



ESG

At our workplace, in the field, or at one of our branches, the environment is constantly changing. Therefore, we are committed to regularly assessing our operational procedures to uphold ethical and transparent governance for our customers and ourselves.

We prioritize finding ways to minimize our environmental impact within our operational areas and strive to offer inventive, eco-friendly solutions to our customers, minimizing the negative effects on the planet.

Our approach to corporate, social, and environmental responsibility emphasizes maintaining proactive safety standards, reducing our environmental footprint, employing innovative solutions to address environmental concerns, and supporting our employees and communities.



## ESG STATEMENT



## Waukesha Pearce Industries Mission

To lead our industry in customer and employee satisfaction by providing a safe work environment and world-class products and services.

### Employee Responsibilities

- Safely perform your job by adhering to all safety guidelines
- Perform your job to the best of your abilities
- Commit to contributing to WPI's success
- Be a Team Player
- Maintain integrity in all aspects of the job
- Excel at service delivery to customers
- Be honest and respectful to your fellow employees and customers

### WPI Responsibilities

- Provide a safe and clean work environment
- Access to high-quality products
- Maintain policies and processes that enable employees to achieve our mission
- Offer training and opportunities for advancement
- Distribute clear guidelines
- Make available a comprehensive and competitive employee benefit program
- Recognize employees for their contribution to WPI's success



## RESPONSIBILITIES



## Active Stakeholder Engagement

Through our stakeholder efforts, we strive to foster relationships, understand priorities and identify collaboration opportunities.

Stakeholders	Engagement
Customers	<ul style="list-style-type: none"><li>• Daily work on customer locations</li><li>• Daily communications via emails, calls and meeting</li><li>• On-site customer visits and service calls</li><li>• Performance assessments and reports</li></ul>
Employees	<ul style="list-style-type: none"><li>• Internal up-to-date communications</li><li>• Town hall luncheon meetings</li><li>• Performance management</li><li>• Training and development</li></ul>
Industry Groups and Non-Governmental Groups	<ul style="list-style-type: none"><li>• Participate in meetings and education events</li><li>• Sponsor and participate in advocacy activities</li></ul>
Communities	<ul style="list-style-type: none"><li>• Volunteer opportunities</li><li>• Charitable contributions</li></ul>
Suppliers and Contractors	<ul style="list-style-type: none"><li>• Selection and contracting processes</li><li>• Direct communication</li></ul>

## WPI Core Values

Environmental Initiatives, Health & Safety,  
Social & Community Initiatives and Governance



ENGAGEMENT



**Environmental Initiatives**

**Health & Safety**

**Social & Community Initiatives**

**Governance**

Core Values



## Environmental Initiatives

Remanufacturing and rebuilding initiatives contribute to sustainability and a circular economy by reusing, repairing, refurbishing, and recycling existing materials and products for as long as possible.

- Lowering our carbon footprint across our company.
- Sustainably sourced parts that offer a reduced carbon footprint.
- Recycling and waste reduction programs at our service facilities.

We work with customers to offer GHG emission solutions for their compressor engine operations.

Remanufactured Part	Carbon Offset (Pounds per Unit)	
	VHP 12	CAT 3516
Auxiliary Water Pump	110	50
Camshaft	235	400
Carburetor	24	N/A
Connecting Rod	71	30
Crankcase	5,400	4,800
Crankshaft	1,800	1,600
Cylinder Head	215	100
Intercooler	410	350
Jacket Water Pump	174	50
Oil Cooler	300	100
Prelube	28	30
Regulator	78	30
Rocker Arm Assembly	12	2
Turbocharger	86	100
Wastegate	10	10

Core Values



## Environmental Initiatives Case Study

### WPI Service Centers

- EcoPowerhouse Reman Center, Houston
- Revamp Center, Oklahoma City

WPI's remanufacturing processes have provided customers with quality equipment that delivers lower owning and operating costs, returning component products to like-new condition at the end of their initial serviceable lives. Because we are returning end-of-life components to like-new condition, we reduce waste and minimize the need for raw materials, energy, and water to produce new parts.

Through remanufacturing, we contribute to sustainable development by extending the value of the energy and water consumed in a component's original manufacture and keeping high-value nonrenewable resources in circulation for multiple lifecycles. With steady customer demand for remanufacturing products and components, WPI is well-positioned to help achieve this enterprise goal.

Estimates for remanufacturing an engine produce 61% less greenhouse gas than making a new one and generally requires 80% less water, energy, landfill space, and raw materials.

Core Values



## Health And Safety Values

### Health and Safety

- Safely perform our job by adhering to all safety guidelines
- Monthly safety meetings
- Adhering and Complying with WPI's Safety Policy

### Working Conditions

- Provide a safe and clean working environment

Core Values





## Social Initiatives

- WPI employs approximately 800 people with branches in 15 states and a presence in Canada.
- WPI is committed to creating an inclusive and diverse culture to have the best top-quality talent.
  - Women have consistently represented about 18% of the workforce from service roles to management.
  - Employees of minority populations are about 35% of the workforce.
  - We are proud of our veterans, who represent about 8% of our workforce.
- Offer employee training and opportunities for advancement through our Training Centers and Pearce University Classes to help our employees set and reach their professional goals.
- Annual reviews from management



## Core Values



## Community Engagement

WPI employees don't just thrive in the workplace, it's outside the workplace that our employees are seen volunteering and giving back to our communities. As our business has grown and the needs of the communities have changed, we stay dedicated to serving.

Some of the organizations we serve include:

- The 100 Club Survivor's Fund
- Houston Wilderness
- EWI of Houston
- Bob Tallman's Charities
- Amigas Para Niños
- HLS&R Educational Fund
- American Legion Food Basket Program
- Houston Livestock Show & Rodeo
- Willow Waterhole Greenspace Conversancy
- MD Anderson
- Susan G Komen Walk
- Toys for Tots
- Houston Food Bank
- Wounded Warrior Project
- Ronald McDonald House
- University of Texas
- Covenant House
- Cystic Fibrosis Foundation
- Star of Hope Mission
- Greater Houston Partnership
- Better Business Bureau



Core Values



## Governance

- The WPI family always maintains mutual respect in our working relationships.
- It is our responsibility to support our operations on behalf of us to accomplish our top priorities.
- We promise to provide our customers with the best products and services.
- WPI and the customers we support will continue to partner with world-class manufacturers to reduce global emissions.
- A shared priority of WPI and our customers is the safety of our personnel. At WPI, our people are the key differentiator in a competitive market. That is why safety is of paramount importance to us.
- We will continue improving our comprehensive programs to protect our people, customers, and other stakeholders.



## Core Values





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