

# On a shared mission

2021 UL Sustainability Report



# Contents

2021 showed us that increased cooperation, caring and competency play essential roles in solving our shared challenges and ensuring thriving communities. In this report, you'll see how UL partners with purpose, sharing our mission to make an impact on planet, people and prosperity. We create collaborative and innovative solutions with our customers and stakeholders and apply our trusted abilities in safety science toward helping to make the world a safer, more secure and sustainable place.

# CEO message



Jennifer Scanlon  
president and chief executive officer

As a mission-driven company that has endured for 128 years — through the Great Depression, two world wars and, most recently, a global pandemic — UL continues to mobilize its connections with our employees, customers, numerous stakeholders and the public at large with the goal of multiplying our impact as we work together for a more sustainable future.

We've contributed to a sustainable world for our entire history. Safety is our heritage and our future. We've always kept up with how we need to apply science and evolve to ensure

that our solutions meet the new challenges presented by each era's latest technologies. This evolution brings us to today's era, where our purpose also incorporates sustainability and environmental, social and governance (ESG) efforts for our customers, our employees and in the communities where we operate around the world.

We help create standards, build safe and inclusive work environments, improve local communities and provide services and data platforms to help our customers achieve their ESG goals.

UL's employees have felt inspired to create a sustainable future for all, and they play a significant role in our sustainability journey through volunteerism and advocacy.

Whether it was our first-ever global volunteer initiative to clean 125 streams around the world during our 125th anniversary year or how, even during COVID-19, we volunteered to lead clean-ups and other initiatives in our neighborhoods, UL's employees have displayed passion and commitment to sustainability.

We are united in the pursuit of sustainability to improve our quality of life, protect our ecosystems and preserve our natural resources for future generations.

This year, our employees helped us quantify our performance, gathering the data to determine our energy and carbon baselines — critical work for enabling UL to establish our commitment to the Science Based Targets initiative (SBTi) in 2021.

Our work is backed by the dependability of our safety science and the durability of our history of service. Our mission of working for a safer world has guided our actions and priorities.

This year's report celebrates the critical partnerships we support for the benefit of people, planet and prosperity.

"Partnering for people" means improving the lives of all people. This principle forms the heart of our mission. In my inaugural year as CEO, I felt proud to join more than 2,000 signatory CEOs leading their companies toward equity in an ongoing pledge to [CEO Action for Diversity and Inclusion™](#).

"Partnering for planet" points to efforts to protect our planet and its natural resources. We support energy transition efforts and decarbonization both in our operations and by helping our customers bring their innovations in renewables to the market safely, securely and sustainably.

“Partnering for prosperity” speaks to the value our services deliver, helping our customers bring innovative solutions to market. We see our success inextricably tied to our customers’ success; we do well by helping them.

From our employees to management and leadership, up to and including our Board of Directors, UL takes an integrated and comprehensive approach to sustainability and ESG. This year we involved our stakeholders in our [2021 materiality assessment](#). We look to reaffirm and accelerate our sustainability efforts considering those social, environmental and economic topics deemed material to our operations and service solutions, which we believe afford us license to operate as an ESG enabler for our stakeholders.

UL is no exception to the broader macroeconomic trends that impact all organizations, yet we have remained steadfast in our sustainability goals. We addressed the challenges inherent in COVID-19 and the ebb and flow of regulations as we developed return-to-work plans customized to each office location. We have brought greater focus to safety within UL, adding the concept of psychological safety to our diversity, equity and inclusion (DEI) principles of full inclusivity.

We’ve identified meaningful targets to evaluate our performance, measured quarterly through our key results.

- Safety Starts Here represents our enterprise-wide commitment to setting the highest standards for the safety of our operations.
- Employee Engagement focuses on creating an environment where our employees bring their best, full selves to work every day.
- Customer Centricity recognizes that we stay in business to serve our customers by anticipating and exceeding their expectations.
- UL One Digital identifies the effective deployment of digital tools to make us more efficient.
- Profitable Growth defines our commitment to operate our business as a growth company.

At UL, we celebrate science, fostering a culture of continuous improvement, operational excellence and innovation. We continue to invest in our people, our partnerships and our shared prosperity.

I am exceedingly proud to lead a company of mission-driven employees committed to making the world a safer, more secure and more sustainable place to build a better future for all.



**Jennifer Scanlon**

Pronouns: she, her, hers  
president and chief executive officer



UL is proud to declare its commitment to reducing global carbon emissions in line with climate change science.

Jennifer Scanlon, president and chief executive officer

# On us

## **Our competence imparts confidence.**

In this report, we share our sustainability journey, goals and impacts with our stakeholders. We strive to report on what matters most to you and to listen, learn and evolve as we lead. We affirm that transparency is fundamental to maintaining trust. What we know, we share; what we don't know, we seek to understand. In facing the future, we will always leverage the best of our understanding and expertise to secure a safe and sustainable world, forever seeking the next and best solution.



## Who we are

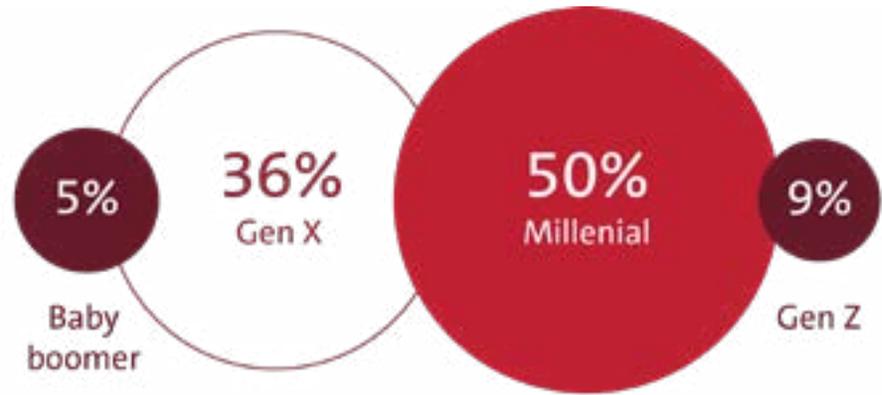
Our people foster trusted partnerships led by purpose and backed by competence. Our safety science expertise and 128-year track record of imparting trust and dependability through our dedicated services and offerings help keep our ever-evolving world moving forward. We trust in each other and in science and believe in our contribution to an abundant shared future.

Our founding mission of working for a safer world informs every partnership we undertake and every goal we set. We find purpose in our mission, and we know our stakeholders do, too. Our reputation rests on our history of working for public safety and preventing countless risks.

What we've learned by navigating the complexities of our history we apply to meeting today's needs and enabling the optimistic future that we envision and intend to help protect for generations to come.

### Our people

In 2021, UL Inc. employed more than 14,000 permanent employees and more than 2,000 contractors. We employ contractors as needed to serve our customers around the world in areas where we may not have a legal entity and during instances that require additional support.



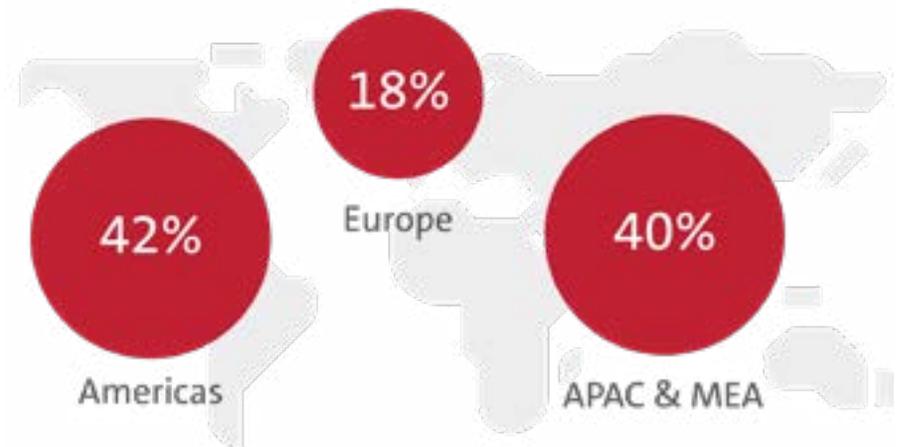
14,000+  
Total number of employees



63%  
Male



37%  
Female



## Leadership representation



*We source this data from our HR database. In some cases, information from responsible HR teams supplements the data. No significant variations have occurred and no assumptions have been made.*

UL employees offer distinct cultural and generational perspectives to each other and the work they perform, adding value and an important diversity of thought to the projects we undertake and the communities where we work and live. We're making progress on our DEI initiatives and rewarding and developing our people as they expand possibilities for themselves and for our customers.

In 2021, UL redesigned its global human resources function to align with the company's new operating model and our goal to lead as an employer of choice for the world's top talent. The results from our 2021 materiality assessment reinforce our prioritization of this pursuit and demonstrate its importance to all stakeholders as we work to attract and retain the talented people we need to fulfill

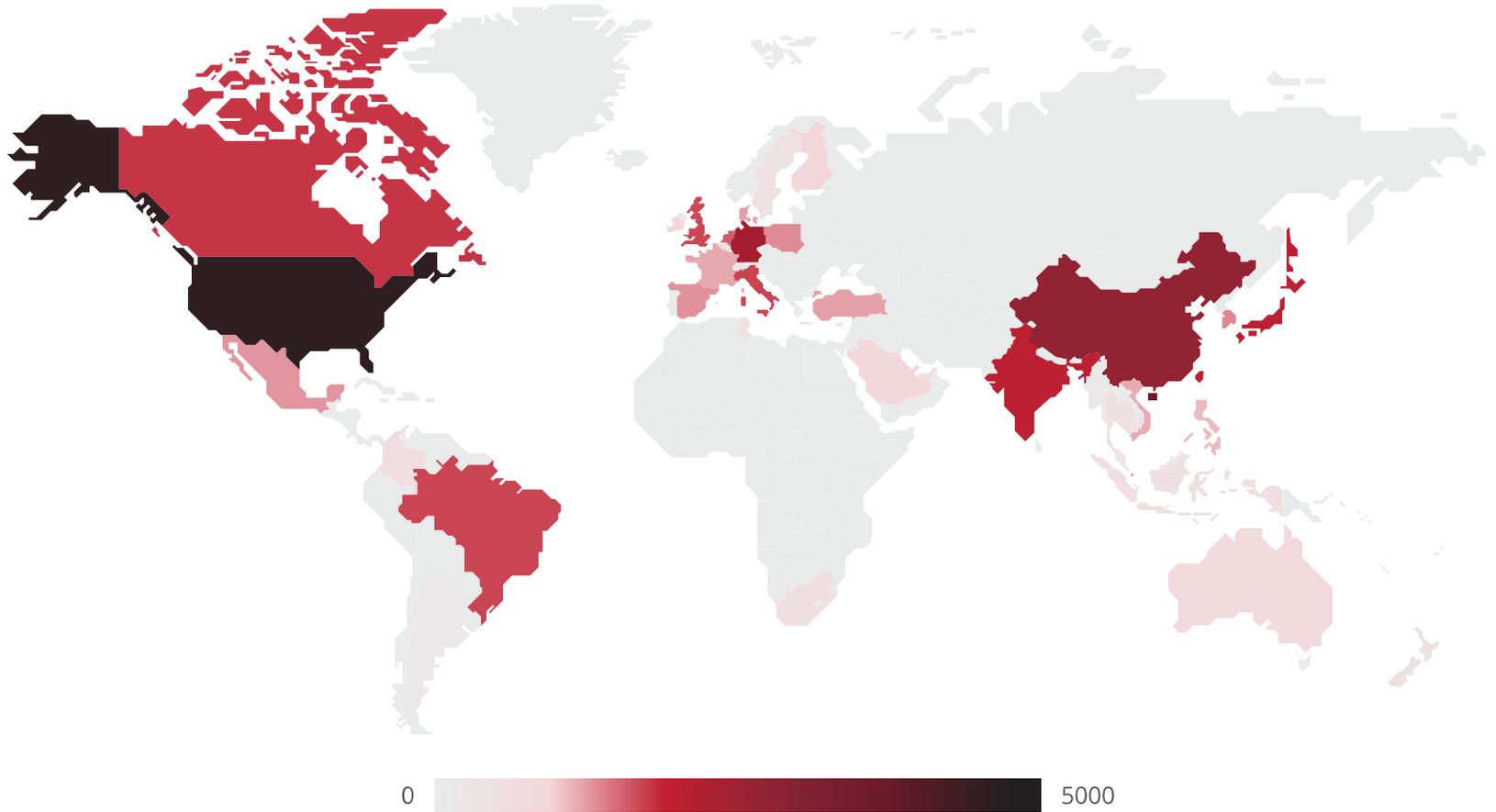
our mission. While we operate globally, we incorporate regional and local perspectives to inform the best-fitting experiences for our colleagues and provide a safe, secure, sustainable and inclusive workplace. UL is committed to enabling and engaging our people across our enterprise and continuously improving their overall work experience. Our company culture prioritizes inclusiveness, simplicity, innovation and efficiency.

We value every perspective and voice, creating the welcoming, safe and supportive environment needed to allow problem-solving to thrive. This environment offers our highly skilled, enthusiastic and ethical colleagues the opportunity to apply their passion and expertise to our purpose, helping secure the safety of all people in every environment.



## Where we are

Headquartered in Northbrook (NBK), Illinois, U.S., UL Inc. maintains offices and laboratories in more than 40 countries around the world. Wherever we work, we match the local communities' needs, offering customer service in local languages and nurturing the critical governmental and regulatory relationships that allow us to keep abreast of changing trends and provide efficiencies to our customers.



Number of UL employees worldwide

## What we do

Since our founding in 1894, UL has worked to make the world safer. This historic commitment began with the commercialization of electricity in the late 19th century and continues today. We remain in position to support the profound economic, environmental and social opportunities and impacts that electricity and transformational advances in science and technology have brought to the world. Our daily work, service offerings and technical expertise also contribute directly toward and operate in concert with national laws and relevant internationally recognized standards. In this way, we ensure that we continue to improve economic, environmental and social well-being, leveraging safety science, standards and transparency.

UL's testing, inspection and certification; software; advisory and risk management services; decision-making tools; training; and business intelligence offerings help our customers, based in more than 100 countries, solve today's business challenges and prepare for tomorrow's opportunities.

In 2021, markets, regulators, customers, consumers, suppliers, employees and shareholders converged globally with a clear demand for an expanding set of requirements for continued sustainability advancement. We're encouraged by the collaboration and partnership in both the public and private sectors intent on accelerating action and enabling ESG progress across global markets, standards, ecosystems, supply chains and businesses.





**Automotive and mobility** — From Electric Vehicle (EV) and Infrastructure Testing and Certification to Vehicle Interior Air Quality Testing, we test and validate automotive materials and help our customers manage their supply chains, bringing safer products to market all around the world.



**Building and construction** — From Architecture, Engineering and Construction testing, inspection and certification to Building Products and Systems, we help enable smarter, safer and more sustainable buildings.



**Chemicals and materials** — From Innovative Environmental Product Claims Validation to Chemical Policy Management, we help manufacturers, distributors, importers and retailers manage chemicals to safeguard human health and the environment.



**Energy and utilities** — From Battery and Energy Storage Testing to Offshore Wind Energy Services, our expertise in storage and renewables helps both established and emerging energy markets meet growing demands, while protecting people and the environment.



**Financial and investment services** — From Secure Mobile Payment Solutions to Sustainability Management Software, our offerings empower consumer trust and help strengthen security in an interconnected world.



**Government services** — From Building Sustainability and Energy Advisory Services to Marketing Claim Verification, we help drive sustainability, public safety and trade.



**Healthcare and life sciences** — From medtech to pharmaceuticals and biotech, we work with our customers to help bring needed medical innovations to market safely and efficiently.



**Industrial products and systems** — From Electrical Distribution Services to Industrial Automation and Control System Cybersecurity, we help our customers gain a comprehensive view of product and process efficiency within any given system to help prevent potential hazards and failures.



**Life safety and security** — From Fire and Emergency Apparatus Testing to Personal Flotation Device Certification, our services help protect first responders, people and property. Our research and insights in this industry lead the way to discovering new ways to prevent and defend against threats.



**Products and components** — From Photovoltaic (PV) and Solar Lighting to Beauty and Personal Care Product Testing, we help our customers solidify trust and deliver safer, more sustainable products to market.



**Retail** — Through offerings like Analytical and Chemical Testing for Consumer Products and Children's Furniture Testing, we take a proactive approach to protecting consumers and the brands they trust. Our analytic and management software solutions address sourcing, safety, environmental and quality challenges.



**Technology and electronics** — From Recycled Plastics Solutions to Certification to Greenhouse Gas Verification to ISO 14064-3, we help our customers improve their infrastructure and bring sustainable innovations to market.

## Our integrity

While mobilizing our shared mission, our colleagues worldwide embrace and embody the principles of integrity, honesty, quality and fairness. These values unite us and are essential to maintaining and imparting trust as we operate. We maintain a proud culture of integrity, nurtured and backed by UL's Legal and [Ethics and Compliance](#) offices. Around the world, every colleague and Board member receives training on our [Standards of Business Conduct](#) (SoBC), distributed in nine languages and signed by 100% of our more than 14,000 employees. Our code of conduct compels us to act with respect for our business, property, people and planet.

We hold each other accountable for acting with integrity and reporting potential issues or concerns. UL's Ethics and Compliance office handles any reports of alleged fraud or policy violations, and our SoBC protect would-be reporters against retaliation. Colleagues can share concerns without limitation through the management chain or by directly contacting HR, Legal, Internal Audit, Finance or Ethics and Compliance. The Ethics and Compliance office accepts reports directly via email, phone hotline or our Ethics Point web portal. These reports may remain anonymous to the extent allowed by applicable law. Additionally, our Ethics and Compliance office maintains a website with additional resources for education about ethical and lawful behavior and organizational integrity for colleagues seeking more information.

Our four policies related to bribery risk — Anti-Bribery and Corruption Policy, Gift and Entertainment Policy, Engagement of Government Officials Policy and Conflict of Interest Policy — are easily accessible to all UL associates. Integrated controls surrounding UL's expense reimbursement, meeting planning and charitable giving processes support these policies.

Across our enterprise we continuously and rigorously assess all of our operations for potential risks related to corruption. The most significant corruption risks for UL are associated with our inspection/certification services. In 2021, our Ethics and Compliance office received 82 allegations cases. None of these reports were substantiated and no employees were dismissed or disciplined for corruption. Although we did not conduct a formal, comprehensive, written risk assessment pertaining to corruption this year, our most recent formal assessment continues to guide ongoing mitigation measures.

We discontinued our relationship with two clients in 2021 for corruption-related issues. Our dedication to integrity as we operate is unwavering.



## Our supply chain

Our Global Sourcing team supports our supply chain needs by working with our business partners across 43 countries to develop global sourcing and procurement strategies, which we implement regionally or locally. Those strategies support our broader business strategy, including sustainability-related improvements. UL has approximately 11,000 suppliers. The majority of our suppliers provide equipment and consumables for our testing and certification work; the next-largest group of suppliers covers contingent workforce resources to support either seasonal spikes or specific customer-based requirements in addition to our current teams.

As a result of the global pandemic, some goods and services have experienced delivery delays. However, we have had no significant changes in our supply chain, whether in location, type, production, size or structure.

In 2021, we restructured our Global Sourcing team to support a centrally led sourcing model in tandem with regional procurement support in EMEA, LATAM and APAC regions. We moved transactional procurement and supplier management activities to a newly created team in India.

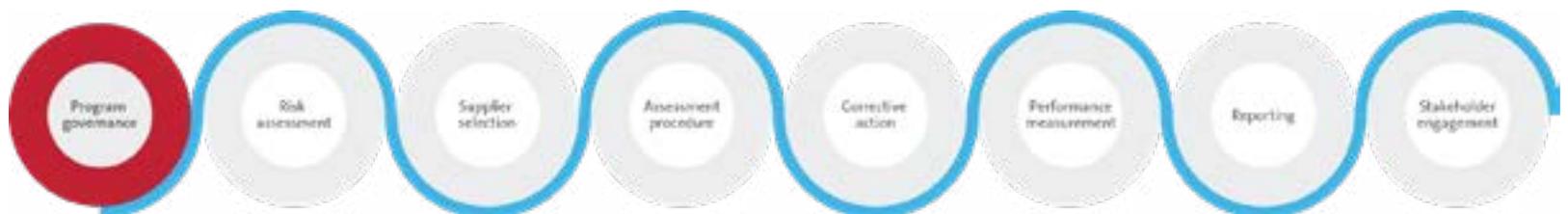
## Responsible sourcing

We are working to implement a best-in-class [Supplier Code of Conduct](#) for UL to ensure responsible sourcing of our goods and services. Due to the Global Sourcing restructuring, we did not progress as far as we had anticipated toward our responsible sourcing objectives in 2021. However, we will move forward in 2022 with more effective cross-functional collaboration and a well-defined governance structure. This working team now serves as an established task force under our Corporate Sustainability Council’s oversight.

To ensure this project’s success, we are leveraging our internal expertise and consulting with two UL divisions that do this work for our customers: Responsible Sourcing (RS) and UL 360. As we identify risks, we seek to learn as much as possible to empower us to develop mitigation approaches that align with our business and operational goals.

In Phase 1, we will develop a newly revised, best-in-class Supplier Code that aligns with our Standards of Business Conduct. Our next steps include defining specific guidelines and requirements for high-risk suppliers.

In Phase 2, we’ll provide coordinated requests to our suppliers for risk assessments required to do business with UL as we introduce a monitoring program, develop and distribute supplier assessments and provide reporting and dashboard views of risks and remediation status.



## Privacy

The success of our business and our public safety mission depends on our ability to protect confidential UL and customer information. Our customers entrust us with confidential information that we must secure as we use it to provide our services. We also create our own confidential information. Every person at UL must accept the responsibility for safeguarding this information. All colleagues are responsible for familiarizing themselves and complying with all of UL's policies, procedures and standards dealing with information security. Our Global Security function provides many resources and communications, regularly updating colleagues with training and information regarding security.

Security threats originate from a wide variety of sources, including computer-assisted fraud, industrial espionage, sabotage, vandalism and natural disasters. Computer viruses, unethical hacking and denial of service attacks are becoming increasingly more common, ambitious and sophisticated.

We understand that security is everyone's responsibility. Maintaining an effective and efficient security posture requires a proactive security stance from everyone, and we commit to ongoing education, engagement and training with our colleagues to ensure their confidence and competence on security issues.

Security permeates our culture as we continuously work to improve our security awareness and protection throughout our organization and infrastructure.



### Our Information Security Program and Policy arise from three core principles:



#### Confidentiality

Preventing the disclosure of confidential information to unauthorized individuals or systems



#### Integrity

Maintaining and assuring the accuracy and consistency of data in UL's systems



#### Availability

Providing access to information systems and data when and where authorized users need them

# Our approach

## Our approach



Barbara R. Guthrie  
vice president corporate sustainability

We invite our customers and stakeholders to share in our mission as we work for a safer world.

