



LUXFER

SUSTAINABILITY REPORT 2024

Everywhere in Life

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IMPORTANT INFORMATION ABOUT DISCLOSURES

Certain Information and Use of Estimates: The historical information in this Report primarily focuses on the operations of Luxfer Holdings PLC and its wholly owned subsidiaries, unless otherwise indicated in a specific context. Certain data points and metrics include information from years prior to 2023, where available, to illustrate historical performance and trends. Historical data reflects estimates and may be based on assumptions. The Report uses qualitative descriptions and quantitative metrics to describe certain products, policies, and performance. The quantitative data related to the sustainability of our operations was collected through internal processes, instrumentation, engineering estimates, and other methods available to us. Many of the standards, methods, and metrics used in preparing this Report and the metrics contained herein continue to evolve. Therefore, consistent with the continuous improvement approach that we routinely bring to our operations, we anticipate that our methods of collecting and reporting data may be modified or improved in the future to the extent that we have access to improved reporting methods, technology, or systems.

Forward-Looking Statements and Other Important Information: Statements in this Report that are not historical facts or information are "forward-looking statements" within the meaning of the United States federal securities laws. These forward-looking statements include information and opinions concerning the Company's beliefs, expectations, plans, forecasts, objectives, goals, strategies, and other estimates regarding future events. These statements can generally be identified by words such as "believe," "expect," "intend," "estimate," "anticipate," "project," "plan," "aim," "strategy," "commit," "target," "goal," "objective," "pledge," "may," "can," "could," "might," "will," and other similar expressions. All forward-looking statements, including those related to the standards and measurement of progress against our sustainability goals are aspirational and are based upon current expectations and beliefs and various assumptions. These forward-looking statements are not guarantees of future performance or that targets or goals will be met or will not change. Additionally, as described above, statements related to our sustainability metrics or progress may be based on standards that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future.

There are a number of risks and uncertainties that could cause actual results and events to differ materially from those reflected in the forward-looking statements contained in this Report, and all forward-looking statements should be evaluated with consideration of those risks. Any forward-looking statement speaks only as of the date of this Report, and the Company undertakes no obligation to update any forward-looking statement to reflect events or circumstances occurring or information learned after the date of this Report, whether to reflect new information, future events, changes in our expectations, or the occurrence of anticipated or unanticipated events or circumstances. However, any future public statements or disclosures by the Company that modify or impact any of the forward-looking statements in this Report shall modify or supersede such applicable statements in this Report. We provide this Report for informational purposes only. Topics and information we considered relevant and useful for inclusion in this Report, and for influencing our sustainability strategy, are not necessarily considered material for the purposes of federal securities laws or Securities and Exchange Commission (SEC) reporting, or for purposes of making or influencing an investment or securityholder voting decision.

Website References and Hyperlinks: Website references and hyperlinks throughout this Report are provided for convenience only. The content on the referenced websites is not incorporated by reference into this Report, nor does it constitute a part of this Report.

Descriptions of Products: This Report contains information about certain Luxfer products and processes that is provided in good faith and that we believe may be helpful to readers in understanding our initiatives and the impacts of certain of our commercial activities. No warranty, representation, guarantee, or legally binding product description of any kind is created by any such information. ANY INFORMATION HEREIN REGARDING OUR PRODUCTS IS PROVIDED "AS IS," AND LUXFER MAKES NO REPRESENTATION OR WARRANTY WHATSOEVER WITH RESPECT TO SUCH INFORMATION, WHETHER EXPRESS, IMPLIED, OR OTHERWISE, INCLUDING BUT NOT LIMITED TO ITS ACCURACY, ITS FITNESS FOR A PARTICULAR PURPOSE, OR NON-INFRINGEMENT OF INTELLECTUAL PROPERTY RIGHTS. No product information or references herein should be considered a promise or guarantee of any specific properties of any such product(s) or their suitability for a particular application. All customers and potential customers must make their own determinations as to any product(s)' suitability for use for any desired application. Nothing in this Report should be construed as an amendment to or modification of any terms and conditions of sale under any contract in place between Luxfer and any third party, or any representation, guarantee, or warranty regarding any product(s) described herein or such product(s)' characteristics, uses, suitability, safety, efficacy, hazards, or health effects. Any liability or responsibility for such product(s) shall be governed solely by, and any and all representations, guarantees, warranties regarding such product(s) shall be solely as set forth in, the sales contract or invoice documentation applicable to the sale of such product(s).

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ABOUT LUXFER



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A MESSAGE FROM OUR CEO

Dear Stakeholders,

At Luxfer, we believe that sustainability is not just a responsibility but a fundamental aspect of our mission and values. I am therefore pleased to be able to provide you all with our 2024 Sustainability Report.

As we navigate the complexities of the modern world, it is important to recognize that our actions today will shape the environment and society of tomorrow. We are committed to integrating sustainable practices across our operations, from sourcing materials to energy consumption and waste management.

Thanks to the dedication for our employees around the world, we can report notable progress being made companywide relative to our reductions in Scope 1&2 emissions and Waste to Landfill. Additional updates on our progress and planned improvements around Freshwater reductions and Net Material Yield targets are incorporated in this report as well.

As of the end of 2023, we attained a 48% reduction in Scope 1&2 emissions from our 2019 baseline and have fully satisfied our Waste-to-Landfill goal, delivering a 34% reduction from our 2019 baseline two years ahead of schedule.

While achieving these improvements demonstrates considerable progress across the organization, we are now continuing our environmental impact reduction initiatives through deployment of the "Sustainability" segment of our Luxfer Business System, to drive further reductions that minimize our carbon footprint.

Championing sustainability is not only about meeting regulatory requirements; it is also about promoting innovation and resilience. By investing in sustainable technologies and practices, we position ourselves to thrive in a rapidly changing landscape while contributing positively to the communities we serve. We understand that our customers and stakeholders expect us to lead by example, and we are dedicated to transparently sharing our progress and challenges along the way.

Our commitment extends beyond our immediate operations; we strive to promote changes throughout our supply chain and in the communities where we operate. By collaborating with suppliers and customers who share our values, we amplify our impact and help drive systemic change across industries.

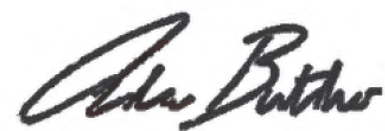
Furthermore, we recognize the importance of continuing to engage our employees in this journey. Empowering our team to embrace sustainability in their daily activities fosters a culture of responsibility and innovation, ensuring that everyone is invested in our shared goals.

Ultimately, our commitment to sustainability reflects our core belief in leaving a better world for future generations. We understand that the global challenges we face - climate change, resource depletion, and social inequity - require collective action. By embracing environmental stewardship and social responsibility, we are supporting meaningful changes that benefit both our business and society.

We are also dedicated to setting measurable goals that align with impactful sustainability practices. By tracking our progress and holding ourselves accountable, we aim to inspire other organizations to follow suit. Together, we can create a sustainable future that balances economic growth with ecological integrity, ensuring that our legacy is one of positive impact and lasting value.

As we move into 2025 we are evaluating our progress and setting new targets for 2030 and we invite all our stakeholders to join us on this journey - because together, we can achieve our vision of helping to create a safe, clean, and energy efficient world.

Sincerely,



Andy Butcher
Chief Executive Officer
Luxfer Holdings PLC



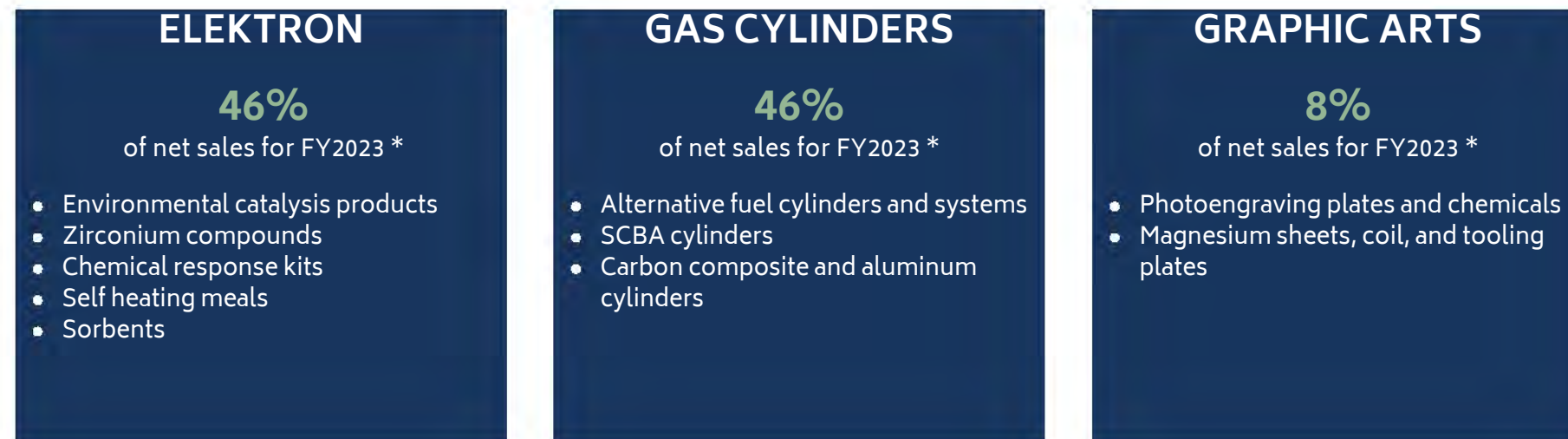
OUR MISSION

We will help to create a safe, clean and energy-efficient world.

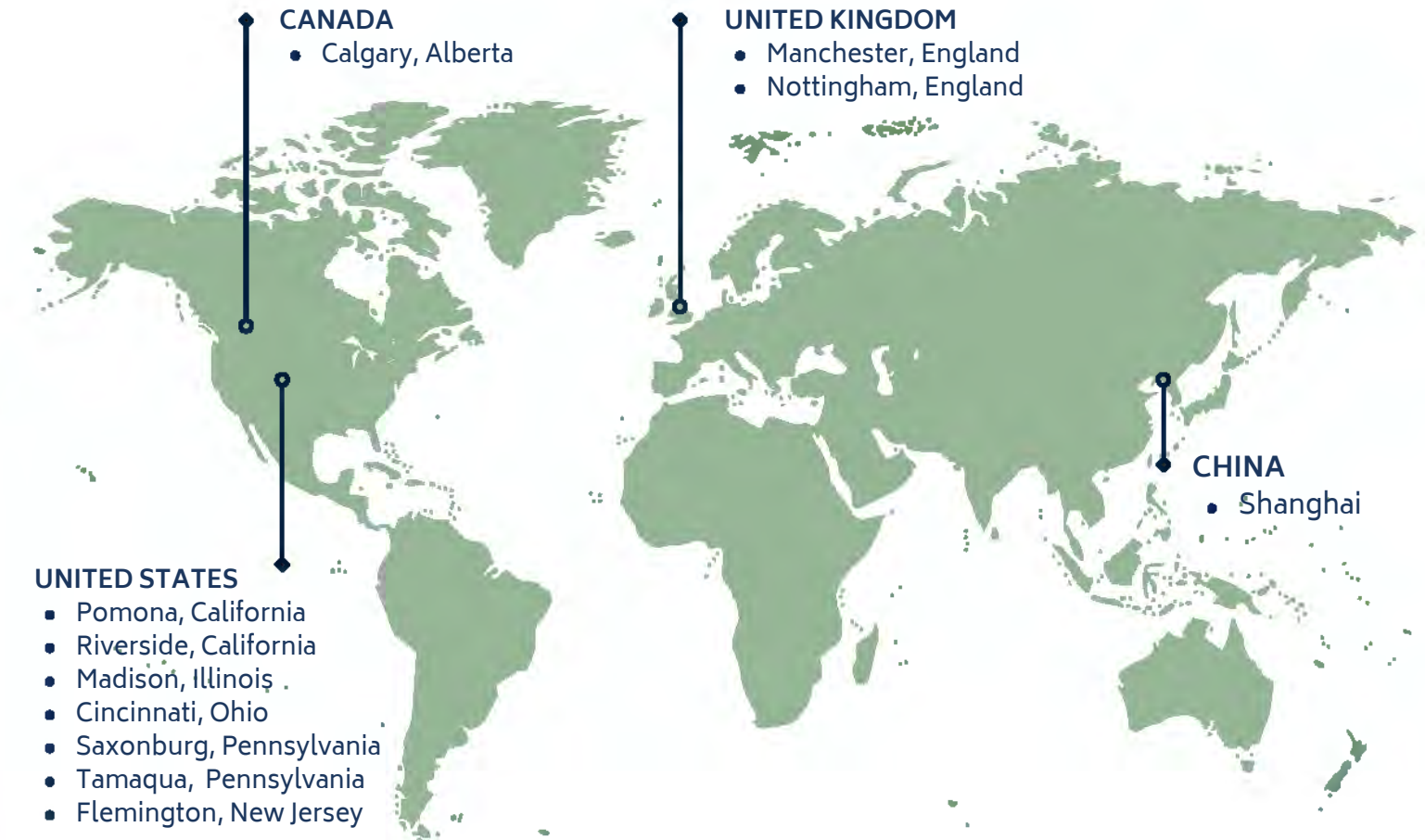
OUR BUSINESS AND OPERATIONS

Luxfer has consistently led the way in innovation, creating products that enhance safety, promote cleanliness, and improve energy efficiency globally. We were trailblazers in the use of materials such as magnesium, zirconium, aluminum, and carbon fiber in various industries, including healthcare, transportation, defense, emergency response, and aerospace. With a dedicated team of approximately 1,400 employees and global production capacity, our goal is to establish ourselves as a leader in the advanced materials and high-performance gas cylinder markets.

Luxfer operates three divisions—Elektron, Gas Cylinders and Graphic Arts —and currently consists of four business units: Luxfer Gas Cylinders, Luxfer Graphic Arts, Luxfer Magtech, and Luxfer MEL Technologies.



* Represents US GAAP net sales



OUR MISSION AND VALUES

Luxfer is a global manufacturer of sustainable transportation solutions and life-saving medical and emergency response equipment. With a reputation for innovation, our businesses design, develop, and manufacture materials that meet a wide range of critical needs across the transportation; healthcare, defense and emergency response; and industrial end markets. Our customers depend on Luxfer to accelerate product development and deliver new solutions to their customers, and ultimately, the people around the world who use their products.

Our technical know-how, including the expertise of our talented personnel, is the driving force behind our high-performance products. The products and solutions we offer meet exacting standards of quality, and we hold ourselves to these same standards of excellence in the way we conduct business.

At Luxfer, we believe that, in order to live our values, we must care for those around us, improve the communities we serve, and supply products to help build a more sustainable world. Environmental, Social and Governance (ESG) stewardship extends throughout Luxfer's businesses and is a key component of our strategy and our vision. It is a critical part of long-term shareholder value, business success, and a more sustainable future for all.

Luxfer's core values are the pillars of our culture and the principles that shape every aspect of our operations. These values extend to people around the world; they are crucial to how the company functions, influencing employee behavior and steering the growth, reputation, and overall impact of the organization. Every decision made is guided by the Company's purpose and values, ensuring alignment with our mission.

Our values define our **behavior** and **strengthen our connection with the planet and our communities.**

OUR VALUES



CUSTOMER FIRST

We put our customers first and make it easy to do business with Luxfer. We continually strive to exceed customer expectations and be the partner of choice.



INNOVATION

We innovate through continuous improvement, embracing new ideas, creating better ways of working, and developing new products and services that ensure our future success and growth.



PERSONAL DEVELOPMENT

We value the personal development of our employees, and we invest in their talent and potential, maximizing opportunities for individual development.



ACCOUNTABILITY

We are accountable for our actions. We embrace opportunities, rise above circumstances, accept responsibility for our actions and deliver agreed results.



INTEGRITY

We act with integrity, dealing ethically and honestly with our customers, business partners, shareholders, communities and Luxfer colleagues.



TEAMWORK

We effectively work together in teams to achieve our common goals in ways that benefit our customers, local operations, and global business.

OUR STRATEGY



LUXFER BUSINESS SYSTEM

Luxfer is committed to operating safe, clean, and environmentally compliant facilities while delivering excellent customer service. We uphold this commitment through operation of the Luxfer Business System.

Building on the successes of Luxfer BEST, the Luxfer Business System, launched in 2022, aims to strengthen and refine our strategic priorities, adding greater value to our business and customers.

The Luxfer Business System standardizes our approach across six critical segments that support Luxfer’s customer-first commitments and sustainable growth: Strategy Deployment, Commercial Excellence, Lean Operations, Innovation, People Excellence, and Sustainability.

Each segment includes:

- Sponsorship by a member of Luxfer’s Executive Leadership Team, providing leadership and oversight;
- A balanced internal scorecard to track performance across various key performance indicators;
- A steering committee composed of subject-matter experts from across the Company to share and implement best practices; and
- An internal audit program designed to strengthen our processes and apply consistent standards across all operating locations.

The Sustainability segment of the Luxfer Business System supports compliance with regulations and voluntary initiatives to enhance our environmental footprint, employee satisfaction, health, safety and ethical standards.



Transforming Luxfer into a truly **sustainable** company

02

SUSTAINABILITY AT LUXFER



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SUSTAINABILITY AT LUXFER

Luxfer plays a critical role in safeguarding the environment, supporting its people and communities, and upholding ethical and transparent business practices. In line with Luxfer's values and the Luxfer Business System, our sustainability efforts are implemented at the site level and revolve around three core elements: Environment, Social, and Governance (ESG).



ENVIRONMENT

- Maximize operational efficiencies to minimize our environmental impact, optimizing processes to reduce energy consumption and waste.
- Improve our environmental performance and achieve our 2025 Environmental Goals.
- Explore the integration of renewable energy sources into our operations, advancing toward a more sustainable and energy-efficient future.
- Collaborate with customers to develop innovative products that meet their sustainability objectives, addressing environmental challenges while driving mutual growth.



SOCIAL

- Strengthen our proactive health and safety culture, ensuring the well-being of all employees.
- Invest in employee development by supporting professional growth and career advancement.
- Promote diversity, equity, and inclusion through strategic initiatives to foster a more inclusive workplace.
- Enhance community relations by actively engaging and making meaningful contributions to improve our communities.
- Continue to engage with responsible partners who share our values throughout our entire value chain.



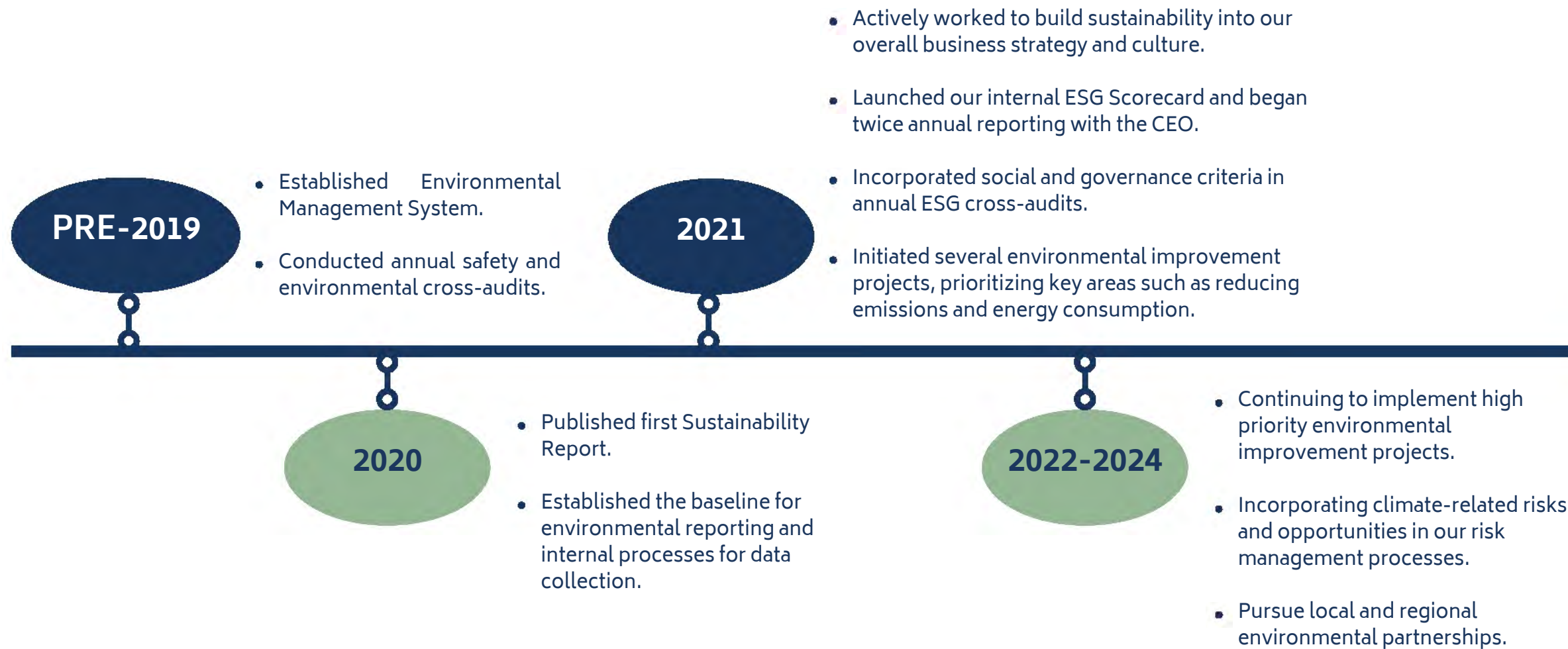
GOVERNANCE

- Uphold our sustainability commitments, driven by the oversight of our Board of Directors and management teams.
- Ensure fair, ethical, and transparent business practices, maintaining strong governance policies.
- Identify and mitigate climate-related and cybersecurity risks to safeguard the Company's long-term resilience.
- Communicate sustainability efforts transparently, providing honest and open updates on progress.

