



HOOVER CIRCULAR SOLUTIONS

2024 ESG Highlights Report

Table of Contents

- LETTERS FROM LEADERSHIP 3**
- ABOUT HOOVER CS 4**
 - Mission, Vision and Values 4
 - Industries Served 4
 - 2025 Sustainability Goals 5
 - Leadership 6
 - Map of Operations 6
 - Chemical Packaging Solutions 7
 - Catalyst Packaging Solutions 8
 - Tank Fleet Management 9
- THE BENEFITS OF CIRCULAR PACKAGING 10**
- APPROACH TO SUSTAINABILITY 11**
 - ESG Management and Oversight 11
 - Alignment with the UN Sustainable Development Goals (UN SDGs) 12
 - Materiality 13
 - Workstreams 13
- SUSTAINABLE SOLUTIONS 14**
 - Circularity 15
 - Product Quality and Safety 16
- GREEN OPERATIONS 17**
 - Energy and Emissions 17
 - Water Use 18
 - Materials Management 19
- GREAT COMPANY 20**
 - Ethics and Integrity 20
 - Supply Chain Management 22
 - Workplace Practices 23
 - Health and Safety 29
- ABOUT THIS REPORT 30**
- ESG TEARSHEET 31**

Letters from Leadership



As we look ahead to 2025, we remain focused on profitability, operational excellence, and making Hoover CS a great place to work.”



Thank you for reading Hoover CS’s 2024 ESG Highlights Report—our fourth annual report outlining the company’s environmental, social, and governance performance. Over the past year, Hoover CS has taken meaningful strides to strengthen our impact, expand our services, and reaffirm our role as a trusted partner in building safer, more sustainable supply chains.

One of the year’s most significant developments was our strategic partnership with Grammer Logistics, a premier provider of bulk chemical transportation and logistics solutions. This collaboration allows us to focus on growing our ISO rental business—including our wash, recertification, and fleet management services—while ensuring our customers continue to receive safe, reliable, and timely last-mile support. We also launched Fleet Management 2.0 and implemented meaningful operations improvements across our US Service Centers. Throughout, safety remained our top priority, and I’m proud to report that Hoover CS recorded zero recordable incidents in 2024.

In May, Hoover CS became a proud signatory of the United Nations Global Compact, committing to its Ten Principles across human rights, labor, environment, and anti-corruption. This step further aligns our company with the UN’s Sustainable Development Goals and underscores our long-term dedication to responsible business practices. As we look ahead to 2025, we remain focused on profitability, operational excellence, and making Hoover CS a great place to work—always guided by our core values: **Care, Share, Deliver.**

Kevin Friar
Chief Executive Officer



As the executive sponsor for Hoover CS’s sustainability program, I’m proud to share the progress we made in 2024 across key ESG areas. Our teams continue to lead with purpose, delivering against our commitments while fostering a culture rooted in continuous improvement, technical excellence, and employee engagement.

This year, we exceeded milestones on two of our corporate sustainability goals: increasing our use of renewable energy and expanding circular packaging solutions. We achieved “Gold” status from Ecovadis for our ESG practices—our highest rating to date—and successfully renewed ISO 9000 certification for our Europe operations. We expanded our technical competency program and supported community initiatives through our Chapters of Change book drive for the Philippine Island of Mindanao, and volunteering at the Houston Food Bank. We also celebrated a record year in employee retention and launched the Extra Mile Safety Award to recognize those who embody our commitment to safe operations.

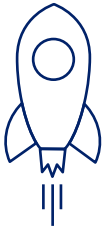
As we move into 2025, our goals are clear: maintain Goal Zero, grow our business responsibly, and keep Hoover CS a company where people want to stay and thrive. We will continue to focus on safety and engineering out risks—while expanding our technical competency program internationally. I hope you’ll join us on this journey.

Matt Schmidt
Chief Human Resources Officer

About Hoover CS

Hoover CS is paving the way for customers across the chemical, refining and general industrial-end markets to move away from single-use containers. Through our large fleet of reusable IBCs, ISO Tanks, and Catalyst Bins, combined with integrity management and fleet management services, Hoover CS's sustainable chemical and catalyst packaging solutions facilitate circularity across the supply chain, yielding an optimized environmental footprint through reduced plastic, water conservation, and lower greenhouse gas emissions.

Mission



Empowering environmental responsibility through sustainable packaging solutions.

Vision



Making sustainable packaging the standard in the industries we serve.

Values

CARE



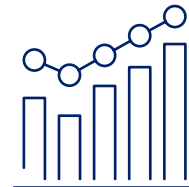
Believing in the impact of our work while prioritizing safety above all else.

SHARE



Supporting one another with our knowledge, talents, and recognition.

DELIVER



Measuring what matters most while continually employing best practices.

Industries Served

Food and Beverage



Refining and Petrochemical

Industrial Chemicals



Industrial Coatings and Paint

Fuels, Additives and Lubricants



Energy Production

2025 Sustainability Goals

Our 2025 sustainability goals, announced in 2022, focus on three key impact areas:

Goal Area	Commitment	Unit Of Measure	2022	2023	2024	2025 Goal	Status	Learn More
Carbon (Texas Facilities)	Source 50% of electricity from sustainable energy sources	% electricity consumed (KWH)	39%	44%	76%	50%	Achieved	Pages 17
Packaging Circularity (US Facilities)	Reuse at least 30% of the packaging for bulk cleaning agents purchased by Hoover CS	% of units of bulk cleaning agents purchased by Hoover CS provided in packaging that is then reused	0	35%	41%	30%	Achieved	Page 15
Water (US Facilities)	Reduce disposed wastewater per tank washed by 25%	# gallons wastewater disposed per tank washed	81.7	92.73 (+14%)	72.5 (-11.3%)	61.3 (-25%)	In Progress	Page 18



