



2025 EHS SUSTAINABILITY STATEMENT

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A MESSAGE FROM OUR PRESIDENT

“

As Steelastic heads toward our 55th year in business, I am humbly proud to reflect on all the years of hard work and employee commitment that have culminated into the company we are today – a leader in the design of world class machinery systems that advance global tire industries. Driven by our Guiding Principles which focus on integrity, safety, environmental, quality, customer focus, employee commitment, continuous improvement, and technology, Steelastic continues to excel at providing innovative manufacturing solutions for the companies we partner with. We understand we cannot sit still in the continuous pursuit of providing our customers with the most technologically advanced equipment possible. We also recognize the importance that sustainability and social governance are integral components of responsible business practices. We are committed to making a positive impact on the environment and society while ensuring the long-term success of our company.

We invite you to join us on this journey toward a more sustainable and socially responsible future. Together, we can make a meaningful difference in the world.

Thank you for your continued support and partnership!

Pat Morocco

”



STEELASTIC

Throughout our years of experience, Steelastic has realized that various manufacturing environments require the same core fundamentals; manufacturing safety, high productivity with high quality. In consideration of these fundamentals, we have leveraged our expertise in to deliver industry-leading manufacturing solutions for the tire industry.

When it comes to industrial equipment, suppliers are challenged to create advanced, robust, safe and highly productive equipment that allows manufacturers to compete on a global scale while creating advanced products and in consideration of their workforces. We recognize this continual need for manufacturing to evolve and creates our offerings based on what our customers need to compete now and into the future. At Steelastic, we continue to *enable innovation*.



TIRE & RUBBER

Through research, innovation and in-depth process knowledge Steelastic continues to push the limits of tire manufacturing technologies.



OUR EHS PROMISE

The Steelastic Company L.L.C., is committed to the protection of the environment, and the health and safety of all employees, customers, and communities where our machines are in use. We understand that by applying sound environmental, health, and safety management to all aspects of our business, we can offer technologically advanced products to our customers while conserving resources for our future generations.

We strive for continual improvements in our environmental, health, and safety systems, and in the environmental quality of our products and services, through economically sound, and technologically practicable processes that produce meaningful and measurable environmental improvements. Throughout our sustainability journey, we have even served as a mentor to other companies in the Heico family. Sharing the knowledge and practices that we have acquired can benefit everyone, even the planet!

ENVIRONMENTAL STEWARDSHIP

Empowering Earth's Tomorrow with Greener Choices Today



ENERGY

We recognize the benefits of completing energy audits and the valuable insights they provide regarding our overall energy consumption patterns. It helps us set realistic energy efficiency goals and track our progress over time. This proactive approach is crucial in our commitment to reducing our operations' negative effects on the environment. Below are a few ways we have found to reduce energy usage in our facility;

01

Decrease plug loads by unplugging appliances such as unused toasters & microwaves in common areas.

02

Turn off unused machines, overhead lights and transformers (if possible).

03

Replaced all incandescent lighting in the building to LED saving kWh per month.