2021 represented a pivotal year for us all. The development, approval and ultimate distribution of the COVID-19 vaccines helped us improve public safety and provided chances to resume a sense of normalcy in our daily lives. We were able to enhance messages of lockdowns, mask mandates, quarantining and social distancing to include information about life-saving vaccines.

As we began returning to our physical workspaces and reconnecting with colleagues in person, hope, backed by science, replaced our former fears and uncertainty.

A new normal emerged — a hybrid of our pre-pandemic lives blended with innovations in our work and routines. This new normal offered kinship based on all that we had shared, and it fostered gratitude for opportunities to be together.

**UL's sustainability journey made great strides in 2021, too.**

In completing our third year of sustainability reporting, we've gained increased awareness of and appreciation for the impacts we make on our people, our planet, our prosperity and our need to connect with one another through partnerships.

As more UL employees worldwide returned to the workplace, we shared a deepened appreciation for the homes and communities

that shelter and serve us. This led us to launch Impact 100, a global campaign to reignite our One UL spirit and to show our gratitude and support for our communities' safety and well-being. During Impact 100, UL employees connected through volunteerism and organized acts of caring and kindness within our local communities and around the world.

In 2021, we witnessed both the strength and vulnerability of our planet. As a science-based company, we understand that we must reduce carbon emissions in line with climate science to mitigate the worst impacts of climate change. The 26th UN Climate Change Conference of the Parties (COP 26) focused on recognizing the need to set more ambitious targets to reduce greenhouse gas emissions by 2030, pivoting to a renewed decade of climate action.

To do our part, UL's subject matter experts performed the critical work to establish our commitment to the Science Based

Targets initiative (SBTi). This public commitment offers a clearly defined pathway to enable a low-carbon future for UL. It helps us prioritize our investments, improve business continuity and resilience, hold ourselves accountable and deliver on our mission: working for a safer, more secure and sustainable world.

This year, we've elevated our environmental, social and governance (ESG) reporting with more evidence-based data across all material disclosures.

We operationalized our ESG data collection processes, employing the reporting capabilities of UL's ESG software solution, 360 Sustainability, to the fullest. We submitted our first Advanced Communication on Progress to the United Nations Global Compact and are sharing our Global Reporting Initiative (GRI) index for stakeholders, delivering on the continuous improvement and comprehensiveness of our ESG reporting.



Throughout the pandemic, we've gained awareness and admiration for the power of positive societal impact when we partner together.

Barbara R. Guthrie, vice president corporate sustainability

## Our approach

We believe in the power of purposeful partnerships and have exercised this power through our corporate sustainability strategy, optimizing our human capital, our brand capital and our financial capital as we share our mission. We also mobilized our in-house experts in safety, security and sustainability to drive operational excellence.

We are grateful to have completed our 2021 materiality assessment, listening and learning from all our stakeholders, both internal and external, about sustainability issues as we continuously validate or refine our strategies and focus moving forward.

Our 2021 Sustainability Report reflects our progress and measurable impact toward sustainable development in this pivotal year.

**I am so proud of how far we have come in our sustainability journey, and I am so excited about what the future holds. Lastly, I am so thankful we get to be together, working on our shared mission for a safer, more secure and sustainable world.**

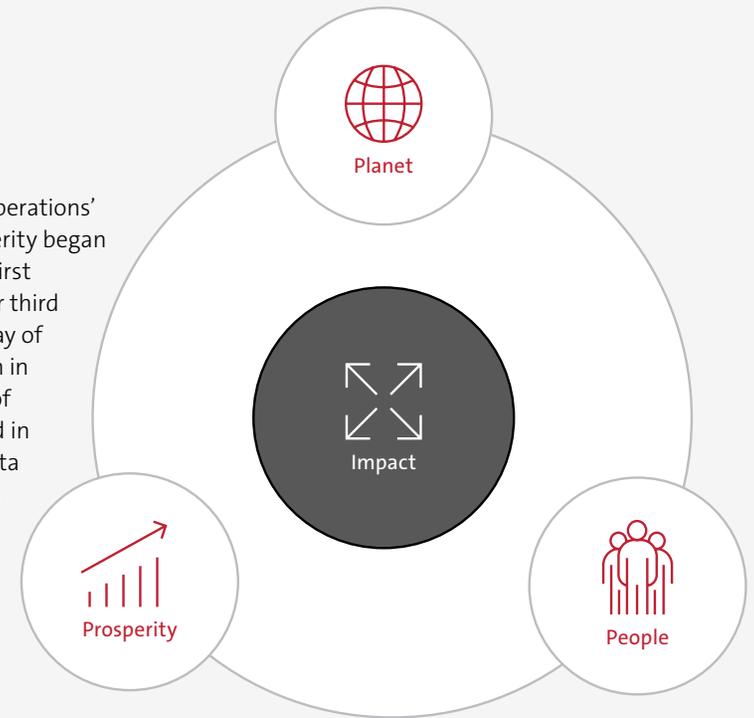


**Barbara R. Guthrie**  
Pronouns: she, her, hers  
vice president corporate sustainability

## Our reporting

Our commitment to reporting our operations' impact on planet, people and prosperity began in 2019 with the publication of our first sustainability report. 2021 marks our third annual report, published on Earth Day of the subsequent year. We have grown in our coverage, in our understanding of our many stakeholders' interests and in our ability to capture and analyze data from across the enterprise. This year, we submitted our first [Advanced Communication on Progress](#) (CoP) to the United Nations Global Compact, demonstrating our support and alignment to its Ten Principles focused on human rights, labor, the environment and anti-corruption. As a committed Participant, we'll continue to submit our progress to the Compact each year in addition to publishing our own reporting.

As a purpose-driven organization, we align our reporting in accordance with the [Global Reporting Initiative](#) (GRI). Stakeholder input defines material topics, as does relevance to our industry and fulfillment of our mission and company strategy. The GRI equally values double materiality as a guiding principle. Therefore, the GRI guides companies to report on topics that may not only be financially material and impactful to the value of the organization, or may positively — or negatively — impact the environment, people and economy in general or both.



As a private entity, we do not publish financial information, but we attempt to disclose as clearly as possible on other sustainability topics and activities material to our stakeholders. We operate in support of the [United Nations Sustainable Development Goals](#) (UN SDGs), aligning our sustainability strategy and initiatives toward progressing all 17 Global Goals, and striving to quantify and share our impact. We recognize that our core operations make the largest impact on Goals #3, #11 and #12 and continually seek to measure the combined impact of our Corporate Sustainability initiatives and our ESG-enabling customer solutions as we mature in our data-gathering and analytical capacity along our reporting journey.

## Scope and boundaries

The scope of this Sustainability Report covers the UL Inc. enterprise, including all subsidiary entities for the year beginning Jan. 1, 2021, and ending Dec. 31, 2021. Where possible, we provide measurable key performance indicators (KPIs). All previous reports are available to download on our [Corporate Sustainability page](#) for reference.



## Data management

We use our own award-winning [360 Sustainability](#), ESG reporting software to collaborate with colleagues effectively across our global locations to report, track, analyze, assess and maintain data governance at every step in preparation for reporting. The tool enables us to capture framework-specific disclosures as well as energy, water and waste data. The 360 advisory team works alongside the Corporate Sustainability team to assist our sustainability reporting and enable our science-based target commitment.

## Our strategy

Corporate Sustainability mobilizes UL's mission to work for a safer, more secure and sustainable world. We view our customers and stakeholders as partners to our purpose and prioritize collaboration and collective impact as we empower them to achieve and share in our mission. Applying our human, brand and financial capital to progress the world's well-being represents the foundation of our Corporate Sustainability strategy. UL's Corporate Sustainability team includes a designated vice president of Corporate Sustainability and two senior managers responsible for UL's environmental and social sustainability strategies and initiatives. Our dedicated ESG reporting lead carries the responsibility for UL's annual sustainability reporting and ESG disclosures provided to additional sustainability platforms and frameworks.

Corporate Sustainability leads UL's sustainability journey and drives enterprise impact and a company culture of sustainability via thought leadership, functional and operational integration, supportive communications, educational opportunities and community outreach. This creates a culture of sustainability mindset across our organization and within our communities, ultimately delivering significant value to our businesses, services and society.

Globally, we partner with other responsible businesses aligning to the UN SDGs and the Ten Principles of the United Nations Global Compact. We invite the public to share in our journey and progress via sustainability reporting and community outreach. Our global colleagues and internal sustainability experts help us define and meet our objectives through the Corporate Sustainability Council and various SME task forces.

With every objective we undertake, we seek to optimize our human, financial and brand capital to make a durable positive and sustainable impact on the stakeholders we serve, including all of society. We focus on the UN SDGs where our culture, behavior and businesses can best amplify and achieve progress.

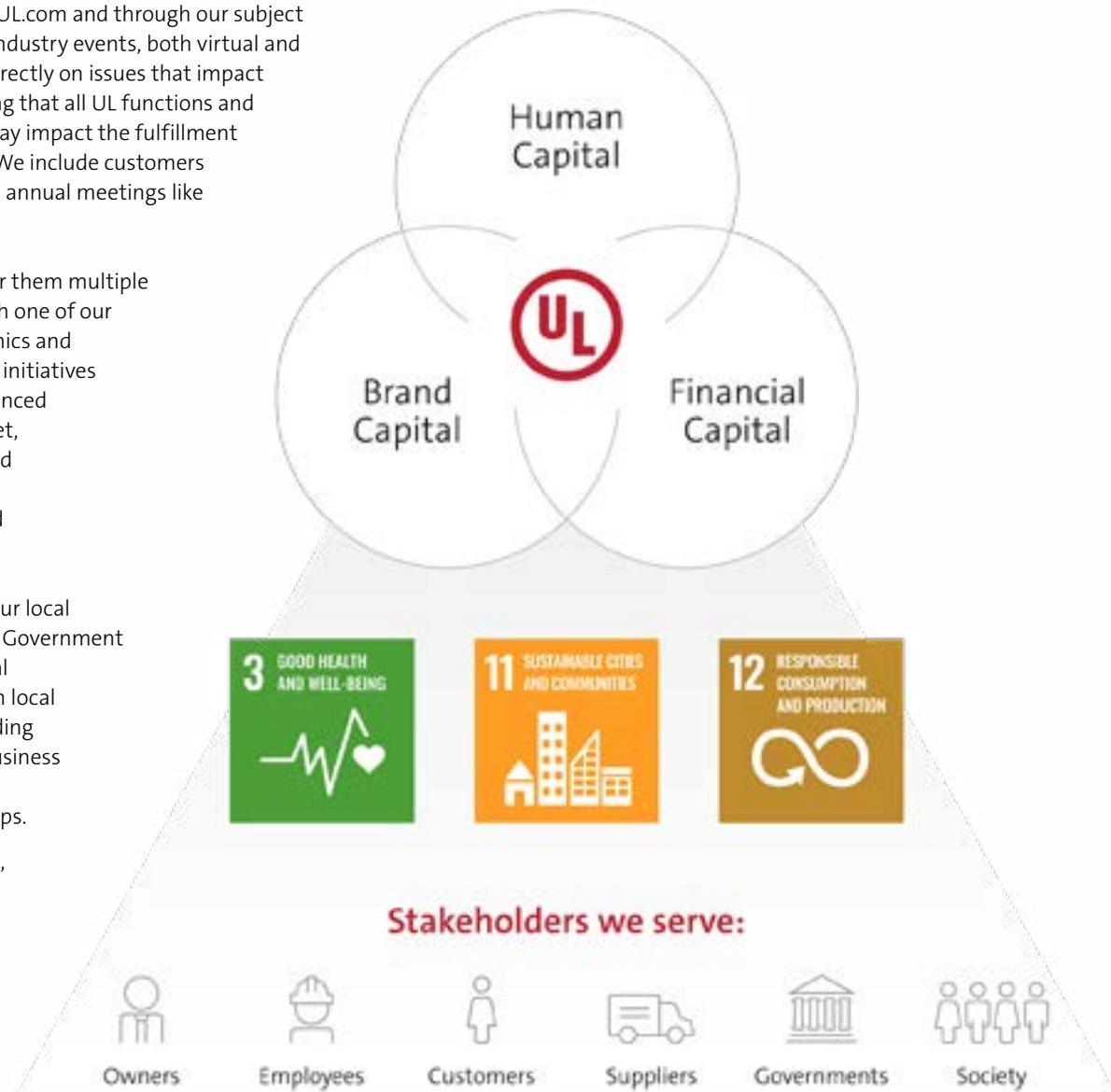
## Our stakeholders

We regularly engage with our stakeholders in an ongoing fashion by publishing research, white papers, webinars and tutorials on UL.com and through our subject matter experts' engagement at conferences and industry events, both virtual and in-person. Our Customer Advocacy group works directly on issues that impact our customers' overall experience with UL, ensuring that all UL functions and geographies proactively address any issues that may impact the fulfillment of our services and overall customer satisfaction. We include customers and other stakeholders at regular roundtables and annual meetings like industry and association policy meetings.

We survey our global colleagues annually and offer them multiple ways to voice concerns and ideas, whether through one of our reporting platforms, through the HR, Legal and Ethics and Compliance offices or via Corporate Sustainability initiatives and task forces. UL University (ULU) supports advanced training and education, while our company intranet, employee-led Business Resource Groups (BRGs) and development portal offer even more avenues for colleagues to inform and influence our culture and decision-making.

Our social sustainability projects engage us with our local community members and NGOs while UL's Global Government Affairs group consults on public policy and political developments, nurturing critical relationships with local governments across our geographies. Our onboarding process and engagement with our Standards of Business Conduct (SoBC), Supplier Code of Conduct and additional policies support our supplier relationships.

We regularly address topics raised by stakeholders' concerns during UL's monthly Corporate Sustainability Council meetings and in the company's public reporting, including UL's Annual Report, DEI Report and Sustainability Report, as well as at the organization's annual meetings and other opportunities in alignment with our SoBC.



## 2021 materiality assessment

In 2021, we conducted a comprehensive, third-party materiality assessment with [ERM](#) to consult with our stakeholders on environmental, economic and social topics. We had previously conducted materiality assessments in 2014 and 2018 that informed our foundational sustainability strategy.

### Our process

The Global Reporting Initiative's (GRI) Reporting Principles guided our process. We also considered the Sustainability Accounting Standards Board's (SASB) Conceptual Framework and other global reporting frameworks to identify relevant topics for inclusion in the assessment. This assessment determined the relative importance of ESG topics to UL and our internal and external stakeholders, based on the topic's potential risk, opportunity and the significance of UL's impact.

This assessment included desk research of peers, macro trends, sustainability industry standards and investor sustainability assessments. The assessment providers also surveyed and interviewed internal and external stakeholders, with nearly 500 UL employees from around the

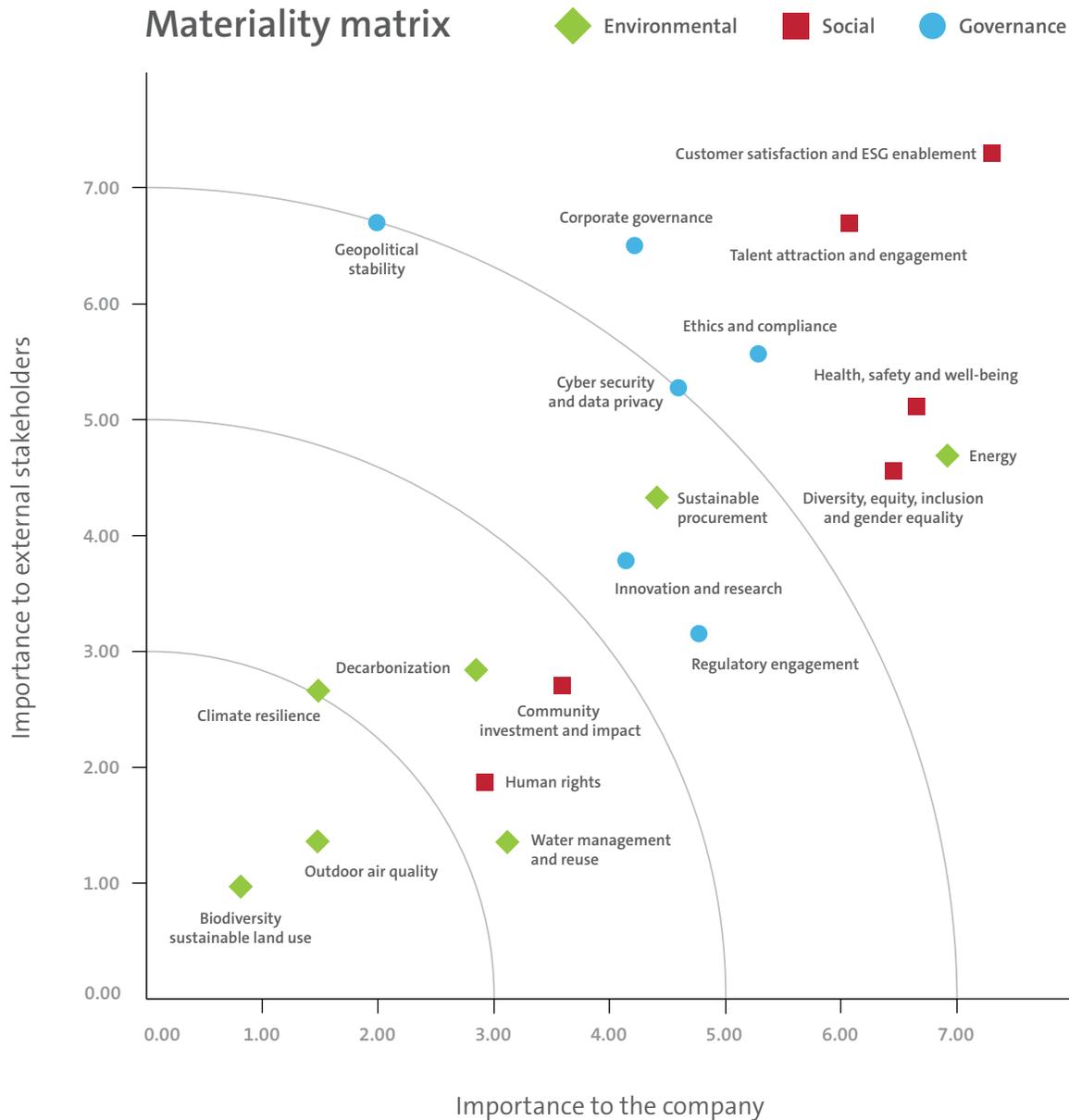
world participating, along with 20 stakeholders representing customers, NGOs, industry groups, owners, standards organizations, academia and sustainability allies. UL's regional and global leadership and Chairman of the Board gave interviews to provide direct operational and strategic insights. We reviewed and approved the results of the assessment during validation workshops involving our executive leadership, ERM and the Corporate Sustainability Council.

The results support the strategy that we've held since forming our Corporate Sustainability function while providing current additional perspective and prioritization and allowing that the importance of any given topic may fluctuate with time and changing context.



# Outcomes

Our approach



## Relative priority of topics

### Tier 1 (Highest priority: Drive ESG strategy)

- 1. Customer satisfaction and ESG enablement
- 2. Talent attraction and engagement
- 3. Health, safety and well-being
- 4. Energy
- 5. Diversity, equity, inclusion and gender equality
- 6. Corporate governance
- 7. Ethics and compliance

### Tier 2 (Higher priority: Continue internal efforts)

- 8. Geopolitical stability
- 9. Cyber security and data privacy
- 10. Sustainable procurement
- 11. Innovation and research
- 12. Regulatory engagement

### Tier 3 (High priority: Sustain, communicate)

- 13. Community investment and impact
- 14. Decarbonization
- 15. Water management and reuse
- 16. Human rights
- 17. Climate resilience

### Tier 4 (Priority: Monitor, comply, manage)

- 18. Waste
- 19. Outdoor air quality
- 20. Biodiversity and sustainable land use

Environmental Social Governance

## Analysis

The sustainability materiality assessment results solidified our strategic focus on UN SDGs #3 (Good Health and Well-being), #11 (Sustainable Cities and Communities) and #12 (Responsible Consumption and Production) with health, safety and wellbeing, energy, and ESG enablement all identified within Tier 1, our highest priority ESG topics. We are excited and encouraged by the validation of our focus with customer satisfaction and ESG enablement measuring as the highest priority topic for our internal and external stakeholders. This aligns with our operating strategy and the fulfillment of our mission.

The high prioritization of talent attraction and engagement and diversity, equity, inclusion and gender equality authenticate the importance of our ongoing efforts to nurture and reward our talent across the enterprise while affirming our commitment to do more. Given our mission-driven history and high-integrity business and culture, we are pleased to see that ethics and compliance continue to hold high value as we maintain our uncompromising focus to exceed stakeholder expectations.

Considering the global challenges we faced in 2021, we understand the elevation of cybersecurity and data privacy and geopolitical stability, now measuring between Tier 1 (highest priority: drivers for ESG strategy) and Tier 2 (continuing internal efforts).

The insights and observations brought forth in this 2021 materiality assessment motivate us. While the highest-priority topics shall drive our near-term strategy and resource investment, each ESG topic is valuable to our success and we will continue to monitor and incorporate them into UL's enterprise risk management as well as our Corporate Sustainability strategy and objectives.



**Ensure healthy lives and promote well-being for all at all ages.**

Public safety and the reduction of preventable deaths has been our priority since UL was founded in 1894.



**Make cities and human settlements inclusive, safe, resilient and sustainable.**

UL's work helps support the kinds of innovative, secure and safe living and working environments that our people, planet and future prosperity require.



**Ensure sustainable consumption and production patterns.**

UL addresses our own consumption of resources with dedicated environmental task forces; while our services and offerings enable our customers to reduce waste, employ sustainable business practices, explore circularity, achieve supply chain transparency and adopt the safe proliferation of renewable energy.



### Material ESG topics

Our 2021 assessment incorporated and defined these topics as material to UL based on the assessment team’s research. The definition of materiality used is the GRI approach to double materiality, meaning that these topics may be financially material and impactful to the value of the organization, or may positively — or negatively — impact the environment, people and economy in general, or both. Not all of the identified topics are financially material to our business, operations or financial statements. They are listed here in alphabetical order by category.

The concept of materiality used in this report, including where we use the word “material” or “materiality,” is based on definitions of materiality specific to UL. While certain matters discussed in this report may be significant, not all matters are material. Furthermore, some material discussions may require a level of estimation and assumption that may make the resulting disclosures inherently uncertain.

