

2025 CORPORATE RESPONSIBILITY Report



Ensure an inclusive and safe work environment for all by valuing similarities and differences through encouraging genuine collaboration among employees and businesses.

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Message from Hendrickson's President and Chief Executive Officer **MATT JOY**

Hendrickson is dedicated to fostering a sustainable future that is ingrained in our company's core values. Our vision for sustainability is a comprehensive approach encompassing environmental accountability, social equity, cultural diversity and preservation, stakeholder engagement, community involvement and innovative product development. It reflects Hendrickson's continued commitment to creating long-term viability for the company and its shareholders while leading the way to build lasting, positive impacts on the global commercial transportation industry.

Hendrickson's investments in research and development, design and engineering, manufacturing, supply chain and customer experience lead the way to advance industry progress and, ultimately, contribute to a safer, more equitable and more sustainable future.

Safety

Safety is the most critical aspect of Hendrickson's sustainability platform. Every day, our goal is to have every one of our over 6,000 global employees get home safe and sound. Our safety program is called Vision Zero for a reason: to remind every employee that we strive for zero incidents at every plant every day.

There are many ways that our facilities achieve their stellar safety ratings. Six sites participate in the Voluntary Protection Program (VPP), nine are certified to the ISO 45001 standard and twenty participated in the Environment, Health and Safety conference where topics such as incident investigation, hand and finger safety, fire prevention and ergonomics were discussed.





Environmental Sustainability

In 2024, Hendrickson successfully maintained ISO14001 certification across all certified locations and added the W&C Suspensions plant in McKinney, TX. This continues to show our dedication to maintaining a compliant and sustainable work environment.

We remain dedicated to reducing carbon emissions. With the support of Workiva software, we successfully cut 20,000 metric tons of carbon dioxide in 2024.

Additionally, Hendrickson is prioritizing capital investments that target environmental sustainability. A solar field will be installed to provide green electricity in Lockport, IL, and wash water recycling will be implemented in Navarre, OH.

Hendrickson One

Our Vision Zero safety initiative demonstrates that Hendrickson values employees as our most important asset. We continue to invest in training and personal development to make sure all Hendrickson employees are set up to succeed.

Over the course of the last year, 182 people were promoted from within Hendrickson to fill new roles, 145 people participated in corporate-sponsored training, over 15,000 online e-learning courses were completed and 75 people took the Dale Carnegie Skills for Success training.

Programs such as the Women in Manufacturing initiative, the Jill of All Trades™ event and high school robotics competitions have established a strong foundation for attracting new talent to Hendrickson. These initiatives also allow current employees to enhance their skills and expand their impact within the company. Hendrickson's dedication to supporting local communities is exceptional, and our employees' efforts in community outreach, charitable giving and responding to natural disasters are truly inspiring.

Finally, our commitment to sustainability as a company relies on delivering highly-engineered, timely, cost-effective, innovative ride solutions. This report reflects our team's progress and I share our achievements with great pride.

ENVIRONMENTAL MANAGEMENT

Hendrickson is committed to environmental excellence through compliance with regulations, environmental management systems and many sustainable efforts. The efficiencies of our operations and products are realized in our engineering efforts, manufacturing facilities and on the road for our customers and the environment.

ISO 14001 Environmental Management Systems

Each year, Hendrickson facilities are audited by their registrars in conformance with the ISO 14001:2015 standard. In 2024, all certified Hendrickson sites went through successful surveillance audits both on-site and via remote technology. Congratulations to W&C on obtaining their ISO14001:2015 certification in November 2024!



CANADA

- Stratford, Ontario

UNITED STATES

- Lockport, IL
- Hebron, OH
- Kendallville, IN
- Lebanon, KY
- Woodridge, IL
- Berea, KY
- Chattanooga, TN
- McKinney, TX

MEXICO

- Piedras Negras

INDIA

- Pune

EUROPE

- Chateaufort, France
- Douai, France
- Judenburg, Austria
- Sibiu, Romania
- Torún, Poland
- Wellingborough, UK

AUSTRALIA

- Dandenong South

Location Highlight: W&C - McKinney, TX

W&C becomes our eighteenth site certified to ISO 14001. They completed their Initial Audit with DNV in October 2024 with zero major and zero minor findings. This is an accomplishment that is not achieved by many facilities seeking initial certification to ISO14001:2015. Two noteworthy projects include a new recycling program with Champion Recycling that will divert pallets, plastic banding and bottles, cardboard and aluminum cans from landfills. The other project currently in the works is the use of mechanical concrete. Mechanical concrete uses old tires to hold gravel and dramatically reduces overall construction carbon emissions by requiring only 8 inches of excavation versus a typical build of 24 inches to achieve the same or better weight-bearing capacity. The unique nature of the process maximizes stability with less excavation and material used when compared to traditional methodologies.



