Industrial Service Solutions®

Environmental, Social, Governance 2025 Annual Report





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1 Letter from Leadership

I am pleased to present the 2025 Environmental, Social and Governance (ESG) Annual Report for Industrial Service Solutions. As a premier provider of commercial and industrial maintenance, facility support, and technical services across the United States, we recognize that our operational footprint carries significant responsibility. Operational excellence and sustainability are inextricably linked; we cannot deliver best-in-class service to our customers without a foundational commitment to environmental stewardship, the safety and well-being of our workforce, uncompromising ethics, and responsible procurement.

In 2025, we continued to align our management systems with leading global standards, explicitly structured to meet the rigorous requirements of third party framework evaluation and support systems. Despite operating exclusively within the United States, we hold ourselves to universal standards of corporate responsibility. This year, we continued to demonstrate our dedication to our employees and safe work practices as demonstrated by our Total Recordable Incident Rate (TRIR) of 0.45, our monitoring and commitment to renewable energy sources and support, and our commitment to our socially responsible behavior as part of our training programs across our workforce.

We remain steadfast in our commitment to continuous improvement. The data and goals detailed in this report reflect our dedication to building a resilient, ethical, and sustainable company at Indutrail Service Solution.

Sincerely,
Wade Stockstill
Chief Executive Officer, Industrial Service Solutions



2 About the Company

Industrial Service Solutions is a leading commercial industrial service provider operating exclusively within the United States. Founded in 2012. Industrial Service Solutions provides nationwide field, shop, and supply services for a diverse set of industrial markets with breadth and depth in application knowledge and equipment expertise. Uniquely positioned to deliver a service level equivalent to an OEM, but quicker and more cost-effective. Our regional service and supply facilities combined with our nationwide field support results in the largest independent provider of industrial services in the United States, the most comprehensive single-source solution

With nationwide locations through all regions of the United States and more than 1,700 employees, Industrial Service Solutions has positioned itself as a manufacturer, supplier, maintenance, services and installation organization that provided critical support to process equipment. Servicing customers in all industrial markets from Refining, Chemical Processing, Pulp and Paper, Mining, Manufacturing, Construction, Rubber and Tire as well as Marine Support and Services.

Industrial Service Solutions is committed to delivering safe, efficient, and compliant solutions to our customers and partners. By maintaining a strictly domestic operational profile, we maintain tight control over our supply chain, labor practices, and regulatory compliance, adhering strictly to state and Federal EPA, OSHA, and local employment standards.

3 ESG Strategy and Governance

Our ESG strategy is integrated directly into our corporate governance and enterprise risk management frameworks. Oversight of ESG initiatives resides with the Board of Directors' and is executed by the Industrial Service Solutions Executive management team. Under the direction of the Chief Executive Office the day-to-day execution of our ESG program is led by our Vice President of Safety Process Improvement and supported by leadership from Supply Chain, Legal and Human Resources to ensure integration and support across the entire organization.

Our management systems are designed to align with the EcoVadis reporting methodology, focusing on four core themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. We utilize comprehensive policies, rigorous auditing, and a continuous improvement loop (Plan-Do-Check-Act) to ensure our governance structures yield measurable results.



4 Material Topics and Stakeholder Engagement

In late 2024, Industrial Service Solutions conducted a comprehensive materiality assessment, engaging internal and external stakeholders, including clients, employees, suppliers, and regulatory experts, to identify the most critical ESG issues impacting our operations. The prioritized material topics shaping our 2025 strategy and reporting include:

- Occupational Health and Safety (Labor & Human Rights)
- Spill Prevention and Environmental Compliance (Environment)
- Fleet Emissions and Energy Management (Environment)
- Business Ethics and Anti-Corruption (Ethics)
- Subcontractor Risk Management (Sustainable Procurement)

5 Environment

Industrial Service Solutions is committed to minimizing the environmental impact of our industrial service operations. Our comprehensive Environmental Policy dictates strict adherence to all U.S. EPA regulations and focuses on proactive resource management and pollution prevention.

Climate and Energy & Emissions

As a service-based organization, our primary greenhouse gas (GHG) emissions stem from our mobile fleet (Scope 1) and facility electricity usage (Scope 2). In 2025, we continue to modernize our fleet, It is our goal to ensure that we provide our field service support team with the latest equipment to support a modernization program. We commenced data collection and tracking of Scope 1 and Scope 2 emission to be able to support clear objectives and goals for 2026 and beyond.

Water, Waste, and Circularity

Industrial Service inherently requires water for routine operations and support. We are working to install high-efficiency, closed-loop water recovery systems on all cleaning requirements and support to focus on reducing freshwater withdrawal. Regarding waste, we are exploring entering into a strategic partnerships with localized recycling facilities to divert non-hazardous operational waste from landfills.

Spill Prevention and Compliance

Handling industrial byproducts requires meticulous spill prevention protocols. Industrial Service Solutions utilizes secondary containment, third party trained and certified transport and responsible disposal as required by regulatory requirements. In 2025, we recorded zero environmental spills and incurred no environmental regulatory fines or penalties.