### ENVIRONMENTAL

Biodiversity and sustainable land use	Protecting biodiversity and healthy ecosystems, which provide food, medicine and natural resources
Climate resilience	Managing the physical, transitional, financial risks and opportunities presented by climate adaptation and resilience, both within our operations and regarding our customers’ needs
Decarbonization	Managing and reducing greenhouse gas (GHG) emissions throughout the company’s value chain, including Scope 1, 2 and 3 emissions
Energy	Reducing our worldwide usage of fossil fuels and transitioning to renewable energy generation and purchasing
Outdoor air quality	Managing and improving outdoor air quality (related to non-GHG emissions) including ozone-depleting pollutants related to emissions into the atmosphere from UL’s operations
Sustainable procurement	Monitoring and strengthening environmental management throughout our supply chain and addressing key areas of risk and opportunity
Waste	Responsibly managing both hazardous and non-hazardous waste in our operations, diverting waste from landfills and engaging in responsible, collaborative and innovative methods to repurpose the materials that leave our owned and operated locations
Water	Effectively managing water by reducing our worldwide water consumption with a focus on water-stressed regions; finding new ways to recapture, recycle and reuse water in our operations

## SOCIAL

Community investment and impact	Supporting sustainable development, resilience and equity in global communities through volunteering and philanthropy
Customer satisfaction and ESG enablement	Delivering world-class services to our customers to support them in achieving their organizational ESG goals
Diversity, equity, inclusion and gender equality	Fostering diversity, equity and inclusion within our workforce, supply chain and communities worldwide. Building a workforce representative of the communities in which we operate, establishing and supporting programs both internally and globally that support women's empowerment and gender equality
Health, safety and well-being	Managing and improving mental and physical health, safety and well-being for our employees, customers and suppliers; creating a safety-focused culture including managing incidents and minimizing operational risk; indoor air quality, utilizing digital tools to operationalize health and safety management
Human rights	Respecting human rights throughout our value chain consistent with international norms and remedying any breaches within our operations, including (but not limited to) respecting the right to collective bargaining, fair labor practices and working conditions for direct UL employees and those within UL's supply chain
Talent attraction and engagement	Hiring, managing, developing and retaining diverse talent through an inclusive culture, enhanced learning and development opportunities and a supportive benefits program, including volunteerism

## GOVERNANCE

Corporate governance	Maintaining the standards, structures, and processes to ensure the diversity and independence of the Board of Directors as well as the effective governance of UL and its ESG strategy, goals and programs
Cybersecurity and data privacy and protection	Effectively managing digital security to prevent unauthorized access to UL's systems; managing our internal systems and customer services in a manner that protects the collection, analysis, use, storage, transfer and sharing of information from unwanted parties, unauthorized access and security threats, including cyberattacks
Ethics and compliance	Promoting stringent ethical standards and combating corruption in all of our business interactions, including in joint ventures and with business partners, customers and suppliers
Geopolitical stability	Monitoring both national and international geopolitical volatility and its subsequent impacts on the transition to a more sustainable world, engaging with governments on material sustainability issues where appropriate
Innovation and research	Investing in research and development and leveraging new and emerging technologies to develop new products and services that facilitate the transition to a more sustainable world
Regulatory engagement	Engaging with regulators and policymakers on issues material to UL's interests

## Next steps

### Our approach

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Our 2021 materiality assessment confirms that our sustainability journey is on course while providing us with additional directives to consider. As our work and the world evolve, we'll continue to engage with our stakeholders to assess our strategy and make certain we remain conscious of what matters most. Going forward, we'll continue to prioritize managing these ESG topics within our comprehensive corporate sustainability strategy and integrate their management into our businesses, advancing our operations and the services we offer.

We are enthusiastic about new programmatic improvements, stretching our capabilities, holding ourselves accountable and exemplifying sustainability through our words, actions and services.

As our stakeholders expect, we will work to meet the increasing global need for ESG service solutions and to apply our safety science expertise to renewable resources, environmental stewardship, supply chain management, diversity and inclusion, workplace conduct, human rights, philanthropy and support for our local communities. Our mission, strategy and operational focus revolve around continuing to advance our sustainability leadership to meet the world's demands. We will continue to invest in and focus our science-based expertise on addressing the sustainability trends, risks and opportunities fundamental to our long-term prosperity.



# Governance

## Our approach

Across the enterprise, we regularly review key global market challenges and opportunities, including sustainability and ESG trends. We do this during the normal course of serving our customers, delivering a broad range of safety, security and sustainability service offerings through our interactions with standards, regulatory and government forums, and our global strategic planning and risk management work. We incorporate the increasing demand for sustainability and ESG solutions and the corresponding commercial opportunities directly into our strategic, investment and operational plans.

## Board of Directors and CEO

UL Inc.'s board of directors (BOD) oversees the company's management and affairs through board actions and standing committees. Board committees include the audit committee, compensation committee, finance committee and governance committee. The BOD and CEO offer oversight and approval for UL's corporate sustainability strategy, activities, commitments and ESG reporting.

## Corporate Sustainability Council (CSC)

This highly engaged employee council representing all businesses, functions and geographies governs and implements our sustainability strategy, initiatives and integration. Every council member makes a personal

commitment to help develop a culture of sustainability and to help integrate sustainability goals within their respective functions.

The CSC defines key sustainability goals and contributes to thought leadership internally and externally. The CSC analyzes social, environmental and economic opportunities to support UL's sustainability strategy and ensures business alignment. The Council launches and governs employee task forces focusing on sustainability issues as needed.

Council members contribute data to UL's ESG reporting through 360 and validate and govern quality ESG data. UL's chief financial officer and chief marketing officer co-sponsor the Council.

## Corporate Sustainability team

This focused team led by UL's vice president of Corporate Sustainability creates and manages the implementation of UL's sustainability strategy. The team sits on the CSC and leads all employee environmental task forces and employee engagement groups, setting the goals and defining the projects to integrate sustainable practices into the heart of our operations. They work to apply UL's human, financial and brand capital to drive UL's social and environmental programs and achieve our sustainability purpose. They direct and communicate our ESG progress through reporting and data governance, providing transparency to our stakeholders and clarity on our journey.



*Social sustainability initiatives help create healthier communities while positively engaging our employees and creating healthier workplaces. Even the smallest projects can make a large impact.*

Heather Eliff, director, NBK site lead, USA site coordinator, North America's region lead and CSC member

Their work mobilizes our mission to help address the critical challenges of our world with active and committed expertise.

### ESG Community of Practice

This group of dedicated ESG SMEs from across the global organization meets to enhance UL's ESG expertise, leadership, influence, preparedness and adaptive response. Discussions center on continuously improving UL's ESG reporting and ESG enablement. The group focuses on understanding evolving trends, risks and reporting and uncovering leading-edge opportunities.

### Social Sustainability Regional Leads

Across our enterprise, we've integrated a global network of employee volunteers to progress societal impact in our communities. Regional leads from Greater China, ASEAN, EMEALA and North America operationalize this network of more than 75 social sustainability champions. These leads represent our employees on the CSC and report to our senior manager of Social Sustainability.

### Sustainable Environment Excellence Drivers (SEEDs)

UL's SEEDs group comprises 165 passionate global colleagues trained to develop and launch environmental pilots and initiatives at the local level to address relevant environmental challenges at our sites around the world and to level up best practices

across the organization. Our environmental task forces advise SEEDs, who report to the CSC through UL's environmental sustainability manager.

Advancing sustainability requires the leadership and support of our stakeholders and the inclusion of every UL colleague in every role. In addition to our corporate governance structure, we hold ourselves accountable to our mission, our sustainability alliances and allies, and our code of conduct.

### Social Sustainability Champions

Our global Social Sustainability Champions support our enterprise volunteer initiatives and lead their colleagues in local efforts to improve their communities and advance progress on UL's targeted SDGs. They report their impact to their Sustainability Region Leads who represent them on the CSC.

### SME task forces

These employee-driven task forces consist of subject matter experts who help activate the strategic direction of UL's sustainable impact areas such as field engineering, responsible sourcing, energy and carbon, water and waste and materials. These task forces provide insight into external best practices and act as an advisory team to ensure the progress and maturation of corporate sustainability objectives.



*From the HR perspective, the work of the corporate sustainability council fosters awareness for our value-orientation and our continuous improvement to thrive, as a true people company that helps make the world a safer place.*

Sarah Au, manager, human resources, CSC member



*Even in the early stages of our sustainability journey, we are approaching our effort with the same mission-driven intention, leadership ambition, and science-based mindset that will lead to meaningful outcomes.*

Khoi Do, director, market development and innovation, CSC member

# Partners with purpose

## Our approach

Sustainability demands collaboration from everyone and a shared belief in the possibilities of a prosperous and secure future. While we may instinctively prioritize personal, business or national objectives, a growing collective consciousness understands that, as citizens of this one, shared planetary ecosystem, we all impact each other. To preserve and improve our planet and humanity moving forward, we must all commit to a higher purpose and a shared mission greater than our own individual goals. We proudly support and embody SDG 17, Partnerships for the Goals, in the work we undertake every day as we aim to steward this planet and its people to health and well-being in a way that does not endanger future generations.

These valued partnerships help us improve and demand more of ourselves and our contribution to sustainable progress:



### United Nations Global Impact

UL is a Participant in the United Nations Global Compact, voluntarily joining more than 15,000 companies committed to the Ten Principles of responsible business and to taking strategic action to help meet the global challenge issued in the SDGs. In 2021, we shared our first Advanced Communication on Progress with the Compact. This report details our strategy, governance and engagement with the SDGs while ensuring that we mindfully address human rights, labor, anti-corruption and environmental issues across our organization. This global partnership helps us challenge ourselves as we model a business leadership culture that endorses positive social and environmental impact.

### Ellen MacArthur Foundation

We're committed to advancing the principles and the science behind circularity. UL introduced the first Standard for circular economy initiatives, [UL 3600](#), the Outline of Investigation for Measuring and Reporting Circular Economy Aspects of Products, Sites and Organizations, which measures circularity at the product, facility and company level. As a Member of the Ellen MacArthur Foundation, we lend our expertise to projects that have the potential to change the way materials are utilized and disposed of at the system level, moving away from loss to landfill to return value to the economy.



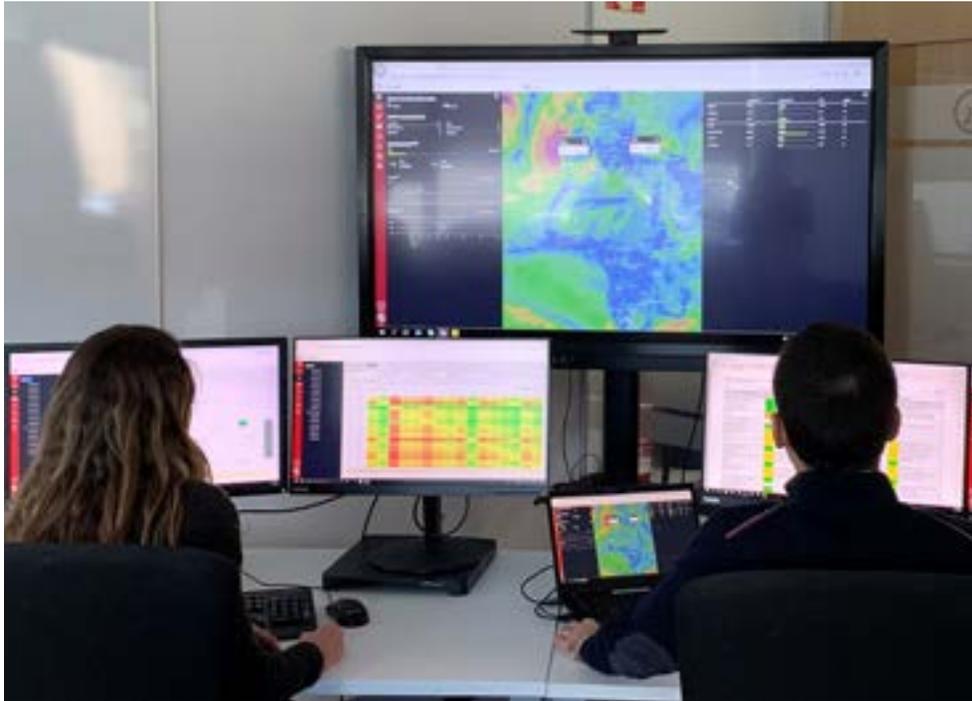
### Science-based Targets initiative (SBTi)

We're excited to share that [we joined the SBTi](#) in 2021, committing to reduce our global carbon emissions in line with climate science to do our part to keep the global temperature increase below 1.5 degrees Celsius. The SBTi represents a collaboration among the Climate Disclosure Project (CDP), the United Nations Global Compact (UNGC), World Resources Institute (WRI) and the World Wide Fund for Nature (WWF) with more than 2,000 business members committing to help reduce GHG emissions and prevent the worst impacts of climate change.

### World Economic Forum (WEF)

UL was the first testing, inspection and certification [WEF member](#). Within the Advanced Manufacturing and Production Platform, we'll work to accelerate inclusive technology, carbon reduction, resilient supply systems and sustainability and innovation in manufacturing. Our contributions to this partnership help shape the future of advanced manufacturing and value chains.

## Our approach



## UN SDG Action Campaign

Every year, we find new ways to support sustainability and inspire action among our global colleagues during the [Global Week to Act4SDGs](#). In 2021, Corporate Sustainability partnered with ULU to offer environmental and social sustainability training courses and modules through our company learning management system. Colleagues received professional development credit while adding to the world's collective knowledge base and understanding of critical sustainability topics.

In addition, we're committed to working with our industry and trade partners to promote safety, security and sustainability. Our colleagues actively engage with associations around the world, applying our scientific expertise and safety, security and sustainability purpose to a multitude of local and global challenges. These partners include the International Science Reserve, the National Association of Manufacturers and the Retail Industry Leaders Association.

## Boston College Center for Corporate Citizenship (BCCCC)

With more than 500 member companies, BCCCC provides education, forums and training to help organizations align corporate citizenship objectives with business goals. BCCCC members have collaborated to support UL's sustainability council and reporting. The BCCCC hosts the International Corporate Citizenship Film Festival; in 2021, UL Corporate Sustainability won [Best in Show](#) at the film festival for our submission "Shining Light on a Sustainable Future," detailing our partnership with [Watts of Love](#).





## CEOs for SDGs | IEC

CEO and President of UL Inc., Jenny Scanlon, shared UL's sustainability purpose and commitment to the SDGs with the International Electrotechnical Commission (IEC), with this filmed message: CEOs for SDGs | IEC.



In December, UL's VP of Corporate Sustainability Barbara R. Guthrie partnered with other senior executives in sustainability at an IEC panel entitled Strategic Dialogue on the UN Sustainable Development Goals (UN SDGs). These senior leaders discussed the organizational value in supporting the SDGs as well as what standards may need to exist and how the IEC can make a greater impact on SDG progress.



# Planet

Planet

**Partnering to apply our safety science leadership toward addressing climate change**

## Environmental sustainability

Our incredible planet offers usable energy in many forms, which have powered humanity throughout history. Traditional energy sources — fossil fuels like oil and coal — have a finite limit; they do not naturally replenish as quickly as humans deplete them. Additionally, the continued extraction and usage of these energy sources comes with long-term consequences. Economic growth is often singled out as the most important factor driving climate change and the causal chain is clear: increased economic growth corresponds with increased energy use.

Fortunately, our planet offers abundant sources of renewable energy — energy that we can derive from the sun, wind, rain, tides and more; energy that the planet's natural activities create. This type of energy replenishes naturally and is available in many more geographies than fossil fuels.



At UL, we consider climate change a defining issue of our time, and one that poses perhaps the greatest potential threat to the safety, security and sustainability of our world. Therefore, we believe that supporting the secure transition of our world's energy usage from climate-damaging fossil fuels to clean, renewable energy represents one of our most needed contributions to safety science and engineering.

We also believe that we must examine our own operations and improve them to align with the latest climate science and robustly reduce our global carbon footprint. In 2021, UL committed to set near-term company-wide emissions reduction targets in line with climate science with the Science Based Targets initiative (SBTi).\*

We've publicly shared our science-based target commitment through SBTi, honoring our dedication to sharing our sustainability journey transparently. The next step will be submitting our targets for validation and having our targets officially validated by the SBTi.\* Additionally, we intend to manage our enterprise waste, energy consumption and water usage, and to raise awareness of these environmental challenges among all of our global colleagues. With continued education and understanding, we can all become more mindful of our individual impacts and discover more opportunities for collective improvement.

From how we conduct our daily business to the solutions we offer our customers, we fully invest our efforts in helping to guide our planet to a cleaner, clearer and more stable future.

\*Language updated per the SBTi on March 15, 2024.

## Our commitment

To meet our science-based target commitment and other environmental goals, we'll address and improve operational efficiency across all our sites. As a professional services organization operating laboratories around the world to fulfill our safety science mission, our facility energy use represents the greatest contributor to our carbon emissions. Our stakeholders understand this; energy took the top-ranked spot as a material environmental topic in our 2021 materiality assessment. We must optimize our energy efficiency to reduce carbon emissions.

To demonstrate our commitment clearly, we are aligning our business with the Paris Agreement's ambitious aim: to limit global temperature rise to 1.5° C above pre-industrial levels and help offer humanity the best chance at avoiding the worst impacts of climate change.



## Our journey

As the year unfolded, we took on the challenge of systematically collecting site-level environmental metrics and partnering with our site leaders to identify opportunities to reduce energy consumption and limit greenhouse gas (GHG) emissions. Our dedicated group of employee subject matter experts (SMEs) making up our Energy and Carbon Task Force served as advisers, uncovering and helping to prioritize initiatives to reduce energy consumption globally.

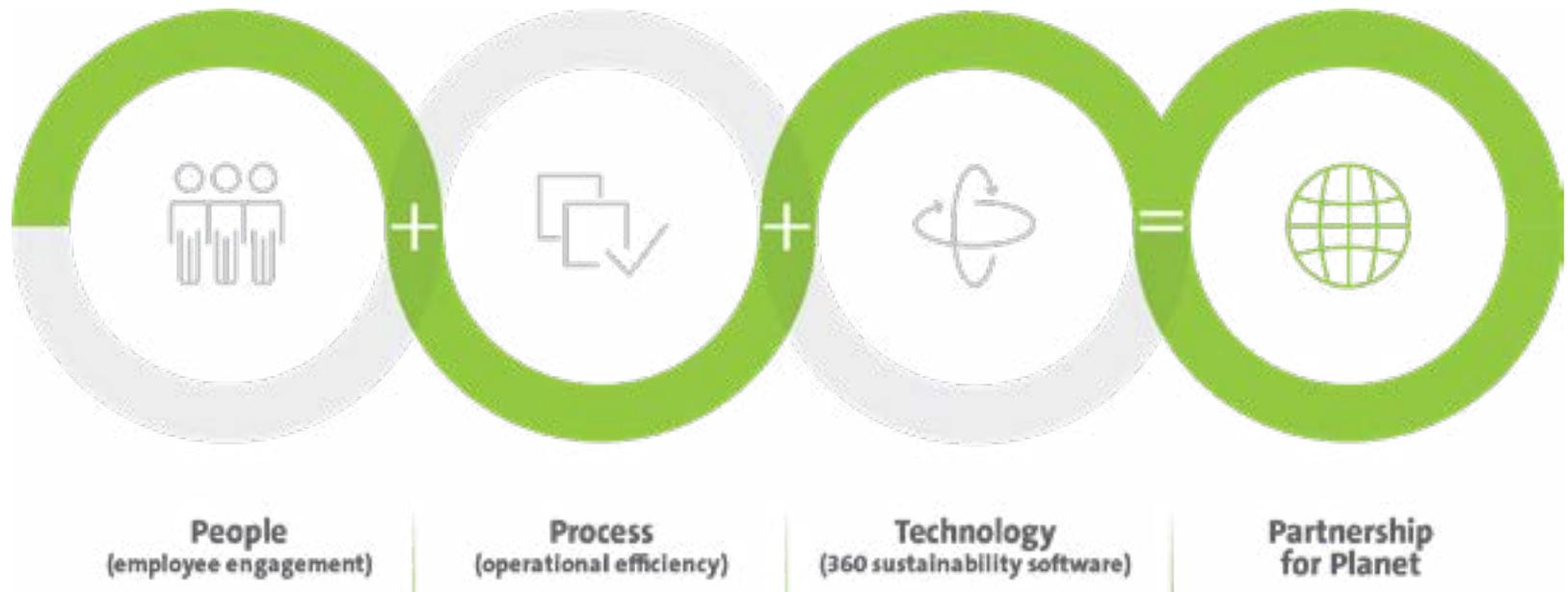
A core SME project team assembled and met weekly for months, passionate about this project as something vital not just to our organization, but to all our stakeholders. Region leads, facilities and finance teams participated in data-gathering and analysis to understand our current impact and potential reduction.

Through their partnership and dedication to UL's sustainability journey, our project team developed a foundational understanding of our

operational carbon emissions, accelerated both by their expertise and by 360 Sustainability technology.

By operationalizing best-in-class systems and processes for environmental data management, validation and storage in 360 Sustainability, we're already beginning to reap the business improvements that will coalesce with this undertaking over time.

The journey to this commitment required a truly enterprise-wide collaboration, utilizing the best of our solutions and advisory skills to manage the project's scope and ensure the highest achievable accuracy in our approach. We feel enthusiastic about our short- and long-term next steps as we work to meet this commitment and participate in the global business partnership to help protect our planet.



## Operationalizing environmental impact

In service to people, planet and prosperity, we continue to apply our in-house expertise and sustainability solutions to ourselves, sharing our sustainability journey alongside our customers, adhering to our own rigorous standards and requirements.

### Indoor air quality (IAQ) assessments

In 2021, our Verified Healthy Buildings team of experts completed indoor environmental quality assessments at our high occupancy North America office locations in preparation for our employees to return to the workplace.

