MANNINGTON MILLS.

Energy Performance and Climate Action Policy

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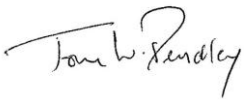
Revision	4
Supersedes	Environmental & Energy Policy - EMP 02 ATT 01 – Revision 3
Last Reviewed	20 October 2026
Locations	Mannington Mills, Inc. and its United States facilities and subsidiaries. Amtico International is governed by Amtico International Energy Management Policy.
Coverage	Associates, officers, directors, temporary workers, contractors, and applicable business relationships
Approval Authority	CEO
Approved by	Tom Pendley, President and CEO 

Our Commitment

As a responsible company Mannington Mills Inc. is committed to energy performance improvement, greenhouse gas reduction, responsible resource stewardship, and integration of energy considerations into business decisions and operations across our operations.

This policy recognizes that energy efficiency and renewable energy adoption are essential to enhancing environmental performance, reducing operational costs, and achieving sustainable business goals.

Energy Performance & Climate Action Commitments

Mannington Mills is committed to:

Objectives & Performance Measurement

- Establishing and reviewing measurable energy and environmental objectives and targets aligned with our corporate sustainability goals and North American regulatory requirements.
- Quantifying energy consumption across all operational sites and maintaining performance indicators (including energy intensity ratios) to track progress toward energy efficiency and greenhouse gas reduction objectives.

Procurement & Facility Operations

- Supporting the procurement of energy-efficient products, services, equipment, and technologies that reduce energy demand and operational costs.
- Incorporating energy performance improvements and renewable energy considerations during the design, modification, and operation of facilities, systems, processes, and equipment.
- Identifying and pursuing practical opportunities for renewable energy generation, renewable energy procurement, and energy performance improvement where technically, operationally, and economically feasible.

See the Supplier Code of Conduct and Sustainable Procurement Policy for detailed requirements.

Emissions Reduction & Strategic Integration

- Reducing energy consumption and greenhouse gas emissions in accordance with company sustainability goals and applicable North American climate-related compliance obligations.
- Integrating energy and decarbonization considerations into strategic planning, capital investment decisions, supply chain management, product development, and lifecycle analysis.
- Considering energy security, fuel availability, utility reliability, and resource availability when evaluating operational and strategic decisions.
- Managing energy responsibly as part of broader resource stewardship, recognizing the interconnection between energy use, water consumption, emissions reduction, and environmental protection.
- Evaluating energy resilience and operational impacts associated with severe weather events, utility disruptions, and evolving energy markets.

See the Environmental and Biodiversity Policy for detailed requirements.

Organizational Capability & Communication

- Providing information, resources, competence, awareness, and training necessary to achieve energy and decarbonization objectives.
- Communicating energy performance, climate commitments, and progress transparently to interested parties, including regulators, customers, associates, and communities.
- Monitoring and evaluating energy initiatives and decarbonization programs through our sustainability governance processes to ensure effectiveness, track progress, and identify continual improvement opportunities.
- Meeting applicable energy-related legal requirements and compliance obligations across all North American jurisdictions where we operate.

Roles and Accountability

Top management is accountable for the effectiveness of energy management efforts, provision of resources, establishment of energy objectives, evaluation of compliance obligations, and integration of energy performance requirements into business processes. All associates and contractors are responsible for supporting this policy and contributing to energy performance improvements and climate action initiatives.

Policy Maintenance and Communication

This policy is maintained as documented information, communicated within the organization, and made available to interested parties. This policy will be reviewed annually or when significant changes occur to ensure its relevance, effectiveness, and alignment with our sustainability objectives and evolving energy and climate landscapes. This policy aligns with ISO 14001:2026 Clause 5.2 requirements and supports our commitment to environmental protection and continual improvement.

Existing Policies Incorporated by Reference

Policy	Treatment	Purpose in this Policy
Environmental and Biodiversity	Retain as reference	Environmental stewardship expectations
Supplier Code of Conduct	Retain as reference	External supplier expectations
Sustainable Procurement	Retain as reference	Risk-based supplier engagement and monitoring