At Eaton, sustainability is at the core of our mission – to improve the quality of life and the environment. The following outlines our long-term strategy to ensure a healthy planet that supports all our stakeholders – including employees, customers, shareholders, suppliers and our communities.

## 2030 Goals

### Doing business right and transparency
- Achieve class-leading safety performance: 0.25 Total Recordable Case Rate and 0.15 Days Away Case Rate
- Report our ESG material issues in alignment with Sustainability Accounting Standards Board (SASB) and Taskforce on Climate Related Financial Disclosures (TCFD) requirements
- Share our minority and gender pay equity assurance results and ensure no human rights violations from our key suppliers

### Operational footprint
- Reduce carbon emissions from our operations 50%
- Achieve carbon neutral operations
- Certify 100% of our manufacturing sites as zero waste-to-landfill
- Certify 10% of our manufacturing sites as zero water discharge

### Customer solutions
- Provide world-leading intelligent power management solutions and reduce Scope 3 emissions from our solutions and throughout our value chain 15%

### Employee development and engagement
- Clock 250,000 hours of employee volunteer time annually
- Achieve and maintain employee engagement scores of 80% or higher
- Commit to 12 hours of training and development per employee per year

We will establish a chartered executive sustainability council chaired by our CEO to provide oversight of our sustainability strategy.

We plan to invest more than $3 billion in research and development over the next 10 years to create sustainable and energy efficient solutions for our customers.

We aim to achieve a science-based target and carbon neutral operations by 2030 by implementing energy efficient solutions in our operations, optimizing renewable energy generation and purchases, greening our energy contracts and purchasing carbon offsets where necessary.

We will continue to reduce our operational footprint by accelerating our zero waste-to-landfill initiative and replicating our successful waste reduction approach to achieve our new water target.

### How we’ll achieve our targets

- **By 2030** achieve science-based target and carbon neutral operations
- **In research and development** $3 billion

### Our strategy is:

- **In service to our core mission and vision**
- **Bold and comprehensive**
- **Measurable and auditable**
- **Embedded in our core business strategy**
- **Integrated into governance processes**
- **A commitment to transparently communicate progress**

### The science of climate action

A science-based target is an objective, scientific evaluation of what is needed to reduce global greenhouse gas emissions and limit catastrophic climate change. These targets provide specific objectives for companies to manage their emissions in the near-and long-term.

Our ambitious 2030 greenhouse gas targets are consistent with the challenge presented to corporations by the Intergovernmental Panel on Climate Change (IPCC), the United Nations body for assessing the science related to climate change. The group recently declared a climate emergency and issued an urgent request to companies around the world to limit global warming to 1.5°C. We are committed to doing our part in the global response to the threat of climate change.