

# SUSTAINABILITY REPORT

APRIL 2026



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## RECOGNITION OF OUR WORK

MEC was named the #1 Fabricator in the U.S. by The Fabricator Magazine for the 15<sup>th</sup> straight year in June 2025.





# MESSAGE FROM THE PRESIDENT & CEO

At MEC, our purpose is clear: to build a stronger, more resilient company that delivers long-term value for all stakeholders. For more than 80 years, our commitment to operational excellence, disciplined execution, and a culture grounded in integrity, respect and teamwork has defined who we are. ***In 2025, our “One MEC. One Mission.” mindset once again enabled us to execute with focus and consistency, even as we continued to invest for the future.***

Sustainability remains integral to how we operate and create value. Through our MEC Business Excellence (MBX) framework, we continue to embed sustainability into daily operations and decision-making across the organization. ***In 2025, our teams completed more than 75 MBX improvement initiatives focused on energy efficiency, material utilization and waste reduction, driving measurable progress toward our goal of reducing energy, scrap, and water intensity by 25% by 2028.*** These efforts not only advance our environmental objectives but also enhance productivity, cost discipline, and long-term operational resilience.

Our people are central to our success. ***We remain steadfast in our commitment to safety and workforce development, achieving meaningful reductions in workplace incident rates while continuing to invest in training, leadership development, and skills advancement.*** In 2025, multiple MEC facilities were recognized for their safety performance, reflecting both the strength of our safety culture and the accountability of our leadership teams.

Looking ahead, we are focused on the growth opportunities before us. ***Strategic investments in advanced manufacturing technologies, automation, and talent, combined with disciplined execution through MBX, are strengthening our foundation for sustainable expansion.*** We are confident these actions position MEC to capture future growth, realize operating leverage, and deliver lasting value for our employees, customers, shareholders, and communities.

Thank you to our employees for their dedication, our customers and partners for their continued trust, and our shareholders for their continued support.

President & CEO  
Mayville Engineering Company, Inc.



## Material Sustainability Topics

- Materials Efficiency
- Energy Management
- Employee Health & Safety
- Talent Acquisition & Retention
- Supply Chain Management
- Data Privacy & Cybersecurity

# MEC BUSINESS EXCELLENCE (MBX)

MBX is MEC's enterprise-wide Lean initiative to drive excellence and continuous improvement across the organization.

**MBX delivers value beyond financial performance, driving measurable progress across the Company's sustainability initiatives, commitments, and long-term strategic goals.**

MEC drives sustainability through continuous improvement enabled by its MBX operating system. Current efforts focus on Value Stream Design and 6S to reduce waste, improve throughput, and stabilize operations.

Improvements in material flow, changeover efficiency, and supply usage reduce excess inventory, motion, rework, and variability—supporting more efficient and sustainable use of labor, equipment, and facility resources.

## MBX Transformational Principles



## MBX's Contribution to Sustainability Priorities



Lowers energy consumption through optimized production flow



Reduces scrap and rework, lowering raw material usage



Improves water and consumables efficiency across operations



Supports a culture of safety, accountability and continuous improvement



# ENVIRONMENTAL FOOTPRINT

MEC is committed to business practices that protect and benefit the environment, especially practices that relate to energy management and material efficiency. MEC holds the ISO 14001: 2015 certification which is the internationally recognized standard for environmental management system (EMS). As part of this certification, MEC annually evaluates our EMS and continuously improves our environmental performance.

