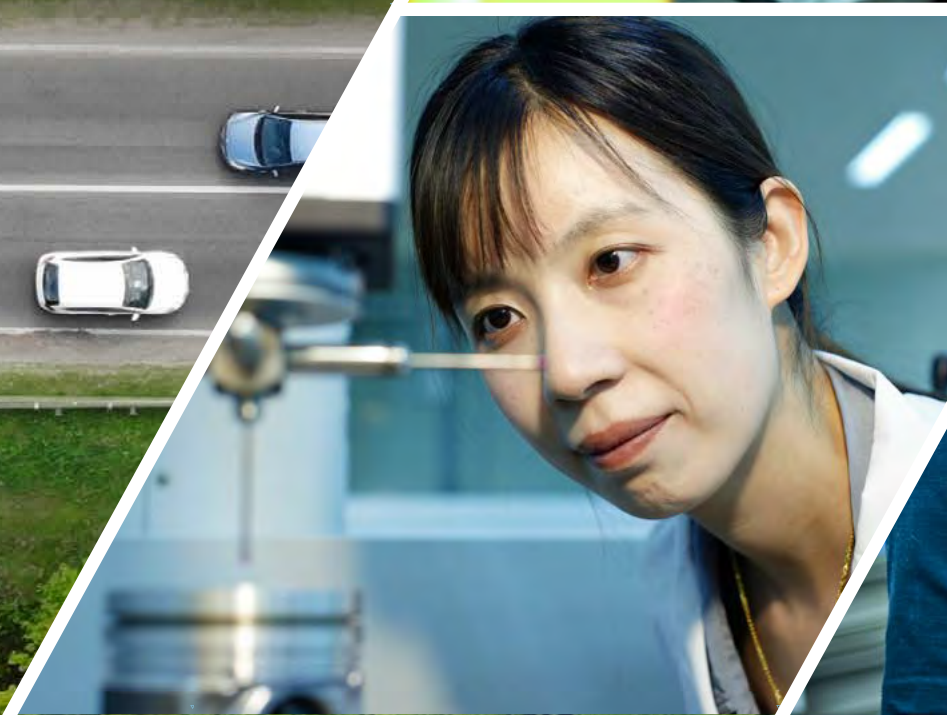


TENNECO

2021 SUSTAINABILITY REPORT DATA

REPORTING PERIOD:
January 1, 2021 to December 31, 2021

Get Started >



Business Overview

	2019	2020	2021
Business Profile			
Number of team members	78,000	73,000	71,000
Revenue (Millions USD)	\$17,450	\$15,379	\$18,035
Number of manufacturing sites	217	201	196
Number of aftermarket distribution centers and warehouses	41	33	29
Number of globally networked engineering and technical centers	45	39	38
Area of manufacturing plants (square meters)	—	3.34 M	3.39M

Environmental

	2019 ¹	2020 ¹	2021
Greenhouse Gas Emissions²			
Direct (Scope 1) GHG emissions (MT CO ₂)	261,106	219,835	235,465
Energy indirect (Scope 2) GHG emissions (MT CO ₂)	1,151,163	1,008,633	1,080,791
Emissions intensity (Scope 1&2) (MT CO ₂ e/\$M revenue)	81	80	73
Energy Use			
Total energy consumption (Gj)	14,478,599	12,412,693	13,277,253
Energy Intensity (gigajoules/\$M Revenue)	830	807	736
Percentage of grid Electricity	64%	65%	65%
Percentage of renewable energy consumption			10%
Environmental Management System³			
Percentage of sites certified to ISO 14001 Environmental Management System	—	81%	84%
Percentage of sites certified to ISO 50001 Energy Management System	—	16%	12%
Waste⁴			
Total amount of waste from manufacturing (MT)	—	—	159,932
Total amount of hazardous waste (MT)	—	—	33,229
Percentage of hazardous waste	—	—	21%
Total amount of non-hazardous waste (MT)	—	—	126,703
Percentage of non-hazardous waste	—	—	79%
Total amount of waste recycled (MT)	—	—	125,165
Percentage of waste recycled	—	—	78%
Total amount of waste to landfill (MT)	—	—	30,394
Percentage of waste to landfill	—	—	19%
Total amount of waste disposed – incinerated and all other (MT)	—	—	4,373
Percentage of waste disposed – incinerated and all other	—	—	3%
Water			
Total water withdrawn (megaliters)	8,603	7,097	7,305
Total water withdrawn from areas with water stress (megaliters)	—	—	2,320
Water Intensity (megaliters/\$M Revenue)	0.493	0.461	0.405

¹ Due to an enhancement in our data management system in 2021 leading to improved quality of ESG information, we have restated 2019 and 2020 GHG emissions, energy and water data.