04

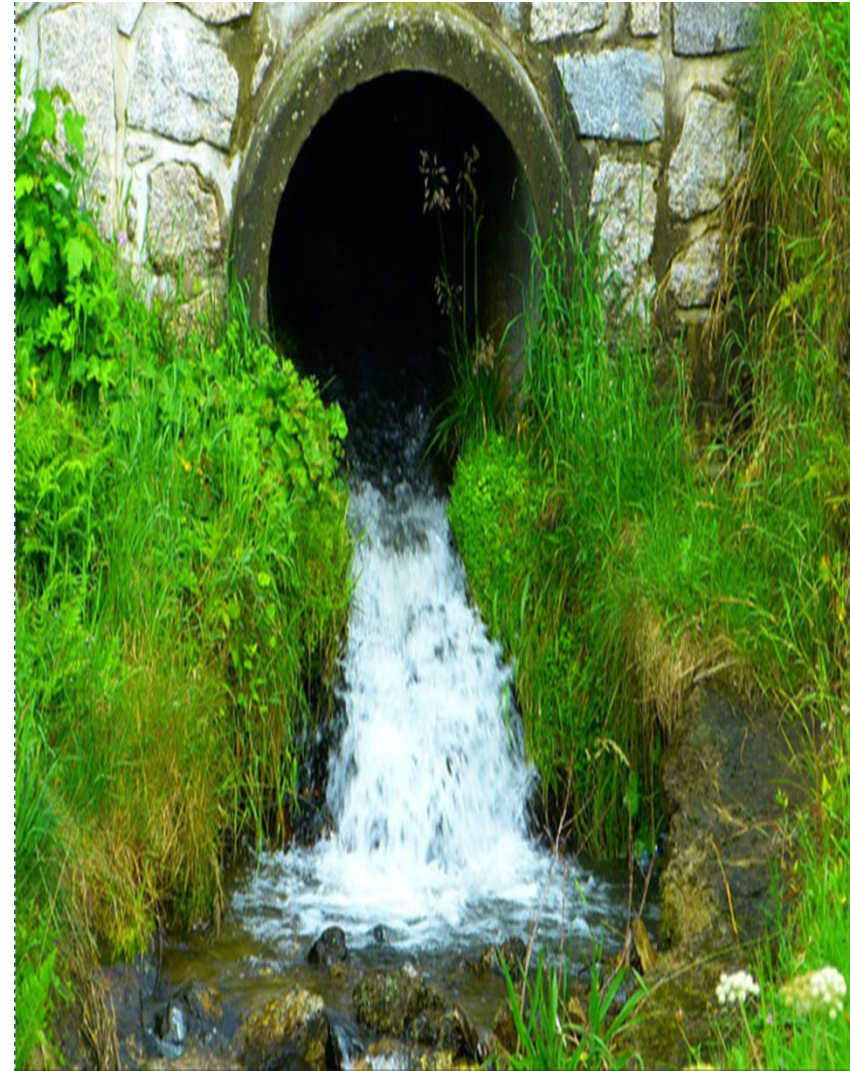
Upon purchasing new equipment, we ensure that it is energy efficient.



WATER

Storm Water/Wastewater

Our No Exposure Certification for Exclusion from National Pollutant Discharge Elimination System (NPDES) storm water permitting was approved in April of 2021 and will be recertified in April of 2026. This is an indication of our compliance with regulations despite producing minimal wastewater. Furthermore, we maintain a proactive stance by covering dumpsters to prevent rust or pollutants from running into the storm drains and have a policy to not store anything outside the building without proper shelter.



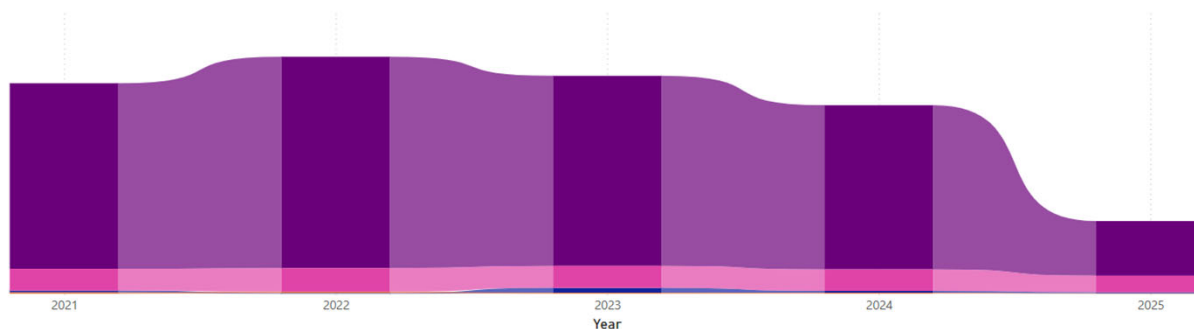
AIR

Businesses can harness energy across three main scopes that directly or indirectly contribute to the release of Greenhouse Gases (GHG). This concept is used to measure the emissions day-to-day operations cause. Scope, one includes the on-site emissions from owned or controlled sources such as vehicles, furnaces, and other equipment utilized by the company. It can also come from indirect sources. The second scope covers purchased electricity, heat, or steam, while the third scope explores the indirect emissions from the value chain, purchased material, transportation, distribution, product use, and disposal. Although these emissions might not occur on-site, they directly result from our activities.

