



WEISIGER GROUP

CORPORATE RESPONSIBILITY REPORT



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01 INTRODUCTION

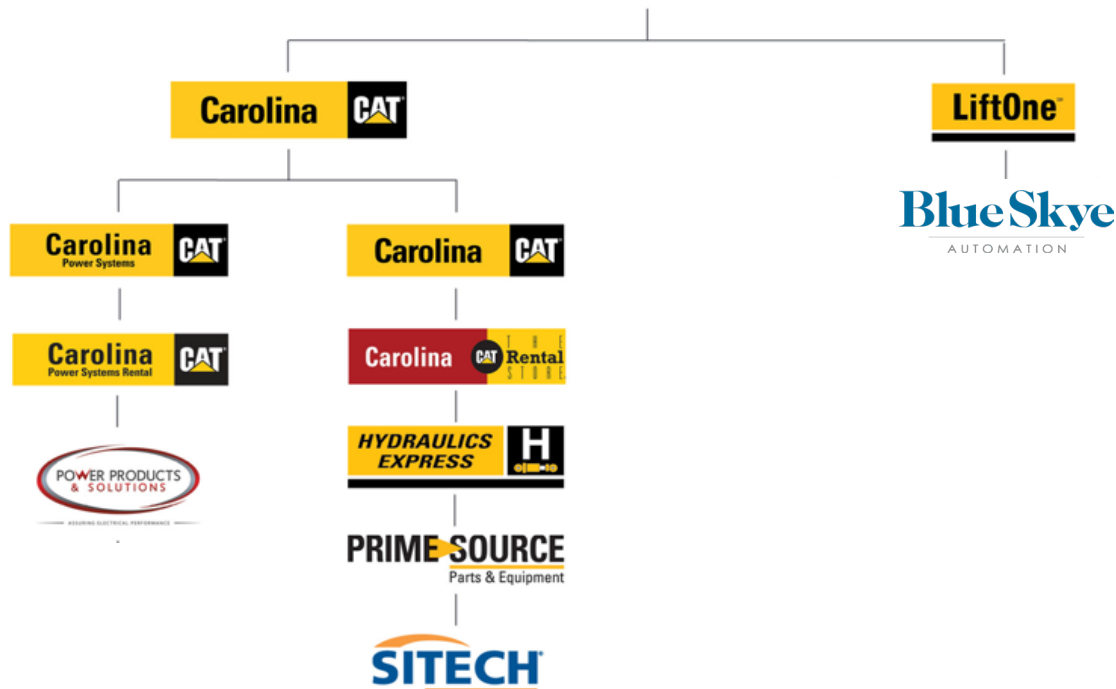
OUR COMPANY

A TRUSTED PARTNER FOR NEARLY 100 YEARS

Weisiger Group is a family-owned and operated premier equipment and service provider for the construction, electric power generation, and material handling industries in the Southeast, with over 2,000 employees. Since 1926, Weisiger Group has adapted into a family of companies that continually invests in tools and technologies to optimize the success of their customers and employees.



House/family of brands





LETTER FROM OUR CEO

Weisiger Group is approaching its 100th year in business, and now — for the first time — we are publishing a Corporate Responsibility Report. The timing is intentional. As we reflect on our history and look ahead to the next hundred years of business, we are mindful of the foundation we have inherited and intentional about our steps to build for future generations. We are eager to share some of our progress and future plans with our customers, our employees, our suppliers, and our communities through this report.

When my grandfather Leslie M. “Les” Weisiger started the company in 1926, he understood the need to be a trusted partner and a good steward. Those principles have been a part of our DNA ever since and remain the basis of how we interact with customers, manufacturing partners, communities and employees today. As our world has evolved, so have we, keeping our “Trusted Partner” mentality at the center of our decisions. Community-minded investments stem from our unwavering commitment to helping others be their best and leaving things better than we found them.

The one constant throughout our history, and that you will see reflected in this report, is the people we have the good fortune to work with. While we report some statistics on progress each year, the true impact these amazing individuals have on our lives and our communities is beyond measure. I am grateful to each and every one of them.

As you read this report, I hope you see why we say our company is a trailblazing organization that is built to last.



ED WEISIGER JR.
WEISIGER GROUP | PRESIDENT & CEO

OUR GUIDING PRINCIPLES

OUR MISSION

WE ARE A **TRAILBLAZING** ORGANIZATION THAT IS **BUILT TO LAST.**

OUR VALUES

We do what we say.

