

Global Reporting Initiative (GRI) Content Index

The following index shows where information about core and material GRI indicators are included in Air Products' 2022 Sustainability Report. It also provides supplemental information on certain topics to aid understanding of Air Products' programs and performance. Data is provided on a calendar year basis unless otherwise noted as fiscal year (FY). A glossary of terms is provided in the Report (pages 56-57).

GRI 102: General Disclosures 2016

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
Organizational Profile				
102-1 Name of the organization	Back	Air Products and Chemicals, Inc.		
102-2 Activities, brands, products, and services	13-14	Air Products serves customers globally with a unique portfolio of products, services and solutions that include atmospheric gases, process and specialty gases, equipment and services, including some of the world's largest industrial gas projects. (see 2021 Annual Report on Form 10-K, p I).		
102-3 Location of headquarters	Back	Corporate headquarters: Allentown, Pennsylvania, USA Regional head offices: Hersham, England and Santiago, Chile Principal administrative office: Shanghai, China		
102-4 Location of operations	13	Air Products has operations in over 50 countries (see https://www.airproducts.com/company/worldwide-locations).		
102-5 Ownership and legal form	-	Air Products is a Delaware (USA) corporation (see 2021 Annual Report , p 1).		
102-6 Markets served	14	Air Products serves over 30 industries around the world (see http://www.airproducts.com/Industries/overview.aspx).		
102-7 Scale of the organization	12-13	Total number of employees: >20,000 Total number of operations: >750 Sales (\$ million): \$10,323 (see 2021 Annual Report , pp ii, viii)	Quantity of products and services provided is confidential.	

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance		
102-8 Information on employees and other workers	39		FY21	FY20	FY19	Employees by employment contract, gender and region is not available.
		Full time staff	98.8%	96%	96%	
		Part-time staff	1.2%	4%	4%	
		Employees by region				
		Americas	38%	37%	35%	
		Asia	32%	31%	35%	
		EMEA/ROW	30%	32%	30%	
		Employees by gender				
		Male	78%	79%	79%	
		Female	22%	21%	21%	
		Most Company activities are performed by employees throughout the normal course of a year (no seasonal workers). Data has been compiled primarily using human resources information in SAP.				
102-9 Supply chain	49	Air Products has operations in over 50 countries and engages with local and global suppliers. Energy is the primary raw material purchased to manufacture industrial gases, particularly electricity and steam for our ASUs, and natural gas for our HyCO plants. Steel, aluminum, and capital equipment subcomponents (e.g., compressors) are the primary materials procured for our equipment businesses.				
		Using sustainability criteria, we evaluated our top 300 suppliers that represented about two-thirds of our procurement spend in 2021. Of these purchases, more than 77% on a cost basis were made from vendors with sustainability programs, including 95% of our largest energy suppliers. We also look for opportunities to work with these suppliers to procure renewable energy.				
102-10 Significant changes to the organization and its supply chain	49	There were no significant changes in the location of suppliers, structure of the supply chain or relationships with suppliers, including selection and termination.				
102-11 Precautionary Principle or approach	35	Air Products takes a precautionary approach when evaluating potential environmental, health and safety risks of our operations and products.				

