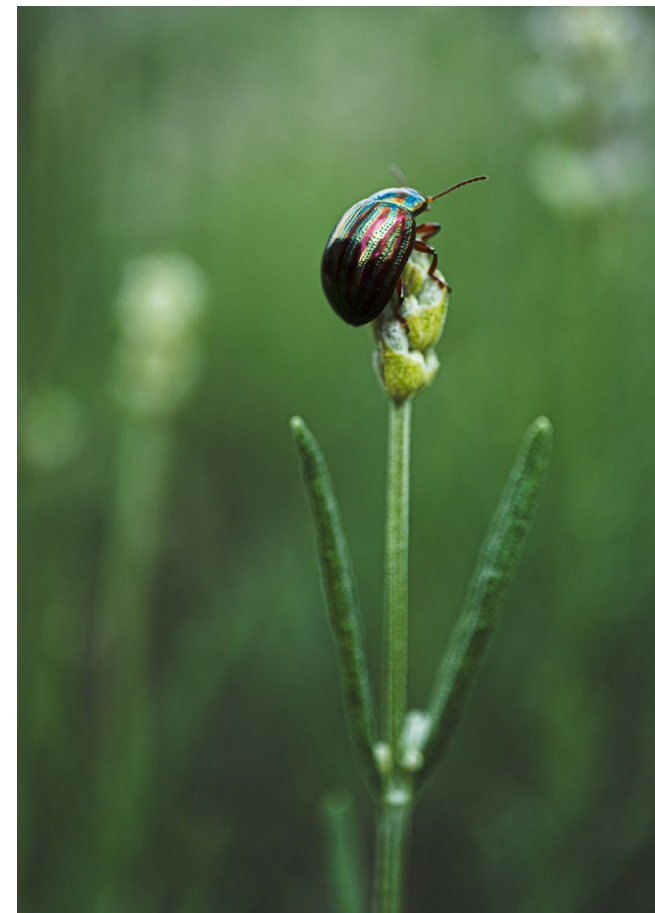


Photo by Romina Pop, Donaldson employee

Data Table

Product Metrics

	FY22	FY23	FY24	FY25
R&D Investment (millions)	\$69.1	\$78.1	\$93.6	\$87.8
Spend % of Net Sales	2.1%	2.4%	2.6%	2.4%

Environment

GHG EMISSIONS (MARKET BASED)

	FY21	FY22	FY23	FY24	FY25
Scope 1 (mt CO ₂ e)	25,379	26,864	23,764	23,535	24,611
Scope 2 (mt CO ₂ e)	88,040	86,781	68,434	69,403	65,416
Total Scope 1 and Scope 2 (mt CO ₂ e)	113,419	113,645	92,198	92,938	90,028
Purchased Unbundled Energy Attribute Certificates – EACs (mt CO ₂ e)	0	0	-10,319	-5,449	-1,242
Earned Hours (thousands of hours)	10,453	11,636	9,941	10,479	10,975
GHG Intensity (mt CO ₂ e per 1,000 earned hours)	10.9	9.8	9.3	8.9	8.2

GHG EMISSIONS (LOCATION BASED)

	FY21	FY22	FY23	FY24	FY25
Scope 1 (mt CO ₂ e)	25,379	26,864	23,764	23,536	24,611
Scope 2 (mt CO ₂ e)	88,077	86,909	83,313	82,444	77,623
Total Scope 1 and Scope 2 (mt CO ₂ e)	113,456	113,773	107,077	105,980	102,234

Greenhouse Gas (GHG) Emissions Methodology: The methodology used to calculate our GHG emissions is in accordance with the World Resources Institute (WRI) GHG Protocol. Donaldson uses the operational control approach to set our inventory boundary. The inventory includes data from fully owned manufacturing plants, large warehouses, distribution centers, and regional headquarters. Leased offices and small warehouses are excluded, as they represent less than 1% of total emissions.

Due to rounding, individual figures may not sum to the total.