LOCATION SUSTAINABILITY HIGHLIGHTS

Jinan, China

Jinan improved green space around their facility by planting 1000 square meters of grass.



Woodridge, Illinois

In 2023, the ISO Team at Truck Divisional office in Woodridge, IL started a program to collect plastic caps in order to recycle them into park benches to be placed around the facility. These plastic caps came from anything from soda bottles to medicine bottles to shampoo bottles and most things in between. In 2024, the team exceeded their 200-pound goal and was able to use the collected caps to create two park benches. Considering the average weight of a plastic cap is around 2.25 grams, that is over 40,000 caps collected and saved from landfills.



Additionally, a team of 33 volunteers from the Truck Divisional office went out and cleaned up a local park in celebration of Earth Month 2024. Together, the team collected 25 bags of recycling, 26 bags of trash, four tires and 80 pounds of metal during the two hours they spent at the park. This was an excellent way to support their community and their local environment.



LOCATION SUSTAINABILITY HIGHLIGHTS

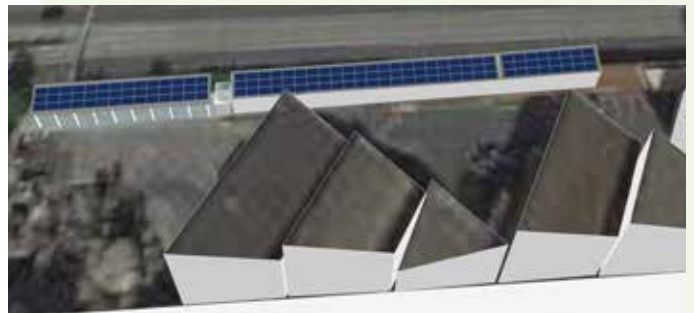
Somerset, KY

The Somerset, KY, trailer plant finished construction on a new 55,000-square-foot storage warehouse. Having this new warehouse on-site will eliminate the need to send multiple trucks per day to other storage warehouses around the area to pick up and store products and components. Eliminating these local daily hauls will cut the transport emissions by an estimated 10.92 metric tonnes of CO₂e each year.



Douai, France

At the end of 2024, Hendrickson Douai installed a 62.7kW solar system at their location. This system will generate approximately 62,675kWh annually for the Douai plant. That is equivalent to 25.6 metric tonnes of CO₂e emissions saved from entering the atmosphere every year. Over the course of the 25-year life of the system, the Douai plant will save over 600 metric tons of CO₂e emissions.