We get the details right.

We bring a positive attitude.

We do the right thing.

We improve, always.

OUR PURPOSE

WE ARE A **TRUSTED PARTNER** IN YOUR SUCCESS



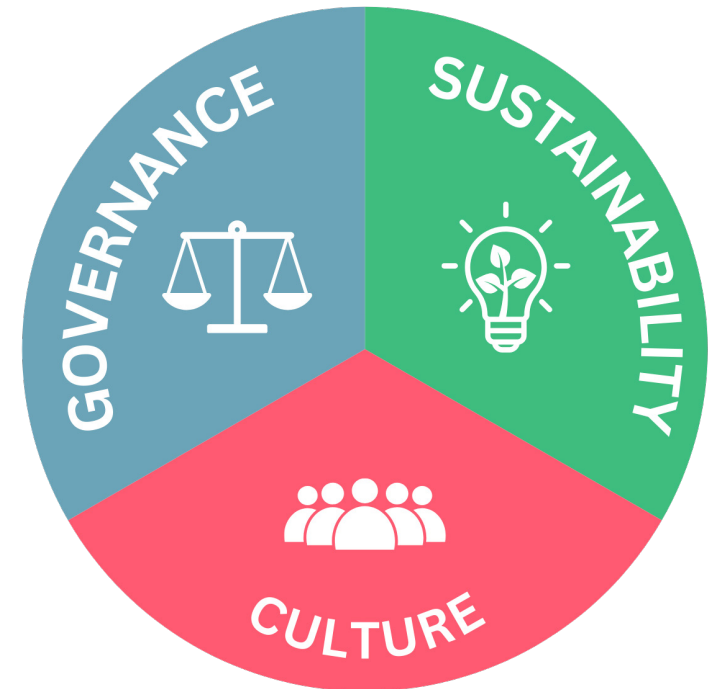
THE FRAMEWORK

HOW WE STRUCTURE OUR FOCUS

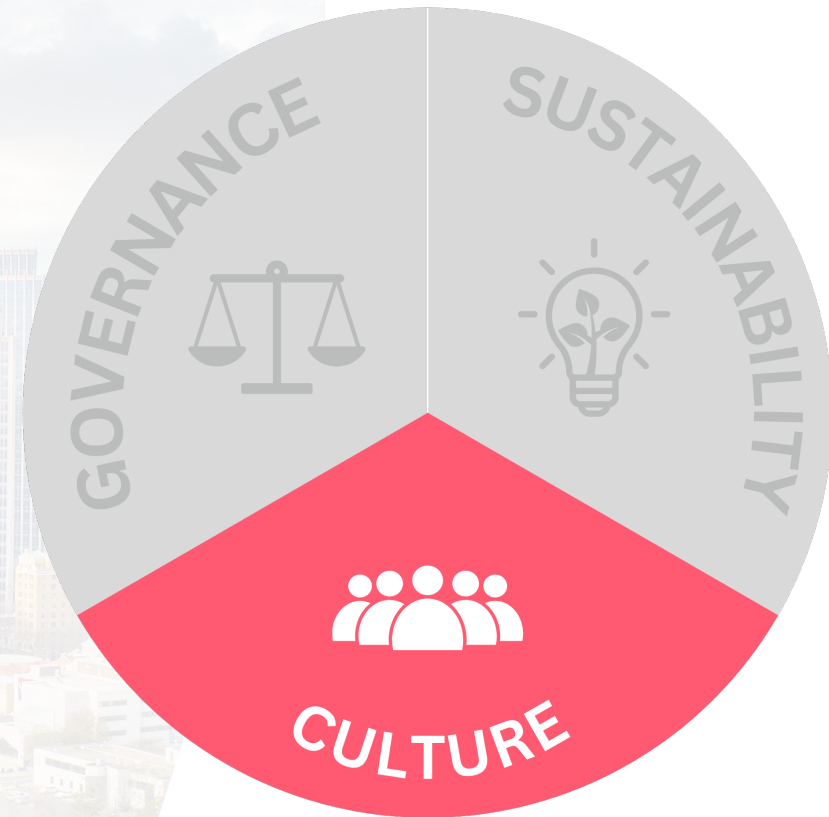
In 2023, our company executed a major re-brand from CTE to Weisiger Group, refreshing how our stakeholders see our company. The re-brand effort revealed an opportunity to improve how we communicate the areas that we believe are critical to running a responsible business that is Built To Last. Coupled with our core values and business performance results, our Corporate Responsibility pillars help define how we deliver value as Trusted Partners.

