

2025

Sustainability Report

CENTROMotion™



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Introduction

Contents

Introduction	2
Contents	3
Letter from the CEO	4
About CentroMotion	5
About this Report	9
Our Sustainability Priorities	10
Sustainable Development Goals	12
Environment	14
Greenhouse Gas Emissions	16
Energy Management	18
Waste Management & Circular Economy	20
Social	22
Health & Safety	24
Workforce Management & Development	26
Inclusion & Belonging	30
Governance	32
Responsible Supply Chain	34
Business Ethics	36
Appendix	38
Additional Metrics	39
Materiality Assessment	40
SASB Index	41

Letter from the CEO

At CentroMotion, our mission is to help people and machines work smarter, safer and be more productive than ever before. This purpose guides both the solutions we deliver and how we operate across our organization.

As a global manufacturing company, our highly engineered components are integrated into equipment that builds infrastructure, moves goods and supports food production around the world. Through these applications, we help contribute to safer, more reliable and more efficient operations across essential industries that people depend on every day.

We are equally committed to applying these principles within our own operations. This includes a continued focus on improving efficiency across our facilities, fostering safe and supportive workplaces and strengthening how we manage our environmental and social impacts.

Over the past year, we have continued to take meaningful steps forward in our approach to sustainability. We are working to strengthen our processes, expand visibility into key environmental and social areas and build a solid foundation for ongoing progress.

Key highlights from the year include:

We continue to integrate sustainability considerations into our business strategy, operations and stakeholder engagement. During the reporting period, we advanced initiatives that support environmental stewardship, social responsibility and strong governance practices.

From an environmental perspective, we made progress in improving energy efficiency, reducing waste and optimizing resources used across our operations. We also continued to expand our efforts in responsible sourcing and supplier engagement, encouraging alignment with recognized environmental and ethical standards.

From a social standpoint, we remain focused on supporting our employees through investments in well-being, professional development and diversity and inclusion initiatives. We believe that creating an inclusive and supportive workplace, while engaging with the communities where we operate, contributes to long-term resilience and shared value.

In governance, we maintain policies and oversight practices designed to promote transparency, accountability and ethical conduct. We are also working to further integrate sustainability considerations into our decision-making and risk management processes.

Our sustainability journey is ongoing, and we recognize there is more work ahead. The progress we have made reflects our commitment to continuous improvement and thoughtful, practical action. As expectations continue to evolve, we remain focused on making steady progress that supports both long-term business performance and positive impact.

This report provides an overview of our current practices, priorities and progress across key environmental, social and governance topics.

We look forward to continuing this journey and sharing our progress in the years ahead.

Carl Beckwith
CEO, CentroMotion

2025

Key Highlights

We advanced initiatives that support environmental stewardship, social responsibility and strong governance practices.

We made progress in improving energy efficiency, reducing waste and optimizing resources used across our operations.

We maintain policies and oversight practices designed to promote transparency, accountability and ethical conduct.

About CentroMotion

CentroMotion helps build, move, and feed the world. CentroMotion Inc. (“CentroMotion,” “we,” “us,” and “our”) is a privately held global manufacturing company with more than 100 years of industry experience delivering highly engineered, application-specific systems that enhance the safety, reliability and productivity of equipment used in transportation, agriculture, construction, mining and other industrial environments.

Headquartered in Waukesha, Wisconsin, CentroMotion operates across more than 20 locations spanning North America, South America, Europe and Asia, with products sold in more than 70 countries worldwide. We serve as a trusted design and engineering partner to original equipment manufacturers (OEMs), Tier 1 suppliers and aftermarket customers. Our global team of approximately 2,500 employees works closely with customers to support product development, engineering and innovation.

Customers rely on our deep expertise across hydraulics, braking systems, power transmission, machine intelligence and emissions systems to achieve their goals and deliver high-performing equipment to end users. The strength of these long-standing partnerships is reflected in our average customer tenure of 30 years.

CentroMotion brings together a portfolio of proven brands that have earned the trust of customers over decades of partnership, including Carlisle Brake & Friction, Elliott Manufacturing, Gits Manufacturing, maximatecc, Power-Packer and Weasler Engineering. As a unified group, our brands deliver added value through global scale, shared innovation resources and operational excellence.

Our Brands



Carlisle Brake & Friction: Provides high-performance mechatronics for hydraulic and mechanical complete brake systems and motion control.



Elliott Manufacturing: Produces flexible drive shafts and control solutions that transmit rotational power from remote sources to controllable mechanisms.



Gits Manufacturing: Delivers thermal management solutions designed to comply with the latest emissions standards and contribute to a global emissions-free future.



maximatecc: Designs instrumentation for critical machine functions, including gauges, sensors and senders, clusters and instrument displays.



Power-Packer: Provides innovative hydraulic motion control solutions, including actuation systems for lifting, stabilization and positioning applications.



Weasler Engineering: Offers a comprehensive range of highly engineered and proven agricultural driveline solutions designed for reliability and precision.

Markets We Serve

- Agriculture
- Aerospace
- Construction
- Defense/Military
- Fire and Rescue
- Forestry
- Industrial
- Lawn, Turf and Garden
- Marine
- Material Handling
- Medical
- Mining
- Oil and Gas
- On-Highway
- Performance Markets
- Transportation
- Utility Vehicles

VISION

To design and deliver highly engineered products that safely, reliably and productively build, move and feed the world.