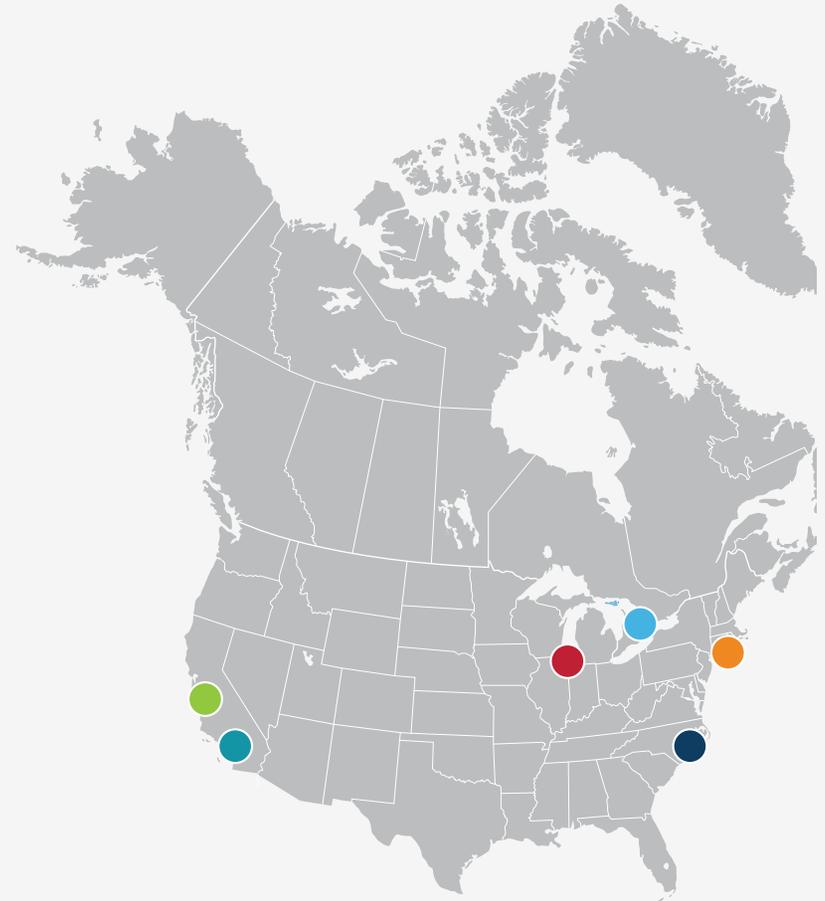
They evaluated each building against rigorous methodologies to assess indoor air quality and established policies for the continual advancement of IAQ. The team also inspected heating, ventilation and air conditioning (HVAC) systems to verify preventative maintenance while focusing on ventilation, filtration and hygiene to help ensure continuous excellent IAQ.



*Employee safety is always a priority. We take our commitment to our employees very seriously, and we are dedicated to providing a safe, comfortable environment that prioritizes health, well-being and productivity.*

Linda Chapin, executive vice president and chief human resources officer, UL

## Indoor air quality (IAQ) assessments



- Toronto, ON, Canada
- Research Triangle Park, NC
- Melville, NY
- Fremont, CA
- Northbrook, IL
- Brea, CA

## Energy efficiency audits

Auditing a building's energy usage is a key first step in building a solid plan for improving energy efficiency, reducing energy consumption and thereby reducing carbon emissions. Our Verified Healthy Buildings team completed the American Society of Heating, Refrigeration and Air-Conditioning Engineers ([ASHRAE](#)) energy audits at our global headquarters to identify energy efficiency and consumption improvements.

These energy audits identified:

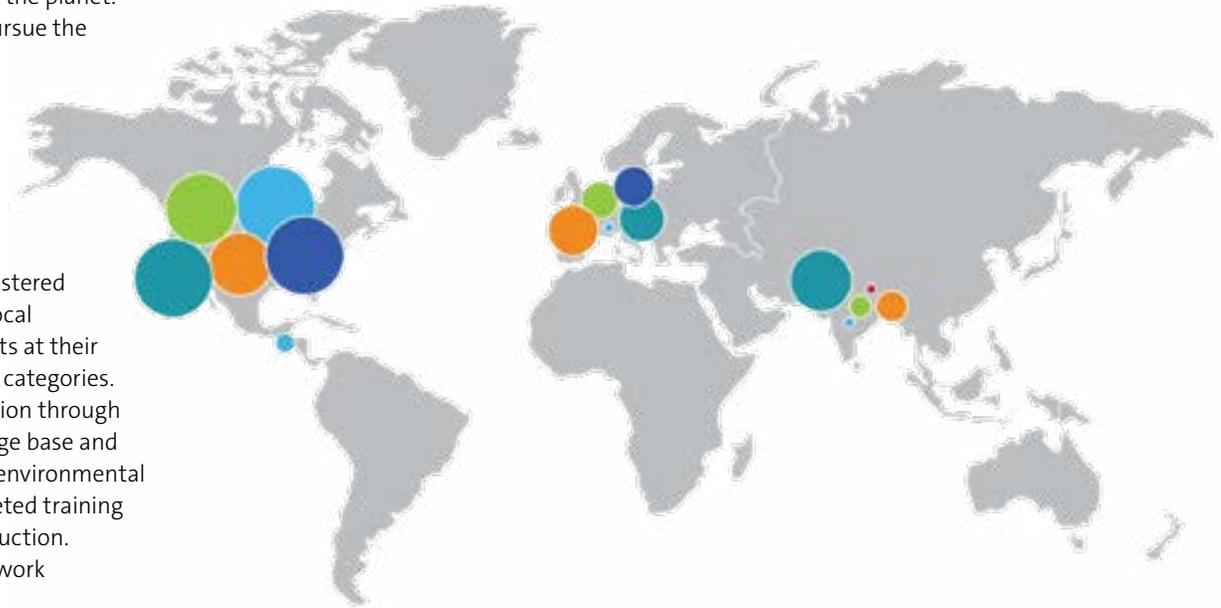


## 360 Sustainability software

We employ our own sustainability software, [360 Sustainability](#), to capture and analyze our sustainability data for reporting and to track our environmental progress. This enables us to effectively collect and validate our quantitative and qualitative data from around the world and engages our employees in a collaborative effort to contribute to improving our environmental impact. We also utilize the Frameworks module within the software to collect and govern all our environmental, social and governance (ESG) disclosures for the Global Reporting Initiative (GRI). In 2021, 360 Sustainability continued its Gold-level [Carbon Disclosure Project](#) (CDP) Software Partner status for the 10th consecutive year, the CDP's highest ranking for an accredited software provider.

## Our people and the planet

UL's employees care passionately about the planet. To provide opportunities for them to pursue the innovative environmental projects that capture their excitement and enrich their ability to increase our positive impact, we offer an environmental sustainability initiative, Sustainable Environment Excellence Drivers (SEED). One hundred sixty-five colleagues worldwide are registered SEEDs, committing to create and lead local actions for environmental improvements at their sites across six environmental initiative categories. All SEEDs receive environmental education through UL University to improve their knowledge base and help them foster a company culture of environmental responsibility. In 2021, 83 SEEDs completed training on energy conservation and carbon reduction. In 2022, we will offer additional coursework on reducing water consumption and waste management.



We can measure our effect on our environment through our energy use, water consumption and waste generation. As we perform tests in our laboratories, conduct field evaluations and help our customers improve their product and system safety, security and sustainability, our operations offer meaningful opportunities to investigate ways to improve our impact.

In the past year, working environments around the world have changed, requiring adjustments to how we provide our services. Like many other

businesses, we reevaluated our own real estate footprint, strategically decreasing unnecessary square footage and simultaneously increasing opportunities for hybrid and remote working.

These cultural changes have led to a decrease in commercial energy consumption and an increase in residential energy use. As we work to determine the environmental impacts this shift to remote and hybrid work has, we'll need to consider the carbon footprint, energy use and GHG emissions associated with working from home.

# Energy

Planet

We're committed to reducing our worldwide energy usage, improving efficiency in our facilities and shifting service delivery to risk-based modeling and virtual services. Notably, 2021 saw altered energy consumption with avoided emissions from decreasing business travel, conducting virtual and remote compliance audits and an increase in digital alternatives to in-person services and meetings. Our global laboratories remained in operation throughout the reporting year, which our energy consumption reflects.

In 2019, we launched our reporting journey by disclosing our available data from our global headquarter campus in Northbrook, Illinois (NBK), with the largest footprint of any of our offices and sites around the world. The data from this site, representing a wide range of our service offerings and testing facilities, served as the starting point to inform our strategy on our global operational impact. In 2021, our 111-acre NBK campus continues to operate on 100% Green-e®-certified carbon offsets.



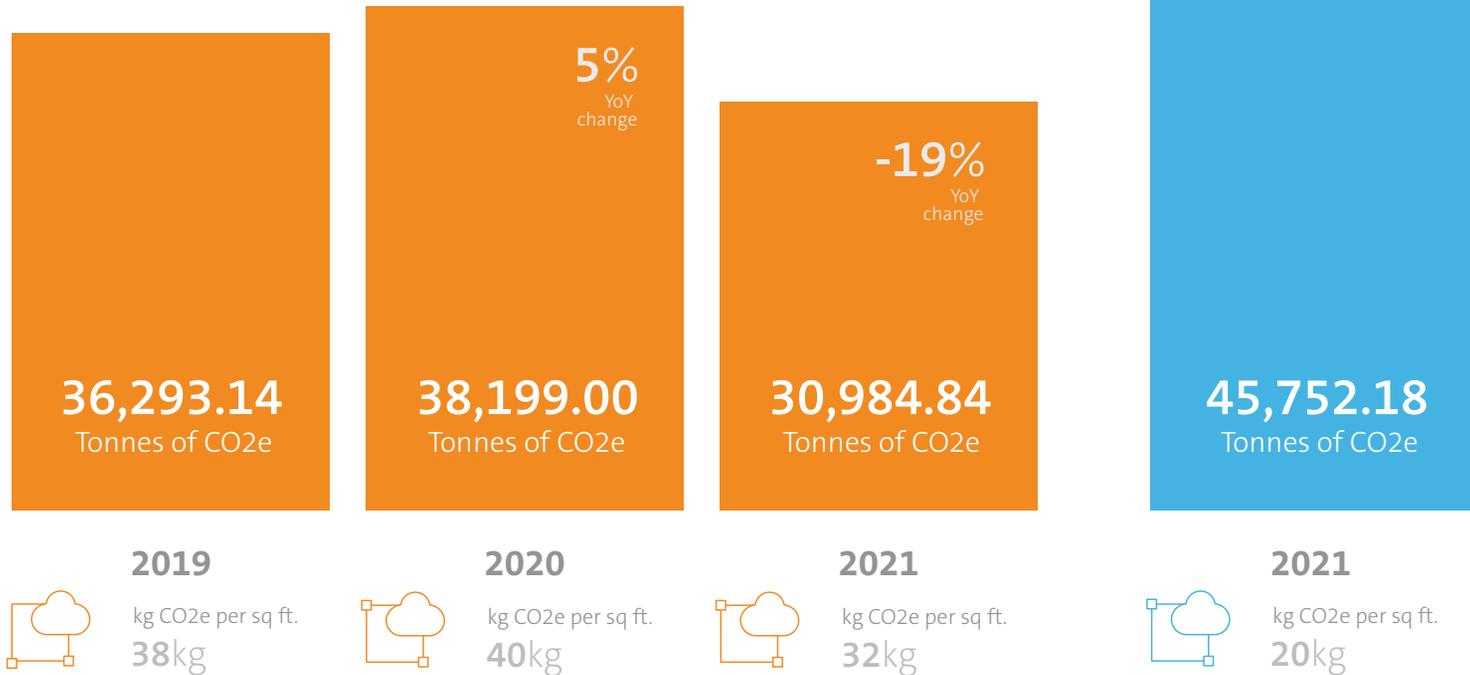
This year, we're sharing our Scope 1 and 2 Carbon Emissions for all our North America facilities, both owned and leased, representing 66% of our global footprint. At this time, we are still collecting, validating and disclosing enterprise-wide carbon emissions to include our EMEA and Asia facilities with accuracy. We intend to use this additional data to support our science-based target commitment.

**Completeness** – 100% of owned and leased facilities in North America and Canada: 2.3 million square feet, 66% of UL's total square footage.

**Consistency** – Our third-party service provider deployed a consistent and auditable process to collect electricity and natural gas consumption data.

**Accuracy** – Our third-party service provider collects data directly from the utility suppliers and reports to UL monthly.

## Northbrook\* - GHG Emissions/Scope 1 and 2



\*This chart shows Scope 1 and 2 emissions calculated from meter data.

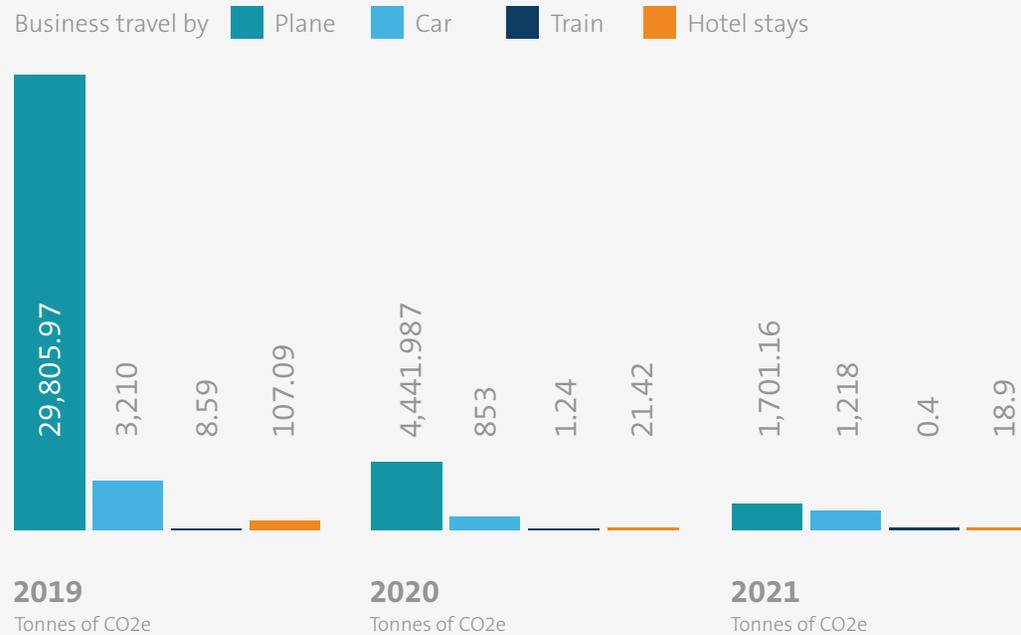
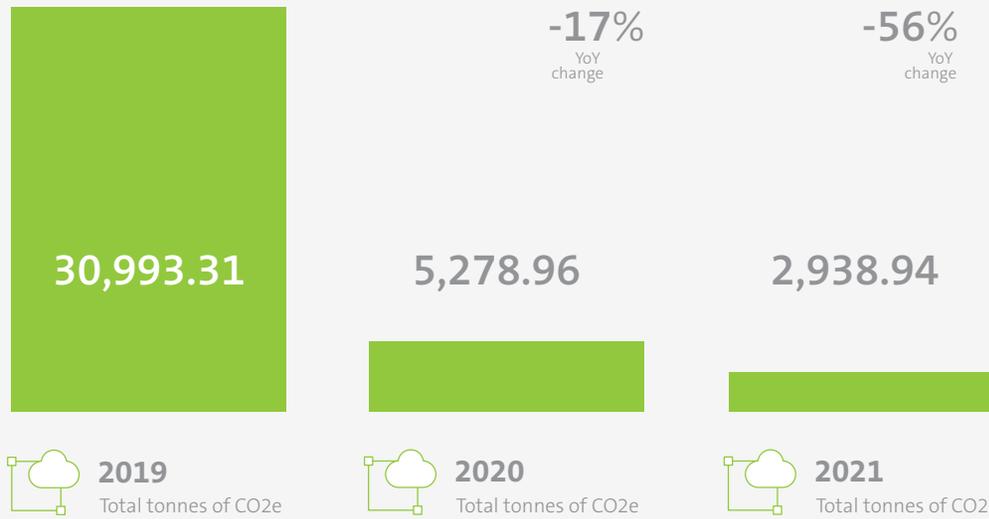
\*\*This chart shows emissions calculated from calendarized data provided by third-party utility bill management (UBM) and converted to CO2e via 360 Sustainability software.

We continue to evaluate increasing energy efficiency at our sites worldwide, prioritizing opportunities to improve our building system performance overall with a specific focus on high energy consumption in owned laboratory facilities in North America.

Currently, our Denmark office and laboratory operate on 100% renewable energy.

While renewable energy projects cover our Scope 2 emissions, UL has a significant Scope 1 carbon footprint due to certain testing procedures that require the use of stationary gases. Our SMEs in energy technologies are exploring applying data and predictive modeling to enhance our traditional testing.

## Global - GHG Emissions/Scope 3



Our Scope 3 emissions includes all business travel: plane, car, train, and hotel stays. In 2021, the pandemic largely restricted international travel, and our data reflects that restriction.



*Behaving sustainably benefits our organization, our customers and society.*

*UL has embraced the sustainability expertise embedded across our organization and implemented our own sustainability solutions. Being a part of the team supporting the science-based target commitment, fostered collaborations and motivates me to be a catalyst to make the organization more efficient.*

**Evelyne Saelens, ESG advisory services manager, and Energy and Carbon Task Force member**



### Operational boundary

The reporting boundary for this reporting cycle includes all UL's owned and leased locations in North America for the calendar year. Due to the nature of our operations, UL maintains a variety of facility types, including laboratories, offices, warehouses and combination facilities.

- **Laboratories:** Much of our leading safety, security and sustainability work happens in our laboratories, where our engineers and laboratory technicians utilize testing equipment and instruments to complete their work.
- **Offices:** Many UL employees work in offices. This office-use space consumes less energy than our laboratory-use space, where tests may run for multiple days, consuming energy both day and night. Our offices typically have lower energy consumption during non-working hours.
- **Warehouses:** These locations have minimal utility usage as they function as storage.

### Emissions boundary

UL's carbon footprint encompasses Scope 1 (direct), Scope 2 (indirect) greenhouse gas emissions from electricity production, and Scope 3 (indirect) from business activity.

- Scope 1 includes emissions from natural gas.
- Scope 2 includes our emissions from purchased electricity.
- Scope 3 includes our emissions from business travel (category 6).\*

## Carbon footprint reporting methodology

### Energy and Carbon Task Force

The Energy and Carbon Task Force reports up to the Corporate Sustainability Council and consists of SMEs from across the business tasked with examining improvements to our energy consumption. In 2021, this group helped develop the processes and solutions to commit UL to a science-based target. In 2022, this employee task force will offer guidance on strategic virtual power purchase agreements for the organization, installing electric vehicle (EV) charging stations at select offices and performing behind-the-meter (BTM) studies to determine the optimal energy mix.

*\*Scope 3 for our 2021 report only includes category 6 emissions. In future reporting cycles, we will include other Scope 3 categories covering UL's fuel and energy-related activities (category 3) and upstream leased assets (category 8).*



*It is critically important for UL to commit to setting a science-based target, demonstrating our commitment to driving change and reducing our impact on the environment. I am immensely proud to be part of the project team that is helping to accelerate our progress to a more sustainable future.*

Tino Kretschmer, 360 configuration specialist II and Energy and Carbon Task Force member

# Water

Planet



We're committed to reducing our worldwide water usage. Water usage in 2021 did not decrease significantly as our global laboratories remained in operation throughout the year. Certain critical testing processes that we perform depend on water. Personal protective equipment (PPE) testing is highly water-intensive, as is apparel and footwear, outdoor fixtures and furniture and washing appliances testing. For example, liquid penetration testing, which measures the ability of protective clothing or protective ensembles to resist liquid penetration in the form of a shower spray, requires up to 300 liters of water.

We are keenly aware that water scarcity affects certain communities where we live and work daily. We are committed to preserving this precious resource. Where we need water to perform our services, we will prioritize our efforts to monitor water consumption and plan and adjust based on potential water risks as we continue to find ways to implement water efficiency best practices at all locations. We're also seeking new ways to reduce, recapture and reuse water as an important next step in mitigating our impact on water resources.

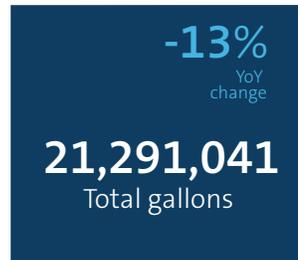
## US + Canada Water usage



## Northbrook – Water usage



**2019**  
 water used per sq ft.  
**25** gallons



**2020**  
 water used per sq ft.  
**22.18** gallons



**2021**  
 water used per sq ft.  
**21.61** gallons

## Taking action in Tokyo: Reducing waste and boosting information security

Our Tokyo-based colleagues are committed to growing a culture of sustainability at their workplace. Most offices struggle with paper-based waste, and these UL employees tackled this challenge with a creative and comprehensive, systems-based approach.

Digitization is accelerating across our enterprise. Going digital reduces paper-based waste while improving customer data security. The global pandemic proliferated digitization efforts at UL, including at Tokyo's seven laboratory and office facilities, especially as colleagues there began working off-site more.

In Tokyo, our colleagues have done more to manage paper-based waste than to simply add "consider the environment" email footers and a few more recycling bins around the office. Their holistic approach included multiple strategic approaches that accomplished both sustainability and security goals.

Emiko Ohtsuka, administrative services manager, coordinated these efforts among many different divisions, job types and facilities. Partnering with the building owner, Mori Trust Co. Ltd., Emiko and her office colleagues now sort six different types of paper waste: copy paper, colored/glossy paper, newspaper, cardboard, confidential documents and other

paper waste. The simple and convenient sorting system leaves employees feeling proud about the small extra steps they each take to make a larger collective difference. Since 2017, colleagues in the Aichi electromagnetic compatibility (EMC) laboratory have reduced paper waste by digitizing electronic reports, saving dozens of sheets of paper per project. These practices multiplied in 2021, and now many more divisions and groups use web-based processes to approve, update or stamp documents. Every sheet saved makes a difference.

The rising headcount in our Tokyo offices puts space at a premium. To safely accommodate more people, Emiko and her team have also slimmed down storage space, reducing the number of drawers per employee. This approach reduces printing and encourages digital filing while ensuring greater security around confidential information. The strength of their information security processes helped UL in Japan achieve ISO 27001 compliance.

Employees like Emiko mobilize our mission of working for a safer, more secure and sustainable world beyond our core products and services. Our Tokyo colleagues exemplify our mission-driven people all around the world.



UL Tokyo Office  
Marunouchi Trust Tower Main Building

# Waste

We are examining ways to divert waste from our landfills and seeking responsible, collaborative and innovative methods to repurpose the materials that leave our facilities. As we meet increased needs for testing, we face the challenge of deploying responsible methods to dispose of the materials that leave our laboratories.

To test the safety and performance of products, our engineers need to conduct stringent, robust and repetitive tests. These tests may involve extreme heat, duress or other stressors to prove product safety and durability. Those tested products often become part of our waste stream, along with any temporary structures created to perform specific tests.

