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# To Our Stakeholders

We are pleased to release the 2024 Nelson Global Sustainability Report, highlighting our continued progress in building a more sustainable future.

As a global manufacturing leader, we recognize our responsibility — not just to the environment, but also to the people and communities we serve. This report provides documentation of our ongoing progress and our dedication to transparency, accountability, and continuous improvement.

Over the past year, we have taken meaningful steps to reduce emissions, minimize waste, and invest in more sustainable practices across our operations. In 2024, we made large-scale changes to reduce our emissions and carbon footprint, along with efforts to reduce waste, invest in our surrounding environments, and give back to neighbors and the communities where we live and work.

While we are proud of these achievements, we know that sustainability is an ongoing journey. In the years to come, our 3,900 employees will remain committed to finding new ways to improve efficiency, reduce our environmental footprint, and drive positive change. We’re not just committed to delivering high-quality products. We’re also dedicated to doing our part to deliver a better world.

Sincerely,  
Nelson Global Leadership Team



**The progress we’ve made in 2024 is a testament to the dedication and ingenuity of our employees. Their commitment to sustainability — through both small actions and big innovations — drives real change in our operations, ensuring we make a meaningful, lasting impact.**

Steve Sogalski, Chief Executive Officer

# Our History and Today



**Our history dates back to 1939, when our company was founded as Nelson Muffler.** We quickly grew into one of the leading providers of muffler and exhaust components in the U.S., and we've continued to evolve ever since. Over the decades, our single manufacturing facility in Wisconsin has grown into an international manufacturing presence with 25 facilities worldwide, and we now offer more than 25,000 custom solutions each year in air & fluid conveyance, acoustics, noise, vibration & harshness (NVH), thermal management, and accessories & fabrications across a range of applications and end markets.

Our services include top-tier engineering, manufacturing, distribution, and robust aftermarket support. As a key provider for major OEMs across a wide variety of industries such as on-highway commercial vehicles, power generation, agriculture, construction & forestry, electric vehicles, powersports, marine, military, and railway, we are dedicated to the success of our customers. That includes examining our environmental, social, and governance performance, continually seeking opportunities to improve, and implementing forward-thinking changes so that all of us can share a better world.

## Our Mission

**We engineer and manufacture custom solutions for key industries across the globe, enabling our customers to help the world grow, share, and prosper while delivering a sustainable future.**

## Our Vision

**Be the preferred partner to provide technologies that bridge the needs of a constantly improving world, from innovation through a renewable product lifecycle.**

# Nelson Global

## Principles of Operation



### We Prioritize Safety

We uphold and regularly update first-rate health and safety standards at all our facilities, because our primary concern is ensuring that our employees return home safe at the end of every workday.



### We Stand by Our Commitments

We cultivate long-term relationships with customers who know we always deliver on our promise to provide custom solutions that exceed quality, durability, and efficient performance.



### We Champion Sustainability

We do our part to protect our planet's future by relentlessly identifying and eliminating waste, developing and distributing highly efficient products, and conserving water and energy at our plants.



### We Serve Our Communities

With facilities all around the globe, we give back to the communities that provide us with a home by partnering with local nonprofits to engage in charitable giving and volunteering initiatives.



### We Foster Partnerships

Our suppliers and customers are all trusted partners in our mission to develop superior systems and products that break the mold and further innovation across industries.



# Global Footprint

Nelson Global operates 25 facilities in seven countries, including two engineering technical centers, seven purchasing offices, and eight global sales offices.

25  
FACILITIES

7  
COUNTRIES

2  
ENGINEERING  
TECHNICAL CENTERS

7  
GLOBAL  
PURCHASING OFFICES

8  
GLOBAL SALES OFFICES

# Ambition and Commitment

## Raising Expectations at Every Level

Serving our people, partners, and the planet responsibly requires ongoing effort, but it creates opportunities for significant impact and growth. By taking steps to cut down on waste, improve our efficiency, and empower our team members around the world, we can become stronger partners and stewards of our shared resources.

Throughout 2024, we invested in improvements to advance our day-to-day sustainability at every level across our company. In the years to come, we will continue to evaluate our actions through a network of environmental, social, and governance lenses to help Nelson Global remain a good citizen of our local and worldwide communities.

## Our Environmental, Social, and Governance Ethos

### Environmental

We believe in protecting the planet’s vital resources by minimizing waste and developing efficient systems that contribute to a worldwide culture of sustainability.

When it comes to our manufacturing processes, recycling materials and managing waste, water, and electricity are always a priority.

### Social

We believe in promoting the health, safety, purpose, and financial well-being of our end users, our employees, and the communities that provide us with a home.

We bolster our local economies by creating jobs, prioritizing workplace safety, and promoting community volunteering efforts.

### Governance

We believe that facilitating effective, visionary, and prudent management processes leads to delivering long-term success.

We take ownership of our policies, procedures, and global governances because it’s the right thing to do, not because regulations call for it.

### Environmental Statement

As a responsible member of society whose task lies in the preservation of the global environment, Nelson Global will make every effort to contribute to human health and the preservation of the global environment in each phase of its corporate activity. Only in this way will we be able to count on a successful future not only for our company, but also for the entire world.