VALUE

We elevate customer success by bringing together proven brands that have earned the trust of OEMs over decades of partnership. As a unified group, our brands deliver significant added value in terms of global scale, innovation resources and operational excellence.

CULTURE

We encourage our employees to grow personally and professionally and strive for the best in their daily work and life. We champion innovation, respect, responsiveness, integrity and collaboration. We embrace inclusion, empower individuals and foster an environment where multiple perspectives and ideas can thrive.

Membership Associations



About this Report

CentroMotion is pleased to present our 2025 Sustainability Report, which provides an overview of our sustainability approach, priorities and practices across our global operations. This report reflects our ongoing commitment to transparency and our focus on continuous improvement.

Unless otherwise noted, the information presented in this report covers the period from January 1 to December 31, 2025. The report includes CentroMotion's global operations and applies to our brands, including Elliott Manufacturing, Gits Manufacturing, maximatecc, Power-Packer, Carlisle Brake & Friction and Weasler Engineering. CrossControl, which was divested in early 2026, is also included in the data presented in this report because it remained part of CentroMotion throughout the 2025 reporting period. CrossControl will not be included in future reports.

This report has been prepared with reference to the Sustainability Accounting Standards Board (SASB) Standards relevant to CentroMotion's industry. It also highlights our contributions to the United Nations Sustainable Development Goals (UN SDGs).

CentroMotion intends to publish sustainability disclosures annually as we continue to develop our approach and enhance our reporting.

We welcome feedback on this report and our sustainability efforts. For questions or comments, please contact: information@centromotion.com.



Our Sustainability Priorities

CentroMotion conducted a materiality assessment in 2021 to identify the environmental, social and governance topics most relevant to our business and stakeholders (see [Appendix](#) for more details). The results of this assessment continue to inform our sustainability considerations. In 2025, CentroMotion completed a climate risk assessment aligned with the Taskforce for Climate-Related Financial Disclosures recommendations. Building on the results of the materiality assessment, the climate risk assessment findings further informed our priority topics.

For this report, we have built on this foundation by incorporating insights from the SASB Standards and internal stakeholder input to define an updated set of priority disclosure topics.

Our priority topics for 2025 include:

Environment

- Greenhouse gas (GHG) emissions
- Energy management
- Waste management and circular economy

Social

- Health and safety
- Workforce management and development
- Inclusion and belonging

Governance

- Responsible supply chain
- Business ethics



Sustainable Development Goals

As a global organization, CentroMotion recognizes the importance of the United Nations 2030 Agenda for Sustainable Development and the role businesses can play in supporting these objectives. The SDGs, which comprise 17 interconnected goals adopted by all UN Member States in 2015, provide a shared framework for addressing global challenges and advancing a more sustainable future. While the SDGs were originally developed for governments, they also offer a useful framework for companies to align their activities with broader global priorities. The goals and targets outlined in this section reflect the areas where CentroMotion’s products and operations are most closely connected.

Goal 3: Good Health and Well-being

Priority Topics: Health and Safety, Workforce Management & Development

SDG Targets:

- 3.8:** Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all
- 3.9:** By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination

CentroMotion contributes to Target 3.9 by focusing on safety across our products and operations. Enhancing the safety and reliability of equipment is a core objective of our engineering and product design, with components such as braking systems, control devices and monitoring technologies helping enable safer operation in demanding industrial environments. In our operations, we focus on maintaining safe working conditions and supporting employee well-being. We also support Target 3.8 by providing employees with access to health care coverage and wellness programs. These offerings include medical, dental and vision benefits, preventive care services and initiatives that encourage employees to actively manage their health. For more information, see the [Health & Safety and Workforce Management & Development](#) sections of this report.

Goal 8: Decent Work and Economic Growth

Priority Topics: Workforce Management & Development, Responsible Supply Chain

SDG Targets:

- 8.7:** Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms
- 8.8:** Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

CentroMotion advances SDG Targets 8.7 and 8.8 by promoting safe working conditions and upholding labor and human rights across our operations and supply chain. We maintain a zero-tolerance approach to forced labor, child labor and human trafficking, as outlined in our Labor and Human Rights Policy, and reinforce these expectations through employee training and our Supplier Code of Conduct. We also support responsible practices across our value chain through supplier risk assessments and engagement with higher-risk suppliers, strengthening transparency and accountability. For more information, see the [Workforce Management & Development and Responsible Supply Chain](#) sections of this report.

Goal 9: Industry, Innovation and Infrastructure

Priority Topics: This goal is aligned with CentroMotion’s core business activities.

SDG Targets:

- 9.4:** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities
- 9.5:** Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending

CentroMotion contributes to Targets 9.4 and 9.5 by focusing on innovation in the design and development of highly engineered components and systems. By continuously advancing technologies across areas such as machine intelligence, control systems, braking and motion control, we help enable equipment to operate more safely, reliably and efficiently in demanding industrial and transportation applications. This work is supported by ongoing investment in engineering capabilities and close collaboration with customers to develop solutions that meet evolving performance and safety requirements. For more information, see the [About CentroMotion](#) section of this report.

