

Our ESG Governance Snapshot

“ Sustainability is a team sport where everybody wins, but for a sustainability program to be truly impactful and drive enduring results, it must be resilient. Embedding sustainability as a core competency that enables HARMAN’s overall vision, from our program governance and accountability model, product and packaging design to supply chain engagement, and all aspects in between, sustainability must be deeply embedded throughout the organization, not ‘bolted’ on.

—Tom Mooney, Senior Director, Government Affairs and Sustainability

Governance Structure

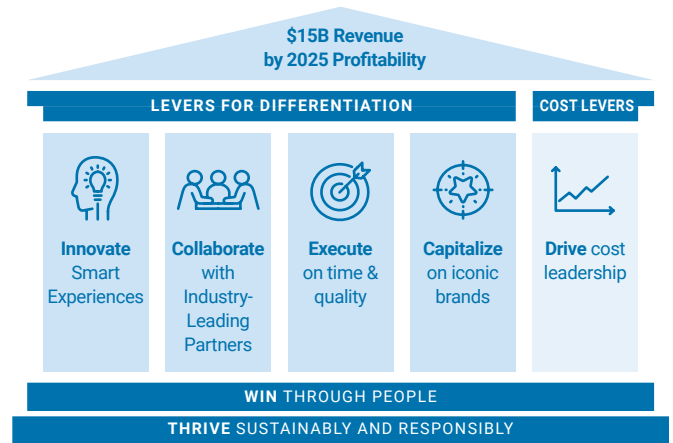
HARMAN’s Environmental, Social and Governance (ESG) Committee was established in 2021 to expand executive leadership engagement and oversight. The Committee is made up of relevant senior leaders from across the company whose business operations and responsibilities impact climate and the environment, including supply chain, procurement, operations, manufacturing, health and safety, employee wellness, legal, communications, and government affairs.

The ESG Committee focuses on driving performance at the intersection of business strategy, operations, and sustainability. Ultimately, the objective is to uphold our global purpose and initiatives while achieving related sustainability goals. The Committee is also responsible for managing and reporting on sustainability-related activities across HARMAN’s global footprint and value chain, which includes delivering a comprehensive sustainability performance report to the CEO on a quarterly basis. The report covers a wide array of topics including energy efficiency, transition to renewable energy, supply chain engagement, product sustainability, and sustainable packaging as well as distribution and logistics, employee health and safety, and diversity, equity, and inclusion.

HARMAN’s Senior Leadership Committee (SLC) also has responsibility for decision-making on ESG topics and is tasked with the responsibility to keep HARMAN’s Board of Directors apprised of compliance-related concerns and provide the support necessary to address any concerns. The SLC meets monthly to discuss strategic business objectives, including environmental concerns. Governance mechanisms and business priorities are also reviewed during the annual Strategic Management Meeting, attended by broader HARMAN management.

Our Sustainability Strategy

Today, sustainability represents one of HARMAN’s seven Key Strategic Business Pillars. The elevation of Sustainability allows us to continue to execute with diligence for our customers while also supporting the transition to a greener, more circular economy. In 2021, HARMAN established a new role to lead sustainability excellence and expand responsibility to support the governance of this Key Strategic Business Pillar.



An important part of sustainability governance is the identification of climate-related risks and opportunities, which allows companies to track and monitor transitional and physical risks that may impact a company’s long-term sustainability and financial performance. In 2021, HARMAN carried out a climate-risk screening aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) across global manufacturing sites to inform strategic risk mitigation and decision-making. We aim to expand this assessment to ensure we appropriately address risks as they arise and capitalize on opportunities to align our ambitions with the expectations of our key stakeholders.

[For more on HARMAN’s TCFD report, click here.](#) ➔