



Wabtec Earns Top Score in Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index

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PITTSBURGH--(BUSINESS WIRE)--Dec. 4, 2023-- Wabtec (NYSE: WAB) announced today that it received a score of 100 on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index (CEI), the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. The recognition comes as Wabtec makes significant year-over-year progress on all diversity, equity, and inclusion targets.

"We are committed to advancing a diverse and inclusive workforce built on the foundation that all employees treat each other with respect and dignity," said Alina Butler, Wabtec's Global Diversity and Inclusion Leader. "Lasting change is driven from within, and we will continue to make meaningful progress building on the momentum we have to help ensure that every voice is heard, and every employee feels valued and respected."

Wabtec debuted on the CEI in 2021, continuously improving its year-over-year score and achieving top marks in 2023. The company has the commitment from the highest levels with executive team members overseeing policies and practices around diversity and inclusion. The focus is on developing and progressing global inclusion initiatives. Additionally, Wabtec's Employee Resource Groups, including the Pride Forum, take an active role in personal and professional development to support advancement and inclusion. The company also signed the Human Rights Campaign's "Count Us In" Pledge.

"For well over two decades, businesses have played an important role in furthering LGBTQ+ equality by centering employee needs and voices when it comes to workplace inclusion," said RaShawn "Shawnie" Hawkins, Human Rights Campaign Sr Director of Workplace Equality. "While there is much more work to be done, year-over-year growth in CEI participation is evidence of a business community that recognizes the responsibility and value in upholding equity and inclusion."

The results of the 2023-2024 CEI showcase how U.S.-based companies are promoting LGBTQ+ friendly workplace policies in the U.S. and abroad. The first year of the CEI included 319 participants, and the 2023-2024 CEI now includes 1,384 participants; further demonstrating the tremendous trajectory of the CEI, a record-breaking 1,340 businesses have non-discrimination protections specific to gender identity, up from just 17 in 2002. These critical non-discrimination protections cover 21 million employees in the U.S. and around the globe. Wabtec's efforts in satisfying all the CEI's criteria earned a score of 100 and the designation as recipient of the *Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion*. The company joins the ranks of 545 major U.S. businesses that also earned top marks this year.

The CEI rates employers providing these crucial protections to over 20 million U.S. workers and an additional 18 million outside of the U.S. Companies rated in the CEI include Fortune magazine's 500 largest publicly traded businesses, American Lawyer magazine's top 200 revenue-grossing law firms (AmLaw 200), and hundreds of publicly and privately held mid- to-large-sized businesses.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ+ workers and their families;
- Supporting an inclusive culture; and,
- Corporate social responsibility.

The full report is available online at www.hrc.org/cei.

About Human Rights Campaign Foundation

The Human Rights Campaign Foundation is the educational arm of the Human Rights Campaign (HRC), America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people. Through its programs, the HRC Foundation seeks to make transformational change in the everyday lives of LGBTQ+ people, shedding light on inequity and deepening the public's understanding of LGBTQ+ issues, with a clear focus on advancing transgender and racial justice. Its work has transformed the landscape for more than 15 million workers, 11 million students, 1 million clients in the adoption and foster care system and so much more. The HRC Foundation provides direct consultation and technical assistance to institutions and communities, driving the advancement of inclusive policies and practices; it builds the capacity of future leaders and allies through fellowship and training programs; and, with the firm belief that we are stronger working together, it forges partnerships with advocates in the U.S. and around the globe to increase our impact and shape the future of our work.

About Wabtec

Wabtec Corporation (NYSE: WAB) is focused on creating transportation solutions that move and improve the world. The company is a leading global provider of equipment, systems, digital solutions and value-added services for the freight and transit rail industries, as well as the mining, marine and industrial markets. Wabtec has been a leader in the rail industry for over 150 years and has a vision to achieve a zero-emission rail system in the U.S. and worldwide. Visit Wabtec's website at: www.wabteccorp.com.

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