

# RAISING THE BAR 2024 CORPORATE RESPONSIBILITY REPORT

**ENERPAC**   
**TOOL GROUP**

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### ABOUT THIS REPORT

This report summarizes Enerpac Tool Group's strategic commitments and management approach to the corporate responsibility topics most relevant to our company and its stakeholders. The topics in this report were identified through a multi-step process that included engaging key stakeholders and referencing third-party reporting frameworks and relevant sector guidance for corporate responsibility reporting and disclosure in our industry. Where possible, this report references the Task Force for Climate Related Financial Disclosure (TCFD) and SASB's Sustainability Accounting Standards for Resource Transformation—Industrial Machinery & Goods.

Unless otherwise specified, financial information and other data in this report is presented as of and for the year ended August 31, 2024.

## A MESSAGE FROM THE PRESIDENT AND CHIEF EXECUTIVE OFFICER

Enerpac Tool Group has a legacy of providing products and services that routinely help our customers perform complex and often hazardous jobs safely, efficiently, and sustainably. As we navigate an ever-evolving global landscape, we recognize the importance of transparency and accountability in addressing the corporate responsibility-related issues that matter most to all our stakeholders. The following report details Enerpac Tool Group's strategic commitments and management approach to corporate responsibility matters.

Our commitment to continuous improvement is at the core of our corporate responsibility and sustainability efforts. In 2024, we launched Powering Enerpac Performance (PEP), our cross-functional continuous improvement program designed to enhance our processes and products. PEP integrates sustainability into every aspect of our operations, empowering our teams to surface ideas, make incremental

changes, learn from them, and iterate for better results. This approach not only fosters innovation and growth; it actively reduces our environmental footprint through improved resource efficiency, waste reduction, and energy conservation. Embedding sustainable practices within PEP creates added value for our employees, customers, and stakeholders and contributes positively to the environment.

Since our previous report, we have reinforced our sustainability strategy through several foundational initiatives. Our first Greenhouse Gas (GHG) Inventory, completed in 2024, provides us with a clearer understanding of our carbon footprint and areas for improvement. Conducting a formal materiality assessment helped us identify and prioritize the challenges and opportunities most relevant to our business and stakeholders. Looking to the future, we plan to conduct a double-materiality assessment to gain greater insight. We also completed a regulation applicability study to

inform us of the evolving regulatory landscape and ensure ongoing compliance.

Our success is not measured by financial performance alone but by how responsibly we operate in our social and economic environments. None of the progress we have made in these areas would be possible without the dedication and commitment of our people, who are driven to make Enerpac Tool Group a positive influence in our workforce, our communities, and the world. We are grateful for their contributions and their unwavering support in driving our corporate responsibility initiatives forward.



**Paul Sternlieb**

President and Chief Executive Officer  
Enerpac Tool Group Corp.



*"We recognize the importance of transparency and accountability in addressing the corporate responsibility-related issues that matter most to all our stakeholders."*

# ABOUT ENERPAC TOOL GROUP

AT ENERPAC TOOL GROUP, HOW WE WORK IS EVERY BIT AS IMPORTANT AS WHAT WE ACHIEVE. THE TOOLS AND SERVICES WE OFFER MEET EXACTING STANDARDS OF QUALITY. WE STRIVE TO HOLD OURSELVES TO THESE SAME STANDARDS OF EXCELLENCE IN THE WAY WE CONDUCT OUR BUSINESS.

05. OUR BRANDS

06. LOCATIONS

07. VALUES. PERFORMANCE. MISSION.

08. ABOUT THIS REPORT

## → ABOUT ENERPAC TOOL GROUP

**Enerpac Tool Group Corp. (ETG) is a premier industrial tools, services, technology, and solutions provider for mission-critical applications serving a broad and diverse set of customers in more than 100 countries. We make complex, often hazardous jobs possible safely and efficiently. Our businesses are global leaders in high-pressure hydraulic tools, controlled force products, and solutions for precise positioning of heavy loads that help customers safely and reliably tackle some of the most challenging jobs around the world.**

With our company's proud 110-year legacy and our focus on its long-term success, we are committed to fostering a sustainable business that supports the well-being of our employees, customers, and communities. We strive to put our corporate values into action every day, including reducing the environmental impact of our products and operations, providing engaging and rewarding work for our employees, and always leading with safety and integrity.



## OUR BRANDS

Enerpac Tool Group's brands offer elite professionals on-demand access to some of the safest, most technically advanced solutions on the planet so they can confidently tackle the toughest mission-critical jobs in the most demanding situations anywhere in the world. Learn more by visiting

[www.enerpactoolgroup.com/brands/](http://www.enerpactoolgroup.com/brands/)

### PRODUCTS



#### ENERPAC

Enerpac is a global leader in industrial tools, torque and tension products, and solutions for the precise lifting, lowering, and positioning of heavy loads. We serve a vast array of end markets where our products are used to increase productivity and make work safer and easier to perform.



#### SIMPLEX

Simplex is a reputable brand of affordable, safe, high-force hydraulic tools and mechanical jacks built to last. Since 1899, Simplex has provided a large range of heavy-duty equipment for problem-solvers to use within industrial markets.



#### LARZEP

Larzep is a manufacturer of trustworthy, safe, reliable, efficient, and durable lifting systems and specialized tools that adapt to each of our customer's needs.



#### CORTLAND BIOMEDICAL

Cortland Biomedical is a full-service biomedical textile product development company that custom manufactures for unique customer needs and medical device applications.



#### DTA

DTA specializes in the design and manufacturing of self-propelled transporters for on-site transportation from one to 1,200 tons. Its transporters have been used in sectors such as wind, rail, shipbuilding, automotive, aerospace, steel mill and foundries, the port industry, and others. DTA was acquired by Enerpac Tool Group in September 2024.

### SERVICES



#### HYDRATIGHT

Hydratight is a global provider of specialized on-site service solutions that deliver unrivaled levels of safety, reliability, and performance across a vast array of industries and applications. They focus on achieving and maintaining asset integrity, reducing operational costs, and improving safety for customers.



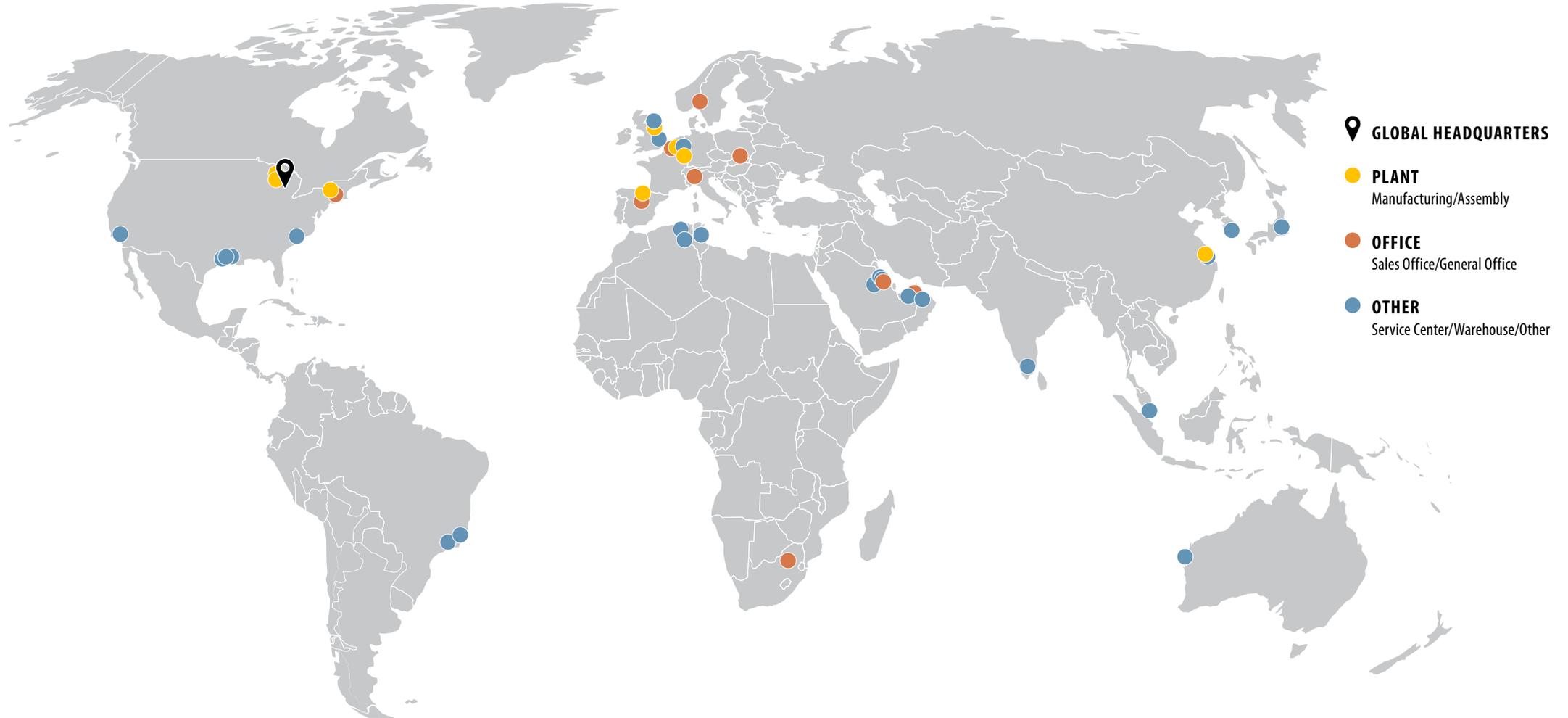
#### HTL GROUP

HTL Group is a network of dynamic, innovative, and flexible business teams involved in the sale, hire, service, and training of controlled bolting and solutions for all industry sectors.