Culture, Sustainability, and Governance are the Corporate Responsibility pillars that help us prioritize areas that are most important to our customers and employees, who are looking to understand what matters to our company and the way we do business at Weisiger Group.

While Weisiger Group's Corporate Responsibility framework is a new construct to help the company highlight priorities, responsible decision-making and focus on continuous improvement and trailblazing have been the lifeblood of our nearly 100-year-old business. We are already advancing initiatives across each Corporate Responsibility pillar and will share some of those initiatives more broadly throughout this report.



02 OUR CULTURE



OUR CULTURE

PEOPLE TAKING CARE OF PEOPLE

People are the foundation of our business. We know that our success depends on being a trusted partner to customers and employees. To maintain that level of partnership, we are becoming even more intentional about reinforcing our culture. We believe a committed team, driven by shared purpose, vision, and values, makes better decisions, fosters innovation, boosts engagement, serves customers and communities more effectively, and gains a strong competitive edge.

SAFETY IS #1

Maintaining safe operations is a core business value of Weisiger Group. Prioritizing a healthy and safe working environment is not only “*the right thing to do*,” it is an essential element of our day-to-day in order to provide best-in-class service to our customers.

It is the policy of Weisiger Group to maintain a safe and healthy work environment, and to adhere to all applicable legal and other health and safety requirements. All employees, contractors and visitors are responsible for following safety policies, performing their jobs in a cautious and safe manner, and reporting unsafe conditions, behaviors, and incidents immediately. All employees have the right, responsibility, and authority to stop a job task and seek immediate management assistance in the event an unsafe working condition exists.

Our shared goal is to continuously improve safety and health, striving for zero injuries, illnesses, and property damage events, based on the principle that all occupational incidents are preventable. All employees are encouraged and expected to participate in safety and health program activities, in addition to complying with safety rules and regulations.



COMMITMENT TO OUR SAFETY CULTURE

Weisiger Group strives to achieve continuous health and safety performance improvement and regulatory compliance through a proactive, engaged safety culture. To achieve those goals, our Safety Management System includes:

- Internal corporate, branch, and customer safety / health policy and procedure adherence
- Data / technology, engineering, administrative, and personal protective equipment (PPE) hazard controls
- Job task and behavioral risk analysis
- Semi-annual safety and health compliance and performance audits
- Incident causation / corrective action analysis and immediate / sustained resolution
- Corporate and site level safety performance goals
- Employee participation, engagement, and awards / recognition activities
- Safety policy and practice accountability
- Leadership communicating safety performance, compliance, and initiatives



BY THE NUMBERS

> **69%**

Favorable OSHA Total
Recordable Incident Rate (TRIR)
vs. our industry peers¹

45-70 HOURS

Safety-related training for new hire technicians,
including instructor-led classes, e-learning, on-
the-job training and mentorship

> **31%**

Favorable workers' compensation
Experience Modification Rate (EMR)
vs. our industry peers²

¹ U.S. Bureau of Labor Statistics most recent publication (2022) | ² National Council on Compensation Insurance (February 1, 2024)

EMPLOYEE EXPERIENCE & DEVELOPMENT

We are proud of our culture and want our employees to have a long and fulfilling career at Weisiger Group. We focus on employees' total well-being and provide opportunities to engage in meaningful work, in addition to creating a broad spectrum of career opportunities, development plans and mentorship.

Empowering our leaders to realize their full potential through training and development enables managers to effectively lead their employees. Our leadership development curriculum provides current and future leaders with the foundational knowledge, skills, and behaviors to create a great place to work for all employees.

Training is also a top priority on our front lines. We have 950+ qualified technicians that maintain and repair equipment for our customers. Across the company, our technicians completed over 36,000 paid hours of professional development and training, equating to an average of 38 hours per technician annually. Training is critical to ensure our workforce is able to deliver top-notch service by keeping skills and knowledge up to date.