Environmental KPI	2025 Actual	2028 Goal
Scope 1 & 2 Emissions (MT CO2e)	12,396	10,000
Renewable Electricity Share (%)	3%	15%
Significant Environmental Spills (Count)	0	0

6 Social: Labor & Human Rights

Our workforce is our most vital asset. Industrial Service Solution strictly complies with all U.S. federal and state labor laws, maintaining rigorous policies against forced labor, child labor, and discrimination. Our human capital management strategy prioritizes physical safety, professional development, and fostering an inclusive workplace.

Health and Safety

Safety is a non-negotiable core value. Our occupational health and safety management system is aligned with ISO 45001 principles. Through comprehensive hazard recognition programs, daily toolbox talks, and near-miss reporting incentives, we achieved top-quartile safety performance in 2025.

Workforce Inclusion and Development

We are dedicated to building a diverse workforce that reflects the communities across our entire footprint. We actively seek qualified candidates and personnel from across the country focusing on ensure that we follow safety reporting responsibilities and

Labor & Human Rights KPI	2024 Actual	2025 Actual	2028 Goal
Lost Time Incident Rate (LTIR)	0.22	0.15	< 0.10
NeaMiss Reports Submitted	1,450	2,100	3,000 (Proactive Measure)
Voluntary Employee Turnover (%)	18%	14%	< 10%
Diversity in Leadership (%)	18%	22%	30%



7 Ethics

Industrial Service Solutions conducts business with the highest level of integrity. Our comprehensive Code of Business Conduct and Ethics outlines our zero-tolerance policy for bribery, corruption, anti-competitive practices, and conflicts of interest. This extends to our interactions with commercial clients, municipalities, federal and local governments.

Compliance, Reporting, and Investigations
We maintain an anonymous, third-party-operated whistleblower hotline available 24/7. Our non-retaliation policy strictly protects any employee who reports a concern in good faith. In 2025, 100% of reported incidents were investigated and closed within our target timeframe of 30 days.

Cybersecurity and Data Privacy
Protecting client and employee data is critical. We operate under a robust Information Security Management System (ISMS) aligned with NIST frameworks. All administrative and managerial employees complete mandatory annual cybersecurity and data privacy training.

Ethics & Compliance KPI	2025 Actual	2028 Goal
Code of Conduct Training Completion	100%	100%
Substantiated Corruption/Bribery Cases	0	0
Cybersecurity Training Completion	100%	100%

8 Sustainable Procurement

While our operations are strictly domestic, we recognize that our supply chain requires active management to mitigate indirect risks. Our Sustainable Procurement Policy requires all direct material suppliers and subcontractors to adhere to our Supplier Code of Conduct, which mirrors our internal standards for environment, labor, and ethics.

Supplier Screening and Subcontractor Management
We prioritize local and domestic sourcing to minimize transportation emissions and support regional U.S. economies. high-risk suppliers, particularly on-site subcontractors, are subject to rigorous ESG screening, safety pre-qualification, and routine audits. Suppliers failing to meet our corrective action requirements are systematically phased out.

9 EcoVadis Alignment Summary

This report has been structured to fulfill the documentation and disclosure requirements of the EcoVadis sustainability rating methodology. Below is a summary of our alignment across the four core themes:

- **Environment:** Formal policies in place; quantitative targets set for GHG emissions and waste; localized procedures for spill prevention documented and audited.
- **Labor & Human Rights:** ISO 45001-aligned safety management; formalized training protocols; strict adherence to U.S. labor law representing comprehensive human rights coverage.
- **Ethics: Executive-endorsed Code of Conduct:** verified whistleblower mechanisms; proactive data security policies.
- **Sustainable Procurement: Integration of ESG criteria into buyer training and supplier contracts:** robust subcontractor safety and compliance tracking

10 Forward-Looking Commitments

As we look toward 2026 and beyond, Industrial Service Solutions is committed to expanding our sustainability initiatives. Key strategic priorities include the modernization of our light-duty fleet over the coming year, the implementation of a comprehensive Scope 3 emissions inventory utilizing U.S.-specific emission factors, and the expansion of our supplier audit program to include Tier 2 local suppliers. We will continue to leverage our management systems to drive performance that exceeds regulatory requirements and meets the highest expectations of our clients and stakeholders.

11 Reporting Basis / Disclaimer

Reporting Basis and Disclaimer: This 2025 Environmental, Social and Governance Annual Report contains selected non-financial metrics and forward-looking statements regarding Industrial Service Solutions goals, commitments, and future expectations. These statements are based on current management expectations and assumptions, which are subject to inherent uncertainties and risks. Actual results may differ materially from those projected. The company operates exclusively within the United States, and all data presented pertains to U.S. operations for the calendar year 2025 unless otherwise noted. The data in this report has undergone internal quality assurance but has not been subjected to third-party financial-grade assurance. This document is intended for informational purposes and publication on the company website.

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