Leadership



KEVIN FRIAR
CEO



PRESTON DAVIS
CFO



MATT SCHMIDT
CHRO



PETER OLASKY
General Counsel

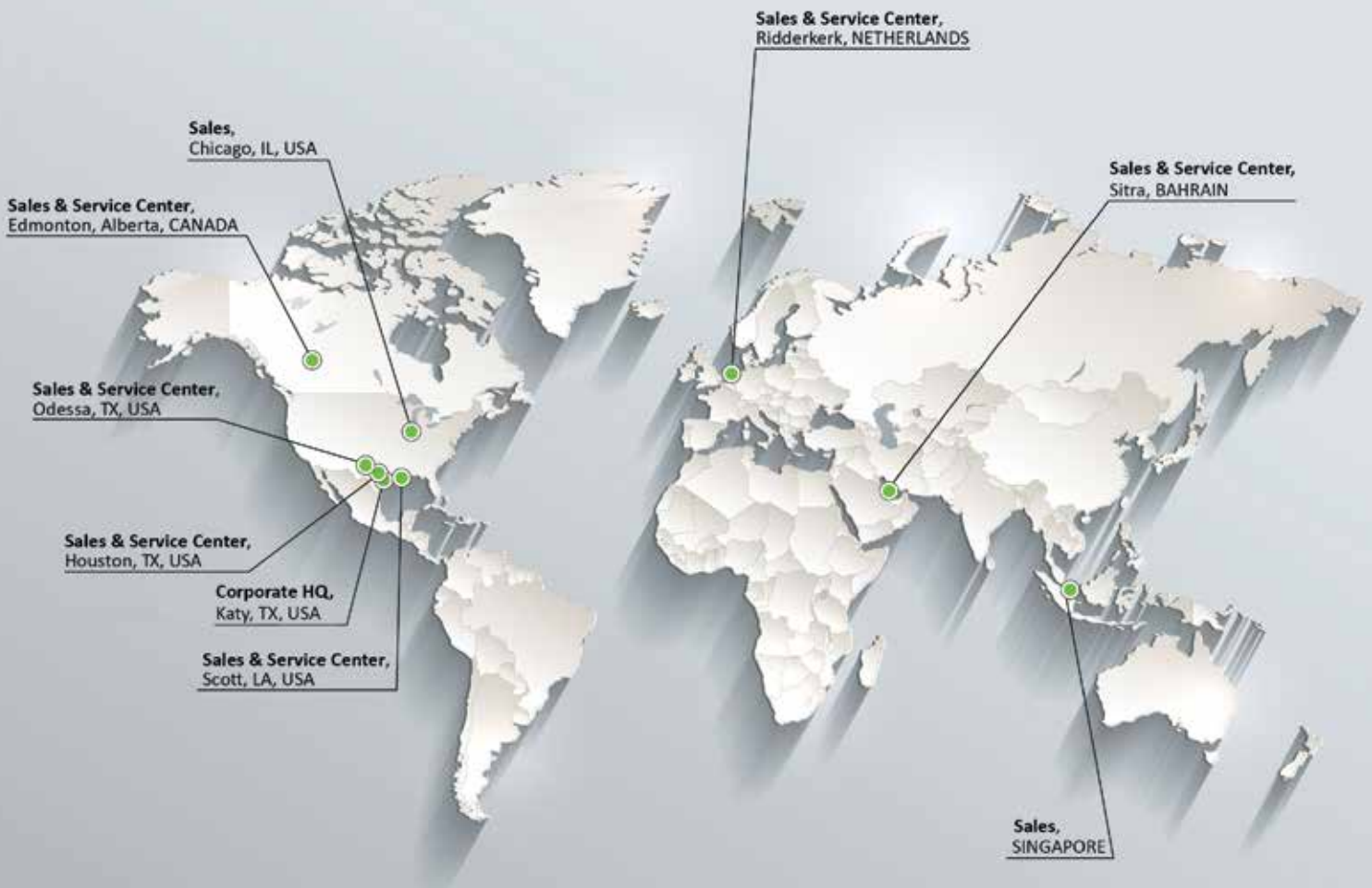


CHRIS WINKLER
SVP, Sales &
Operations



STEVEN KNUDSEN
VP, Strategy
& Corporate
Development

Map of Operations



Chemical Packaging Solutions

Hoover CS’s Chemical Packaging Solutions consist of a large rental fleet of reusable Intermediate Bulk Containers and ISO Tanks, cleaning and maintenance services, and a fleet management program. We deliver a comprehensive approach to industrial supply chain packaging – prioritizing safety, circularity, and productivity across many industries and applications.



INTERMEDIATE BULK CONTAINERS

- Offering a variety of standard and specialty reusable IBCs to accommodate our customers’ storage, handling, and transportation requirement of industrial chemicals, liquids, lubricants and more, these solutions provide an environmentally responsible alternative to one-way totes and single-use containers.
- Our IBC fleet is primarily stainless steel, but we also offer IBCs manufactured from durable and reusable high-density polyethylene (HDPE) and linear low-density polyethylene (LLDP).



ISO TANKS

- To accommodate the need for larger chemical volumes within North America, we offer an extensive line of standard and specialized ISO Tanks with chassis, supporting the transfer and storage of chemicals in bulk.
- Our ISO tanks are an ideal solution for hazardous and non-hazardous liquids and chemicals and designed with a range of optimization and enhanced safety features. We also provide telemetry including GPS tracking, remote level-monitoring, and more.



TANK MAINTENANCE SERVICES

- Setting the industry standard for high-quality tank services, we’re proud to provide one of the most comprehensive cleaning and maintenance programs for both customer-owned and rental assets.
- With services including tank cleaning, testing, recertification, reconditioning, restoration, part replacement and repairs, our team meticulously inspects every container, checking for damage and leaks that could potentially affect functional integrity.



FLEET MANAGEMENT

- We help our customers reduce their total packaging costs while improving overall tank performance through our Fleet Management Program – consisting of best-in-class technology, customized KPIs and dashboards, and thought partnership.
- Our team develops and evaluates performance metrics, providing actionable insights to optimize fleet utilization, leading to rightsizing of tanks, 100% DOT compliance, and other tangible improvements in overall operations.

Catalyst Packaging Solutions

Hoover CS's Catalyst Packaging Solutions consist of an extensive rental fleet of reusable Catalyst Bins, combined with expert logistics and bulk services. Our industry-leading solutions support the storage, handling, and transportation of fresh, spent, presulfided, and precious metal catalysts within the petroleum refining, gas processing, renewable diesel, metals recycling, and petrochemical manufacturing industries.



CATALYST BINS

- Constructed from durable carbon and stainless steel, we offer a range of reusable standard and specialty Catalyst Bins that provide a sustainable alternative to single-use drums and sacks.
- Our standard Catalyst Bins are hermetically sealed for an airtight environment with enhanced safety features to prevent leakage and spills. To accommodate dry chemical storage or applications that are wet, saturated in oil or contain copper, we offer a line of specialty Catalyst Bins designed for operational ease in catalyst loading and unloading.



CATALYST SERVICES & LOGISTICS

- We offer a comprehensive range of services such as Catalyst Transfer & Repackaging, On-Site Turnaround Support, Bulk Services & Global Transloading, Domestic & International Transport, as well as Full Catalyst Management. Our team handles the logistics of all transport modes including over-the-road, rail, and maritime.
- As part of our Catalyst Bin rental offering, bins are thoroughly reconditioned after each use to ensure optimal integrity. We also provide support for customer-owned assets that require cleaning, reconditioning, and regulatory recertifications.



Safety First

Each Catalyst Bin has the same storage capacity as 10 drums (2,000 liter/550 gallon) which means workers only have to handle a single Catalyst Bin instead of ten individual drums.

Tank Fleet Management

Hoover CS understands that Fleet Management is more than just tank tracking. The real value we provide is helping customers lower their tank loss rate and better understand the movement and speed of their tanks – boosting operational efficiency and expediting cycles.



BEST-IN-CLASS TECHNOLOGY

- Variety of advanced tracking devices from all leading manufacturers
 - C1D1, C1D2, etc
 - Satellite, Cellular, WiFi sniffing
 - Location, tank level, temperature
- FleetAI – proprietary platform designed for tank fleets



CUSTOMIZED KPIS AND DASHBOARDS

- Custom dashboards that enable our customers to easily evaluate fleet performance
- KPIs that matter to your business, including custom-created performance metrics



THOUGHT PARTNERSHIP

- Our Fleet Management team works with you to improve fleet performance, including regular meetings to discuss what is going well and what can improve
- Prepare and share recommendations to reduce losses, improve turns, integrate with your tools, and drive better performance

The Benefits of Circular Packaging

Overview

THE PROBLEM

One-way plastic Intermediate Bulk Containers (IBCs) are a significant source of plastic waste. Every year tens of millions of these IBCs are produced for transporting and storing bulk liquids, most frequently in the chemicals industry.

With an average capacity of 330 gallons per container, the aggregate metric tons of High-Density Polyethylene plastic required annually to produce one-way IBCs exceeds the volume of plastics required to produce many higher visibility single-use plastic items, including plastic straws. The environmental and community impacts of the disposal of tens of millions of these containers every year are substantial, whether shredded and recycled or sent to an incinerator or landfill.

Despite the environmental, safety, and economic benefits of a circular solution, approximately 95% of IBCs in daily use today are one-way IBCs.

OUR SOLUTION

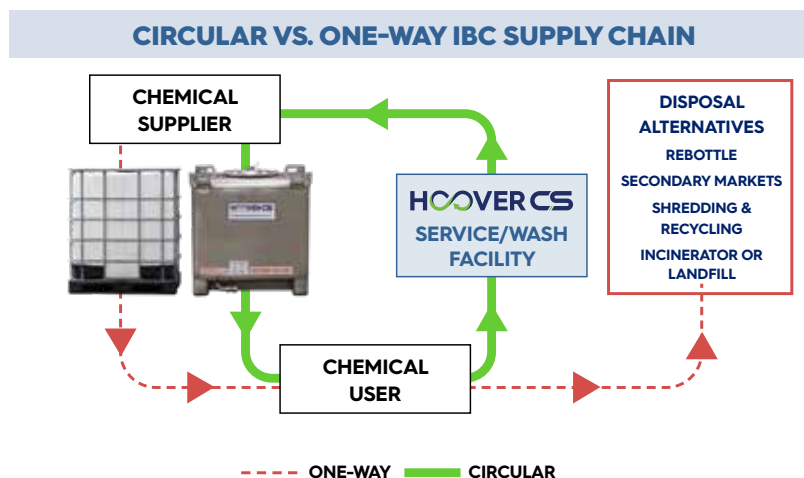
Hoover CS enables its customers to replace one-ways with reusable IBCs. Reusable IBCs are constructed of stainless steel or heavy-duty plastic and often have a 25+ year useful life.

Like other circular solutions, reusable IBCs require chemical producers or their customers to facilitate a return leg, a complexity often cited as a major barrier to adoption. Hoover CS addresses these concerns through asset tracking technology that provides its customers with visibility on the location of their IBC fleet, enabling them to optimize their use and return.