## LOCATION OF ENERPAC TOOL GROUP & MAJOR OPERATIONS

Our operations extend across North and South America, Europe, Africa, the Middle East, Asia, and Australia.



## OUR VALUES

Our values are the foundation of the way we do business. We all have a responsibility to know and live by them.



### SAFETY

Safety is our highest priority and is at the heart of everything we do.



### INTEGRITY

We will act with honesty and transparency and always do the right thing.



### OWNERSHIP

We will own our commitments, act with a sense of urgency, and deliver what is expected of us on time, or ask for help early enough.



### AGILITY

We will act with purpose and speed, and we will adapt quickly to changing circumstances.



### TEAMWORK

We will act as one Enerpac team, operate with an enterprise-wide mindset, and support each other to deliver for our stakeholders.



## PERFORMANCE HIGHLIGHTS

**\$590M**  
FY2024 REVENUE

**\$147M**  
FY2024 ADJUSTED EBITDA

**110+**  
YEARS OF HISTORY

**~2100**  
GLOBAL EMPLOYEES



## OUR MISSION

**WE MAKE COMPLEX, OFTEN HAZARDOUS JOBS POSSIBLE SAFELY AND EFFICIENTLY.**

## ABOUT THIS REPORT

**We integrate environmental, social, and governance objectives into our decision-making to deliver long-term value to all our stakeholders.**

Our reporting efforts are guided by our stakeholders and third-party frameworks, including the Sustainability Accounting Standards Board (SASB) Industrial Machinery and Goods standard and the Task Force on Climate-Related Financial Disclosures (TCFD). This report covers the time period from September 1, 2023 to August 31, 2024.



### MATERIALITY ASSESSMENT

Enerpac Tool Group undertook its first formal materiality assessment to identify issues most material to both the business and its stakeholders and to ensure alignment with current and upcoming reporting requirements in the markets we serve. Specifically, Enerpac Tool Group may in the future be required to adhere to the European Union’s Corporate Sustainability Reporting Directive (CSRD) and the Electronic Subcontracting Reporting System (ESRS) — regulatory standards that require companies to conduct a double materiality assessment. This formal materiality assessment will inform future strategic planning, mitigate risk, improve environmental performance, identify growth opportunities, improve sustainability reporting and communications, and represent a significant step toward the completion of a double materiality assessment to comply with relevant reporting standards.

Enerpac’s single materiality assessment worked to identify, engage, and prioritize material issues based on stakeholder feedback. Six broad material topics were identified:

Internal Topics			External Topics		
Product	Environment	Employees	Disclosure	Reputation	Risk
<ul style="list-style-type: none"> <li>● Field service</li> <li>● Product lifecycle</li> <li>● Product features</li> <li>● Supply chain</li> <li>● Vertical markets</li> </ul>	<ul style="list-style-type: none"> <li>● Emissions footprint</li> <li>● Waste generation</li> </ul>	<ul style="list-style-type: none"> <li>● Corporate behavior</li> <li>● Employee and supplier engagement</li> <li>● Workforce management</li> <li>● Policies and documentation</li> </ul>	<ul style="list-style-type: none"> <li>● Corporate responsibility reporting</li> <li>● Surveys (e.g., EcoVadis, CDP, U.S. SEC)</li> </ul>	<ul style="list-style-type: none"> <li>● Corporate responsibility ratings</li> <li>● Employer reputation</li> <li>● Customer reputation</li> <li>● Supplier reputation</li> <li>● Community engagement</li> </ul>	<ul style="list-style-type: none"> <li>● Cybersecurity</li> <li>● Climate risk</li> <li>● Financial risk</li> <li>● People risk</li> </ul>
<p><b>Internal Stakeholders Interviewed:</b> Engineering; marketing; rental; operations management; procurement; supply chain; governance; Health, Safety, Security, Environment, &amp; Quality (HSSEQ); finance; sales management; biomedical general management, human resources; talent acquisition; information technology; legal/compliance; digital; Enerpac board of directors</p> <p><b>External Stakeholders Interviewed:</b> Enerpac customers</p>					



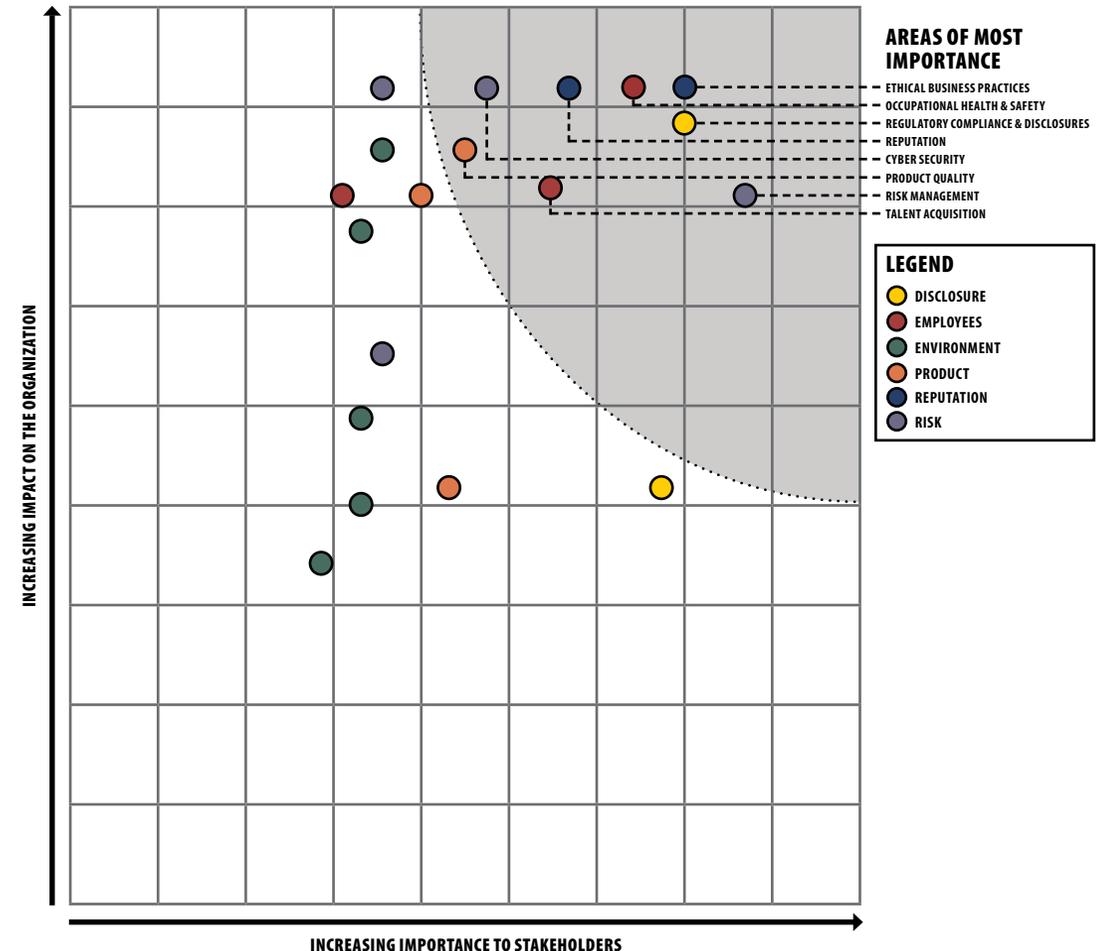
## MATERIALITY ASSESSMENT STAKEHOLDERS

Key stakeholders were engaged via four separate surveys and an additional optional follow-up survey to engage identified stakeholder groups. While most stakeholder groups have relevant expertise in more than one material topic, stakeholders were assigned a survey that best aligned with the material topic and subtopic expertise tied to their role. Surveys were distributed over a two-week period. Product, environment, and employee surveys included seven base questions: one general question for each of the six material topics and a seventh question asking survey participants to rank, in order of importance, business conduct, ethics, and compliance; company financial performance; attracting, developing, rewarding, and retaining employees; social impact; and climate change and the environment. Each survey included nine to eleven questions—the survey questions were tailored to each group’s assigned material topics and subtopics.