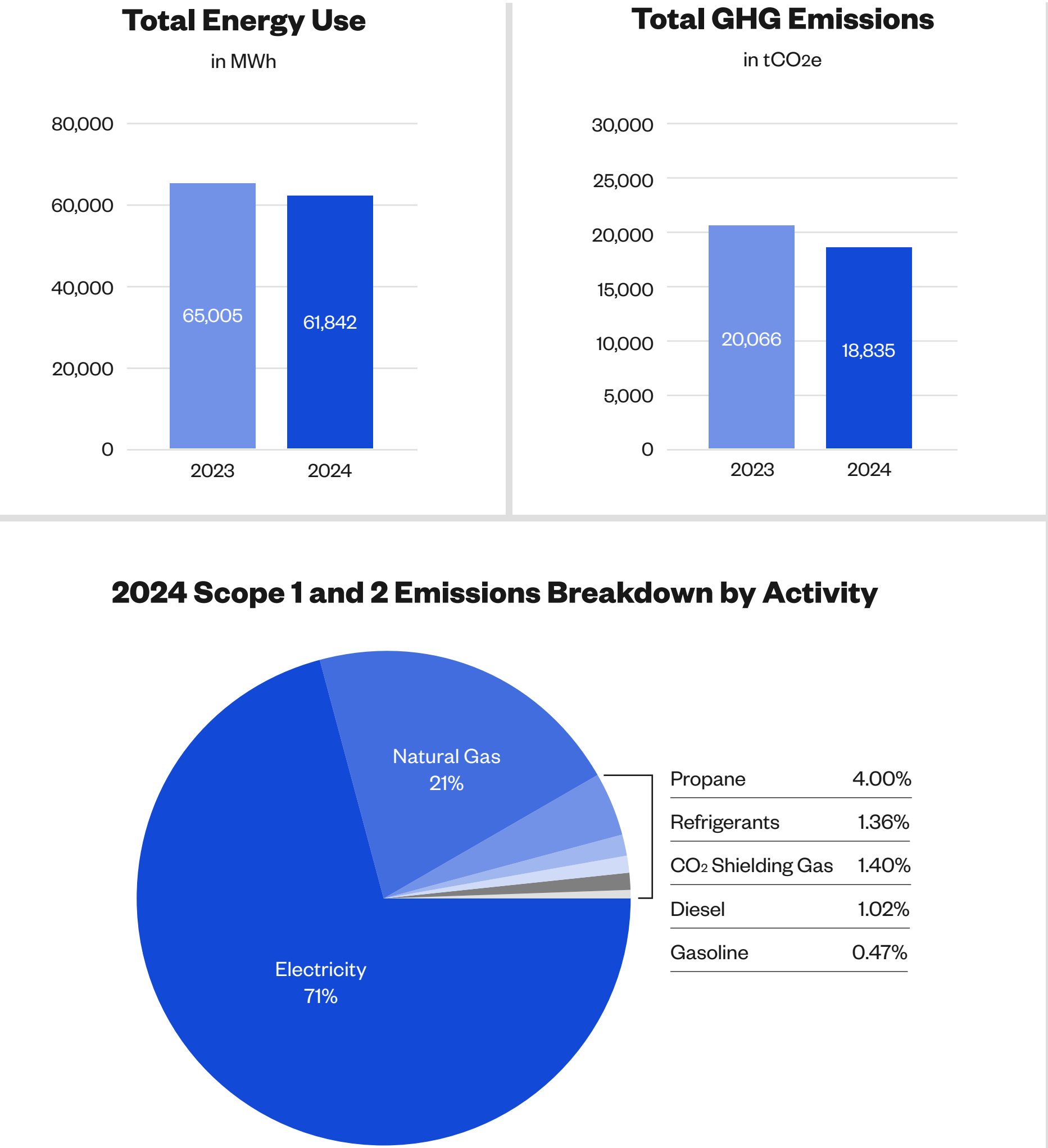
# **Environment**

**At Nelson Global, we recognize the value of the Earth's limited resources and our responsibility to protect them. We are committed to using those resources more sustainably while safeguarding the planet for future generations. We are investing in ongoing efforts to identify waste and increase efficiency so that we can deliver continuous improvement and measurable progress in this area.**

# Energy and GHG

Nelson Global remains committed to continual improvement in energy use and greenhouse gas (GHG) emissions.

We’ve been monitoring our energy use and GHG emissions since 2022, when we undertook a comprehensive inventory of our global data. The next year, we set a goal to source 30% of our total electricity from renewable sources by 2027. In 2024, we went one step further, completing our first scope 3 inventory to monitor indirect emissions that occur upstream and downstream from our organization. All together, this data will guide us in making evidence-based decisions in the future and help us move toward our goal of working more sustainably.



# Clean Energy in Action

**In 2024, two of our plants took actions toward our goal to source 30% of our total electricity from renewable sources. While these facilities took different approaches, their efforts are both effective ways to reduce emissions and reach our goal.**

## Poland

In January 2024, our plant in Poland, which manufactures components for the E.U.’s heavy transport industry, was 100% green energy certified by ENGIE, a globally recognized organization providing third-party evaluations of energy consumption. All electricity used in the facility is generated by a nearby nine-acre solar farm, a zero-emission system which powers its operations 365 days a year without producing any of the GHGs known to cause harm to human health or ecosystems. This achievement also aligns the facility with the E.U.’s goals of reducing net GHG emissions by at least 55% by 2030 and achieving climate neutrality by 2050.