² The calculations include CO₂, CH₄ and N₂O. We used emissions factors from the IEA and EPA, and used global warming potential (GWP) rates from the IPCC. We used operational control for our consolidation approach for emissions, and we incorporated standards and methodologies from the Greenhouse Gas Protocol and from GRI Standards. Excludes emissions related to company cars, select storage facilities and small offices not currently tracked in our systems estimated to represent less than 1% of total emissions.

³ Scope of management system certification percentages includes manufacturing sites. The changes in ISO coverage from the reported 2020 percentages are mainly due to enhanced visibility and verification of certification status in our data management system.

⁴ Waste data represents approximately 80% of manufacturing sites.

Health and Safety

	2019	2020	2021
Occupational Health and Safety			
Recordable incident rate ¹	0.67	0.54	0.55
Lost time injury frequency rate ²	—	—	1.33
Number of recordable work-related injuries	585	394	468 ³
Number of hours worked	189,123,469	146,696,397	170,606,895

¹ These rates have been calculated based on 200,000 hours worked, and no workers were excluded from this disclosure. We used OSHA standards to compile the data.

² Lost time injury frequency rate = (Total number of lost time injury events) x 1,000,000 / Total hours worked company wide.

³ Increase compared to 2020 can be attributed to more work hours and higher employee turnover. Our EHS team is focused on our High-Risks Activities Program to reduce the number of incidents stemming from high risk activities.

Talent Attraction and Retention

	2019	2020	2021
Average Annual Training Hours Per Salaried Team Member (Hours)			
Asia Pacific	8	14	10
Americas	8	13	14
EMEA	5	8	9
Global	7	12	11

Total Employees by Employment Contract, by Gender¹**Permanent**

Male	—	77%	77%
Female	—	23%	23%

Total Employees by Employment Contract, by Region**Permanent**

Asia Pacific	—	19%	41%
Americas	—	41%	20%
EMEA	—	40%	39%

Temporary

Asia Pacific	—	16%	71%
Americas	—	65%	13%
EMEA	—	20%	16%

Diversity of Total U.S. Employees

Percentage of Employees, U.S. Minority ²	23%	—	30%
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¹ Information combines data for full-time and part-time employees. We do not currently track the global breakdown for full-time and part-time, but we continue to improve our reporting processes. Data was pulled from the Tenneco HR Core system. Only active and inactive company employees were included. We did not include system splits in termination reporting.

² Native Hawaiian or Other Pacific Islander/Asian/Hispanic or Latino/American Indian or Alaska Native/Black or African American/two or more races.

Talent Attraction and Retention (cont'd)

	2019		2020		2021	
	#	% of Total Employees ¹	#	% of Total Employees ¹	#	% of Total Employees ¹
New Hires, by Region						
Asia Pacific	1,595	11%	2,139	15%	2,986	20%
Americas	6,450	20%	7,129	23%	12,258	40%
EMEA	2,465	9%	1,764	6%	2,416	8%
New Hires, by Gender						
Male	7,324	13%	8,066	14%	13,023	23%
Female	2,884	17%	2,966	17%	4,633	28%
Not Declared	2	0%	-	0%	4	0%
New Hires, by Age						
< 30 Years	4,973	39%	5,719	44%	8,969	78%
30-50 Years	4,497	11%	4,583	11%	7,458	18%
>50 Years	740	4%	730	4%	1,233	6%
	#	% of Total Employees ³	#	% of Total Employees ³	#	% of Total Employees ³
Turnover², by Region						
Asia Pacific	1,996	14%	2,530	18%	3,075	21%
Americas	6,958	23%	8,610	28%	13,137	43%
EMEA	2,926	11%	3,340	11%	3,457	12%
Turnover², by Gender						
Male	8,670	15%	10,627	18%	14,494	25%
Female	3,210	19%	3,853	23%	5,174	31%
Not Declared	0	0%	0	0%	1	0%
Turnover², by Age						
< 30 Years	4,404	35%	4,770	37%	7,900	69%
30-50 Years	5,492	14%	6,508	15%	8,503	20%
>50 Years	1,984	10%	3,202	16%	3,266	16%

¹ Reflects the number of new hires as a percentage of total headcount in that category (region, gender or age) at the end of the year.

² Employees who leave the organization voluntarily or due to dismissal, retirement, or death in service.

³ Reflects the total number of employees who leave the organization as a percentage of total headcount in that category (region, gender or age) at the end of the year.

Labor Relations

	2019	2020	2021
U.S. Equal Employment Opportunity Commission Charges and National Labor Relations Act violations			
Number of EEOC charges filed ¹	8	16	3
Number of NLRA violations	0	0	0
Percentage of Total Employees Covered by Collective Bargaining Agreements²			
Percentage of total employees covered by collective bargaining agreements in the U.S.	17%	18%	16%
Percentage of total employees covered by collective bargaining agreements globally	50%	53%	62%
Minimum Notice Periods Regarding Operational Changes³			
Minimum number of weeks' notice typically provided to U.S. employees and their representatives prior to the implementation of significant operational changes that could substantially affect them	8.5	8.5	8.5
Whether the notice period and provisions for consultation and negotiation are specified in collective agreements	Varies regionally	Varies regionally	Varies regionally

¹ To date, no charge has resulted in a finding in favor of the charging party.