In addition to surveys, the sustainability team identified key internal and external stakeholders to interview in person or remotely. Interviews were conducted between June 28th, 2024, and August 21st, 2024. In total, the team interviewed 23 people for this materiality assessment, including eight members of the executive leadership team (ELT), six Global Leadership Council (GLC)-level employees, and six other employees in various positions throughout the business; the 23 completed interviews also included two members of the board of directors and one customer. The interviews were designed to engage stakeholders in a discussion to better identify pertinent sustainability issues and identify any other issues the team had not included in material topics or subtopics.

What we heard	What we are doing about it
Over half of respondents reported that they would like to know more about what Enerpac is doing when it comes to corporate responsibility.	We are increasing communication and transparency — both internally and externally — to raise awareness of our corporate responsibility efforts among employees, customers, shareholders, and other stakeholders, including: <ul style="list-style-type: none"> <li>● Annual corporate responsibility report publication.</li> <li>● Regular stakeholder engagement on corporate responsibility topics.</li> </ul>
One-third of respondents believe that sustainability initiatives should result in financial benefit to the company and greater preservation of natural resources.	We are reaffirming our commitment to fostering a sustainable business that supports the well-being of our employees, customers, and communities while striving to reduce the environmental impact of our products and operations, providing engaging and rewarding work for our employees, and always leading with safety and integrity. We completed our first comprehensive Greenhouse Gas (GHG) Inventory.

## ENERPAC TOOL GROUP 2024 MATERIALITY MATRIX



WE ARE COMMITTED TO THE HIGHEST STANDARDS OF GOVERNANCE, QUALITY, AND ETHICAL CONDUCT. WE EMBRACE BEST PRACTICES AND STRIVE FOR CONTINUOUS IMPROVEMENT IN OUR POLICIES AND PRACTICES.

# GOVERNANCE & ETHICS

- 11. **OVERSIGHT**
- 12. **COMMITMENT TO QUALITY**
- 13. **ENTERPRISE RISK MANAGEMENT**
- 14. **ETHICS & COMPLIANCE**
- 15. **CODE OF CONDUCT**
- 16. **HUMAN RIGHTS**
- 18. **CYBERSECURITY**

## → CORPORATE RESPONSIBILITY OVERSIGHT

The Governance and Sustainability Committee of our board of directors oversees corporate responsibility and sustainability matters as they pertain to our business and long-term strategy. The committee actively monitors current and emerging environmental and social topics and brings any issues that may affect operations, performance, or public perception of our business to the board's attention.

The committee also reviews environmental and social disclosures, metrics, and initiatives and provides oversight for the engagement of key stakeholders — including investors, non-governmental organizations, and ratings agencies — on corporate responsibility matters. Elected annually by the board, the committee consists of at least three members, all of whom must satisfy the independence requirements of the New York Stock Exchange.

### GOVERNANCE & SUSTAINABILITY COMMITTEE

- Oversees corporate responsibility and sustainability matters.
- Monitors current and emerging environmental and social topics and brings relevant issues to the board's attention.
- Reviews public disclosures regarding ETG's environmental and social initiatives and metrics.
- Supervises ETG's corporate responsibility stakeholder engagement efforts.



## → COMMITMENT TO QUALITY

**At Enerpac, product quality, safety, and reliability are top priorities guided by our quality management system. All our global manufacturing facilities are certified to the ISO 9001 quality management standard. We implement these rigorous standards through thorough product and service quality control, performance testing, and manufacturing monitoring procedures.**

Our quality assurance program includes regular product testing and detailed monitoring of both manufacturing and customer-reported issues. We measure and manage internal and external defect rates, identifying root causes and applying corrective actions tracked to closure. Employees receive regular product safety training through Enerpac Academy, which is also available to customers.

Safety remains a key focus at Enerpac, and we incorporate an Advanced Product Quality Planning (APQP) process into our product design. To discover potential failures early, we utilize tools such as the Failure Mode and Effects Analysis (FMEA). This proactive approach is supported by regular internal and external process audits to ensure our operations align with the high expectations set by our quality management system.



## → ENTERPRISE RISK MANAGEMENT

**Enterprise risk management (ERM) is deeply ingrained in the fabric of our organizational practices. Seamlessly connected to our overarching strategy, ERM empowers key decision-makers to proactively navigate a diverse range of risks spanning the entire organization. The collaborative and cross-functional essence of the ERM working group not only helps to safeguard the company's assets and value but also facilitates the creation of value-centric solutions aligned with the company's strategic objectives.**

The ETG ERM program is purposefully crafted to identify, address, and proactively mitigate an array of risks confronting the organization. Guided by our general counsel, the ERM program actively involves key leaders from various functions, ensuring cross-functional ownership and collaboration. This inclusive approach allows the working group to gain a holistic view of the organization's key risks, numbering around 22, and craft cross-functional solutions that proactively address identified risks. Quarterly meetings of the ERM working group serve as pivotal forums to discuss updates, highlight notable changes to the risk profile, and assess the progress of

risk-mitigating actions. Each quarter, a focused summary featuring three to five selected risk areas and their proposed remedies is presented to the board of directors, supporting transparency and strategic alignment.

The ERM program at ETG is characterized by its dynamic evolution, responding proactively to challenges arising from both internal and external environments. This dynamic approach is woven into our overall strategy, so the risk identification framework harmonizes with proposed mitigating actions to propel the organization toward its strategic objectives.



## → ETHICS & COMPLIANCE

**Our Enerpac Code of Conduct and Anti-Corruption and Anti-Bribery Policy, among other policies, ensure we work and act according to our corporate values and establish a framework to consistently apply our high ethical standards to all global business relationships. We are committed to promoting a work environment and atmosphere that is conducive to individual and company success and integrity.**

Our leadership team oversees our compliance, business ethics, and incident reporting programs, with our legal and compliance functions providing leadership for implementation and enforcement activities. The board provides additional and regular oversight through its Audit Committee.

We have implemented — and continue to strengthen — reporting procedures, including a compliance and values hotline administered by a third-party provider. The hotline allows 24/7 anonymous, cost-free reporting of any ethical concern in multiple languages. Contact information for the hotline is broadly available to our employees and business partners through our Code of Conduct, the company intranet, our Supplier Code of Conduct, and hotline posters displayed at all major company locations. All reported incidents are investigated until resolved, and corrective actions are tracked. In fiscal 2024, the general counsel's office received

and investigated nine concerns that were reported via various channels.

All full- and part-time employees, and directly compensated contractors, are required to participate in topics addressed in the Code of Conduct. The company's training program is offered in several languages and requires the completion of two compliance courses assigned by the legal department every two months as part of an established three-year curriculum.

We seek to ensure our business partners also share our high standards and apply those standards through our Supplier Code of Conduct. The Supplier Code sets out our requirements for compliance with anti-corruption, health and safety, and anti-discrimination laws. It also requires compliance with a range of labor and employment matters, including minimum wage, maximum hours, and freedom of association requirements as well as prohibitions on child and forced labor.



### MANDATORY COMPLIANCE TRAININGS

- Code of Conduct:
  - *Speak Up for an Ethical Culture*
  - *Ethical Behavior: Act With Integrity*
  - *Modern Slavery Act: Protecting Human Rights*
  - *Dealing With the Gray Areas*
  - *Records Management: Things To Think About*
- Global Anti-Bribery and Anti-Corruption: Year 1
- Anti-Harassment
- Cybersecurity

## → CODE OF CONDUCT

**Our Code of Conduct connects our values to our key risk areas, illustrates what it means to live our values, and helps us make decisions in alignment with them. ETG's values and Code are tools for doing what is right for us and our customers, partners, shareholders, and communities. As a practical resource, the Code provides tools for ethical and legal decision-making, teaching employees how to handle difficult situations and how to prevent them.**

**All ETG employees are expected to:**

- ✔ Read the Code thoroughly, understand its contents, and consult it often.
- ✔ Recognize their responsibilities as outlined in the Code.
- ✔ Ask questions if we are ever unsure of our duties or appropriate conduct.
- ✔ Know the importance of reporting ethical concerns and violations, and how to do so.

For more information or to review our full Code of Conduct, please visit [enerpactoolgroup.com/company/integrity/](https://enerpactoolgroup.com/company/integrity/).



**THE TOOLS  
FOR DOING  
WHAT'S RIGHT  
OUR CODE OF CONDUCT**

**ENERPAC**   
**TOOL GROUP**

## → HUMAN RIGHTS

**Our commitment to human rights applies to all aspects of our business and in all geographies where we operate. As such, our approach is guided by international standards. We respect and support the United Nations (U.N.) Guiding Principles on Business and Human Rights, the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, core Conventions of the International Labor Organization (ILO), the ILO Declaration on Fundamental Principles and Rights at Work, and the U.N. Universal Declaration of Human Rights.**

[Our Human Rights Policy](#) applies to all employees and contractors, employees of our subsidiaries, our operations and services, and our suppliers and other business relationships. We inform and instruct our employees and suppliers on matters relating to human rights and suppliers through employee training and our Supplier Code of Conduct. Anyone, including employees, employees of suppliers, and external stakeholders, can report human rights concerns using our independent, 24/7 EthicsPoint helpline (1-800- 461-9330) or the [submission form](#).