A Solution with Economic and Environmental Benefits

THE HOOVER CS REUSABLE IBCS ADVANTAGE

- Environmentally Superior:** Eliminating a single one-way IBC is the equivalent of eliminating approximately 1,750 plastic water bottles and the aggregate environmental impact of the production, use, and disposal of tens of millions of one-way IBCs each year is substantial. Replacing one-way IBCs with reusable IBCs leads to an optimized environmental footprint by reducing plastic waste, conserving water, and lowering greenhouse gas emissions.
- Economic Benefits:** Transitioning from one-way IBCs to reusable IBCs generally results in net cost savings for chemical producers, with the reduction in packaging costs offsetting an increase in transportation and cleaning costs. Optimizing the number of “turns” (the number of times the reusable IBC is reused each year) is the critical variable, with more significant cost savings achieved at 2 or 3 turns per year.
- Health and Safety Benefits:** Reusable IBCs are stronger, safer containers that reduce the chance of hazardous material spills, are less flammable, and minimize the residue left in the container to reduce product waste and chemical disposal.
- Security Benefits:** Hoover CS provides end-to-end tracking and traceability of its reusable IBCs, reducing the risk of asset loss and providing greater visibility to each customer of the location of its products and the efficiency of its supply chain.



Approach to Sustainability

At Hoover CS, sustainability is an integral part of everything we do. Through technology, information, on-site service, and training, we help companies around the world transition to more sustainable and cost-effective value chains. Hoover CS is driven to empower businesses around the world to do more and be better. We focus every day on finding new solutions to maintain clean and safe environments, optimize water and energy use and improve operational efficiencies and sustainability for customers. Within our own facilities, we work on reducing our water consumption, carbon emissions and waste stream, and supporting a safe, diverse, and inclusive workforce.



In 2024, Hoover CS was awarded a gold medal in recognition of our sustainability achievements, placing us in the top 5% of all companies assessed for sustainable practices and performance. EcoVadis assessments rate companies across four key themes: environment, labor and human rights, ethics, and sustainable procurement.

ESG Management and Oversight

SUSTAINABILITY COMMITTEE

- Cross-functional senior leadership team, led by the Chief Human Resources Officer, responsible for guiding the development and implementation of the company’s sustainability strategy. This group meets at least quarterly to:
 - Ensure the integration of sustainability decision-making into core business functions and planning processes
 - Explore emerging sustainability issues
 - Approve sustainability policies and public-facing sustainability reports
 - Monitor the company’s achievement of its corporate sustainability goals

DIRECTOR OF SUSTAINABILITY

- Manages the company’s Goal Zero Safety Program and all EHS policies, aligning the sustainability of our products and services with the sustainability of our operations
- Communicates and coordinates with management, shareholders, customers, and employees to address sustainability issues
- Enacts or oversees the corporate sustainability strategy and provides direction and project management for all company sustainability projects, programs, and initiatives
- Manages the data collection to measure the company’s sustainability performance

SUSTAINABILITY TASK FORCE

- Ad-hoc group of subject matter experts responsible for the day-to-day integration of sustainability into every corner of the company

Environmental, social and governance (ESG) performance at Hoover CS is overseen by the Sustainability Committee. In 2024, our Sustainability Committee met five times, discussing a range of issues, including:

- Joining the UN Global Compact and committing to uphold the UNGC’s 10 principles related to human rights, labor, environment and anti-corruption
- Publication of the 2023 Sustainability Report
- Opportunities to improve our EcoVadis ranking and achieve gold ranking
- Opportunities to improve water efficiency and wastewater management at our service stations

Alignment with the Sustainable Development Goals

Hoover CS is proud to support the Sustainable Development Goals (SDGs). Adopted by all United Nations member states in 2015, the SDGs are the blueprint to achieve a better and more sustainable future for all.

As an environmentally responsible packaging and service provider, we focus on six of the SDGs in particular—for ourselves and our customers.



MEMBERSHIP IN THE UNITED NATIONS GLOBAL COMPACT

In May 2024, Hoover CS proudly joined the United Nations Global Compact, the world’s largest corporate sustainability initiative. By committing to the Ten Principles of the Global Compact, we affirm our dedication to upholding fundamental responsibilities in the areas of human rights, labor, environment, and anti-corruption. This commitment reflects our ongoing efforts to operate responsibly, transparently, and ethically across all areas of our business.



Our participation in the UN Global Compact reinforces Hoover CS’s alignment with the United Nations Sustainable Development Goals (SDGs) and strengthens our resolve to integrate sustainability into our core strategy, corporate culture, and daily operations. As we move forward, we will work to embed these principles across our value chain and engage in partnerships that contribute to sustainable development globally. We are also committed to communicating our progress annually through the UN Global Compact’s Communication on Progress (CoP) to ensure transparency and accountability.

Materiality

Working with an outside sustainability consultancy, Hoover CS undertook a materiality assessment in early 2022 to understand the most salient ESG issues impacting the company. The process included:

- Interviews with leaders from around the company
- Analysis of customer and investor sustainability questionnaires and assessments
- Comparison of existing sustainability practices to the SASB Containers and Packaging Industry standard

The result was a formalization of our sustainability strategy into nine material topics, organized into three workstreams: Sustainable Solutions, Green Operations, and Great Company.

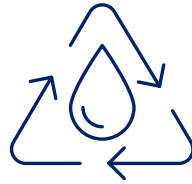
Workstreams

SUSTAINABLE SOLUTIONS



Circularity
Product Quality and Safety

GREEN OPERATIONS



Energy and Emissions
Water Use
Materials Management

GREAT COMPANY



Ethics and Integrity
Supply Chain Management
Workplace Practices

In October 2024, we launched a strategic partnership with Grammer Logistics, a premier provider of bulk chemical transportation and logistics solutions. By the end of the year, we had transitioned Hoover CS ISO rental customers that relied on us for last-mile and logistics services to Grammer. As a result, we removed “Logistics and Transportation” from our list of material sustainability topics.



Sustainable Solutions

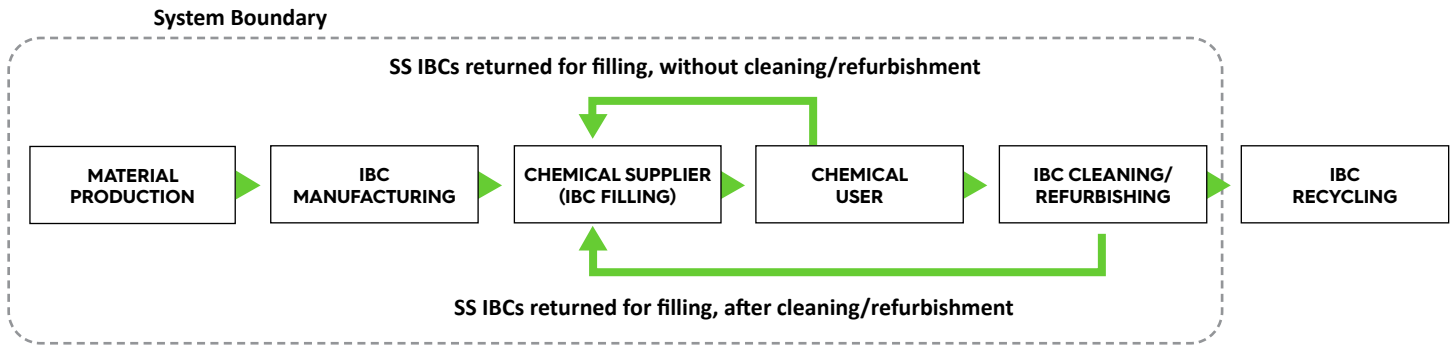
We are committed to showing the world how to create more value with less waste with our full suite of circular options. For companies needing to transport bulk materials, switching from wasteful, single-use containers to Hoover CS Packaging solutions can produce significant environmental benefits.

LIFE CYCLE ASSESSMENT RESULTS

Hoover CS commissioned a leading sustainability consulting firm to conduct a life cycle assessment (LCA) to compare the environmental impacts of reusable Stainless Steel (SS) intermediate bulk containers (IBCs) – also commonly referred to as totes – with plastic one-way IBCs when used for transporting chemicals between a chemical supplier and a chemical user. The LCA was conducted in accordance with ISO 14040 and 14044 standards, and underwent an extensive critical review by a panel of independent experts.

THE SCOPE

The LCA included all phases of an IBC’s lifecycle from material production and manufacturing, through filling, emptying, and cleaning, and until disposal.



THE PRODUCTS

The LCA studied three products: the two standard size SS IBCs (350 and 550 gallon) and the largest standard one-way IBC (330 gallon).



350-gallon SS IBC	550-gallon SS IBC	330-gallon one-way IBC
Weight: 261 kg 99% stainless steel 25 year useful life	Weight: 334 kg 99% stainless steel 25 year useful life	Weight: 65 kg 51% high density polyethylene 49% galvanized steel

THE FINDINGS

For chemical producers transporting millions of gallons of liquids annually, replacing drums and one-way IBCs with reusable IBCs leads to a material reduction in the production and consumption of single-use plastics, greenhouse gas emissions, and water use.