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
102-12 External initiatives	50-51	This report was developed in accordance with the Global Reporting Initiative. Insights from the Sustainability Accounting Standards Board (SASB), Task Force on Climate-Related Financial Disclosure (TCFD) and other frameworks were considered in the Company's materiality assessment completed in the fall of 2021. Air Products is a member of external initiatives including the Hydrogen Council, a global CEO coalition for hydrogen technologies. The Hydrogen Council is comprised of more than 130 leading companies in industrial gases, energy, transportation and other key industries that support the use of hydrogen to transition to cleaner energy. The Company is also a member of the CEO Action for Diversity and Inclusion initiative, a coalition with over 2000 signatories pledging to take action to cultivate workplaces where diverse perspectives and experiences are welcomed and respected and employees feel encouraged to discuss diversity and inclusion.		
102-13 Membership of associations	48	Air Products was active in numerous associations and organizations in 2021, including but not limited to: Compressed Gas Association (CGA), Asia Industrial Gases Association (AIGA), China Industrial Gases Industry Association (CIGIA), European Industrial Gases Association (EIGA), American Institute of Chemical Engineers (AIChE), Fuel Cell and Hydrogen Energy Association (FCHEA), Hydrogen Council, National Association of Manufacturers (NAM), European Association of Energy-Intensive Industries (IFIEC).		
Strategy				
102-14 Statement from senior decision-maker	2	<p>At Air Products, our 20,000+ worldwide employees are taking real action to support the energy transition and address climate change. In doing so, they are living our higher purpose as a Company and bringing lower-carbon forms of energy to the world. For example, Air Products is investing in projects related to net-zero and low-carbon hydrogen, green ammonia and sustainable aviation fuel. These projects are tangible energy transition difference makers.</p> <p>Importantly, Air Products already makes a difference every day through the industrial gases and technologies we supply our customers to improve the sustainability of their operations. In 2021, Air Products' customer-avoided carbon dioxide emissions (CO₂e) totaled 82 million metric tons, or more than times our own combined Scope 1 and 2 CO₂e emissions.</p>		
102-15 Key impacts, risks and opportunities	5-8	This indicator is not a GRI Core Standard, however it is relevant to Air Products and its sustainability strategy. Business risks are provided in our 2021 Annual Report (Item 1A). Sustainability opportunities, including green energy projects announced in 2021 and efforts to help our customers be more sustainable, are described in "Our Purpose and Strategy" as well as "Customer Sustainability" in the report.		

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
Ethics and integrity				
102-16 Values, principles, standards, and norms of behavior	19	<p>Air Products is committed to honest and fair business and safeguarding its integrity. Ethics violations will not be tolerated at Air Products. The Company's Code of Conduct and Business Ethics defines how Company employees are expected to conduct business and are encouraged to report complaints, concerns, or suspicions about non-compliance. This Code applies to all full and part-time Company employees at all operations worldwide, the Company's Board of Directors, and our subsidiaries, affiliates, operating units, and divisions worldwide. Employees and directors must complete mandatory training annually and certify their understanding of and compliance with the Code. The Code is available in 24 different languages to reflect our global operations and diverse workforce.</p> <p>While this Code is specifically written for Company employees and Board members, we expect our agents, consultants, contractors, distributors, joint venture partners, and other third parties with whom we have business relationships to adhere to these standards as well. Suppliers are also expected to meet our Sustainability Expectations for Suppliers.</p> <p>Maintaining the support and confidence of government officials and regulatory agencies is critical to our day-to-day operations. Governmental support and confidence are equally important to help ensure timely permitting and completion of our projects. For these reasons, Air Products engages with government officials in matters that support our businesses and operations. These activities are governed by our Policy on Political Contributions and Expenditures, which recognizes our responsibility to our stakeholders to participate in the political process while prohibiting the use of corporate funds for contributions to candidates in any country or region, even where allowed by law. As permitted by law, corporate resources are also used to support the administrative functions of Air Products' employee Political Action Committee (PAC). In 2021, the employee PAC did not make any disbursements.</p>		

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
Governance				
102-18 Governance structure	-	<p>The Board has three standing committees that operate under written charters approved by the Board: the Audit and Finance Committee, the Corporate Governance and Nominating Committee, and the Management Development and Compensation Committee. Each of these committees is comprised entirely of independent directors. The Board of Directors has accountability for oversight of our environmental and safety performance, which it reviews at least quarterly. The Corporate Governance and Nominating Committee has responsibility for monitoring our response to corporate governance matters and important public policy issues, including sustainability, which is reviewed on a routine basis. Business ethics, climate change and talent management are key subjects related to sustainability that are discussed by the Board. The Board also regularly reviews our risk exposures and progress against our Sustainability Goals. Further, the Management Development and Compensation Committee has structured our compensation program to incorporate performance objectives, including financial results and performance against other objectives such as sustainability, safety, diversity, and ethical conduct. To further align executive incentives with our goal of being the “safest, most diverse and most profitable industrial gas company in the world”, beginning in fiscal 2022 the Company will link performance against our environmental, social, and governance (“ESG”) objectives to its Annual Incentive Plan (see 2022 Proxy Statement, pp 34 and 38).</p> <p>Air Products also has a Sustainability Leadership Council that sets our sustainability strategy and reviews programs and progress at least quarterly to assess progress toward the achievement of our sustainability objectives. The Council is chaired by the Vice President of Investor Relations, Corporate Relations and Sustainability and includes executives representing key businesses and functional areas. The Council has an integral role in the assessment of sustainability priorities described throughout our report and is the highest-level committee that reviews our sustainability progress and reporting.</p>		
Stakeholder engagement				
102-40 List of stakeholder groups	50	Key stakeholders include customers, employees, investors, communities, suppliers and government regulators.		