### NON-DISCRIMINATION

ETG strictly prohibits discrimination of any kind, including but not limited to discrimination based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other protected status as defined by applicable law.

### PREVENTION OF HUMAN TRAFFICKING, FORCED LABOR AND CHILD LABOR

We do not tolerate the use of child labor, forced labor, or human trafficking in any form — including slave labor, prison labor, indentured servitude, or bonded labor — in our operations or supply chain. We forbid harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment. [View our complete Anti-Slavery and Human Trafficking Statement here](#)

### FREEDOM OF ASSOCIATION

We respect freedom of association and our employees' right to join or not to join third-party organizations such as labor unions or other lawful organizations of their own selection, along with the right to bargain or not bargain collectively in accordance with local laws without fear of reprisal, intimidation, or harassment. We are committed to fostering open communication between all of our employees and managers, regardless of whether they are in unions, and providing our employees with access to mechanisms to address their concerns and provide appropriate remedial action.



## SUPPLY CHAIN

We expect our suppliers to adhere to the principles outlined in our Human Rights Policy and our Global Supplier Code of Conduct and Ethics and to respect human rights in their operations and business relationships. We expect our suppliers to have policies in place and due diligence measures to ensure adherence to these principles. Failure to abide by our Human Rights Policy may result in remedial action up to and including the termination of our relationship.

We utilize a supplier risk assessment that includes a section on the supplier's compliance initiatives. As part of this assessment, we require the supplier to sign our Supplier Code of Conduct. We take steps to ensure that all our suppliers are aware of our Supplier Code of Conduct, which mandates that suppliers comply with all applicable labor laws and regulations as well as the conventions of the International Labor Organization. For example, all supplier employment must be freely chosen. Forced or bonded labor, human trafficking, forced prison labor, and involuntary labor through threat, force, coercion, confiscation of government identification, or

fraudulent claims are all strictly prohibited under our Supplier Code. We expect our suppliers to adopt the same principles we follow when establishing business relationships with their suppliers.

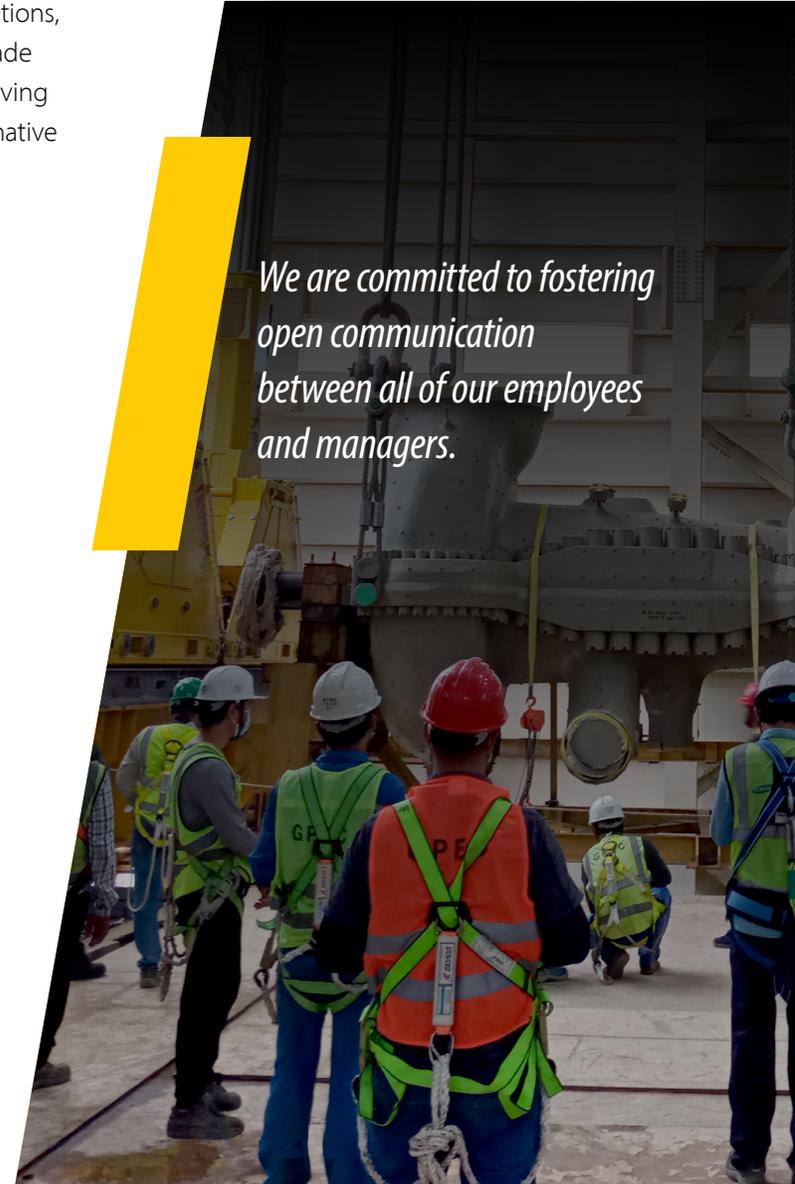
## CONFLICT MINERAL POLICY

Enerpac Tool Group takes its obligations under the U.S. Securities and Exchange Commission (SEC) and other regulations seriously and intends, to the fullest extent possible, to comply with both the letter and spirit of the [Conflict Minerals Policy](#). Enerpac further commits to refrain from, directly or indirectly, taking or supporting any action that helps finance armed groups committing human rights abuses in the Democratic Republic of the Congo and other covered countries. Our company expects its suppliers to respect the human rights and dignity of their employees and supply chain partners. This expectation is reinforced in our Supplier Code of Conduct.

Enerpac Tool Group will not tolerate any direct or indirect support to non-state armed groups through the extraction, transport, trade, handling, or export of conflict minerals.

If there is a failure to meet these expectations, where warranted, the supplier will be made aware that if it does not commit to removing a smelter or refiner, we will look for alternative sources for the product.

*We are committed to fostering open communication between all of our employees and managers.*



## → CYBERSECURITY

**Enerpac Tool Group has a well-defined cybersecurity program based on the National Institute of Standards and Technology (NIST) framework, designed to protect our information technology assets, intellectual property, and sensitive data. Cybersecurity is vital to the success and growth of our company. It is the responsibility of all Enerpac Tool Group employees and business partners to uphold information security policies and ensure the safety and confidentiality of information and IT assets.**

Our company utilizes internal resources, external consultants, and managed service providers to provide a robust defense against cyber threats and maintain security throughout the environment. Employees receive annual training to reinforce safe technology usage, threat identification, and methods for reporting suspicious activity. Our cybersecurity program is tested against NIST standards by an independent third party on at least a biannual basis. The status and effectiveness of cybersecurity controls are reported to the Enerpac Information Security Steering Committee (ISSC) on a quarterly basis. This committee is composed of internal information security team members and executive leadership and provides guidance on emerging threats, enhancements to the program, and oversight of policies. The Audit Committee of the board of directors also receives a quarterly report on the status of the cybersecurity program.

For more information or to review our full Data Privacy Policy, please visit [enerpacoolgroup.com/data-protection-and-privacy-policy/](https://enerpacoolgroup.com/data-protection-and-privacy-policy/).



WE ARE COMMITTED TO IMPROVING THE WORLD THROUGH THE INNOVATIONS WE CREATE AND THE FOOTPRINT WE LEAVE. WE NEVER COMPROMISE OUR EFFORTS TO MEET OR EXCEED THE HIGHEST ENVIRONMENTAL STANDARDS FOR OUR PRODUCTS AND SOLUTIONS.

# SUSTAINING THE ENVIRONMENT

20. ENVIRONMENTAL  
MANAGEMENT SYSTEM

22. GHG EMISSIONS  
INVENTORY

23. DRIVING  
SUSTAINABLE  
INNOVATION

24. PRIORITIZING  
DURABILITY FOR  
SUSTAINABLE IMPACT

## → ENVIRONMENTAL MANAGEMENT SYSTEM

**We utilize our environmental management system (EMS) to monitor and manage the environmental impacts of our operations, promote compliance with relevant regulations, and execute opportunities to reduce waste. Monthly executive-level management business reviews monitor our environmental, health, and safety performance. Environmental compliance and key performance indicators are reviewed regularly with our board of directors. We verify performance through internal and external environmental audits.**

Our global energy reporting program measures electricity and natural gas consumption, establishes a baseline of site- and company-level performance at the largest energy-consuming locations, and implements energy-reduction programs such as lighting efficiency retrofits and other measures.