BUILDING AN INCLUSIVE COMMUNITY

At Weisiger Group, our goal is to cultivate and sustain an inclusive culture where differences drive innovative solutions to meet the needs of our customers and employees. We strive to be a diverse and inclusive organization where everyone feels welcome and our differences are valued as competitive advantages. Our differences are what make us stronger.

Our Women LEAD employee resource group is one effort designed to achieve those goals. In addition to providing networking and development opportunities for female employees, Women LEAD engages with community organizations to build a pipeline for future generations of women to join Weisiger Group.

Future efforts will be aimed at reinforcing and improving our inclusive culture for both the individual contributor and management levels within our company.





COMMUNITY IMPACT

INVESTING IN OUR COMMUNITIES: A LEGACY IMPACT

Our business is shaped by the incredible individuals and organizations that define our community. Our company, alongside the Weisiger family, has a longstanding commitment to building our communities by providing funding and volunteer hours towards initiatives, programs, and organizations that address local needs and improve the well-being of our region.

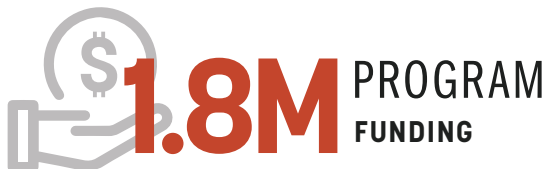


OUR GOAL IS TO SUPPORT STRENGTH & RESILIENCE IN OUR COMMUNITIES THROUGH:

- Educational opportunities
- Technical and skills training
- Purposeful facility construction
- Improved and sustainable infrastructure
- A commitment to diversity and inclusion

BY THE NUMBERS

EACH YEAR WE INVEST FUNDING & TIME TO ORGANIZATIONS IN OUR FOOTPRINT



OUR APPROACH

Our community partners and the investments we make are intentional. We actively seek organizations and initiatives that align with our values and resonate with our employees. In 2024, we partnered with over 15 organizations who share an unwavering dedication to fostering positive community impact in the places we call home. Our community partnerships fall into four main categories:

- Health and safety
- Diversity and inclusion
- Community building and infrastructure
- Technical training and educational programming



RECENT PARTNERSHIPS



LOOKING AHEAD

Weisiger Group is committed to expanding our partnership footprint to encompass an even broader spectrum of impact. We also recognize the need to address sustainability challenges and further champion diversity initiatives. Through our resources and expertise, we hope to step up our positive impact on both local and global scales.



STANDING STRONG, TOGETHER

GIVING BACK WHERE IT MATTERED MOST

To contribute to Weisiger Group Cares visit: www.weisigergroup.com/weisiger-group-cares

WEISIGER GROUP CARES

EMPLOYEE ASSISTANCE FUND

Weisiger Group Cares is an employee assistance fund that was created in 2024 to provide financial support for employees facing eligible disaster and hardship events, including natural disasters, house fires, unexpected medical conditions, and domestic violence. This fund offers direct financial assistance to cover essential expenses such as transportation, housing, clothing, repairs, and healthcare costs.

HURRICANE HELENE RECOVERY EFFORTS

The aftermath of Hurricane Helene in Western North Carolina affected our employees, their families, and the communities we serve. In response, our company rallied together and donated \$500K to local non-profits actively working on the ground to assist these communities.

Additional Recovery Efforts:

- Collected and delivered necessities to the area
- Worked with local hospitals to secure power
- Hauled supplies and volunteered with cleanup
- Assisted search and rescue efforts
- Assisted in restoring power to cellular towers
- Supplied power to Samaritan's Purse basecamp



ORIGINAL EQUIPMENT MANUFACTURER (OEM) PARTNERSHIPS

Weisiger Group's success hinges on the partnerships we have with our OEMs, including Caterpillar, Hyster-Yale Material Handling, and other manufacturers, who are distinctive leaders in their respective industries. Our OEMs are more than suppliers – they are our trusted partners and collaborators who enable us to deliver for our customers. We strengthen these relationships in many ways, including:

- Aligning strategies, technologies and business goals to ensure we can compete in our markets and thrive as businesses
- Participating in regular conferences and joint training opportunities to share best practices with OEMs and other dealers
- Sharing product and supply chain feedback to ensure we get the right equipment and parts at the right time
- Supporting our OEM commitments to sustainability

Celebrating and publicly acknowledging our shared achievements showcases the mutual respect and appreciation with each of our OEMs.