We aim to not only minimize our environmental and societal impact, but also enhance resilience, foster innovation, and strengthen our market reputation.

OUR COMMITMENT TO CONTINUOUS IMPROVEMENT

Since the publication of Luxfer’s first Sustainability Report in November 2020, the Company has made significant strides in embedding sustainability into its culture, strategy, operations, and policies. While pleased with this progress, we acknowledge that more work remains. Our Board of Directors and Executive Leadership Team are fully committed to continuous improvement with respect to our sustainability initiatives, ensuring ongoing enhancement of performance and transparency on sustainability matters.



KEY ACHIEVEMENTS

48% reduction in Scope 1&2 absolute emissions from 2019 baseline through year-end 2023.

34% reduction in Waste-to-Landfill from 2019 baseline through year-end 2023.

More robust ESG data collection and the establishment of regular reporting mechanisms to improve transparency.

Greater diversity on the Board of Directors, supporting a more inclusive leadership team.

Increased supplier due diligence, ensuring alignment with sustainability and ethical standards.

Luxfer Magtech Saxonburg won the 2023 Carbon Challenge Sprint.

Luxfer Gas Cylinders Nottingham had a number of award wins in 2023 and 2024, including:

2023 Winners of the Medium-Sized Business Award (East Midlands Business Masters).

2024 Winners of the Innovation Award (MAKE UK Midlands and East Manufacturing Awards).

2024 Winners of the Product Innovation & Design Award (The Manufacturer MX Awards).

Since November 2020, Luxfer has made significant strides in embedding sustainability into its culture, strategy, operations, and policies.

SUSTAINABILITY GOVERNANCE

Governance Structure

Sustainability is a core principle that is deeply ingrained across all levels of Luxfer. It is central to the strategies, policies, and values that drive our business operations. The oversight of Luxfer's strategic direction, including our sustainability efforts, environmental performance, and the management of related risks and opportunities, is entrusted to our Board of Directors. As necessary, the Board delegates oversight of specific sustainability matters to the appropriate Board Committees.

The CEO and Executive Leadership Team: Responsible for driving the Company's strategy, performance, and day-to-day operations. With sustainability as a top priority, our approach prioritizes deeper integration of sustainability within our operations and culture, while making strategic investments in infrastructure and initiatives to achieve our long-term sustainability goals.

Luxfer Executive Sponsor: They lead our sustainability efforts, ensuring alignment with our mission and values. They oversee the Sustainability Steering Committee and provide regular updates to the Board of Directors and the CEO on our sustainability strategy and performance.

The Sustainability Steering Committee: Responsible for implementing our sustainability initiatives, conducting annual ESG cross-audits, sharing best practices across Luxfer facilities to enhance site performance, and working closely with local leadership to ensure the successful execution of projects.

The Sustainability Steering Committee at Luxfer drives sustainable change across the company by collaborating across departments like Environmental, Health and Safety (EHS), operations, human resources, legal, and corporate functions.

It ensures diverse perspectives from all manufacturing facilities are included in decision-making. Sponsored by an Executive Leadership Team member, the Committee conducts annual Sustainability Cross-Audits to share best practices and drive continuous improvement. It also develops training programs to raise employee awareness about sustainability goals, fostering a culture of environmental responsibility.

The Committee promotes innovation by encouraging new ideas and technologies to enhance sustainability, facilitating cross-departmental initiatives. It regularly reports progress to the Executive Leadership Team, aligning with corporate goals and ensuring transparency with stakeholders.

The Committee adapts strategies to emerging sustainability trends and regulatory changes, positioning Luxfer as a leader in sustainable manufacturing.



Responsible **governance** and **effective leadership** oversight are the foundation of Luxfer's sustainable operations and future growth.

SUSTAINABILITY GOVERNANCE

Aligned with ISO 14001 standards, each site's EMS comprises policies, procedures, and objectives aimed at compliance, footprint reduction, and overall EHS performance. Environmental impacts are closely measured and tracked using key performance indicators (KPIs), such as emissions, water usage, waste management, and safety metrics. These metrics are reported quarterly through a balanced scorecard and reviewed with the CEO twice a year.

ENVIRONMENTAL HEALTH AND SAFETY POLICY

EHS	Luxfer's global EHS Policy forms the foundation of our Environmental Management System (EMS). Key principles include:
CONSERVE	Conserving energy, water, and raw materials in manufacturing processes and product development.
MANAGE WASTE	Responsibly managing waste through the "reduce, reuse, recycle" approach.
BE HANDS ON	Taking a proactive stance to prevent and address environmental issues.
EDUCATE	Delivering education and training on the latest environmental and safety practices.
REVIEW	Continuously improving our EHS Management System.



EHS MANAGEMENT SYSTEM

EMS	Our Environmental, Health, and Safety (EHS) Policy is executed through our Environmental Management System (EMS), tailored to each site. Key elements include:
REPORTING	Using an EMS, our sites have a consistent framework that includes the identification, tracking, and management of compliance and operational metrics.
RISK REVIEW	Using an EMS allows us to anticipate and address potential issues before they arise, minimizing risks and enhancing operational resilience.
AUDITS	Regular audits and assessments are held to ensure adherence to our EHS Policy, facilitating continuous improvement and ensuring that we meet or exceed regulatory requirements.
ENAGEMENT	Our EMS incorporates stakeholder engagement, enabling us to gather insights and feedback from employees, customers, and local communities.

Implementing our EHS using an EMS allows **clear, standardized** reporting on key **sustainability metrics**.

SUSTAINABILITY GOVERNANCE

Sustainability Scorecard

The Sustainability Steering Committee is also responsible for overseeing Luxfer’s internal Sustainability Scorecard, which tracks our progress across a broad range of environmental, social, and governance key performance indicators (KPIs).

Each Luxfer location is required to update their data on the Sustainability Scorecard quarterly. Twice a year, representatives from each site meet one-on-one with the CEO to review their scorecard. These reviews provide valuable opportunities to discuss site-specific sustainability challenges, opportunities, and achievements. The data collected on the Sustainability Scorecard is consolidated, reviewed for accuracy and completeness, and disclosed throughout this Report. This thorough process ensures that our sustainability efforts are transparent, measurable, and aligned with our long-term ESG commitments, while also providing stakeholders with a clear view of Luxfer’s progress toward our sustainability goals.

Site Cross-Audits

Since 2021, we've expanded our audit criteria to include social and governance factors. While not compliance-driven, these criteria are key to evaluating site progress on social and governance initiatives and fostering best practices across the organization. This integration strengthens our sustainability performance and accountability, ensuring responsible business practices in all aspects of our operations.

This approach not only enhances our EMS but also reinforces our commitment to transparency and stakeholder engagement. By continuously evaluating and improving our systems, Luxfer positions itself as a leader in sustainable manufacturing and responsible environmental and social stewardship.

An annual audit of each site's Environmental Management System (EMS) is crucial for identifying performance gaps, verifying regulatory compliance, and ensuring alignment with Luxfer's EHS Policy. Sites undergo a thorough cross-audit process with subject-matter experts conducting site visits and reviewing records, permits, policies, and data systems.

To ensure audit accuracy and thoroughness, Luxfer leverages:

- Internal EHS compliance experts
- Robust documentation
- Clear accountability and deadlines for closure

Detailed review sessions with local management to ensure effective corrective action implementation. Since 2021, audits have also integrated social and governance criteria, essential for tracking progress on these initiatives and maintaining best practices.

Sustainability Scorecard KPIs

- Scope 1 and 2 Emissions
- Freshwater Usage
- Waste Reduction
- Net Material Yield
- Safety Performance
- Charitable Contributions
- Employee Retention
- Training and Education Programs
- Whistleblowing and Compliance Related Incident Reporting
- Third Party Screening Processes



We ensure transparent, measurable, and aligned reporting for our sustainability initiatives.

PRIORITY SDGS: OUR PRODUCTS AND END MARKETS

At Luxfer, we are deeply committed to supporting the United Nations SDGs through our end-use products. By continually advancing innovative and creative solutions, we aim to contribute to a better world—one that is resilient, sustainable, and equipped to tackle both current and future challenges. Our dedication to these goals drives us to design products that positively impact communities, the environment, and the industries in which we operate, aligning our efforts with our mission to help create a safe, clean, and energy efficient world.



TRANSPORTATION
30% of net sales for FY2023

SDG 11 SDG 12

SOLUTIONS

SUSTAINABILITY IMPACT

Alternative Fuel Cylinders and Systems



We manufacture cylinders for the containment of hydrogen and compressed natural gas (CNG) used in alternative fuel vehicles. Our hydrogen solutions offer a cost-effective and sustainable transportation option, delivering clean energy without the harmful emissions associated with conventional engines.

The United States, United Kingdom, and European Union have unveiled initiatives to promote the development of hydrogen as a key fuel source. The European Commission envisions hydrogen playing a pivotal role in achieving a net-zero greenhouse gas (GHG) economy by 2050. With more than 80 years of expertise in high-pressure gas storage, Luxfer will assist the transportation industry's adoption of hydrogen, driving global decarbonization efforts forward.

Environmental Catalysis Products



We offer a broad range of catalysis-grade zirconium hydroxides and oxides designed for pollution control in automotive and industrial exhaust systems. As a key component in particulate filters, our zirconium compounds help capture excess nitrous oxide, carbon monoxide, and hydrocarbon particulates from traditional gasoline engines, reducing particulate emissions by 90-95%.

The growing demand for gasoline-electric hybrid vehicles is further supported by stricter emissions legislation and regulations in the European Union and Asia, driving the increased adoption of automotive catalysis products. Our components play a key role in ensuring that particulate filters meet regulatory standards, while also minimizing the release of toxic gases and pollutants from internal combustion engines.

Lightweight Magnesium Products



Our magnesium sheets and billets are used to form lightweight components in vehicles, helicopters, and airplanes, enhancing fuel efficiency without compromising safety. These materials are utilized in engine frames, helicopter transmissions, and flight control systems, providing strength and reliability in critical applications.

Magnesium alloys are the lightest commercially available structural metals, weighing 30% less than aluminum and 75% less than steel. As global crude oil reserves deplete faster than they can naturally replenish, the weight savings provided by magnesium in the automotive and aerospace industries play a crucial role in the sustainable management of nonrenewable fuel resources.

PRIORITY SDGS: OUR PRODUCTS AND END MARKETS

DEFENSE, FIRST RESPONSE & HEALTHCARE
41% of net sales for FY2023

SDG 2 SDG 3 SDG 6

SOLUTIONS

SUSTAINABILITY IMPACT

SCBA and Medical Gas Cylinders



Since 1972, Luxfer has been a trusted partner, providing corrosion-resistant, lightweight, and durable Self-Contained Breathing Apparatus (SCBA) cylinders. We also manufacture a wide range of cylinders designed to contain oxygen and other medical gases.

Dependable SCBA and oxygen cylinders are essential for effective emergency preparedness, providing firefighters, first responders, and paramedics with the durable, portable equipment they need to save lives. In healthcare, our lightweight medical cylinders support millions of patients requiring oxygen therapy due to respiratory conditions, including those affected by COVID-19.

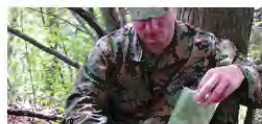
Chemical Response Kits



Chemical, biological, radiological, and nuclear agents are hazardous substances designed to inflict serious harm on those exposed to them. Luxfer's chemical agent detection and decontamination kits provide essential protection for military personnel, emergency responders, and local first responders by quickly identifying the presence of these agents and neutralizing their threat.

Chemical agents pose one of the greatest threats to those working in the military, defense, and emergency response sectors. Luxfer's high-quality chemical detection and decontamination kits play a crucial role in safeguarding global communities from the dangers of chemical attacks. In addition, these kits can be used to test water for hazardous chemical contamination, while our desalinization kits provide a vital solution by converting saltwater into purified, drinkable water.

Self Heating Meals



Magnesium-based heating pads are an essential component of self-heating meals used by emergency relief agencies and military personnel, ensuring a hot meal in any situation. Crucial to humanitarian and disaster relief feeding programs, our self-heating meals generate heat without the need for electricity, gas, or open flames, providing a reliable and safe solution in critical conditions.

While not a substitute for long-term food production systems, Luxfer's self-heating meals play a crucial role in bridging the gap during natural disasters, extreme weather events, and humanitarian crises driven by climate change and conflict, helping to sustain food supply in times of urgent need.

Sorbents and Medical Devices



Luxfer's zirconium-based adsorptive water purification products effectively remove arsenic and heavy metals from drinking water and wastewater. In the medical field, zirconium and magnesium are used for implants, skeletal and tissue repair, braces and dental prosthetics.

The sustainable management and sanitation of water are increasingly challenged by growing populations and industrialization. Our water purification products are essential for maintaining safe drinking water and effective wastewater treatment. Additionally, our innovations in the medical field contribute to improving patient health and well-being.

GENERAL INDUSTRIAL
29% of net sales for FY2023

SDG 9

SOLUTIONS

SUSTAINABILITY IMPACT

General Engineering



Zirconium ceramic compounds, along with magnesium billets, sheets, coils, and tooling plates, are designed to meet the demands of industrial components operating in extreme environments. Whether underground, in saltwater, or at high temperatures, our materials ensure reliable performance over extended periods.

Industrial components made from highly durable zirconium and magnesium enhance efficiency and extend product lifespan, helping companies build more resilient infrastructure. By reducing the need for frequent replacements, our products lower the total cost of ownership for end users and contribute to a more sustainable, resource-efficient economy.

Graphic Arts



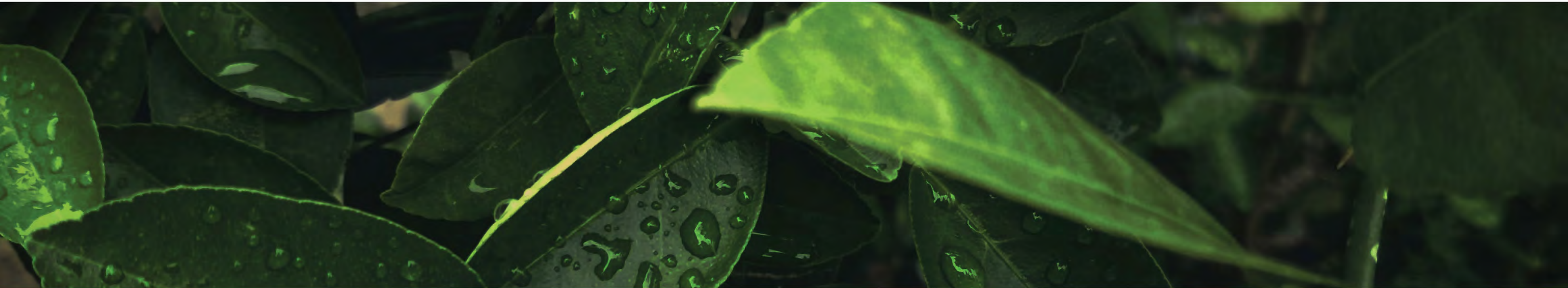
Luxfer offers magnesium plates and photo-engraving products that are lightweight, fast-etching, and environmentally friendly. These products are ideal for decorative embossing on luxury packaging and high-quality printed materials. We manufacture industry-standard magnesium photo-engraving plates and supply etching chemicals, providing customized packaging solutions for consumer goods.

Lightweight, fast-etching, and environmentally friendly, magnesium is utilized across various applications, including high-quality customized packaging for consumer goods.

Luxfer's diverse product range covers a wide variety of sustainable development goals.

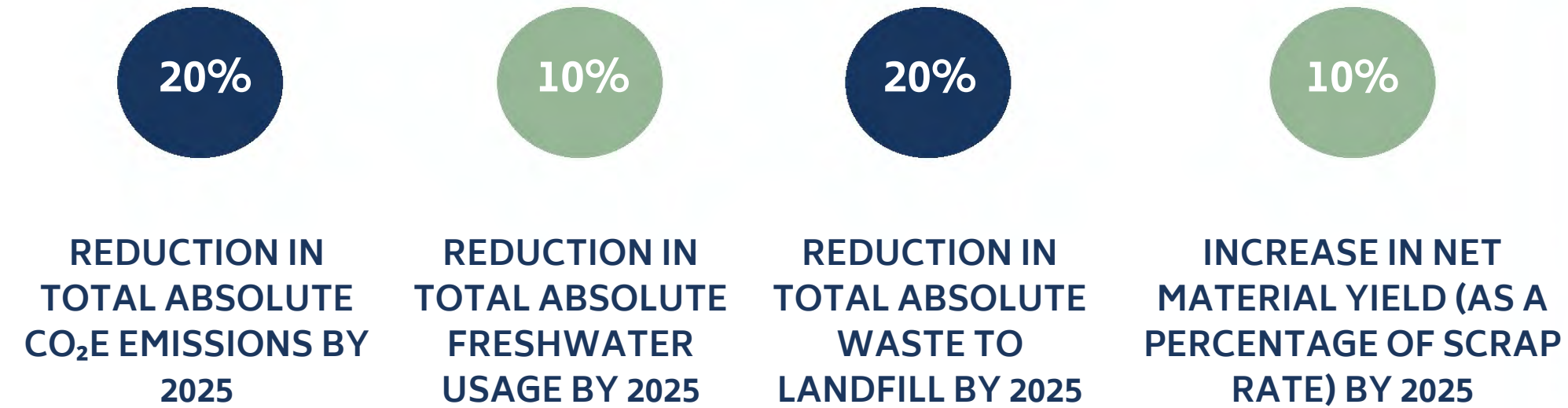
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ENVIRONMENT



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OUR ENVIRONMENTAL GOALS



In our inaugural ESG Report (2020), Luxfer committed to reducing our environmental impact and integrating sustainability into our global strategy. We started by refining our data collection methods for emissions, water usage, and waste, leading to the creation of our Sustainability Scorecard.

This tool helps us track environmental performance and identify improvement opportunities. Biannual reviews of the Scorecard with our CEO have enabled us to prioritize financially viable projects focused on energy efficiency, water conservation, and waste management. These initiatives not only support our sustainability goals but also drive cost savings and operational improvements.

Our commitment to sustainability is embedded across Luxfer, with a focus on continuous improvement and innovation. By refining strategies and adopting new technologies, we aim to meet ambitious targets, ensuring long-term environmental and business success.

Our ongoing **commitment** to sustainability is **integral** to our business model, and we look forward to sharing further progress in our future reports.



The Native British Flower Meadow at Luxfer MEL Technologies, Manchester, UK

OUR ENVIRONMENTAL GOALS: INITIATIVES IMPLEMENTED

Over the last two years we implemented several impactful initiatives, to assist with lowering our emissions footprint including:

- Upgrading or replacing outdated equipment with energy-efficient alternatives.
- Installing new technologies to save energy, reduce emissions, and minimize waste.
- Upgrading lighting fixtures to LED for improved efficiency.
- Refurbishing aging water distribution systems to prevent leaks and losses.
- Establishing processes for waste sorting, recycling, and identifying reuse opportunities.
- Pursuing site environmental certifications and partnerships to ensure measurable progress.
- Enhancements to Project Reduced Energy Demand (RED) program.
- Renewing our focus on Lean implementation to eliminate manufacturing redundancies.
- Enhancing employee education and awareness around energy use and operational impacts.

We began by refining our methods for collecting and monitoring emissions, water, and waste data through the creation of our Sustainability Scorecard. By conducting biannual reviews of the Scorecard with our CEO, we identified a series of financially viable projects aimed at improving our energy use, water consumption, and waste management.

These initiatives have had a significant positive impact on our environmental metrics for the 2023 reporting year. We are pleased to report that we achieved our total emissions reduction goal two years ahead of schedule, with a remarkable 48% reduction from our 2019 baseline. Additionally, we reached our target for waste to landfill two years early, achieving a 34% reduction from the same baseline.

We anticipate that our 10% reduction in freshwater usage will be achieved by the end of 2025, thanks to the implementation of water conservation methodologies in our processes and enhanced facility upgrades.

Our Net Material Yield target remains a work in progress, with a strategic focus on systematically reducing our scrap rates. This includes:

- Process Optimization including Lean Manufacturing and Value Stream Mapping.
- Quality Controls to minimize rework and scrap, and a robust Root Cause Analysis program.
- Material Selection that focuses on high yield and low waste during manufacturing.
- Innovating manufacturing processes by leveraging technology.
- Automation to improve safety, precision, and productivity.
- Enhanced Employee Training to provide our employees with opportunities to learn best practices that positively contribute to lower scrap rates.
- Sustainability Initiatives that explore Circular Economy Practices and Waste Audits to identify sources of product waste and where improvement opportunities are.

By focusing on these strategies, Luxfer can continue to improve our net material yield, leading to enhanced efficiency, cost savings, and a smaller environmental footprint.