Goal 12: Responsible Consumption and Production

Priority Topics: Greenhouse Gas Emissions, Energy Management, Waste Management & Circular Economy

SDG Targets:

- 12.6:** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

CentroMotion supports Target 12.6 by continuing to develop our approach to managing environmental impacts across our operations and enhancing transparency in sustainability-related disclosures. This report represents part of that effort, reflecting our focus on improving the consistency and availability of sustainability-related information over time. This includes efforts to better understand and manage areas such as energy use, greenhouse gas (GHG) emissions and waste. For more information, see the [Environmental](#) section of this report.



Priority Topics



Greenhouse
Gas Emissions



Energy
Management



Waste Management
& Circular Economy

Environment

CentroMotion is committed to understanding and managing the environmental impacts associated with our operations.

This commitment is outlined in the company's Environmental Policy, which establishes expectations for regulatory compliance, environmental stewardship and the consideration of environmental impacts across key areas, including GHG emissions, energy, waste and water.

To support this approach, we have established a cross-functional sustainability committee to manage and report on our environmental performance. This committee plays a key role in guiding environmental priorities, strengthening data collection and reporting processes and standardizing sustainability programs across our brands. One way we are advancing this standardization is by implementing internationally recognized management standards, including ISO 14001–certified environmental management systems at select facilities. We are continuing to evaluate opportunities to expand these practices across our operations.

Greenhouse Gas Emissions

CentroMotion recognizes the importance of addressing GHG emissions as part of global efforts to mitigate climate change. We are focused on understanding and managing emissions associated with our operations while continuing to strengthen transparency in how we measure and report performance over time. To help decrease emissions across the essential industries our customers support, our products are engineered to enhance fuel efficiency and overall equipment performance with thoughtful design and development processes.

Management Approach

As part of our efforts to manage GHG emissions, CentroMotion continues to track our emissions data year over year, improving visibility into emissions sources and enabling a clearer understanding of where opportunities for mitigation exist across our operations and value chain.

Within our operations, energy is a key focus and an important lever for managing emissions. Our approach includes improving energy efficiency across facilities and increasing the use of renewable energy through procurement and, at select locations, on-site generation such as solar installations (see [Energy Management](#) section for more information). We also consider emissions in capital investment decisions by prioritizing more efficient, lower-emissions technologies when upgrading equipment, including transitioning certain equipment from fossil-fuel to electric alternatives where feasible, such as electric forklifts at select sites.

We recognize that Scope 3 emissions account for the largest share of our overall GHG footprint, with purchased goods and services a key contributor. To better understand and manage these emissions, we are continuing to develop our Scope 3 data and strengthen supplier engagement. Through our Supplier Code of Conduct, we set expectations for suppliers to track and document energy consumption and GHGs, increase the use of renewable energy and implement systems and practices that support decarbonization. Over time, these efforts are intended to improve transparency and strengthen our understanding of emissions across the value chain.

CentroMotion also has an opportunity to support lowering GHGs in the critical industries we serve as we design and develop our products. We incorporate efficiency into our engineering processes to help reduce fuel consumption in the equipment that integrates our components. For example, certain product lines, such as Gits' thermal management solutions, are designed to comply with evolving emissions standards and enhance engine and system efficiency.

Metrics

We continue to measure and monitor our GHG emissions to better understand our environmental impact and inform our approach to emissions management. Following our 2023 GHG inventory, we recognized an opportunity to strengthen our emissions measurement and data collection processes. As a result, we invested additional resources in enhancing our approach to GHG accounting and calculating our 2025 Scope 1 and Scope 2 emissions. A GHG inventory was not completed for 2024 during this transition.

Our most recent GHG inventory includes 2025 Scope 1 and Scope 2 emissions, which are presented alongside our 2023 results for comparison. We are analyzing the differences between 2025 and 2023 emissions, including the reported decrease, as we continue to strengthen our emissions measurement and data collection capabilities. Scope 3 emissions were not calculated for 2025 but will be incorporated into future GHG inventories as we continue to strengthen our emissions measurement capabilities.

Total GHG Emissions (tCO₂e)

Metric (tCO ₂ e)	2023	2024	2025
Scope 1 Total Emissions	17,838	-	6,911
Scope 2 Total Emissions (Location-Based)	38,434	-	26,005
Scope 2 Total Emissions (Market-Based)	-	-	29,362



Energy Management

As a global manufacturing organization, energy is a fundamental input to CentroMotion’s operations, making our effective management important for operational performance and reducing our environmental impact. By managing energy use effectively, we can improve operational efficiency, reduce GHG emissions and support more responsible business practices over time.

Management Approach

CentroMotion manages energy use across our operations through a structured approach that begins with understanding how energy is consumed and identifying opportunities for improvement. We track energy use across our facilities, including electricity, natural gas and other fuels, to establish baselines and better understand where the most significant areas of consumption occur. This analysis helps inform targeted initiatives and improve energy performance over time.

Guided by these insights, our energy management efforts focus on two primary areas: improving energy efficiency and increasing the share of energy sourced from renewables. To improve efficiency, we invest in equipment and facility upgrades that reduce energy consumption and enhance operational performance. These efforts include initiatives such as remediating compressed air leakages, upgrading air compressors to variable speed compressors, implementing electric cars in the company's vehicle fleet and installing charging stations for electric cars.