**Fast  Facts** In 2024 we ...

**Completed a materiality assessment, cataloging the important issues that impact our business.**

**Built a sustainability tracker into our continuous improvement program for the first time.**

**Conducted our first Greenhouse Gas (GHG) Inventory with the guidance of the Greenhouse Gas Protocol.**



**ENVIRONMENTAL PERFORMANCE:**  
**Three of our four largest manufacturing facilities are ISO 14001 certified**



Site-level operations managers are responsible for implementing environmental programs, establishing objectives, and providing training to ensure safety and compliance at their facilities. All new employees receive site- and job-specific training, while all employees receive ongoing training annually. To stimulate continual improvements, all environmental incidents — including spills and other releases — are recorded in an online environmental health and safety management application. Audit findings are recorded in the application and include a robust root-cause analysis and corrective and preventive action process for all nonconformances. All environmental releases, nonconformances, enforcement actions, and notices of violations are reported to the senior and executive management teams, and all issues are tracked until resolved.

**ENERGY MANAGEMENT (FN-IN-270A.1)**

(1) Total energy consumed	Fiscal 2024 facilities (31 of the larger locations) energy use: 85,411 GJ*
(2) Percentage grid electricity	Of which, 55% was grid electricity (47,029 GJ)
(3) Percentage renewable	We do not currently report this.

\* Total energy consumed increased year-over-year due to the Greenhouse Gas (GHG) Inventory identifying additional emission sources



## → GHG EMISSIONS INVENTORY

**In 2024 we completed our first Greenhouse Gas (GHG) Inventory, creating a comprehensive emissions profile for Enerpac Tool Group and positioning the company to better identify sources of emissions, manage risks, and capitalize on opportunities for emissions reductions.**

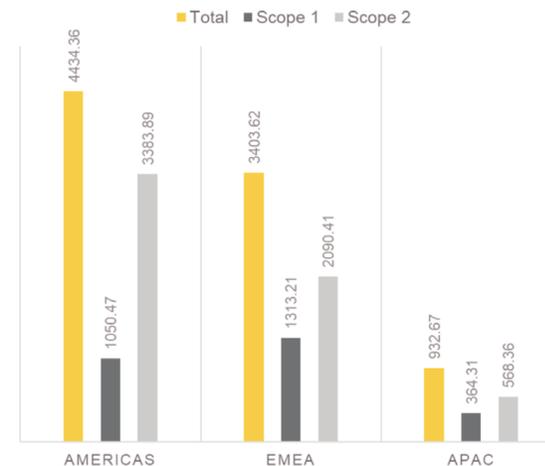
The inventory represents a true and fair account of company emissions and provides leadership with the information needed to build an effective strategy for managing and reducing GHG emissions while increasing consistency and transparency in GHG accounting and reporting.

The GHG Inventory was created under the directive and guidance of the GHG Protocol Corporate Standard developed by the World Resources Institute and the World Business Council for Sustainable Development. The GHG Protocol is the most widely used standard for measuring GHGs and provides extensive and standardized frameworks for measuring, managing, and disclosing GHG emissions for companies, organizations, cities, and countries.

Enerpac's organizational boundaries directed the selection of the approach for consolidating GHG emissions. The control approach, whereby a company accounts for 100% of the GHG emissions from operations over which it has control, was most appropriate in this case. The inventory includes scope 1 and scope 2 emissions. The calendar year 2023 was chosen as the base year.

	Scope 1	Scope 2	Combined (Scopes 1 and 2)
Total (MTCO <sub>2</sub> e)	2,727.99	6,042.66	8,770.65
Total (%)	31%	69%	100%

Data was collected for all 34 major manufacturing, distribution, and service locations. Scope 1 emissions include both mobile and stationary combustion sources utilizing energy sources including natural gas, diesel oil/fuel, gasoline/petrol, and propane. Methane (CH<sub>4</sub>) emissions equaled 11.87 MTCO<sub>2</sub>e, or 0.0014% of all emissions, while nitrous oxide (N<sub>2</sub>O) equaled 16.43 MTCO<sub>2</sub>e, or 0.0019% of all emissions. It is critical to note that the unavailability of corresponding emission factors resulted in calculated emissions that were lower than actual. However, available emission factors would likely not have a statistically significant impact on emission totals at regional or global levels. No hydrofluorocarbon emissions were reported for any site during the calendar year 2023.



Enerpac's calendar year 2023 emissions are equivalent to the greenhouse gas emissions from 2,086 gasoline-powered passenger vehicles driven for one year, or carbon dioxide emissions from 9,657,420 pounds of coal burned.

## → DRIVING SUSTAINABLE INNOVATION

**Enerpac's dedication to innovation and sustainability continues to redefine safety and environmental stewardship in industrial applications. This year, we introduced two groundbreaking products that embody our commitment to creating solutions that are not only highly effective but also environmentally responsible.**

### ENERPAC PIN PULLER

The Enerpac Pin Puller was designed to address safety and efficiency challenges in pin-pulling applications. Using hydraulic technology, the Pin Puller extracts pins safely and precisely, eliminating the need for force-intensive, risk-prone methods often seen in the industry. By reducing reliance on manual labor and minimizing damage to components, the Pin Puller helps extend equipment life and lowers the energy required for maintenance operations, ultimately contributing to a smaller environmental footprint.

### TL248 TRACK LIFT SYSTEM

In yet another key area of innovation, our team focused on the rail industry. Trains are among the most energy-efficient modes of mass transportation, with significantly lower emissions per passenger or ton of freight compared to road vehicles and airplanes. Traditional rail maintenance often requires inefficient processes that can be time-consuming and hazardous.

The Enerpac TL248 Track Lift System has transformed the way rail track maintenance is performed. Traditionally, complex track-lifting projects required two to four large crane trucks or side booms—equipment that brings with it a considerable carbon footprint. The TL248 replaces these heavy lifters, offering a streamlined, hydraulic solution that reduces fuel consumption, emissions, and the environmental impact of rail maintenance. With the TL248, track lift projects are not only safer and more precise but are also aligned with our sustainability goals by significantly reducing the carbon footprint associated with heavy lifting operations.

By keeping train networks up and running efficiently, Enerpac is helping to reduce the overall environmental impact of transportation.

These innovations demonstrate Enerpac's commitment to sustainable solutions that enhance productivity while prioritizing environmental and operator safety. Through products like the Pin Puller and TL248 Track Lift System, we are redefining industry standards and helping build a more sustainable future for industrial applications worldwide.



## → PRIORITIZING DURABILITY FOR SUSTAINABLE IMPACT

Our commitment to sustainability begins with designing products that last. Our hydraulic tools are engineered to endure rigorous industrial demands, minimizing the need for frequent replacements and reducing waste associated with manufacturing and disposal. By prioritizing high-quality materials, designing for long-term performance, and focusing on durability, we conserve resources and support a circular economy. Enerpac continues to lead in sustainable innovation, delivering reliable, responsible tools for industries critical to a sustainable future.

### CONVERSION TO BATTERY POWER

Enerpac is committed to advancing sustainable solutions through continued investment in battery-powered technology. This past year we launched the SC and XC2 Battery Powered Pumps and the Battery Powered Torque Wrench, all equipped with high-efficiency lithium-ion batteries. These tools incorporate smart electronics to minimize energy use, such as the Battery Powered Torque Wrench, which automatically shuts off once the specified torque is reached, conserving power. Through partnerships and ongoing innovation, Enerpac is dedicated to utilizing the most efficient technology available to reduce environmental impact while maximizing performance.

### ENHANCING WIND ENERGY SAFETY AND EFFICIENCY

Enerpac plays a pivotal role in supporting the wind energy industry, providing high-performance hydraulic tools and solutions to enhance the efficiency, safety, and sustainability of wind turbine installation, maintenance, and decommissioning processes.

Enerpac's hydraulic bolting and tensioning products ensure structural integrity and reduce the risk of failures. Our TFA-series flange alignment tools ensure the precise alignment of flanges where tower sections or components, such as the nacelle or blades, are bolted together. Misaligned flanges can lead to uneven stress distribution, resulting in damage, operational inefficiencies, or even structural failure over time.

Enerpac's heavy-lifting solutions allow for the safe and efficient lifting of massive turbine components and are integral to the construction and maintenance of wind farms.

Installing massive wind turbine blades safely and efficiently requires advanced technology. Enerpac's battery-powered Heavy Lifting Technology (HLT) is designed to handle and install turbine blades that can weigh several tons and reach lengths of up to 75 meters. The HLT yoke ensures precise alignment with rotor hubs, incorporates features like remote control operation, and significantly increases safety by eliminating the need for technicians to work at dangerous heights. An "active yaw" function allows adjustments to the blades' pitch and rotation while in midair, achieving perfect alignment with the turbine hub and ensuring faster and safer installation.

These innovations streamline the wind turbine installation process and contribute to more reliable energy generation while reducing downtime and installation costs.