03 OUR GOVERNANCE





GOVERNANCE

BEING “BUILT TO LAST”

Weisiger Group has been in business for nearly 100 years, largely attributable to our values that inform our governance principles. How we operate can be embodied by one of our core values: “Do The Right Thing.” We believe that doing what is right for our customers, employees, suppliers, and communities will enable us to continue to thrive as we approach 100 years in business, and beyond.



Weisiger Group was honored by Deloitte for being a “Best Managed Private Company” for the fourth consecutive year.

BUSINESS ETHICS

Our approach to business ethics centers on transparency, fairness, and compliance with legal and regulatory frameworks. We regularly review and update our policies to ensure alignment with industry best practices and ethical norms. Additionally, we provide robust employee training to foster an environment where ethical decision-making is paramount.

HUMAN RIGHTS / FORCED LABOR

We are steadfast in our commitment to human rights. Our expectation is that all company, vendor, and supplier labor must be voluntary. Slave, child, underage and forced labor will not be tolerated. Suppliers shall not engage in or support trafficking of human beings.

DATA PRIVACY & DATA SECURITY

The confidentiality, integrity, and availability of information assets are foundational to Weisiger Group's informational security and privacy programs. We strive to provide administrative, technical, and physical safeguards required for the protection of customer, employee, and vendor sensitive data, based on industry leading frameworks, third party cyber security audits, and applicable laws and regulations.

We take this responsibility seriously, which is why our dedicated cyber team has implemented systems to protect the organization, including business partner data. We rely on a third party to assess cyber readiness based on the National Institute of Standards and Technology (NIST) Cybersecurity Framework. By taking action to address vulnerabilities, we have improved our overall NIST score by 57% over the last two years.

BOARD OF ADVISORS OVERSIGHT

Our Board of Advisors plays a crucial role in providing strategic input and oversight for our business. Every quarter, these highly accomplished industry and functional professionals review our performance, assess risks, and provide recommendations to enhance Weisiger Group's business practices. Board input helps us maintain transparency and accountability, reinforcing our commitment to excellence and responsible business conduct.

Note: For more information, see [Weisiger Group's website](#).



04 OUR SUSTAINABILITY



SUSTAINABILITY

GROWING RESPONSIBLY

After doing business for nearly 100 years, Weisiger Group has developed a track record by adapting to operate effectively in any environment. Advancements in technology have afforded us the opportunity to enable more sustainable practices within our company and to have an impact across our broader industry. This is part of what it means to be a trailblazing organization.

RESOURCE EFFICIENCY & RECYCLING

We have focused on using resources efficiently to make our spaces more economical and environmentally friendly. Our local vendor partners are helping us capture better data on facility energy usage, recycling, and dirt and oil removal.

With this new data, our actions have driven waste diversion to increase by 9% YOY (2022-2023) and we plan to further use this data to assess progress and trends over time. We are excited for the changes and we will continue to monitor the positive impact going forward.

BY THE NUMBERS

2023 RECYCLING STATISTICS

193K GALLONS
OF OIL

12K AIR
FILTERS

783 TONS
OF METAL

74 TONS OF
CORRUGATED MATERIAL

423 TONS
OF WOOD

2023 ENERGY STATISTICS

- 800 lightbulbs and 400 light fixtures replaced with more efficient LED devices
- 4 HVAC units replaced, swapping outdated technology with modern, lower energy consumption, and environmentally friendly refrigerants



EMISSIONS REDUCTION / ELECTRIFICATION

Across our divisions, we are helping to unlock electric alternatives for our customers as part of the broader energy transition. At the front line, this means maintaining high-quality service and reliability for internal combustion equipment (ICE), while simultaneously supporting new product lines, supply chains, and skillsets to support customers switching to electric machines. This dual-focused approach demonstrates our adaptability and commitment to support sustainability.

In addition to adding electric product lines, we have also made investments in two solar arrays to generate renewable electricity. Combined, these sites in Asheville and Shelby, NC generate 3,600 megawatt-hours (MWh) per year of renewable energy to augment the local power grid.