For example, using reusable IBCs instead of one-way IBCs to transport 1 million gallons of chemical product:

- Eliminates the need for over 3,000 one-way containers, the equivalent of eliminating the production of over 5 million plastic water bottles
- Results in a 40-90% reduction in CO2 emissions
- Reduces water use by 84-97%

Circularity

We serve customers from start, through delivery, and for the future by enabling them to safely and sustainably package their product or raw material in reusable containers. We reduce the logistics complexity by providing container reconditioning to make the transition to a circular solution easier for customers, all of which results in a net positive for the environment.

RAW MATERIALS

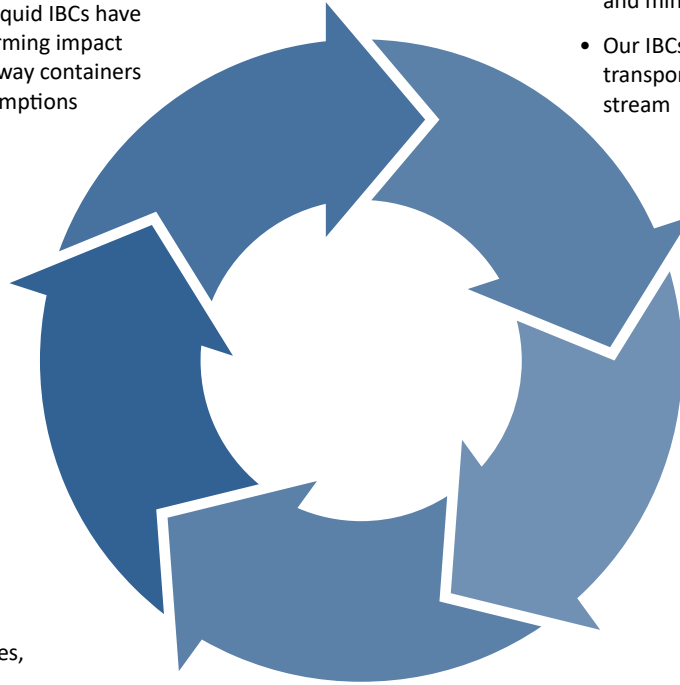
- Steel creates stronger, safer containers that reduce the chance of spills
- Hoover CS’s reusable liquid IBCs have 40-90% less global warming impact than comparable one-way containers based on our LCA assumptions

DESIGN AND MANUFACTURING

- The design of our IBCs minimize residue left in the container to reduce product waste and minimize chemical disposal
- Our IBCs do not require wooden pallets for transportation, eliminating another waste stream

CLEANING/REFURBISHING

- Our washing, reconditioning, and recertifying services enhance safety, protect against unwanted releases, and facilitate longer product lifespans
- Through innovative water reclamation and reuse practices, we can recycle about 95% of water used in the cleaning process



DISTRIBUTION

- Our transport-friendly container designs save space and reduce trips
- Optimized distribution decreases fuel emissions and labor hours for packing

USE

- Although useful life is dependent on many variables, including products transported, IBC design, UV exposure, and handling wear and tear, Hoover CS has tanks that have been in the field for over thirty years

IMPLEMENTING CIRCULAR SYSTEMS AT OUR OWN OPERATIONS

We use cleaning chemicals to wash out our customers’ reusable containers, so that customers can use them again. In 2023, we launched a new program to use Hoover CS tanks to store and transport the cleaning chemicals used at our owned service centers. When these tanks are empty, they are returned to our vendor for refilling, then brought back to us.

By the end of 2024, we had achieved a 40.8% packaging circularity rate, eliminating the need for 138 drums (55 gallons each). In all, 5,865 gallons and 19,512 pounds of bulk cleaning product was shipped in circular packaging.

By storing these cleaning agents in Hoover CS reusable packaging, we are practicing what we preach and are one step closer to achieving our 2025 goals for packaging circularity.

Product Quality and Safety

Because our products are used to transport and store hazardous materials and may stay in the field for decades, ensuring they are built with quality and safety in mind is essential.

- **Quality Control:** Every container goes through a rigorous quality control process where parts are inspected, and the container is checked for damage and any possible leaks.
- **Logistics:** Our team can facilitate prompt, convenient, and reliable transportation to and from customer facilities.
- **Parts Replacement:** We maintain a complete inventory of parts, to ensure all containers are fully restored when leaving our facilities.

IBCS

All reusable IBCs must be properly cleaned and tested at pre-determined intervals, per UN/DOT standards. Whether the containers have stored hazardous or non-hazardous materials, we provide a high-quality cleaning that protects the integrity of each and every tank. Our cleaning services for IBCs include:

- Cleaning (and reconditioning, if necessary) IBCs, including valves and fittings
- Inspecting cleaned IBCs to certify they are clean, dry and odor-free
- Providing cleaning and testing certificates for each IBC
- Proper inventory reporting
- Providing interim storage for cleaned IBCs prior to shipment
- Shipment and delivery of cleaned IBCs

ISO TANKS

All ISOs processed through Hoover CS wash facilities are air tested and UN-thickness tested, with appropriate DOT record keeping. Each ISO tank is given a complete external inspection prior to filling, including an examination of:

- The shell, piping, valves and other appurtenances for corroded areas, dents, defects in welds and other defects such as missing, damaged, or leaking gaskets
- All flanged connections or blank flanges for missing or loose nuts and bolts
- All emergency devices for corrosion, distortion, or any damage or defect that could prevent their normal operation
- All required markings on the tank for legibility
- Any device for tightening manhole covers to ensure such devices are operative and adequate to prevent leakage at the manhole cover
- Defects identified by this inspection are corrected prior to the ISO being offered for transportation

TECHNICAL COMPETENCY PROGRAM

In 2022, Hoover CS introduced a customized training program to provide employees with the skills they need to deliver outstanding performance. Combining classroom instruction, on-the-job training and a final exam, the training takes about 90 days to complete.

Using job titles, the program identifies each task, breaking it down into specific steps, with photos, material and equipment lists, and other information. Employees use this information to ensure they understand how to do their job safely and efficiently, and Auditors and Verifiers test this knowledge before issuing a completion mark.

The program was initially rolled out at our Scott, LA facility, and by the end of 2024 was operational at all of our U.S. facilities. We are already seeing the benefits: more efficiently onboarding and training new employees, cross-training existing employees to better meet our safety and quality standards and our customers' needs, and making it easier for employees to plan their career development and progression pathways.



Green Operations

Hoover CS is dedicated to conducting business in a way that reduces negative impacts on the environment, including minimizing the consumption of resources, optimizing the recycling of our waste, and preventing pollution. In 2023, we achieved ISO 14001 certification at our Netherlands facility, an internationally agreed standard that sets out the requirements for an environmental management system. Environmental management systems help organizations improve their environmental performance through more efficient use of resources and reduction of waste, gaining a competitive advantage through efficiency and reduced environmental impact.

Energy and Emissions

We seek to build environmental responsibility into everything we do, and that extends into how we manage energy and emissions. Our Environment, Health and Safety policy manual lays out a comprehensive approach to environmental management systems, including roles and responsibilities, training and continuous improvement, change management, and data tracking and auditing.

AIR QUALITY

Hoover CS is committed to tracking and managing our air quality in compliance with local, state, federal and international guidelines. We have air quality permits at four of our facilities and have implemented a number of initiatives to manage air emissions, including the installation of thermal oxidizers at our Houston, TX and Scott, LA facilities to remove hazardous air pollutants (HAP), volatile organic compounds (VOC), and odorous emissions discharged from our processes. Once again, in 2024 we had no environmental exceedances.

One project currently underway is a transition away from propane forklifts to electric forklifts, for use within our buildings. Electric forklifts have a smaller footprint, no emissions, and contribute to better indoor air quality for employees working at our sites.

ENERGY OPTIMIZATION

When implemented thoughtfully, energy optimization delivers meaningful environmental and financial benefits. At Hoover CS, we continue to invest in upgrades that reduce energy consumption, lower emissions, and improve operational efficiency across our facilities. In recent years, we've made

significant progress by converting to high-efficiency LED lighting, adding motion sensors, and maximizing the use of natural light through skylights.