516

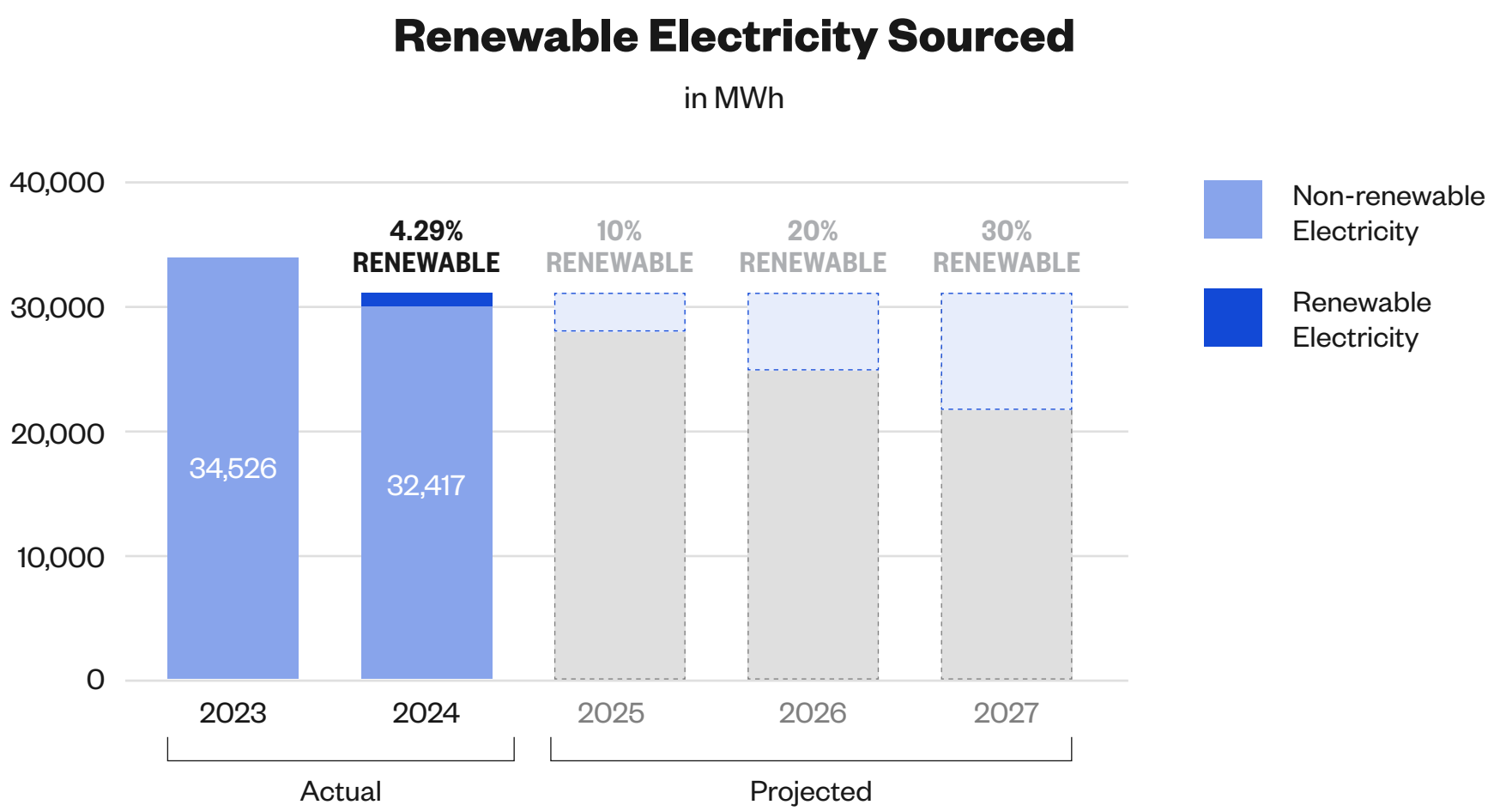
TONS OF CO<sub>2</sub>  
 SAVED IN 2024

## Brazil

Both of our South American sites moved to different utility suppliers in 2024 to more effectively source renewable energy. The Araucária plant signed on in July, while the Santa Rosa facility started its new contract in October. These agreements allowed both plants to replace 100% of their fossil fuel usage with renewable, GHG-free renewable energy sources.

74

TONS OF CO<sub>2</sub>  
 SAVED IN 2024



# Reducing Waste Through Innovation

Efficiency and continuous improvement are always top of mind at Nelson Global, whether we are fine-tuning products or updating processes in our facilities. Our plants took multiple steps to reduce their waste in 2024, including the following highlights:

## Robot and Cobot Coworkers

We supported our workforce by adding 34 autonomous robots in seven of our eight facilities and 12 collaborative robots, or “cobots,” that work alongside team members in five of our plants. These machines were assigned to repetitive or physically challenging tasks such as welding, plasma cutting, and material handling, freeing the people who work for us to focus on problem-solving, critical thinking, and other high-impact activities while reducing physical strain on their bodies. Both robots and cobots increase the overall productivity of our teams and eliminate the need for repeated setup and training. Following the successful rollout of our first cobots, we plan to install more in other facilities across the world in the coming years.

200%

DECREASE IN  
HOURS OF LABOR

## Optimized Packaging

Until 2024, our Araucária, Brazil, facility sealed the parts for its encapsulated tubes in plastic bags to maintain high standards of cleanliness while waiting for testing. The team found that by eliminating plastic bags and covering the ends with non-woven fabric caps instead, they could provide the same protection for the tubes while using much less plastic. This small change netted a surprising reduction in waste, proving that even small steps can add up to big results.

