



**Albany Impact**  
Rooted in Our Values



## Albany Impact: What We Stand For

We are Albany International. We leverage innovation leadership, operational excellence and the expertise of our diverse, engaged and talented global team to develop and produce highly engineered components and custom process solutions that improve efficiency, quality and cost for our customers in the aerospace and papermaking industries. We are committed to driving sustainably positive results for our company and for all of our stakeholders through consistent investment in talent and technology.

## Our Sustainability Commitment: Rooted in Our Values

At Albany International, we have long been committed to sustainable practices in our business, our work environment, and in our communities. Day-in and day-out, we are guided by our core values of safety, accountability, integrity, respect, passion and innovation. These values are embedded in the way we do business and how we treat one another, our customers, our suppliers and partners, and the communities in which we live and work. We believe that this is the right way to do business and is essential for building long-term sustainable value for our stakeholders and ensuring Albany's long-term success.

*By living our values, we strive to make a positive impact on the world and advance our three core sustainability pillars of*



**Respect for our  
people and  
communities**



**Accountability for  
our role as  
environmental  
stewards**



**Integrity in how  
we govern our  
business**

*Albany Impact provides an overview of Albany's approach to a number of sustainability topics along with illustrative examples and data to keep interested stakeholders informed on the progress Albany has made. For readers wishing to learn more about specific topics, follow the links in the document to Albany's website.*

## A Message from Bill Higgins, President and CEO



At Albany International, we have long demonstrated that by living by our core values of safety, accountability, integrity, respect, passion, and innovation - we can drive our business forward and make an impact that benefits our people, our communities, and the world at large.

### Establishing an informed and scalable foundation

In 2020 we began establishing more formalized and scalable approaches to our sustainability practices, reporting and systems.

We undertook these tasks to ensure we prioritize our sustainability efforts to include what is not only most impactful to our business, but also most important to our stakeholders.

With this goal in mind, this year we achieved several key milestones:

- **Established the Albany Sustainability Council** with Board oversight and cross functional, global representation across the company;
- **Assessed and researched views and preferences of key stakeholder groups**, including current and prospective employees, customers, partners, environmental groups and investors;
- **Evaluated reporting frameworks**, to assess which standards are best aligned with our business and our stakeholders' interests, and prepare to report against and/or operationalize around the most material sustainability issues.

As a result of this comprehensive body of work, we now have an enhanced view of Albany's sustainability strengths, disclosure gaps, challenges and opportunities.

### Albany's sustainability journey

Our approach to sustainability reporting is intended to evolve over time. With our Sustainability Council as our guide, and the ongoing engagement of our Board, we expect to refine our assessments of the most important sustainability topics from stakeholders' perspective, deepen the scope of our reporting on select topics, and broaden the scope of topics covered in our reporting.

Sincerely,

A handwritten signature in black ink that reads "Bill Higgins". The signature is fluid and cursive, with a long horizontal stroke at the end.

## Respect for our People & Communities



At Albany, our people truly are our greatest competitive advantage, which is why we are unwavering in our commitment to nurture a thriving people-first, high-engagement and inclusive workplace culture defined by respect.

Being respectful of our people means prioritizing their safety, valuing their diverse thoughts, experience and backgrounds, celebrating and encouraging accountability, and providing meaningful and relevant opportunities for growth and development at all levels of the organization. Being respectful of our people also means recognizing that our local teams have unique needs and priorities.

### Employee Health & Safety

At Albany, we live by our value that Safety is our top priority. From the Board room to the shop floor to the field, we believe that no business objective is worth an injury.

Learn more about Albany's approach to Employee Health & Safety [here](#).

***In early 2020, as the pandemic emerged, the experiences in our facilities in China helped Albany International to act early to keep employees safe as the pandemic spread globally. In early March 2020, we formed a COVID-19 task force co-chaired by our top Human Resources and Environmental, Health & Safety leaders to accelerate decision-making and implement protective protocols.***

***This cross-functional task force guided changes in our practices as new information became available and local conditions evolved. We believe that we were more proactive in our response than many of our peers. The Task Force continues to meet regularly as of the time of this disclosure.***

***Employee feedback has clearly indicated appreciation for the Company's response during this difficult time. Our employees' attentiveness to COVID-19 and their participation in improving and following our pandemic protocols have resulted in an excellent health and safety record throughout the pandemic.***



### Employee Relations

At Albany, we treat each other with kindness and respect. We foster an environment in which people are valued and can fully unleash their potential, enjoy their career and live the greatest employee experience. We believe in the power of open and transparent communication throughout the organization and endeavor to ensure our employees' voices are heard.