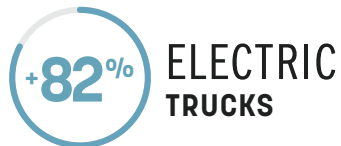
EMISSIONS REDUCTION / ELECTRIFICATION LIFTONE AND OEM PARTNERS

At LiftOne, we have started delivering motive power innovations tailored for a diverse range of applications. Our product portfolio offers the latest fuel sources, including hydrogen fuel cells and lithium-ion batteries, to help our customers achieve lower emissions operations. The advancement of lithium-ion technology is also being seamlessly integrated into lift trucks by our industry-leading Hyster and Yale OEM brands, as well as electric yard spotter trucks by Ottawa.

We expect the industry to continue transitioning toward electric power sources over the coming years, and LiftOne is prepared to help ease the transition by ensuring our salespeople and technicians receive ongoing education and certifications in the latest innovative technology.

BY THE NUMBERS

Counterbalanced lift truck retail booking growth vs. 2014 levels (Industrial Truck Association)



Our strategic partner Hyster-Yale Group has **set ambitious environmental goals to achieve by 2026.**

“Part of the overall goal is to significantly reduce our global carbon footprint,” explains Conal McNally, Environmental Engineer for Hyster Europe. “Moreover, environmental targets have been set to reduce carbon emissions, Volatile Organic Compound (VOC) emissions from painting operations, and hazardous waste all by 30%, and water consumption by 20%. We also aim to achieve zero waste landfill at all sites and to offer a greater range of alternative products that enable customers to cut emissions cost-effectively.”

Hyster and Yale have both achieved recent awards for their sustainable efforts, including:

- Hyster Company selected as a **2023 Green Supply Chain Partner** by Inbound Logistics magazine
- Hyster Company selected as a finalist in the industrial application category of the **World Hydrogen 2023 Awards**
- Yale Materials Handling Corporation receiving **2022 GOOD DESIGN Award** for its three-wheel integrated lithium-ion forklift

EMISSIONS REDUCTION / ELECTRIFICATION

CAROLINA CAT AND OEM PARTNERS

With Caterpillar Inc. as a strategic OEM partner, Carolina Cat recognizes the substantial growth prospects emerging from the energy transition and increasing energy demand within North Carolina and beyond. We can help our customers build a better, more sustainable world by collaborating with dedicated OEM partners committed to reducing their carbon footprint through advanced products and services.

Caterpillar Inc. is the world's leading manufacturer of construction and mining equipment, off-highway diesel and natural gas engines, industrial gas turbines, and diesel-electric locomotives. As an OEM partner of Carolina Cat, Caterpillar Inc. has embarked on integrating lower emissions and electric alternatives into its product lineup through the rollout of electric drivetrains and hybrid powertrains. These advancements combine electric drive transmission with power components, boosting both energy efficiency and productivity. Cat's fuel-efficient machines not only reduce fuel consumption but also feature state-of-the-art technology and tools to enhance operator efficiency. Additionally, Cat has unveiled four battery electric machine prototypes: the Cat 301.9 mini excavator, 320 medium excavator, 950 GC medium wheel loader, and 906 compact wheel loader. Notably, every new Caterpillar product launched in 2022 surpasses the sustainability standards of its predecessors, indicating a sustained positive trend.

Caterpillar Inc. prioritizes not only emissions reduction, but also alternative power solutions and durability in its products. Our products are engineered to withstand demanding operating conditions, and built to be restored and reused again and again. Initiatives like rebuilds and Cat Reman breathe new life into materials, offering sustainability benefits and contributing to the circular economy. Cat Certified Rebuild programs extend equipment lifespan by providing customers with cost-effective product updates, thereby promoting material longevity and sustainability.

BY THE NUMBERS

Caterpillar Inc. statistics that Carolina Cat helps to enable & support

- 19%** INCREASE IN SALES & REVENUES FROM REMANUFACTURED PRODUCTS VS. 2018
- 140 MILLION** POUNDS OF MATERIAL TAKEN BACK FOR REMANUFACTURING THROUGH CAT REMAN SITE
- 43K** MACHINES, POWERTRAINS & COMPONENTS REBUILT SINCE 1985

By publishing this inaugural report, we have established our Corporate Responsibility framework around Culture, Governance, and Sustainability. These core pillars have been identified as priority areas to communicate expectations to a broad set of stakeholders, including customers, employees, suppliers, and communities.

We currently plan to provide bi-annual updates to communicate progress and refresh priorities.

Through the transparency that this report provides, we hope to continue building trust-based relationships which have sustained our business for nearly 100 years.

