

WPI Sustainability Report

WPI's ESG Committee engaged a third-party consultant to provide recommendations to strengthen our ESG strategy and reporting.

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Sustainability Statement

Given the dynamic environment in which we work, we pledge to continually evaluate our operational methods to promote sustainable business practices and ethical, transparent governance within our walls and with our customers. We continually focus on opportunities to reduce our environmental impact in the areas where we operate and provide innovative, environmentally efficient solutions to our customers. Our approach to corporate, social and environmental responsibility and sustainability centers on maintaining excellent safety performance, limiting our environmental footprint, leveraging innovation to provide environmentally efficient solutions to our customers and supporting our employees and communities.



WPI Mission Statement

To lead our industry in customer satisfaction by providing world class products and services

Employee Responsibilities

- Perform your job in a safe manner by adhering to all safety guidelines
- Perform your job to the best of your ability
- Fully contribute to the success of WPI
- Be a Team Player
- Keep your work environment clean
- Maintain your and WPI's integrity in all aspects of your job
- Provide excellent service to our customers
- Be honest and respectful to our customers and fellow employees

WPI Responsibilities

- Provide a safe and clean working environment
- Provide access to quality products
- Provide policies and processes to achieve the mission statement
- Offer training and opportunity for advancement
- Distribute clear guidelines for employment
- Provide a comprehensive and competitive employee benefit program
- Acknowledge long-term employees with service and retirement awards

WPI Recognizes Our Employees as Our Greatest Asset



Active stakeholder engagement is key to WPI's sustainability commitment.

Through our stakeholder efforts, we strive to foster relationships, understand priorities and identify collaboration opportunities.

STAKEHOLDERS	ENGAGEMENT
Customers	<ul style="list-style-type: none">• Daily work on customer locations• Daily communications via emails, calls and meeting• On-site customer visits and service calls• Performance assessments and reports
Employees	<ul style="list-style-type: none">• Internal up-to-date communications• Town hall luncheon meetings• Performance management• Training and development
Industry Groups and Non-Governmental Groups	<ul style="list-style-type: none">• Participate in meetings and education events• Sponsor and participate in advocacy activities
Communities	<ul style="list-style-type: none">• Volunteer opportunities• Charitable contributions
Suppliers and Contractors	<ul style="list-style-type: none">• Selection and contracting processes• Direct communication



WPI CORE ESG VALUES

Environmental Initiatives

Health and Safety Values

Social and Community Initiatives

Governance – Our Responsibility

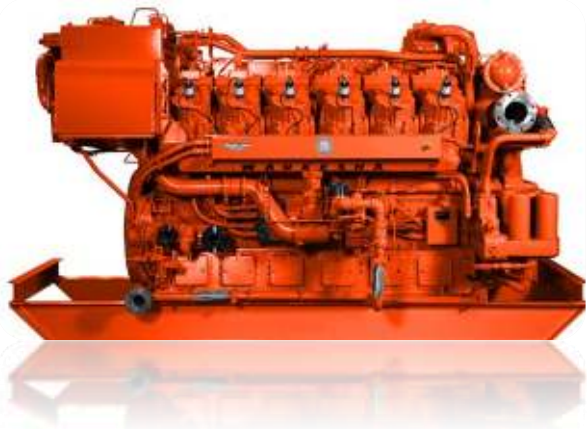
Environmental Initiatives

Remanufacturing and rebuild initiatives that contribute to sustainability and a circular economy by reusing, repairing, refurbishing and recycling existing materials and products for as-long-as possible.

- Lowering our carbon footprint across our company.
- Sustainable sourced parts that offer a reduced carbon footprint.
- Recycling and waste reduction programs at our service facilities.

Working with our customers to offer GHG emission solutions for their compressor engine operations.

Carbon Reduction with Sustainable Remanufactured Parts



Remanufactured Part	Carbon Offset (Pounds per Unit)	
	VHP 12	CAT 3516
Actuator	N/A	N/A
Auxiliary Water Pump	110	50
Camshaft	235	400
Carburetor	24	N/A
Connecting Rod	71	30
Crankcase	5,400	4,800
Crankshaft	1,800	1,600
Cylinder Head	215	100
Intercooler	410	350
Jacket Water Pump	174	50
Oil Cooler	300	100
Prelube	28	30
Regulator	78	30
Rocker Arm Assembly	12	2
Turbocharger	86	100
Wastegate	10	10

ENVIRONMENTAL CASE STUDY AT OUR SERVICE CENTERS

EcoPowerhouse Reman Center, Houston
Revamp Center, Oklahoma City

WPI's remanufacturing processes have provided customers with quality equipment that delivers lower owning and operating costs, returning component products at the end of their initial serviceable lives to like-new condition. Because we are in the business of returning end-of-life components to like-new condition, we reduce waste and minimize the need for raw material, energy and water associated with producing new parts. Through remanufacturing, we contribute to sustainable development by extending the value of the energy and water consumed in a component's original manufacture and keeping high-value nonrenewable resources in circulation for multiple lifecycles. With steady customer demand for remanufacturing products and components, WPI is well-positioned to help achieve this enterprise goal.

Estimates for remanufacturing an engine produces 61% less greenhouse gas compared with making a new one, and generally requires 80% less water, energy, landfill space and raw materials.



Health and Safety Values

Health and Safety

- Perform our job in a safe manner by adhering to all safety guidelines
- Monthly safety meetings
- Adhering and Complying to WPI's Safety Policy

Working Conditions

- Provide a safe and clean working environment

Social Initiatives

- WPI employs approximately 800 people with branches in 14 states and Alaska, including a presence in Canada.
- WPI is committed to creating an inclusive and diverse culture to have the best top-quality talent.
 - Women have consistently represented about 18% of the workforce from service roles to management.
 - Employees of minority populations are about 35% of the workforce.
 - We are proud of our veterans which represent about 8% of our workforce.
- Offer employee training and opportunity for advancement through our Training Centers and Pearce University Classes to help our employees set and reach their professional goals.
- Annual reviews from management



Community Engagement

WPI employees don't just thrive in the workplace, it's outside the workplace that our employees are seen volunteering and giving back to our communities. As our business has grown and the needs of the communities have changed, we stay dedicated to serving. Some of the organizations we serve include:

- The 100 Club Survivor's Fund
- Houston Wilderness
- EWI of Houston
- Bob Tallman's Charities
- Amigas Para Niños
- HLS&R Educational Fund
- American Legion Food Basket Program
- Houston Livestock Show & Rodeo
- Willow Waterhole Greenspace Conversancy
- Candlelight Church of Christ
- MD Anderson
- Susan G Komen Walk
- Toys for Tots
- Foodbank
- Wounded Warrior Project
- Ronald McDonald House

Governance - Our Responsibility

- The WPI family always maintains mutual respect in our working relationships.
- It is our responsibility to support our operations on behalf of us to accomplish our top priorities.
- We promise to provide our customers with the best quality products and services.
- WPI and the customers we support will continue to partner with world-class manufacturers to reduce the global emissions.
- A shared priority of WPI and our customers is the safety of our personnel. At WPI, our people are the key differentiator in a competitive market. That is why safety is of paramount importance to us.
- We will continue to improve our comprehensive programs to protect our people, customers, and our other stakeholders.