3 tons

OF PLASTIC WASTE  
SAVED PER YEAR

## Material Optimization

In 2024, our Poland plant implemented two changes to reduce post-production waste. First, the team adopted a successful initiative first used at the West Lebanon, Indiana, plant, which had trimmed excess material by redesigning the steel braids we use to dampen vibration in our bellows. Demonstrating our commitment to continual improvement, the team then went a step farther by analyzing other products for material-saving opportunities. After finding that significant amounts of metal were scrapped when cutting formed tubes, they shortened the steel sheets used for 14 products, making the most of resources while keeping valuable materials out of the waste stream.

1,243 kg

OF STEEL WASTE  
SAVED PER YEAR

# Community Clean-Up and Enhancement

As citizens of our local communities around the world, Nelson Global is always looking for ways to extend sustainability beyond our facilities.

We look for opportunities to protect or improve our surroundings while allowing our team members to invest in the environments they call home.

**Poland: Earth Day Tree and Flower Planting**

In April, the Poland facility set aside a day to plant trees and flowers, engaging employees from every department in hands-on care for the local environment while increasing the number of CO<sub>2</sub>-absorbing trees in the neighborhood.



**Brazil: Seedling Planting**

The Araucária plant celebrated World Environment Day in June by delivering 300 tree seedlings from the municipal garden to its employees. Each of them committed to planting the seedlings in their home communities, following up on a charge to “plant your seedling and change the world.”



**U.S.: Facility and Nature Preserve Clean Up**

In Fort Wayne, Indiana, employees and their families participated in an outdoor cleanup day in collaboration with a city-wide celebration of Earth Day. Together, they removed 22 bags of trash from a four-mile stretch of road around their workplace and the adjoining Eagle Marsh Nature preserve.



# **Social**

**We take our social responsibilities seriously. Whether supporting the health, safety, and satisfaction of our own team members, coming to the aid of our fellow community members, or taking action to improve the neighborhoods near our facilities, we strive to be good corporate citizens.**



# Community Outreach

**Supporting the communities where we live and work is a core value at Nelson Global. We are committed to giving our time and financial support to food banks, blood drives, career fairs, and other charity events in our surrounding neighborhoods.**

In the U.S. alone, we donated over \$30,000, with even more contributions worldwide. These funds were allocated through a variety of college scholarships and charitable causes chosen by employees. Our team members also gave many hours of their own time and resources to help make their communities stronger.

The highlights on the following pages offer a glimpse into the many ways Nelson Global employees gave back around the world in 2024.

***Pictured left:***

## **Saltillo, Mexico**

Organized a community holiday party with food and gifts for local children.



# School Outreach



**Troutdale, Oregon**

Donated welding hoods and scrap metal to a high school shop class while sharing safety and career advice.



**Black River Falls, Wisconsin**

Hosted a plant tour of middle school students studying manufacturing.





What is most exciting about this project is the continued opportunity to connect academia with real-world industry challenges.

Vinicios Lampert,  
Continuous Improvement Supervisor, Nelson Global Brazil

**Santa Rosa, Brazil**

Nurtured the next generation of innovators by mentoring mechanical engineering students from Northwest Regional University of the State of Rio Grande do Sul.

# Community Highlights



**Statesville, North Carolina**  
 Awarded a college scholarship to an outstanding high school student enrolling in a STEM program.



**Indianapolis, Indiana**  
 Volunteered to serve over 1,000 families at Gleaners Food Bank of Indiana.



**Fort Wayne, Indiana**  
 Supported the Children's Autism Center in Fort Wayne.



**Black River Falls, Wisconsin**  
 Donated several pints at a workplace blood drive.



**Indianapolis, Indiana**  
 Sponsored a hole at a golf fundraiser to support people with disabilities.

# Disaster Assistance

**In addition to nurturing our surrounding environments and communities, Nelson Global has aided our neighbors during recent times of crisis.**

## Hurricane Helene

When this massive storm swept through the U.S. in September 2024, Western North Carolina experienced severe and unprecedented flooding, along with hundreds of fatalities and billions of dollars in property damage. In the wake of the storm, Nelson Global employees in Statesville, North Carolina, donated money and several boxes full of blankets, hygiene products, and other necessities to the victims. The first shipment was flown down by a Nelson Global Statesville employee in his own private plane, and later boxes were transported by a local church.

## Rio Grande do Sul Floods

In May 2024, heavy rains led to widespread flooding in this southern Brazilian state, flooding the Porto Alegre airport, causing multiple fatalities, and leaving hundreds of people without a home. As the water levels rose, teams at Nelson Global's Brazilian plants collected and distributed drinking water, food, clothing, and personal hygiene items to those affected. They also coordinated the placement of several collection bins to gather donations from others in their communities.



Floods in Rio Grande do Sul

# Health and Safety

Our people are our top priority, and protecting their health and safety is a deeply held value across Nelson Global. We leave nothing to chance, with mandatory safety training for all new employees before they begin work. Employees also attend regular safety huddles and refresher courses related to their key responsibilities. They are empowered to call a safety alert any time they suspect a problem, and we follow safety checklists and mandate physical inspections of machinery before operation. We continuously review our personal protective equipment standards and make upgrades as needed so we can provide the best possible protection for our employees.

Together, these measures have proven to be effective tools for preventing accidents throughout the workplace, documenting our compliance, and tracking our safety milestones.

**Top photo:**  
Safety training in Monterrey, Mexico

**Bottom photo:**  
Celebrating one million hours without a lost time incident in Viroqua, Wisconsin



## Global Safety Achievements in 2024

We are proud to say that many of our locations reached significant safety milestones in 2024.