In parallel, CentroMotion is working to increase the share of renewable energy used across our operations. This includes assessing opportunities to expand renewable energy use, increasing the proportion of electricity sourced from renewable providers and implementing on-site renewable energy generation, such as solar photovoltaic systems, at select locations.

Metrics

During the reporting period, we transitioned our approach to collecting and measuring energy consumption data as part of broader efforts to strengthen our environmental data processes. As this transition was underway, energy consumption data was not calculated for 2024. Our current energy data therefore reflects 2025 performance, with 2023 results included to provide a point of comparison.

CentroMotion’s overall energy consumption decreased during the reporting period, primarily reflects a decline in natural gas use. The company is reviewing the factors contributing to this change, while continuing to evaluate opportunities to improve energy efficiency and reduce consumption across its operations.

Energy Consumption (GJ) by Source

Energy Consumption (GJ)	2023	2024	2025
Electricity	278,500	-	261,700
Natural Gas	218,600	-	137,300
TOTAL	501,100	-	399,000

Waste Management & Circular Economy

At CentroMotion, efficiency is a core part of how we operate, including how we use the materials that support our operations. We recognize that resources are valuable. Using materials efficiently and minimizing waste, including diverting waste from landfill where possible, are important considerations in managing resource use across our operations.

Management Approach

CentroMotion approaches waste management through a focus on material efficiency and circularity, beginning at the source and extending across operations. Responsible materials management starts with how products are designed and materials are selected. As outlined in our Environmental Policy, this includes considering the use of recycled or recyclable materials where feasible and evaluating impacts across the product lifecycle, as well as reducing material intensity through design optimization. Additional initiatives include, implementing waste reduction and diversion programs at manufacturing sites, increasing recycling and reuse of production scrap, partnering with suppliers to minimize packaging and material waste and tracking waste performance metrics to support continuous improvement.

We also seek to reduce waste generation by optimizing processes across our operations. This includes improving production processes and logistics, such as optimizing material use and packaging, to minimize waste.

For waste generated, CentroMotion focuses on responsible handling and diversion from landfills. This includes efforts to separate waste streams and increase recycling of materials such as paper, cardboard and metals. Select sites have implemented initiatives to improve recycling and reduce packaging- and production-related waste, such as on-site segregation and compaction programs, lean manufacturing practices to minimize scrap and partnerships with recycling vendors

to expand diversion capabilities. Additionally, certain facilities track waste diversion metrics and set site-level reduction targets to drive continuous improvement.

Certain manufacturing processes also generate hazardous waste, including oils and emissions from production activities. Managing these waste streams responsibly is an important part of our approach. Facilities implement controls and process improvements to reduce hazardous waste generation and mitigate environmental impacts, including systems designed to capture, treat or otherwise reduce pollutants generated during operations. These efforts include the use of closed-loop systems to minimize chemical waste, on-site wastewater treatment and filtration systems, air emission control technologies, such as scrubbers and capture systems, and the substitution of hazardous materials with less harmful alternatives where feasible. In addition, facilities apply process optimization and preventive maintenance programs to reduce waste at the source, maintain strict handling and storage protocols for hazardous materials and partner with licensed waste management providers to ensure safe treatment and disposal in accordance with regulatory requirements.

CentroMotion continues to evaluate opportunities to strengthen our approach to materials management, reduce waste and support more efficient use of resources.

Metrics

The reported waste generation datapoints were collected from 16 operational locations. Due to limitations in data availability, data collection processes and site-level reporting consistency, management has identified a moderate level of uncertainty regarding the completeness and accuracy of the reported waste data. As a result, the waste metrics presented should be considered representative estimates of waste generation across the reporting period.

CentroMotion recognizes the importance of improving data quality to support more accurate reporting, and as such, it aims for future reporting cycles to focus on enhancing data collection methodologies and increasing site participation to improve the reliability, completeness and comparability of waste-related performance data.

Total Waste (Tons) Generated from Manufacturing

Waste Type (Tons)	2025
General Waste	9,495
Non-Hazardous Waste	5,777
Hazardous Waste	833
Recycled Waste	8,868
TOTAL	24,973



Priority Topics



Health & Safety



Workforce Management
& Development



Inclusion & Belonging

Social



At CentroMotion, our people are at the heart of everything we do. Their expertise, dedication and perspectives shape our business and the way we operate every day, and we recognize our responsibility to create an environment where they are respected, valued and able to succeed.

We are committed to fostering a workplace that provides safe working conditions, opportunities for development and a culture that values inclusion and belonging, so that all employees feel supported and have the opportunity to thrive.

These commitments are implemented through management practices such as training, performance monitoring and ongoing engagement with employees and other stakeholders, helping us better understand workforce needs and identify opportunities for improvement over time.

Oversight of our priority topics, including health and safety, workforce management and inclusion and belonging, is supported by our chief human resources officer with engagement from leadership to guide priorities and integration across operations.

Health & Safety

At CentroMotion, ensuring that our employees return home safely each day is our top priority. As a manufacturing organization, our operations involve complex processes and equipment, making strong safety practices essential. We are committed to reducing workplace risks, preventing incidents and fostering a culture where safety is embedded in everyday activities and decisions, so employees can perform their work with confidence in a safe environment.