In addition to these strategies, we are focusing on fostering collaboration across all levels of the organization. By encouraging cross-functional teamwork, we can leverage diverse perspectives to drive innovative solutions that support our sustainability goals.

We are also engaging with our stakeholders, including customers and suppliers, to align our sustainability efforts with broader industry trends and expectations. By sharing our successes and challenges, we aim to build partnerships that enhance our collective impact on the environment.

As we continue to track our progress and refine our strategies, Luxfer is committed to transparency in our sustainability journey.

Together, we are not only **reducing** our environmental footprint but also **positioning Luxfer as a leader in sustainable manufacturing.**



ENVIRONMENTAL PERFORMANCE

Reflected on the right is our environmental performance through fiscal year 2023. Progress toward our 2025 Environmental Goals is measured using data collected from our baseline fiscal year 2019, except for our net material yield goal, which is measured against data collected from a 2020 baseline.

These metrics provide a clear framework for evaluating our sustainability efforts and guide our initiatives as we strive to improve our environmental impact.

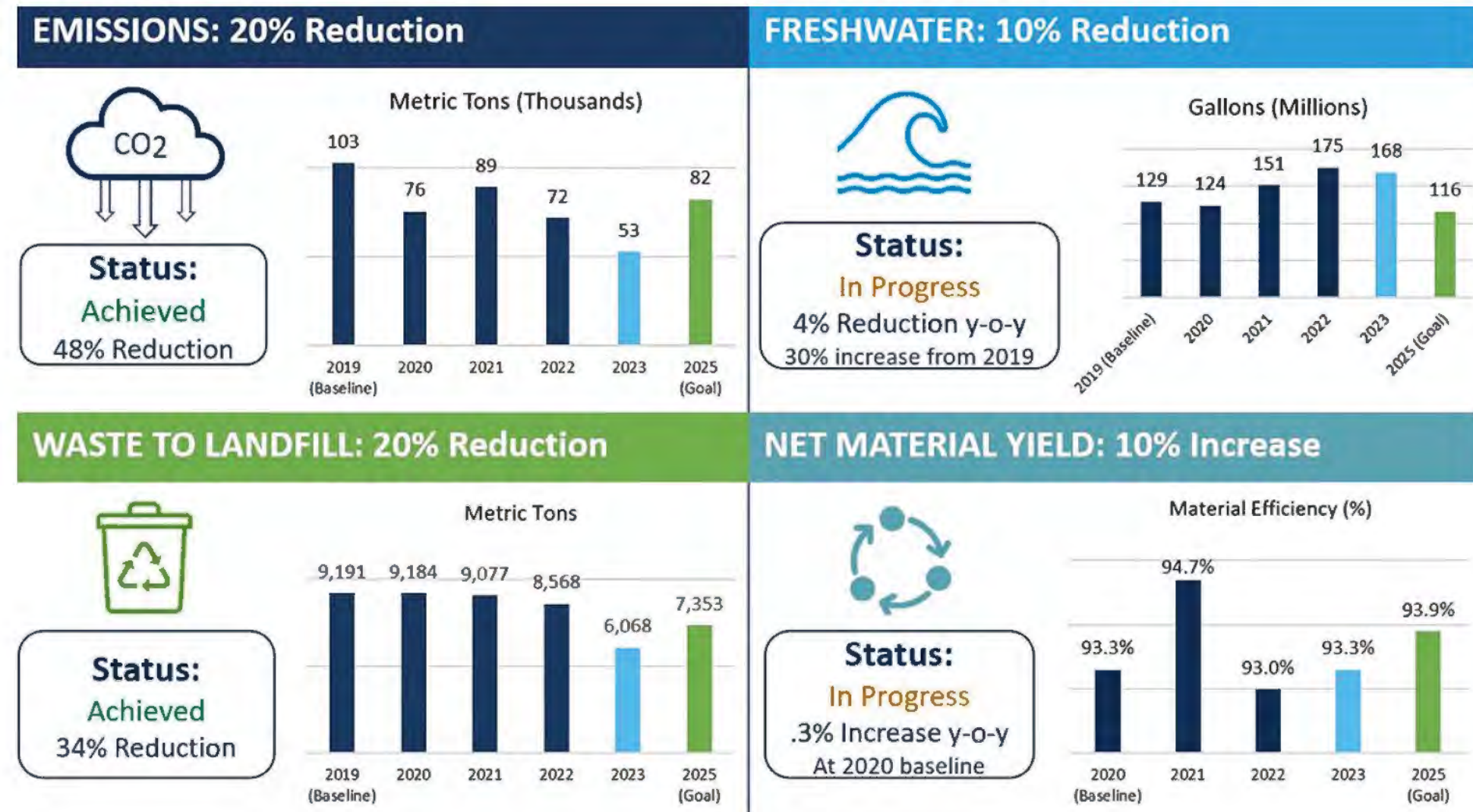
In our ongoing commitment to transparency, we will continue to rigorously analyze our data to identify trends and areas for improvement.

This includes tracking reductions in CO₂e emissions, energy consumption, waste generation, and water usage. By maintaining a data-driven approach, we can ensure that our sustainability strategies are effective and aligned with our overall business objectives.

In summary, our fiscal year 2023 performance is a testament to our dedication to environmental responsibility. We are excited to share our progress and future plans in our upcoming sustainability report, reinforcing our pledge to operate in a way that benefits both our business and the planet.

Together, we can contribute to a more **sustainable** world for generations to come.

2025 SUSTAINABILITY GOALS & PERFORMANCE



SCOPE 1 & 2 EMISSIONS AND ENERGY STRATEGY

As an industrial manufacturing company, we acknowledge that our operations are inherently energy- and emissions-intensive. Our processes require substantial amounts of fuel and electricity, leading to carbon dioxide (CO₂) and carbon dioxide equivalent (CO₂e) emissions that contribute to climate change. To address this critical issue, we are committed to reducing our absolute CO₂e emissions by 20% by 2025, using a 2019 baseline. We see this challenge not only as a responsibility but also as an opportunity to enhance operational efficiencies while positively impacting the environment.

To realize this commitment, we are adopting a comprehensive sustainability strategy that encompasses innovative technologies, process optimization, and robust employee engagement. We understand that meaningful change requires not just setting ambitious targets but also implementing actionable steps to achieve them.

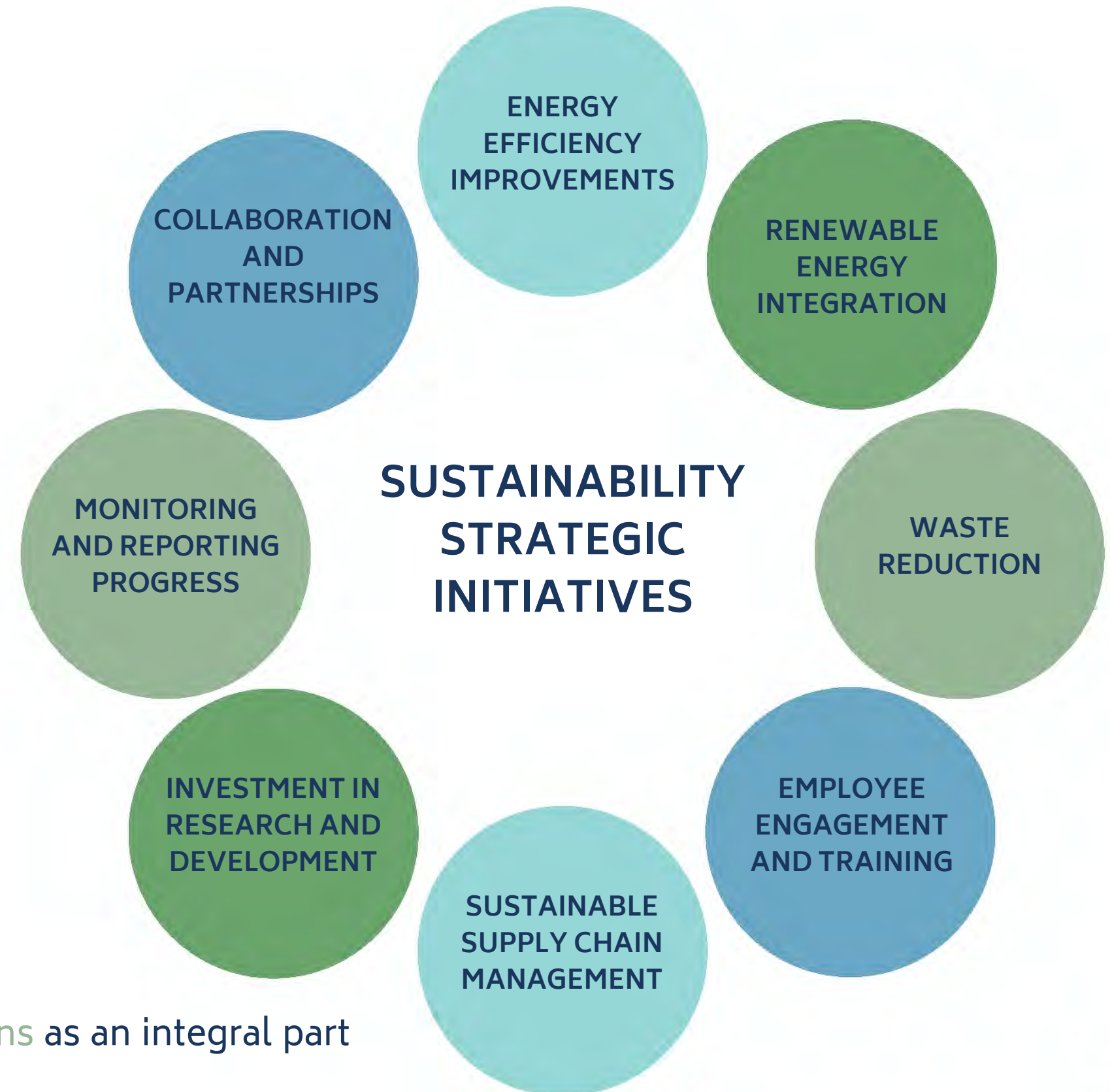
By addressing the challenges of energy intensity and emissions head-on, we not only comply with regulatory expectations but also position ourselves as a leader in sustainable industrial practices. Our journey toward a more sustainable future is ongoing, and we are dedicated to continuous improvement and innovation as we strive to achieve our 2025 emissions reduction goal.

STRATEGIC OBJECTIVES

By pursuing these strategic priorities, we aim to not only meet our emissions reduction targets but also position ourselves as a responsible leader in our industry. We believe that by embracing sustainability, we can enhance our operational resilience, reduce costs, and contribute to a healthier planet for future generations.

- Increasing employee awareness of energy-saving actions.
- Minimizing energy use by eliminating idle machinery.
- Investing in new, energy-efficient equipment.
- Upgrading building infrastructure, including HVAC systems.
- Fixing leaks in the compressed air system.
- Implementing real-time energy monitoring in select facilities.
- Considerations for renewable energy into our operations whenever possible.
- Select sites participation in Demand Response Programs (DRP) to reduce consumption during peak demand
- Completion of site energy audits

At Luxfer we view our commitment to **reducing CO₂e emissions** as an integral part of our business strategy.



ENERGY

We recognize that fossil fuel resources are finite, and we have a responsibility to conserve them. Reducing our energy consumption not only has environmental benefits but also leads to significant cost savings. Additionally, relying solely on grid electricity poses risks to our operations; extreme weather events and natural disasters—exacerbated by climate change—could disrupt our productivity and impact our supply chains. Therefore, diversifying our energy procurement strategies is essential to proactively mitigate operational, environmental, and financial risks associated with sole dependency on grid consumption.

As of 2023, all our electricity was sourced from the grid, but we are pleased to announce that our Tamaqua, Pennsylvania operations will be transitioning to a 100% renewable option through the purchase of Renewable Energy Credits (RECs). By December 2024, we plan to evaluate additional sites for similar transitions as part of our comprehensive energy procurement strategy, which aims to create a more resilient and sustainable energy portfolio.

To further our commitment to sustainability, we are adopting strategic approaches that encompass a multi-faceted energy management framework. This includes conducting comprehensive feasibility studies to explore potential investments in on-site renewable energy generation, such as solar panels and wind turbines. These initiatives not only align with our sustainability goals but also provide an opportunity for long-term energy independence, reducing our vulnerability to price fluctuations in the energy market.

In the lead-up to 2025, we will focus on implementing renewable energy solutions across our operations while simultaneously reducing our grid energy consumption through initiatives such as our Reduced Energy Demand (RED) Program. This program is designed to embed energy efficiency into our organizational culture and operational practices.



Our ongoing commitment to **innovation**, **resilience**, and **responsibility** will guide us as we work towards a more **sustainable** and **secure** energy future.

In partnership with our energy consultants, the RED Program enables us to adopt site-specific energy-saving methodologies tailored to our unique operational needs. This program conducts biannual on-site energy audits to thoroughly assess energy consumption and identify areas for improvement. Our energy partner analyzes our processes and machinery, offering targeted recommendations for technology and equipment upgrades designed to lower energy usage. Each proposal includes a comprehensive evaluation of the financial, environmental, and safety impacts, ensuring that site management is fully informed before implementation.

Moreover, we will implement employee training and awareness programs to foster a culture of energy conservation. By engaging our workforce in energy management practices, we can empower them to identify efficiencies and contribute to our sustainability objectives.

To enhance our strategic approach, we are also exploring partnerships with local renewable energy providers and technology innovators. Collaborating with these entities will not only facilitate knowledge sharing but also open avenues for joint ventures that can accelerate our transition to renewable energy sources.

By committing to these initiatives, we aim to not only reduce our environmental footprint but also position ourselves as a leader in sustainable practices within our industry. Our proactive energy management will enhance our competitiveness while fostering a culture of sustainability that resonates with our stakeholders and the communities we serve.

EMISSIONS

Each Luxfer site maintains emissions inventories and monitors the usage of electricity and natural gas. We also record other greenhouse gases generated from our manufacturing operations, such as propane and direct CO₂ emissions.

- Scope 1 emissions encompass all direct emissions from fuel combustion, natural gas, propane, and other direct sources.
- Scope 2 emissions refer to all indirect emissions associated with Luxfer's consumption of purchased electricity, steam, and cooling.

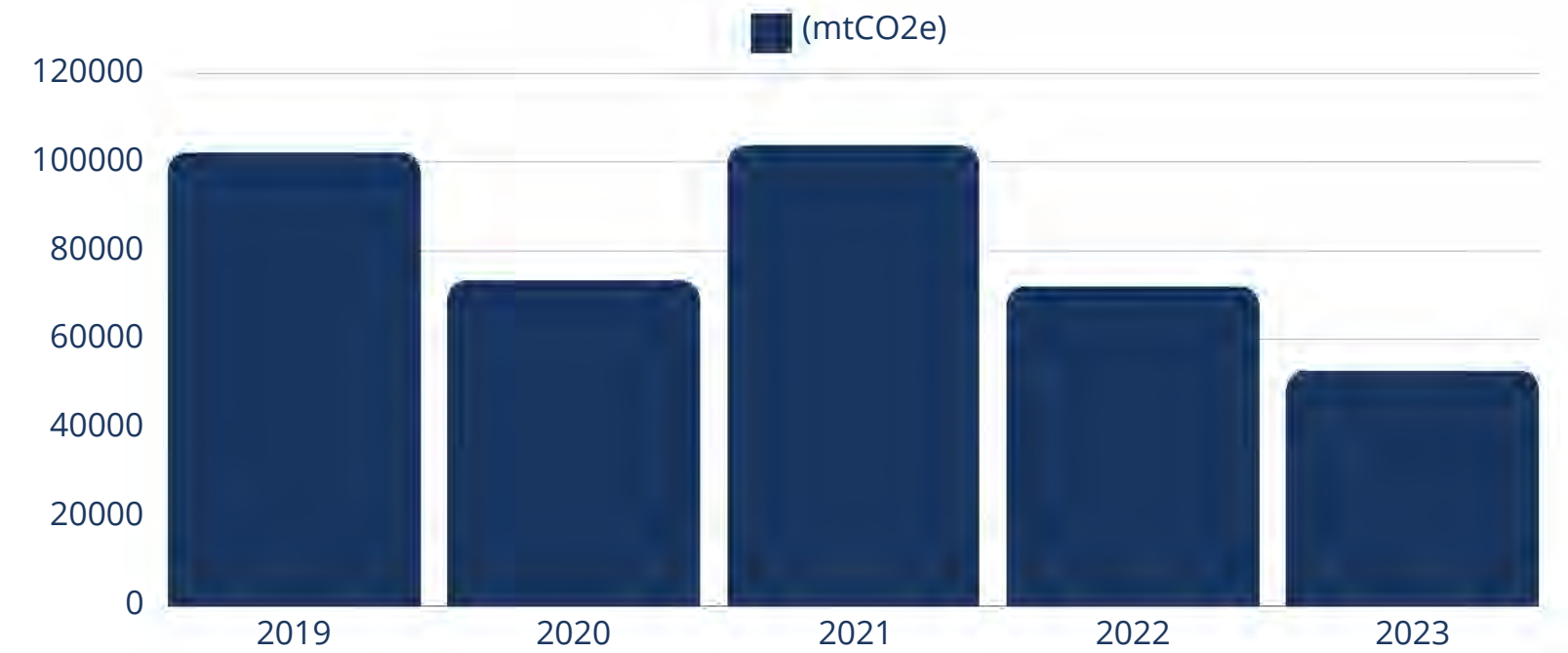
This data is aggregated and converted into emissions to calculate our total CO₂e output.

Our facilities in the U.S. and Canada utilize standard CO₂ conversion factors published by the U.S. Environmental Protection Agency GHG Protocol.

Our U.K. facilities rely on CO₂ conversion factors from the U.K. Government. Generally, the gases that make up most of our emissions have similar CO₂e equivalency regardless of their source.

ABSOLUTE EMISSIONS

STATUTORY TOTAL (SCOPE 1&2)



*2019 BASELINE YEAR

EMISSIONS INTENSITY

	2023		2022		2021		2020		2019	
	mtCO ₂ e	(mtCO ₂ e/\$1mSV)	mtCO ₂ e	(mtCO ₂ e/\$1mSV)	mtCO ₂ e	(mtCO ₂ e/\$1mSV)	mtCO ₂ e	(mtCO ₂ e/\$1mSV)	mtCO ₂ e	(mtCO ₂ e/\$1mSV)
Scope 1	39,425	97.40	51,660	119.50	72,222	193.10	54,124	166.60	71,764	192.20
Scope 2	13,463	33.20	20,226	46.80	31,431	84.00	40,218	123.80	29,448	78.90
Statutory Total (Scope 1&2)	52,888	130.60	71,886	166.30	103,653	277.10	94,342	290.10	101,212	271.10

WATER USAGE

Luxfer is committed to sustainable water management and reducing freshwater reliance. We recognize water's essential role in manufacturing, quality testing, and product input. While we cannot eliminate water use, we aim to reduce freshwater consumption by 10% by 2025, using 2019 as our baseline.

Freshwater usage includes water from municipal sources or wells for on-site consumption, manufacturing, testing, and cleaning. Most of our water is sourced municipally, with wastewater either discharged to public systems or treated and reused on-site.

We continuously assess water usage in manufacturing to identify opportunities for conservation or alternative, water-saving methods. We also promote water stewardship across our facilities by sharing best practices and fostering collaboration, enabling scalable solutions.

Water audits are a key part of our strategy, helping us identify inefficiencies and areas for improvement. We prioritize fixing plumbing leaks, as even small ones can lead to significant water waste.

We are exploring advanced water recycling technologies to reduce freshwater reliance, investing in filtration and purification systems to treat and reuse wastewater. This enhances our operational resilience and ensures a reliable supply of reclaimed water for non-potable uses.