Environment

GHG EMISSIONS BY REGION (MARKET BASED)

Region	Emission Scope	FY21	FY22	FY23	FY24	FY25
EMEA	Scope 1 (mt CO ₂ e)	7,001	7,034	6,409	7,167	7,172
	Scope 2 (mt CO ₂ e)	19,119	18,598	15,606	11,475	9,287
LATAM	Scope 1 (mt CO ₂ e)	2,704	2,688	2,789	3,359	3,383
	Scope 2 (mt CO ₂ e)	11,028	12,180	6,637	12,883	10,566
U.S./Canada	Scope 1 (mt CO ₂ e)	14,127	15,653	13,722	12,214	13,144
	Scope 2 (mt CO ₂ e)	39,183	37,443	34,892	31,693	25,347
APAC	Scope 1 (mt CO ₂ e)	1,547	1,489	844	795	912
	Scope 2 (mt CO ₂ e)	18,711	18,560	11,299	13,351	20,217

ENERGY USAGE (ALL SOURCES)

	FY21	FY22	FY23	FY24	FY25
Renewable Energy Usage (MWh)	15,348	16,403	16,061	21,829	27,655
Non-renewable Energy Usage (MWh)	303,091	320,565	287,295	284,046	279,843
Total Energy Usage (MWh)	318,439	336,968	303,356	305,875	307,498
Energy Intensity (MWh per 1,000 earned hours)	30.5	29.0	30.5	29.2	28.0

ENERGY EFFICIENCY PROJECTS

	FY22	FY23	FY24	FY25
Total Energy Efficiency Projects Completed	72	66	134	154
Annualized Energy Reduction from Projects (MWh)	10,800	8,322	14,961	6,200
Annualized Emission* Reduction from Projects (mt CO ₂ e)	4,990	2,900	4,219	2,559

*Calculated calculated using location-based methodology

WASTE MANAGEMENT

	FY24	FY25
Landfill (mt)	7,332	7,671
Incineration (mt)	2,299	2,946
Recycling (mt)	26,873	27,327

Environment

WATER MANAGEMENT

	FY21	FY22	FY23	FY24	FY25
Total Water Withdrawal (megaliters)	551	503	548	513	535

Social

HEALTH AND SAFETY MANAGEMENT

	FY21	FY22	FY23	FY24	FY25
Fatalities – Employee and Temporary Employees	0	0	0	0	0
Life-Changing Events	2	5	4	7	6
Total Recordable Incident Rate (TRIR)	1.60	1.45	1.09	1.01	0.85
Lost Workday Incident Rate (LWIR)	0.60	0.64	0.56	0.48	0.41
Plants with Zero Recordable Incidents	12	13	17	23	20

COMMUNITY SUPPORT

	FY22	FY23	FY24	FY25
International Charitable Giving (USD)	—	—	\$416,922	\$441,625
Donaldson Foundation Charitable Giving (USD)	\$1,200,000	\$1,200,000	\$1,200,000	\$1,350,000
Total Charitable Giving (USD)	\$1,200,000	\$1,200,000	\$1,616,922	\$1,791,625

Governance

CODE OF CONDUCT TRAINING

	FY22	FY23	FY24	FY25
Employee Ethics and Compliance Course Completions	100% of assigned	100% of assigned	100% of assigned	100% of assigned

Management Systems

CERTIFIED MANAGEMENT SYSTEMS

	FY24	FY25
Sites Certified to ISO 14001 – Environmental (% coverage)	35	38 (68%)
Sites Certified to ISO 45001 – Occupational Health & Safety (% coverage)	14	16 (29%)
Sites Certified to ISO 50001 – Energy (% coverage)	4	4 (7%)

Stakeholder Engagement

In FY25, Donaldson conducted its first double materiality assessment that helped identify which Environmental, Social, and Governance (ESG) topics are most relevant by evaluating the impact of the company on external factors such as the environment and people and the risks and opportunities topics have on our business.

The following stakeholder engagement table shows the methods used to inform our ESG strategy and reporting priorities.

Type of Stakeholder	Details of Engagement	Outcomes
CUSTOMERS	We proactively engage with our customers by continuing to monitor their evolving needs. We engage customers through sustainability information requests, regular sales dialogue, and sustainability reports created by our customers.	Customer engagement is a critical way for Donaldson to understand regulatory, product, quality, sustainability, and other needs related to its business. As a company principle, delivering for our customers is based on our shared understanding of these essential needs. We address these needs through collaboration that drives measurable outcomes and meaningful sustainability value.
INVESTORS	We engage investors through regular interactions, including earnings calls, investor presentations, and public disclosures such as our sustainability report. We also leverage external ESG assessments to share insight into our ESG performance and strategy.	These engagements provide an understanding of investor concerns and expectations related to ESG topics. As we mature our strategy and communications, we see these activities as essential for investors to be well informed about their investments.
EMPLOYEES	We strive to build awareness of our sustainability work and share opportunities for employees to engage in these efforts to drive a sense of pride and ownership for these efforts. Employees in various functions also play critical roles in executing sustainability strategies and fostering collaboration and results.	This engagement helps drive a common purpose around relevant topics with measured results. That ownership is most evident in our 2030 Sustainability Ambitions and helps to foster a culture of responsibility, collaboration, and continuous improvement.
SUPPLIERS	Like investors, we have regular and structured engagements with our suppliers through various channels, including our supplier sustainability self-assessments and our preferred supplier program, Donaldson Buys Value.	These engagements empower suppliers to make meaningful contributions to environmental and social responsibility while aligning with our 2030 Sustainability Ambitions.