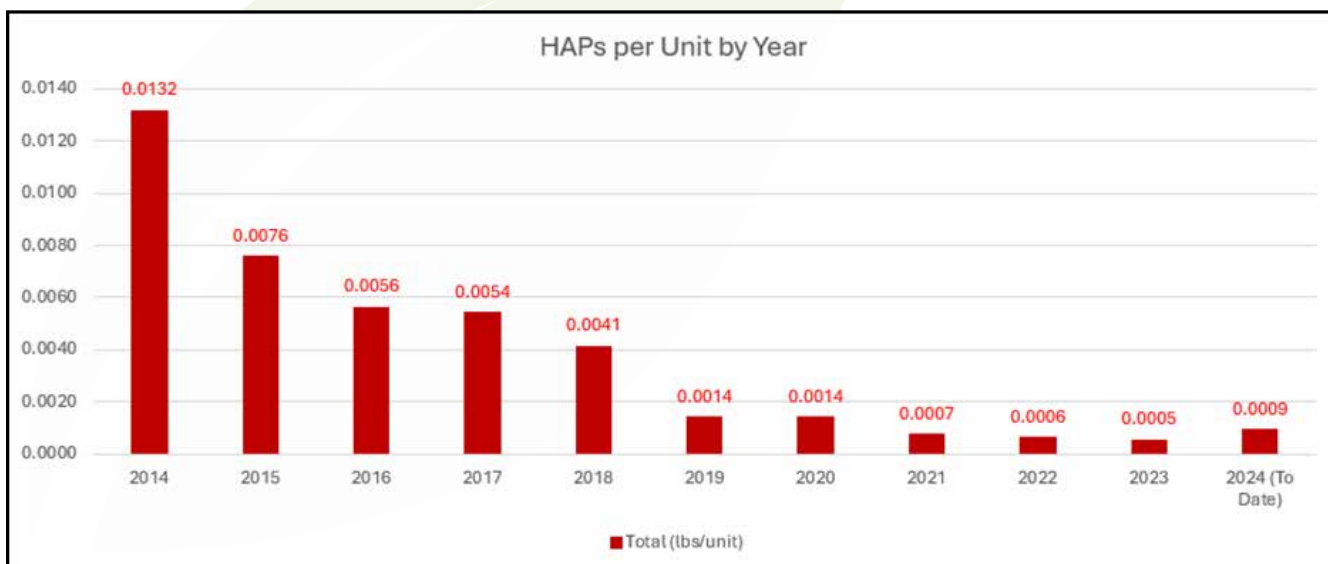
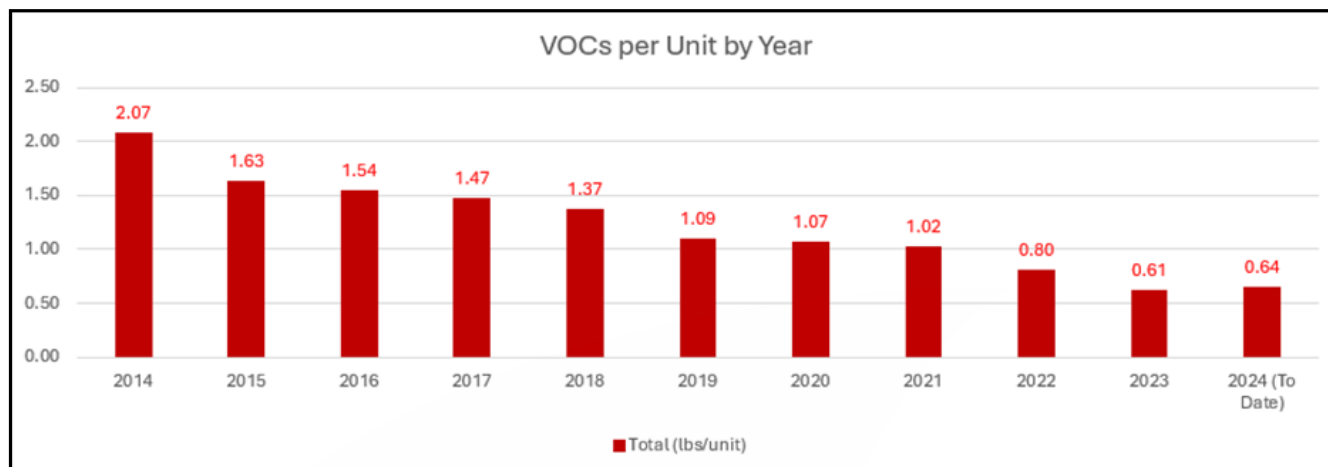
Judenburg, Austria

Each year, the Judenburg facility plants additional trees and plants to make our company nicer, greener and more environmentally friendly. This year, the facility added three plants to our production area and two trees in front of the main building.



Trailer Division VOC Reductions Through ULTRAA-K®

Over the last decade, Hendrickson Trailer has slowly converted our global customers to our slider box suspension systems. This is quite the achievement, but over this time Trailer has achieved something just as impressive. By slowly converting the coating process from solvent-based paints to dipped wax, VOCs and HAPs emitted have dropped significantly. In 2014, when the mix of suspensions was over 90% painted, the amount of VOCs released were 2.07 lbs / unit and HAPs were 0.0132 lb / unit. In 2024, where the mix was over 68 percent wax-dipped slider boxes, VOCs emitted were only 0.64 lbs / unit and HAPs were 0.0009lbs / unit. That is a 69.1 percent and 93.2 percent reduction in VOCs and HAPs per part produced, respectively. We are proud of Hendrickson's commitment to providing our customers a more durable and environmentally friendly solution with our products.