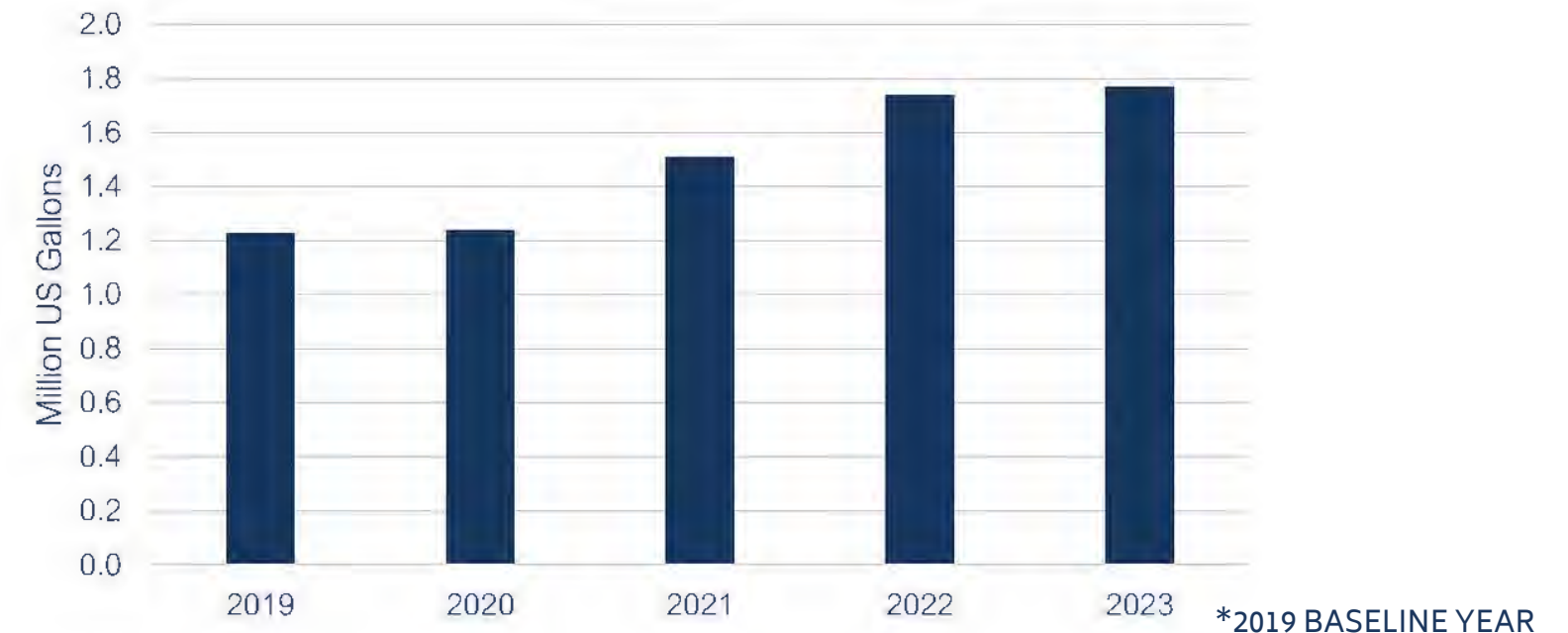
We also engage employees in water conservation through training and awareness programs, empowering them to actively contribute to our sustainability goals.

Reducing freshwater usage is central to our sustainability strategy. By managing water efficiently and fostering a culture of responsibility, we aim to minimize environmental impact, enhance operational efficiency, and conserve this vital resource for future generations.

To meet our goal, we employ a strategy combining **technological innovation** and **operational best practices**.

TOTAL FRESHWATER USAGE

FRESHWATER CONSUMED (MILLION U.S. GALLONS)



ABSOLUTE INTENSITY AND FRESHWATER USAGE

	2019	2020	2021	2022	2023
Absolute Freshwater (Million U.S. Gallons)	129.00	124.00	151.40	174.40	167.60
North America	48.80	43.70	41.10	59.50	58.70
United Kingdom	80.20	80.30	110.20	114.90	108.90
Freshwater Intensity Million U.S. Gallons/\$Million Sales	0.29	0.32	0.37	0.35	0.41

WASTE TO LANDFILL

Waste —any unusable material— is a natural byproduct of Luxfer’s manufacturing operations. Recognizing that landfills and excessive waste generation can contribute to climate change, everyone at Luxfer is committed to reducing, reusing, and recycling as much as possible. This commitment drives our goal to reduce absolute waste sent to landfill by 20% by the end of 2025, using 2019 as our baseline.

We proactively assess waste generated across all our locations to gain insights into our waste streams and make progress in minimizing them. Waste to landfill is defined as any waste sent to landfill, including both non-hazardous and hazardous process waste, as well as general waste. Hazardous waste is treated prior to landfilling in accordance with local, regional, and national regulations. When applicable, Luxfer sites work with specialized waste vendors for the transport, treatment, and disposal of hazardous waste. We also track the amounts and destinations of other waste types, including those sent to incineration or recycling.

To meet our waste reduction goal, our sites conduct waste stream analyses to identify effective methods for collecting and separating waste. We also reprocess and recycle unused and non-conforming magnesium, along with other recyclable or reusable materials. Glass, plastics, paper, and cardboard are sorted for recycling. Where waste is unavoidable, we adhere to site-specific legal and environmental regulations to ensure safe and environmentally responsible disposal, with an emphasis on identifying circular economic opportunities.

To achieve a 34% waste reduction from the 2019 baseline, the organization implemented a comprehensive strategy focused on sustainability and accountability. First, a dedicated waste management team was established to oversee initiatives and ensure progress. A thorough waste audit was conducted, identifying key waste streams and quantifying waste generation, which provided a clear picture of areas needing improvement.

The organization set specific, measurable targets, breaking down the overall goal into achievable annual milestones. Source reduction strategies were introduced, such as encouraging digital documentation to minimize paper use and redesigning packaging to reduce materials.

Recycling programs were enhanced by increasing the number of accessible recycling bins and improving educational resources on proper recycling practices. Composting initiatives were launched for organic waste, starting with pilot programs in high-traffic areas and expanding as participation grew.

Employee engagement was crucial; training sessions and workshops fostered a culture of sustainability. Regular monitoring of waste generation and recycling metrics allowed for timely adjustments to strategies, ensuring continued progress. Achievements were communicated transparently to all stakeholders, celebrating milestones and maintaining motivation.

Through continuous improvement efforts, the organization successfully reached the 34% waste reduction goal, demonstrating a commitment to sustainability and positively impacting the environment.

This structured approach not only minimized waste but also reinforced a culture of responsibility and innovation, setting a strong foundation for ongoing sustainability efforts.



At Luxfer Gas Cylinders Nottingham, UK, 100% of aluminum cylinders discarded during manufacturing and testing are sent for recycling.

ABSOLUTE WASTE TO LANDFILL

Luxfer's total waste to landfill has shown a declining trend over the years, with a significant drop in 2023.

The waste to landfill decreased from a peak of over 9,191 metric tons in our 2019 baseline to 5,839 metric tons in 2023, indicating a substantial reduction in environmental impact.

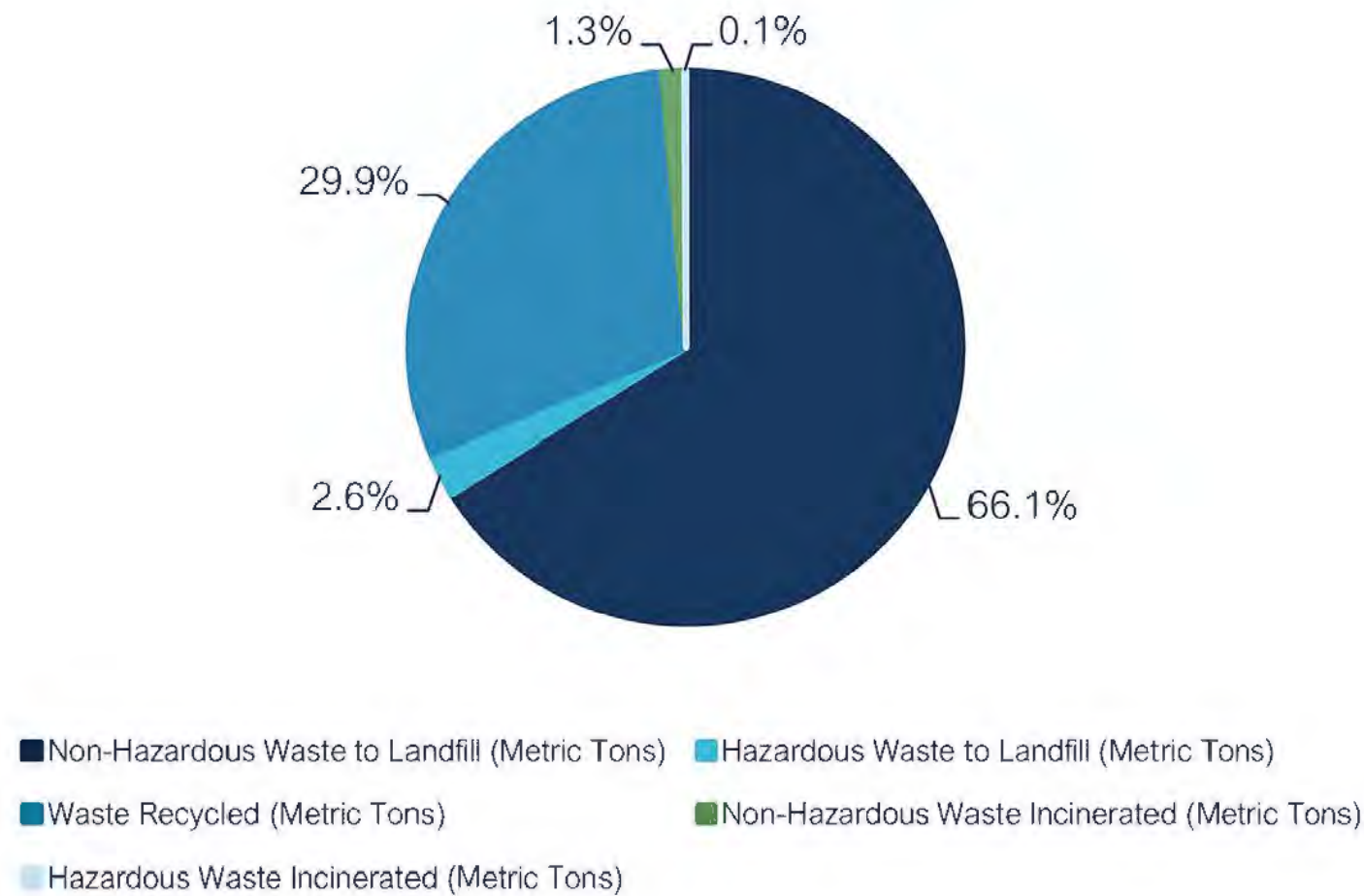
This marked reduction reflects our ongoing commitment to sustainability and the implementation of targeted initiatives aimed at decreasing our carbon footprint. The consistent decline in emissions suggests that our operational improvements and awareness around waste to landfill is having a positive impact on our metrics.

The data reveals a notable decrease of approximately 34% from 2022 to 2023, highlighting the effectiveness of our recent strategies and programs. This shift not only aligns with our environmental goals but also positions us as a more responsible leader in our industry.

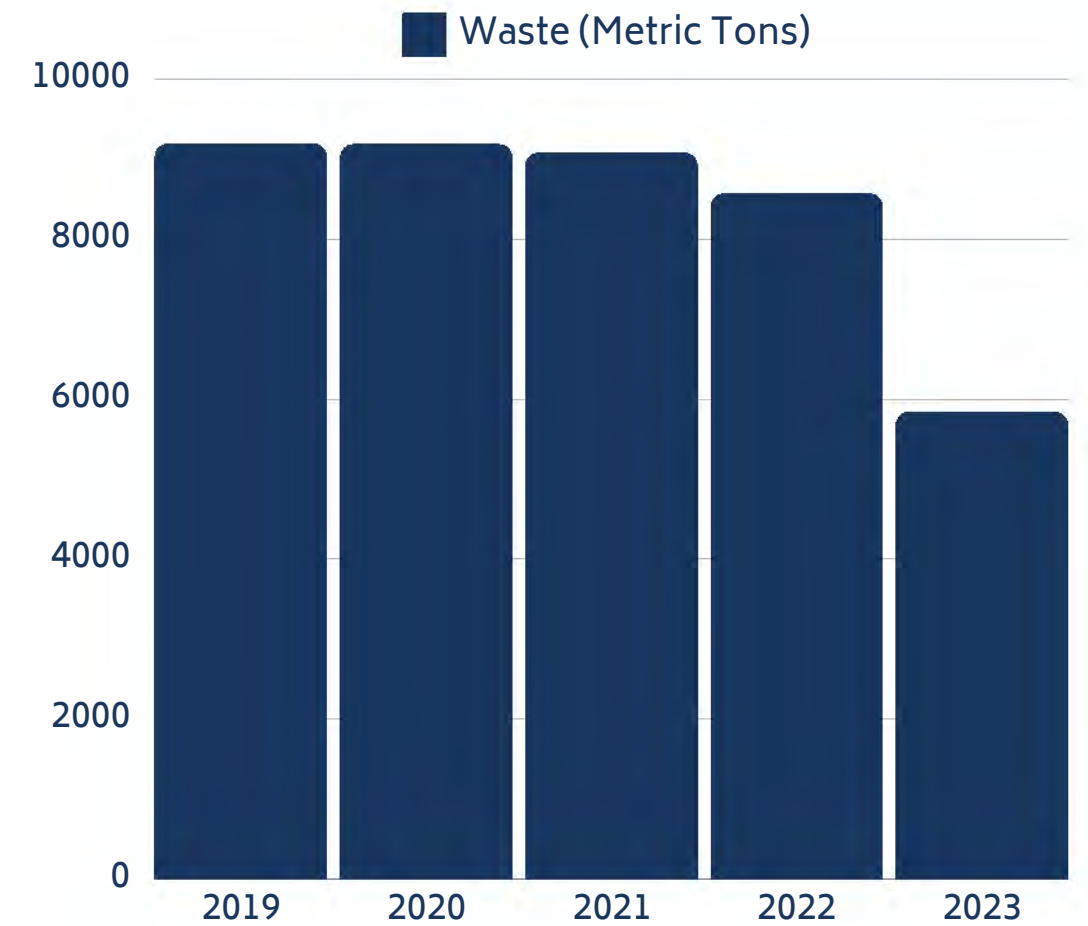
By continuously monitoring and refining our processes, we aim to maintain this positive trajectory and further decrease our waste to landfill in the coming years.

As we move forward, our focus will remain on innovation and collaboration to drive sustainable practices across our operations, ensuring that we not only meet but exceed our environmental targets.

2023 WASTE MIX



WASTE TO LANDFILL 2019 - 2023



Our commitment to driving sustainable practices is integral to our mission of **delivering high-quality products while safeguarding the planet** for future generations.

MATERIAL NET YIELD

Luxfer is dedicated to discovering innovative solutions to safeguard the earth's natural resources by reducing material waste in our production processes and have pledged to continuously enhance our material efficiency, aiming for a 10% improvement in scrap and material utilization by 2025, using 2020 as our baseline. This commitment is not just a goal but a fundamental aspect of our operational philosophy, reflecting our dedication to sustainability and responsible resource management.

Scrap metrics are monitored and reviewed regularly throughout the Company as part of the Lean Operations segment of the Luxfer Business System. This approach ensures that material efficiency is ingrained in our daily operations and decision-making processes. By implementing Lean methodologies, we aim to eliminate waste, streamline processes, and optimize resource use across all facilities.

In addition to routine monitoring, these metrics are assessed during our annual Lean Cross-Audits, which take place at each Luxfer facility. This comprehensive evaluation allows us to identify best practices, share insights across locations, and promote a culture of continuous improvement. The feedback gained from these audits is invaluable in refining our strategies and enhancing our material yield performance.

We will continue to track and report on material yield metrics to ensure ongoing improvement. By maintaining transparency in our progress, we can hold ourselves accountable and engage our stakeholders in our sustainability journey. As we gather data and assess our performance, we may announce a new material yield target in a future sustainability report if appropriate.

This will demonstrate our commitment to not only achieving our existing goals but also setting even more ambitious targets as we learn and grow.

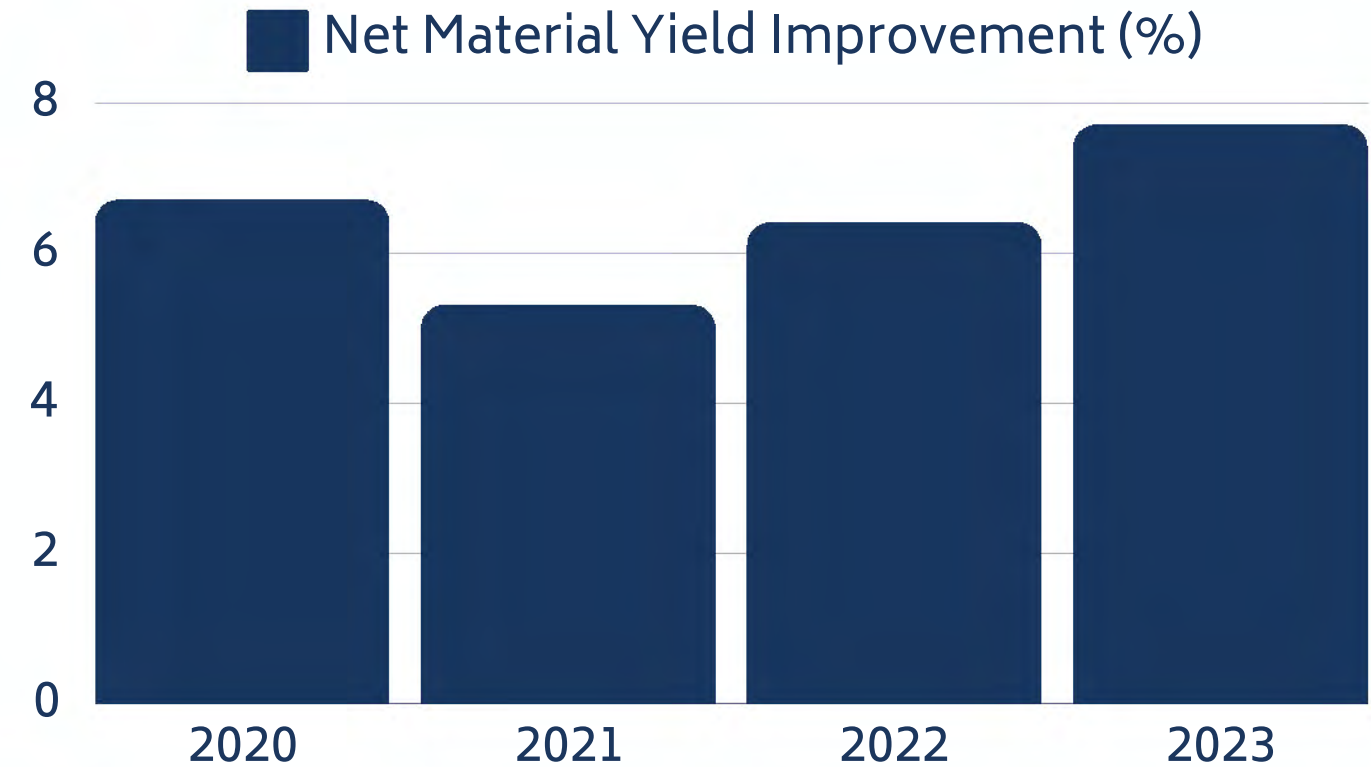
Furthermore, we are exploring advanced technologies and innovative practices that can further enhance our material efficiency.

This includes investing in process automation, upgrading equipment, and utilizing data analytics to optimize our production processes. By leveraging these tools, we aim to minimize waste generation and maximize the value derived from our raw materials.

Our commitment to improving material efficiency is also aligned with broader industry trends and regulatory expectations regarding sustainability. By proactively addressing material waste, Luxfer positions itself as a leader in sustainable manufacturing practices, contributing to a circular economy where resources are used responsibly and efficiently.

Through ongoing monitoring, cross-facility collaboration, and a commitment to continuous improvement, we are dedicated to minimizing waste and maximizing the responsible use of resources in our production processes. This not only benefits the environment but also strengthens our operational performance and long-term viability.

Luxfer's focus on enhancing material efficiency is a vital component of our sustainability strategy.



Aluminum cylinders during the production process.

04

SOCIAL



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EMPLOYEES

To navigate the ever-changing and competitive labor market, we have developed human capital management strategies, objectives, and metrics that enhance recruitment and retention, support business performance, drive innovation, promote employee development, and align with our mission and values. Our approach to human capital management focuses on the following programs and initiatives:

- Ensuring occupational health and safety for employees, contractors, vendors, and customers.
- Creating opportunities for growth, talent development, and retention.
- Fostering a diverse, equitable, and inclusive workplace.
- Supporting financial, health, and social well-being by providing access to Employee Assistance Programs (EAP).

Our human capital management initiatives are data driven. All Luxfer facilities gather, and report key metrics related to employee retention, diversity, and safety.

These metrics are regularly presented to our Executive Leadership Team and Board of Directors, who play a crucial role in shaping our human capital strategy and ensuring accountability for meaningful and measurable progress.

Local leadership teams support these initiatives, with significant oversight provided by our human resource teams to identify gaps and enhance our employee experience programs.

Our social commitments begin with our employees, as they are essential to our sustainable growth.

Luxfer is dedicated to creating a **safe and healthy environment** where all employees can **thrive** both professionally and personally.



EMPLOYEE WELLBEING

FAIR WAGES & COMPETITIVE BENEFITS

The Company's compensation philosophy is designed to attract, retain, and motivate employees through its incentive and benefit programs. Our compensation packages are guided by market data and reflect both company and individual performance. Luxfer provides competitive base salaries, along with variable incentive pay that is based on position and is linked to individual performance as well as the overall performance of the Company. This includes both short-term incentives and long-term equity awards.

Employees receive paid time off, and full-time employees are eligible for various pension and retirement savings plans. U.S. employees can benefit from a 401(k)-retirement savings contribution match, while U.K. employees have access to retirement savings options through our pension plan. We also offer group medical, dental, vision, and life insurance plans to all regular full-time employees and their eligible dependents.

In the U.S., employees are supported through family and medical leave benefits as mandated by the Family and Medical Leave Act and the California Family Rights Act. In the U.K., employees are entitled to maternity, paternity, and adoption leave in accordance with national and local regulations.

EMPLOYEE SHARE PLANS

Luxfer encourages employees to take part in the Company's U.S. Employee Stock Purchase Plan (ESPP) and U.K. Share Incentive Plan (SIP), which offer employees a chance to become Luxfer shareholders at a discounted price.