In our Ridderkerk operations in the Netherlands, we took steps toward energy efficiency in 2022 by installing an electric vehicle (EV) charging station, adding one hybrid and one electric vehicle to the local fleet, and expanding the use of light sensors throughout the facility. Building on this momentum, in 2024 we began transitioning from propane forklifts to electric models, helping reduce onsite emissions and improve air quality. Additionally, our Scott, Louisiana facility introduced its first electric pallet jack, supporting our broader effort to electrify material handling equipment wherever feasible.

We remain committed to identifying and implementing innovative energy solutions that align with our sustainability goals and support a lower-carbon future.

RENEWABLE ENERGY STRATEGY

In 2022, we committed to moving towards renewable energy procurement, with the goal to source 50 percent renewable electricity for our Texas facilities by 2025. In 2024, we continued to source 100% wind energy to supply our Texas service centers.

CARBON AND CLIMATE

Since 2022, Hoover CS has partnered with carbon accounting firm Persefoni to calculate our greenhouse gas (GHG) emissions across our facilities and fleet. This carbon footprint information informs our approach to energy sourcing, prioritization of energy efficiency opportunities, and collaboration with value chain partners.

GREENHOUSE GAS EMISSIONS (METRIC TCO2E)

	2024	2023	2022
Scope 1 Total	1,261	1,702	1,204
<i>Stationary Combustion</i>	913	1,044	837
<i>Mobile Combustion</i>	348	657	366
Scope 2 Total ¹	809	1,897	521
<i>Grid Electricity</i>	809	1,897	521
Total Carbon Footprint	2,070	3,559	1,725

¹ Location-based

Water Use

The water resources we depend on are shared with the communities and customers where we operate, as well as surrounding areas, and accordingly, we will act responsibly to protect them for others, ourselves, and future generations. We recognize that effective water efficiency and proper management must address present and long-term considerations and competing demands. Our water strategy includes:

- Identifying and assessing relevant near and long-term water issues across strategic planning, risk management, capital expenditures and business planning
- Integrating water resource considerations into the lifecycle of operations, products and services
- Establishing annual targets and long-term water management goals to drive performance
- Annually tracking and reporting on water availability/use and relevant issues internally and externally
- Employing Best Management Practices (BMP) and standards, to improve life-cycle water use and water quality and to reduce the risk of adverse impacts on operations and the environment
- Raising the awareness of employees, suppliers, and other key stakeholders of the strategic importance of water and the need for effective water use management to sustain operations, communities and the ecosystem
- Advocating on water and energy public policy issues based on sound science, competitive markets and universal safe drinking water and sanitation

WATER PERFORMANCE

	Unit of Measure	2024	2023	2022
Water Withdrawals ²	Gallons	1,875,987	2,897,017	Not tracked
Water Recycled ³	Gallons	473,657	1,380,161	Not tracked
Wastewater ⁴	# gallons wastewater disposed per tank	72.5	92.73	81.7

² Water drawn from municipal water sources for cleaning and wash cycles at our service stations.

³ Total gallons of water cycled through cleaning and wash cycles at our service stations.

⁴ Wastewater tracking is limited to our U.S. service centers (Odessa and Houston, Texas, and Scott, Louisiana).

WATER RECYCLING

It is our policy to install water reclamation at our wash facilities to reuse water during our operations. This significantly reduces our water consumption. It also reduces our wastewater, which needs to be hauled offsite and treated. By the end of 2023, all three U.S. service centers had water reclamation systems. These systems reclaim up to 600 gallons of water per hour, reducing the amount of water needed for wash cycles and allowing us to treat used water onsite.

Ultimately, the water will meet local standards for disposal in the municipal wastewater system and eliminate the need to store and truck the wastewater offsite for treatment by specialty waste vendors. Because the reclaimed water can be used an average of three times before discharge, the system will both reduce our water consumption and our Scope 3 emissions related to waste transportation.

WATER RISK

While our goal is to optimize water use at each of our locations, we are paying special attention to locations where there is a lack of freshwater resources to meet the local community’s water demands. Using the WRI Aqueduct Water Atlas tool, we evaluated each of our locations to determine their associated aquifer and water stress baseline. We found that only one of our Hoover CS facilities (our new service center in Sitra, Bahrain) is in an area of high baseline water stress, although our Odessa, Texas location is directly adjacent to one. This information provides us with helpful information in planning future water efficiency and conservation investments.

WASTEWATER MANAGEMENT

In 2024, we expanded our preventative maintenance program across our US Service Centers, which improved our water recycling and reclamation process. We also made an infrastructure upgrade at our Houston Service Center through the installation of an evaporator to convert non-hazardous wastewater into steam.

In 2024, we saw a decrease in the number of gallons of wastewater disposed per tank compared to 2023, driven by improved utilization of evaporators and improved maintenance of our water recycling system. While this process supports enhanced cleanliness and performance standards, we remain committed to minimizing water use wherever possible.

To mitigate the increase, Hoover CS is developing a plan to recycle and reuse water within this new process, with implementation expected in 2025. These efforts will help us return to a downward trend in water usage while maintaining the high quality and safety standards our customers rely on.

Materials Management

From chemicals of concern to waste management, Hoover CS has systems in place to protect the environment and human health and safety.

CHEMICALS MANAGEMENT

The first step in managing risk from hazardous chemicals is to ensure that the right containers are being used. When determining the right packaging solution for the job, the following characteristics of what will go into the tank or container must be considered:

- Chemical concentration
- Aeration
- Impurities
- Duty cycle
- Temperature
- Viscosity
- Viscosity
- Mixing of chemicals
- pH rating
- Pump RPM
- Vapor points

For example, Hoover CS offers tanks manufactured with LLDPE (Linear Low Density Polyethylene). This resin has good structural rigidity and impact resistance. It is resistant to a broad range of chemicals including sulfuric acid, sodium hypo chlorite, and sodium hydroxide. The seamless construction of these tanks means that they are easy to clean, impact and weather resistant and resistant to leaks, making them virtually maintenance free.

In addition, employees at our service centers receive training on the safe handling, labeling and storage of chemicals and chemical residue. We have strict rules about chemical handling to protect our personnel, and to ensure that chemicals that are washed from empty tanks and containers are properly captured and treated before entering a local waterway.



WASTE MANAGEMENT

We employ a variety of waste management strategies to divert waste from the landfill. These efforts vary by waste stream and are tailored to the local options for waste treatment, recycling and recovery.

In 2022, we expanded our recycling programs to all Hoover CS locations, allowing employees to segregate recyclable materials like aluminum, plastic and paper from municipal solid waste destined for the landfill. While waste generation in our offices is not significant in comparison to our other facilities, this program was an important step to align our business practices with our values, and to show our employees that we are serious about sustainability—whatever role they are in.



HAZARDOUS WASTE

- May consist of heel (residual chemicals) and spent catalyst
- We contain both types of materials in hazardous-rated drums and they are collected by waste companies



SPENT CONTAINERS

- We partner with local metal scrap vendors who reclaim tanks for consolidation and recovery, extending the metals useful life in a secondary market



OFFICE WASTE

- We are moving from sticker labels to permanent labels to cut down on paper use and waste
- We use a local vendor to recycle our e-waste (computers, peripherals)

Great Company

We believe that great people make a winning company. Our goal is for employees of Hoover CS to have a job that taps into their strengths, offers the training they need, and fans the flames for lifelong success.

Ethics and Integrity

Hoover CS is guided by an eight-member Board of Directors. Additionally, the Board has established an Audit and Governance committee with oversight responsibility for the effectiveness of Hoover CS's governance practices and our compliance with all legal, compliance and regulatory matters impacting the company.

The Hoover CS Code of Conduct sets out the company's requirements and expectations across a range of governance and ethical issues, including:

- Business integrity
- Fair dealing and anticorruption
- Environmental responsibility
- Workplace health and safety
- Fair working practices
- Working with suppliers

In addition, employees are required to complete mandatory compliance training annually, with additional compliance training included in the employee onboarding process. In 2024, 100% of employees completed Code of Conduct training.

ANTI-CORRUPTION

We are committed to acting professionally, fairly, and with integrity and respect in all our business dealings and relationships wherever we operate and to implementing and enforcing effective systems to counter bribery. Given our expanding international footprint, in 2023 we implemented a new Anti-Corruption Policy and training program that reinforces the responsibilities outlined in the Code of Conduct and provides Hoover CS employees with additional guidance to navigate issues like meals, entertainment, gift giving and requests for facilitation payments across jurisdictions with varying laws and cultural norms. Senior managers and members of the international sales and finance teams received supplemental training to ensure understanding and compliance.

We expect those that we do business with to take a similar zero tolerance approach to bribery and corruption. Before entering into an agreement with any third party who will act on behalf of Hoover CS, we will perform proper and appropriate due diligence and obtain from the third-party certain assurances of compliance.