Indicator/Disclosure	Report Page	Direct Answers and Additional References			Omissions	Assurance
		FY21	FY20	FY19		
102-41 Collective bargaining agreements	39	Percentage of total employees covered by collective bargaining agreements	18%	25%	33%	
		As stated in our Human Rights Policy , Air Products respects employees' voluntary freedom of association and right to bargain collectively and complies with pertinent local laws where we operate. Some of our employees are represented by officially designated third-parties or designated/elected employee representatives.				
102-42 Identifying and selecting stakeholders	50	Stakeholder groups have been identified by considering people and organizations who could directly affect our business success and/or may be impacted by our business activities.				
102-43 Approach to stakeholder engagement	50	We routinely engage with stakeholders on sustainability matters throughout each year. For this report we interviewed and surveyed key stakeholders to understand their concerns and priorities. Responses were used to develop our sustainability priorities (material issues) and identify report content.				
102-44 Key topics and concerns raised	50	Eight sustainability priorities were identified for this year's stakeholder assessment and included in the Company's sustainability efforts and reporting:				
		<ol style="list-style-type: none"> 1. Energy & Climate Change/CO₂ - the sustainability concern raised most and prioritized across all stakeholder groups. CO₂ was added to the name of this aspect for clarity. 2. Safety & Health - a priority of our employees and communities 3. Innovation - a moderate level concern of our employees and customers 4. Economic Performance - a concern of our employees, communities, and suppliers 5. Diversity, Inclusion & Belonging – an increasingly important aspect, particularly for our employees 6. Responsible Consumption and Production - a high priority for employees and suppliers 7. Water Conservation - raised as a concern by employees, customers and communities 8. Partnerships to improve sustainability – a moderate level concern for customers and suppliers 				
		Other issues raised by stakeholders, particularly communities, included poverty, lack of health/healthy foods, quality education, workforce development, affordable housing/housing inequities, air quality and declining open space.				

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
Reporting practice				
102-45 Entities included in the consolidated financial statements	-	The scope of our report is global for continuing operations including assets over which financial control is exercised and as reported in our consolidated audited financial statement. Non-controlling interests in joint ventures are excluded from environmental data.		
102-46 Defining report content and topic boundaries	51	Air Products used GRI's Principles for Defining Report Content to develop our Sustainability Report. These principles included: stakeholder inclusiveness, sustainability context, and coverage of aspects that reflect our significant economic, environmental, and social impacts. Material issues were identified and prioritized through stakeholder interviews and surveys.		
102-47 List of material topics	50	<ul style="list-style-type: none"> • Energy & Climate Change/CO₂ • Safety & Health • Innovation • Economic Performance • Diversity, Inclusion & Belonging • Responsible Consumption and Production • Water Conservation • Partnerships to Improve Sustainability 		
102-48 Restatements of information	52	Due to improved methodologies Air Products has restated selected Scope 3 GHG emissions data for prior years due improved methodologies. Restatements are noted with the relevant indicator.		
102-49 Changes in reporting	52	There were no significant changes to operational boundaries, scope, or measurement methods.		
102-50 Reporting period	52	January 1, 2021 to December 31, 2021, except where noted that fiscal year (October 1, 2020 to September 30, 2021) data is provided.		