Through convenient payroll deductions, U.S. employees can purchase Company stock at a 15% discount through the ESPP. Likewise, under the SIP, U.K. employees can acquire Company stock via payroll deductions, and the Company rewards participating employees with one free share for every two shares purchased.

FITNESS AND WELLBEING PROGRAMS

Luxfer also offers fitness and wellness programs, as well as incentives for healthy living, to our employees. We provide group medical, dental (U.S. employees only) and vision plans, along with life insurance, disability coverage, and paid family leave, which may vary by location.

We are proud to offer several optional fitness and wellness initiatives, including our Employee Healthy Lifestyle Program. Available to our U.S. employees, this program provides partial reimbursement for certain gym and fitness center memberships, weight loss programs, and group exercise classes. Additionally, U.S. employees can participate in a smoking cessation program, where those who complete a 90-day course receive reduced insurance rates.

Starting in December 2024, our LGC Riverside location is demonstrating our commitment to employee well-being by partnering with a woman-owned physiotherapy provider. This initiative will offer our employees convenient access to education and physical assessments for personal and work-related injuries, ensuring they receive necessary physical therapy care without needing to take time off for appointments. By investing in our employees' health, we reinforce our dedication to their overall well-being and productivity, helping to create a healthier workplace.

Additionally, this partnership reflects our commitment to diversity and inclusion by supporting women-owned businesses. We believe that prioritizing employee wellness not only enhances individual quality of life but also contributes to a more engaged, motivated, and productive workforce.



Our holistic approach to employee wellbeing ensures that our team members can thrive both personally and professionally, ultimately benefiting the entire organization.

GROWTH & TALENT DEVELOPMENT

Another pillar of Luxfer’s core values is Personal Development, as we recognize that our strength lies in our employees who drive achievement, leadership, and innovation within our business. We believe in each employee’s potential to contribute their unique skillset and passions to the dynamic industries we serve, and we strive to provide an environment that fosters growth, career, and advancement opportunities.

Employees at all levels are offered training, learning, and development opportunities. For management, our management and executive development program focuses on individual strengths while enhancing technical skills and knowledge to cultivate the next generation of well-rounded Luxfer leaders. With a comprehensive curriculum, the program equips participants with essential problem-solving, business management, and leadership skills.

At the workforce level, management teams collaborate closely with employees to ensure they possess the skills, knowledge, experience, and support needed to achieve their goals. A variety of performance evaluation tools are utilized, including skills assessments, self-evaluations, and progress towards personal objectives. These objectives, which outline the goals employees aim to accomplish, are established at the beginning of each year through a balanced scorecard. Managers review employee performance in relation to these objectives throughout the year, and for eligible employees, annual bonuses are linked to the achievement of personal goals.

This goal-setting process not only encourages employee engagement in the Company’s overall strategy but also enhances their commitment, thereby contributing to Luxfer’s innovation, growth, and profitability.

To further support personal development, Luxfer provides a company-wide online training and development platform that increases access to essential business, leadership, management, productivity, collaboration, Sustainability, and software skills needed to achieve continued growth both personally and professionally.

Our Learning Management System (LMS) offers over 180,000 courses, videos, books, and audiobooks on a wide range of topics from world-class experts. Content is tailored to accommodate different learning styles and is easily accessible within a single user interface. Employees can access the platform 24/7 on any desktop or mobile device, allowing them to enhance their performance anytime, anywhere.

LUXFER GROUP MANAGEMENT DEVELOPMENT PROGRAM

From 2023 to 2024, Luxfer Group ran the Luxfer Group Management Development Program.

The program was aimed at the development of new and emerging talent in the organization and was built on the great success of similar previous activities - with some alumni of prior programs now part of the organization’s Executive Leadership Teams.

The program covered a number of professional development areas, along with training on the eight segments of the Luxfer Business System.

A cohort of 17 employees from the different Luxfer business units graduated from the program in 2024.

EMPLOYEE ENGAGEMENT AND RETENTION

As a global manufacturer, Luxfer remains committed to fostering employee engagement and retention through a comprehensive onboarding process for all employees, regular management feedback through coaching and development, recognition programs, professional development, team building, career advancement, open and transparent communication from Executive Leadership Team and Senior Management Team, Diversity and Inclusion initiatives, competitive compensation and benefits, engagement surveys, and mentorship programs which all lead to a more motivated, committed, and productive workforce.



Luxfer Group Management Development Program Graduates 2024.

Luxfer remains committed to fostering employee engagement and retention.

DIVERSE & SUPPORTIVE WORKPLACES

At Luxfer, we believe that the professional conduct of our employees is essential to advancing the Company's mission, driving productivity, minimizing conflicts, and strengthening our brand reputation.

We are committed to fostering a work environment where every individual is treated with dignity, respect, and fairness.

In alignment with our Equal Opportunity, Non-Discrimination, and Anti-Harassment Policy, as well as our Human Rights and Labor Practices Policy, we ensure a workplace built on mutual trust—free from intimidation, oppression, and exploitation, and one that operates without any form of discrimination or harassment.

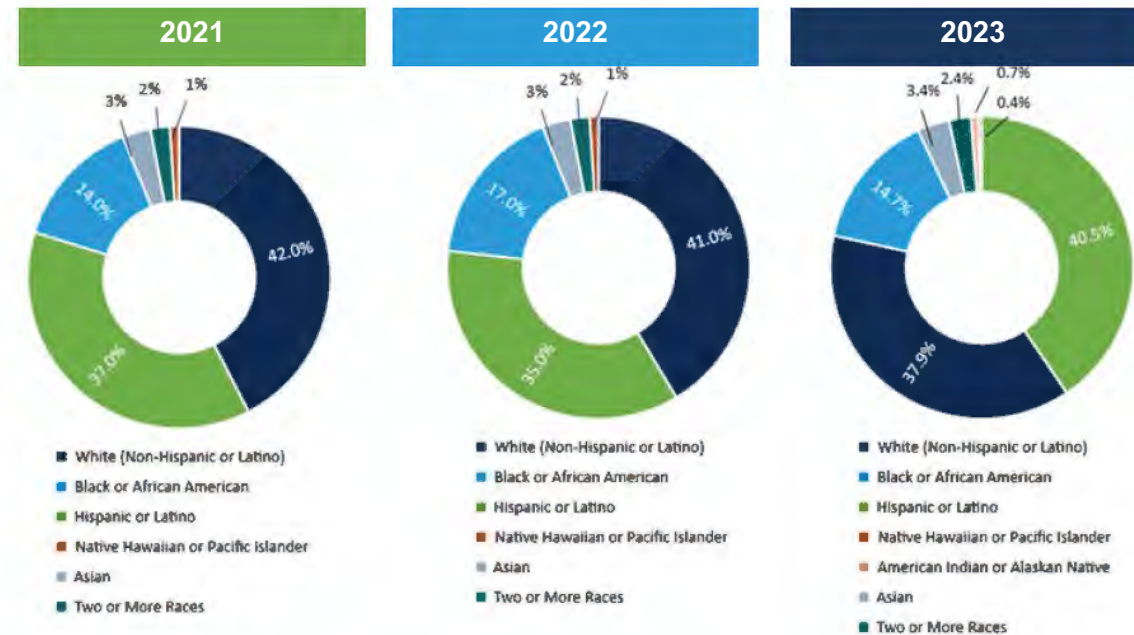
Our diversity initiatives are integral to creating an inclusive culture at Luxfer. These initiatives encompass a range of best practices and policies that support equitable recruitment and selection processes, focusing on sourcing candidates from diverse backgrounds.

We are committed to offering competitive compensation and benefits, robust professional development opportunities, and pathways for advancement, all within a framework that prioritizes diversity and inclusion.

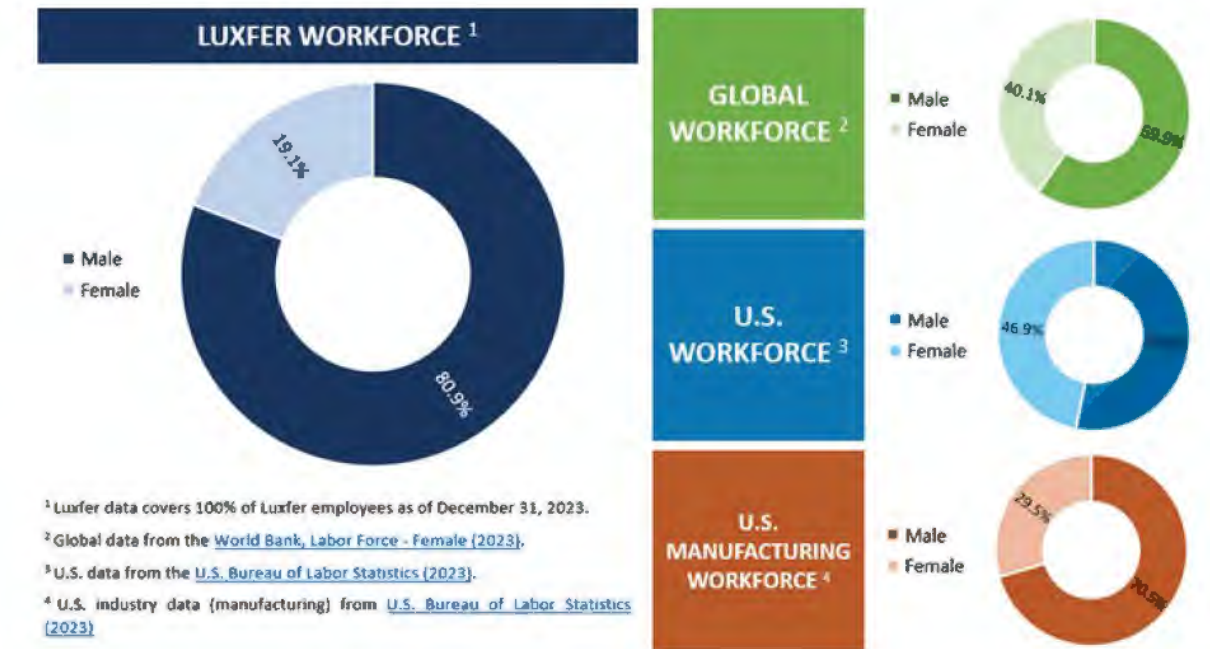
To support a culture of respect and cooperation, all Luxfer employees are required to complete annual training on key topics such as anti-harassment, non-discrimination, diversity, and unconscious bias. In addition, our talent acquisition teams and hiring managers undergo specialized training to ensure that every hiring decision considers a broad, diverse pool of candidates.

Luxfer continuously evaluates and monitors the diversity, age, and gender demographics within our workforce. We are actively enhancing our data collection efforts to refine our recruitment practices, ensuring that our approach remains inclusive, innovative, and reflective of the diverse talent we seek to attract and retain.

LUXFER ETHNIC DIVERSITY (U.S.) YEAR ON YEAR COMPARISON

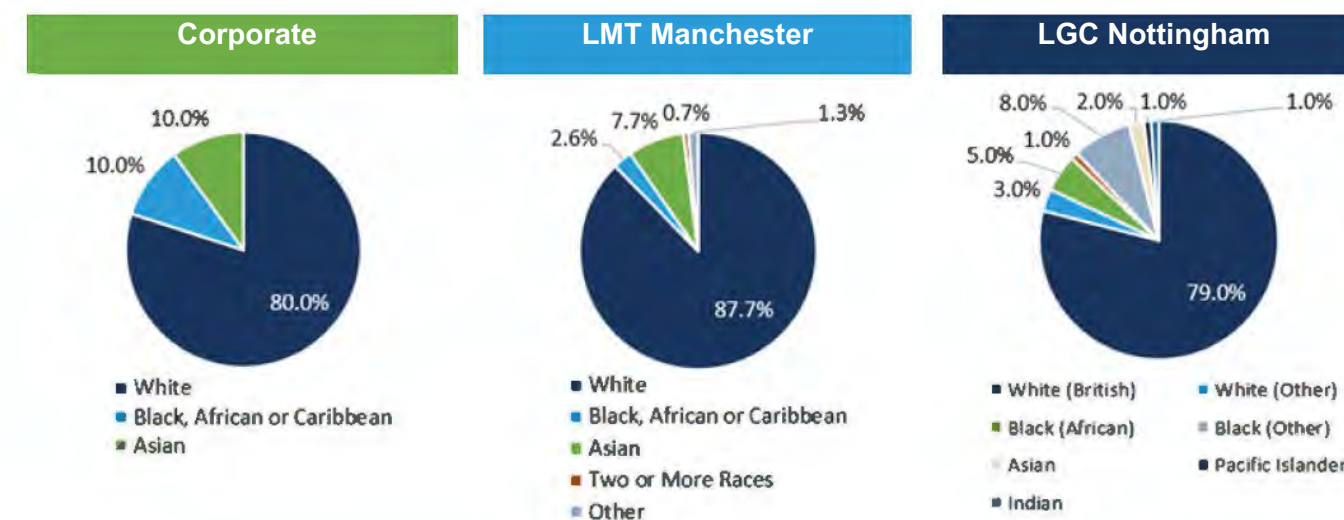


2023 GENDER COMPARISON (GLOBAL)



¹ Luxfer data covers 100% of Luxfer employees as of December 31, 2023.
² Global data from the World Bank, Labor Force - Female (2023).
³ U.S. data from the U.S. Bureau of Labor Statistics (2023).
⁴ U.S. industry data (manufacturing) from U.S. Bureau of Labor Statistics (2023).

2023 LUXFER ETHNIC DIVERSITY (U.K.)



- 20% of respondents are ethnically diverse (represents a 8.9pp increase from the prior year).
• 10 total respondents.
- 12.3% of respondents are ethnically diverse (represents a 1.7pp increase from the prior year).
• 155 total respondents.
- 18% of respondents are ethnically diverse.
• Additional survey to be completed in September 2024.

ENVIRONMENTAL HEALTH & SAFETY

Luxfer remains unwavering in its commitment to environmental protection, ensuring the health and safety of our employees, contractors, customers, and the public. We operate with the firm belief that all Environmental, Health, and Safety (EHS) incidents are preventable and focus our efforts on identifying, assessing, and mitigating EHS risks through proactive measures. This is reinforced by setting clear, measurable goals and ensuring transparency in reporting our progress. We encourage all employees to embrace safety standards, integrate them into their daily work, and actively participate in fostering a culture of safety.

Our EHS Management System (EMS) is a key tool in achieving these goals, providing a comprehensive, globally implemented approach endorsed by our Board of Directors. The EMS is designed to ensure compliance, reduce our environmental footprint, and improve overall EHS performance. It includes a robust set of policies, operating procedures, emergency preparedness plans, non-conformity management systems, and action plans to continuously drive improvements. Periodic assessments ensure that we remain on track to meet our EHS objectives, while regular training programs equip employees with the knowledge and skills necessary to follow safety protocols effectively. Through systematic information management, we ensure that EHS data is communicated and retained efficiently.

In terms of occupational health and safety, Luxfer prioritizes the well-being of its employees as a key factor in achieving long-term sustainable performance. We have established detailed health and safety policies that are supported by continuous employee training, risk assessments, and safety audits. By conducting regular internal and external gap analyses, we systematically evaluate our safety performance and ensure that we are compliant with both regulatory requirements and internal policies.

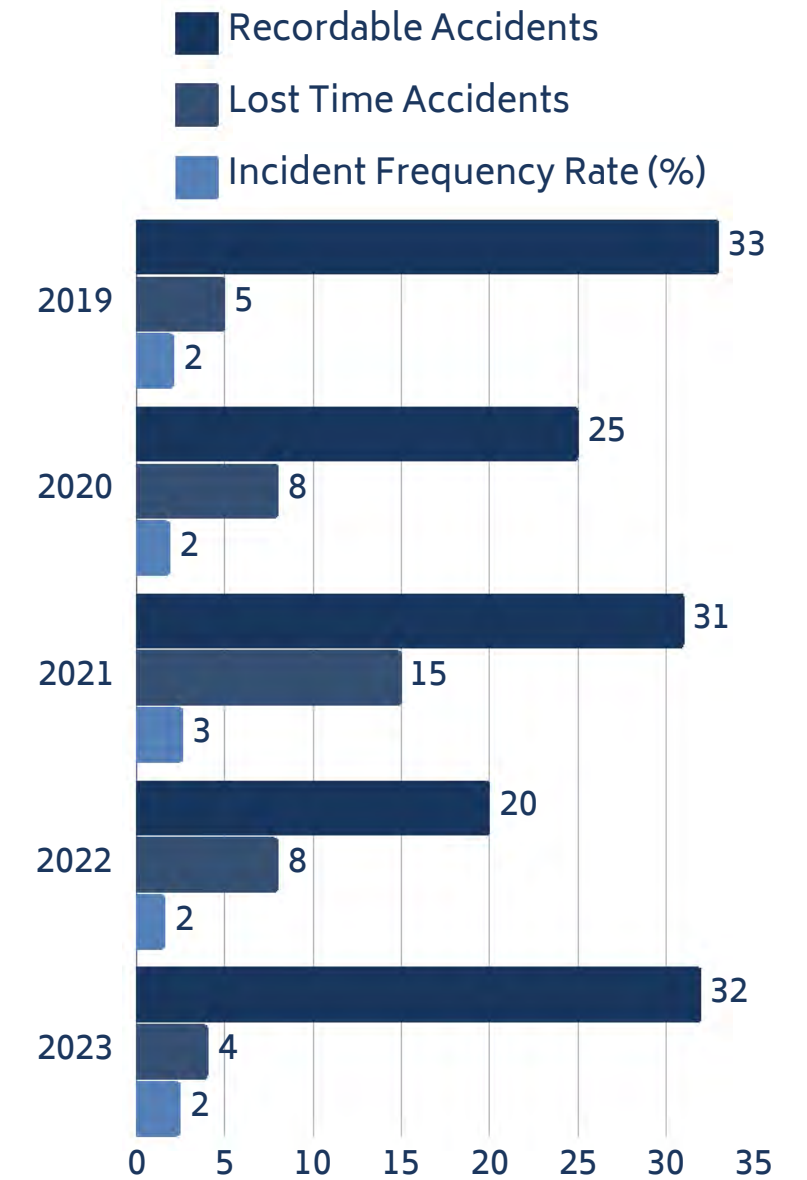
At the heart of our safety culture is a proactive approach to hazard identification and reporting. Employees are encouraged to observe, report, and address potential safety concerns, with safety moments integrated into meetings to reinforce safety awareness.

Site-led initiatives such as monthly safety meetings, management-led safety audits, peer safety assessments, and employee incentive programs help create a collaborative environment where safety is a shared responsibility. We measure safety performance using both leading indicators, like the reporting and resolution of near-miss incidents, and lagging indicators, such as the recordable Incident Frequency Rate, which tracks work-related injuries.

The increase in recordable accidents and incident frequency rate in 2023 underscores the need for continued attention. Although the reduction in lost-time accidents reflects progress in injury management, the overall rise in incidents highlights the need for more focused efforts. Luxfer is committed to conducting thorough root cause analyses of accidents to identify patterns, mitigate risk factors, and implement corrective actions to prevent similar incidents in the future. We also recognize the importance of investing in advanced safety training programs that address specific hazards, providing employees with the tools they need to recognize and avoid potential risks.

Furthermore, Luxfer believes in collaboration with safety experts and continuous refinement of our safety policies and practices. We strive to create a more resilient safety culture, where employees are not only aware of potential risks but are actively engaged in reporting hazards, improving safety protocols, and helping reduce incidents. By empowering employees, investing in targeted training, and refining our safety strategies, we aim to address the upward trend in overall incidents, ensuring that Luxfer remains a safe place to work, and that the health and safety of our people and the environment are safeguarded.

In addition to these efforts, Luxfer is focused on creating a workplace where safety is not only a priority but also an integral part of our daily operations. This includes integrating safety objectives into performance evaluations, employee incentives, and ongoing management discussions. As we continue to evolve, our dedication to a zero-incident culture drives us to create an environment where employees feel empowered to act on their safety concerns and contribute to a safer workplace for everyone.



5 Year Average:

Recordable Accidents: 28.2

Lost Time Accidents: 8.0

Incident Frequency Rate: 2.12

COMMUNITY

Social responsibility and active community involvement are central to our business at Luxfer. We recognize our potential to positively impact our communities by engaging locally and dedicating our time, skills, and expertise to make a meaningful difference. Luxfer and its various locations support a wide range of local organizations and charitable initiatives through volunteer hours and financial contributions and addressing important social issues in the areas where we operate.

Our Executive Leadership Team consistently encourages community activities, donations, and employee volunteerism. We motivate all employees to get involved in volunteer efforts through our Company-wide Volunteer Time Off (VTO) Program, which allows them to take one paid working day each calendar year to volunteer for a non-profit or charitable organization of their choice.

Since 2021, all Luxfer sites have reported their community engagement activities on our internal Sustainability Scorecard. Key metrics include monetary donations and volunteer hours. These KPI's are documented by each location and reviewed with the CEO and local leadership twice a year. Community engagement is a fundamental aspect of Luxfer's sustainability initiatives, and we are continually seeking new opportunities to enhance our charitable efforts in the years ahead.

STRATEGIC ENVIRONMENTAL AND SOCIAL PARTNERSHIPS

In this 2023 report, we are proud to announce local and regional strategic environmental and social partnerships to assist Luxfer with identifying additional meaningful volunteer opportunities, access to environmental and social education and resources specific to our communities, and recognition opportunities to highlight our social and environmental initiatives. Our participation in these programs is completely voluntary but offers Luxfer facilities and employees an opportunity to address some of our community's most important needs.