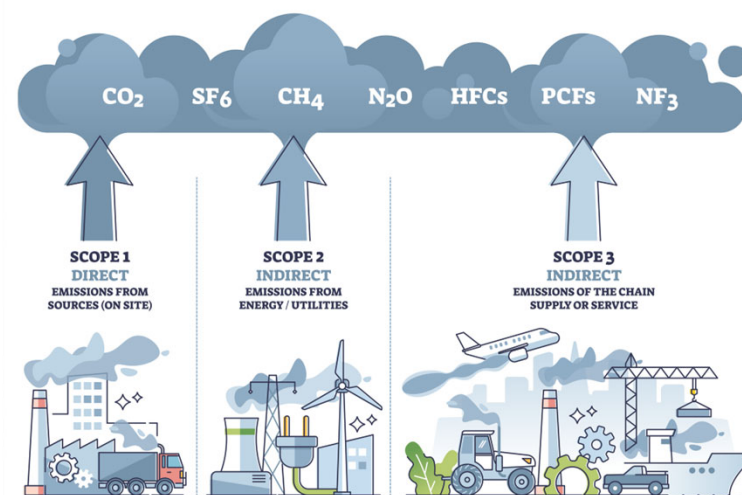
Our stewardship achievements are continuously expanding, and we have made significant progress in tracking our scope one greenhouse gas emissions. As a facility operating 5 days a week for one shift, we have successfully tracked the GHG emission source, the amount used, and the emission value since 2022. We accompanied this data with the offset sources and their values to find the overall total of our direct, on-site emissions.

Emissions Over Time by Resource

Field ● Acetylene ● Gasoline ● Liquefied Petroleum Gas ● Mixed Production ● Natural Gas ● Other Fuel



SCOPES OF EMISSIONS



Scope 1 Breakdown Continued

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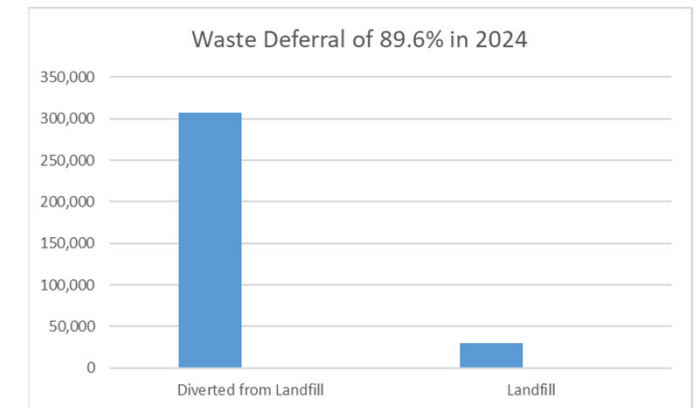
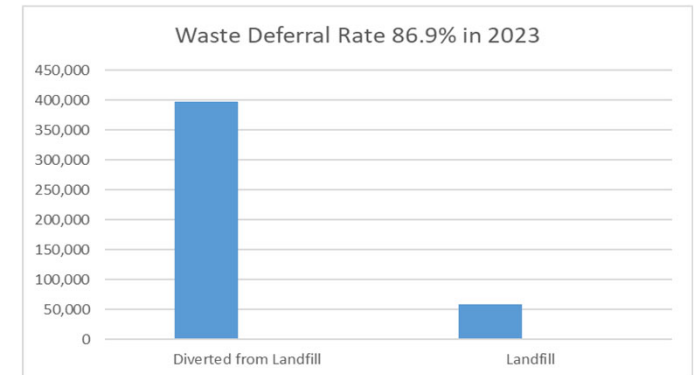
AIR

To minimize the total amount of GHG emissions that we are releasing, The Steelastic Company recycles metal, steel and cardboard used in our manufacturing processes.