Management Approach

Through our Environmental, Health and Safety (EHS) Global Policy, CentroMotion commits to EHS excellence across our operations and supply chain, with adherence to all applicable EHS standards, including governmental, operational and facility-specific requirements. Our Worldwide Business Conduct Policy defines our expectations for safety and health at all facilities, including meeting or exceeding all applicable Occupational Safety and Health Administration (OSHA) standards in the United States and equivalent standards in other jurisdictions.

Across our operations, we implement a range of initiatives to reduce workplace risks and strengthen safety performance. These include preventive actions such as routine safety inspections and identification and reporting of near misses, which are addressed through timely corrective actions. Training is a key component of our approach, and we are working to ensure that health and safety training is accessible to all individuals working at our facilities, including contractors. Efforts such as translating safety materials into local languages support consistent understanding and participation across our global workforce.

We recognize that health and safety extend beyond immediate physical risks. Our approach considers ergonomics and workplace conditions to reduce physical strain, including conducting ergonomic assessments for new production lines to minimize injury risk. In addition, we recognize the importance of mental well-being and incorporate initiatives to support employee health more broadly, including access to employee assistance programs, mental health resources and counseling services, wellness training, flexible work arrangements and company-sponsored well-being initiatives such as mindfulness programs, health challenges and regular well-being check-ins. We also promote a culture that prioritizes psychological safety, work-life balance and open dialogue around mental health.

CentroMotion is committed to continuous improvement in health and safety performance. We regularly monitor outcomes, evaluate risks and update our procedures and training programs to strengthen our approach over time.

Metrics

In 2025, CentroMotion had fewer recordable injuries, lost-time injuries and days lost due to injuries than in 2024. As a result, our total case and lost-time incident rates decreased compared with 2024. These safety trends are consistent with our continued focus on safety management and workplace risk reduction.

Employee Health and Safety Management

	2024	2025
Percent of Operational Sites with ISO 45001 Certification	5%	5%
Number of Recordable Work-Related Injuries	26	20
Number of Work-Related Fatalities	0	0
Number of Lost-Time Injuries	14	14
Number of Days Lost Due to Work-Related Injuries and Ill-health	517	159
Total Case Incident Rate (TCIR) ¹	0.86	0.68
Lost-Time Incident Rate (LTIR) ²	0.46	0.48
Total Number of Hours Worked	6,034,872	5,837,843

¹Total Case Incident Rate (TCIR) represents the number of recordable workplace injuries and illnesses per 100 full-time employees over a one-year period. It is calculated based on OSHA recordable incidents and standardized to 200,000 working hours.

²Lost Time Incident Rate (LTIR) represents the number of work-related injuries or illnesses that result in lost workdays per 100 full-time employees over a one-year period. It is also standardized to 200,000 working hours.

Spotlight:

Power-Packer Safety Empowerment

In 2025, Power-Packer, a CentroMotion brand, reinforced its commitment to worker health and safety through a global safety culture initiative that empowered employees to identify hazards, participate in safety observation programs, and contribute to continuous improvement efforts across operations. Power-Packer expanded employee participation in safety observations, encouraged proactive reporting of concerns, and conducted regular audits and risk assessments to support continuous improvement. More information on Power-Packer’s safety program can be found in these articles: [Maintaining Global Safety Standards Collectively](#) and [Empowering a Safe and Healthy Workplace at Power-Packer](#).

Workforce Management & Development

At CentroMotion, we believe investing in our workforce is essential to driving innovation, strengthening performance and building a resilient organization for the future. By fostering a supportive work environment and providing meaningful development opportunities, we empower our employees to succeed, enhancing individual potential and well-being while strengthening our ability to adapt, improve and lead in a dynamic global environment.

Management Approach

Our approach to workforce management is grounded in a commitment to providing fair and responsible working conditions, while also striving to go beyond these expectations by offering competitive benefits, supporting overall well-being and creating opportunities for continuous development.



Labor and Human Rights Statement

We are committed to upholding human and labor rights across our operations. Our Labor and Human Rights Policy outlines expectations related to fair working conditions, including compliance with applicable laws on working hours, wages, leave and collective bargaining. This includes ensuring employees are compensated in accordance with legal requirements and are not required to work beyond allowable limits. We maintain a zero-tolerance approach to modern slavery, child labor and human trafficking, reinforcing our responsibility to protect the rights and dignity of all individuals working within our operations.



Employee Well-Being, Benefits and Culture

We aim not only to support our employees but also to enable them to thrive. Our benefits package is designed to meet the diverse needs of our workforce, beginning with robust healthcare coverage. Our medical plans offer flexible options so employees can select the coverage that best suits their needs, including access to employer-contributed health savings accounts or flexible spending accounts.

Medical coverage includes:

- Prescription drug coverage
- Preventive and wellness services (covered at 100%)
- Urgent and emergency care
- Dental and vision coverage
- Tobacco cessation programs
- Real Appeal weight management program
- Kaia, an on-demand physical therapy application
- Second Opinion services for expert medical guidance

We also encourage employees to take a proactive role in their health and well-being. Through our “Wellness in Motion” program, employees who participate in wellness activities earn points that can be redeemed for rewards. We further promote preventive care by encouraging employees to complete their annual wellness exams and offering an Amazon gift card as an added incentive.