**9 facilities**  
without a recordable safety incident in 2024

**4 years**  
without a recordable injury in Lucknow and Jamshedpur, India

**1 million hours**  
without a lost time incident in Viroqua, Wisconsin and West Lebanon, Indiana



# Employee Engagement

**In 2024, Nelson Global invited over 1,000 members of our U.S. team to take part in an employee engagement survey hosted by Gallup, the first of its kind in company history.**

The anonymous, 13-question survey covered topics such as understanding expectations, feeling valued, and having opportunities to grow. This formal listening strategy helped us gain valuable insights into shared experiences at our plants, pointing out opportunities to help our team members feel more comfortable, safe, supported, and satisfied.

Gallup's average response rate for these surveys is 70%, so we were pleased to surpass both that and our own goal of 72% by reaching a 73% completion rate. The feedback we received has been shared with each plant that took the survey, helping executive leaders and local plant managers create a roadmap and identify action items to improve employee satisfaction and engagement in 2025. We have plans to expand this survey globally to help drive engagement, retention, and promotion throughout our global team.



# Governance

**At Nelson Global, we've designed our leadership system to provide structure and accountability. By upholding our commitments to all of our stakeholders, including our employees, our customers, our suppliers, our communities, and the environment, we can continue to deliver long-term growth that will benefit all of those involved.**



# Business Governance

Our Executive Leadership Team is made up of a Chief Executive Officer, Chief Financial Officer, and five global Vice Presidents, meeting on a quarterly basis. The CEO provides oversight on all company strategies, operations, and performance metrics and ensures that our decisions and actions align with our global Corporate Social Responsibility mission, goals, and values.

As we expand our operations around the globe, we recognize that each new facility increases our consumption of resources and adds a new set of variables in carbon emissions, water usage, and waste management. We take these challenges seriously, seeking opportunities to innovate, adapt, and prove that responsible expansion is feasible.

We rely on our ESG Committee, including all members of the Executive Leadership Team, our General Manager of European Operations, and our Director of Corporate Communications, to help us meet our goals. Nelson Global engages external auditors to attest to the accuracy of all financial reporting and internal controls, in accordance with U.S. GAAP. The company's governance structure includes a Board of Directors which is composed of both internal and external members. It meets on a quarterly basis and is responsible for approving the company's annual operating plan and overseeing the Audit Committee and Compensation Plans.

## Ethics Policy

Throughout our history, Nelson Global has been dedicated to ethical practices that help build trust among our customers, suppliers, and business partners. One of our core responsibilities is to conduct business in an open, honest, and ethical manner, following our Ethics Policy across all business practices.

After 72% of our team underwent training on our Ethics and Code of Conduct policies in 2023, we set a goal to reach 100% of employees in 2024, and we’re proud to say that we reached that goal by the end of the year. This training ensures that both full-time and part-time employees understand our expectations for ethical practice and the way we want to conduct business around the globe. It also reinforces our commitment to compliance and outlines each employee’s responsibilities to support our adherence to legal and regulatory guidelines.

We also hold ourselves responsible through internal accounting, administrative, and operational controls over all processes. Furthermore, we follow a system of checks and balances as a documented system of fraud control to ensure that no one person has control over all parts of a financial transaction. Our anonymous hotline gives employees a secure way to report any suspected violations of company policy or local laws, and we have a zero-tolerance policy for breaches of applicable laws and internal regulations.

## Supply Chain Expectations

Nelson Global strives to be a trustworthy, reliable, and valuable partner and supplier. We approach all of our working relationships with fairness, honesty, lawfulness, safety, environmental stewardship, social consciousness, and respect for human rights in mind – a philosophy which is further outlined in our Business Code of Conduct.

In 2023, we formalized our Global Sourcing Principles to articulate expectations with our suppliers, and in 2024, 100% of our top suppliers, accounting for 80% of our total spend, signed off on these shared principles. As part of our continual improvement, we are updating our already robust supply chain program with new supplier documents including our Business Code of Conduct, Supplier Delivery Manual, Supplier Business Practice Manual, and Supplier Quality Manual to clarify expectations for our partners.



**100% of employees**  
have completed training on our Ethics and Code of Conduct policies

**100% of top suppliers**  
accounting for 80% of our total spend signed off our on Global Sourcing Principles

# 2024 Recognition

## India



**Supplier Excellence Award, Innovation and Technology**  
Tata Motors

## Daman, India



**Gold Award**  
Kirloskar Oil Engines Supplier Conference

## Saltillo, Mexico



**Master of Quality Award**  
Daimler Buses Mexico

## Santa Rosa, Brazil



**Top Performance Quality Award**  
Caterpillar



**Top Performing Supplier**  
CNH Agriculture

# Certifications and Transparency

Nelson Global partners with the following third-party organizations to monitor and improve our performance across the board.

EcoVadis

Since 2007, EcoVadis has been recognized as the world’s largest and most trusted provider of business sustainability ratings. It helps more than 130,000 companies around the world identify strengths and areas for improvement in their corporate social responsibility (CSR) efforts.

Nelson Global score:

Nelson Global has continued to increase its score every year since completing its first EcoVadis survey in 2022.

CDP

The Carbon Disclosure Project (CDP) has become the gold standard of environmental reporting. Its global survey is aimed at greater understanding and transparency around GHG emissions. Nelson Global is committed to accurate analysis and actionable steps to improve our impact.