Future Goal

In addition to reducing our GHG emissions, the environmental, health, and safety team here at Steelastic is exploring ways of offsetting our emissions. One way we are hoping to help is by investing in Carbon Offset Projects. Investing in certified offsets will help fund environmental projects around the globe. We would have access to a live carbon dashboard where we can view carbon credit purchases and environmental impact stats in real time.



CORPORATE GOVERNANCE

Upholding high standards of corporate governance is fundamental to our operations. We are committed to transparency, accountability, and ethical behavior in all aspects of our business, including...



Adhering strictly to our Code of Conduct policies and procedures and conducting our business with the utmost integrity and honesty.



Complying with all applicable laws, regulations, and industry standards.



Regularly reviewing and updating our governance policies and procedures to ensure alignment with best practices.

OSHA VPP



STAR WORKSITE

2024 Goal Completion



What is VPP?

In the VPP, management, labor, and OSHA collaborate proactively to avoid fatalities, injuries, and illnesses. This is achieved through a comprehensive system emphasizing hazard prevention and control, worksite analysis, training, and the commitment of management along with the involvement of employees. To join, employers must apply to OSHA and undergo a thorough onsite assessment conducted by a team of safety and health experts.

VPP Annual Self Evaluation

Steelcast commits to an annual self-evaluation report to ensure a successful program. At the top of the new year, the entire organization including the leadership team, safety committee, and employees review the goals and objectives from the last year to find areas of success and improvement. Categories include worksite analysis, hazard prevention & control, and safety & health training. This will help set goals for the remainder of the new year and determine the budget needed to achieve them.

2025 Goals

Our goals for 2025 include, educating all employees about OSHA VPP, complete a GAP Analysis for submission of OSHA VPP Application, conduct at least 1 6(S) event, create a sustainability report as best practice, and to have at least 2 concern reports (safety suggestion) entered per person.

Safety Training

We achieved 100% on all EHS Regulatory and Compliance training.



Ergonomics

One of our focal points for 2024 was material handling and ergonomics. We added a new machine to unwind rubber for disposal.



First Aid

We held a first aid course for our first aid team. Having a dedicated team to oversee first aid is imperative to our health, safety and success when on the job.

Partners in Safety and Health
OSHA – Management – Labor

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SAFETY CULTURE

Personal Operating Rhythm

A strong safety culture is not just a compliance requirement, but a core value.. We seek to ensure our employees feel empowered to identify hazards, report safety concerns, and actively participate in safety initiatives. To ensure this, our personal operating rhythm is structured as follows:

- Weekly Toolbox Safety Meetings
- Monthly Safety Committee Meetings
- Include EHS in staff topics
- Concern Reporting/Hazard Hunts
- Review concerns/ATS findings/Compliance Calendar
- Biannual Management Reviews

Employee Engagement

One of the way we encourage employee engagement is with a “Safety Through Leadership” mindset. This simply means that safety is of individual ownership and doesn’t require a leadership role. We can all lead safety initiatives individually as we are the leader of our actions, and they should be safe. We also encourage employees to get involved in our numerous teams, committees, and events. These include:

- Contests
- Surveys
- Emergency Response Team
- Safety Committee
- Various Trainings
- Hazard Hunts



OSHA RECORDABLES

Tracking OSHA recordables is crucial as they provide a clear measure of daily operational safety. The three key metrics tracked are the Days Away, Restricted, or Transferred (DART), the Days Away From Work (DAFW), and the Total Recordable Incident Rate (TRIR). Each metric offers a different perspective on workplace injuries and illnesses, allowing for a comprehensive understanding of safety performance. Setting a yearly target of zero for these metrics emphasizes the commitment to maintaining a safe work environment, ensuring all employees are protected from harm. We are proud to say that we have met that goal for the 2024 year into 2025. We have worked 869 days without a lost time incident, this couldn't be achieved without a team that holds themselves and each other accountable for safety every day.