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
102-51 Date of most recent report	52	Our prior year report was issued in June 2021.		
102-52 Reporting cycle	52	Annual		
102-53 Contact point for questions regarding the report	52	Air Products' Sustainability Director, Julie O'Brien (obrienjk@airproducts.com).		
102-54 Claims of reporting in accordance with the GRI Standards	52	Our report has been prepared in accordance with GRI Standards: "Core" option.		
102-55 GRI content index	-	This document.		
102-56 External assurance	26	Financial statements have been audited by an independent, registered public accounting firm (see 2021 Annual Report , pages 50-52). Greenhouse gas emissions have been assured by GHD Limited and its recommendations shared with members of our Sustainability Leadership Council.		

Material Topics

GRI 103: Management Approach

Indicator/Disclosure	Direct Answers and Additional References	Omissions	Assurance
103-1 Explanation of the material topic and its boundary	For each material topic, Air Products provides an explanation of why the topic is material, how the Company manages the topic, and performance measures for monitoring the effectiveness of the management approach.		
103-2 The management approach and its components	Material topics have been identified through a stakeholder assessment as described on page 50 of the report.		
103-3 Evaluation of the management approach	The aspect boundary for each topic is provided in the summary table on page 52 of the report.		

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
GRI 200 Economic Performance Standards Series				
GRI 201: Economic Performance 2016				

201-1 Direct economic value generated and distributed	12	<p>Pertinent economic data for fiscal year 2021, which is aligned with the Company's 2021 Annual Report:</p> <ul style="list-style-type: none"> • Sales: \$10,323 million • Cost of sales^a: \$7,209.3 million • Capital expenditures^b: \$2,551 million • Selling and administrative: \$828.4 million • Income tax provision: \$462.8 million • Research and development: \$93.5 million • Donations to communities: \$7.0 million <p>Additional indicators of economic value are provided in the 2021 Annual Report and 2022 Proxy Statement.</p> <p>^aIncludes a charge for a facility closure, which was separately presented on the consolidated income statements.</p> <p>^bAmount is a non-GAAP financial measure. See "Reconciliations of Non-GAAP Financial Measures" for reconciliation to the comparable GAAP measure.</p>	Employee wages and benefits (including substantial payroll taxes and social security contributions) and payments to governments by country are not disclosed in financial reporting.	Deloitte & Touche LLP, excluding the community donations figure.
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Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
		<p>Notes on Air Products' tax strategy and income taxes: Air Products' operations, assets, sales and supply chains are primarily local. Accordingly, Air Products earns and reports our taxable profits in the same jurisdictions where we economically earn them. The Company does not generate a disproportionate amount of taxable income in countries with very low tax rates, and we do not actively use tax havens in our planning. We are committed to complying with all applicable tax laws, in line with our Code of Conduct.</p> <p>Air Products has policies in place to ensure that our tax planning is appropriate. Air Products' transfer pricing policy is aligned with the Organization for Economic Co-Operation and Development (OECD) guidelines and the laws of the various countries where we operate. A breakdown of our income and taxes on a country-by-country basis is made available to the taxing authorities in the countries where we do business. Additional details about taxes are provided in our 2021 Annual Report, Note 21.</p> <p>Air Products' corporate tax department, led by the Vice President of Tax, manages tax matters on a day-to-day basis with support from external advisors when necessary. Our Chief Financial Officer is ultimately responsible for the Company's tax matters. The Audit and Finance Committee of Air Products' Board of Directors provides oversight of the tax function through review of material tax matters with the Vice President of Tax and Chief Financial Officer, typically on a quarterly basis. We maintain robust internal controls related to tax matters and reporting of taxes on our financial statements. These internal controls are reviewed regularly with Air Products' internal and external auditors.</p>		
201-2 Financial implications and other risks and opportunities due to climate change	23-27	<p>Risks related to climate change are disclosed in our 2021 Annual Report (Item 1A) and in our CDP response (question C2.3a). Risks are identified by regional environmental experts who share the information with their potentially impacted businesses. Risks are also communicated across regions, shared with the Company's Sustainability Leadership Council, and elevated to the Board of Directors as appropriate.</p> <p>Climate change risks are in two main areas, transition and physical risks. Transition-related risks relate to policy and legal drivers and increasing energy costs that can impact operating costs. Physical risks due to the increased severity of storms have also been identified as potentially impacting operating costs. These risks are managed in the normal course of business and the management cost has been estimated at \$10 million.</p>		

