

Our Approach To Reporting: Materiality

HARMAN is committed to sharing relevant and accountable information that can be used to inform stakeholders about our progress and that can also be used to guide internal strategy. Our 2021 Sustainability Report content is therefore primarily guided by material topics identified through our Materiality Assessment process.

In 2021, HARMAN conducted a Materiality Assessment to identify ESG topics that are relevant and important to HARMAN and its stakeholders. The assessment focused on stakeholders that represent an interest in or influence on current or future HARMAN objectives. Data collection involved internal stakeholder engagement on relevant ESG topics; peer benchmarking on ESG focus areas; an analysis

based on 2020 HARMAN customer questionnaires; and review of HARMAN's current state and desired ESG goals. Stakeholder engagement occurs frequently, including through customer surveys, employee activation events, and supplier sustainability questionnaires.

The results of the assessment are found below, identifying 17 material topics for HARMAN to approach with strategic and/or tactical action. Reporting on the material topics was also supplemented by guidance from the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). Our 2021 GRI and SASB indices can be found by following this link: [2021 GRI and SASB Index](#).

Material Topics



Environmental

- Energy Management & GHG Emissions
- Hazardous Waste & Chemicals Management
- Non-Hazardous Waste Management
- Product Lifecycle, Packaging & Circular Economy
- Raw Material Sourcing & Risks



Social

- Diversity & Inclusion
- Employee Health & Safety
- Employee Retention & Recruitment
- Human Rights & Fair Labor Practices
- Workforce Management



Governance

- Business Ethics & Transparency
- Customer User Experience, Relevance
- ESG Leadership
- Information Security/ Data Management
- Strategy/Commitment to Sustainability
- Supplier Monitoring & Engagement
- Transparency/Traceability