We recognize that holistic well-being extends beyond healthcare to include financial security, work-life balance and a strong sense of engagement and purpose. To support this:



Financial well-being

Employees have access to a 401(k) retirement savings plan with company matching and immediate vesting, as well as financial planning resources to support long-term financial health.



Work-life balance

We promote balance through paid time off, paid parental leave and flexible work arrangements where applicable. Employees are also encouraged to engage with their communities through paid volunteer time off to support causes that matter to them.



Engagement and culture

We foster a positive and inclusive workplace culture through activities and events that recognize employee contributions, encourage collaboration and strengthen a sense of community across our organization.

Employee Learning and Development

We are committed to developing our workforce and building the skills needed to support long-term business success. Through training, development programs and experiential learning opportunities, we aim to equip employees with the knowledge and capabilities required to succeed in their roles and advance their careers.

CentroMotion fosters a culture of continuous development through structured career management practices, including goal setting, regular feedback and annual performance reviews. Our Employee Performance Management Guide outlines clear processes to support employee growth and advancement, helping employees understand expectations and identify development opportunities.

We also support continued education and skill-building through our Educational Reimbursement Program, which helps eligible employees pursue associate, undergraduate and graduate degrees. In addition, a global scholarship program is available to support employees’ children in continuing their education as full-time students. These programs reflect our belief that educational advancement should not be limited by cost and that investing in learning benefits both our employees and our organization.

In addition to formal education support, we provide a range of training and development opportunities designed to enhance technical, professional and leadership capabilities, including structured onboarding and role-specific training programs, ongoing compliance and ethics education, leadership development initiatives and access to digital learning platforms that offer self-paced and instructor-led courses. We also emphasize continuous skill development through workshops, certifications and cross-functional learning opportunities to support career growth and organizational effectiveness.

By investing in employee development and providing clear pathways for growth, we strengthen our ability to innovate, adapt and deliver value across our operations.

Metrics

In 2025, our company’s total training hours increased compared to 2024, as did our average training hours per employee. Training topics included human rights topics, specifically on preventing forced labor, child labor and human trafficking. Employee training supports risk awareness and reinforces our expectations regarding labor and human rights practices.

Employee Training and Development

Metric	2023	2024	2025
Total Training Hours	6,357	1,241	5,872
Average Training Hours per Employee	1.94	0.42	2.2

Employee Career Development and Satisfaction

Metric	2025
Percentage of Employees Receiving Regular Performance and Career Development Reviews	73%
Employee Satisfaction Score	69

Labor and Human Rights

Metric	2023	2024	2025
Number of Human Rights Violations	0	0	0
Number and Percent of Salaried Employees Receiving Training on Forced/Child Labor and Human Trafficking	Not Reported	Not Reported	965 (96%)

Spotlight:

Celebrating 100-Years of Carlisle Brake & Friction

In 2025, Carlisle Brake & Friction (CBF), a CentroMotion brand, celebrated its 100-year anniversary by recognizing the employees whose dedication and expertise have driven the company's success for a century. Throughout the year, CBF invited employees, customers and partners to share stories and memories reflecting the company's history, creating an opportunity to honor the people behind its achievements. The celebration culminated in a family-focused event at the Medina, Ohio, facility, where employees and their families gathered to commemorate the milestone through activities, entertainment and community engagement. Long-tenured employees were also recognized for their years of service, highlighting the important role of workforce commitment in sustaining the company's legacy. By placing employees and their families at the center of its centennial celebration, CBF reinforced CentroMotion's commitment to fostering a culture of appreciation, belonging, and long-term employee engagement.



Inclusion & Belonging

At CentroMotion, we believe an inclusive workplace and strong sense of belonging strengthen our organization by encouraging collaboration, innovation and a broad range of perspectives, experiences and ideas. We strive to create an environment where every employee feels valued, supported and empowered to contribute fully. By creating an environment grounded in fairness, opportunity and mutual respect, we help our people grow, succeed and perform at their best, strengthening individual potential and our collective performance.

Management Approach

Our approach to inclusion and belonging is guided by global policies and oversight from human resources leadership, helping promote respectful workplace practices and equal opportunity principles. We maintain a zero-tolerance approach to discrimination, harassment and retaliation, and we are committed to providing a work environment where all individuals can contribute and succeed.

Our expectations are formalized through our Worldwide Business Conduct Policy, Equal Employment Opportunity Policy and Affirmative Action Program. These frameworks guide our employment practices, including recruitment, hiring, training and promotion, ensuring decisions are based on qualifications, merit and business needs, in accordance with applicable local laws. We are committed to providing equal opportunities for all employees and applicants. We also support transparency in employment practices, including merit-based recruitment and pay transparency in alignment with our policies.

We prioritize maintaining a workplace culture built on professionalism, respect and accountability. Our policies establish clear expectations for appropriate workplace conduct and require that all interactions remain free from harassment, discrimination and bias. To support these expectations, CentroMotion provides training on topics such as anti-harassment, anti-discrimination and inclusion, helping employees understand their responsibilities and contribute to a positive and collaborative work environment. In 2025, 96% of salaried employees completed training related to workplace inclusion and respect. Employees are encouraged to raise concerns through established reporting channels, including supervisors, human resources or leadership, and all complaints are reviewed and addressed. We are committed to ensuring employees feel safe speaking up, and concerns are handled with care and integrity.

