

SUSTAINABILITY TEAR SHEET



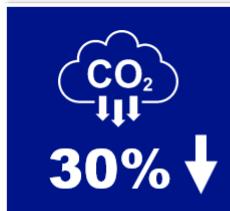
Hexcel provides the broadest product portfolio of lightweight composite solutions for the aerospace industry, and we target select performance-oriented industrial markets. By lightweighting aircraft and other forms of transportation, fuel consumption is reduced leading to lower emissions. Hexcel composite solutions contribute to reducing fuel consumption by 25% on the composite rich Airbus A350 and Boeing 787 as compared to prior generation aircraft. In alignment with the sustainability of our products, Hexcel is focused on operating as a responsible and low-risk business partner by minimizing our environmental impact and acting ethically. To learn more, visit [Sustainability](#) and [Composites Value Proposition](#) on our website.

OUR SALES CONTRIBUTION TO UN SDG 13 – CLIMATE ACTION



More than 90% of 2024 Hexcel sales directly contributed to reducing global emissions by lightweighting aircraft and other forms of transportation. Measurably reducing global CO2 emissions from lighter and more aerodynamic aircraft that use less fuel supports Climate Action, per UN Sustainable Development Goal (SDG) #13.

2030 SUSTAINABILITY TARGETS



30% reduction
greenhouse gas emissions



30% reduction
in waste to landfill



50% reduction
in total recordable incident rate (TRIR)

SUSTAINABILITY GOVERNANCE

Board Level Oversight

Our Board of Directors oversees the integration of sustainability into the Hexcel business strategy and has three designated sustainability experts.

The Nominating, Governance and Sustainability Committee supports the Board in its oversight of sustainability.

Fiscal Transparency

More than 95% of our long-lived assets and more than 90% of our employees are located in U.S., France, U.K., Spain, Germany and Belgium, all countries with robust human rights protection. Further, greater than 85% of our purchasing and more than 95% of our tax payments were paid in these six countries in 2024.

Political Contributions

Historically, Hexcel has not made corporate contributions to political candidates, parties, or other political organizations.

Hexcel does operate a PAC (*political action committee*) for eligible U.S. employees to make voluntary contributions. The PAC is small, donating \$7,530 in 2024, \$18,000 in 2022 and \$5,000 in 2020. No donations were made in 2023 or 2021.

HEXCEL RATINGS

MSCI ESG RATINGS 72% of peers rated below A	SUSTAINALYTICS 28.7 Rating Industry average is 36.3. (lower score denotes less risk)	CDP B Rating Above sector average	 SILVER Top 15% ecovadis Sustainability Rating Feb 2025	TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES Index 2022
--	--	--	---	--

GHG Emissions	GHG Emissions (MT CO ₂ e)	2024	2023	2022	2021	2020	2019	Learn More 2024 Sustainability Report
	Scope 1	180,594	185,455	188,140	139,442	130,184	196,449	
	Scope 2 <i>location-based approach</i>	154,735	149,894	150,002	131,825	123,973	199,323	
	Scope 2 <i>market-based approach</i>	161,233	164,115	167,876	127,053	112,107	205,750	
	Scope 1 & 2 (Location-based) sales intensity	0.176	0.187	0.214	0.205	0.169	0.168	
Renewable Energy	<ul style="list-style-type: none"> Over~20% of our global power consumption is sourced from renewable power generation. In 2024, six of our manufacturing sites procured 100% renewable energy. 							Our Environmental Commitment
Waste	<ul style="list-style-type: none"> Over 40% of Hexcel total waste is recycled. Over 80% of dry carbon fiber waste is recycled.¹ 							Our Environmental Commitment
ISO 14001 Certification	<ul style="list-style-type: none"> 90% of our sites are ISO 14001:2015 certified, aligning our management systems to the ISO standard for Environmental Management. The remaining sites are expected to be certified under our Hexcel Corporate ISO 14001:2015 certificate during 2025. 							Stewarding Resources Responsibly
Resource Use	<ul style="list-style-type: none"> We track our energy, waste and water use to support our commitment to reducing our resource consumption. Three-year dataset is available via the link to the right. 							2024 Sustainability Report

Workplace Safety	<ul style="list-style-type: none"> • We use a number of initiatives combined with consistent training to continually reinforce our <i>Soar-to-Zero</i> worker safety campaign as we target zero injuries in the workplace. • Our 2024 TRI of 0.34 and LTI of 0.11 are very favorable compared to peers. Three-year historical data is available via link to the right. 	2024 Sustainability Report
ISO 45001 Certification	<ul style="list-style-type: none"> • 61% of our manufacturing sites are ISO 45001:2018 certified, aligning our management systems to the ISO standard for Occupational Health and Safety. • We are working to add the remaining sites under our Hexcel Corporate ISO 45001:2018 certificate during 2025. 	Stewarding Resources Responsibly
Recruiting	<ul style="list-style-type: none"> • Hexcel brings together talented individuals from a wide range of backgrounds, perspectives and experiences to foster the innovation and growth required for business success. 	Caring for People
Board of Directors	<ul style="list-style-type: none"> • Four of nine Board of Directors are gender or racially diverse, or 44%. • The Board has maintained gender diversity for over two decades, beginning in 2001. 	2024 Sustainability Report
Workforce	<ul style="list-style-type: none"> • 33% of Executive Officers identify as gender diverse. • ~24% of our global workforce is female and 38% of our U.S workforce self-identifies as a person of color. 	2024 Sustainability Report
Procurement	<ul style="list-style-type: none"> • We require and have achieved 100% of our critical direct suppliers to commit through our Supplier Code of Conduct to comply with all applicable laws and sustainability requirements and to cascade these requirements through their own supply chain. • We employ a rigorous risk assessment process for priority suppliers, conducted annually, including detailed audits to ensure sustainable and reliable supply. 	Doing the Right Thing with Transparency
Anti-Corruption	<ul style="list-style-type: none"> • No meaningful sales in 2024 were generated from individual countries ranked in the "E" or "F" Band of Transparency International's Government Defense Anti-Corruption Index. 	2024 Sustainability Report

1– Hexcel collaborates with Fairmat (www.Fairmat.tech) for carbon fiber prepreg recycling and other carefully selected composites recyclers for repurposing Hexcel production scrap and waste.