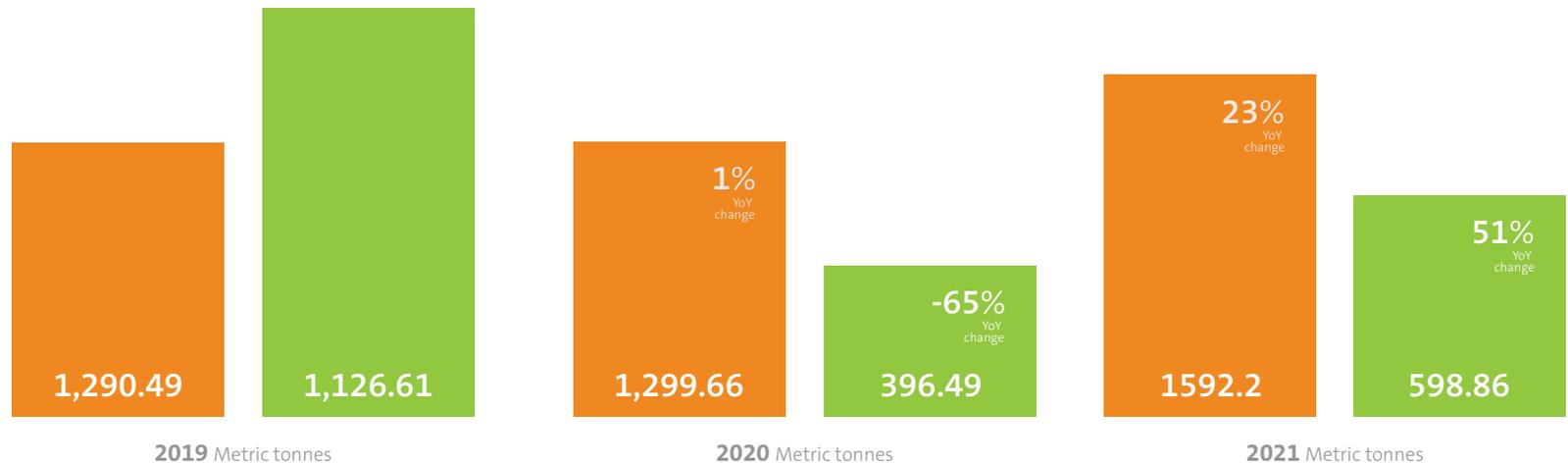
When possible, we divert our waste from landfills through methods such as recycling and incineration. However, we prioritize collaboration with our business partners to find even more ways to responsibly dispose of or repurpose our waste. In 2022, we will specifically evaluate our sample waste streams to seek innovative methods to repurpose samples that the testing process does not destroy. At both an enterprise and local level, we will provide educational opportunities to our employees to help reduce our overall waste.



Planet

## Northbrook – Nonhazardous waste

■ Total Landfill
 ■ Total Recycled



### Waste and Materials Task Force

In 2021, we expanded our Waste and Materials Task Force to include global representatives to help us improve our waste and material management internationally. This task force will identify opportunities to reduce waste generated from operations, provide guidance on systemic waste reduction practices and develop tools to simplify and sustain recycling efforts across our laboratories and global sites.

#### Every day is Earth Day: Global cleanup

From Washington to North Carolina and from the U.K. to Hong Kong, our people don't let Earth Day pass without paying respect to our planet. Every year, we publish our corporate sustainability report on Earth Day, and every day, we provide opportunities for our people to actively participate in our sustainability journey by taking time off to volunteer and model our mission within the communities where we work and live.

In 2021, more than 150 employees in 10 countries tackled waste in their communities on Earth Day.

As our colleague Brian Leonhardi in Minnesota rightly states, "Not all heroes wear capes, but some wear UL shirts."



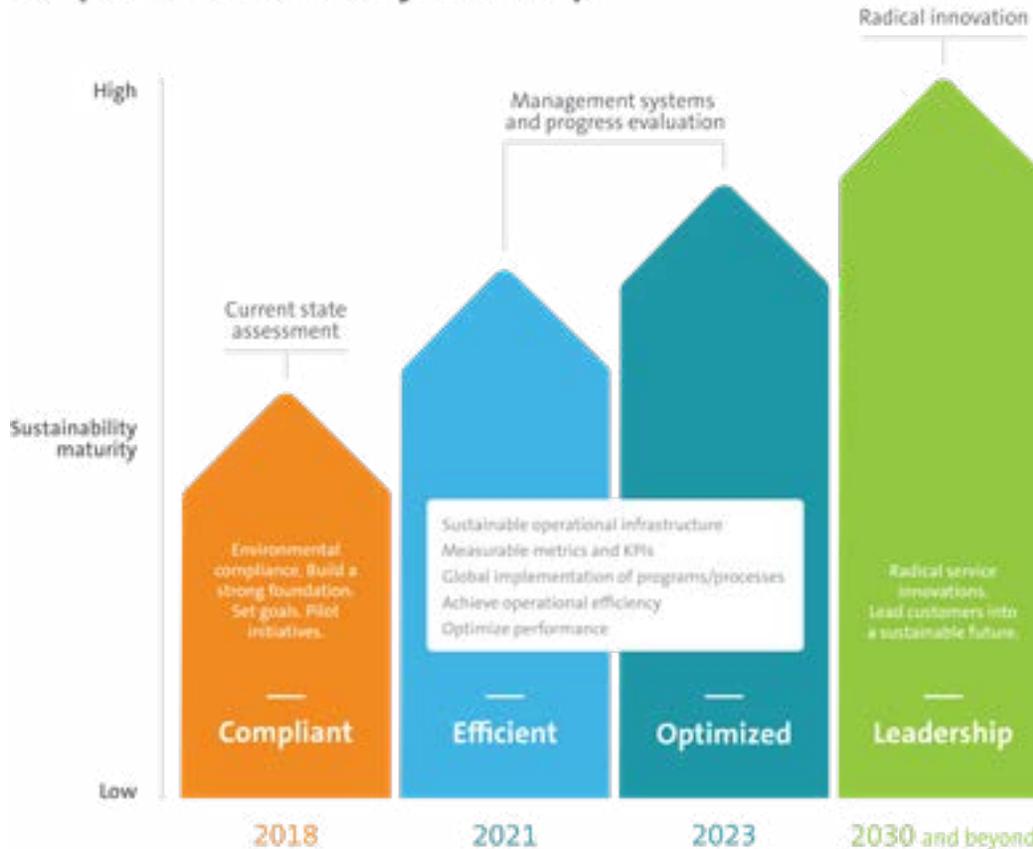
*UL colleagues contribute to Earth Day cleanups at (left) the seafront in Bray, Ireland; (center) Carson Beach in South Boston, Massachusetts and (right) a beach in Taiwan.*

## Environmental compliance

We maintain a robust environmental compliance program as a critical aspect of our long-term success. UL generates air emissions, stormwater, wastewater, hazardous and non-hazardous waste and manages hazardous chemicals. Our stakeholders, including our global colleagues, neighbors and surrounding communities, suppliers and customers, as well as society at large, consider responsibly stewarding these outputs of critical importance.

We manage our environmental compliance at an enterprise level. As part of UL's Environmental Health and Safety (EHS) team, these programs function as a strategic arm of a detailed EHS plan including short- and long-term goals for environmental compliance.

### Our path to sustainability leadership



As the global safety science leader, we embrace the strictest compliance policies at all our global sites, implementing internal policies and procedures often more stringently than the local governing bodies.

We have committed to an enhanced environmental management system (EMS) to upgrade how we manage environmental compliance obligations. This new system will enable us to generate meaningful metrics and key performance indicators for EHS.

Our EHS team ensures that we operate with the appropriate environmental liability insurance, and we evaluate environmental compliance liabilities during due diligence of future potential acquisitions.

In 2021, we did not identify any noncompliance with environmental laws or regulations at any UL sites and therefore faced no fines or monetary sanctions.

# People

People

## Partnering to improve the safety, security and sustainability of people's lives everywhere

Our responsibility to people means caring for the needs and interests of our colleagues, customers and stakeholders, including the public we serve. Our people partner with purpose to advance diversity, equity and inclusion; support safety and well-being; provide professional development and training; participate in volunteer opportunities; and offer donations to positively impact those in the communities where we operate. Our social sustainability initiatives support a safe and engaging work culture where everyone can thrive and feel that they belong. We believe that giving back fosters personal growth, well-being and kindness. We apply our human, brand and financial capital to local and global issues relating to our mission of working for a safer world so that we can achieve progress on the United Nations Sustainable Development Goals (SDGs).



Building a safer, more secure and sustainable planet must number among the concerns of every person invested in future generations' success and prosperity. Outside our walls, our people mobilize our mission and make personal connections with their communities. We think that a fulfilling career also includes purpose-driven, individual opportunities to make a positive impact. To that end, we encourage our people to contribute to the causes that matter to them, whether they activate internally through our Business Resource Groups or identify them externally through volunteerism and donations.

UL's colleagues connect with each other and their communities through our global network of more than 75 Social Sustainability Champions and our signature program Community Connections™, which provides every full-time employee at UL two paid days off a year to volunteer. Supporting volunteerism allows us to partner with purpose to better sustain each other and the places where we work and live. The paid volunteer time off (VTO) we provide every UL employee demonstrates our commitment to supporting our employees' active engagement with the world, resulting in thousands of dedicated acts of caring, education and collaboration annually.

Corporate Sustainability supports, strategizes and reports on our business functions impacting social dimensions including human resources (HR); diversity, equity and inclusion (DEI); global sourcing; environmental health and safety (EHS); ethics and compliance; talent and UL University (TULU); and our social sustainability efforts.

## Serving our talent

In our 2021 materiality assessment, talent attraction and engagement and diversity, inclusion, equity and gender equality arose as top-tier strategic priorities for our internal and external stakeholders. We believe we can attribute this to both the increased understanding of the importance of these topics globally and economically and our efforts to address their significance internally.

We continue to consider attracting and engaging the highest-quality talent a strategic priority, fundamental to our success as the global safety science



leader. With every generation and innovation, we work to understand our stakeholders' challenges and priorities. We've held steadfastly to our mission through wartime, the advent of television, the dawn of renewable energy, a global pandemic and more, adapting to meet the safety science demands of the moment as well as the changing needs of our people.

Our promise and commitment to the safety and security of our people at work, including their psychological safety and comfort, never falters. We're dedicated to providing a work environment where our employees can be themselves, feel that they belong and perform at their best. As described in our Standards of Business Conduct, we do not tolerate any form of discrimination; we actively manage discrimination risks while providing myriad opportunities for employees to increase their education and awareness and take meaningful action to advance an inclusive culture.

## Diversity, Equity and Inclusion (DEI)

We feel passionate about protecting our people as they apply their passion to fulfilling our shared mission. We're dedicated to providing a psychologically and physically safe and enjoyable workplace and to supporting the various local similarities and differences within our communities and customer base, leading with purpose and principle. We believe that diversity serves as a force multiplier, improving outcomes and increasing possibilities.

### Our pledges:

- The [Equity Principles](#) of the Chicago Network: To work toward achieving gender equity in leadership roles throughout our organization by 2030
- The [CEO Action for Diversity and Inclusion™ Pledge](#): To advance diversity and inclusion within the workplace — We are committed to cultivating a workplace that supports diversity and inclusion and unconscious bias training through important dialogues, plans and actions.
- The Human Rights Campaign's [Business Coalition](#) for The Equality Act: To support federal legislation protecting LGBTQ+ individuals alongside 400 other major U.S. corporations
- We ask our employees to sign the UL Inclusion Promise and commit to doing their part in making our workplaces more inclusive around the world.

### Two global councils shape our DEI strategy:

**DEI Executive Council:** The executive council drives and supports DEI through strategic decisions, guidance and promotion of DEI within their respective areas. This council serves as a governing body for DEI and consists of UL's CEO and other senior leaders representing various divisions, functions and regions.

**DEI Leadership Council:** The leadership council provides input on, aligns with and implements DEI priorities, initiatives and programs.

This council serves as our employees' voice, representative of our regional ambassadors and Business Resource Group leaders.

UL-hosted annual Diversity, Equity and Inclusion Leadership Summits feature internal and external thought leaders, advocates and business leaders in DEI. These discussions help us connect and innovate the ways we build our globally inclusive culture.



### Advancing equity

In 2020, we announced our commitments to advancing equity within UL. These commitments address some of the representation gaps as well as systemic and programmatic initiatives to build an inclusive culture, behaviors and Ways of Working. Learn more about our journey and progress on these commitments in our [DEI Report](#).



## Communicating with each other

In 2021, we welcomed nearly 3,000 new faces to the company from different generations, racial/ethnic backgrounds, geographies, genders, sexual orientations and physical abilities. Each person strengthens our organizational culture as we work toward a more equitable workforce, workplace and marketplace.

Treating our employees with respect and integrity requires open and honest conversations and communication through many channels and on many platforms, from informal employee social platforms to enterprise-wide town halls and surveys. Our CEO shares her weekly blog on relevant organizational topics and insights, and all global colleagues attend quarterly meetings and regional and divisional town halls and meetings. In addition, employees meet regularly with their managers locally. When we shift course to meet new or additional strategic objectives, we inform all our people about changes well before implementation. As well as ongoing employee surveying, we conduct employee focus groups to gather insights and capture feedback on significant changes before, during and after implementation.

As a company with global representation, we observe the different notification periods required by law in various countries insofar as local legislation regulates them. For all countries with binding collective bargaining agreements in place, we specify and include notice periods and provisions for consultation. In countries with national legislation about freedom of association and collective bargaining, we take action to adhere.

As employees leave the organization through retirement or termination, UL provides outplacement services for qualifying employees around the world according to local needs to help prepare them for the transition.

## Business Resource Groups (BRGs)

Employees around the world create and run our ever-expanding and highly active BRGs. They function as voluntary, leadership-supported associations that help UL foster an inclusive workplace by supporting diverse perspectives and empowering community advocacy and transformation. BRGs improve our workplace culture and help inform business strategy and growth. Each BRG has a stated goal related to progressing UL's commitment to community outreach and investing in and advancing diversity, equity and inclusion for under-resourced communities across the enterprise. Our BRGs include more than 2,600 members worldwide.

### Black BRG (BBRG)

The BBRG drives inclusion by accelerating UL's commitment to engaging African American/Black employees and those with diverse backgrounds, skills and capabilities. Its focus includes furthering UL's commitment to corporate social responsibilities in African American/Black communities and developing and retaining African American/Black employees by developing skills, increasing representation in leadership and executive-level roles and growing the talent pipeline among prospective candidates.

### Military BRG

The Military Business Resource Group (MBRG) consists of a global community of employees who either served in the military, are affiliated with someone who has served or still serves, as well as other members supportive of military and veteran issues. The MBRG provides its members with meaningful networking opportunities, positively promotes UL's culture through veteran career fairs, honors our veterans for their service and supports veteran causes. Whether one served on a voluntary or compulsory basis, now or in the past, all are welcome to join the MBRG.

### PRIDE BRG

PRIDE stands for People Recognizing Identities and Differences for Equality. PRIDE UL works to increase awareness and understanding of our LGBTQ+ community. This BRG strives to create a positive and supportive work environment and helps deliver UL's commitment to DEI through recruiting and retaining LGBTQ+ talent and supporting customer engagement.

### Latino BRG

The UL Latino BRG promotes the heritage of Hispanic and Latinx UL

employees by sharing their culture through educational opportunities, networking, cultural events and social gatherings. This BRG also supports professional development and leadership opportunities for Latinx and Hispanic team members to help recruit and retain top talent.

### UL Parents BRG

Working parents make up a large contingency of UL's employee population. The UL Parents BRG wants to encourage a workplace where caregivers can find support and expert guidance while advocating for a healthy work-life balance. This supportive community helps increase employee engagement, productivity and retention, all of which have a positive impact on UL's business goals.

### Tribal Voices BRG

Tribal Voices is our newest Business Resource Group, formed in November 2021 to support the needs and identities of American Indians/Native Americans at UL. By sharing stories about identity, history and connection to Mother Earth, Tribal Voices aims to promote awareness, foster allyship and support career development for Native American employees.

### Women in Leadership BRG (WILBRG)

The WILBRG helps accelerate the advancement of women working at UL by cultivating a strong community of female leaders. The BRG helps members develop their leadership skills and personal and business networks. Members share business best practices and thought leadership and promote career opportunities for women.

### Young Professionals BRG

The Young Professionals Group (YPG) BRG seeks to build and nurture an inclusive environment that engages young professionals in support of UL's mission and business. The group aims to attract, develop and retain young professional talent, build an internal support system for young professionals, develop personal and professional growth opportunities and help grow and digitize the business.

Corporate Sustainability offers employee donation matching in support of BRG campaigns. In 2021, we matched donations to designated nonprofit organizations supporting PRIDE Month, the Juneteenth campaign, Memorial Day and International Women's Day.



## Empowering our people

When our talent understands the important cultural and legal differences in the countries where we operate, we can provide the most meaningful support and attention to all our stakeholders.

All UL people leaders undergo training to learn key aspects of local legislation where their team members operate, adhering to global management principles emphasized in our trainings and manuals as well as certain core values, including:

- Consistently treating employees with respect and dignity
- Encouraging employee participation in decisions that impact their work lives
- Providing caring, thoughtful management that advocates for the individual
- Communicating openly and honestly with employees
- Resolving workplace concerns and issues in a timely and equitable manner
- Recognizing and rewarding individual and team performance

Implementing these core values through sound leadership and partnership with our people is the best way of ensuring our company's integrity and our talent's well-being, reinforcing that we can effectively make decisions to achieve the best outcome for all.

Only a small percentage of our workforce's compensation depends on collective agreements. We attribute this to our total rewards and flexible work programs designed with our employees' well-being in mind, including annual salary reviews, attractive bonus and recognition programs, valuing important lifetime events, flexible work arrangements, ongoing compensation studies and adaptation to market conditions. We employ all these elements to satisfy our employees and provide responsive support for their needs, which may explain why few choose to engage external organizations to represent them.

# Safely working for a safer world

## People

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Honoring our public safety mission means making an equally strong commitment to protecting the health and safety of our employees, customers and other stakeholders. Every day, our colleagues come to work with the understanding that Safety Starts Here, our operating philosophy and a key result. Nearly every meeting at UL begins with a Safety Moment, where we elevate safety and share ideas. The health, safety and well-being of all our stakeholders, including the public, holds a place as a recognized strategic top priority in our 2021 materiality assessment.

Across the enterprise, we work to exemplify best-in-class operational health and safety with improved incident reporting and investigation, Safety Moments, designated health and safety committees, culture-based safety training, risk-based safety trainings, Stop Work Authority Policy, COVID-19 health and safety protocols and more. Our Safety Committees meet regularly to share new information and discuss safety measures at their site or in their business. These groups work to support our Safety Starts Here key result and play an important role in maintaining a safe workplace. However, we are all responsible for our own and our colleagues' safety and health. We encourage every UL employee and visitor to identify, report and correct any potential hazards.

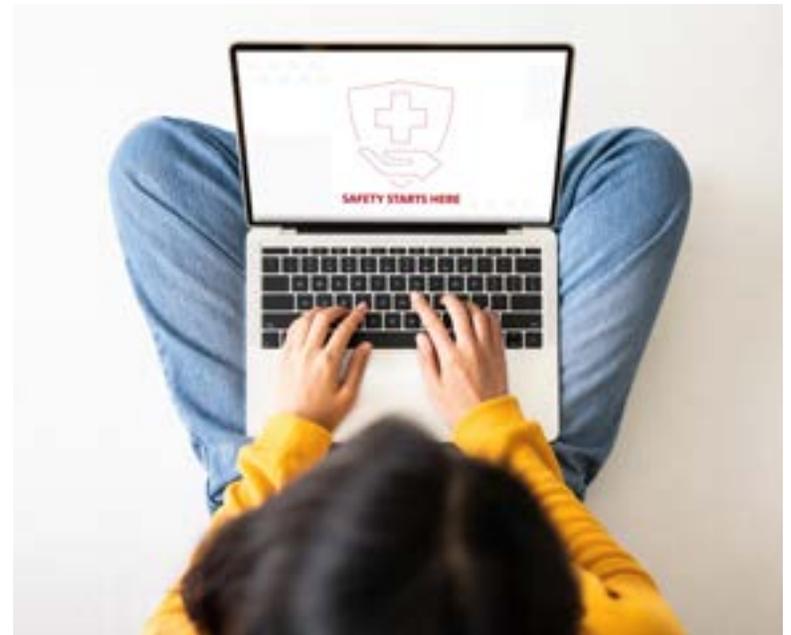
We maintain a robust EHS compliance program foundational to our safety science leadership. This team oversees the implementation of a newly detailed EHS strategic plan, which will include an incident management system (IMS) that will track actions to completion and support meaningful KPIs. In 2021, we expanded our enterprise-level EHS leadership by adding a global environmental compliance manager, a global training manager and additional field specialists to support our growing business.

Our EHS programs address the potential risks involved in performing our laboratory and field services. We offer many custom trainings and programs to support our people's needs as they take on the necessary task of fulfilling our safety mission. All colleagues receive training on reporting risks, unsafe conditions, behaviors and near misses. We identify and implement corrective actions as needed to ensure a safe environment. We also require visitors to report any observed health and safety risks. In combination with audits and inspections, we examine any reports to

conduct trend analysis and identify areas of improvement. We encourage safety reporting with a strict anti-harassment policy that protects our employees from reprisals.

Our Stop Work Authority Policy empowers any UL colleague to stop or not start their work if they feel it is unsafe. Specific to our fieldwork, our colleagues who visit customer sites follow strict health and safety guidelines to keep themselves and their customers safe. We also instruct field employees to stop work or not perform their work if they judge it unsafe. They work with our customers to correct any risk prior to beginning or continuing the work.

Job Safety Analyses (JSA) are completed by relevant personnel with EHS assistance to ensure that colleagues perform tasks safely; they also evaluate new tests to ensure that they pose no danger before conducting them. Employees receive regular communications regarding engagement in EHS activities and functions.



## Health and safety training

In 2021, [Training Industry](#) identified us as a [top employee health, safety and wellness training company](#) in recognition of our global training library. This resource offers more than 1,500 employee health and safety training courses in more than 18 languages to help our people preserve their and each other's safety at work.

UL's health and safety management systems apply to all locations where we conduct work and to those who conduct work on our behalf. Directly supervised contractors (temporary or contingent workers) follow the same risk-based training program as full-time UL employees. Colleagues undergo training on paid time via UL's learning management system (LMS) or in instructor-led courses with the Site Safety Officer or the relevant supervisor. The supervisor monitors training effectiveness with an analysis of leading and lagging indicators.

## Well-being and security

Employees may request to participate in a quality dedicated health program — e.g., respiratory protection, hearing conservation, lead monitoring, etc. — at any time, and EHS contacts those colleagues to set up the necessary testing. Collected information helps ensure the participants' safety, with required training and acknowledgements for participants on how to access their records and how the system stores those records. Employee health records are kept in strict confidentiality by the EHS department on a secure server with

limited access to those who need to see the records in the course of performing their duties.

EHS provides non-occupational medical and healthcare services at our Taipei, Taiwan, facility, where we have an occupational nurse on staff. The company also offers access to smoking cessation, mental health awareness and other programs through our Employee Assistance Program.

At other facilities, insurance plans support and cover non-occupational services and treatments. All employee health records remain secure and confidential.

We adhere to the strictest public guidance and applicable local requirements to ensure the safety of our facilities and our people as the world continues to respond to the risks associated with COVID-19. We regularly evaluate our workplaces and provide updated protocols and notices. We share COVID-19 safety guidance with all of our stakeholders in the [Start Safe Playbook](#).