We do not make contributions to political parties, organizations, or candidates for political office.

SPEAKING UP POLICY

Our Code of Conduct includes a "Speaking Up" policy, which reinforces and reaffirms Hoover CS's commitment to a culture in which employees are encouraged to raise concerns. Hoover CS employees remain our first and best line of defense against wrongdoing and enable us to take prompt, corrective action. We recognize that the early detection and reporting of wrongdoing depends on maintaining a culture of trust and integrity in which all employees:

- Are encouraged to report potential wrongdoing as soon as possible, knowing that their concerns will be taken seriously, and that appropriate action will be taken.
- Feel comfortable bringing concerns either directly to their supervisor, Human Resources, or the General Counsel, or using the Ethics Hotline to report concerns anonymously.
- Trust that the speaking up process is confidential and that Hoover CS will not tolerate retaliation or retribution.
- As part of their oversight responsibilities, the Audit and Governance committee is provided periodic updates on the number and types of employee concerns raised.

WHISTLEBLOWER PROTECTION

We have a variety of ways for employees and other stakeholders to report concerns or ethical issues, including a third-party Ethics Hotline that can be reached by website, phone, or via email. Using the hotline, employees can report a concern or grievance, including anonymously if they wish.

We understand that employees are sometimes worried about possible repercussions associated with complaints of wrongdoing. We encourage openness and will support any employee who raises genuine concerns in good faith, even if they turn out to be mistaken. We will not tolerate retaliation or detrimental treatment of any kind towards any employee who reports a concern in good faith, or who participates in an investigation into a concern.

CYBERSECURITY

Hoover CS takes data protection and information security seriously, recognizing that strong cybersecurity practices are essential to protecting our business, our customers, and our people. Our approach includes:

- A dedicated employee responsible for cybersecurity across the company
- A cybersecurity policy, acceptable use policy, and website privacy policy
- An incident response procedure (IRP) to manage breaches of confidential information
- Regular discussion of cybersecurity risks and updates at Board of Directors meetings

- Mandatory cybersecurity training for all employees
- Cybersecurity training as a required component of employee onboarding

In 2024, Hoover CS conducted another penetration test to proactively identify and address potential vulnerabilities. We also enhanced workforce engagement through a new cybersecurity awareness program—every 10 days, employees receive an email with an interactive activity or quiz designed to reinforce secure practices. Participation is monitored and supported by our cybersecurity officer, who provides oversight and follow-up where needed. Additionally, we formally aligned our cybersecurity framework with the NIST 2.0 (National Institute of Standards and Technology) standard, strengthening our overall risk management posture and ensuring we remain aligned with best-in-class guidance.

ENGAGING WITH TRADE ASSOCIATIONS

At Hoover CS, active engagement with industry trade associations plays a vital role in shaping our sustainability strategy, advancing responsible business practices, and staying ahead of evolving regulatory, operational, and environmental trends. These partnerships provide valuable forums for collaboration, knowledge sharing, and advocacy, enabling us to both contribute to and learn from the broader industry dialogue on safety, innovation, and sustainability.

We are proud members of several respected organizations, including:

- Society of Chemical Manufacturers & Affiliates (SOCMA)
- Alliance for Chemical Distribution (ACD)
- Independent Lubricant Manufacturers Association (ILMA)
- Petroleum Packaging Council (PPC)
- American Fuel & Petrochemical Manufacturers (AFPM)

Through these memberships, Hoover CS participates in collaborative initiatives focused on circularity, chemical safety, workforce development, and supply chain resilience. Our involvement also helps amplify the importance of sustainable packaging, ethical sourcing, and operational excellence in industrial sectors. We value these associations as critical partners in our journey toward a more sustainable future.



Supply Chain Management

At Hoover CS, we hold our suppliers to high standards of sustainability, ethics, and responsible business conduct. Our Supplier Code of Conduct, updated in 2022 and embedded in all Vendor Terms and Purchase Orders, outlines our expectations around:

- Compliance with applicable laws and regulations
- Fair competition and anti-corruption
- Diversity, equity, and inclusion
- Respect for labor and human rights
- Safe and healthy working conditions
- Environmental stewardship

To better understand supplier practices, Hoover CS developed a supplier questionnaire in 2021, which was distributed in 2022 to all vendors accounting for more than one percent of our total spend. This assessment provided insights into our supply base's maturity on environmental and social topics, identifying areas for deeper engagement and opportunities for collaboration with sustainability leaders. Hoover CS also confirms that no "conflict minerals" (tin, tantalum, tungsten, gold) or their derivatives are used in our products.

In mid-2024, we transitioned procurement responsibilities under our operations team to drive greater visibility, streamline vendor relationships, and strengthen internal controls. This structural change has allowed for improved oversight, including documentation reviews and alignment across key functions. In 2025, Hoover CS will initiate a formal audit schedule—beginning with third-party service centers and followed by our largest suppliers. These proactive steps ensure our partners are aligned with our values and support our mission of building a more resilient and sustainable supply chain.



Workplace Practices

Hoover CS is building a sustainable competitive advantage through our multi-prong talent strategy. In 2024, we achieved record high workforce retention, reducing our turnover through concerted efforts in talent management, engagement and development.



Our Human Rights Policy states our unequivocal commitment to labor and human rights and fair workplace practices, with provisions on diversity and inclusion, discrimination and harassment, work hours, wages and benefits, professional growth and development, employee privacy, workplace security, child labor, forced labor and human trafficking, and freedom of association. In addition, our Employee Handbook provides additional guidance on:

- Career management and training
- Annual performance reviews
- Open door policy

TALENT MANAGEMENT

Hoover CS continues to be an active participant in the Texas A&M Talent Development Council, a cross-industry consortium of more than 30 companies committed to advancing talent best practices, practical methods, and applied tools. The Council serves as a dynamic learning and networking forum for industrial and construction businesses, offering valuable insight into workforce trends and talent development strategies.

Through our participation, Hoover CS is able to:

- Benchmark our efforts against best-in-class practices
- Discover emerging strategies, tools, and methods for talent development
- Identify and improve core talent processes
- Align our talent strategy more closely with business priorities
- Build strong connections with talent leaders across the industry
- Strengthen our capabilities in recruiting, developing, and retaining great people

In 2024, Council activities focused on developing customer support for the future, soft skills development, capturing institutional knowledge, and effective leadership for front-line managers. These timely topics support our ongoing commitment to investing in people, building internal capabilities, and ensuring that Hoover CS remains a great place to work—today and into the future.

DIVERSITY

Hoover CS is committed to selecting, recruiting, developing, and supporting people solely on the basis of their professional capability and qualifications, irrespective of gender, ethnicity, nationality, class, color, age, sexual identity, disability, religion, marital status or political opinion. We believe that a diverse workforce provides the best source of talent, creativity, and experience. People with different backgrounds and life

experiences can identify opportunities and address problems from different perspectives.

We use a behavior-based hiring process designed to predict the future success of candidates. This process evaluates candidates based on previous experiences and eliminates unconscious bias that can be present in other hiring practices.

EMPLOYEE ENGAGEMENT AND DEVELOPMENT

We offer a variety of engagement and development programs to support our workforce, including:

- Education Assistance – Affording all employees (and expanded to include dependents in 2024) the opportunity to receive financial support in their continuing education
- Workforce Planning – a three-tiered approach used to identify, develop and retain Hoover CS's talent in order to meet our growing business needs
- Employee Recognition – programs designed to celebrate and reward those employees demonstrating our company values, advancing business objectives and goals, and helping us build a positive company culture

Lead by Impact ERP

This is a quarterly recognition opportunity awarded to employees who demonstrate our values of Care-Share-Deliver in their communities, at home, or within the workplace.

- Winners receive an engraved Lead by Impact Award, branded company swag, a letter from our CHRO, and a \$25 USD (or equivalent) Amazon gift card.

Infinity Club ERP


Established in the summer of 2023, this is an annual recognition opportunity – led by our executive team – to celebrate individual employee contributions and performance.

- Winners receive an engraved Infinity Award, an all-expenses paid trip to a local resort, a \$2,500 USD (or equivalent) resort credit, and a pre-paid gas card.

Extra Mile Safety Award Program

Established in September 2024, this program provides a quarterly opportunity to recognize individuals across our organization that go the 'extra mile' when it comes to prioritizing safety.

- Winners receive a custom engraved crystal trophy, a feature in our quarterly internal company newsletter, and a \$50 Amazon gift card.



In 2024, the average Hoover CS employee received more than 40 hours of training, contributing to a culture of skill-building and life-long learning.