### ENHANCING PRODUCT SUSTAINABILITY

Additional product innovations that reflect our commitment to sustainability include:

- Replacement of gas and gas generators with battery-powered cutters, pumps, and other tools.
- Smart controls for reduced heat generation during pump operation.
- High-efficiency brushless motors.
- Tools that shorten working time, reducing power consumption.
- Size and weight reductions on new designs, lowering material consumption.
- Development of new circuit boards to be compliant with Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) and the Restriction of Hazardous Substances (RoHS) Directive.

WE EMBODY OUR VALUES OF SAFETY, INTEGRITY, OWNERSHIP, TEAMWORK, AND AGILITY, STRIVING TO ENHANCE THE QUALITY OF LIFE FOR OUR EMPLOYEES AND THE COMMUNITIES WHERE WE LIVE AND WORK.

# SUPPORTING EMPLOYEES AND COMMUNITIES

26. **EMPLOYEE SAFETY  
& ENGAGEMENT**

28. **PRODUCT  
TRAINING**

29. **TOTAL  
REWARDS**

30. **STORIES OF  
BELONGING**

31. **ENERPAC  
LIFTS UP**

## → EMPLOYEE SAFETY AND ENGAGEMENT

**Our people drive our success. We strive to attract and retain the highest-quality team members with competitive compensation and benefits, opportunities for personal growth and development, safe working conditions, and a culture that emphasizes fair and respectful treatment.**

### SAFETY

Safety is the top value and is deeply embedded in Enerpac Tool Group's culture. We strive to achieve the highest health, safety, security and environmental (HSSE) standards for our products, services, and solutions. Ensuring the safety and engagement of employees is a cornerstone of our culture and operational strategy. By fostering a safe, supportive, and inclusive work environment, we aim to empower our workforce to perform at their best while maintaining high levels of job satisfaction and productivity.

### We Focus on 7 Life Saving Rules



### ENHANCING PRODUCT SUSTAINABILITY

Additional product innovations that reflect our commitment to sustainability include:

#### Comprehensive Safety Training

All employees undergo regular training sessions on topics such as the 7 Life Saving Rules, Risk Management and Incident Management, also including emergency preparedness and ergonomic best practices.

#### Workplace Hazard Assessments

Routine evaluations are conducted to identify and mitigate potential risks, ensuring compliance with regulatory standards and minimizing workplace incidents.

#### Safety Reporting and Engagement Systems

We have implemented a streamlined process for safety observation and reporting safety concerns and incidents, encouraging transparency and swift corrective actions.

#### Recognition and Reward

Programs like our "Commitment to Excellence Awards", milestone celebrations, and other regional recognition programs acknowledge outstanding contributions, fostering a culture of appreciation.

## EMPLOYEE SAFETY METRICS

Enerpac Tool Group evaluates its safety metrics against the North American Industry Classification System (NAICS). The NAICS is the standard used by U.S. federal statistical agencies to measure statistical data related to the U.S. business economy.

### FY2024 SAFETY RESULTS

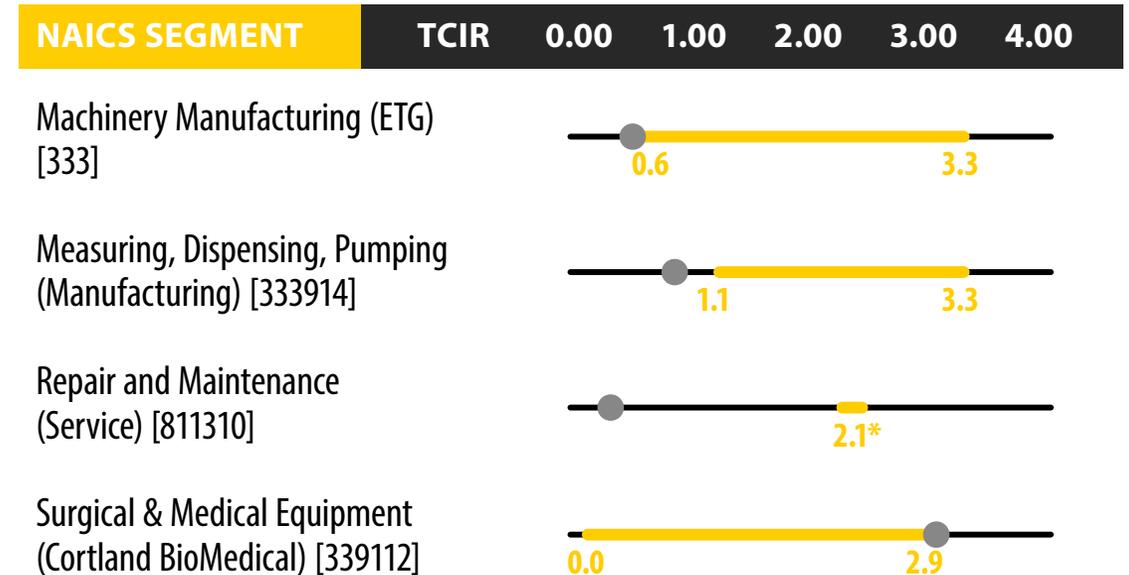
	TCIR*	# OF INCIDENTS	EXPOSURE HOURS
Enerpac Tool Group**	<b>0.50</b>	<b>11</b>	<b>4,410,636</b>
Enerpac	<b>0.88</b>	<b>6</b>	<b>1,356,684</b>
Hydratight	<b>0.30</b>	<b>3</b>	<b>1,985,611</b>
Cortland BioMedical	<b>3.06</b>	<b>2</b>	<b>130,836</b>

\* The Total Case Incident Rate (TCIR) measures the number of recordable workplace injuries and illnesses per 100 full-time workers over a one year period.

\*\* This includes our corporate office.

## ENERPAC SAFETY VS. NAICS AVERAGES

— NAICS MIDDLE 50% ● FY2024 COMPANY RESULTS



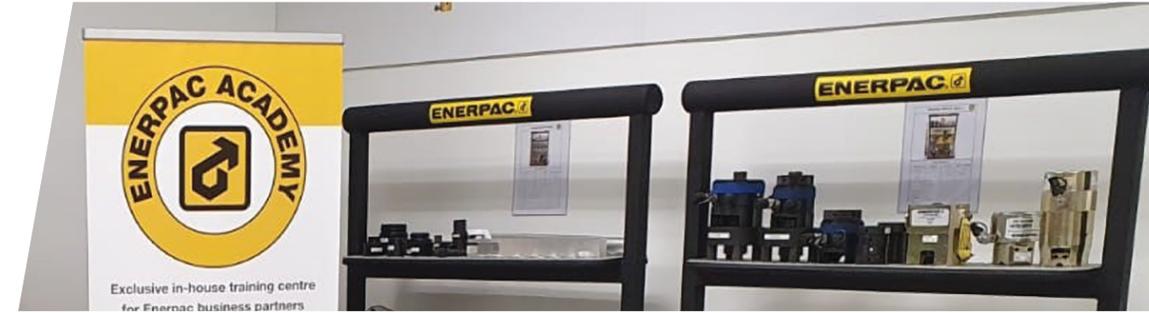
\* NAICS reported mean performance only. NAICS incident rates represent those for similarly sized companies in 2020 (most recent available data).

## ENERPAC PRODUCT TRAINING

**Enerpac Academy, our in-house training center, offers Enerpac employees, business partners, and users a comprehensive training program covering tool knowledge, repairs, maintenance, and safe operation of high-pressure hydraulic tools. Our training services and curriculum are grounded in many years of experience in providing and applying Enerpac tools in real-world settings. Academy courses are diverse and highly interactive, providing trainees with an opportunity to put theory into immediate practice.**

Our global training centers are located in Columbus, WI (US), Deer Park, TX (US), Ede (Netherlands), Singapore, Perth (Australia), and Bangalore (India). Training topics include:

- Controlled Bolting
- Application Training
- Hydraulic Sales Training
- Safety Training
- Industrial Tools Sales, Service, and Repair
- Workholding (Production Automation) Integrated Solutions



In addition to on-site training, the Enerpac Product e-learning hub provides employees with access to 45 product training modules online. Course materials are offered in English, German, French, Spanish, and Italian. E-learning topics include academy signature courses like foundation training and sales training on industrial tools; subject-specific modules cover topics including tools, pumps, lifting, on-site machining, bolting, and more.

### LEARNING AND DEVELOPMENT

Learning and development (L&D) at Enerpac Tool Group focuses on enhancing the skills, knowledge, and capabilities of employees to drive individual and organizational growth. L&D encompasses a wide range of initiatives, including onboarding, leadership development, technical training, soft skills training, safety training, and compliance. By identifying skill gaps and aligning learning programs with business goals, L&D helps ensure that employees are well prepared to perform their current roles effectively and equipped for future career growth within the company.