Nelson Global score:

C

IATF 16949:2016

The automotive industry’s most widely used international standard for quality management systems focuses on continuous improvement, defect prevention, and reducing variation and waste in the automotive supply chain.

Certified facilities:

13

Nelson Global has also been certified for three International Organization for Standardization (ISO) standards:

ISO 90001

A seven-principle standard covering relationship management, customer focus, leadership, engagement of people, process approach, improvement, and evidence-based decision-making.

Certified facilities:

9

ISO 14001

A framework for systematic management of an organization’s environmental footprint, focused on reducing impact, complying with regulations, and improving overall environmental performance.

Certified facilities:

8

ISO 45001

A set of guidelines to improve employee safety, reduce workplace risks, and create better, safer working conditions.

Certified facilities:

3

# ≡ GRI Index

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 2: General Disclosures 2021	2-1 Organizational details	Nelson Global Products, Inc.
	2-2 Entities included in the organization’s sustainability reporting	This report encompasses all 25 locations of Nelson Global, including the various brands under our umbrella: Aftermarket, GT-Silex, and Tru-Flex.
	2-3 Reporting period, frequency and contact point	Calendar Year 2024, Annual, Joe Freeman: Joe.Freeman@NelsonGP.com
	2-4 Restatements of information	Not Available
	2-5 External assurance	Not Available
	2-6 Activities, value chain and other business relationships	About Nelson Global
	2-7 Employees	3,900
	2-8 Workers who are not employees	31%
	2-9 Governance structure and composition	Business Governance
	2-10 Nomination and selection of the highest governance body	Business Governance
	2-11 Chair of the highest governance body	Business Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Business Governance
	2-13 Delegation of responsibility for managing impacts	Business Governance

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Business Governance
	2-15 Conflicts of interest	Ethics Policy
	2-16 Communication of critical concerns	Ethics Policy
	2-17 Collective knowledge of the highest governance body	Business Governance
	2-18 Evaluation of the performance of the highest governance body	The Annual Performance Management process is used to maintain accountability and support of the ESG program.
	2-19 Remuneration policies	Nelson Global will provide our associates with competitive wages that allow each person to support themselves and their families in a dignified lifestyle. Employees are compensated for every hour worked, including overtime hours. These hours are reviewed each pay cycle by their supervisor and approved prior to payment. We seek to provide a reasonable work/life balance which includes four-day work weeks to increase time with family and leisure activities and a reduction in overtime to normalize work hours.
	2-20 Process to determine remuneration	Nelson Global offers competitive base pay using specific, industry-relevant salary surveys with a goal of matching the market in each country at the 50th to 75th percentile. Market surveys are completed at least once every two years.
	2-21 Annual total compensation ratio	See GRI 2-19 & GRI 2-20

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 2: General Disclosures 2021	2-23 Policy commitments	About Nelson Global
	2-24 Embedding policy commitments	About Nelson Global
	2-25 Processes to remediate negative impacts	Ambition and Commitment
	2-26 Mechanisms for seeking advice and raising concerns	Ethics Policy
	2-27 Compliance with laws and regulations	Ethics Policy
	2-28 Membership associations	Human Resources Management, North American Manufacturing Association, Association of Manufacturing Excellence, Katowice Special Economic Zone (KSSE) (Poland), Cluster Automotriz de Nuevo Leon AC (Mexico)
	2-29 Approach to stakeholder engagement	Supply Chain Expectations
	2-30 Collective bargaining agreements	We believe that maintaining an environment for dialogue between associates and management will deepen free, open-minded, and two-way communication, making it possible to build a stronger relationship of mutual trust. In addition, associates will, in accordance with local laws, have the right to associate freely and join — or choose not to join — labor unions or workers’ councils.

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 3: Material Topics 2021	3-1 Process to determine material topics	In 2023, we collaborated with a third-party consulting firm to conduct a comprehensive review of our business activities, industry trends, and stakeholder expectations. The firm facilitated workshops and interviews with key internal stakeholders, helping us identify and prioritize the most significant environmental, social, and governance issues that could affect our business and stakeholders. This process ensured a thorough and impartial assessment, guiding us in focusing our priorities effectively.
	3-2 List of material topics	Energy Management, Greenhouse Gas Emissions, Product Design & Lifecycle Management, Waste & Hazardous Materials Management, Employee Engagement, Diversity & Inclusion, Employee Health & Safety, Human Rights & Community Outreach, Labor Practices, Management of the Legal & Regulatory Environment, Materials Sourcing & Efficiency, Supply Chain Management and Business Ethics
	3-3 Management of material topics	Ambition and Commitment
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	460,000,000
	201-2 Financial implications and other risks and opportunities due to climate change	Nelson Global acknowledges the significant risks presented by climate change, including heightened regulatory demands for reduced emissions, escalating costs of raw materials driven by resource scarcity, and the potential for disruptions caused by extreme weather events. However, these challenges also open doors to new opportunities for innovation, such as the development of lighter, more sustainable materials, the increasing demand for electric vehicles and their components, and the potential to enhance energy efficiency in manufacturing processes.