TEAM HOOVER CS ON THE MOVE

In 2024, we placed special emphasis on ways for Hoover CS employees to get out into the community together. From park clean-up days to bike-to-work events, these opportunities give teammates a chance to mingle outside of traditional office environments and build a stronger culture of collaboration.



COMMUNITY ENGAGEMENT

Chapters of Change Book Drive

FEBRUARY 2024

Benefiting Chapters of Change, a 501(c)3 non-profit with a mission to make reading accessible in rural areas of the Philippines, Hoover CS collected book donations to help them meet a goal of filling their Mobile Library (launching on Mindanao Island) with 5,000 books.

Holiday Volunteer Event with the Houston Food Bank

DECEMBER 2024

Ahead of the Christmas holiday, employees from our Houston and Katy offices came together for a day of volunteering with the Houston Food Bank—the largest food bank in the U.S. which distributes fresh, nutritious meals to food insecure individuals & families across 18 counties in Southeast Texas. Together, we prepped 2,300+ turkey & cheese w/ broccoli cold meals; packed 2,100+ milk & applesauce cold meals; labeled and palletized cold meals for local distribution; helped organize and sanitize ~24,000 lbs. of donated food items in the warehouse, resulting in the creation of 20,098 meals. A heartfelt thank you to our incredible team for showing up, working hard, and making a difference for so many families during the holiday season.



EMPLOYEE ENGAGEMENT AND DEVELOPMENT

Crawfish Boil

APRIL 2024

Our Houston, TX CatPack team never disappoints when it comes to crawfish season! In April, we boiled 260 lbs. of jumbo crawfish and 170 lbs. of sides including corn, potatoes, mushrooms and sausage. With over 50 RSVPs, a great time was had by employees and their families.





Corporate Chili Competition

OCTOBER 2024

Congrats to IT Specialist Trevor Matthews for taking home the 2024 win & communal trophy from our 6th Annual Corporate Chili Competition! His ChatGPT “award-winning” recipe was a true crowd favorite. Thanks to everyone who participated, as well as a special shoutout the to the Finance team for hosting!

Extra Mile Safety Award ERP

LAUNCHED SEPTEMBER 2024

We’re excited to share a new Employee Recognition Program (ERP) focused on celebrating employees who prioritize safety. Established by our Director of Global Sustainability Nick Moscariello in September of 2024, the Extra Mile Safety Award Program provides Hoover CS with a quarterly opportunity to recognize individuals across our organization that go the “extra mile” when it comes to prioritizing safety—not just for themselves, but for everyone and everything they encounter.

What does it mean to go the “extra mile?”

- Display behavior that demonstrates safety is prioritized
- Complete all required organizational training, applying what you learn to the workplace and at home
- Ensure safety is included on the agenda at every team meeting
- Exhibit strong communications between Safety Champions, HSE department, your team, and Manager
- Provide feedback on safety initiatives
- Speaking up when you see an unsafe situation



Q324 Winner: Angel Ortiz

“As the Safety Champion for our Houston, Texas Office & Service Center, Angel’s dedication to building a strong safety culture here at Hoover CS is second to none. Whether she’s prioritizing the safety of our customers & visitors, in her day-to-day job duties, or following through on important safety initiatives for operational excellence, she has made it clear that safety is a core value. As a Safety Champion, she performs consistent walk-throughs, conducts professional visitor safety orientations, and serves as a key point of contact for all safety and admin processes. I cannot thank her enough for prioritizing safety, helping us achieve Goal Zero.”



INDUSTRY ENGAGEMENT

Ask the Experts

JUNE 2024

Our CatPack European Sales team attended Ask the Experts in Rotterdam, Netherlands, which is organized by the World Refining Association. This event provides us with the opportunity to network, share our innovations in catalyst packaging, and more. We look forward to building on the connections made during this fantastic event!

Pictured (from left to right): Serhat Yildizli, Vincent den Braber, Jordy Thiele, and Jeroen van Gent



Specialty & Agro Chemicals America Show

JUNE 2024

Our Marketing & ChemPack Sales team partnered to exhibit at the Specialty & Agro Chemicals Show in Savannah, Georgia, during the last week of June. With this being our first time exhibiting, we found it highly engaging with plenty of networking opportunities and insightful conversations on the importance of reusable packaging in the specialty and agrochemicals markets specifically.

ISO Tank Training at Stolt-Nielsen

JUNE 2024

We spent one morning in June at Stolt-Nielsen's Depot in Channelview, TX for a team training led by our partner EXSIF. We discussed the leasing cycle, key features & benefits of standard/specialty ISOs and more, equipping us with knowledge, tools, and new resources to better support our customers.



CELEBRATING EMPLOYEES WHO CARE-SHARE-DELIVER

Congratulations to these phenomenal Hoover CS employees who demonstrated our company values of Care-Share-Deliver in 2024, earning them global recognition for their quarterly and annual contributions.

LEAD BY IMPACT WINNERS

Alvin Ang

Area Sales Manager
Singapore, Asia

Mark Barnes

Site Supervisor
Houston, Texas

Linda Duijm

Marketing Specialist
Ridderkerk, Netherlands

Richard Baines

Catalyst Operator
Alberta, Canada

Courtney Farley

Human Resources Director
Katy, Texas

Arnold Ramirez

Director of Operations
Houston, Texas

Paul Benoit

Tank Technician
Scott, Louisiana

Jim Pleasant

Customer Service Representative
Chicago, Illinois

Shane Desormeaux

Sales Manager
Scott, Louisiana

Tye Campbell

Chemical Heel Coordinator
Houston, Texas

Nicolas Mueller

Account Manager
Katy, Texas

Ingrid Kuhn

Sales Coordinator
Edmonton, Canada

Manasvi Singh

Operations Manager,
Bahrain, Middle East

Klein Asprilla

Recon Technician
Houston, Texas

Aracely De La Cruz

Operations Specialist
Houston, Texas

Tim Kwinkelenberg

Service Center Employee
Ridderkerk, Netherlands

Britney Samson

Senior Marketing Manager
Katy, Texas

INFINITY CLUB WINNERS

Kathie Berg

Sales Manager
Canada

Erik van Wingerden

Assistant Manager – Logistics & Operations
Ridderkerk, Netherlands

Amber St. John

HR Generalist
Katy, Texas

EXTRA MILE SAFETY WINNER

Angel Ortiz

Safety Champion
Houston, Texas



Health and Safety

All Hoover CS employees should be actively involved in living and promoting health and safety values every day. No job is so urgent that it cannot be done in a safe and responsible manner.

Our goal is to implement a safe and hazard-free professional working environment through training, awareness, employee participation and attitude. Our aim is to protect ourselves, our fellow employees, and the environment from harm through our Goal Zero program.

APPROACH TO SAFETY

Our EHS program is led by our Director of Sustainability and guided by our Environment, Health and Safety Policy Manual, which covers topics including:

- Safety management and accountability
- Competency planning, training and assessment
- Safe work practices and occupational health
- Procurement, services and contractors
- Product quality assurance traceability and inspection
- Crisis management and emergency preparedness and response
- Nonconformity and corrective actions

The safety performance of our customers, subcontractors and suppliers is integral to our own safety efforts. We evaluate and qualify contractors and suppliers to ensure that a single and comprehensive safety culture governs each project safely and effectively.

All Hoover CS offices and service centers complete an annual Emergency Action Plan (EAP) training, focused on evacuation routes, types of hazards, active shooter situations, and other rotating topics.

PROCESS SAFETY MANAGEMENT

After two consecutive years of zero recordable safety incidents, in 2023 we had two incidents. While both cases were quickly resolved, they gave us an opportunity to recommit to our safety practices and ensure that our safety management systems were efficient and comprehensive. In 2024, our efforts paid off and we achieved our Goal Zero aim of zero accidents and recordable incidents.

INCIDENT MANAGEMENT PROCESS

What	How
Investigate	Interviews led by Supervisors and Safety Champions, with oversight by the Safety Manager
Identify	Discover the root cause of safety incidents, including any contributing factors that made the incident more likely to occur
Correct	Create a list of corrective actions and an implementation schedule, including development of new standard operating processes (SOPs), purchase of new personal protective equipment (PPE) and new training
Engage	Ensure individuals are properly trained on new processes and systems, and that each employee understands their part in creating a safe work environment
Document	Track all steps in the safety management system to support continuous improvement

SAFETY AUDITS

We use internal audits to verify the effectiveness of our health and safety systems, in alignment with OSHA standards. Trained internal auditors review documentation and interview personnel to confirm that appropriate training and documentation have taken place and that employees are competently performing their duties in a safe manner.