- Cincinnati 513 - Luxfer Magtech Cincinnati
- Sustainable PGH - Luxfer Magtech Saxonburg
- Green Economy Calgary – Luxfer Gas Cylinders Canada
- St. Louis Green Business Challenge - Luxfer Graphic Arts Madison
- SEDAC - Luxfer Graphic Arts Madison

CHARITABLE DONATIONS AND VTO

In 2022-2023, Luxfer's data has increasingly shown the significant value of social volunteering both in terms of employee engagement and positive community impact. Volunteering programs not only help Luxfer fulfill our corporate social responsibility (CSR) objectives but also play a crucial role in fostering a positive workplace culture. The numbers provided below from 2022 and 2023 illustrate the growing importance of volunteering initiatives.



In 2022, employees participated in a total of 507 volunteering hours.

In 2023 the total number of volunteering hours jumped to 1,700.

Total volunteering efforts for 2022 and 2023 amounted to 2,207 hours.

SUPPLY CHAIN RESPONSIBILITY

THIRD PARTY CODE OF CONDUCT

To ensure our partners uphold high standards of integrity and operate in a socially and environmentally responsible manner, all third parties we engage with—such as suppliers, distributors, contractors, agents, service providers, and customers—are required to adhere to our [Third-Party Code of Conduct](#).

This Code, based on our own [Code of Ethics and Business Conduct](#), applies to all third parties globally. Key expectations under the Code include compliance with the following principles, which should also be extended to their supply chains:

- Working conditions
- Employee health and safety
- Prohibition of child labor, forced labor, and human trafficking
- Business ethics, including anti-corruption and anti-bribery measures
- Data privacy
- Environmental responsibility
- Conflict-free mineral sourcing – [SEC-Show](#)
- Product and service quality

Since late 2021, the establishment of new commercial contracts and the continuation of existing agreements with Luxfer requires certain suppliers and vendors to sign and return an acknowledgment form to confirm their compliance with the [Third Party Code of Conduct](#). To maintain ongoing compliance,

Luxfer requests that third parties renew their acknowledgment every three years. Currently, this attestation applies only to vendors and suppliers that conduct \$50,000 or more in business with Luxfer annually. This compliance metric is monitored quarterly by each Luxfer location using our internal Sustainability Scorecard and is reviewed biannually with the CEO and senior management. We are committed to refining our internal processes to eventually extend this requirement to encompass 100% of our supply chain in the future.

SUPPLIER ASSESSMENTS & DUE DILIGENCE

While Luxfer sources a substantial portion of our raw materials from suppliers in Europe and North America, we recognize that some goods and services, along with their sourcing countries, may pose higher risks.

To address this, Luxfer has established a supplier selection process and maintains a deep understanding of our key suppliers with whom we have established long-term relationships.

Our Procurement Teams receive regular training on supplier standards related to human rights, labor practices, and working conditions. These objectives are incorporated into our buyers' performance reviews to encourage the identification of supply chain risks.

We conduct thorough evaluations of new and existing vendors and suppliers, employing various methods to ensure compliance with our standards, including supplier risk assessments.

These assessments are based on multiple criteria, such as risk profile, engagement, geographic location, and evaluate the supplier's capacity to meet our internal and industry standards for quality, safety, and reliability.

The results are regularly reviewed with local management to address any non-conformances with our specified criteria.

In accordance with our [Third Party Code of Conduct](#), suppliers must grant Luxfer representatives—and, if requested, Luxfer's customers—full access to their production facilities, records, and employees for confidential interviews. We implement thorough due diligence procedures to vet our vendors before entering into any business agreements and will reject those that do not meet our requirements or standards.



We implement thorough due diligence procedures to vet our vendors before entering into any business agreements.

SUPPLY CHAIN RESPONSIBILITY

CONFLICT MINERALS & SOURCING

Rule 13p-1 of the Securities Exchange Act of 1934 mandates that companies file a specialized disclosure report if they manufacture or contract for products containing certain minerals. Luxfer takes its reporting obligations under this rule, as well as the Dodd-Frank Wall Street Reform and Consumer Protection Act, very seriously.

We also adhere to the due diligence requirements outlined in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. We recognize that:

- These minerals are associated with recognized human rights violations in the Democratic Republic of Congo and other conflict zones,
- There is a risk that these minerals could enter our supply chain.

To meet our due diligence requirements for tracing and sourcing, Luxfer's [Third Party Code of Conduct](#) establishes standards for conflict-free mineral sourcing.

Third-Party Representatives are required to implement management policies and procedures to accurately trace these materials back to the origination source, ensuring that none contain conflict minerals.

Additionally, Luxfer periodically requires these representatives to provide certified declarations confirming that the materials supplied to us come from conflict-free sources.

These certified declarations must also specify the sources of minerals for traceability, including supplier, mine name, and location.

Luxfer conducts a formal review of all products annually. If we find that any materials used in manufacturing our products contain 3TG or are derived from such materials, we require our suppliers to complete conflict mineral-related questionnaires in good faith.

These questionnaires ask about the country of origin of the materials and any materials recycled from scrap sources. If any suppliers fail to respond to the questionnaire or indicate that the material comes from a covered country, Luxfer has established procedures to terminate business relationships with those suppliers and promptly notify affected parties.

Our annual disclosure on conflict minerals can be accessed on our website at: [SEC-Show](#)

At Luxfer we have an established **Third Party Code of Conduct** to allow us to meet our due diligence requirements for tracing and sourcing.



HUMAN RIGHTS AND LABOR PRACTICES

Luxfer is dedicated to upholding basic fundamental human rights of all workers across our operations and value chain. Our [Human Rights and Labor Practices Policy](#) reflects the key principles established in various international declarations, covenants, and guidelines, including:

- UN Guiding Principles for Business and Human Rights
- International Bill of Rights (comprising the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights)
- OECD Guidelines for Multinational Enterprises
- ILO Declaration on Fundamental Principles and Rights at Work

This policy should be read in conjunction with [Luxfer's Code of Ethics and Business Conduct](#), [Equal Opportunity](#), [Non-Discrimination](#), and [Anti-Harassment Policy](#), and our [Third Party Code of Conduct](#). The principles outlined in these documents mandate compliance with applicable laws and respect for internationally recognized human rights in all our global operations. These policies apply to the entire Luxfer organization as well as to our partners, suppliers, and vendors.

To ensure adherence to these standards, all employees participate in annual training covering various topics, including our Code of Ethics and Business Conduct, Human Rights and Labor Practices Policy, health, and safety, and recognizing human trafficking, among others.

All employees are required to submit an annual written acknowledgment confirming that they have read, understood, and agreed to comply with each policy. The Company tracks the completion of trainings and certifications to ensure that all employees understand the importance of these internationally recognized labor safeguards.



05

GOVERNANCE



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BOARD OF DIRECTORS



Patrick Mullen
Board Chair



Andy Butcher
Chief Executive Officer



Clive Snowdon
Non-Executive Director



Richard Hipple
Non-Executive Director



Lisa Trimberger
Non-Executive Director



Sylvia A. Stein
Non-Executive Director

Complete profiles for our Board of Directors can we found on our [website](#)

SKILLS MATRIX



Executive Management – 4/6

Andy Butcher, Patrick Mullen, Richard Hipple, and Clive Snowdon



Industrial Manufacturing – 5/6

Andy Butcher, Patrick Mullen, Richard Hipple, Clive Snowdon, and Sylvia Stein



Global Business Operations – 6/6

Andy Butcher, Patrick Mullen, Richard Hipple, Clive Snowdon, Sylvia Stein, and Lisa Trimberger



Finance and Accounting – 3/6

Richard Hipple, Clive Snowdon, and Lisa Trimberger



Risk Management – 6/6

Andy Butcher, Patrick Mullen, Richard Hipple, Clive Snowdon, Sylvia Stein, and Lisa Trimberger



Business Development, M&A, and Growth – 5/6

Andy Butcher, Patrick Mullen, Richard Hipple, Clive Snowdon, and Sylvia Stein



Technology and Innovation – 3/6

Andy Butcher, Patrick Mullen, and Richard Hipple



Cybersecurity – 3/6

Andy Butcher, Richard Hipple, and Lisa Trimberger



Culture, Talent, and Governance – 4/6

Patrick Mullen, Clive Snowdon, Sylvia Stein, and Lisa Trimberger



Safety and Sustainability – 5/6

Andy Butcher, Patrick Mullen, Sylvia Stein, Richard Hipple, and Clive Snowdon

BOARD RESPONSIBILITIES

Our Corporate Governance Guidelines facilitate the effective operation of the Board and assist both the Board and its Committees in defining and fulfilling their responsibilities. These guidelines outline the principles and best practices that the Board commits to follow to ensure the Company operates ethically, responsibly, and transparently while supporting its core objectives, mission, and values.

The specific responsibilities of the Board include:

- Reviewing, approving, and overseeing performance in line with the Company’s long-term business, financial, and growth strategies.
- Assessing management’s performance and progress toward achieving strategic objectives that enhance long-term shareholder value.
- Overseeing the Company’s enterprise-wide risk management approach, including policies and procedures for managing risk exposure.
- Evaluating the performance and determining the compensation of the CEO and other senior executives.
- Overseeing director and executive succession planning, talent development, and human capital management.
- Promoting a culture of ethical behavior and compliance with laws, regulations, and corporate policies.
- Overseeing strategy and key initiatives related to environmental, social, and governance (ESG) practices.

Specific powers and areas reserved for the Board’s decision-making authority are detailed in the Board’s Reservation of Powers.

Luxfer’s Board of Directors aims to function as a **high-performing** body dedicated to creating **shareholder value** and securing a **competitive advantage** for the Company.

Name	Audit Committee	Remuneration Committee	Nominating and Governance Committee
Director Nominees			
Andy Butcher Chief Executive Officer			
Patrick Mullen Board Chair		✓	✓
Richard Hipple	✓	ⓐ	
Clive Snowdon	✓		ⓐ
Sylvia A. Stein	✓		✓
Lisa Trimberger	ⓐ	✓	
Total Meetings in 2023	6	4	3

ⓐ Committee Chair

Further information on board responsibilities can be found in our [2024 Proxy Statement and Notice of Annual General Meeting of Shareholders](#)



OVERSIGHT AND MANAGEMENT

THE BOARD'S ROLE

Luxfer's Board of Directors understands the critical need to incorporate Environmental, Social, and Governance (ESG) risks, including climate risks, into its decision-making processes. The Board provides strong oversight to oversee these risks effectively, monitoring ESG issues, guiding the sustainability strategy, and tracking progress against established targets. To support this, the CEO and Sustainability Sponsor deliver quarterly updates on sustainability initiatives to the Board.

Specific sustainability responsibilities are delegated to Board committees, which consist solely of independent Non-Executive Directors as per NYSE listing standards. These committees oversee management's actions related to identifying, assessing, and mitigating ESG risks, providing updates to the full Board at each regular meeting or as needed.

The Audit Committee aids the Board in overseeing financial statements and internal controls, while also reviewing the company's ESG reporting processes and climate metrics. The Nominating & Governance Committee oversees corporate governance and develops principles related to the company's ESG strategy, ensuring compliance with applicable regulations.

The Remuneration Committee oversees these compensation programs, focusing on sustainability issues relevant to human capital management, such as gender pay equity and diversity.

Management, guided by the Board and CEO, is responsible for the vision and operations of Luxfer's sustainability initiatives.

The Executive Leadership Team and Sustainability Sponsor oversee these initiatives across their business units, while the Sustainability Steering Committee and local management implement action plans, monitor activities, and report on environmental and community impacts.

The Executive Leadership Team hold authority over these initiatives within their respective business units, ensuring local teams receive adequate support. The Sustainability Steering Committee and local management implement sustainability action plans at the site level, monitor day-to-day activities, and report on progress and impacts related to the environment, employees, and communities.

Luxfer's Board of Directors recognizes the importance of integrating Environmental, Social, and Governance (ESG) risks, including climate risks, into its decision-making processes. The Board provides robust oversight to effectively manage the potential impacts of these risks on our business.

Overall, the Board has oversight for monitoring the management of ESG risks, guiding the Company's sustainability strategy, and tracking progress against our established targets. To facilitate this, the Sustainability Sponsor and the CEO deliver quarterly updates to the Board on sustainability initiatives.

AUDIT COMMITTEE

The Audit Committee plays a crucial role in assisting the Board with oversight related to the Company's financial statements, reporting processes, and internal controls. Additionally, it reviews the Company's ESG-related reporting process, key climate metrics, and the effectiveness of internal controls concerning these metrics.

NOMINATING & GOVERNANCE COMMITTEE

This Committee supports the Board in overseeing corporate governance and Board operations. It oversees the development of corporate governance principles, particularly those related to the Company's ESG strategy. The Committee also ensures compliance with relevant policies, SEC regulations, NYSE rules, and other applicable requirements.

REMUNERATION COMMITTEE

The Remuneration Committee oversees the Company's compensation programs and makes recommendations on sustainability matters relevant to human capital management practices. This includes issues like gender pay equity, diversity, equity, and talent retention, as determined by the Committee.



Luxfer's Board of Directors provides **strong oversight** to manage risks effectively.

GOVERNANCE

OVERSIGHT

Luxfer’s Board of Directors is tasked with overseeing the Company’s long-term business strategy, which encompasses our approach to sustainability. The Board evaluates our risk management systems, governance practices, and ethical policies, as well as how we promote environmental sustainability, health and safety, and community engagement within our operations.

This oversight of Luxfer’s sustainability strategy and initiatives underscores their significance to our long-term business objectives and goals.

INTEGRITY, ETHICS AND COMPLIANCE

We understand that our commitment to ethics and compliance is vital for earning and maintaining the trust of our customers, employees, investors, and all stakeholders. It also fosters a transparent and honest culture that aligns with our core values.

The dedication of our employees to uphold these values and conduct business ethically is crucial to our success. Through robust policies and regular compliance training, we proactively identify and mitigate risks associated with violations of company policies, regulatory requirements, and laws.

Our Corporate Governance Guidelines,

- [Articles of Association](#)
- [Board Committee Charters](#)
- [Reservation of Powers](#)
- [Code of Ethics and Business Conduct](#)

These recognized policies help establish the framework for the Company’s governance and are accessible on our website. These essential policies are reviewed, updated, and approved by the Board annually.

RISK OVERSIGHT

Luxfer’s Directors oversee risks pertinent to the Company during regular Board and Committee meetings.

While the full Board retains overall responsibility for overseeing business risks, specific risks—such as those related to sustainability—are assigned to the appropriate Board Committee equipped with the relevant skills and experience.

The Board includes several Committees that meet regularly throughout the year: Audit, Nominating and Governance, and Remuneration. The Chair of each Committee updates the full Board on their respective activities and findings.

STRATEGY

Luxfer’s Board of Directors considers the perspectives of all our stakeholders, including employees, communities, customers, and shareholders. The Board fulfills this responsibility by overseeing Luxfer’s long-term business strategy, which encompasses our approach to sustainability and environmental and social related risks.

In collaboration with Luxfer’s management team, the Board conducts an annual comprehensive strategic review of the Company’s outlook and implementation of strategies. This review addresses key material issues impacting our business operations, such as financial performance, emerging challenges and opportunities, enterprise risks, safety, sustainability, company culture, mergers and acquisitions, and other strategic considerations.



The oversight of Luxfer’s sustainability strategy and initiatives underscores The Board’s significance to our long-term business objectives and goals.

GOVERNANCE

CODE OF CONDUCT & BUSINESS ETHICS

Luxfer's [Code of Ethics and Business Conduct](#) is designed to guide the behaviors and decision-making of our Board of Directors, Executive Officers, employees, and anyone acting on Luxfer's behalf.

It outlines appropriate business conduct and explicitly prohibits unethical practices such as conflicts of interest, kickbacks, and bribery, while mandating compliance with the laws of the countries where we operate.

Adherence to the Code is a requirement for employment and for doing business with Luxfer. The Code is publicly accessible on our website. The Board reviews and approves the Code annually, incorporating best practices and any relevant updates in corporate governance. All Luxfer employees are required to undergo annual training on the principles outlined in the Code of Conduct.

ANTI-CORRUPTION & BRIBERY

Luxfer is dedicated to preventing corruption and bribery in all forms. Our [Anti-Corruption Policy](#) mandates compliance with all relevant anti-bribery laws, including the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, and applicable local laws in the regions where Luxfer operates.

This requirement extends to all parties conducting business on behalf of or with Luxfer. The Policy outlines the Company's principles and procedures for addressing situations that may involve corruption or bribery. All non-production employees are required to complete annual anti-bribery and corruption training, with more comprehensive training provided to those in high-risk roles, such as sales, internal audit, finance, marketing, legal, and export/import.

COMPLIANCE TRAINING & EDUCATION

All Luxfer employees are required to participate in annual compliance training covering our policies related to ethics, integrity, the Code of Ethics and Business Conduct, and other compliance topics. They must also provide written acknowledgment confirming that they have read, understood, and agreed to comply with each policy.

Our compliance training incorporates both in-person and online learning methods, including leadership-sponsored staff meetings and site-specific training sessions. Online training is tailored to employees based on their roles and responsibilities within the Company, with several mandatory courses focused on ethics, compliance, and integrity. Recent required modules include but are not limited to:

- Global Business Ethics
- Integrity in the Workplace
- Global Conflicts of Interest
- Insider Trading
- Anti-Bribery & Corruption
- Anti-Trust and Foreign Corrupt Practices Act
- Promoting Diversity and Preventing Discrimination
- Global Privacy and Information Security



Luxfer's [Code of Ethics and Business Conduct](#) is designed to guide the behaviors and decision-making of our Board of Directors, Executive Officers, employees, and anyone acting on Luxfer's behalf.

GOVERNANCE

RAISING CONCERNS

Luxfer encourages employees, former employees, candidates, and all parties with whom we have a business relationship to report any behavior that is or may be unethical, illegal, or in violation of Luxfer's Code of Ethics and Business Conduct.

We strongly advocate for reporting any concerns related to business ethics or human rights through our whistleblowing hotline at +1-866-901-3295 or online at www.safecall.co.uk/report. Operated by an independent third party, our whistleblowing hotline allows individuals to report concerns anonymously, 24/7, with support available in over 170 languages.

Reports submitted through the hotline will be reviewed by the legal team to determine if they relate to an accounting violation or another type of violation. Any disclosures regarding accounting violations will be forwarded to the Chair of the Audit Committee, while other violations will be directed to the Chair of the Nominating and Governance Committee. The respective Chair will delegate investigations to the legal team, internal audit function, or other appropriate individuals.

The findings of these investigations will be presented to the relevant Committee at their next scheduled meeting or as necessary. The investigators will report all findings, conclusions, and recommended remedial actions to the appropriate Board Committee. We will fully maintain confidentiality, consistent with the need to conduct a thorough review. For substantiated concerns, disciplinary actions may be taken, including warnings, suspension, termination, or referral to governmental authorities when warranted.

As outlined in our [Whistleblowing Policy](#), retaliation against anyone who raises a concern in good faith or cooperates in an investigation is strictly prohibited. If any claims of retaliation are identified, the investigation team will take appropriate actions, which may include disciplinary measures up to and including termination of employment.

LEGAL AND COMPLIANCE SCORECARD

To assess the Company's ethics and compliance performance, Luxfer maintains a Compliance & Legal Scorecard that encompasses all manufacturing locations and corporate functions.

Managed by the legal team, the Scorecard evaluates key data sources, including the percentage of completed compliance trainings, whistleblowing or other compliance hotline reports, lawsuits and government actions, supplier compliance with Luxfer's Third Party Code of Conduct, and corporate policy management along with employee attestations.

The legal team tracks the Scorecard's progress and reports the results to the Board's Nominating and Governance Committee on a quarterly basis.



Luxfer **encourages** employees, former employees, candidates, and all parties with whom we have a business relationship to report any **behavior** that is or may be unethical, illegal, or in violation of **Luxfer's Code of Ethics and Business Conduct**.

ENTERPRISE RISK MANAGEMENT (ERM)

RISK IDENTIFICATION

Luxfer's Enterprise Risk Management (ERM) program provides a comprehensive framework for identifying, assessing, monitoring, and mitigating the Company's most significant risks. This includes a wide range of risks, such as those related to climate change and sustainability, which may impact our financial, operational, or strategic objectives.

Our ERM framework aligns with the Committee of Sponsoring Organizations (COSO) Enterprise Risk Management Framework, utilizing standardized assessments and terminology across all Luxfer business units and corporate functions.

Key components of our ERM program include our ERM Framework and annual business risk assessments. The ERM Framework outlines potential risks, including climate-related risks, while the Risk Assessment process evaluates each risk identified within the framework.

ROLES AND RESPONSIBILITIES

The Audit Committee oversees our annual ERM processes, ensuring alignment with Luxfer's strategic and business objectives. Our risk appetite and tolerance levels are regularly reviewed in accordance with our company-wide Risk Management Policy.

The Corporate Controller is responsible for designing, implementing, and administering the Framework and Risk Assessment across each business unit annually. The Corporate Controller reports directly to the Audit Committee on the progress and outcomes of the ERM program.

Management teams are charged with assessing each risk outlined in the Risk Framework and evaluating its materiality to their specific business units or corporate functions. They are also responsible for executing response plans for risks deemed material.