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
		<p>Opportunities related to climate change are described in our Sustainability Report. Many opportunities are transition-related as our customers strive to improve energy efficiency and reduce CO₂ emissions. Company-wide opportunities such as our significant investments in products and projects that support cleaner energy and a cleaner environment are managed at the corporate level by senior leaders and supported by regional businesses. Opportunities that are local or regional in nature are managed by the pertinent regional business.</p>		
GRI 205: Anti-Corruption 2016				
205-1 Operations assessed for risks related to corruption	19	<p>We conduct risk assessments for the potential for corruption risks across the organization. Anti-bribery and corruption are critical elements of the compliance function and the internal audit risk assessment processes that are applied across the Company globally. Significant risks that have been identified include relationships and transactions with governmental authorities and the use of third-party intermediaries. Financially material breaches of business ethics are reported in our 2021 Annual Report (Item 3).</p>		
205-2 Communication and training about anti-corruption policies and procedures	19	<p>The Company's Code of Conduct and Business Ethics defines how Company employees are expected to conduct business. The Code includes information on anti-corruption and bribery (p 4-5). Every employee globally is required to comply with the Code of Conduct, complete mandatory training, and certify their understanding of the Code on an annual basis.</p> <p>The Code of Conduct has been adopted by our Board of Directors and applies to all full and part-time Company employees at all operations worldwide, our Board of Directors, and our subsidiaries, affiliates, operating units and divisions globally. The Code of Conduct also applies to employees of joint ventures where Air Products has control. In addition, suppliers are expected to comply with the Code of Conduct in their dealings with us.</p> <p>The Code, which is available in 24 different languages, is provided to all our stakeholders via our website.</p>		

GRI 300 Environmental Standards Series

GRI 301: Materials 2016

301-1 21 The principal raw materials for making atmospheric gases and hydrogen are air, energy in the forms of electricity or steam, and natural gas. Air, which is generally considered to be a renewable resource, represents more than 95% of the raw materials we use on a weight basis. Packaging is not a significant issue for Air Products because we supply most of our products in two-way bulk or semi-bulk containers, which are made of recyclable materials, or via pipelines.

GRI 302: Energy 2016

302-1 26 **Energy Consumption (TJ)**

	2021	2020	2019
Total	189,500	173,400	182,200
Fuels	112,000	97,200	104,000
Electricity	58,600	55,600	57,900
Steam	18,800	20,600	20,400
Renewable Electricity	27%	24%	23%

Electricity and steam sold are confidential. Heating and cooling are not sold by Air Products.

By virtue of verification of GHG data.

Fuels for 2021 are comprised primarily of natural gas, diesel and gasoline. Fuels, electricity, and steam consumption are based on invoice quality data for large facilities and estimated for small facilities based on historical energy consumption and billing. Renewable electricity represents a combination of country- or state-level electricity grid factors and renewable electricity purchases. Values may not add due to rounding.

302-3 26 **Energy Intensity Improvement**

	2021	2020	2019
Industrial gas production	0.1%	2.5%	2.0%

Energy intensity is based on energy consumed within the organization. It is configured as the ratio of reporting year energy consumed to reporting year production divided by the consumption to production ratio of the prior year. Using a ratio allows the reported results to be dimensionless and protects confidential production data.

302-4 25 Air Products estimates that its cumulative energy savings due to efficiency improvements since 2015 through 2021 are nearly 16.6 TJ, equivalent to 1.51 million metric tons of CO₂e. These savings are estimated as the difference in actual energy consumed compared to a "business as usual" consumption based on 2015 efficiencies. Savings include electricity, primarily for our ASUs, and natural gas for our HyCO units.