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	Nelson Global offers a compensation and benefits package that is competitive with leading companies within our industry. We offer a complete compensation package to allow our associates to seek a healthy work/life balance while providing a living wage within the community. Retirement and benefits programs are consistent with local country-mandated regulations. In the U.S., a 401(K) plan is available with employer matching up to three percent of the associate's contributions.
	201-4 Financial assistance received from government	None
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Nelson Global provides equal pay based on responsibilities and regardless of gender. See GRI 2-19 & GRI 2-20
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Social Section
	203-2 Significant indirect economic impacts	Social Section
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	With operations on five continents and purchasing offices in the U.S., Brazil, China, India, and Mexico, we ensure cost-efficient and environmentally conscious delivery to our partners worldwide, leveraging regional relationships for scalable, low-cost material sourcing.

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics Policy
	205-2 Communication and training about anti-corruption policies and procedures	Ethics Policy
	205-3 Confirmed incidents of corruption and actions taken	Nelson Global has never received a complaint of this nature.
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Nelson Global has never received a complaint of this nature
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Our key product materials include stainless steel, carbon steel, aluminized steel, and aluminum. Product material weight and volume can vary significantly based on product type.
	301-2 Recycled input materials used	We have many products where we use recycled materials, but the percentage of this material can vary significantly based on product type.
	301-3 Reclaimed products and their packaging materials	See Reducing Waste Through Innovation
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy & GHG Goals
	302-2 Energy consumption outside of the organization	All energy consumed was within the organization.
	302-3 Energy intensity	Nelson Global uses Net Sales as an energy intensity metric.
	302-4 Reduction of energy consumption	Energy & GHG Goals

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Nelson Global recognizes that water is a scarce natural resource in many parts of the world; as such, we are always working to enhance the efficiency of our water use across all our facilities. Within our facilities, water is utilized primarily for employee needs, building maintenance, and cleaning parts to remove metal fragments, degreasers, and lubricants.
	303-2 Management of water discharge-related impacts	While we are not actively tracking our usage, Nelson Global's operations and maintenance teams ensure all facilities are in compliance with all water use and discharge regulations in the countries, states, and municipalities in which they operate.
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Nelson Global does not own, lease, or manage any sites within or adjacent to protected areas, or areas of high biodiversity value outside protected areas, as defined by the International Union for Conservation of Nature (IUCN) Protected Area Management Categories, Ramsar Convention, or national legislation.
	304-2 Significant impacts of activities, products and services on biodiversity	Nelson Global recognizes the importance of biodiversity and complies with all applicable laws and regulations regarding land, forest, and water rights in countries where we operate.
	304-3 Habitats protected or restored	Nelson Global employees have volunteered their time for environmental clean-ups and tree planting activities. See Community Clean-Up and Enhancement.

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy & GHG
	305-2 Energy indirect (Scope 2) GHG emissions	Energy & GHG
	305-3 Other indirect (Scope 3) GHG emissions	Energy & GHG
	305-4 GHG emissions intensity	Nelson Global uses Net Sales as an emissions intensity metric.
	305-5 Reduction of GHG emissions	Energy & GHG
	305-6 Emissions of ozone-depleting substances (ODS)	Nelson Global is not a manufacturer of ozone-depleting substances (ODS)
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Nelson Global is not a manufacturer of Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	At Nelson Global, we are continuously looking for ways to minimize and reduce waste from our operations and the production of our products. We understand the importance of making efforts to preserve human health and the global environment and are committed to doing our part to ensure that the company as a whole acts responsibly. Additionally, we have 8 facilities certified to ISO 14001.
	306-2 Management of significant waste-related impacts	Our largest waste stream is scrap metal from the manufacturing of our products, which is recycled at every opportunity.

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 306: Waste 2020	306-3 Waste generated	While we are not currently tracking our waste generation metrics, we are continuously looking for opportunities to reduce the volume of waste we produce.
	306-4 Waste diverted from disposal	See Reducing Waste Through Innovation
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Expectations
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Nelson Global requires a minimum of one pay period notification prior to any change in working hours or shift changes that will be implemented for an extended period of time.
	403-1 Occupational health and safety management system	Safety is a deeply held value at all levels of Nelson Global. We foster a culture of safety, where proper equipment, training, and accountability are paramount. Safety and care of our most important asset — our people — are priority number one, resulting in the most sustainable future for our business and those who choose to invest careers with us.
GRI 403: Occupational Health and Safety 2018		Our Global Health, Safety, and Environmental Program policies comprehensively address every facet of safety within our facilities. This includes clearly defined responsibilities for supervisors and employees, detailed reporting procedures, accident investigations, the use of personal protective equipment, and strict safety accountability. We are unwavering in our commitment to the ongoing improvement of these policies.

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	All injuries are meticulously tracked and reported to the CEO and VP of HR. Following any incident, a thorough investigation is conducted using the A-3 Problem Solving format. To ensure continuous improvement and safety, we internally share these incidents and accidents globally, allowing best practices and key learnings to be disseminated across all our facilities and among our employees. If an injury or incident is a result of hazardous materials, we immediately implement our Hazardous Materials Policy.
	403-3 Occupational health services	All of our full-time employees are eligible to participate in our employer-sponsored health insurance plan. Additionally, many of our facilities offer regular on-site health events, such as annual flu shots, hearing tests, wellness fairs, and biometric screenings. Lastly, safety huddles are part of our regular work day and include discussions around both work and personal good health practices to not only prevent injury or illness in the workplace but at home.
	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>Safety is a our number one priority, underpinning every function across the organization. While supervisors and management are directly accountable for the safety and well-being of their teams, we believe that the responsibility for safety is shared by everyone within the company.</p> <p>To further support this commitment, each facility has a Plant Safety Manager and a Plant Safety Committee dedicated to assisting management in developing and maintaining a robust safety program. These committees are focused on identifying and mitigating safety hazards, enhancing awareness, and prioritizing prevention.</p>