OCCUPATIONAL HEALTH AND SAFETY

Facilities Achieving Vision Zero in 2024

Trailer – Mississauga, Ontario, Canada

Trailer – Queretaro, Mexico

Trailer Aftermarket – Lebanon, Indiana

Truck – Woodridge, Illinois

Specialty Products – Mount Vernon, Missouri

Spring Europe – Douai, France

Spring Europe – Torún, Poland

International – Wellingborough, UK

International – Dandenong, Australia

International – Pune, India

International – Jinan, China



2024 Safety Leader Participation Rate

Our Safety Leader participation rate finished at 91 percent. For the 11 courses assigned in 2024, our 300+ participating frontline leaders completed over 540 hours of online EHS training through Percipio.



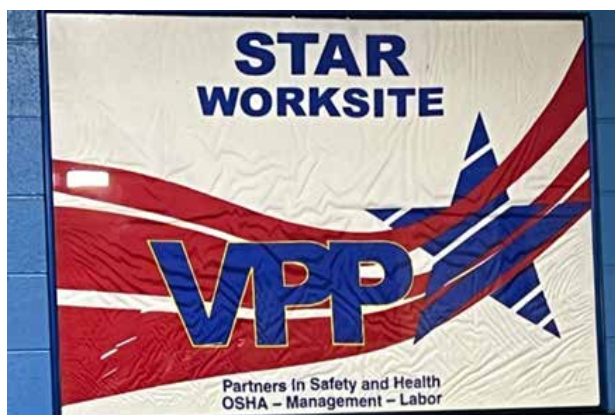
2024 Safety Leader Topics Included:

- Understanding Chemical GHS Pictograms
- Flammable / Combustible Liquids
- Electrical Arc Flash Awareness
- Workplace Safety Awareness
- Personal Protective Equipment - Glove Selection
- Basic Rigging Awareness
- Heat Stress
- Environmental Responsibilities Overview
- Ladder Safety Awareness
- Hand, Wrist & Finger Safety Awareness
- Preventing Slips, Trips & Falls - Awareness

OSHA VPP (Voluntary Protection Program) Recertification Audit

Lockport, IL

In April 2024, the Bumper facility in Lockport, IL, participated in its third OSHA VPP (Voluntary Protection Program) recertification audit. The facility was first certified as an OSHA VPP Star site in 2011. As a Star site, the Bumper facility has demonstrated safety excellence in management leadership, employee involvement, worksite analysis, hazard prevention and control, safety and health training.



During the audit, the facility hosted a team of 4 auditors from OSHA who reviewed written programs, safety records, employee interviews and time on the plant floor. Several best practices were identified, including the facility's Active Shooter training, Distracted Driving Awareness efforts, Heat Stress program and positive employee engagement. Several improvements and requirements were also identified in machine guarding, lockout / tagout, electrical and storage programs. The Bumper facility welcomed all suggestions and requirements and has implemented enhancements to improve our safety program and performance.

Lockport is deeply committed to placing employee safety and health as a top goal. We are proud and honored to be an OSHA VPP Star site, a testament to our unwavering safety culture.

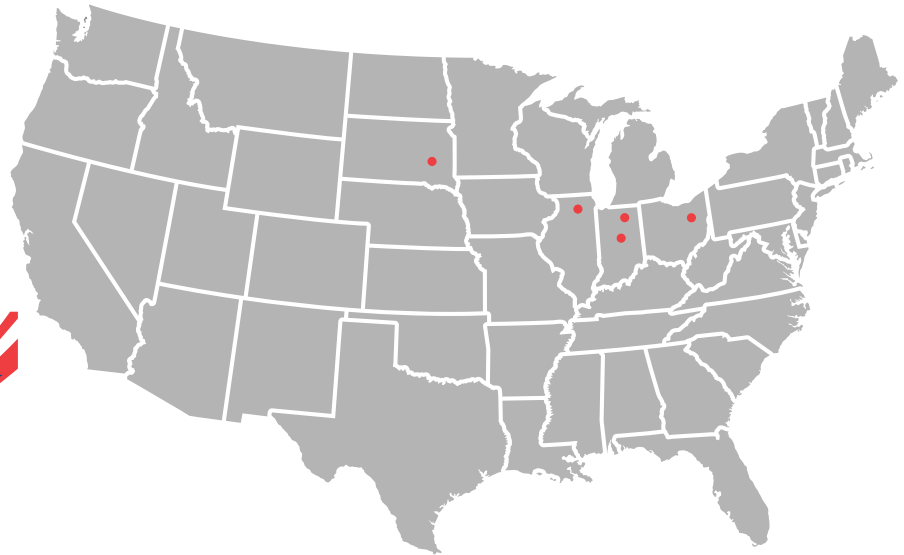
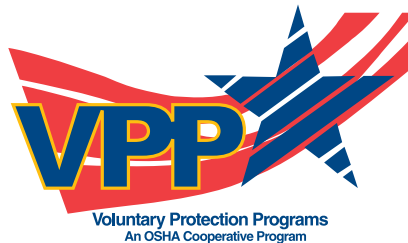
OCCUPATIONAL HEALTH AND SAFETY