GRI 303: Water 2018

303-3 Water withdrawal	28	Water Withdrawals (megaliters)	2021 (Total)	2021 (Water- stressed areas)	2020 (Total)	2019 (Total)
		Surface water	3,900	96	1,200	900
		Ground water	3,600	350	3,500	3,500
		Third-party water	52,600	16,040	62,800	63,600
		Total water withdrawals	60,200	16,500	67,500	68,000

Water data is collected for facilities consuming at least 10 MM gallons of water per year. Data is based primarily on water bills and/or metered data. Engineering estimates are used for some facilities.

Water-stressed areas include water basins where the baseline water stress is high or extremely high according to the World Resources Institute Aqueduct Water Risk Atlas. In 2021, 22% of our facilities were in water-stressed areas.

Surface water is primarily freshwater with $\leq 1,000$ mg/L total dissolved solids. Third-party water includes recycled water.

303-4 Water discharge	28	Water Discharged (megaliters)	2021 (Total)	2021 (Water- stressed areas)	2020 (Total)	2019 (Total)
		Surface water	2,900	180	3,300	3,300
		Groundwater	1,600	0	0	0
		Third-party water	5,200	2,000	8,900	7,200
		Biochemical Oxygen Demand (MT)	1.2		2.5	2.9
		Chemical Oxygen Demand (MT)	19.5		13	6.9

See notes to 303-3 for description of methodology and definitions.

Air Products does not discharge to seawater, track discharges to fresh or other water as defined by GRI, or discharge high priority substances of concern

Indicator/Disclosure	Report Page	Direct Answers and Additional References				Omissions	Assurance
		Water Consumed (megaliters)	2021 (Total)	2021 (Water-stressed areas)	2020 (Total)		
303-5 Water consumption	28						Water storage is omitted as it does not have a significant impact.
		Total water consumption	50,400	14,300	54,600	58,800	
		Water intensity improvement	15.6%		4.3%	7.2%	
See notes to 303-3 for description of methodology and definitions.							
Water intensity is based on water consumed within the organization. It is configured as the ratio of reporting year water consumed to reporting year production divided by the consumption to production ratio of the prior year. Using a ratio allows the reported results to be dimensionless and protects confidential production data.							

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions	26	GHG Emissions (million MT CO₂e)	2021	2020	2019	Biogenic CO ₂ emissions are not applicable to Air Products.	Yes, verified by GHD Limited.
		Scope 1	14.8	15.0	16.6		
Scope 1 and 2 GHG emissions include the following applicable gases: CO ₂ , CH ₄ and N ₂ O. CO ₂ e represents the combined carbon emissions of these gases.							
We use the World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol standard to define organizational and operational boundaries, emission calculation methodologies, and inventory quality aspects to ensure an accurate and representative inventory. We apply the financial control method and use publicly available global warming potentials and emissions factors, primarily from the Intergovernmental Panel on Climate Change, International Energy Agency, and U.S. Energy Information Administration.							

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance			
305-2 Energy indirect (Scope 2) GHG emissions	26	GHG Emissions (million MT CO₂e)	2021	2020	2019		
		Scope 2	9.4	9.2	9.9		
Emissions are location-based and calculated using invoice quality data. Other factors, such as the gases included and the use of the Greenhouse Gas Protocol, are the same as described in the response to 305-1.							
305-3 Other indirect (Scope 3) GHG emissions	26	Scope 3 GHG Emissions (million MT CO₂e)	2021	2020	2019		Category 3 verification underway.
		Category 3: Fuel and Energy Related Activities (not incl. in Scope 1 or 2)	3.0	3.4	3.7		
		Category 11: Use of sold products ^a	2.5	2.5	2.4		
		Category 15: Investments	2.1	2.0	2.1		
		Total ^a	7.6	7.9	8.2		
Category 3 emissions are estimated based on emissions factors for energy consumed multiplied by the energy consumed. Category 11 emissions are estimated based on emissions factors for certain products sold multiplied by the volumes of product sold. Category 15 emissions are calculated directly or estimated by multiplying equity affiliate sales by the ratio of Air Products' emissions divided by sales. Numbers may not sum to totals due to rounding.							
^a Historical values restated due methodology improvements.							
305-4 GHG emissions intensity	25	GHG Intensity Improvement	2021	2020	2019		
		Year-over-year improvement	8.6%	6.2%	4.7%		
GHG emissions intensity is configured as the ratio of reporting year combined Scope 1 and 2 emissions to reporting year production divided by the combined Scope 1 and 2 emissions to production ratio of the prior year. Using a ratio allows the reported results to be dimensionless and protects confidential production data. Emissions included and estimation methods are summarized in the responses to 305-1 and 305-2.							