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Safety training is an integral part of Nelson Global's onboarding process, ensuring that every employee is equipped with the knowledge to maintain a safe work environment from their first day. Additionally, employees receive regular safety training updates tailored to their specific workplace, which includes annual training requirements, daily toolbox safety topics, skills training, and Job Safety Analysis (JSA).
	403-6 Promotion of worker health	See GRI 403-3.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Nelson Global is committed to providing a safe, healthy, and inclusive work environment for everyone who enters our facilities. We ensure that all visitors are informed of any potential hazards in the areas they will visit and make sure appropriate protective measures are in place at all times. Before entering our facilities, visitors are required to complete a brief safety training presentation and must be accompanied by a host while on the premises.
	403-8 Workers covered by an occupational health and safety management system	In addition to our comprehensive Global Health, Safety, and Environmental Program policies, which apply to all locations in our portfolio, three of our facilities have also achieved ISO 45001 certification.

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	<p>Our safety programs are designed to ensure our associates can return to work as quickly and as safely as possible. We also provide our associates the ability to return in other functions to allow for an earlier return while ensuring a safe recovery.</p> <p>In 2024, we recorded a Total Case Incident Rate (TCIR) of 0.65, significantly surpassing our goal of under 1.0 for the year.</p>
	403-10 Work-related ill health	See GRI 403-3.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Nelson has required training for every employee in the company which includes topics related to safety practices, business ethics, hearing conservation, PPE, handling waste and hazardous materials, and job skill training. As a minimum, this equates to 15 hours per year.
	404-3 Percentage of employees receiving regular performance and career development reviews	Nelson Global has a performance management program that reviews performance annually and includes 100% of our full-time associates. For our production associates, testing and qualifications for advancement are communicated and based on demonstrated skills and length of service.

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<p>Our company philosophy concerning diversity in the workplace is reflected in the following statement: “Equality among colleagues is expressed in recognizing, respecting and valuing individual differences in each other, treating each other fairly and creating equal opportunities for everyone.”</p> <p>Nelson Global recognizes that diversity and inclusion are critical to our business operations. Diversity in our workforce and supply base helps foster the kind of innovation, sensitivity and vitality that enables us to dream big dreams and create products and technologies that make people’s lives better. We embrace diversity across all levels of our business, and among our associates, suppliers, dealers, and the communities in which we do business.</p>
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	<p>Harassment or discrimination in any form will not be tolerated. No incidents were reported in 2024.</p>
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>Nelson Global is dedicated to its mission to be a responsible company and community partner. As part of our global effort to embody this ideal, we have charted an approach to conducting business that seeks to uphold principles and responsibilities of good corporate citizenship that comply with or go beyond laws and regulations.</p> <p>At Nelson Global, we maintain long-lasting partnerships with our suppliers built on respect and trust. All suppliers are encouraged to sign and adhere to our Global Sourcing Principles which specifically allows associates to, in accordance with local laws, have the right to associate freely, and join, or choose not to join, labor unions or workers’ councils.</p>

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	We will not hire children who do not reach the legal age for work in each country and region where we have operations, which is 18 years of age. This precludes children being subjected to hazardous work which jeopardizes their physical, mental, or moral well-being as well as being exposed to extended working hours or multiple shifts. All locations must abide by local regulations which determine what processes will be used to identify anyone below the minimum required age. Additionally, Suppliers must agree and conform to this same requirement.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	No form of human trafficking or forced, bonded, or compulsory labor shall be used. Each year, all global locations are audited to ensure this practice is enforced and in compliance with all country-specific standards.
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Nelson Global does not use security forces. However, we will ensure that any private or public security forces we may need to employ will adhere to strict human rights standards. The use of force should be strictly limited to situations where it is necessary and proportionate to protect people and property following applicable laws and regulations.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Nelson Global has never received a report of violation in regards to indigenous peoples.

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Both the Corporate budget and Local Plant budgets make accommodations for providing financial support to our local communities. Our associates also commit personal time to support local community opportunities such as working food banks and shelters, walks/runs to support various diseases, community clean-ups, and blood donation.
	413-2 Operations with significant actual and potential negative impacts on local communities	Whether supporting the health, safety, and satisfaction of our own team members, coming to the aid of our fellow community members, or taking action to improve the neighborhoods near our facilities, we strive to be good corporate citizens.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Expectations
GRI 415: Public Policy 2016	415-1 Political contributions	We shall establish transparent and fair relationships with government entities and public officials. Nelson Global does not engage in political contributions of any kind.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Nelson Global is committed to providing our customers with products that support safe and healthy environments. From our legacy leadership in acoustics to our expertise in thermal and fluid management, structural systems, and NVH, our products remain the ideal solutions to help our business partners provide safe and reliable equipment.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Nelson Global has not received any notices of violation regarding the health and safety of our products.

# GRI Index

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	As a supplier to many Original Equipment Manufacturers (OEMs), we are required to implement a numbered tracking system to ensure supply chain traceability in the event of equipment malfunction or recall. Accordingly, each of our parts is assigned a unique tracking number and barcode, indicating the location of its manufacture.
	417-2 Incidents of non-compliance concerning product and service information and labeling	Zero
	417-3 Incidents of non-compliance concerning marketing communications	Nelson Global has never received a complaint of this nature.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Nelson Global has never received a complaint of this nature.