Recognition / Certification

The **Voluntary Protection Programs (VPP)**, established by the Occupational Safety and Health Administration (OSHA), recognize employers and workers in private industry and federal agencies who have implemented effective safety and health management systems and maintain injury and illness rates below national averages for their respective industries.

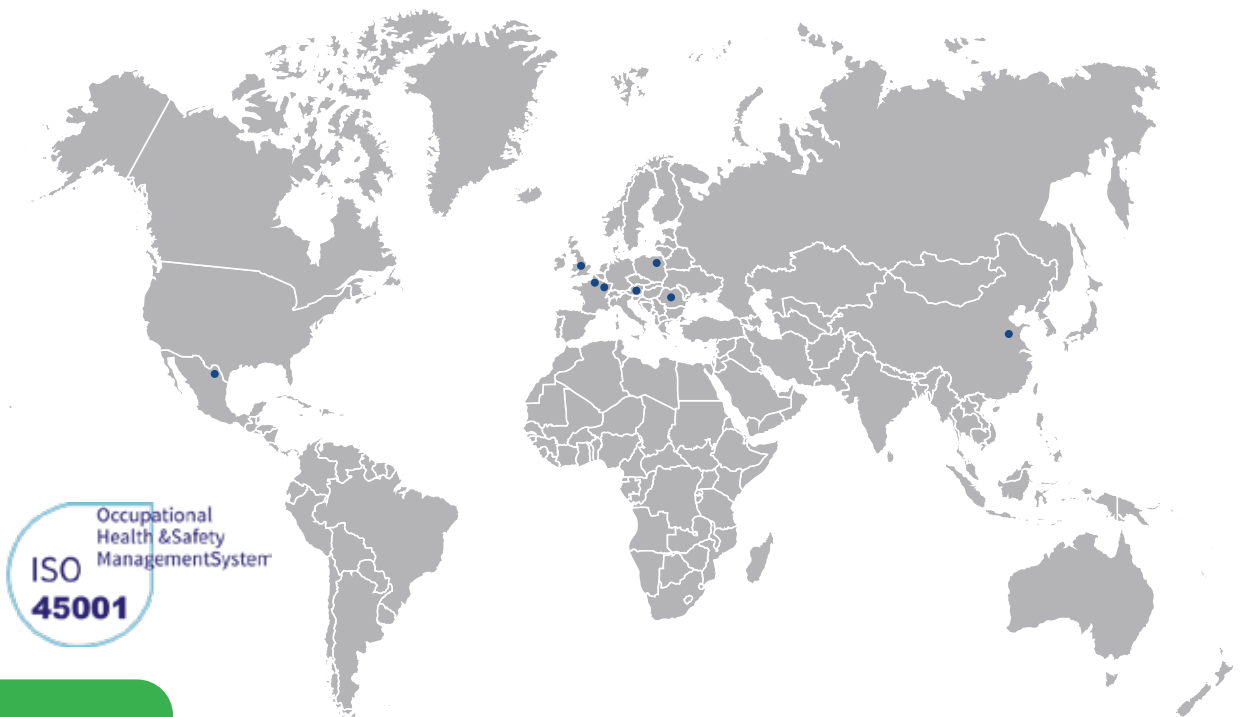
VPP sites within Hendrickson include:

Canton, Ohio; Lockport, Illinois; Kendallville, Indiana; Lebanon, Indiana; Mitchell, South Dakota.



ISO 45001 is an international standard for occupational health and safety (OH&S) management systems. It provides a framework for organizations to manage risks and improve OH&S performance, aiming to reduce workplace injuries and illnesses.