SASB INDEX

Fiscal Year 2025

The International Sustainability Standards Board (ISSB) of the IFRS Foundation is responsible for maintaining the SASB Standards. Donaldson reports against the Industrial Machinery and Goods standards defined by SASB's Sustainable Industry Classification System (SICS). The information in the report is based on data for FY25.

SASB Index

Topic	Metric	Units	Code	Response
ENERGY MANAGEMENT	Total energy consumed	Gigajoules (GJ)	RT-IG-130a.1	1,106,993 GJ
	Percentage grid electricity	Percentage (%)	RT-IG-130a.1	50%
	Percent renewable	Percentage (%)	RT-IG-130a.1	9%
EMPLOYEE HEALTH AND SAFETY	Total recordable incident rate (TRIR)	Rate	RT-IG-320a.1	TRIR = 0.85*
	Fatality rate	Rate	RT-IG-320a.1	Fatality Rate = 0*
	Near miss frequency rate (NMFR)	Rate	RT-IG-320a.1	Donaldson incorporates near-miss as a leading indicator within our sites locally and emphasizes the importance of reviewing all work-related health and safety incidents, including near misses.
FUEL ECOFUEL ECONOMY AND EMISSIONS IN USE PHASE	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Gallons per 1,000 ton-miles	RT-IG-410a.1	Not applicable to Donaldson
	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour	RT-IG-410a.2	Not applicable to Donaldson
	Sales-weighted fuel efficiency for stationary generators	Watts per gallon	RT-IG-410a.3	Not applicable to Donaldson
	Sales-weighted emissions of: (1) nitrogen oxides, and (2) particulate matter for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines.	Grams per kilowatt-hour	RT-IG-410a.4	Not applicable to Donaldson

* Reflects employees and temporary employees

Topic	Metric	Units	Code	Response
REMANUFACTURING DESIGN AND SERVICES	Revenue from remanufactured products and remanufacturing services	Reporting currency	RT-IG-440b.1	Donaldson does not have revenue from the remanufacturing of its products.
MATERIAL SOURCING	Description of the management of risks associated with the use of critical materials	N/A	RT-IG-440a.1	(see information below)

Donaldson's procurement operations span worldwide to acquire goods and services essential for our manufacturing processes, focusing on critical categories such as media, metals, plastics, and adhesives. We prioritize responsible procurement practices, risk management, and sustainability across our global operations:

- + **Supplier Onboarding:** We enforce stringent onboarding processes, ensuring suppliers align with our values and sustainability commitments.
- + **Conflict Minerals Review:** We engage third-party consultancies to assess suppliers' compliance with material regulations and maintain ethical sourcing practices.
- + **Price Agreements:** We use index agreements to help stabilize costs and mitigate financial risks associated with price fluctuations.
- + **Risk Mitigation:** Our robust process identifies and addresses supply disruptions, exploring alternative sources and validated locations to maintain operational continuity.
- + **Donaldson Buys Value Program:** We measure supplier performance based on cost, quality, service, and sustainability criteria, supporting underperforming suppliers to improve their operations.

These initiatives underscore our dedication to reliability, integrity, and sustainability throughout our supply chain operations.

Activity Metric	Units	Code	Response
Number of units produced by product category	Number	RT-IG-000.A	Proprietary
Number of employees	Number	RT-IG-000.B	15,000 full-time employees*

* As of July 31, 2025

GRI INDEX

Fiscal Year 2025

Donaldson has reported the information cited in this GRI content index for the period August 1, 2024, to July 31, 2025, with reference to the GRI Standards.