DAFW (Days Away From Work)

DART (Days Away, Restricted, or Transferred)

TRIR (Total Recordable Incident Rate)

I&I Incident and Severity Rate Analysis

Metric	2021	2022	2023	2024	2025
Total Recordable Rate	1.87	0	1.62	0	0
DART Case Rate	0	0	1.62	0	0
DAFW Case Rate	0	0	1.62	0	0
Avg DAFW/DAFW Case	0	0	3	0	0
Avg DART/DART Case	0	0	3	0	0



CONCERN REPORTING

What Is It?

Concern reporting is one of the most important leading indicators that we utilize as a company. The whole premise of concern reporting is to identify hazards and abate them before they turn into sustained injuries. Examples can include icy parking lots, an employee that does not have the correct tool/PPE, maybe a railing being loose, to name a few. Concern reporting also allows an option to submit safety suggestions that are not necessarily a direct hazard, in addition to positive observations and behaviors of other employees. This way we can recognize those employees and award them for their safety forward behavior during our committee meetings..

Who Can Report?

Concern reports can be logged by all employees and visitors here at Steelastic. There is no login or password needed to access the reporting system. This allows for employee involvement of hazard recognition and covers numerous areas of concern. This helps reinforce our belief of Safety Through Leadership.



Steelastic Concern Reporting



SOCIAL RESPONSIBILITY

Our Actions Impact Not Only the Environment but Also the Communities in Which We Operate

I  INCLUSION! summit DD



FOUR SECONDS
FOR SAFETY



SOCIAL RESPONSIBILITY

We recognize that our actions impact not only the environment but also the communities in which we operate. We are dedicated to being a responsible corporate citizen by...



Supporting local community initiatives through volunteer work, charitable donations, and partnerships with nonprofit organizations.



Ensuring a safe & inclusive work environment where all employees are treated with dignity and respect.



Providing opportunities for professional development and advancement to our employees, fostering a culture of diversity & inclusion.



Engaging with stakeholders, including employees, customers, suppliers, and the community, to address social issues & contribute to positive change.

PROFESSIONAL DEVELOPMENT

Why Is It Important?

We stand strong by our quality policy and believe it is important to continually improve our products, processes, and people, which means we are committed to nurturing a learning-centric environment. Learning initiatives for employees facilitate development in essential domains including technical proficiencies, organizational expertise, interpersonal aptitudes, and leadership qualities. This provides both an avenue for career progression on behalf of our team, and it benefits the organization.

Learning Opportunities

Our opportunities range from knowledge of a new company-wide software to external trainings for personal growth. In early 2020, all employees underwent comprehensive training on the latest Microsoft D365 software, ensuring proficiency in essential technical skills. Additionally, we are fortunate to offer access to LinkedIn Learning, enabling our team members to select from a vast array of online courses tailored to their interests and professional goals.

Steelelastic also believes in annual performance reviews for each employee. This is a great way to identify employee strengths and map out areas for opportunity and growth. These initiatives underscore our commitment to fostering continuous learning and growth among our employees, equipping them with the knowledge and skills needed to thrive in their roles and contribute to our collective success.

The LinkedIn Learning logo is displayed in a light blue color against a dark blue rectangular background. The word "LinkedIn" is in a bold, sans-serif font, with the "in" part enclosed in a square icon. The word "Learning" is in a lighter, regular sans-serif font.



DISCLAIMER:

This Sustainability Statement includes statements regarding future aspirations, expectations, predictions and other statements that are not historical facts. These statements include our identification and prioritization of environmental, health and safety, and community involvement opportunities, our strategies for those opportunities, and the timeframe for executing on those strategies. Such statements are subject to risks and uncertainties, and changes in the legal and regulatory environment may affect our ability to meet our EHS-related aspirations and plans. Steelastic does not undertake any obligation to update this Statement based on new information or future events.



THANK YOU!

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