² The changes are mainly driven by headcount reduction and restructuring in 2020 related to the impact of COVID-19 on the business.

³ Notice periods vary regionally. Tenneco follows all local regulations for minimum notice periods. For example, the minimum notice period for plant closure or significant reduction is 60 days of notice per the Worker Adjustment and Retraining Notification Act (WARN) Act in the U.S.

Inclusion, Diversity and Equity

	2019	2020	2021
Diversity of Board Directors, by Gender, Age Group, and Ethnicity			
Female	—	30%	36%
Male	—	70%	64%
<30 Years	—	0%	0%
30-50 Years	—	0%	0%
>50 Years	—	100%	100%
U.S. Ethnic Diversity	—	10%	9%
Diversity of Workforce, by Gender, Age Group, and Ethnicity			
Senior Management			
Female	—	17%	18%
Male	—	83%	82%
<30 Years	—	0%	0%
30-50 Years	—	55%	50%
>50 Years	—	45%	50%
U.S. Ethnic Diversity	—	16%	17%
Supervisors/ Managers			
Female	—	19%	21%
Male	—	81%	79%
<30 Years	—	2%	1%
30-50 Years	—	68%	65%
>50 Years	—	30%	34%
U.S. Ethnic Diversity	—	18%	22%
Professionals			
Female	—	26%	28%
Male	—	74%	72%
<30 Years	—	15%	9%
30-50 Years	—	70%	65%
>50 Years	—	15%	26%
U.S. Ethnic Diversity	—	16%	19%

Ethics and Compliance

	2019	2020	2021
Business Ethics Training			
Number of interactive training sessions for ethics and compliance	—	190	993
Number of team members reached from training	—	8,600	57,032
Percentage of total workforce trained on business ethics issues	—		99%
Anti-Corruption			
Total number and percentage of operations assessed for risks related to corruption	—	100%	100%
Number of legal actions pending during the reporting period regarding anti-competitive behavior and violations of antitrust and monopoly legislation in which the organization has been identified as a participant	7	9	1
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	\$0.6M	\$33M ¹	\$0M

¹ These costs relate to prior events and do not represent new cases. Tenneco established a reserve of \$132 million in our second quarter 2017 financial results for settlement costs relating to these matters; as of December 31, 2021, there was 0 remaining in the reserve.

Cybersecurity

	2019	2020	2021
Substantiated complaints concerning breaches of customer privacy and losses of customer data			
Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:			
Complaints received from outside parties and substantiated by the organization	0	0	0
Complaints from regulatory bodies	0	0	0
Total number of complaints	0	0	0
Total number of identified leaks, thefts or losses of customer data	0	0	0
Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27000 (or other equivalent/similar standard)	—	—	6%

Supply Chain Management

	2019	2020	2021
Supplier Base¹			
Number of suppliers	—	45,067	44,567
Total supplier spend	—	\$ 9,575M	\$11,240M
Supplier Diversity			
Minority Business Enterprise (MBE)			
Number of suppliers	63	75	85
Spend (million)	64	51	45
Women Business Enterprise (WBE)			
Number of suppliers	84	88	94
Spend (million)	49	25	39
Veteran Business Enterprise (VET)			
Number of suppliers	31	14	12
Spend (million)	69	2	2

¹ Supplier Locations include North America, Europe, China, Mexico, the U.S. and India. Materials/Inputs Supplied include raw materials, coatings, packaging, stamping, steel, and other products.

Product Management

	2019	2020	2021
Product Safety			
Percentage of manufacturing sites that were certified in accordance with the IATF 16949 and/or ISO 9001 standard	—	97%	99%
Number of recalls issued ¹	0	3	2
Total units recalled	0	2,340	3,700
Incidents of noncompliance concerning the health and safety impacts of products and services			
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0
Total number of incidents of noncompliance with regulations and/ or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0
Product Efficiency²			
Total revenue from products that contribute to fuel efficiency and/or emission reduction		41%	41%
Total revenue from products designed to increase fuel efficiency and/or reduce emissions during their use phase	\$6,516M (37%)	\$6,376M (41%)	\$7,402M (41%)
Product Innovation³			
Number of parts produced	—	4,816,862,704	5,387,103,943
Percentage of products sold, by revenue, that are recyclable	91%	91%	91%

¹ Data represents NHTSA recalls in the U.S. and any equivalent recalls in other countries. Tenneco is not aware of additional recalls. Tenneco identified a potential issue and voluntarily initiated the recalls. ² This reflects Clean Air and Powertrain segments only.

³ The data included here reflects the number of parts shipped because we do not track the number of parts produced for each business unit.



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