GRI 2: General Disclosures 2021

GRI Standard	Disclosure	Response / Reference
2-1	Organizational details	Donaldson Company, Inc. is a publicly traded company listed on the New York Stock Exchange. Corporate headquarters are located in Bloomington, Minnesota, USA. FY25 Annual Report on Form 10-K
2-2	Entities included in the organization's sustainability reporting	FY25 Annual Report on Form 10-K
2-3	Reporting period, frequency, and contact point	Donaldson Company, Inc. reports annually in accordance with our fiscal year. Email sustainability@donaldson.com with questions. Sustainability Report (Page 39)
2-4	Restatements of information	No restatement of information
2-5	External assurance	We have not sought external assurance at this time.
2-6	Activities, value chain, and other business relationships	FY25 Annual Report on Form 10-K, 2025 Proxy Statement
2-7	Employees	FY25 Annual Report on Form 10-K
2-8	Workers who are not employees	FY25 Annual Report on Form 10-K
2-9	Governance structure and composition	FY25 Annual Report on Form 10-K, 2025 Proxy Statement
2-10	Nomination and selection of the highest governance body	FY25 Annual Report on Form 10-K, 2025 Proxy Statement
2-11	Chair of the highest governance body	FY25 Annual Report on Form 10-K, 2025 Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	FY25 Annual Report on Form 10-K, 2025 Proxy Statement
2-13	Delegation of responsibility for managing impacts	FY25 Annual Report on Form 10-K, 2025 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	FY25 Annual Report on Form 10-K, 2025 Proxy Statement
2-15	Conflicts of interest	Code of Conduct , Sustainability Report (Page 33)

GRI Standard	Disclosure	Response / Reference
2-16	Communication of critical concerns	FY25 Annual Report on Form 10-K , 2025 Proxy Statement , Sustainability Report (Page 46)
2-17	Collective knowledge of the highest governance body	Sustainability Report (Page 32) , 2025 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	Sustainability Report (Page 32) , 2025 Proxy Statement
2-19	Remuneration policies	2025 Proxy Statement
2-20	Process to determine remuneration	2025 Proxy Statement
2-21	Annual total compensation ratio	2025 Proxy Statement
2-22	Statement on sustainable development strategy	Sustainability Report (Page 7)
2-23	Policy commitments	Code of Conduct , Human Rights Policy , Sustainability Report (Pages 33-35)
2-24	Embedding policy commitments	Code of Conduct , Human Rights Policy , Sustainability Report (Pages 33-35)
2-25	Processes to remediate negative impacts	Code of Conduct , Human Rights Policy , Sustainability Report (Pages 33-35)
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Report (Page 33) , Code of Conduct
2-27	Compliance with laws and regulations	Sustainability Report (Page 33) , Code of Conduct
2-28	Membership associations	Donaldson partners with many organizations, including industry partners, governments, and nongovernmental organizations, as we pursue our sustainability ambitions. We make reference to key partnerships in the Sustainability Report .
2-29	Approach to stakeholder engagement	Sustainability Report (Page 43)

GRI 3: Material Topics 2021

GRI Standard	Disclosure	Response / Reference
3-1	Process to determine material topics	Sustainability Report (Pages 39 and 43)
3-2	List of material topics	Sustainability Report (Pages 39 and 43)
3-3	Management of material topics	Sustainability Report (Pages 39 and 43)

GRI 201: Economic Performance 2016

GRI Standard	Disclosure	Response / Reference
201-1	Direct economic value generated and distributed	FY25 Annual Report on Form 10-K
201-2	Financial implications and other risks and opportunities due to climate change	FY25 Annual Report on Form 10-K
201-3	Defined benefit plan obligations and other retirement plans	FY25 Annual Report on Form 10-K
201-4	Financial assistance received from government	FY25 Annual Report on Form 10-K

GRI 203: Indirect Economic Impacts 2016

GRI Standard	Disclosure	Response / Reference
203-1	Infrastructure investments and services supported	FY25 Annual Report on Form 10-K
203-2	Significant indirect economic impacts	FY25 Annual Report on Form 10-K

GRI 205: Anti-corruption 2016

GRI Standard	Disclosure	Response / Reference
205-1	Operations assessed for risks related to corruption	FY25 Annual Report on Form 10-K, Sustainability Report (Pages 32, 33, and 36)
205-2	Communication and training about anti-corruption policies and procedures	FY25 Annual Report on Form 10-K, Sustainability Report (Page 33)
205-3	Confirmed incidents of corruption and actions taken	FY25 Annual Report on Form 10-K, Sustainability Report (Page 33)

GRI 206: Anti-competitive Behavior 2016

GRI Standard	Disclosure	Response / Reference
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	FY25 Annual Report on Form 10-K, Sustainability Report (Page 33)

GRI 207: Tax 2019

GRI Standard	Disclosure	Response / Reference
207-1	Approach to tax	FY25 Annual Report on Form 10-K
207-2	Tax governance, control, and risk management	FY25 Annual Report on Form 10-K
207-3	Stakeholder engagement and management of concerns related to tax	FY25 Annual Report on Form 10-K