ASSESSING RISK SIGNIFICANCE

To ensure a consistent and methodical evaluation of risks, our Risk Framework and Assessments are supported by an internal manual. This manual offers guidance on quantifying the materiality of each risk, considering factors such as timing, likelihood, magnitude, scope, and financial impact.

Each risk identified in the Risk Framework is subject to review by both the Corporate Controller and management. Risks are prioritized based on their likelihood and the potential financial impact. The Corporate Controller consolidates risk assessment results at the enterprise level, ensuring effective management of interrelated risks. Annually, "top risks" are presented to Luxfer's Executive Leadership Team, the Audit Committee, and the full Board of Directors for review.

MANAGING RISKS

Following the review of material risks, our ERM program facilitates the development, recommendation, and implementation of tailored response plans. Regional risk management teams create these plans, which are then reviewed and refined by Internal Audit. Once approved, the response plans are executed under the oversight of management teams in the relevant locations or functions.

Throughout the year, Internal Audit, with the Audit Committee's oversight, monitors the implementation and effectiveness of these response plans. The Internal Audit Director conducts annual audits to ensure compliance with the plans and assesses their effectiveness in mitigating risks. Audit results are reported to the Audit Committee or the full Board of Directors as necessary.



Our **ERM framework** aligns with the Committee of Sponsoring Organizations (COSO) Enterprise Risk Management Framework.

CLIMATE AND SUSTAINABILITY RELATED RISKS

The climate emergency represents a growing and urgent sustainability risk, with physical climate risks intensifying across the globe. Extreme weather events, rising global temperatures, and the widespread impacts of climate change are increasingly threatening ecosystems, infrastructure, and communities.

From coastal flooding and droughts to wildfires and storms, the disruption to natural systems and human livelihoods is escalating, placing significant strain on resources, and heightening the vulnerability of populations worldwide. These risks challenge the stability of ecosystems and require immediate, collective action to safeguard both the environment and our future well-being.

In parallel, regulatory pressures and market shifts are heightening transition risks, as investors demand greater transparency and businesses are pressured to adopt more sustainable practices. While these challenges are substantial, they are also driving innovation and demand for clean energy solutions.

As a global manufacturing company with a diverse portfolio, Luxfer faces both climate-related physical and transition risks. These risks have the potential to materially impact our performance and long-term resilience, leading to potential production disruptions, increased operating costs, supply chain interruptions, and reputational damage. Our operational capacity could also be affected, putting employee safety at risk. Given the urgency of addressing climate change, it is essential to incorporate climate-related risks into our strategic decisions.

In 2020, Luxfer began its sustainability journey by collecting data, setting our 2025 Environmental Goals, and enhancing transparency through sustainability reports. These initial steps reflect our commitment to reducing our environmental footprint and aligning with recognized sustainability reporting frameworks.

Analyzing sustainability risks and opportunities is an evolving discipline, particularly within industrial manufacturing. Luxfer views the assessment of climate risks and opportunities as an ongoing process. As models, regulations, and our understanding of climate impacts continue to evolve, we are committed to continuously updating our approach to ensure we remain resilient in the face of changing climate dynamics.

Luxfer is dedicated to identifying, preparing for, and addressing all potential climate risks to ensure our long-term success. We recognize that there are areas where our alignment with best practices in climate-related disclosures could be strengthened, and we are committed to closing these gaps. In the interest of transparency, the following sections provide an initial discussion of the potential climate and Sustainability risks facing Luxfer.



CLIMATE AND SUSTAINABILITY RELATED RISKS

TRANSITION RISKS ASSOCIATED WITH THE SHIFT TOWARDS A LOW-CARBON ECONOMY

Policy and Regulatory Changes: Emerging climate-related regulations and legal requirements, such as carbon taxes in operating regions.

Potential Impact: Penalties and fines for non-compliance with legal requirements.

Energy Cost and Reliability: Sudden or significant increases in electricity and/or fuel prices.

Potential Impact: Increased production costs due to rising energy prices, reduced revenues from lower sales and output.

Shifting Customer Behavior: Changes in consumer preferences towards low-carbon or sustainable products.

Potential Impact: Decreased demand for certain products, leading to reduced revenue.

Reputation: Risks associated with stakeholder expectations regarding sustainability practices, disclosures, and performance.

Potential Impact: Damage to the Company's reputation, impacting customer trust and market position.

Transition to Lower Emissions Operations: The need for capital investments to adopt new processes and technologies for emissions reduction.

Potential Impact: Increased costs or inability to implement new emissions-saving technologies, potentially affecting profitability.

PHYSICAL RISKS ASSOCIATED WITH CLIMATE CHANGE

Extreme Weather Events: Increased severity and frequency of extreme weather events such as flooding, wildfires, and storms (including hurricanes, cyclones, and typhoons).

Potential Impact: Loss of production due to site damage or operational disruptions, Supply chain interruptions, Higher operating costs due to increased input prices and energy consumption.

Unpredictable Climate Patterns: Extreme variability in climate patterns, resulting in more high-heat and extreme-cold days.

Potential Impact: Increased stress on infrastructure and operations, leading to potential downtimes.

Changes in Precipitation Patterns: Rising temperatures cause altered precipitation patterns, resulting in water shortages and drought.

Potential Impact: Impact on water availability for operations, potentially increasing costs and limiting production.

At Luxfer we are **dedicated** to identifying, preparing for, and addressing all potential climate risks to ensure our **long-term success**.

CYBERSECURITY

As customer preferences and the demand for business efficiency drive a more connected and digitized world, cybersecurity and privacy risks have emerged as critical business issues.

Luxfer recognizes the systemic nature of these threats to the safety and security of our Company, customers, and employees. We are committed to safeguarding our information technology (IT) network, equipment, and systems against cybersecurity threats to ensure our future security and minimize risk.

We have implemented a robust risk management approach to address cyber threats, which includes:

- Board-level oversight
- Preventing unauthorized access to our systems ("cybersecurity")
- Containment and recovery measures in the event of an attack ("cyber resilience")
- Comprehensive policies and employee training
- Third-party cybersecurity assessments
- Compliance with applicable laws and regulations

To support these efforts, we will continuously review and update our governance, policies, and practices to achieve the following objectives:

- Ensure business continuity by protecting Luxfer's technology, data, intellectual property, and information assets.
- Enhance cyber resilience and improve controls for detecting and mitigating cybersecurity incidents.
- Safeguard the availability and reliability of Luxfer's network infrastructure, systems, and services.
- Ensure compliance with all applicable regulations and Luxfer policies, controls, standards, and guidelines.
- Uphold confidentiality and privacy requirements for Luxfer's customers and employees.

BOARD-LEVEL OVERSIGHT

As part of its risk oversight responsibilities, Luxfer's Board of Directors oversees cybersecurity, information security, and technology risks. The Board consists of independent Non-Executive Directors, along with one Executive Director. Our Senior Management Team provides quarterly updates on information security matters, overseeing actions to identify, assess, mitigate, and remediate material risks.

MANAGEMENT OVERSIGHT

Luxfer's cybersecurity program has oversight by our IT Steering Committee, which comprises IT Managers from across the Company and is chaired by a member of Luxfer's Executive Leadership Team. The Committee maintains the vision, strategy, and operations of Luxfer's cybersecurity initiatives. Local IT teams are responsible for implementing and monitoring compliance with the Company's IT policies on a day-to-day basis. Our IT personnel are qualified for their roles and equipped with the resources necessary for effective management.

CYBERSECURITY LANDSCAPE

In our operations, we increasingly collect, use, transmit, and store data on IT systems, including confidential information belonging to us, our customers, and partners, as well as personally identifiable information of individuals, including our employees. Like other global companies, we have faced cybersecurity threats and incidents ranging from employee errors and individual unauthorized access attempts to sophisticated attacks. Fortunately, none of these incidents have been material to the Company to date.



We recognize the systemic nature of threats to the **safety** and **security** of our Company, customers, and employees.

CYBERSECURITY RISK MANAGEMENT

We allocate substantial resources to network security, data encryption, employee training, and monitoring of systems. Our IT controls align with best practices and security standards, including DFARS/NIST 800-171 for U.S. Government Contractors. While we have not experienced any material cybersecurity incidents, the evolving nature of cyber threats means our IT network remains vulnerable.

To ensure long-term success, Luxfer is committed to identifying and preparing for potential cybersecurity threats. The following outlines our approach to managing principal cybersecurity risks:

RISK

Network and systems: Increased dependence on IT systems means cyber-attacks could disrupt operations, affecting sales and cash flow.

Employee Error or Misuse: Employees may not recognize advanced cyber-attack signs, relying too heavily on IT defenses.

Third-Party Cybersecurity Measures: Our reliance on third-party services makes us vulnerable if those measures are compromised.

Regulations: Non-compliance with GDPR and other regulations regarding personally identifiable information can lead to fines.

MANAGEMENT OF RISK

We have implemented extensive controls, including firewalls, threat monitoring systems, and updated security protocols. Critical applications are backed up regularly.

We enforce global IT security policies and provide annual training, including phishing simulations to enhance awareness and preparedness.

The IT Steering Committee conducts thorough due diligence on vendors, ensuring robust security testing for all software before it is integrated into Luxfer's network.

We prioritize compliance with GDPR and conduct annual reviews of our Data Protection Policy. Employees receive training on maintaining secure systems and access controls.



IT POLICIES AND INCIDENT RESPONSE

IT ACCEPTABLE USE POLICY

Our IT systems are designed to foster effective communication and collaboration. The IT Acceptable Use Policy establishes the standards for using our IT and communications systems, outlining the expected conduct for employees. Key elements of the Policy include:

- Security of IT Equipment, Data, and Communications Systems.
- Multi-Factor Authentication.
- Password Requirements for Computers and Mobile Devices.
- Email Security Protocols.
- Handling of Confidential Information, Including Customer and Payment Data.
- Safe Internet Usage Guidelines.
- Identification and Reporting Procedures for Potential Data Breaches.

DATA PROTECTION POLICY

We utilize centralized and local IT networks and systems to collect, use, transmit, and store a variety of data, including proprietary business and confidential information. This includes access to personal information governed by privacy laws and regulations.

We are committed to complying with all applicable data protection laws, including the UK's General Data Protection Regulation (GDPR). Our Data Protection Policy outlines Luxfer's expectations, procedures, and security measures for employees who handle sensitive or personally identifiable information, ensuring transparency in our data practices.

TRAINING AND COMPLIANCE

Our employees serve as a critical defense against cybersecurity threats. To enhance awareness and preparedness, Luxfer has implemented a comprehensive cybersecurity training program that educates employees on recognizing threats, preventing incidents, and reporting potential breaches.

Our mandatory online compliance training for all employees includes modules on cybersecurity awareness and IT security, along with other compliance topics. Each module requires employees to review a relevant Company IT policy and affirm their understanding and compliance.

Training topics for 2023 include:

- Global Internet, Social Media & Electronic Communications.
- Privacy and Information Security.
- Global Cybersecurity Basics.

Luxfer's IT Steering Committee continues to randomly employ an internal phishing simulation campaign to engage employees and raise awareness about phishing attacks.

These simulations test employee responses to phishing emails and gather important metrics, such as click rates. Data collected helps identify areas needing additional training, which is then targeted to specific teams or locations. Quarterly reports on this data are provided to Luxfer's Senior Leadership Team, further enhancing our overall IT security training program.

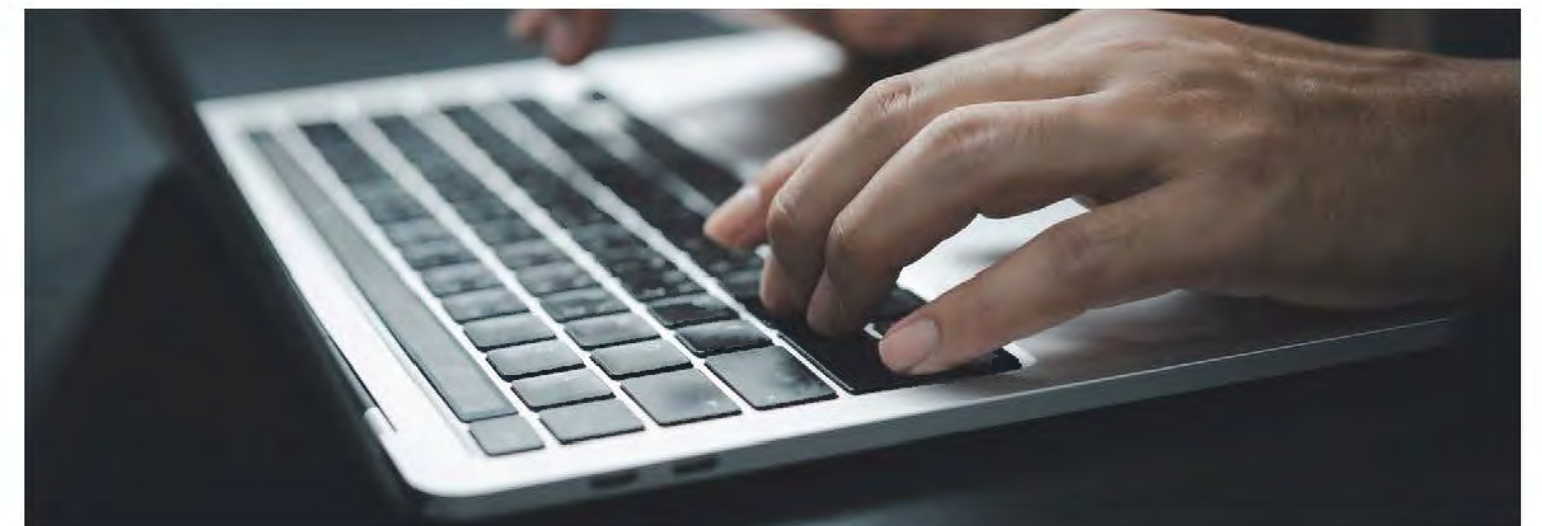
BRING YOUR OWN DEVICE (BYOD) POLICY

The Bring Your Own Device Policy specifies the standards and expectations for employees using personal devices to connect to the Luxfer network, whether working from home or elsewhere.

All devices must receive pre-approval from the local IT team and must have appropriate security software installed prior to network access. Employees are required to adhere to specific technical and security requirements when using their personal devices.

INCIDENT RESPONSE

In alignment with the SEC's 2018 Statement and Guidance on Public Company Cybersecurity Disclosures, we recognize our obligation to disclose cybersecurity risks and material breaches, along with their potential impact on the Company's finances and operations. Although Luxfer has not experienced a material information security breach in the last three years, we are committed to meeting these obligations to enable investors to make informed decisions.



STAKEHOLDER ENGAGEMENT

In line with our mission to foster a safe, clean, and energy-efficient world, Luxfer is dedicated to providing innovative products and services that deliver exceptional value to our customers, shareholders, and all stakeholders.

As we evolve through our diverse global operations, we aim to create economic value while offering solutions that address some of the most pressing sustainability challenges.

Luxfer is committed to all stakeholders, including our customers, employees, shareholders, and the communities where we operate.

Engaging with stakeholders and the public is vital to our strong corporate governance and the advancement of our sustainability initiatives. We actively involve stakeholders in the development, implementation, and evaluation of our company policies and the information presented in this report.

We welcome your feedback and encourage you to reach out through our website at www.luxfer.com/contact/ or by emailing us at investor.relations@luxfer.com. Additionally, stakeholders and interested parties can contact us via mail at:

Company Secretary
Luxfer Holdings PLC
Lumns Lane,
Manchester,
M27 8LN,
United Kingdom

We aim to create **economic value** while offering solutions that address some of the most pressing **sustainability challenges**.



06

SITE SPOTLIGHT SERIES



Recognizing that our business units and employees play a significant role in our communities through social initiatives, meaningful environmental actions, and the production of products that align with six of the United Nations Sustainable Development Goals (SDGs), it is essential to acknowledge and celebrate the individual actions taken at each of our sites. These efforts not only contribute to our overarching mission of creating a clean, safe, and energy-efficient world but also empower our teams to engage deeply with the communities in which they operate.

By fostering a culture of social responsibility and environmental stewardship, we encourage our employees to innovate and implement solutions that address pressing community challenges. This includes forming strategic local and regional partnerships that enhance our impact. Collaborating with community organizations, educational institutions, and other businesses enables us to leverage shared resources and expertise, amplifying the effectiveness of our initiatives. Whether through volunteer programs, sustainable sourcing, or educational outreach, these partnerships strengthen our ties to the communities we serve and demonstrate our commitment to corporate social responsibility.

Furthermore, aligning our products with the UN SDGs ensures that we are not just meeting market demands but also contributing positively to global challenges such as climate change, resource depletion, and inequality. Each site's unique contributions—ranging from energy-efficient technologies to waste reduction strategies, and humanitarian needs—serve as vital components of our collective impact. By collaborating with local and regional partners, we can enhance these initiatives, ensuring they are contextually relevant and more widely supported.

Recognizing these individual actions and strategic partnerships not only boosts morale and enhances team cohesion but also reinforces the importance of every employee's role in driving our mission forward. By celebrating these successes and fostering collaborative relationships, we inspire a shared commitment to sustainability that resonates throughout our organization and beyond, ultimately leading to a more resilient and responsible business model that benefits both people and the planet.

LUXFER GAS CYLINDERS

Our Gas Cylinder business unit stands out as a premier manufacturer of lightweight composite and aluminum cylinders used in diverse applications. These include compressed natural gas (CNG) and hydrogen storage, which are vital for promoting cleaner transportation solutions and reducing greenhouse gas emissions. Additionally, Luxfer's medical cylinders play a crucial role in healthcare, providing reliable access to gases like oxygen, which are essential for patient care.

The company's commitment to safety and quality is reflected in their innovative designs and rigorous manufacturing standards. Luxfer also prioritizes sustainability, employing eco-friendly practices that minimize energy consumption and enhance recycling efforts. By focusing on developing advanced gas storage solutions, Luxfer not only meets the demands of various industries but also supports the global transition to cleaner energy sources.

Luxfer is actively involved in research and development to create even more efficient and environmentally friendly products. Their ongoing innovation focuses on enhancing the performance of gas storage technologies while reducing their environmental impact. By exploring new materials and manufacturing techniques, Luxfer aims to produce cylinders that are not only lighter and stronger but also require less energy to manufacture.

This commitment to research is central to Luxfer's mission of paving the way for a sustainable future. The company recognizes that the transition to clean energy is not just a technological challenge but also an economic opportunity. By developing safe, clean, and efficient energy solutions, Luxfer contributes to a circular economy where resources are utilized responsibly and waste is minimized.

Additionally, Luxfer collaborates with industry leaders, governmental organizations, and research institutions to drive initiatives that promote sustainability across sectors. Their engagement in projects that focus on hydrogen fuel systems and renewable energy applications underscores their dedication to fostering cleaner alternatives.

Through these initiatives, Luxfer Gas Cylinders is making significant strides toward fostering a safer, cleaner, and more energy-efficient world. Their commitment to sustainability is reflected not only in their product offerings but also in their operational practices, which prioritize reduced emissions and responsible resource use.

As Luxfer continues to innovate, they remain a key player in the global effort to address climate change and promote a healthier planet for future generations. By aligning their business objectives with environmental stewardship, Luxfer is setting a benchmark for sustainability in the gas cylinder industry and inspiring others to follow suit.



LUXFER GAS CYLINDERS, NOTTINGHAM, UK



WWW.LUXFERCYLINDERS.COM

TOTAL SQ. FOOTAGE: 115,000

FACTS & INSIGHTS: SITE ESTABLISHED 1941

2023 TOTAL AVERAGE LABOR COUNT: 226

PRODUCTS MANUFACTURED:

- Type 1 Aluminum cylinders
- Type 2 Aluminum cylinders
- Alternative Fuel Systems
- Multiple Cylinder Packages
- Multiple Element Gas Containers

UN SDG'S SUPPORTED: 3, 11, 12

CERTIFICATIONS:

ISO9001, ISO13485, ISO14001, ISO45001

ACHIEVEMENTS:

2023 Runner Up Manufacturing Matters Award (MAKE UK Midlands and East Manufacturing Awards)

2023 Winners of the Medium-Sized Business Award (East Midlands Business Masters)

2024 Winners of the Innovation Award (MAKE UK Midlands and East Manufacturing Awards)

2024 Winners of the Product Innovation & Design Award (The Manufacturer MX Awards)

ENVIRONMENTAL INITIATIVES

- Reduction in gas usage through enhanced manufacturing efficiency gains.
- Improvement in waste streams to inch closer to zero waste to landfill.
- New efficient compressed air with a 6% electricity usage reduction.
- Energy efficient annealers installed with a 1.5% electricity usage reduction.
- Incorporation of a water survey to identify any water leaks and when facility is shut down ensuring no water is being utilized.
- Real-time energy monitoring.

COMMUNITY INITIATIVES

- Emmanuel House Charity: Completing an outdoor-area clean up for an organization not only offers emergency accommodation and meals but also a comprehensive range of support services, including mental health assistance and job training.
- Wollaton Hall Walled Garden: Helping to bring back to life a garden at one of our local parklands.
- Gedling Village Care Home: Landscaping the care home garden for residents to enjoy.
- Gem's Radio Mission Christmas: Gathering toy donations to help achieve the charity's mission - to give a Christmas to all children in the UK.