We apply the National Institute of Occupational Health and Safety's [Hierarchy of Controls](#) to address noise issues, environmental exposures (chemicals, smoke, etc.), vibration and issues related to falls from height. Keeping our people safe at every site requires managing security needs while maintaining respect for individuals. One hundred percent of our security personnel, including third-party security personnel, have received training on human rights policies and procedures.



# Growing opportunity

## Talent and UL University (TULU)

Human Resources (HR) now includes ULU in the Talent division, which focuses on ensuring that our people have the latest training and educational opportunities to engage their curiosity and support their career ambitions and personal and professional development. Under the leadership of UL's vice president of HR, Talent and ULU, the newly formed TULU projects include executive development; employee training design, development and delivery; regional training centers; UL's LMS administration and support; performance management; competencies; career development; career coaching; leadership development; talent assessment and reviews; and succession planning.

Continuing ULU's legacy of providing best-in-class education and training, as our multiple Association for Talent Development (ATD) Best Awards demonstrate, we are raising the bar for ourselves in 2022 and beyond. In Q2 of 2021, the newly formed TULU announced the pilot of the Leadership Program Redesign Project, intended to align our Leadership and Management programs with our new organizational structure and operating strategy. We assembled global cross-functional teams to redefine or replace senior leadership programs, regional and business nontechnical programs, and Leadership Development programs to support the business's changing needs.

A comprehensive career development framework provides a structured learning path for new and existing employees to follow as they grow throughout their careers. We've designed the program to develop all employees, from individual contributors to managers to senior leaders in



the organization, through a series of career stages, each one carefully designed to support ongoing development needs while remaining flexible enough to keep pace with changes to the organization. A key feature of the redesign project is the close partnership with our internal Talent and Learning Champions (TLC) team — thought leaders throughout the organization with a passion for learning and for developing their teams to create strong bench strength throughout UL. This helps ensure operational sustainability and continuous revenue growth. With much anticipation, we've scheduled the inaugural pilot sessions for Q2 of 2022.

As 2021 began, many UL colleagues continued working remotely. In response, TULU expanded virtual instructor-led and self-directed learning opportunities to ensure that our employees continued to feel supported, remaining dedicated to providing best-in-class education and training. The team quickly adapted many of our legacy courses and professional development training

modules to virtual platforms so they could continue uninterrupted and remain available to all our people.

In addition to offering learning programs, TULU also supports major initiatives throughout the organization — including DEI, change management, sustainability and our growing number of BRGs — with trainings to help operationalize our commitment to creating a safe, welcoming environment where everyone can thrive.

## Continuous collaboration

Navigate My Career (NmC) represents our global approach to performance management. The program provides regular quarterly performance check-ins, a clear goal setting process with strong alignment to our operational strategy, key results and identified behaviors for success. NmC allows for continuous feedback and meaningful dialogue to support optimal career development and employee engagement.

# Above and beyond

## UL Mark of Excellence

Since 2007, we have awarded the UL Mark of Excellence annually to employees whose colleagues have nominated them for truly exceptional work that inspires us and contributes to strengthening our business. Winners embody our core values and have demonstrated integrity while pursuing the innovations and projects that propel our success. This meaningful, peer-nominated award is one of the many ways we recognize and reward our world-class talent.

By 2020, 900 UL colleagues contributing to 71 winning projects had received the Mark of Excellence award. In 2021, we expanded our selection criteria for the award to include not only nominations for operational accomplishments but also projects impacting our work community, demonstrating accomplishments related to safety, sustainability, diversity, equity and inclusion. We're currently reviewing 2021's nominations.



## William Henry Merrill Society (WHMS)

Established in 2006, this society named after UL's founder recognizes the critical role played by UL's technical staff in fulfilling our mission through the application of science, hazard-based safety engineering and data acumen.



It serves as a celebration of UL's technical leadership and passion for the science of safety — a way to formally recognize those in our organization who have made a significant and sustained contribution to the advancement of safety science and safety engineering.

Colleagues nominate their peers for their work experience, technical achievements, publications, patents, professional affiliations and overall contributions to UL's mission to promote safe, secure and sustainable living and working environments for people. Members of the William Henry Merrill society are designated Corporate Fellows or Distinguished Members of Technical Staff (DMTS).

Induction into the society as a Corporate Fellow confers a lifetime honor. Retired members have an open invitation to participate in WHMS meetings, attend UL's annual meeting and continue to share their knowledge and experience with staff, mentoring other colleagues who might someday also become Corporate Fellows.

# Social responsibility

Fulfilling William Henry Merrill's founding legacy, to "do something for humanity" means that we extend our purpose beyond the work and projects we undertake. Our people mobilize our mission and advance social progress within our communities through volunteerism, donations, skills-based initiatives and more.

## People

As a Participant in the United Nations Global Compact, we apply their definition of social sustainability to our own strategy and actions:

"Social Sustainability refers to the proactive way a company identifies and manages business impacts on employees, workers in the supply chain, customers and communities." United Nations Global Compact

Social sustainability acts as a strategic arm of our Corporate Sustainability team to promote social responsibility initiatives and collaborate with our Corporate Sustainability Council (CSC), HR, DEI, TULU, Ethics and Compliance, Global Sourcing and EHS teams to make a positive impact on human rights, labor, the environment and anti-corruption. They do this through:



- **Volunteering** – We connect the positive impact of volunteerism to our mission to make the world a safer, more secure, sustainable and inclusive place to live. All full-time employees receive two paid volunteer time off (VTO) days per year. Regular part-time salaried employees can take advantage of prorated VTO based on the number of hours the employee works.
- **Disaster relief** – When a disaster or crisis occurs, we mobilize our mission by helping those affected recover and rebuild in a safe, secure and sustainable way. UL donates to various nonprofit organizations that provide disaster relief and through employee matching campaigns. In 2021, we supported disaster relief for many natural disasters, including the catastrophic floods in Germany, Hurricane Ida and the devastating tornadoes in the U.S., Super Typhoon Rai in the Philippines and the Afghan refugee crisis.
- **Philanthropy** – We donate to important causes that progress the United Nations' SDGs, such as Habitat for Humanity, which aligns with Goals No. 6, 7 and 17. All organizations that we support financially must have 501(C)3 tax-exempt status or be the equivalent of a U.S. charity as outlined in UL's Corporate Giving Guidelines.
- **Responsible sourcing** – We expect our suppliers to practice responsible sourcing, foster safe work environments, exhibit transparency and ensure the secure distribution of goods.
- **Anti-counterfeiting** – UL collaborates with law enforcement agencies around the world to combat counterfeit goods to help protect the public and the supply chain.
- **Nonprofit partnerships** – We selectively partner with local nonprofit organizations to learn from their expertise as we make a difference in the communities where we work and live.

UL's Ethics and Compliance office helps promote and maintain our values-driven culture, integrating the principles of integrity, honesty, quality and fairness into our business practices on a consistent basis around the world.

## Community Connections™ VTO Program

Our social sustainability efforts connect local and global issues directly to our mission and provide volunteer engagement opportunities for our people to make a personal and lasting impact on advancing social progress. This deepens our connection with each other and with the communities where we work and live.

The VTO policy:

- Meets UL's commitment to diversity, equity and inclusion
- Supports UL's Corporate Sustainability mission to positively impact our planet, its people and prosperity
- Advances the UN SDGs
- Provides employees with satisfying work/life integration and meaningful opportunities to make a difference in their community

All UL employees worldwide can take part in the Community Connections program. Full- and part-time employees can utilize up to two paid time off days per year to volunteer virtually or in person with the organizations and causes that matter most to them and their communities. Colleagues may volunteer individually or together in groups as teambuilding and skill-sharing exercises. Through our sustainability engagement platform, colleagues can search for opportunities, record their efforts and upload and share their stories of impact.



## Inspired to make an impact

We have operationalized a global network of employee volunteers to drive sustainability initiatives at the local level in their communities. These Social Sustainability Champions support our enterprise volunteer initiatives and regional campaigns to progress the SDGs and other local volunteer efforts put forth by employees at their locations. In 2021, led by our network of Social Sustainability Champions, we launched a new global campaign, Impact 100, designed to reignite our UL spirit and reconnect us through supporting our communities as many of us returned to the office environment for the first time since the pandemic's onset.



## Impact 100

**When we put the power of all of us into practice, we can impact the world — one community at a time.**

Impact 100 launched in November of 2021 and ran for 100 days through February 2022, offering colleagues 100 ways to make an impact through volunteering and supporting their communities. Whether taking action to help protect the environment or making donations to support vulnerable groups, our people came together to create organized acts of caring and kindness across the world, with more than 600 employee leaders recording donations and volunteer initiatives so far on our sustainability engagement platform. Employees who completed an action shared their efforts by adding the Impact 100 statement to their email signature, inspiring their colleagues and contacts to do the same.

During the campaign, UL matched individual employee donations up to \$100 to the following global nonprofits progressing the SDGs in our communities: Doctors Without Borders, Safe Water Network, UNICEF, Watts of Love and Direct Relief.



The graphic features a red background. At the top center is a white outline of a globe with three location pins. Below the globe are three white hand icons. To the right of the globe, the text "100 DAYS" is displayed in white, with a checkmark icon next to "DAYS". Below this, the text "Community Connections™" is written in white. At the bottom, the text "I made a difference as part of UL's Impact 100 campaign." is written in white.

# Impact actions

People

## Hong Kong employees partner up to give globally

Building a sustainable relationship with a charitable partner starts with empowering employees to find organizations with missions that inspire them to authentically connect and engage. With the right partner, the possibilities for making a measurable impact multiply.



Colleagues in Hong Kong identified a local organization called the Crossroads Foundation where they wanted to make a difference. Crossroads Foundation helps advance multiple SDGs by collecting new and gently used items for distribution to 95 nongovernmental groups around the world, reducing environmental impact while supporting those in need. Crossroads Foundation connects people living in dire poverty with essential items, from school supplies to housewares, while also reducing landfill waste.

Vicky Lee, administrative services manager, serves as our local Sustainability Champion in Hong Kong. For Impact 100, she organized a winter donation drive and on-site volunteer activity with the charity. Her Hong Kong colleagues contributed more than 450 items, including books, computer items, children's products and personal protective equipment. UL contributed 100 sets of stationery that the Crossroads Foundation requested.

Lee led 25 of her colleagues in on-site volunteerism. The group of UL employees sorted, cleaned and helped pack donations at the



Crossroads Foundation. They handled every donated item with the same care and expertise that they apply to their daily work at UL, adding value to each gift and helping improve quality of life for every recipient.

This volunteer experience created a rich opportunity for the Hong Kong team to make a deep connection with the organization. "We were so impressed with Crossroads Foundation's volunteer staff," said Lee. "Our employees learned a lot about how our donations would be used locally and around the world."

We know that this is just the beginning of an ongoing and purposeful partnership between our Hong Kong teammates and the Crossroads Foundation.

## NBK employees provide 100,000 meals for Impact 100



At our global headquarters in Northbrook, Illinois (NBK), employees set an ambitious goal to pack 100,000 meals for local families in need of support.

UL partnered with The Outreach Program, a nonprofit organization based in Union, Iowa, that organizes food packing events throughout the country. The Outreach Program provided nutritionally fortified meals and packing supplies. Every meal prepared provides six complete servings.

On Dec. 14 and 15, more than 150 UL NBK volunteers came together to package the meals on-site in the cafeteria. They organized into teams and had to work quickly to meet the challenging goal.

The meals were delivered to the Northern Illinois Food Bank and distributed to food-insecure families in the Chicagoland area.

This is the ninth year NBK has hosted a volunteer meal-packing event. Including the 100,000 meals packed in 2021 for the Impact 100 campaign, UL volunteers have now packed and donated a total of 500,000 meals.



*It was personally rewarding to volunteer as part of UL's Impact 100 campaign. I'm thankful for the opportunity to give back to our communities.*

Todd Denison, SVP Americas



*I appreciate the opportunities where we as UL can come together to serve others while building/ increasing our connectivity.*

Lynn Hancock, EVP and chief transformation officer



## Community investment

When investing in our communities, whether through volunteerism or charitable donations, we apply our corporate sustainability strategy, which focuses on optimizing our human, brand and financial capital to progress the SDGs. We identify and partner with nonprofit organizations (NGOs) that can help us support vulnerable groups and meet local community needs.

We focus our investments in areas and with groups where we can make the greatest impact and help achieve our purpose to positively impact people, planet and prosperity. Through our regular stakeholder interaction and materiality assessments, we work to understand pressing global and local issues and align them with our mission, values, business and corporate sustainability objectives.

UL's Corporate Giving Guidelines govern our community investments.

These guidelines:

- Support UL's commitment to improving the quality of life in communities where UL employees live and work

- Sponsor organizations that share UL's deep commitment to promoting safe living and working environments for people
- Reflect UL's commitment to science, technology, engineering and mathematics (STEM) education
- Advance diversity, equity and inclusion
- Align with UN SDGs and the Ten Principles of the United Nations Global Compact
- Promote corporate social responsibility and sustainability

UL's Community Investment strategy operationalizes through employee-led teams, beginning with the Corporate Sustainability team, the CSC, our Social Sustainability Region Leads and Champions and sustainability task forces.

## Community Investment Task Force:

The Community Investment Task Force ensures that investments align with our established Corporate Giving Guidelines. Members continually assess these guidelines and recommend strategic adjustments.

# Partnering for progress



## Watts of Love

Watts of Love's UL Certified solar lights eliminate dependency on dangerous and toxic kerosene as a light source, improving the health and well-being of each recipient, their family and their community.

Watts of Love's impact is self-sustaining. Through the Watts of Love financial literacy program, every light recipient learns how to save and redirect the funds they previously used for kerosene to invest in themselves, their families and their businesses.

As a result, whole communities can create a better future for themselves and generations to follow. The Watts of Love financial literacy program empowers independence and alleviates poverty, while the solar light powers innovations, small businesses and education and improves health and safety outcomes.

One gift of a UL Certified Watts of Love solar light helps:

- Protect children and adults from dangerous fires and toxic fumes
- Secure a safe and productive home or working environment
- Elevate equity through savings and financial literacy education
- Reduce greenhouse gas emissions and indoor air pollution
- Progress all 17 Sustainable Development Goals

In 2021, we donated \$100,000 (USD) to Watts of Love, impacting 17,500 lives. Each light impacts an average of seven people — in this rural community, households often contain large multi-generational families. For those living on less than \$2 (USD) a day in Malawi, these lights change lives.

UL provided pro bono testing and evaluation and offers ongoing follow-up services to ensure the safe operation, compliance and longevity of Watts of Love renewable solar-powered lights. We shared this project in our 2020 Sustainability Report in the video *Shining Light on a Sustainable Future*, and the UL colleagues who contributed earned the Mark of Excellence Award for their dedication.

Our partnership with Watts of Love intertwines deeply with our identity as a company, our founding history in helping ensure safe lighting, our ongoing work in fire safety, and our safety expertise in lithium-ion batteries and renewables. Most importantly, this partnership helps fulfill our shared mission with our customers and stakeholders to work for a safer, more secure and sustainable world.



**“Nearly 1 billion people around the world are without electricity and live in darkness. They spend up to 30% of their income on dangerous fuel sources just to have light, and it keeps them in a cycle of poverty. It leaves them powerless.”**

**WATTS OF LOVE**



## For Inspiration and Recognition of Science and Technology (*FIRST*) Robotics

People

*FIRST*® Robotics inspires young people to become science and technology leaders and innovators by engaging them in exciting mentor-based programs that build these skills and foster self-confidence, communication and leadership.



### UL and *FIRST* Safety Learning Portal

We partner with *FIRST* Robotics to promote inclusive and equitable quality safety education, helping progress SDG No. 4, Quality Education. With support from UL's LearnShare platform, we provide in-kind safety training and educational courses to all *FIRST* Robotics and *FIRST* Tech

Challenge students and teams through the UL and *FIRST* Robotics Safety Learning Portal.

Since the portal's launch in 2020, *FIRST* students have completed nearly 10,000 safety learning courses, preparing them with the safety skills required for many STEM-related careers. Courses include Fire Extinguisher Safety Awareness, Hand and Power Tool Safety Awareness, Hearing Conservation Awareness, Personal Protective Equipment (PPE) Awareness, the *FIRST* Robotics Safety Manual training and more.

### Safety Animation Award

Each year, UL challenges all *FIRST* Robotics Teams to develop their technical skills by competing in the Safety Animation Award competition. *FIRST* teams work together to create short, animated videos focused on various safety topics.

In 2021, teams submitted videos aligning with the theme "Safety is Caring." Strong teams create an environment where everyone feels safe to do their best work. We understand how critically important physical safety is for working teams, and we make sure their environments are clean, organized and hazard-free. However, safety also involves caring for each other's feelings and mental well-being, or psychological safety.

### 2021 Best Overall winner: Team 6348 from Colima, Mexico

A team of UL volunteers who review more than 100 submissions annually select the Safety Animation Award winners, choosing the entries that best meet the competition criteria. UL provides grants to the winning teams, and all *FIRST* competitions during the season showcase the overall winner.



## Habitat for Humanity

We consistently support Habitat for Humanity's work through volunteer efforts and charitable contributions, donating to fund employee build days at Habitat for Humanity homes. In 2021, we partnered with Habitat for [Humanity Northern Fox Valley](#) to build a duplex in Carpentersville, Illinois, for two families who are first-generation immigrants to the U.S. UL volunteers helped build the home from the ground up and take great pride in knowing they created a new home for generations to come.



# Prosperity

Prosperity

## Partnering to approach the world's challenges with purposeful solutions

We define prosperity as the opportunity for a thriving, abundant future for all. Our mission to work for a safer world and our founding legacy to “do something for humanity” offers us a meaningful part in helping to secure this future we envision. We do our part by working together and applying scientific rigor to ensure the safety, security and sustainability of the products and processes we evaluate, test and certify. Our advisory and data intelligence helps our customers actively address their business challenges, discover new solutions and protect their efforts. Every day, our people engage their expertise across a wide range of industries with a passion for problem-solving and optimism for our shared future.

We help our customers establish and maintain trust by imparting confidence in their goods and services. Traditional definitions of safety have expanded to include security and sustainability, and our services have mirrored that growing scope of concerns. As we work to address quality and safety, we have an additional opportunity and responsibility to promote sustainable practices per our mission. Indeed, our customers share our desire to uncover even more ways to advance trust and improve future economic, social and environmental outcomes.



Customer centricity and environmental, social and governance (ESG) enablement took the top-priority spot among strategic topics identified by all stakeholders, internal and external, in our 2021 materiality assessment. Our stakeholders expect and embrace our ongoing efforts to meet the growing need for ESG solutions and collaboration to address climate change, renewable resources, environmental stewardship, supply chain management, safety, diversity and inclusion, workplace conduct, human rights, philanthropy and support for local communities.

We focus our strategy and operational efforts on continuing to advance our leadership in applying safety, security and sustainability science to meet this worldwide demand. We will invest in and focus our science-based expertise on addressing critical sustainability trends, risks and opportunities fundamental to our collective long-term prosperity.

## Continual evolution

The lessons we learned from the global pandemic include an increased awareness and respect for our connectivity, a renewed emphasis on

health, safety and well-being and a deepened understanding of both our vulnerabilities and our collaborative strengths. More than ever, we recognize the interdependence of people, planet and prosperity and the importance of our sustainability purpose.

- Our mission to help make the world a safer place anchors our efforts to enact our purpose to partner with our stakeholders and apply science to the safety, security and sustainability challenges they face.
- The COVID-19 pandemic response affirmed and demonstrated our core capabilities in safety science, the importance of our strategic and digital evolution amid a global crisis to come out stronger, and our focus on customers and employees to drive partnerships and innovation.
- Our corporate sustainability purpose, strategy and alignment push us to remain responsible and lead ESG enablement through our words, actions and the services we provide.
- We will continue performing, transforming and expanding in response to our stakeholders' needs, working for a safer world by finding solutions to challenges and driving positive change.



# Trends and connections

In 2021, we identified multiple key trends where our services have the opportunity to make an immediate and long-term positive impact:

## Trend: The COVID-19 pandemic



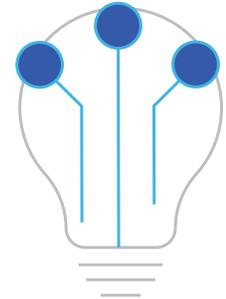
The pandemic shifted priorities around business and community resilience. The challenges COVID-19 presented expanded the world's definition of safety and created an imperative for companies to reconfigure their operations with increased digital technology collaboration and adoption. As companies transformed operations to work virtually and remotely during the pandemic, the accelerated

digital transformation of business brought gains, improving resilience and sustainability performance. However, the increased reliance on mobile and internet connectivity also elevates security concerns.

COVID-19 forced businesses to address new risks like exposure risks that frontline health workers face and mental health and ergonomics challenges for remote employees. A safe, resilient workplace must manage operational health and safety along with psychological safety. Meanwhile, remote work, automation and human resources technology continue to push organizations to adapt their processes and practices.

Connection: Increasing digital technology collaboration and adoption plays an essential role in modern work and life. Our services and solutions addressing [COVID-19](#), [employee health and safety and training](#), [digital security](#) and [business resilience](#) connect with and serve this key trend.

## Trend: Customer expectations for innovative technology



Customer expectations continue to drive investments in innovation and technology to keep up with the pace of today's digital transformation. [Investment in technology is at an all-time high](#) as customers demand digital experiences. Businesses work hard at accelerating their digital transformation with increased automation, remote working, personalized customer experiences and the strengthened cybersecurity these adaptations necessitate.

UL's Innovation Safety Survey revealed the [top five trends in innovation safety in 2021](#). Customer expectations remain a key factor for the third consecutive year, highlighting the consumer importance of innovation.

These innovations must also meet social aims to foster equal and affordable access to technology and address the digital divide with inclusive solutions and opportunities for all stakeholders, including consumers, employees and suppliers.

As digital tools improve, stakeholder [transparency expectations](#) increase regarding disclosures, data, analytics and reporting as businesses work to increase and maintain trust with consumers.

Connection: Helping to ensure innovative technology's safety, security and sustainability represents one of our business's core features. Our research on [innovation safety](#), [AI](#) and [inclusive technology](#), as well as services and solutions in [wireless testing](#), [autonomous vehicles](#) and [cybersecurity](#), connect with and serve this key trend.

## Trend: ESG reporting landscape evolution



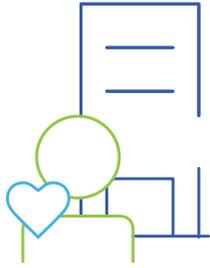
With a rising awareness of social justice issues, extreme weather events, worker safety and other sustainability topics, stakeholders' expectations for reporting transparency on ESG issues also rise. Effective January 2023, the [Global Reporting Initiative \(GRI\)](#) has released a significant update on the Universal Standards with additions to material topic disclosures, sustainability governance requirements and new Sector Standards to expand reporting coverage. These updates are intended to align with other reporting frameworks and meet emerging regulatory reporting requirements, such as the EU [Corporate Sustainability Reporting Directive](#) and the International Financial Reporting Standards Foundation (IFRS). At the 26th UN Climate Change Conference of the Parties (COP26),

the [IFRS](#) formed the [International Sustainability Standards Board \(ISSB\)](#) to create a global baseline for the financial markets for corporate sustainability disclosures, helping investors and other stakeholders assess sustainability performance and related risks. The ISSB will consolidate the Climate Disclosure Standards Board (CDSB) and the Value Reporting Foundation (VRF) into the IFRS Foundation.