GRI 302: Energy 2016

GRI Standard	Disclosure	Response / Reference
302-1	Energy consumption within the organization	Sustainability Report (Pages 16-18 and Data Table)
302-3	Energy intensity	Sustainability Report (Pages 16-18 and Data Table)
302-4	Reduction of energy consumption	Sustainability Report (Pages 16-18 and Data Table)

GRI 303: Water and Effluents 2018

GRI Standard	Disclosure	Response / Reference
303-1	Interactions with water as a shared resource	Sustainability Report (Page 20 and Data Table)
303-3	Management of water discharge-related impacts	Sustainability Report (Page 20 and Data Table)
303-3	Water withdrawal	Sustainability Report (Page 20 and Data Table)

GRI 305: Emissions 2016

GRI Standard	Disclosure	Response / Reference
305-1	Direct (Scope 1) GHG emissions	Sustainability Report (Page 16 and Data Table)
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report (Page 16 and Data Table)
305-4	GHG emissions intensity	Sustainability Report (Page 16 and Data Table)
305-5	Reduction of GHG emissions	Sustainability Report (Page 16 and Data Table)

GRI 306: Effluents and Waste 2016

GRI Standard	Disclosure	Response / Reference
306-1	Waste generation and significant waste-related impacts	Sustainability Report (Page 19 and Data Table)
306-2	Management of significant waste-related impacts	Sustainability Report (Page 19 and Data Table)
306-3	Waste generated	Sustainability Report (Page 19 and Data Table)
306-4	Waste diverted from disposal	Sustainability Report (Page 19 and Data Table)
306-5	Waste directed to disposal	Sustainability Report (Page 19 and Data Table)

GRI 308: Supplier Environmental Assessment 2016

GRI Standard	Disclosure	Response / Reference
308-1	New suppliers that were screened using environmental criteria	Sustainability Report (Page 35)

GRI 403: Occupational Health and Safety 2018

GRI Standard	Disclosure	Response / Reference
403-1	Occupational health and safety management system	Sustainability Report (Pages 22-23 and Data Table)
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report (Pages 22-23 and Data Table)
403-3	Occupational health services	Sustainability Report (Pages 22-23 and Data Table)
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report (Pages 22-23 and Data Table)
403-5	Worker training on occupational health and safety	Sustainability Report (Pages 22-23 and Data Table)
403-6	Promotion of worker health	Sustainability Report (Pages 22-23 and Data Table)
403-9	Work-related injuries	Sustainability Report (Pages 22-23 and Data Table)
403-10	Work-related ill health	Sustainability Report (Pages 22-23 and Data Table)

GRI 404: Training and Education 2016

GRI Standard	Disclosure	Response / Reference
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report (Pages 25-26)
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report (Pages 25-26)

GRI 408: Child Labor 2016

GRI Standard	Disclosure	Response / Reference
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability Report (Pages 34), Supplier Code of Conduct and Sustainability Policy

GRI 409: Forced or Compulsory Labor 2016

GRI Standard	Disclosure	Response / Reference
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report (Pages 34), Supplier Code of Conduct and Sustainability Policy

GRI 413: Local Communities 2016

GRI Standard	Disclosure	Response / Reference
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report (Pages 29-30)

GRI 414: Supplier Social Assessment 2016

GRI Standard	Disclosure	Response / Reference
414-1	New suppliers that were screened using social criteria	Sustainability Report (Page 35), Supplier Code of Conduct and Sustainability Policy

GRI 416: Customer Health and Safety 2016

GRI Standard	Disclosure	Response / Reference
416-1	Assessment of the health and safety impacts of product and service categories	Sustainability Report (Page 37)

GRI 418: Customer Privacy 2016

GRI Standard	Disclosure	Response / Reference
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report (Page 36), Code of Conduct



Donaldson Company, Inc.

Global Headquarters
1400 West 94th Street
Bloomington, MN 55431

donaldson.com

ir.donaldson.com

LinkedIn: [linkedin.com/company/donaldson](https://www.linkedin.com/company/donaldson)

Facebook: [facebook.com/DonaldsonCompany](https://www.facebook.com/DonaldsonCompany)

Instagram: [instagram.com/donaldson.official](https://www.instagram.com/donaldson.official)

YouTube: [youtube.com/user/donaldsonfilters](https://www.youtube.com/user/donaldsonfilters)