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance																								
305-5 Reduction of GHG emissions	25	Air Products has avoided the emissions of 1.5 million metric tons of Scope 1 plus Scope 2 CO ₂ e cumulatively since 2015 due to efficiency improvements. Emissions included and estimation methods are summarized in the response to 305-1 and 305-2.																										
305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions ¹	30	<table border="1"> <thead> <tr> <th>Other Air Emissions (kg)</th> <th>2021</th> <th>2020</th> <th>2019</th> </tr> </thead> <tbody> <tr> <td>Nitrogen Oxides (NO_x)</td> <td>1,288,000</td> <td>1,366,000</td> <td>1,495,000</td> </tr> <tr> <td>Sulfur Oxides (SO_x)</td> <td>65,000</td> <td>58,000</td> <td>71,000</td> </tr> <tr> <td>TRI Releases</td> <td></td> <td>92,400</td> <td>135,000</td> </tr> <tr> <td>Volatile Organic Chemicals (VOCs)</td> <td></td> <td>74,900</td> <td>88,400</td> </tr> <tr> <td>Hazardous Air Pollutants (HAPs)</td> <td></td> <td>27,400</td> <td>35,200</td> </tr> </tbody> </table> <p>Air Products monitors and reports air emissions in accordance with applicable regulations, following the prescribed methodologies. The Toxic Release Inventory (TRI) is a U.S. EPA program for tracking toxic chemicals that may pose a threat to human health and the environment. Each year, U.S. facilities in different industry sectors must report how much of each chemical is released to the environment and/or managed through recycling, energy recovery and treatment. TRI data is reported during the summer following the reporting year, and so the data we report is one year in arrears in our annual sustainability reporting. HAPs and VOCs are estimated based on regulatory reporting.</p>	Other Air Emissions (kg)	2021	2020	2019	Nitrogen Oxides (NO _x)	1,288,000	1,366,000	1,495,000	Sulfur Oxides (SO _x)	65,000	58,000	71,000	TRI Releases		92,400	135,000	Volatile Organic Chemicals (VOCs)		74,900	88,400	Hazardous Air Pollutants (HAPs)		27,400	35,200	Air Products does not track or report on Persistent Organic Pollutants (POPs) or Particulate Matter (PM).	
Other Air Emissions (kg)	2021	2020	2019																									
Nitrogen Oxides (NO _x)	1,288,000	1,366,000	1,495,000																									
Sulfur Oxides (SO _x)	65,000	58,000	71,000																									
TRI Releases		92,400	135,000																									
Volatile Organic Chemicals (VOCs)		74,900	88,400																									
Hazardous Air Pollutants (HAPs)		27,400	35,200																									

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GRI 306: Effluents and Waste 2016

306-2	30	Waste (million pounds)	2021	2020	2019
Waste by type and disposal method ¹		Hazardous waste			
		Generated	10.9	14.0	6.1
		Recycled	6.7	10.7	3.3
		Incinerated	1.1	0.9	0.7
		Treated	0.5	0.8	0.8
		Landfilled	2.6	1.6	1.3
		Non-hazardous waste	13.9	11.1	11.3

Non-hazardous waste data is not compiled centrally due to the number of facilities and vendors used.

All waste is managed and treated in accordance with the regulatory requirements of the jurisdiction in which the waste is generated. Hazardous waste volumes decreased in 2021 from higher volumes in 2020 that were related to increased maintenance activities. Waste that cannot be recycled is disposed of in an environmentally sound and regulatory compliant manner. Waste disposal methods are provided by waste disposal contractors.