These changes reflect the growing desire for stakeholders and investors to gain clarity on the management of sustainability topics like climate change, human rights and supply chain from business. ESG reporting helps stakeholders understand how companies can address and impact sustainability topics and how relevant sustainability topics can also impact a company's value and resilience. We'll continue advancing UL's sustainability reporting to remain aligned with the GRI's new Universal Standards, which enable us to focus on all external impacts we may have on society and the environment and our contributions toward sustainable development in addition to enterprise value creation and financial impacts.

Connection: We work with our customers to support their ESG reporting and implementation journey with [product solutions](#), [responsible sourcing](#) and [tools and advisory](#) services to help them track, manage and report on ESG throughout their businesses and supply chains and disclose that data using a variety of frameworks, including the Sustainability Accounting Standards Board (SASB), the Climate Disclosure Project (CDP), the Global Reporting Initiative (GRI) and more. Our services and solutions for navigating the changing [global regulatory environment](#), promoting [supply chain compliance](#) and validating [environmental product claims](#) connect with and serve this key trend.

## Trend: A caring and equitable workplace



In today's [human-centered workplace](#) poised to attract and retain talent, employees expect support for their health and well-being, professional development and family needs. The pandemic highlighted the [importance of employees' physical and mental health and well-being](#), with many businesses responding with increased support, health and safety measures and flexible working options. Still, inequities grew with COVID-19 as [women faced, on average, two times higher rates of job loss](#) globally.

Sustainability efforts to remedy racial, gender and generational inequity, unconscious bias and lack of diversity at each organizational level represent DEI imperatives critical to attracting and engaging talent. [Gen Z](#) and millennial employees help drive these comprehensive changes to corporate culture by prioritizing working for companies that align with their personal values. Businesses are adapting to changes brought on by the pandemic that shifted workplaces and [established the need and opportunity for flexible and remote work](#).

Connection: As we enhance our [DEI commitments](#) and seek to meet our people's health, safety and working needs, we also offer our customers ways to address [employee health and safety](#) through our [global EHS training](#) — including [mobile learning](#) — and support for the digital tools and innovations that [keep us connected](#). Our social sustainability initiatives, BRGs and impact campaigns help us engage our talent and support their passion and values as we positively influence our stakeholders and communities to connect with and serve this key trend.

## Trend: Investor demand for ESG data

With the success of [ESG investing](#), investors are putting pressure on companies to include key ESG topics like climate risk, human capital management, workforce and board diversity, board effectiveness and strategy and resilience in business models.



ESG funds are growing exponentially. The [majority of ESG funds outperformed S&P 500](#) in the first 12 months of the pandemic, highlighting the resiliency of ESG-related funds and demonstrating the bottom-line value of ESG management to business.

Societal pressure from COVID-19, demands for social justice and the urgency of climate action represent top-priority ESG issues in reports issued by [BlackRock](#), [EY](#) and the [U.S. Securities and Exchange Commission](#). Investors are increasingly demanding evidence supporting company efforts to [address climate change](#) by setting emissions reduction goals and ending plastic pollution, for example.

Connection: Our services and solutions enable [ESG reporting](#) and integration, [carbon reporting](#), [product sustainability](#), [responsible sourcing](#) and more for our customers, helping them validate and share their ESG management efforts with stakeholders. Our [renewables advisory and certification services](#) help to accelerate companies' climate action by supporting renewable energy projects in all phases, including feasibility, design, operations, funding and more to connect with and serve this key trend.

# Risk strategy and governance

Ongoing efforts to identify potential risks and sustainability opportunities play a key role in the integrated aspects of the business planning processes that inform our global investment priorities. We assess risks and opportunities in many ways throughout the year, including in quarterly monitoring reports, our annual enterprise risk survey and annual reviews and refreshes of long-term strategic plans. Additionally, our business teams continuously analyze the likelihood and potential impact the top opportunities and risks may have on their activities.

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We regularly review ESG trends and opportunities with our Operating Committee and Board of Directors. Our Enterprise Risk Management program categorizes global opportunities and risks based on the perceived level of impact to the enterprise, with ESG opportunities and risks evaluated by our Board of Directors. These evaluations include current state assessments and mitigation plans.

Mirroring the results of our new materiality assessment, each of our business segments also identified the increased global demand for ESG and sustainability services among their top opportunities and risks in 2021.

## Customer centricity and ESG enablement

UL's portfolio of ESG services and expertise, which has steadily expanded over the past several decades to satisfy ESG market and customer demand, addresses the highest-rated topic in our 2021 materiality assessment. We prioritize investment in a broad range of ESG-related testing, inspection and certification (TIC), software and advisory services to support our customers' ESG journey including: energy efficiency, renewables, electric/autonomous vehicle, batteries and energy storage, material sourcing, chemical data management, supply chain and product stewardship and environmental health and safety, among many other services and capabilities.



Whether initiating their ESG program or well on their way, our 360 Sustainability ESG reporting software supported by our expert advisory team manages investment grade data to help our customers define their ESG roadmap, identify material priorities, connect their value chain to track Scope 3 carbon emissions, set science-based targets and create ESG reports. Many UL customers also take concrete operational actions to ensure healthy buildings, improve waste management, perform responsible sourcing audits, adopt renewable energy, validate environmental claims, and enhance worker safety.

Moving forward, we will further support the results of this assessment across our business functions and alongside our partners. UL's sustainability subject matter experts play a critical role in advancing ESG science, developing future opportunities into customer service offerings and deepening our capabilities to address future risks.

We feel excited about the potential these results represent for impactful and measurable improvements to safety, security and sustainability for all of our stakeholders. At the same time, we remain resolved to help mitigate potential risks for our planet, its people and prosperity in alignment with our strategy and purpose. With customer centricity and ESG enablement the top priority for all of our stakeholders, we're eager to multiply the possibilities of our collective societal impact.

## Supporting the SDGs

Our products and services meaningfully impact and help advance all 17 of the United Nations Sustainable Development Goals (UN SDGs), contributing to overall prosperity as we work to fulfill our mission and serve our customers. As we enable our customers to achieve their sustainability commitments, we collectively and positively improve environmental and social impact through our dedicated ESG and sustainability solutions. UL offers many services that can help companies contribute, measure and report on their SDG alignment and progress:

- Our ESG reporting and supply chain management tools provide our customers line of sight into their operations and help them report on their own sustainability journeys. (Goals No. 9, 10, 11, 12 and 17)
- Our work in greenhouse gas (GHG) emissions, circular economy, waste diversion, labor and human rights issues, performance testing, environmental air quality and emissions, and the broad range of ESG issues of concern to investors directly advance many of the SDGs. (Goals No. 3, 6, 9, 11, 12, 13 and 15)
- Our experience with product development and chemicals of concern, renewable energy and battery technologies, refurbished and remanufactured products plays a vital role in protecting the planet's health and resources. (Goals No. 3, 7, 9, 11 and 12)

These capabilities and services help our customers enhance their sustainability efforts, amplifying our impact as we work together to safely progress society.



## Working to prevent childhood drowning



UN SDG No. 3, Good Health and Well-Being, aims to “ensure healthy lives and promote well-being for all, at all ages.” Every SDG also identifies specific targets and indicators to achieve the goal. SDG Target 3.2 challenges the world to end all preventable deaths in children under five years of age. According to the World Health Organization (WHO), childhood drowning represents a leading cause of the accidental death of children worldwide. “The highest drowning rates are among children 1-4 years, followed by children 5-9 years.” Among all age groups, drowning represents the third leading cause of preventable death, with more than 236,000 drowning deaths recorded annually, accounting for nearly 8% of total global mortality. Nonfatal drowning incidents can also result in serious lifelong health concerns, including long-term disability.

Death by drowning is preventable; that’s where UL plays a critical role — by providing testing and certification services that span the global market for personal floatation devices (PFDs) including life jackets, vests, rings, suits and more. PFDs save lives by preventing drowning deaths. Most children who die by drowning do so when they stray out of reach of adults

or outside of “touch supervision.” That’s why all children under the age of 5 should wear a PFD when they are in or near water.

As with all our processes, we take a meticulous and comprehensive approach to testing PFDs. Our team maintains a thorough understanding of requirements, such as standards developed by the U.S. Coast Guard, United Kingdom Conformity Assessment, European Directive (CE), Wheelmark, PPE Recreational and more.

Testing procedures for PFDs accommodate different products, uses and users, from infants just able to lift their heads to seniors with limited mobility. This equitable approach means that we can provide testing services that help manufacturers ensure that all users can access products that fit their needs and bodies. UL’s employees often volunteer as test subjects for our PFD testing, going above and beyond to fulfill our safety mission.

We have also built sustainability into the design of our testing environment to conserve water. Our PFD test tank uses precise water-capture techniques to provide a self-sustaining environment. Through careful chemical calibration, we maintain a safe and hygienic environment for test subjects and staff accessing the tank, and we haven’t needed to refill the tank water since 2015. Advanced insulation helps maintain a consistent temperature of approximately 91° F.



Watch  
the video

Preventing accidental drownings, especially in children, is a Global Goal worth pursuing. We appreciate our customers who manufacture these life-saving devices to help keep people of all ages safe in and around water. We also appreciate the opportunity to help ensure that these products are of high quality and are safe to use as we educate consumers on their proper use.

## Measuring progress

Simple math cannot quantify the impact all our services have on critical sustainability issues. How do you calculate the number of electrical shocks that never happened, fires that didn't light or accidents avoided due to a device that operates safely or a product that UL tested and certified? Much of our mission-driven work eliminates risks and dangers before they can become statistics by mitigating and helping prevent their occurrence.

We know we have a profound and likely immeasurable overall impact on the quality and safety of human life. However, there are elements we can measure that begin to quantify the outcomes of ESG enablement and help us communicate the positive impact of our sustainability services on the SDGs in concert with our customers.

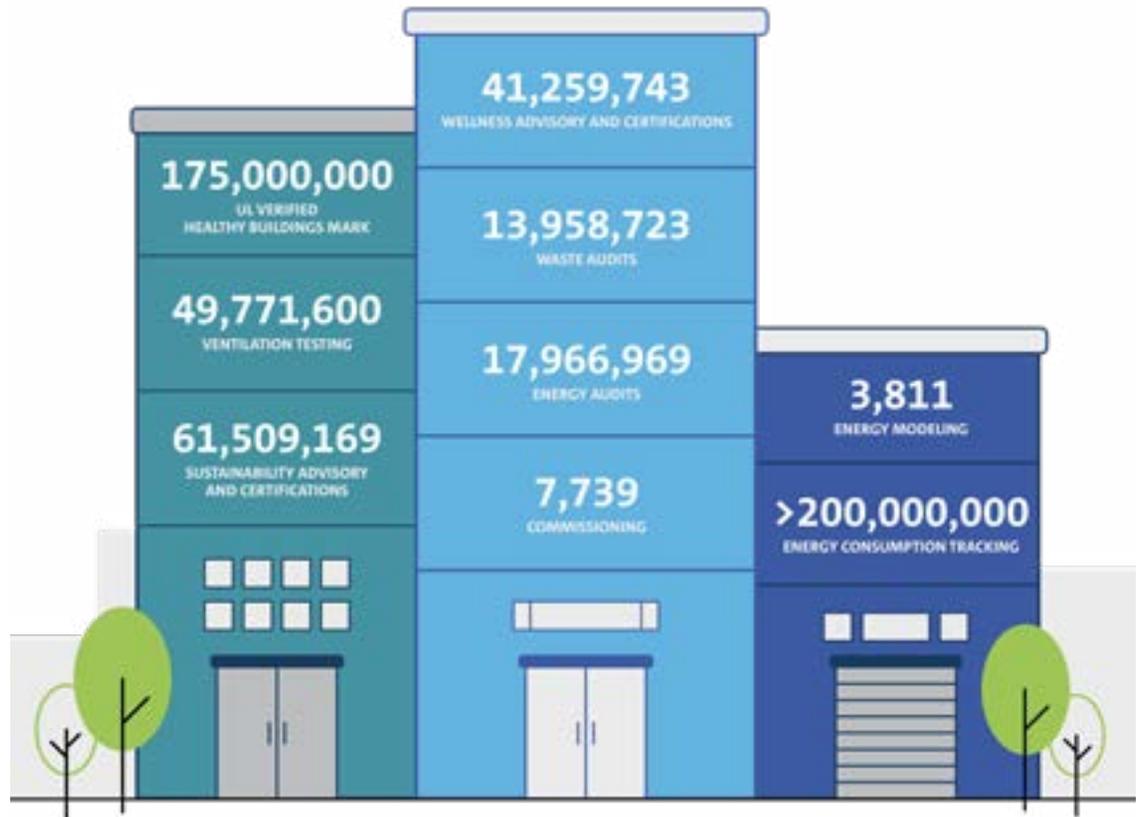
UL operates from a remarkable position, given the compounding effects of our sustainability efforts and impacts. As we help our customers achieve their existing and emerging sustainability goals, our Assets and Sustainability Performance (ASP) Customer Operating Unit (COU) houses many solutions that help enable our customers to strengthen their sustainability efforts.



## SDG NO. 3

**Target 3.9** By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination

Through our [Healthy Buildings](#) services, UL supports our customers in their commitments to improve the health and performance of the indoor spaces where they live and work. The positive combined footprint of these services impacts more than 552,000,000 square feet of occupied space, improving indoor air and water quality and hygiene, directly progressing SDG No. 3, Target 3.9 to reduce the number of illnesses from air and water contamination.



**Total area covered by UL solutions\*** in sq. ft.

\*Conservative approximation to account for errors and overlap



### SDG NO. 7

**Target 7.2** By 2030, increase substantially the share of renewable energy in the global energy mix

**Target 7.2.1** Renewable energy share in the total final energy consumption

Our [Renewables advisory services](#) enable the installation of clean energy projects worldwide. We supported the financing for 70% of all new U.S. wind installations in 2021. Our combined energy forecasted for wind and solar in the U.S. equaled 120 GW of renewable power.

To put that in perspective, 1 GW represents the power equivalent of [364 utility-scale wind turbines, or 1.3 million horsepower, to power 750,000 homes](#). UL plays a critical advisory role in helping to increase the renewable energy share in energy consumption around the world, directly progressing SDG No. 7, Target 7.2.1.

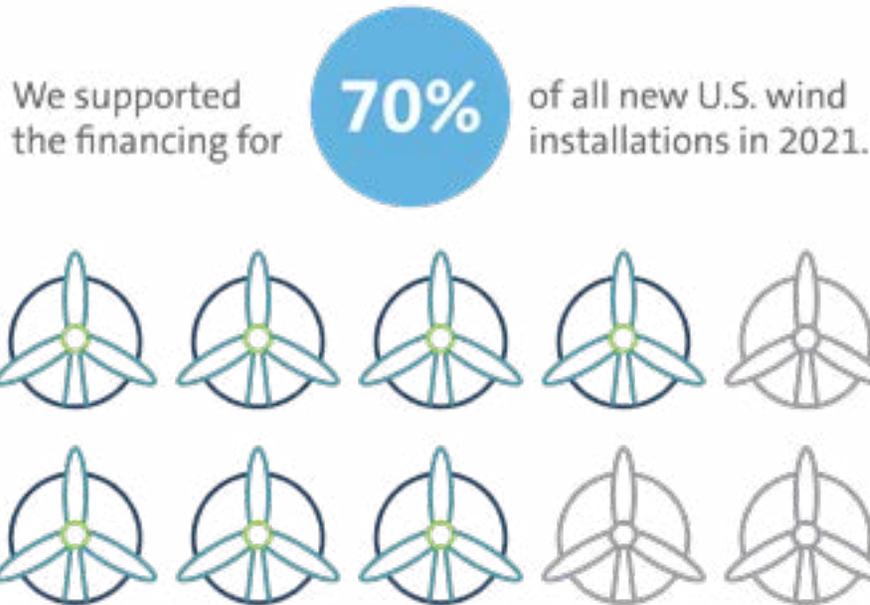
### Clean energy installation



Our combined energy forecasted for wind and solar in the U.S. equaled

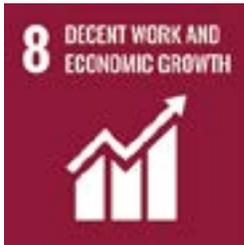
# 120 GW

of renewable power.



**1 GW** is the equivalent to:

- 364** utility-scale wind turbines
- 1.3M** horsepower
- 750K** powered homes



### SDG NO. 8

**Target 8.8** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

Through our [LearnShare solution](#), UL supports safety and compliance training for our customers and their employees, resulting in safer work environments. In 2021, we made a significant impact on safety training with more than 64 million courses completed and more than 2 million hours spent training. These efforts help secure safer working environments, directly progressing SDG No. 8, Target 8.8.1.

### Safety/Compliance training reach 2021

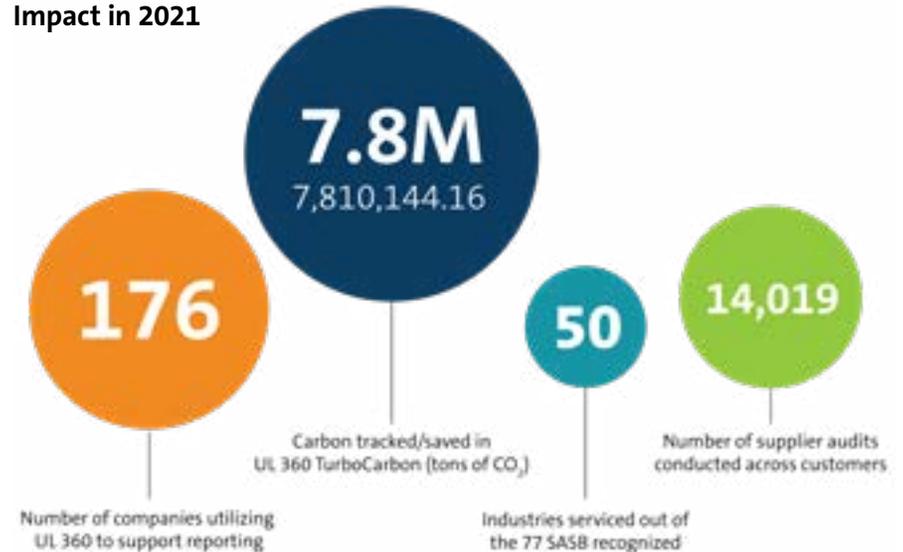


### SDG NO. 12

**Target 12.6** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

Through our [360 Sustainability ESG software solution](#), we support our customers' data collection, planning, and tracking of sustainability efforts. This software helps our customers evaluate real-time risk analytics, monitor supply chain risks, capture carbon emissions data and manage ESG reporting. Creating the tools to help even large, complex companies manage this data allows them to integrate sustainability information into their reporting cycle, directly progressing SDG No. 12, Target 12.6. In 2021, 176 companies, including UL, used 360 Sustainability to support their ESG reporting.

### Impact in 2021



In 2021, Verdantix, an independent research and consulting firm with expertise in environment, health, safety, quality, operational risk and smart building technologies, ranked 360 Sustainability as a top ESG software.

## In shared pursuit of progress

As a company founded on sharing our scientific research and discoveries to make the world a safer place, our subject matter experts across the enterprise contribute to essential global dialogues and sustainability research. SDG No. 17 reveals the need for cross-industry, public, private and civil society partnerships to accomplish sustainability goals. We embrace this SDG through participating in collaborative research and thought leadership, working directly with partners across the circularity value chain. We continue to increase our level of engagement and visibility within our key sustainability alliances to drive a sustainability culture and advance the best science-based possibilities for our future.

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## Sustainability research and scientific expertise

### Circular economy for renewable energy technologies:

UL continues to work with the [International Photovoltaic Quality Assurance Task Force](#) (PVQAT) to advance circular economy aspects for solar energy technology, including sharing best practices for repurposed electric vehicle (EV) batteries and other electrical equipment, contributing to task forces and sitting on the advisory board.

### Cybersecurity for distributed energy resources:

UL collaborates with the [National Renewable Energy Laboratory](#) (NREL) to advance the cybersecurity of energy infrastructure, improving approaches to deploying distributed energy resources (DERs) such as solar arrays and wind turbines to better resist cyberattacks. As DERs proliferate, we must keep them cyber-secure for a safe, reliable and resilient energy infrastructure. The group developed a white paper in 2021: [Cybersecurity Certification Recommendations for Interconnected Grid Edge Devices and Inverter Based Resources](#).

### DC microgrids:

UL joined the Current OS Foundation (<https://currentos.foundation/>), a nonprofit, open, independent foundation working to advance DC microgrids. The Foundation seeks to support wider deployment of safe, effective microgrids, comprised of distributed energy resources that can collaborate with the electric grid, or which work independently to promote resilience and empower energy consumers with customized use of renewable energy assets.

### Department of Energy (DOE) research:

UL continues to work on a U.S. DOE three-year research grant to further understand the life of photovoltaic (PV) modules in collaboration with team members from the NREL, [National Institute of Standards and Technology](#) (NIST), academia and industry. This project will inform the PV industry on optimal ways to design and

develop materials and PV modules, promoting more durable PV systems that exceed the current performance and financial aspects of solar power. In 2021, numerous site visits helped measure real-world degradation in PV modules.

### Energy equity:

UL collaborated with the [American National Standards Institute](#) (ANSI), USTDA's Clean Energy Standards Program and [USAID's Power Africa](#) program to provide guidance for the effective and equitable deployment of renewable energy technologies for people in Africa. This includes supporting the [Energy Storage Standards for Southern Africa Workshop](#) and the advancement of PV and microgrid technologies in Senegal.

### Energy Storage System (ESS) Safety:

Battery energy storage systems can prove vulnerable to thermal runaway, where the electrochemical events inside the batteries lead to catastrophic results including large-scale fires, explosions, sudden system failures, costly damage to equipment and personal injury. UL continues to advance scientific characterization of energy storage risks and proactively address them through solutions, safety requirements and code rules. In 2021, UL analyzed safety incidents involving uncertified energy storage systems, [issuing an analysis](#) and developing proposals for enhanced safety for first responders. UL continues to advocate for safety in forums including the [American Clean Power Association](#) (formerly Energy Storage Association) and the [California Energy Storage Alliance](#).

### Green economy:

UL presented for the [Organisation for Economic Co-operation and Development](#) (OECD) International Consumer Conference on [The Consumer Marketplace of the Future](#). The Consumers in the Green Economy presentation advanced the concept of co-managing safety and circularity to effectively meet the needs of global consumers, resources and the environment.