## → TOTAL REWARDS

### EMPLOYEE BENEFITS

We offer competitive compensation and benefits tailored to the geographical markets and industries in which we operate. In the U.S., employees who work more than 30 hours per week are eligible for a comprehensive menu of benefits, including:

- Healthcare (health, dental, and vision) coverage
- Health savings accounts with \$500/\$1,000 employer funding
- Dependent care and healthcare flexible spending accounts
- Company-paid short-term disability
- Long-term disability
- Company-paid base life and accidental disability insurance
- Voluntary life coverage up to 6x annual salary
- Spousal and dependent life coverage
- Voluntary benefits including hospital indemnity, accident, critical illness, and identity theft coverage

Employees based in the U.S. are offered 13 paid holidays, three weeks of paid time off, and military leave; a 401(k) retirement plan that includes a company match and immediate

**Energac Tool Group Scholarship** • Annual awards of \$500-\$2,500 for dependents' college expenses

**Bonus Program** • Annual global performance • Merit pay process • Recognition rewards

**Healthcare** • US medical, dental, and vision • Supplemental social healthcare in select international locations

**Paid Time Off** • Paid holidays and vacations

**Paid Volunteering** • Optional *Energac Lifts Up* program paid service days

**Career Development** • Multi-language training courses available to all employees • Leadership development program

**Tuition Reimbursement\*** • Up to 100% tuition reimbursement and 50% of books for qualifying US undergraduate and graduate programs

**Parental Leave** • Newborn and adopted child parents are eligible for six consecutive weeks of paid leave.

\*\$7,000 for undergraduate, \$9,000 for graduate

vesting; access to our employee assistance program; an annual bonus program with broad participation; equity incentive programs; an employee stock purchase plan (ESPP) that allows employees to buy company shares at a 15% discount, up from 10% in the last fiscal year; and flexible work arrangements. Part-time and full-time employees are eligible for adoption assistance and up to 12 weeks of parental leave, of which six weeks are paid for full-time employees at their full salary.

We offer tuition reimbursement up to \$7,000 for associate and undergraduate programs

and \$9,000 for graduate programs, with equal reimbursement available to both part- and full-time workers. Dependent scholarships of up to \$2,500 are available for both part-time and full-time employees. We continue to evaluate enhancements to our compensation and benefits programs in all locations to ensure we remain competitive and meet the needs of our employees.

### CAREER DEVELOPMENT

At Energac, career development training plays a pivotal role in the professional growth and success of our employees. Through individual

career development plans, online learning courses, in-classroom curricula, curated development experiences, and a partnership with well-known leadership development program provider Fierce Conversations, Energac offers an enriching environment to grow employees' careers.

## STORIES OF BELONGING AT ENERPAC TOOL GROUP

We are a global corporation that inherently employs people across dozens of countries, each with unique cultures, traditions, and societal norms. Further, we recognize the individual backgrounds, heritages, and capabilities that form who our employees are and the valuable perspectives they bring to our organization. Our people are celebrated within Enerpac Tool Group, and we continually make strides to ensure that those who work with us feel they belong in their work community, globally and locally.

Through our internal news and communication channels, employees are empowered to share their uniqueness: the holidays they celebrate, their life experiences, their practices and achievements, and beyond. By sharing their stories and expressing who they are, our people are making connections across oceans and building understanding amongst each other. And by supporting our people and the communities they create, our company nurtures a workplace environment where our employees can focus on what matters most.

Below is a glimpse of some of the stories told by employees in 2024:



### HELPING VETERANS TRANSITION CAREERS

The Department of Defense (DOD) SkillBridge program is a career transition initiative designed to connect military service members with civilian job training opportunities. It enables service members during their final 180 days of active duty to gain valuable civilian work experience through internships, apprenticeships, or job training programs offered by companies, thereby helping them transition smoothly into post-military careers. Enerpac Tool Group is excited to have joined this program in June of 2024.



### ENERPAC INDIA CELEBRATES DIWALI

Diwali is a time that includes family gatherings, gift exchanges, and sharing sweets like ladoos and barfis. The festival has deep spiritual significance across India and Indian employees across regions. Our team in Bengaluru celebrated Diwali, welcoming children from the Sparsha Trust NGO who showcased their handmade diyas and crafts. Our employees purchased their beautiful creations, fostering a spirit of community and generosity.



### RECOGNIZING WOMEN ADVANCING THEIR CAREERS

Each quarter, our global community elevates the story of one woman who motivates and inspires others at Enerpac to do even better. They provide words of encouragement, act as a mentor and leader to others around them, and consistently contribute to the overall goals of the team. They are nominated by peers after successfully completing a project or task that benefited our customers, company, or employees. This recognition initiative is entirely led by employees, and supported by executive leadership.



### EMEA'S PHOTO CONTEST: A GLIMPSE INTO GLOBAL ADVENTURES

Employees in the EMEA region were invited to showcase their holiday vacation memories from their recent travels. This winner took the leap of a lifetime above the iconic Palm Jumeirah in Dubai. The composition of the photo, paired with her thrilling tale, gave her the winning edge in the contest. From breathtaking landmarks to unforgettable personal moments, our colleagues continually capture the true spirit of travel.



### CELEBRATING THE CHINESE NEW YEAR

Also called "Guonian", which means the passing of the old year to the new one, this festival emphasizes the importance of family ties. It is celebrated from the 1st through the 15th of the first lunar month. Enerpac employees in our Shanghai offices celebrated the new year by bringing the office together for lucky draws, lunch, and speakers. Families came together at the office as well, as children joined their parents to see what they do at work.

## ENERPAC LIFTS UP

**As a part of Enerpac Tool Group's commitment to social responsibility, we strive to contribute to and enhance the quality of life in the communities where our employees live and work.**

Enerpac Lifts Up, our community giving program, helps advance our local communities through our employees' time, talent, and financial contributions. Enerpac Lifts Up encourages our U.S.-based business locations to form or continue strategic relationships with the nonprofit organizations they view as most impactful to their employees' lives and communities. These include opportunities for employees to participate in company-sponsored volunteer activities, fundraisers, and other community projects.

Our goal is for each ETG facility to:

- Support at least one project or organization in their community.
- Increase employee involvement in the company's philanthropic initiatives, deepening employees' community engagement by increasing awareness and participation in local and national volunteer opportunities.

**\$90,000** in community  
contributions via Enerpac Lifts Up

Two components to the program help us achieve these goals:

### 1. Semi-Annual Employee Service Days

are available for employees to serve an organization in their community.

### 2. Local site giving/fundraising

initiatives are encouraged

*The Enerpac Lifts Up program is specific to U.S. locations as laws and incentives for charitable contributions differ greatly in international locations. However, we greatly encourage each of our global locations to implement the approach of local giving through both service and fundraising/contributions.*



## ENERPAC LIFTS UP

### COMMUNITY ORGANIZATIONS SUPPORTED IN 2024 INCLUDE:

- Access to Independence
- American Cancer Society
- Boys and Girls Club of Cleveland County
- Cortland Child Advocacy Center
- Cortland Loaves and Fishes
- Cortland Memorial Foundation
- Enerpac Park
- Fish Inc.
- Funds for Fighters
- Hunger Task Force
- Life Enrichment Center
- Milwaukee Homeless Veterans Initiative
- Mission Flexible
- Ronald McDonald House Charities
- Rotary International local chapter
- Texas Rags to Riches
- Veteran Search and Rescue
- Wisconsin Guardian Foundation

# APPENDIX

## TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX

We are committed to providing transparency on our climate change risk management, governance, and performance. The Task Force on Climate-Related Financial Disclosures (TCFD) has developed voluntary, consistent, climate-related financial risk disclosures for use by companies in providing information to stakeholders.

### GOVERNANCE

#### a) Board oversight

Ultimate responsibility for our sustainability strategy lies with our Board of Directors. Our board, through the Governance & Sustainability Committee, regularly monitors our sustainability strategy and programs to ensure progress is being made. The company's environmental, compliance, and other relevant executives brief the board throughout the year on an ad-hoc basis on issues directly and indirectly related to climate change.

#### b) Management role

Our executive management team sets our sustainability and business strategies, approves goals, provides resources to meet performance targets, and has oversight of our sustainability, including climate and energy, approach. The senior leadership team regularly discusses product development and innovation to meet shifts in customer demand, including for specialized tools for renewable energy systems, as well as cleaner, more energy-efficient equipment.

### STRATEGY

#### a) Climate-related risks and opportunities

Our executive management team has identified climate-related risks and opportunities that may affect us over the short-, medium- and long-term. Some of the primary risks/opportunities include:

- **Demand risks:** Shifts in demand, such as from our customers in the oil & gas and power generation sectors, may impact demand. We aim to limit our risk by maintaining a balanced portfolio of customers, focusing growth initiatives to other industries, including alternative energy customers, and investing prudently to meet expected future demand.
- **Physical risks:** Extreme weather may impact our operations. We have taken actions to promote business continuity and assess potential flooding along with other weather-related risks.
- **Clean energy opportunity:** The global transition to zero-emission power generation offers the opportunity for tools in alternative energy markets, including growth and higher margins for our specialized lifting and positioning equipment for wind turbine installation, as well as nuclear power plant equipment and services.
- **Electric/more-efficient equipment opportunity:** Our active New Product Development (NPD) process embeds an approach of greater energy efficiency and reduced environmental impacts. Customer requirements for more energy-efficient, lower-emissions equipment may drive increasing demand.