Metrics

Anti-harassment and anti-discrimination training was offered to 100% of salaried employees and completed by 96%. The high participation and completion rate are a testament to the company's commitment to creating an inclusive workplace for all.

Inclusive Workplace Training

Metric	2025
Percent of Employees Trained in Anti-Harassment, Anti-Discrimination and/or Workplace Inclusion	96%

Priority Topics



Responsible
Supply Chain



Business Ethics

Governance

At CentroMotion, strong governance is fundamental to operating as a responsible business. This includes upholding high standards of business ethics and responsibly managing our impacts across the value chain.

We believe these practices are not only critical to long-term performance but also essential in doing the right thing.

These commitments are supported by company-wide policies and processes that define expectations for ethical conduct, compliance and responsible sourcing. Through practices such as employee training, supplier engagement and ongoing monitoring, we reinforce accountability, manage risks and promote consistent standards across our operations and value chain.

Governance oversight is supported by the chief compliance officer, with engagement from leadership and our board of directors to guide priorities and integration across the business. Over time, we aim to continue strengthening our governance approach, including enhancing enterprise risk management capabilities, implementing more robust compliance monitoring and reporting tools, standardizing policies and controls across business units, expanding training and accountability frameworks and increasing the use of data-driven insights to support proactive decision-making and continuous improvement.



Responsible Supply Chain

CentroMotion recognizes that our responsibility extends beyond our own operations to the broader network of partners and suppliers we work with. Promoting respect for human rights and minimizing environmental impacts across our supply chain are important aspects of operating as a responsible business. We are committed to working with suppliers who share our expectations for ethical labor practices, safe working conditions and environmental stewardship.

Management Approach

CentroMotion’s approach to responsible supply chain management focuses on embedding sustainability considerations into procurement decisions while setting clear expectations for suppliers.

Our Sustainable Procurement Policy guides the integration of environmental and social factors into supplier selection and sourcing decisions. This includes evaluating suppliers’ compliance with applicable legal requirements, their use of safe materials and their management of chemicals. We also give preference to suppliers that demonstrate practices such as using renewable energy and materials with higher recycling potential.

These expectations are communicated and reinforced through our [Supplier Code of Conduct](#), which outlines standards for suppliers across key areas, including labor practices, health and safety, environmental management and ethical business conduct. The Supplier Code of Conduct also includes a grievance mechanism that enables third parties to raise concerns. In addition, our Modern Slavery, Child Labor and Human Trafficking Policy reinforces our zero-tolerance approach to these issues throughout our operations and supply chain. We recognize that the use of critical minerals, including those essential to manufacturing, technology and energy systems, presents a range of environmental, social, geopolitical and supply chain risks. Our approach to managing these risks is grounded in responsible sourcing, supplier oversight and continuous monitoring. The ‘Responsible Sourcing of Minerals’ section in our Supplier Code of Conduct describes our management of risks associated with the use of critical minerals.

To support implementation, CentroMotion works to build awareness and accountability across the organization by equipping employees with the tools and knowledge needed to apply these standards. This includes training on human and labor rights, as well as targeted training in sustainable procurement for our supply chain team. These programs are delivered through a combination of onboarding sessions, annual refresher courses and specific training modules, with a focus on topics such as ethical sourcing, supplier due diligence and responsible business conduct. We track participation and completion rates to ensure broad coverage across relevant employee groups, and regularly update content to reflect evolving regulatory requirements, industry standards and stakeholder expectations. In addition, select team members participate in specialized workshops and earn certifications to deepen their expertise in sustainable sourcing and supply chain risk management.

We have also established mechanisms to promote transparency and accountability, including an ethics hotline that allows employees and third parties to report concerns anonymously.

Metrics

Through measures like including environmental, labor and human rights requirements in targeted supplier contracts and requiring suppliers to agree to our Supplier Code of Conduct, we cascade our sustainability expectations down our value chain and encourage industry-wide sustainable practices.

Sustainable Procurement Metrics

Metric	2025
Percent of Targeted Suppliers that have Agreed to the Sustainable Procurement Charter/Supplier Code of Conduct	100%
Percent of Targeted Suppliers with Contracts that Include Clauses on Environmental, Labor and Human Rights Requirements	100%

Business Ethics

At CentroMotion, we recognize that maintaining high standards of business ethics is not only critical to compliance and risk management but also fundamental to doing the right thing and operating as a responsible business. Upholding strong ethical standards is essential to how we operate, guiding decision-making, shaping our culture and reinforcing trust across our operations and value chain.

Management Approach

CentroMotion's approach to business ethics is anchored in our Worldwide Business Conduct Policy, which establishes expectations for ethical behavior across all operations. The policy applies to all officers, employees and directors throughout CentroMotion and our subsidiaries, and is designed to promote integrity, accountability and compliance with applicable legal requirements. We regularly review and update this policy to reflect evolving regulations and best practices.

We expect all employees to act as ambassadors of CentroMotion by conducting business in a lawful, honest and ethical manner. To support this, CentroMotion provides training on ethics and anti-corruption, helping employees identify, prevent and respond to potential risks. In 2025, we had no confirmed incidents of corruption.

CentroMotion also maintains mechanisms to promote transparency and accountability, including a whistleblower program that allows concerns to be reported confidentially. We have strengthened this program by expanding external reporting channels to include information security. These processes support the timely identification and resolution of potential issues and reinforce a culture of integrity across the organization.