### Hydrogen safety:

UL joined the [Hydrogen Safety Panel](#) to support its mission alongside other engineers, scientists and code officials to enable the safe and timely transition to hydrogen and fuel cell technologies. The group collaborates to provide recommendations on the safe handling and use of hydrogen. UL also works with the [Center for Hydrogen Safety](#), assisting the safe and sustainable deployment of clean hydrogen technologies for hydrogen fuel cells, zero-emission vehicles (ZEVs) and green hydrogen solutions.

### National Institute of Standards and Technology (NIST) and UL Workshop:

This biennial workshop co-hosted with NIST brings together leading scientific experts in solar power from around the world to discuss leading-edge ways to promote the best design, development, assessment and usage of solar power technologies. At the [2021 NIST/UL Workshop on Photovoltaic Materials Durability](#), the global scientific community addressed PV technology durability, efficacy, circularity, resilience to severe weather, modeling, emerging technology and other relevant topics.

### SPiRE™ Smart Buildings:

According to the World Green Building Council, the construction sector holds responsibility for 35% of energy consumption globally, as well as 38% of energy-related carbon emissions and 50% of

resource consumption. UL and the Telecommunications Industry Association (TIA) have launched a holistic framework to assess smart buildings across six areas: life and property safety, health and well-being, power and energy, cybersecurity, sustainability, and connectivity. Smart buildings reduce environmental impact by curbing energy use and using automated tools to monitor temperature and lighting. SPiRE assessments provide insight into smart building performance and can accelerate improvement in the built environment by curbing energy use and improving the health and well-being of occupants.

### SolarAPP+:

UL enthusiastically supported the [formal scaled launch of SolarAPP+](#) as outlined by U.S. Secretary of Energy Jennifer M. Granholm. SolarAPP+ is an innovative software tool enabling immediate permitting of residential rooftop solar installations. An NREL-led coalition developed the software. This joint effort promotes affordable solar power to accelerate cities' and communities' transition to local, clean, safe energy to power homes and buildings. NREL and UL executed a [memorandum of understanding](#) toward advancing this important tool. In 2021, SolarAPP+ [expedited the permitting for solar installations for thousands of homes](#) in many jurisdictions throughout the U.S. SolarAPP+ updates include solar+storage installations as new features to continue to ease the transition toward safe residential solar power.



## Customers share their success

Our customers join us on a shared mission to work for a safer, more secure and sustainable world, entrusting us to effect demonstrable impacts on the industries we serve. We honor our collaborative customer relationships and the dedication to sustainable progress that we share. In 2021, our customers made incredible progress on their sustainability commitments and demonstrated reportable impacts on their ESG commitments and sustainability strategies. We celebrate their goals and outcomes.

### Sustainability commitments and reportable impacts

#### [Sustainability Trends for Printing Inks Industry | UL](#)

Read how ECOLOGO certification boosts printing inks' sustainability after a rigorous testing process.

#### [UL's ECV supports Thélios and Stella McCartney on Sustainability | UL](#)

UL issues the first Environmental Claim Validation in Europe for eyewear to Thelios, the eyewear expert of LVMH Group.

#### [UL Validated Recycled Ocean-bound Plastic in China Supports Manufacturers' Global Sustainability Goals | UL](#)

Yonghong Regeneration Resources becomes the first recycling plant in China to earn UL 2809 Environmental Claim Validation for Recycled Content for ocean-bound plastics.

#### [HHI First in Malaysia to Achieve UL 2809 Validation | UL](#)

Heng Hiap is the first fully integrated recycling company in Malaysia to achieve UL 2809 Validation for the use of ocean-bound plastic in their products.

#### [Solar Applied Materials Technology Corp Becomes First in Precious Metal Refining to Achieve UL 2809 Recycled Content Val | UL](#)

Company supplies Taiwanese manufacturers with 100% recycled gold and indium, validated by UL.

#### [GiA Smart Indoor Air Quality Sensing Controller Is First IAQ Sensor to Achieve Environmental Claim Validation to UL 2905 | UL](#)

Sensor achieves A rating for temperature, relative humidity, carbon dioxide and particulate matter (PM2.5) monitoring, and additionally evaluated to PM10, carbon monoxide, formaldehyde and TVOC.

#### [GP Batteries Vietnam receives UL's ZWTL Validation | UL](#)

Designed to measure and validate companies' commitments to reduce and divert waste, UL's Zero Waste to Landfill and Landfill Diversion Validations offer third-party validation of reduced waste.

#### [UL Helps Plastics Recycler Meet Demand for Safe Recycled Materials in Asia Pacific Region with Certifications for Safety | UL](#)

With UL's certifications for sustainability and safety, MJ Materials has established itself as a trusted source of recycled plastics for manufacturers seeking to use more sustainable materials

## Power in partnership: La-Z-Boy®, UL and Habitat for Humanity

Many people encounter chemicals through the air they breathe every day in their homes, offices, schools and other indoor environments. These airborne chemicals — volatile organic compounds (VOCs) — play a role in manufacturing and maintaining building materials, indoor furniture, cleaning products and personal care products.

Excessive exposure to VOCs indoors where we work and live can prove harmful to human health, causing symptoms ranging from eye, nose and throat irritation to vomiting, visual disorders and memory impairment. Researchers have found that some VOCs cause cancer, particularly in the lungs.

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Even pre-pandemic research estimated that people spent more than 90% of their lives indoors and that indoor air can have two to five times as many pollutants as outdoor air.

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The products that we use to build and furnish our indoor environments can have a significant impact on indoor air pollution levels and our health. Products that have achieved UL's GREENGUARD Certification have undergone thorough scientific evaluation to demonstrate that they meet some of the world's most rigorous third-party chemical emissions standards, helping to reduce the risk of chemical exposure and leading to healthier indoor environments.

To achieve GREENGUARD Certification, we place fully assembled, unused furniture into a chamber where we can measure VOC emissions.

Once the testing is complete, we remove the furniture — not to be sold, but still in perfect condition. Nora Vanderhoff, a Project Manager based in Marietta, Georgia, recognized an opportunity to reduce waste, create social value and build a stronger relationship with her customers. Nora approached Amy Vernon, Director of Global Product Safety and Stewardship at La-Z-Boy Incorporated, with an idea to donate their furniture testing samples to the local Habitat for Humanity in Smyrna, Georgia, following completion of GREENGUARD Certification.

Vernon states that La-Z-Boy has a sustainability goal to keep its products out of landfills and now measures Scope 3 emissions, so beyond the obvious positive social impact of donating new furniture to those in need, keeping tested furniture out of landfills was “a no-brainer and the right thing to do.”

“La-Z-Boy is happy to be a part of this effort and grateful to Nora for making the recommendation and coordinating the effort. We will be adding more products for testing in 2022 and looking forward to donating 100% of the tested products in the future.”

All the donated furniture earned GREENGUARD Certification, providing peace of mind. La-Z-Boy has committed to donating furniture test samples annually upon completing GREENGUARD Certification.

This represents one example of how UL works to truly partner with our stakeholders beyond our business objectives so we can share our mission of working for a safer, more secure and sustainable world.

## On a shared mission

In the third year of our sustainability reporting journey, we take a moment to reflect on how far we've come since our first year of reporting in 2019 and where we plan to go from here. The global need for our safety science leadership was never more clear than with the outbreak of COVID-19. We supported the essential protocols to help ensure vaccine and PPE safety, met increasing supply chain demands and cybersecurity needs, and expanded and adapted our response to effectively meet the safety, security and sustainability demands of the moment.

Our continued commitment to our mission represents an ongoing commitment to our stakeholders. As our journey progresses, we resolve to keep working for a safer, more secure and sustainable world for all people, no matter the challenges we face.

In the near term, we are eager to fulfill our science-based target commitment, doing our part to address climate change as yet another critical and shared global safety challenge requiring our leadership. And, we are excited to grow and evolve all our services and solutions enabling our customers to meet their ESG and sustainability goals — it's how we believe we can continue to make a lasting and positive impact on people, our planet and its prosperity.



# GRI index

Statement of use: UL Inc. has reported in accordance with the GRI Standards for the period Jan. 1 through Dec. 31, 2021.

# Organizational profile

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 102: General Disclosures	102-1 Name of organization	<a href="#">Reporting</a>	
GRI 102: General Disclosures	102-2 Activities, brands, products, and services	<a href="#">What we do</a>	
GRI 102: General Disclosures	102-3 Location of headquarters	<a href="#">Where we are</a>	
GRI 102: General Disclosures	102-4 Location of operations	<a href="#">Where we are</a>	
GRI 102: General Disclosures	102-5 Ownership and legal form		UL Inc. is a Delaware corporation. It is owned entirely by ULS, Inc., a Delaware nonstock nonprofit corporation.
GRI 102: General Disclosures	102-6 Markets served	<a href="#">Where we are</a> <a href="#">What we do</a>	
GRI 102: General Disclosures	102-7 Scale of the organization	<a href="#">Who we are</a> <a href="#">Where we are</a> <a href="#">What we do</a>	
GRI 102: General Disclosures	102-8 Information on employees and other workers	<a href="#">Who we are</a>	Employee data is pulled from our Human Resources (HR) software. For some aspects, data has been manually collected from the responsible HR teams in the different countries. No assumptions have been made.
GRI 102: General Disclosures	102-9 Supply chain	<a href="#">Our integrity</a>	
GRI 102: General Disclosures	102-10 Significant changes to the organization and its supply chain	<a href="#">Our integrity</a>	
GRI 102: General Disclosures	102-11 Precautionary Principle or approach	<a href="#">Planet</a>	<a href="#">2020 UL Sustainability Report, pp. 24-32.</a>
GRI 102: General Disclosures	102-12 External initiatives	<a href="#">Partners</a> <a href="#">DEI</a>	
GRI 102: General Disclosures	102-13 Membership of associations	<a href="#">Partners</a> <a href="#">Research</a>	



## Strategy

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 102: General Disclosures	102-14 Statement from senior decision-maker	<a href="#">CEO message</a>	
GRI 102: General Disclosures	102-15 Key impacts, risks, and opportunities	<a href="#">Materiality</a> <a href="#">Key trends</a> <a href="#">ESG enablement</a>	

GRI Index

## Ethics and integrity

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 102: General Disclosures	102-16 Values, principles, standards, and norms of behavior	<a href="#">Our integrity</a>	<a href="#">Ethics and Compliance   UL</a>
GRI 102: General Disclosures	102-17 Mechanisms for advice and concerns about ethics	<a href="#">Our integrity</a>	<a href="#">Ethics and Compliance   UL</a>

## Governance

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 102: General Disclosures	102-18 Governance structure	<a href="#">Governance</a>	
GRI 102: General Disclosures	102-21 Consulting stakeholders on economic, environmental, and social topics	<a href="#">Strategy</a> <a href="#">Materiality</a>	

# Stakeholder engagement

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 102: General Disclosures	102-40 List of stakeholder groups	<a href="#">Strategy</a>	
GRI 102: General Disclosures	102-41 Collective bargaining agreements	<a href="#">DEI</a>	
GRI 102: General Disclosures	102-42 Identifying and selecting stakeholders	<a href="#">Materiality</a>	
GRI 102: General Disclosures	102-43 Approach to stakeholder engagement	<a href="#">Materiality</a>	
GRI 102: General Disclosures	102-44 Key topics and concerns raised	<a href="#">Materiality</a> <a href="#">Key trends</a> <a href="#">ESG enablement</a>	



# Reporting practice

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 102: General Disclosures	102-45 Entities included in the consolidated financial statements	As a private entity, we do not publish financial information.	
GRI 102: General Disclosures	102-46 Defining report content and topic Boundaries	<a href="#">Materiality Reporting</a>	
GRI 102: General Disclosures	102-47 List of material topics	<a href="#">Materiality</a>	
GRI 102: General Disclosures	102-48 Restatements of information	2021 is first year reporting in accordance with GRI.	
GRI 102: General Disclosures	102-49 Changes in reporting	2021 is first year reporting in accordance with GRI.	
GRI 102: General Disclosures	102-50 Reporting period	<a href="#">Reporting</a>	
GRI 102: General Disclosures	102-51 Date of most recent report	<a href="#">Reporting</a>	
GRI 102: General Disclosures	102-52 Reporting cycle	<a href="#">Reporting</a>	
GRI 102: General Disclosures	102-53 Contact point for questions regarding the report		<a href="mailto:CorporateSustainability@ul.com">CorporateSustainability@ul.com</a>
GRI 102: General Disclosures	102-54 Claims of reporting in accordance with the GRI Standards	<a href="#">Reporting</a>	This report has been prepared in accordance with the GRI Standards: Core option.
GRI 102: General Disclosures	102-55 GRI content index	This table	
GRI 102: General Disclosures	102-56 External assurance	<a href="#">Reporting Governance</a>	We maintain strict internal controls to ensure the integrity of the contents of our reporting.



## Anti-corruption

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<a href="#">Materiality</a>	
GRI 103: Management Approach	103-2 The management approach and its components	<a href="#">Our integrity</a>	<a href="#">Ethics and Compliance   UL</a>
GRI 103: Management Approach	103-3 Evaluation of the management approach	<a href="#">Our integrity</a>	<a href="#">Ethics and Compliance   UL</a>
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	<a href="#">Our integrity</a>	
GRI 205: Anti-corruption	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Our integrity</a>	
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	<a href="#">Our integrity</a>	

## Anti-competitive behavior

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<a href="#">Materiality</a>	
GRI 103: Management Approach	103-2 The management approach and its components	<a href="#">Our integrity</a>	<a href="#">Ethics and Compliance   UL</a>
GRI 103: Management Approach	103-3 Evaluation of the management approach	<a href="#">Our integrity</a>	<a href="#">Ethics and Compliance   UL</a>
GRI 206: Anti-competitive behavior	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	In 2021, we did not identify any legal actions related to anti-competitive behavior, anti-trust and monopoly practices	

# Emissions

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<a href="#">Materiality</a>	
GRI 103: Management Approach	103-2 The management approach and its components	<a href="#">Our approach</a> <a href="#">Planet</a> <a href="#">Energy</a>	
GRI 103: Management Approach	103-3 Evaluation of the management approach	<a href="#">Materiality</a> <a href="#">Our approach</a> <a href="#">Planet</a>	
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	<a href="#">Energy</a>	
GRI 305: Emissions	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">Energy</a>	
GRI 305: Emissions	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">Energy</a>	
GRI 305: Emissions	305-4 GHG emissions intensity	<a href="#">Energy</a>	
GRI 305: Emissions	305-5 Reduction of GHG emissions	<a href="#">Energy</a>	

GRI Index

# Environmental compliance

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<a href="#">Materiality</a>	
GRI 103: Management Approach	103-2 The management approach and its components	<a href="#">On us</a> <a href="#">Our approach</a> <a href="#">Planet</a>	<a href="#">Ethics and Compliance   UL</a>
GRI 103: Management Approach	103-3 Evaluation of the management approach	<a href="#">Materiality</a> <a href="#">On us</a> <a href="#">Our approach</a> <a href="#">Our commitment</a>	
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	<a href="#">Waste</a>	

## Labor/Management relations

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<a href="#">Materiality</a>	
GRI 103: Management Approach	103-2 The management approach and its components	<a href="#">On us</a> <a href="#">Our approach</a> <a href="#">People</a>	<a href="#">Ethics and Compliance   UL</a>
GRI 103: Management Approach	103-3 Evaluation of the management approach	<a href="#">Materiality</a> <a href="#">On us</a> <a href="#">Our approach</a> <a href="#">Planet</a>	
GRI 402: Labor/management relations	402-1 Minimum notice periods regarding operational changes	<a href="#">DEI</a>	

GRI Index

## Occupational health and safety

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<a href="#">Materiality</a>	
GRI 103: Management Approach	103-2 The management approach and its components	<a href="#">On us</a> <a href="#">Our approach</a> <a href="#">Safety</a>	<a href="#">Ethics and Compliance   UL</a> <a href="#">Corporate Sustainability   UL</a>
GRI 103: Management Approach	103-3 Evaluation of the management approach	<a href="#">Materiality</a> <a href="#">On us</a> <a href="#">Our approach</a> <a href="#">Safety</a>	<a href="#">Ethics and Compliance   UL</a> <a href="#">Corporate Sustainability   UL</a>
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system.	<a href="#">Safety</a>	

## Occupational health and safety continued

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 403: Occupational Health and Safety	403-2 Hazard identification, risk assessment and incident investigation	<a href="#">Safety</a>	
GRI 403: Occupational Health and Safety	403-3 Occupational health services	<a href="#">Safety</a>	
GRI 403: Occupational Health and Safety	403-4 Worker participation, consultation and communication on occupational health and safety	<a href="#">Safety</a>	
GRI 403: Occupational Health and Safety	403-5 Worker training on occupational health and safety	<a href="#">Safety</a>	
GRI 403: Occupational Health and Safety	403-6 Promotion of worker health	<a href="#">Safety</a>	
GRI 403: Occupational Health and Safety	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Safety</a>	
GRI 403: Occupational Health and Safety	403-8 Workers covered by an occupational health and safety management system	<a href="#">Safety</a>	
GRI 403: Occupational Health and Safety	403-9 Work-related injuries	In 2021, there were 0 work-related fatalities.	
GRI 403: Occupational Health and Safety	403-10 Work-related ill health	In 2021, COVID-19 was the main type of work-related ill health.	



## Training and education

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<a href="#">Materiality</a>	
GRI 103: Management Approach	103-2 The management approach and its components	<a href="#">On us</a> <a href="#">Our approach</a> <a href="#">People</a>	<a href="#">Ethics and Compliance   UL</a>
GRI 103: Management Approach	103-3 Evaluation of the management approach	<a href="#">Materiality</a> <a href="#">On us</a> <a href="#">Our approach</a> <a href="#">Training</a>	
GRI 404: Training and Education	404-1 Average hours of training per year per employee	<a href="#">Training</a>	
GRI 404: Training and Education	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">Training</a>	
GRI 404: Training and Education	404-3 Percentage of employees receiving regular performance and career development review	<a href="#">Training</a>	

## Diversity and equal opportunity

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<a href="#">Materiality</a>	
GRI 103: Management Approach	103-2 The management approach and its components	<a href="#">On us</a> <a href="#">Our approach</a> <a href="#">DEI</a>	
GRI 103: Management Approach	103-3 Evaluation of the management approach	<a href="#">Materiality</a> <a href="#">Our approach</a> <a href="#">People</a> <a href="#">DEI</a>	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees 405-2 Ratio of basic salary and remuneration of women to men	<a href="#">Who we are</a>	Omission: As a private company, we do not disclose financial data.

## Non-discrimination

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<a href="#">Materiality</a>	
GRI 103: Management Approach	103-2 The management approach and its components	<a href="#">On us</a> <a href="#">Our approach</a> <a href="#">People</a>	<a href="#">Ethics and Compliance   UL</a>
GRI 103: Management Approach	103-3 Evaluation of the management approach	<a href="#">Materiality</a> <a href="#">Our approach</a> <a href="#">People</a>	
GRI 406: Nondiscrimination	406-1 Incidents of discrimination and corrective actions taken	We reviewed five reported incidents of discrimination; one remediation plan was implemented.	

## Freedom of association and collective bargaining

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<a href="#">Materiality</a>	
GRI 103: Management Approach	103-2 The management approach and its components	<a href="#">On us</a> <a href="#">Our approach</a> <a href="#">People</a>	<a href="#">Ethics and Compliance   UL</a>
GRI 103: Management Approach	103-3 Evaluation of the management approach	<a href="#">Materiality</a> <a href="#">Our approach</a> <a href="#">DEI</a>	
GRI 407: Freedom of association and collective bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">DEI</a>	

## Security practices

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<a href="#">Materiality</a>	
GRI 103: Management Approach	103-2 The management approach and its components	<a href="#">On us</a> <a href="#">Our approach</a> <a href="#">People</a>	<a href="#">Ethics and Compliance   UL</a>
GRI 103: Management Approach	103-3 Evaluation of the management approach	<a href="#">Materiality</a> <a href="#">Our approach</a> <a href="#">Safety</a>	
GRI 410: Security practices	410-1 Security personnel trained in human rights policies or procedures	<a href="#">Safety</a>	

## Rights of indigenous people

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<a href="#">Materiality</a>	
GRI 103: Management Approach	103-2 The management approach and its components	<a href="#">On us</a> <a href="#">Our approach</a> <a href="#">Our integrity</a>	<a href="#">Ethics and Compliance   UL</a>
GRI 103: Management Approach	103-3 Evaluation of the management approach	<a href="#">Materiality</a> <a href="#">Our approach</a> <a href="#">Our integrity</a>	
GRI 411: Rights of indigenous people	411-1 Incidents of violations involving rights of indigenous peoples	There were no reported violations of the rights of indigenous people.	

# Human rights

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<a href="#">Materiality</a>	
GRI 103: Management Approach	103-2 The management approach and its components	<a href="#">On us</a> <a href="#">Our approach</a> <a href="#">Our integrity</a> <a href="#">DEI</a>	<a href="#">Ethics and Compliance   UL</a>
GRI 103: Management Approach	103-3 Evaluation of the management approach	<a href="#">Materiality</a> <a href="#">Our approach</a> <a href="#">Our integrity</a>	
GRI 412: Human rights assessment	412-1 Operations that have been subject to human rights reviews or impact assessments 412-2 Employee training on human rights policies or procedures 412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<a href="#">Our integrity</a> <a href="#">Our integrity</a>	Omission: Information unavailable at this time.  <a href="#">Ethics and Compliance   UL</a>



# Local communities

GRI Standard	Disclosure	Location	Additional information and omissions
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<a href="#">Materiality</a>	
GRI 103: Management Approach	103-2 The management approach and its components	<a href="#">On us</a> <a href="#">Our approach</a> <a href="#">People</a>	<a href="#">Ethics and Compliance   UL</a>
GRI 103: Management Approach	103-3 Evaluation of the management approach	<a href="#">Materiality</a> <a href="#">People</a> <a href="#">Social responsibility</a>	
GRI 413: Local communities	413-1 Operations with local community engagement, impact assessments, and development programs 413-2 Operations with significant actual and potential negative impacts on local communities	<a href="#">Social responsibility</a>  <a href="#">Social responsibility</a>	

## Disclosure statement

Statements contained in this report that are not historical facts are based on current expectations, estimates, projections, opinions and beliefs of UL. Such statements involve known and unknown risks, uncertainties and other factors, and undue reliance should not be placed thereon. In addition, certain information contained herein represents or is based upon forward-looking statements or information, including ESG-based initiatives, and while UL believes such information is based on reasonable assumptions, forward-looking statements are inherently uncertain and actual events or results may differ from those projected. Therefore, undue reliance should not be placed on such information. In addition, statements in this report are based on UL's views at the time that this report was drafted and do not represent a commitment to ensure that specific targets, policies, programs, or other forward-looking actions are achieved or to provide further updates.





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