LUXFER GAS CYLINDERS, RIVERSIDE, CALIFORNIA, USA



WWW.LUXFERCYLINDERS.COM

TOTAL SQ. FOOTAGE: 106,820

PRODUCTS MANUFACTURED:

- Type 3 Carbon Composite Cylinders
- Type 4 Carbon Composite Cylinders

UN SDG'S SUPPORTED: 3, 11, 12

CERTIFICATIONS:

ISO9001, ISO14001

COMMUNITY INITIATIVES

- Habitat for Humanity: Supporting construction efforts to provide affordable housing to families in need.
- STEM Learning Labs: Supporting STEM learning to help foster innovation and critical thinking skills in students.
- Society for Women Engineers Mentorship Night: Supporting the Society of Women Engineers to promote gender diversity in engineering and technology fields.
- National First Responder Appreciation Days: Recognizing the dedication and sacrifice of those who protect our communities.



LUXFER GAS CYLINDERS, POMONA, CALIFORNIA, USA



WWW.LUXFERCYLINDERS.COM

TOTAL SQ. FOOTAGE: 172,000

PRODUCTS MANUFACTURED:

- Type 3 Carbon Composite Cylinders

UN SDG'S SUPPORTED: 3, 11, 12

CERTIFICATIONS:

ISO9001

COMMUNITY INITIATIVES

SOVA Food Pantry: Supporting Pomona's SOVA Food Pantry is crucial for addressing food insecurity in the community and ensuring that individuals and families have access to nutritious meals. By contributing to the pantry, donors and volunteers help create a safety net for those in need, fostering a sense of community solidarity and promoting health and well-being for all residents.



LUXFER GAS CYLINDERS, CALGARY, CANADA



WWW.LUXFERCYLINDERS.COM

TOTAL SQ. FOOTAGE: 55,000

PRODUCTS MANUFACTURED:

- Type 3 Carbon Composite Cylinders

UN SDG'S SUPPORTED: 3, 11, 12

CERTIFICATIONS:

ISO9001, ISO14001

ENVIRONMENTAL INITIATIVES

- Waste stream partnerships
- Green Economy Calgary partnership

COMMUNITY INITIATIVES

- Mustard Seed: Supporting sustainable agriculture and local food systems in Canada.
- Grow Calgary: Providing fresh health produce to those in need and promoting environmental sustainability practices.
- Women in Need Society (WINS): Helping people in need in Calgary through community programs that provide basic needs, emotional support, and vital resources. These programs enable individuals to build resiliency that enables them and their families to thrive.



LUXFER MEL TECHNOLOGIES

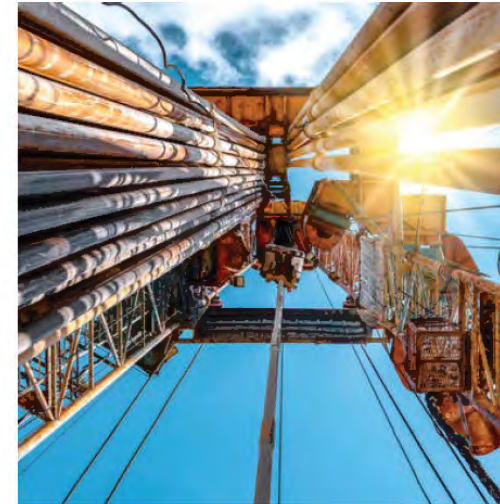
Luxfer MEL Technologies is committed to sustainability by advancing the use of lightweight magnesium alloys, which significantly enhance fuel efficiency and lower emissions in industries like automotive and aerospace. Their materials are not only lightweight but also highly recyclable, allowing for a substantial reduction in energy consumption compared to primary magnesium production. This recyclability supports a circular economy, minimizing waste and resource extraction.

The company prioritizes resource efficiency through optimized manufacturing processes that reduce waste and enhance productivity. They are actively working to lower their carbon footprint by adopting energy-efficient technologies and integrating renewable energy sources into their operations. This commitment extends to their supply chain, where they aim to work with partners who share similar sustainability values.

In addition to improving the environmental impact of their materials, Luxfer MEL Technologies invests in research and development to create innovative magnesium alloys and zirconium chemicals with superior properties. These advancements not only improve performance in various applications but also contribute to more sustainable product designs that require fewer resources over their lifecycle.

By focusing on these areas, Luxfer MEL Technologies positions itself as a leader in sustainable materials, striving to balance economic success with environmental responsibility. Their efforts reflect a broader commitment within the industry to embrace sustainable practices and contribute to a safer, cleaner, more energy-efficient world.

WWW.LUXFERMELTECHNOLOGIES.COM



LUXFER MEL TECHNOLOGIES, MANCHESTER, UK



TOTAL SQ. FOOTAGE: 700,000

FACTS & INSIGHTS: OPERATIONS BEGAN IN 1935

PRODUCTS MANUFACTURED:

- Magnesium Alloys
- Zirconium Chemicals

UN SDG'S SUPPORTED: 2, 3, 11, 12

CERTIFICATIONS:

AS9100, ISO9001, ISO14001

ACHIEVEMENTS:



ENVIRONMENTAL INITIATIVES:

- Native British Meadow Flowers – After the demolition of an unused structure at the site, a conscious decision was made to re-establish the area into a native meadow that was aesthetically pleasing while improving ecological resilience.

COMMUNITY INITIATIVES

- Salford Food Bank: Combating food insecurity and providing essential nourishment to those in need in local communities.
- Salford Council Valley Gardens and Allotments: Enhancing green spaces in the local community, promoting environmental sustainability and improving quality of life for residents.
- Salford Council Litter Picks: Cleaning up public spaces, helping to reduce litter and enhance the appearance of the local community.
- Project Pisces: Our Manchester facility undertook a significant simulation that focused on testing the sites Emergency Procedure and Business Continuity Plan by creating various scenarios targeting breach of security, cyber-attacks, corrosive acid tank failure, and magnesium fires in a safe controlled environment to test our safety systems, response processes, and emergency response teams, which concluded with a companywide BBQ.

WWW.LUXFERMELTECHNOLOGIES.COM

LUXFER MEL TECHNOLOGIES, FLEMINGTON, NEW JERSEY, USA



TOTAL SQ. FOOTAGE: 90,000

PRODUCTS MANUFACTURED:

- Zirconium Chemicals

UN SDG'S SUPPORTED: 2, 3, 11, 12

CERTIFICATIONS:

ISO9001, ISO14001, AS9120, IATF 16949, NSF 61

COMMUNITY INITIATIVES

- Hunterdon Central School STEM: Supporting Hunterdon Central School's STEM program can have a significant impact on students and the broader community. A strong STEM curriculum fosters critical thinking, problem-solving, and collaboration skills, preparing students for future careers in science, technology, engineering, and mathematics. By investing in this program, you help ensure that students have access to high-quality resources, innovative learning experiences, and hands-on projects that ignite their interest in these fields.
- America's Grow-a-Row: This important initiative that addresses food insecurity while promoting community engagement and agricultural education. The program focuses on growing fresh produce for those in need, helping to alleviate hunger by providing healthy food options to underserved populations.



WWW.LUXFERMELTECHNOLOGIES.COM

LUXFER MAGTECH

Luxfer Magtech focuses on advanced magnesium-based products for defense, aerospace, and industrial applications. Its commitment to sustainability is evident through several key initiatives. Magnesium's lightweight properties significantly contribute to fuel efficiency and reduced carbon emissions, making it an environmentally friendly choice across various sectors. The division emphasizes recyclability, promoting practices that minimize waste and support a circular economy, ensuring that resources are utilized responsibly.

Luxfer Magtech employs innovative manufacturing techniques designed to optimize resource use and reduce environmental impact. This includes efforts to lower energy consumption during production and to limit harmful emissions associated with manufacturing processes. By prioritizing eco-friendly practices, the division not only enhances its operational efficiency but also aligns its objectives with global sustainability goals.

Engagement in research and development is another cornerstone of Luxfer Magtech's strategy. The company collaborates with academic institutions and industry leaders to explore new applications for magnesium that support sustainable practices, positioning itself at the forefront of technological innovation. This focus on innovation allows Luxfer Magtech to adapt to changing market demands while championing environmentally responsible solutions.

Luxfer Magtech's products also play a crucial role in supporting clean energy initiatives, including lightweight components for electric vehicles and energy storage systems. By facilitating advancements in these areas, the division contributes to the transition toward a more sustainable energy landscape.

Through these multifaceted efforts, Luxfer Magtech not only addresses customer needs but also actively contributes to a more sustainable future. By leading in eco-friendly practices within the materials industry, the division reinforces Luxfer's broader mission of fostering a safer, cleaner, energy efficient world ultimately benefiting both the economy and the environment.

WWW.LUXFERMAGTECH.COM



LUXFER MAGTECH, SAXONGBURG, PENNSYLVANIA, USA



ENVIRONMENTAL INITIATIVES

- Congratulations to Luxfer Magtech for winning the 2023 Carbon Challenge Sprint in Saxonburg! This remarkable achievement not only showcases their commitment to innovative solutions in reducing carbon emissions but also emphasizes their leadership in the drive toward sustainability.

COMMUNITY INITIATIVES

- Wreaths Across America: Supporting Wreaths Across America is beneficial for several important reasons. First and foremost, it honors veterans by ensuring that their sacrifices are recognized and remembered during the holiday season. Placing wreaths on the graves of fallen soldiers serves as a heartfelt tribute to their service. Additionally, the program fosters community engagement, bringing people together for a common cause. Volunteers of all ages participate in wreath-laying ceremonies, promoting unity and shared purpose. It also provides educational opportunities about the sacrifices made by military personnel, helping to instill a sense of gratitude and respect for veterans in younger generations.

TOTAL SQ. FOOTAGE: 78,000

UN SDG'S SUPPORTED: 2, 3, 6, 9

PRODUCTS MANUFACTURED:

- Ground Magnesium Powders
- Atomized Magnesium Powders
- Specialty Magnesium Powders
- Cut Magnesium Pieces
- Ground Teflon Powders

CERTIFICATIONS:

ISO9001

ACHIEVEMENTS:

2023 CARBON SPRINT CHALLENGE WINNER

WWW.LUXFERMAGTECH.COM

LUXFER MAGTECH, TAMAQUA, PENNSYLVANIA, USA



TOTAL SQ. FOOTAGE: 78,600

PRODUCTS MANUFACTURED:

- Ground Magnesium Powders
- Atomized Magnesium Powders
- Specialty Magnesium Powders
- Cut Magnesium Pieces

UN SDG'S SUPPORTED: 2, 3, 6, 9

CERTIFICATIONS:

ISO9001

COMMUNITY INITIATIVES

Collaborating with the Tamaqua Volunteer Fire Department offers significant benefits for businesses. It fosters community engagement and showcases a commitment to public safety, which can enhance a company's reputation and build goodwill among local customers and residents.

Such partnerships provide essential resources, including fire safety training and emergency preparedness guidance. This support not only helps protect employees and assets but also ensures compliance with safety regulations, reducing potential liabilities.

Additionally, working with the fire department creates valuable networking opportunities with other local businesses and organizations, strengthening community ties and encouraging collaboration. Joint events or sponsorships can also enhance visibility for both the fire department and participating businesses, leading to increased community recognition and support.

By engaging with the Tamaqua Volunteer Fire Department, Luxfer Magtech can contribute to a safer environment while reinforcing their role as responsible and engaged business of the community.



WWW.LUXFERMAGTECH.COM

LUXFER MAGTECH, CINCINNATI, OHIO, USA



TOTAL SQ. FOOTAGE: 174,000

PRODUCTS MANUFACTURED:

- Flameless Heating products for military and commercial applications.
- Chemical Response Kits for Military, First Responders, and Commercial applications.
- Food and beverage for disaster relief and remote feeding.

UN SDG'S SUPPORTED: 2, 3, 6

CERTIFICATIONS:

ISO9001, 513 GREEN



ENVIRONMENTAL INITIATIVES

- We are pleased to announce that our site received the [513 Green Certification](#) in November 2023, a significant milestone that demonstrates our commitment to environmental stewardship and community well-being through a rigorous verification process. This certification reflects our ongoing efforts to implement eco-friendly practices, reduce our carbon footprint, and engage our workforce in sustainable initiatives.

COMMUNITY INITIATIVES

- Military Assistance Program (MAP): Participating in the Military Assistance Program (MAP) offers numerous benefits for individuals, communities, and organizations like Luxfer Magtech. The program provides support to service members, veterans, and their families by addressing their unique needs and enhancing their quality of life.



WWW.LUXFERMAGTECH.COM

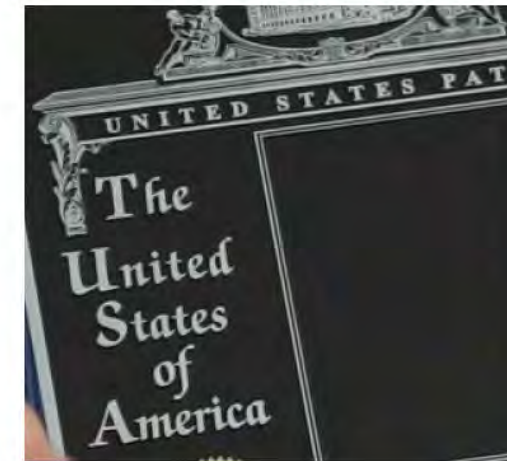
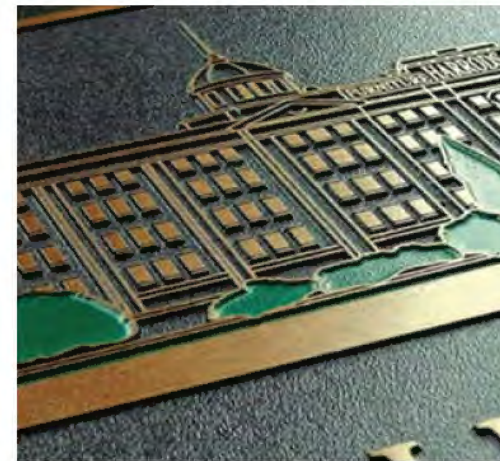
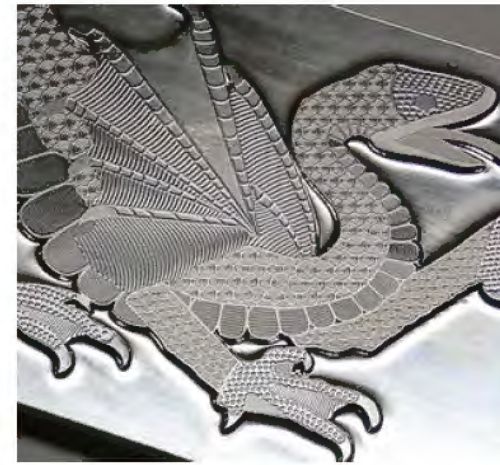
LUXFER GRAPHIC ARTS

Luxfer Graphic Arts is a manufacturer and supplier of Graphic Arts products, as well as a manufacturer of magnesium sheet and plate. As such, the company has two clear personas; it is a product supplier to Graphic Arts market and end users, and it provides lightweight engineering solutions via the use of magnesium sheet and plate.

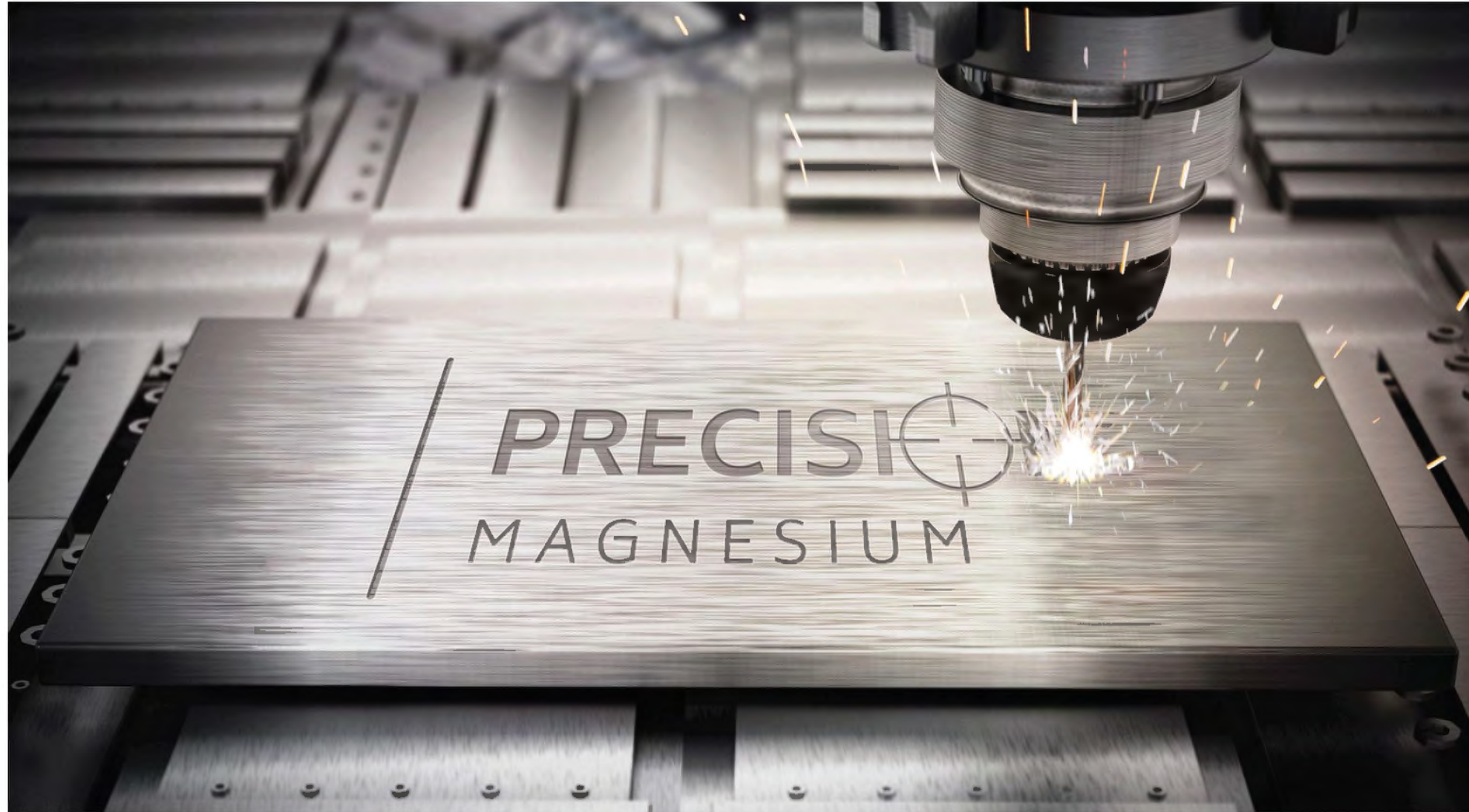
In recent years, demand for metal foil-stamping and embossing dies – produced by chemical etching and computer numerical control (CNC) engraving – has grown significantly, primarily in luxury packaging and labeling.

Greeting cards continue to be a major market for foiling and embossing. Our magnesium, copper, zinc and brass plates are also used in the following products or processes: awards and plaques, architectural signage, equipment nameplates, textile embossing, membrane switch dies, molds for jewelry, rubber stamps, shoe soles and intaglio printing for invitations and letterhead. New applications continue to evolve as engraving metals play an ongoing role in graphic arts and tooling markets.

WWW.LUXFERGA.COM



LUXFER GRAPHIC ARTS - ILLINOIS, USA & MANCHESTER, UK



TOTAL SQ. FOOTAGE MADISON, ILLINOIS: 800,000

UN SDG'S SUPPORTED: 9, 11, 12

TOTAL SQ. FOOTAGE MANCHESTER, UK: 24,000

CERTIFICATIONS:
ISO9001, ISO14001

PRODUCTS MANUFACTURED:

- Speciality Alloy Casting
- Wrought Specialty Alloys
- Photo Engraving Plates

COMMUNITY INITIATIVES

- **SEDAC Partnership:** SEDAC provides specialized P2 Pollution Assessment with a focus on expertise in energy-efficient design and technologies that can help manufacturers significantly reduce energy consumption and operational costs. They assist in identifying available incentives and funding opportunities for energy efficiency projects, making it easier to invest in necessary upgrades without straining budgets.
- **St. Louis Green Business Challenge:** Participating in the [STL Green Business Challenge](#) offers numerous benefits for Luxfer Graphic Arts and the community. It encourages companies to adopt sustainable practices, helping them reduce their environmental impact and achieve their sustainability goals. Implementing energy-efficient and waste-reduction strategies can lead to significant cost savings over time, positively affecting the bottom line.

WWW.LUXFERGA.COM

ABOUT THIS REPORT

About this Report: This Sustainability Report (this "Report") covers the operations and activities of Luxfer Holdings PLC ("Luxfer" or the "Company") for fiscal year 2023 (January 1 to December 31).

The numbers and percentages contained in this Report are for the full year or as of year-end 2023, unless otherwise stated. In some cases, quantitative data may reflect estimates or approximations and rely on assumptions.

This Report also contains statements regarding targets, plans, strategies, and objectives that are "forward-looking" and aspirational in nature. Please review the "Important Information About Disclosures" for more information about the nature, scope, and limitations of the statements provided in this Report.





LUXFER