ISO 45001 Sites: Douai, France; Chatenois, France; Jinan, China; Judenburg, Austria; Sibiu, Romania; Torún, Poland; Wellingborough, UK; Piedras Negras, Mexico



EHS Excellence Conference – Redefining EHS Sustainability

In May of 2024, Hendrickson held an EHS Excellence Conference and invited EHS Reps and Managers from its U.S. locations to Headquarters and Bumper to meet and collaborate on Safety and Environmental topics. The first day focused on Safety and allowed representatives from different plants to share some of the best practices they had found at their locations.

Day one also included presentations on proper incident investigation, Hendrickson's hand and finger safety initiative and the new Velocity Accelerate platform. The second day focused on environmental topics and included a panel discussion with members from Civil and Environmental Consultants, Workiva and Hendrickson. Each panelist discussed their history with environmental sustainability and their current role in moving the cause forward and then they opened up to questions from participants.

Overall it was a great event and networking opportunity for all involved and we look forward to planning the next EHS Excellence Conference.



Training

EHS Leadership Training

Leadership, including General Managers, Directors, Plant Managers and Human Resources, attended the two-day EHS Leadership training at Woodridge HQ. The course content included a variety of topics, including Safety Excellence, management systems, including VPP & ISO 45001, Environmental Compliance and Sustainability, including ISO 14001. The locations represented included Brake and Wheel-End Group - North Canton, OH, Trailer - Somerset, KY, Truck - Piedras Negras, Mexico, Trailer - Canton, OH and Specialty Products Group - Lockport, IL.



Design for Ergonomics

The workshop, provided by ergo-ology, focused on ergonomics design considerations and principles for new and modified work cells and manufacturing operations. Thirty-five manufacturing engineering associates from 14 sites participated in the training, which took place at the North Canton Controls facility.

This course was centered around engineering out or mitigating ergonomic hazards. Employees learned ergonomic design principles using anthropometric measurements. Principles will include measurements of heights, reaches, clearances, grips, forces and cognitive factors that affecting humans during operations. Employees gained the experience to observe poor examples of product and work-station design and understand efforts needed to correct poor existing designs.



OCCUPATIONAL HEALTH AND SAFETY

Training Continued

Certified Ergonomic Process Specialist (CEPS)

The workshop, provided by ergo-ology, focused on ergonomic program management at the manufacturing plant level. Topics included recognizing ergo risk factors, risk analysis / screening and early intervention efforts. Twelve EHS and manufacturing engineering associates from eight sites participated in the training, which took place at the Motor Wheel Berea facility.

The locations represented included W&C - McKinney, TX, Trailer R&D - Canton, OH, Motor Wheel, Chattanooga, TN, Brunner - Medina, NY, Trailer and Mississauga, ON, Canada.



Machine Guarding / ANSI B11 Training

This training, provided by Fortress Safety, focused on machine guarding and ANSI B11 Risk Assessments of machine safety integration. This topic is of particular importance as we continue to automate and modernize our manufacturing operations with new machinery, robotics and cobots. Thirty-six EHS and manufacturing engineering associates from 19 sites participated in the training, which took place at the North Canton Controls facility.



Special Government Employee Training

Hendrickson hosted an OSHA Special Government Employee (SGE) training session at their Lebanon, Indiana plant on September 17th-18th, 2024. This training is part of OSHA's Voluntary Protection Programs (VPP) and provides an overview of the roles and responsibilities of an SGE.

To become an SGE, approved applicants must attend a 3-day OSHA training course that provides an overview of the OSHA VPP SGE Program and the roles and responsibilities of an SGE. OSHA provides this training free of charge.



Travel and Safety Training

In partnership with The Ackerman Group, we completed revisions to the International Travel Safety and Security policies in the 3rd quarter of 2024. Frank Pedrozo, Senior Vice President with Ackerman, completed International Travel Security Awareness Training in Woodridge, IL, Canton, OH, and online through Microsoft Teams. In addition to this training, Frank also conducted training at Queretaro and Piedras Negras with our management team members. This training course focused on travel safety training.



Training at Trailer Division Headquarters - Canton, OH



Training at Truck Division Headquarters - Woodridge, IL

ERGO EXCELLENCE AWARDS

In 2016, the Safety Excellence Team launched the Ergo Excellence Awards to honor sites addressing some of the most challenging ergonomic hazards in their workplaces. Each participating site presents its Ergo Excellence project to a panel from the Safety Excellence Team, with scoring based on six categories: innovation, simplicity, cost savings, ergonomic risk reduction, teamwork and presentation quality.

