

Q2 2026 ESG PERFORMANCE REPORT

Environmental, Social and Governance performance through June 30, 2026

PERFORMANCE SNAPSHOT

Key measures reported in the Q2 2026 ESG dashboard

TRIR

3.88

Q2 2026 | target: 5% decrease

LTIR

1.66

Q2 2026 | target: 5% decrease

Environmental incidents

0

Reportable incidents | 2026 YTD

Overtime

8.0%

Q2 2026 | target: < 10%

Electrical usage

329.21

kWh / cab | Q2 2026

Water usage

551.97

gal / cab | Q2 2026

Scope 1 GHG

0.1903

CO₂e / cab | Q2 2026

Scope 2 GHG

0.2565

CO₂e / cab | Q2 2026

2026 annual ESG goals

Targets and year-end objectives reported in the source dashboard

SAFETY

5% improvement in TRIR and LTIR. Year-end goals: 3.49 TRIR and 0.60 LTIR.

ENVIRONMENT

Environmental improvements aligned with the reported usage, emissions and waste targets.

DIVERSITY

Improved workforce diversity in line with the goals reported in the dashboard.

Safety & environmental performance

Reported baseline and quarterly measures from the Q2 2026 ESG dashboard

SAFETY INITIATIVES

Metric	Target	2025 baseline	12/31/2025	3/31/2026	6/30/2026
TRIR	5% decrease	4.04	3.62	4.49	3.88
LTIR	5% decrease	1.16	1.16	0.99	1.66
Hours worked	N/A	1,353,063	213,922	402,073	361,863
Overtime %	< 10%	7.1%	6.7%	6.1%	8.0%
Reportable environmental incidents	0	0	0	0	0

ENVIRONMENTAL IMPROVEMENTS

Metric	Target	2025 baseline	12/31/2025	3/31/2026	6/30/2026
Electrical usage (kWh/cab)	1% decrease	776.83	860.94 (48.3%)	498.01	329.21
Water usage (gal/cab)	1% decrease	583.00	695.37 (52%)	397.55	551.97
Gas usage (MMBtu/cab)	1% decrease	6.23	6.23 (100%)	5.55	3.58
Scope 1 greenhouse gases (CO2e/cab)	1% decrease	0.3500	0.35 (121%)	0.3915	0.1903
Scope 2 greenhouse gases (CO2e/cab)	1% decrease	0.3200	0.32 (37%)	0.2752	0.2565
VOC (tons/cab)	Y/Y decrease	0.00117	0.001170	0.00150	0.00107
HAP (tons/cab)	Y/Y decrease	0.00019	0.000190	0.00020	0.00014
Hazardous waste (lbs/cab)	Y/Y decrease	3.17	3.17 (45%)	2.79	1.76
Non-hazardous waste	Y/Y decrease	Pending	Pending	Pending	Pending
Recycling program	In place	Yes	Yes	Yes	Yes

Methodology note: Scope 2 is driven by electric usage. VOC and HAP values are identified in the source dashboard as estimated and pending verification with NOVA.

People & governance

Workforce and governance measures reported in the Q2 2026 ESG dashboard



WORKFORCE DIVERSITY

Metric	Target	2025 baseline	12/31/2025	3/31/2026	6/30/2026
Female employees	2% increase	112	112	111	112
Non-Caucasian employees	2% increase	94	94	101	99
Veteran employees	2% increase	57	57	54	55
Total employees		725	725	731	734
Female % of workforce	2% increase	15.4%	15.4%	15.2%	15.3%
Non-Caucasian % of workforce	2% increase	13.0%	13.0%	13.8%	13.5%
Veterans % of workforce	2% increase	7.9%	7.9%	7.4%	7.5%

GOVERNANCE

Key ESG policies in place: YES

Management note: Not anticipating turnover in the Executive Team in 2026.

Recent ESG actions taken in the quarter

Initiatives and actions listed in the Q2 2026 ESG dashboard

OPERATIONS & ENVIRONMENT

Operational consolidation

Consolidate Plant 1 operations into Plant 2 to streamline material flow, reduce interfacility transportation, lower energy consumption and emissions, and improve overall operational efficiency.

Greenville sandblasting evaluation

Meet with NOVA in July to evaluate an in-house sandblasting booth at Greenville to reduce external transportation, emissions, handling, and turnaround times.

ESG roundtable refresh

Revamp monthly ESG roundtable discussions at each facility to establish clear action plans, ownership, and implementation timelines.

DIVERSITY INITIATIVES

Veteran recruiting

Partnering with Recruit Military to tap into the Veteran Applicant Pool. Will be attending career fairs, posting positions and source through their resume database.

Female candidate sourcing

For engineering and supply chain roles, will be posting to sites that are specifically geared toward female employees. Will track each time a new site is used to determine ROI.

Diverse candidate sourcing

Establishing new relationships with workforce centers near our locations to assist with non-caucasian applicant pool. At this time plan to attend 3 diverse career fairs specifically for job seekers of different ethnicities.

Q2 2026 ESG PERFORMANCE

Progress is measured against the company's reported safety, environmental, workforce and governance objectives.

Source: Q2 2026 ESG Performance Dashboard