GRI 307: Environmental Compliance 2016

307-1	31		FY21	FY20	FY19
Non-compliance with environmental laws and regulations ¹		Environmental Fines	\$8,500	\$3,300	\$4,400
		Reportable Spills	0	0	0
		Notices of Violation / Non-monetary sanctions	18	17	14

¹Not a material issue. Data has been provided for completeness

²Non-hazardous waste is for North America.

Report

Indicator/Disclosure Page Direct Answers and Additional References

Omissions Assurance

GRI 400 Social Standards Series

GRI 403: Occupational Health and Safety 2018

403-1 Occupational health and safety management system 35 Air Products has a global Environmental Health & Safety (EHS) Management System that applies to all workers at 100% of our locations worldwide. This system integrates corporate policies and governmental regulations, and supports the principles promoted by international standards such as ISO 45001. There are over 250 policies and procedures in our EHS Management System, and the majority are related to safety and/or health.

Below is a list of some of the health and safety elements of our EHS Management System:

- Safe Systems of Work
- Occupational Health Protection
- Emergency Preparedness
- Process Safety Management
- Product Stewardship
- EHS Assurance
- EH&S Training
- Incident Reporting and Investigation
- Product Distribution
- Procurement and Contractor Control

403-9		Safety performance	FY21	FY20	FY19	
Work-related injuries	34, 54	Employee recordables	80	78	82	Air Products does not disclose the main types of work-related injuries and the work-related hazards that pose a risk of high-consequence injury.
		Employee recordable injury rate (per 200,000 hours worked)	0.39	0.40	0.45	
		Employee lost-time incidents	14	18	16	
		Employee lost-time incident rate (per 200,000 hours worked)	0.07	0.09	0.09	
		Employee fatalities	0	0	0	
		Contractor recordables	69	52	58	
		Contractor recordable injury rate (per 200,000 hours worked)	0.43	0.39	0.50	
		Contractor lost-time incidents	9	13	2	
		Contractor lost-time incident rate (per 200,000 hours worked)	0.06	0.10	0.02	
		Contractor fatalities	1	1	2	

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Air Products has a global system for reporting safety incidents that is also used to track root causes, action items and closure of incidents. We measure and track Serious Injuries and Fatalities (SIFs) and Near Fatal Accidents (NFAs) to quantify the severity of our work-related injury performance. These incidents are broadly communicated, and actions are taken to eliminate and minimize recurrence among both employee and contractor populations.

GRI 405: Diversity and Equal Opportunity 2016

405-1 39, 41 The diversity of Air Products' Board of Directors is 43% (see [2022 Proxy Statement](#), Diversity of governance bodies and employees p 9).

Employee diversity information:

	FY21	FY20	FY19
Employees by gender			
Male	78%	79%	79%
Female	22%	21%	21%
Employees by age group			
<30 years old	12%	12%	12%
30-50 years old	63%	62%	61%
>50 years old	25%	26%	27%
Hiring			
U.S. college hires that are female or minority	38%	47%	55%

Report				
Indicator/Disclosure	Page	Direct Answers and Additional References	Omissions	Assurance
GRI 413: Local Communities 2016				
413-1 Operations with local community engagement, impact assessments, and development programs ¹	45	<p>We develop stakeholder outreach plans aimed at addressing high priority needs and maintaining positive relationships for the communities with our largest operations around the world. We work closely with community partners including not-for-profit organizations, emergency responders, elected officials, and education, business and community leaders to identify the highest impact opportunities. Our support priorities are in education, health and human services, community and economic development, arts and culture, and environment and safety. We also engaged community representatives in the materiality assessment for our sustainability report.</p> <p>Air Products' IntegrityLine is available to anyone who would like to report a potential issue about the Company. It can be found in the Governance section of our website and is linked from various webpages, including our Code of Conduct and Human Rights Policy pages.</p> <p>Additional information: Corporate Citizenship website.</p>	Percentage of operations with implemented community engagement plans is not tracked.	

¹Not a material issue. Data has been provided for completeness