For CentroMotion, business ethics also includes responsibly managing the impacts and risks associated with our operations. This means that we operate in compliance with applicable laws while managing environmental and operational risks. At select sites, systems have been implemented to support these efforts. For example, EcoOnline is used to track and evaluate chemicals in production processes, while Convercent supports the monitoring of legal compliance obligations. These tools help support operations that are conducted safely, responsibly and in line with both regulatory requirements and internal standards.

Through these efforts, CentroMotion aims to maintain high standards of ethical conduct, continuously strengthen our compliance framework and support responsible business practices across our operations and value chain.



Metrics

CentroMotion is proud of our year-over-year business ethics performance, with zero reports of information security incidents, corruption incidents, whistleblower reports or monetary losses from anti-competitive behavior. We are committed to continuing business ethics training among our employee base, with plans to expand training from salaried employees to all employees in 2026.

Business Ethics Management

Metric	2025
Percent of Salaried Employees Trained in Business Ethics Issues	96%

Business Ethics Performance

Metric	2023	2024	2025
Number of Confirmed Incidents of Corruption	0	0	0
Total Amount of Monetary Losses as a Result of Legal Proceedings Associated with Anti-Competitive Behavior Regulations	\$0	\$0	\$0
Number of Confirmed Information Security Incidents	0	0	0
Number of Whistleblower Reports	0	0	0



Appendix

Additional Metrics

Environmental Metrics

Metric	2025
Percent of operational sites with an ISO 14001 certification	10%
Total volume of water withdrawn (gallons)	29,727,891
Total amount of water discharged (gallons)	12,487,509

The reported water datapoints were collected from 16 operational locations. Due to limitations in data availability, data collection processes and site-level reporting consistency, management has identified a moderate level of uncertainty regarding the completeness and accuracy of the reported water data. As a result, the water-withdrawn and water-discharged metrics presented should be considered representative estimates over the reporting period.

Workforce Management

Metric	2023	2024	2025
Percent of employees covered by collective bargaining agreements	48%	50%	47%
Total number of new employee hires	608	408	278

Employees by Gender and Ethnicity

Metric	2025
Percent Female Employees	24%
Percent Female New Hires	28%
Percent of Women in Top Executive Positions (e.g., Executive Leadership Team)	0%
Percent of Minority Employees ³	14%

³Minority employees is defined in alignment with the definition used by EcoVadis, a global supply chain sustainability assessment platform: Minority groups cover a wide range of groups, including characteristics such as ethnicity, religion, disability and gender identity.



Materiality Assessment

In 2021, CentroMotion conducted a materiality assessment to identify the sustainability topics most significant to our business and stakeholders. The assessment considered insights gathered through leadership interviews, desktop research, industry standards and trends and analysis of customer and investor requests. Input from internal and external stakeholders was evaluated to identify the topics important to each group, thereby prioritizing the sustainability issues most relevant to CentroMotion’s long-term strategy and stakeholder expectations. This process helped us better understand where CentroMotion has the greatest environmental, social and governance impacts and where we can create the most long-term value.

The results of the assessment identified several priority topics that continue to guide our sustainability strategy, priorities and resource allocation efforts:

- | | | |
|-----------------------------|------------------------------|----------------------------|
| Environment: | Social: | Governance: |
| • Energy use and efficiency | • Human and labor rights | • Responsible supply chain |
| • Greenhouse gas emissions | • Health and safety | • Risk management |
| • Waste management | • Customer satisfaction | • Business ethics |
| • Environmental management | • Inclusion and belonging | • Stakeholder engagement |
| | • Human capital and training | |

As our business and stakeholder expectations continue to evolve, CentroMotion plans to revisit and refresh the materiality assessment to ensure our sustainability priorities remain aligned with the areas of greatest impact and importance.

SASB Index

Topic	Code	Metric	2025 Response
Energy Management	TR-AP-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	See the Energy Management section of the report.
Waste Management	TR-AP-150a.1	(1) Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled	See the Waste Management & Circular Economy section of the report.
Product Safety	TR-AP-250a.1	Number of vehicles recalled	This information is not available at the time of this report.
Design for Fuel Efficiency	TR-AP-410a.1	Revenue from products designed to increase fuel efficiency or reduce emissions	See the Energy Management section of the report.
Materials Sourcing	TR-AP-440a.1	Description of the management of risks associated with the use of critical materials	See the Responsible Supply Chain section of the report and the Responsible Sourcing of Minerals section of our Supplier Code of Conduct .
Materials Efficiency	TR-AP-440b.1	Percentage of products sold that are recyclable	The percentage of products sold that are recyclable varies. At the time of this report's publication, this information is not centrally tracked.
	TR-AP-440b.2	Percentage of input materials from recycled or remanufactured content	The percentage of recycled or remanufactured content in input materials varies. At the time of this report's publication, this information is not centrally tracked.
Competitive Behavior	TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	See the Business Ethics section of the report.
Activity Metrics	TR-AP-000.A	Number of parts produced	In fiscal year 2025, CentroMotion produced 45.1 million pieces.
	TR-AP-000.B	Weight of parts produced	This information is not available at the time of this report.
	TR-AP-000.C	Area of manufacturing plants	Approximately 2.5 million sq.ft.