#### b) Impact on strategy

We are focused on investing prudently to profitably address our identified climate change-related risks and opportunities. The global transition to cleaner energy has helped drive a shift in customer demand from oil & gas to renewable sources such as wind energy. In response, we have developed specialized tools to build, maintain, and decommission wind turbines quickly and efficiently. Similarly, we are responding to demand for battery-powered systems.

#### c) Climate resilience

Our executive leadership and our board monitor changing customer demand, regulatory requirements and other impacts to our business. We have a diverse portfolio of products and services, as well as key verticals and markets to support our business resilience.

### RISK MANAGEMENT

Our company leadership and Board of Directors are focused on managing our business risks, including climate change-related risks. The process to identify, manage, and integrate climate risk, including impacts to business demand and resource-related risks, is embedded in our Enterprise Risk Management program. Our environmental management system provides the framework to guide our group-wide and site-level climate risk identification and management. We identify, monitor, assess, and communicate these risks to help inform our operating and investment decisions.

### METRICS

#### a) Metrics

**Our products:** we monitor revenue by customer industry, such as power generation/renewable energy. We also monitor revenue from New Product Development.

**Our efficiency:** we measure energy use and efficiency.

#### b) Scope 1 and scope 2 GHG emissions

We monitor and report our energy use.

#### c) Targets

We do not currently have externally-communicated targets set for any of the above listed metrics.

## SASB – RESOURCE TRANSFORMATION – INDUSTRIAL MACHINERY & GOODS

ACCOUNTING METRIC	CODE	DISCLOSURE
<b>ENERGY MANAGEMENT</b>		
(1) Total energy consumed	FN-IN-270a.1	(1) Fiscal 2024 facilities (31 of the larger locations) energy use: 85,411 GJ
(2) Percentage grid electricity		(2) Of which, 55% was grid electricity (47,029 GJ)
(3) Percentage renewable		(3) We do not currently report this
<b>EMPLOYEE HEALTH &amp; SAFETY</b>		
(1) Total recordable incident rate (TRIR)	FN-IN-410a.1	(1) Fiscal 2024: 0.50 per 100 full-time workers
(2) Fatality rate		(2) Fiscal 2024: 0
(3) Near miss frequency rate (NMFR)		(3) Fiscal 2024: 1.68 per 100 full-time workers
(4) Lost time incident rate (LTIR)		(4) Fiscal 2024: 0.32 per 100 full-time workers
<b>FUEL ECONOMY &amp; EMISSIONS IN USE-PHASE</b>		
Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	FN-IN-410b.1	Not relevant: we are an industrial tools manufacturing and services company
Sales-weighted fuel efficiency for non-road equipment	FN-IN-410b.2	Not relevant: the vast majority of our pumps are electric or battery-operated
Sales-weighted fuel efficiency for stationary generators		Not relevant: we are an industrial tools manufacturing and services company
Sales-weighted emissions of: (1) nitrogen oxides (NOx), and (2) particulate matter (PM) for:		
(a) Marine diesel engines		(a) Not relevant
(b) Locomotive diesel engines		(b) Not relevant
(c) On-road medium- and heavy-duty engines		(c) Not relevant
(d) Other non-road diesel engines		(d) Not relevant

ACCOUNTING METRIC	CODE	DISCLOSURE
<b>MATERIALS SOURCING</b>		
Description of the management of risks associated with the use of critical materials	FN-IN-450a.1	See <a href="#">Sustainability-Integrity</a> for our risk oversight and quality management processes
<b>REMANUFACTURING DESIGN &amp; SERVICES</b>		
Revenue from remanufactured products and remanufacturing services	FN-IN-550a.1	Not relevant
<b>ACTIVITY METRIC</b>		
Number of units produced by product category	RT-IG-000.A	We do not currently report this
Number of employees	RT-IG-000.B	Approximately 2,100 employees as of August 31, 2024, see 10-K filed with the SEC

## ISO STANDARDS CERTIFICATION

ISO (International Organization for Standardization) is an independent, non-governmental international organization that brings together experts to share knowledge and develop voluntary, consensus-based, market relevant international standards that support innovation and provide solutions to global challenges.



### OUR ISO CERTIFIED SITES INCLUDE:

ISO CERTIFICATION	Aberdeen	Antigo	Columbus	Cramlington	Deer Park	Ede	Great Yarmouth	Hengelo	Kerpen	Cortland	Madrid	Menomonee Falls	Milan	Perth	Ridderkerk	Rio de Janiero	Shanghai	Somerset	Taicang
9001	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
14001	✓	-	-	✓	-	✓	-	✓	-	-	-	-	-	-	-	-	-	-	✓
45001	✓	-	-	✓	-	✓	-	✓	-	-	-	-	-	✓	-	-	-	-	✓

### 19 LOCATIONS ARE ISO CERTIFIED:

9001	14001	45001
19	5	6

For more information on ISO standards, please visit [www.iso.org/standards.html](http://www.iso.org/standards.html)

## Important Notes and Disclaimers

Certain of the above statements constitute forward-looking statements made pursuant to the provisions of the Private Securities Litigation Reform Act of 1995. In addition to statements with respect to guidance, the terms "outlook," "guidance," "may," "should," "could," "anticipate," "believe," "estimate," "expect," "objective," "plan," "project" and similar expressions are intended to identify forward-looking statements. Such forward-looking statements are subject to inherent risks and uncertainties that may cause actual results or events to differ materially from those contemplated by such forward-looking statements. In addition to the assumptions and other factors referred to specifically in connection with such statements, risks and uncertainties that may cause actual results or events to differ materially from those contemplated by such forward-looking statements include, without limitation, general economic uncertainty, market conditions in the industrial, oil & gas, energy, power generation, infrastructure, commercial construction, truck and automotive industries, supply chain risks, including disruptions in deliveries from suppliers due to political tensions or the imposition, or threat of imposition, of tariffs, which could be affected by the outcome of the 2024 U.S. presidential election, the impact of geopolitical activity, including the invasion of Ukraine by Russia and international sanctions imposed in response thereto, as well as armed conflicts in the Middle East, including the impact on shipping in the Red Sea, the ability of the Company to achieve its plans or objectives related to its growth strategy, market acceptance of existing and new products, market acceptance of price increases, successful integration of acquisitions, the impact of dispositions and restructurings, the ability of the Company to continue to achieve its plans or objectives related to the ASCEND program, including any assumptions underlying its calculation of expected incremental operating profit or program investment, operating margin risk due to competitive pricing and operating efficiencies, risks related to reliance on independent agents and distributors for the distribution and service of products, material, labor, or overhead cost increases, tax law changes, foreign currency risk, interest rate risk, commodity risk, tariffs, litigation matters, cybersecurity risk, impairment of goodwill or other intangible assets, the Company's ability to access capital markets and other risks and uncertainties that may be referred to or noted in the Company's reports filed with the Securities and Exchange Commission from time to time, including those described in the Company's Form 10-K for the fiscal year ended August 31, 2024.

Enerpac Tool Group disclaims any obligation to publicly update or revise any forward-looking statements as a result of new information, future events or any other reason. Additionally, our discussion of ESG assessments, goals and relevant issues herein is informed by various ESG standards and frameworks (including standards for the measurement of underlying data) and the interests of various stakeholders. As such, any significant may differ from, and should not be read as necessarily rising to, the standards under the federal securities laws for SEC reporting purposes, even if we use the word "material" or similar language in this or our other reporting. Moreover, given the uncertainties, estimates, assumptions required to make some of the disclosures in this report, and the timelines involved, materiality is inherently difficult to assess far in advance. We also may not be able to anticipate in advance whether or the degree to which we will or will not be able to meet our plans, targets, or goals. Furthermore, much of the information in this report is subject to assumptions, estimates, or other methodological considerations and data that is still evolving and subject to change. Certain of our disclosures also rely at least in part on third-party information, and, while we are not aware of any material issues with such information, except to the extent disclosed, we have not necessarily independent reviewed this information. If our approaches to such matters are perceived to fall out of step with common or best practice, we may be subject to additional scrutiny, criticism, or stakeholder engagement.

Moreover, while we aim to align certain disclosures set forth or referred to in this report with the recommendations of various third-party frameworks, such as the Sustainability Accounting Standard Board and the Task Force on Climate-related Financial Disclosures, we cannot guarantee strict adherence to these frameworks' recommendations. Additionally, our disclosures, as well as relevant internal controls, based on any standards may change due to revisions in framework requirements, availability or quality of information, changes in our business or applicable government policies, or other factors, some of which may be beyond our control.



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