This year's entries showcased some of the most impressive projects to date, earning some of the highest scores in the award's history. We are thrilled to announce **Canton R&D, Navarre, Lockport and Somerset** as the 2024 Ergo Excellence Award winners!

2024 Ergo Excellence Award Participating Sites

- Canton, OH
- Chatenois, France
- Clarksville, TN
- Dayton, OH
- Elizabethtown, KY
- Lockport, IL
- Lebanon, IN
- Somerset, KY
- Lebanon, KY
- McKinney, TX
- Medina, NY
- Mississauga, Canada
- Mitchell, SD
- Navarre, OH
- North Canton, OH

In addition, the following sites received **best-in-class recognition** in specific categories:

- **Innovation:** North Canton, OH and Mississauga, Canada
- **Simplicity:** Mississauga, Canada
- **Cost Savings:** Dayton, OH and North Canton, OH
- **Ergonomic Risk Reduction:** Dayton, OH
- **Teamwork:** North Canton, OH

Previous Award Recipients

| | | | | |
|------|--------------------|-------------------|--------------------|----------------|
| 2023 | Canton, OH | Lockport, IL | Navarre, OH | |
| 2022 | Torún, Poland | Somerset, KY | Chatenois, France | |
| 2021 | Judenburg, Austria | Kendallville, IN | Lebanon, IN | |
| 2019 | Lebanon, KY | Sibiu, Romania | Somerset, KY | Canton R&D, OH |
| 2018 | Judenburg, Austria | Lebanon, IN | Hebron, OH | |
| 2017 | Lockport, IL | Chatenois, France | Kendallville, IN | |
| 2016 | Judenburg, Austria | Lebanon, IN | Stratford, Ontario | |

2024 AWARD WINNER SNAPSHOTS

Canton, OH R&D

Hercules Suspension Cart

The in-house custom-designed cart provides adjustable height, allowing safe transport and placement of suspension within the validation test fixtures. Instead of awkward positions using a hoist / crane, the cart extends out and lifts / lower suspensions into the proper position to be secured within the test fixture.



Navarre, OH

Parts Box Lifting Device

The new lifting device eliminated the two-person manual lift of parts boxes (weighing upwards of 170 lbs.) from conveyors to carts / pallets. The lift attachment is designed to insert the ends into the box handles.



2024 AWARD WINNER SNAPSHOTS

Lockport, IL

Reduce scrap lifting & handling along the press line

A modification of the scrap dumpster at the blanking presses was implemented reduce scrap metal lifting and handling significantly. Scrap metal can now be swept into dumpsters instead of lifting and moving scrap over product. Dumpsters were modified so that they now fit between the front of the press and bumper carts. This eliminates approximately 6,000 lbs. of lifting per week for both operators running the press.



Somerset, KY

Paint Grate Lifter

A hoist and lifting device were added to the paint line rail system to eliminate the need for manually lifting paint line grates weighing upwards of 150 lbs. per grate. Forty to fifty grates are lifted each week as part of the paint line 5S / housekeeping maintenance efforts.



BUSINESS GROWTH

Acquisition of Reyco Granning

Mt. Vernon, MO

In June of 2024, Hendrickson announced our acquisition of the Reyco Granning suspension business located in Mt. Vernon, MO. Acquired from Reyco Granning and its parent MAT Capital. This addition strengthened our position in the market for suspension solutions tailored to heavy and medium-duty vehicles.

Reyco Granning was recognized for its innovative suspension products, which are designed for a diverse range of applications, including motorhomes, commercial trucks, emergency response vehicles, specialty trailers, buses and the aftermarket sector. The Reyco Granning brand continued to operate under its name, ensuring continuity in operations and customer service while seamlessly integrating into our Specialty Products Group.

This acquisition represented an exciting opportunity for Hendrickson to broaden our manufacturing footprint and enhance our product portfolio. By incorporating Reyco Granning's offerings, we positioned ourselves better to serve our customers in the commercial vehicle industry and solidified our commitment to delivering exceptional ride solutions.

We extended a warm welcome to Reyco Granning and nearly 100 employees have become part of the Hendrickson team. Together, we looked forward to a future filled with growth, innovation and continued success in meeting the needs of our valued customers.



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