Copies of audits are kept on file, and any actions arising from the reports (observations, major and minor non-conformances) are entered and tracked through a corrective action process. Findings are also reviewed at the monthly safety meeting and in advance of the annual management review meeting.

In 2024, we expanded our technical competency program to our Odessa facility, bringing a robust and methodical approach to ensuring that each Hoover CS employee gets the safety training they need, according to their specific job role.

About This Report

BOUNDARY, SCOPE AND METHODOLOGY

This is Hoover CS's fourth ESG Highlights report. It covers calendar year 2024 activities unless otherwise noted and all facilities that Hoover CS operates.

For our carbon footprint methodology, we are aligned with the GHG Protocol and have used a Scope 1 Stationary and Mobile combustions emissions fuel-based calculation method and a Scope 2 location-based calculation method for utility grid consumption at the facility level.

The scope of the carbon footprint includes:

Scope 1

- Mobile sources: all fleet vehicles and fuel types
- Stationary combustion sources: heaters, boilers, and furnaces

Scope 2

- Electricity and heat and steam consumed at each facility

Emissions factors are drawn from:

- US EPA - EEIO Factors v1.0
- US EPA - Emission Factor Hub 2024
- US EPA - eGRID 2022 Sub Region (Publication Year 2024)
- US EPA - EEIO Factors 2.0.1-411 AR5
- Japan DB for GHG Calculations via Supply Chain Ver.3.4
- UK DEFRA - Conversion Factors 2024
- UK DEFRA - Conversion Factors 2023

CORRECTIONS AND RESTATEMENTS

This report is based on information and opinions as of the date of this report. Hoover CS believes that one of the many benefits of publishing a report of this type is the internal procedures for tracking sustainability-related data. Where internal improvements lead us to review prior years' disclosure, we will endeavor to do so with full transparency.

The 2023 data point for "Percent Energy from Grid" (SASB indicator RT-CP-130a.1) has been corrected in this report.

ASSURANCE AND VERIFICATION

This report has been reviewed for accuracy, completeness and balance by Hoover CS's Sustainability Committee. It has not been externally assured or verified.

FOR MORE INFORMATION

For more information about this report, or about Hoover CS's sustainability initiatives, please contact:

Nick Moscariello, Global Director of Sustainability

Email: sustainability@hooversolutions.com

Office: +1 281.870.8402 Ext.1036

CAUTIONARY NOTE ON FORWARD LOOKING STATEMENTS

This ESG Highlights Report contains forward-looking statements that involve known and unknown risks, uncertainties, and other important factors that could cause the actual results, performance or achievements of Hoover CS, or general industry or broader economic performance in global markets in which Hoover CS operates or competes, to differ materially from any future results, performance or achievements expressed or implied by such forward-looking statements. As such, any forward-looking statements made by Hoover CS are made only as the date hereof and are not guarantees of future performance.

ESG Tearsheet

SASB Reference	Indicator	Unit	2024	2023	2022
RT-CP-110a.1	Scope 1 emissions	Metric tons carbon dioxide equivalent (tCO ₂ e)	1,261	1,702	1,204
	<i>Mobile combustion</i>	Metric tons carbon dioxide equivalent (tCO ₂ e)	348	657	366
	<i>Stationary combustion</i>	Metric tons carbon dioxide equivalent (tCO ₂ e)	913	1,044	837
RT-CP-110a.1	<i>Percentage covered under emissions-limiting regulations</i>	Percent (%)	0	0	0
	Scope 2 emissions (location based)	Metric tons carbon dioxide equivalent (tCO ₂ e)	809	1,897	521
	<i>Electricity grid consumption</i>	Metric tons carbon dioxide equivalent (tCO ₂ e)	809	1,897	521
RT-CP-110a.2	Long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussions and analysis	See page 17		
RT-CP-130a.1	Total energy consumed	Gigajoules (GJ)	25,416	24,664	8,329
	Natural gas	Gigajoules (GJ)	17,665	14,977	4,301
	Electricity: grid	Gigajoules (GJ)	7,751	9,687	4,028
RT-CP-130a.1	Percent total energy from grid	Percent (%)	30.5	39.3	48.3
RT-CP-130a.1	<i>Percentage renewable additional</i>	Percent (%)	48	48	51
RT-CP-130a.1	Electricity: self-generated	Gigajoules (GJ)	0	0	0
RT-CP-130a.1	<i>Percentage renewable</i>	Percent (%)	N/A	N/A	N/A
RT-CP-120a.1	Air emissions: NO _x (excluding N ₂ O)	Metric tons (t)	3.80	3.76	3.14
RT-CP-120a.1	Air emissions: SO _x	Metric tons (t)	0.31	0.30	0.27
RT-CP-120a.1	Air emissions: Non-methane volatile organic compounds (VOCs)	Metric tons (t)	40.01	39.28	35.58
RT-CP-120a.1	Air emissions: Particulate matter (PM)	Metric tons (t)	0.27	0.27	0.25
RT-CP-140a.1	Total water withdrawn	Thousand cubic meters (m ³)	7.4	10.97	6.94
RT-CP-140a.1	<i>Percentage in regions with high baseline water stress</i>	Percent (%)	0	1.8 ⁵	0
RT-CP-140a.1	Total water consumed	Thousand cubic meters (m ³)	1.7	5.3	0.96

⁵ Construction-related water use.

SASB Reference	Indicator	Unit	2024	2023	2022
RT-CP-140a.1	<i>Percentage in regions with high baseline water stress</i>	Percent (%)	0	0.8	0
RT-CP-140a.2	Water management risks and discussion of strategies and practices to mitigate those risks	Discussions and analysis	See page 18		
RT-CP-140a.3	Incidents of non-compliance associated with water quality permits, standards, and regulation	Number (#)	0	0	0
RT-CP-150a.1	Hazardous waste generated	Metric tons (t)	1,200	39	614
RT-CP-150a.1	Percentage recycled	Percent (%)	0	0	.008
RT-CP-250a.1	Number of recalls issued	Number (#)	0	0	0
RT-CP-250a.1	Total units recalled	Number (#)	0	0	0
RT-CP-250a.2	Process to identify and manage emerging materials and chemicals of concern	Discussions and analysis	See page 19		
RT-CP-410a.3	Strategies to reduce the environmental impact of packaging throughout its lifecycle	Metric tons (t)	See page 15		
RT-CP-430a.1	Total wood fiber procured, percentage from certified sources	Metric tons (t)	0	0	0
RT-CP-430a.2	Total aluminum purchased, percentage from certified sources	Number (#)	0	0	0
RT-CP-000.C	Total employees	Number (#)	171	184	182
	Executives and managers	Percent (%)	20	22	19
	<i>Women</i>	Percent (%)	24	23	16
	<i>Racial/ethnic minority</i>	Number (#)	33	18	16
	Exempt Employees	Percent (%)	83	88	79
	<i>Women</i>	Percent (%)	29	32	34
	<i>Racial/ethnic minority</i>	Number (#)	37	27	30
	Non-Exempt Employees	Percent (%)	88	96	103
	<i>Women</i>	Percent (%)	18	22	24
	<i>Racial/ethnic minority</i>	Number (#)	71	61	64
	Fatalities – employees	Number (#)	0	0	0
	Fatalities – contractors	Number (#)	0	0	0
	Total recordable incident rate – employees	Rate	0	1.2	0.0

SASB Reference	Indicator	Unit	2024	2023	2022
	Total recordable incident rate – contractors	Rate	0	0.0	0.0
	Lost time incident rate – employees	Rate	0	0.0	0.0
	Lost time incident rate – contractors	Rate	0	0.0	0.0
	Employee turnover rate – voluntary	Rate	12.3	24.9	15.9
	Employee turnover rate – involuntary	Rate	17.2	19.4	10.8
	Average hours of training per employee	Number (#)	40	35	35
	Executives	Number (#)	6	6	5
	0-5 years tenure	Percent (%)	67	100	80
	5-10 years tenure	Percent (%)	33	0	0
	10+ years tenure	Percent (%)	0	0	20
	Managers and Directors	Number (#)	24	24	21
	0-5 years tenure	Percent (%)	50	54	52
	5-10 years tenure	Percent (%)	25	17	19
	10+ years tenure	Percent (%)	25	29	29
	Office/Administrative	Number (#)	69	72	74
	0-5 years tenure	Percent (%)	52	67	66
	5-10 years tenure	Percent (%)	23	19	19
	10+ years tenure	Percent (%)	25	14	15
	Operations	Number (#)	72	76	82
	0-5 years tenure	Percent (%)	77	84	79
	5-10 years tenure	Percent (%)	8	3	9
	10+ years tenure	Percent (%)	15	13	12