



Snap-on 2025

International Sustainability Standards Board (ISSB) – SASB Standards Index

Sustainability Disclosure Topics & Metrics

Topic	Code	Metric	Snap-on Disclosure
Energy Management	RT-IG-130a.1	(1) Total energy consumed	2025: 1,201,421 gigajoules (GJ) in our manufacturing, distribution, service, and sales support operations
		(2) Percentage grid electricity (%)	2025: 50.3%
		(3) Percentage renewable energy (%)	2025: 10.6%
Employee Health & Safety	RT-IG-320a.1	(1) Total recordable incident rate (TRIR)	2025: 0.92 (number of injuries and illnesses multiplied by 200,000, divided by hours worked)
		(2) Fatality rate	2025: 0 (number of fatalities multiplied by 200,000, divided by hours worked)
Fuel Economy & Emissions in Use-phase	RT-IG-410a.1 –RT-IG-410a.4	Sales-weighted fuel efficiency and emissions	Not applicable to Snap-on. We do not sell medium- and heavy-duty vehicles, non-road equipment and vehicles, stationary generators, or engines of any kind.
Materials Sourcing	RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	<p>Snap-on’s supply of raw materials and purchased components are generally available from numerous suppliers, and the company continuously works to expand its supplier base to ensure availability. The principal raw material used in the manufacture of our products is steel, which we purchase in competitive, price-sensitive markets. To meet Snap-on’s high quality standards, a portion of our steel needs include specialized alloys, which are available only from a limited group of approved suppliers. Additionally, certain electronic components are sourced from a finite set of suppliers. Some of these specialized materials and components have been, and in the future may be, in short supply, particularly in the event of mill shutdowns or production cut backs. In addition, government actions (including those affecting trade), armed conflicts, weather events, outbreaks of infectious diseases or other circumstances beyond our control could also impact the availability of raw materials and components. Raw materials, components and certain purchased finished goods can exhibit price and demand cyclicalities, including as a result of tariffs, other trade protection measures, inflationary factors and supply chain inefficiencies. Starting in the first quarter of 2025, the United States government announced additional tariffs on goods imported into the U.S. from numerous countries and multiple nations countered with reciprocal tariffs and other actions in response. While Snap-on is relatively advantaged in the tariff environment, generally manufacturing products in the markets where they are sold, the company’s cost can be affected by trade policies. Unexpected variability associated with these and other factors has resulted, and in the future could result, in an increase in product costs and require Snap-on to increase prices or reduce costs to maintain margins.</p> <p>To mitigate these risks, Snap-on closely monitors its supplier relationships and clearly communicates its expectations for our supplier partners.</p> <p>Guided by our core beliefs and values as put forth in the company’s “Who We Are” mission statement, Snap-on’s commitments to integrity and social responsibility extend to its worldwide supply base. All Snap-on suppliers, regardless of location, must adhere to a Supplier Code of Business Conduct when performing services for, or related to, Snap-on. Snap-on has a human rights policy and other policies that seek to eliminate human trafficking, slavery, forced labor and child labor from its global supply chain.</p>



Topic	Code	Metric	Snap-on Disclosure								
Remanufacturing Design & Services	RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	While Snap-on generally does not sell used or remanufactured products, 2025 net sales included approximately \$114 million of repair and service revenue to provide for the extension of life, maintenance and calibration of products previously sold.								
Activity Metrics	RT-IG-000.A	Number of units produced by product category	<p>Given the breadth of the product lines and the number of individual items manufactured by Snap-on, the number of units produced by product category is not presented as it is not practicable to do so. Net sales by major product category for 2025 were as follows:</p> <p><i>(Amounts in millions)</i></p> <table data-bbox="932 483 1428 625"> <tr> <td>Tools</td> <td>\$2,541.9</td> </tr> <tr> <td>Diagnostics, information and management systems</td> <td>1,112.2</td> </tr> <tr> <td>Equipment</td> <td><u>1,089.1</u></td> </tr> <tr> <td>Total net sales</td> <td><u>\$4,743.2</u></td> </tr> </table>	Tools	\$2,541.9	Diagnostics, information and management systems	1,112.2	Equipment	<u>1,089.1</u>	Total net sales	<u>\$4,743.2</u>
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RT-IG-000.B	Number of employees	2025: approximately 13,000 as of January 3, 2026									