Learn more about Albany's approach to Employee Relations [here](#).

## Workforce Diversity, Equity, and Inclusion

At Albany, we strive to nurture an inclusive and equitable culture where diversity of experience, background and skills are valued, respected, and celebrated. We believe that a DE&I minded culture has the power to enhance innovation, bolster our competitive market position, deliver the best products and solutions to our customers, and nurture an environment where our people can reach their highest potential.

Learn more about Albany's approach to Workforce Diversity, Equity, and Inclusion [here](#).

## We promote Equal Opportunity

***Albany International, as a matter of policy, does not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, national origin, age, physical or mental disability, or status as a disabled or Vietnam-Era veteran.***

***This policy of nondiscrimination shall be applicable to matters of hiring, upgrading, promotions, transfers, layoffs, terminations, rates of pay, selection for training, recruitment, and recruitment advertising.***

***The Company maintains affirmative action programs to implement our EEO policy.***

***Albany International Corp. is an EOE/AA/M/F/V/D employer.***



## Employee Engagement, Training & Development

At Albany, we make employee engagement a daily activity. Engaged employees contribute to a high-performance culture, grow profitability, boost productivity, and generate greater customer satisfaction and stakeholder value. We have engagement plans and engagement champions at each of our locations and we continuously measure our progress and adjust and improve where necessary.

Learn more about Albany's approach to Employee Engagement, Training & Development [here](#).

## Community Support

At Albany, we support our teammates and our communities. With our global footprint, we recognize our local teams are in the best position to recognize the most effective methods to strengthen their communities and, in turn, create an attractive and fulfilling environment in which they live and work.

Learn more about Albany's approach to Community Support [here](#).

## Accountability for our role as Environmental Stewards



At Albany, we are committed to positively impacting the environment by continuing to introduce innovative products that help our customers improve their environmental footprint and the sustainability of their products and processes, while also advancing our focus on our own global operations' impact.

### Our Products' Environmental Attributes

Our **advanced engineered composites**, help make aircraft, and the engines that power them, lighter and more fuel efficient, helping reduce the carbon footprint of global aviation customers.

Our **paper machine clothing solutions** enable our customers to reduce energy consumption, improve resource efficiency, and help maintain and improve water quality.

Looking ahead, we continue to develop and bring to market innovative products aimed at improving the energy efficiency and resource utilization of our customers' products and production processes. Two current examples are:

- Expanding 3D Composites' promise of furthering aircraft fuel efficiency in the next generation of commercial aircraft through advanced development efforts such as Airbus' Wing of Tomorrow, a next-generation wing development program.
- Developing proprietary machine clothing solutions that further the production of lightweight packaging. Use of lightweight packaging reduces the energy required to transport products throughout the supply chain and makes more efficient utilization of wood fiber (a renewable natural resource).

Learn more about Albany's approach to Our Products' Environmental Attributes [here](#).

### Our Operations' Footprint

Albany's focus on Operational Excellence – which is embedded in our DNA - has helped reduce waste and improve efficiencies across our own operations. We are taking the next step to add a layer of inward focus harmonizing our environmental data collection around the globe and advancing our efforts to establish long-term goals to manage the environmental impact of our operations.

Learn more about Albany's approach to Our Operations' Footprint [here](#).

## ***Integrity in how we Govern our Business***



At Albany, we are committed to conducting our business with integrity and according to the highest ethical standards, in accordance with the laws and regulations to which our activities are subject. The maintenance of high governance standards is supported by the Company's comprehensive processes and policies, communications, and training.

### **Corporate Governance Enhancements for 2021**

In the past year, we have made several changes to enhance our Governance practices, notably:

- Effectively eliminated the dual class share structure with only 1,154 Class B common shares remaining outstanding.
- Enhanced our board oversight to explicitly include ESG governance as a role of the Governance Committee
- Enhanced our director selection criteria to explicitly consider diversity in the evaluation of board candidates

### **Business Ethics**

At Albany, we embrace uncompromising honesty and behave ethically and fairly. We are unwavering in our commitment to following the laws, regulations, standards, and ethical practices everywhere we do business. Ethics and compliance play an integral part in our decision making and business operations.

Learn more about Albany's approach to Business Ethics [here](#).

### **Data Security**

At Albany, data security is a top priority. To protect our company and customer data we employ a variety of industry best practices and adhere to the CIS 20 and NIST SP 800-171 cyber security frameworks. Our Data Security strategy is overseen by the Audit Committee of our Board of Directors, regularly reviewed at the executive level, directed by our Chief Information Officer, and managed by Albany's Enterprise Cyber Security (ECS) team.

Learn more about Albany's approach to Data Security [here](#).