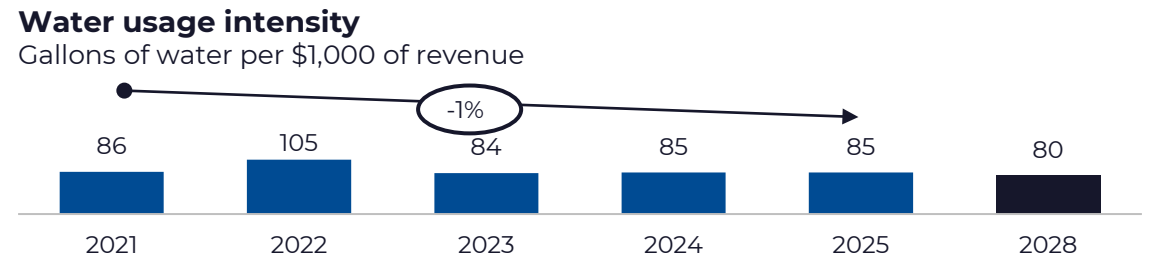
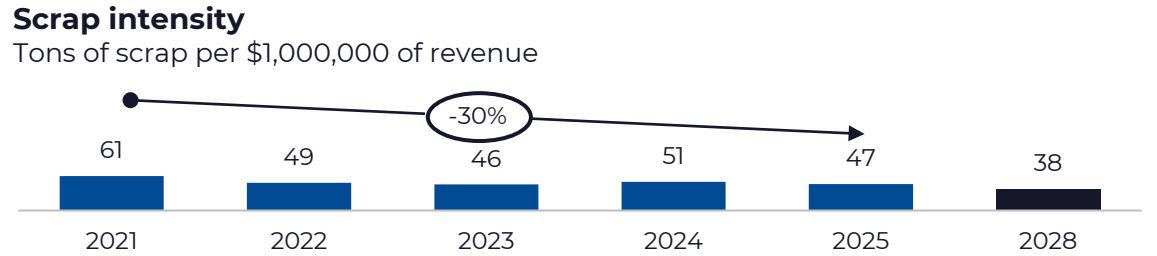
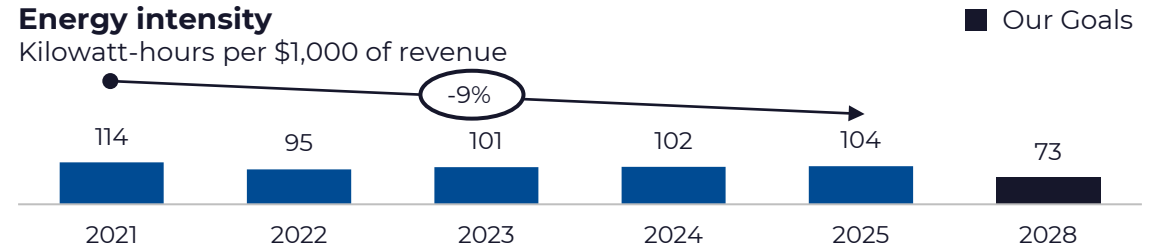
## 2025 Investments and Process Improvements

- Completed over 75 improvement activities (Kaizen MBX events) that lead to higher productivity and yield across the targeted processes across the organization. Through such process improvements, the consumption pattern of fixed building utilities and services were also improved.
- Expanded use of fiber laser cutting, robotic press brakes and best-in-class punching machines, increasing throughput, consistency and operational efficiencies.
- Continued investments in Collaborative Robots (Cobots) and fully automated welding and tube-forming equipment to improve labor utilization, workplace safety and ergonomics.
- Enabled workforce retraining and redeployment into higher-skilled technical roles, enhancing workforce flexibility and capacity in a dynamic labor market

\*MEC acquired Mid-States Aluminum (MSA) on July 1, 2023 and Accu-Fab on July 1, 2025. To present comparable metrics, MEC included the full year energy, scrap and water usage intensity related to MSA and Accu-Fab and revised our 2028 goals to include a 20% reduction in each category relating to their baseline amounts..

### Our Goals

To demonstrate our environmental commitment, MEC set clear goals in 2022 to achieve a 25% reduction in our energy, scrap and water intensity by 2028\*



# HEALTH AND SAFETY

Employee health and safety are fundamental to value creation at MEC. **We are committed to protecting the well-being of our employees across our facilities and in the communities where we operate.**

Since 2023, MEC has achieved a significant decrease in both Lost Time Incident Rate (LTIR) and Total Case Incident Rate (TCIR), reflecting a meaningful decline in overall workplace injuries and continued progress in strengthening our safety culture.

MEC continues to advance our Safety Management System (SMS), supported by a framework for measuring performance against the SMS. The key elements of our SMS include:

**Inspire:** Actively engaging employees in all aspects of safety to foster shared ownership and accountability;

**Lead:** Holding leaders responsible for embedded safety into daily decision-making behaviors;

**Analyze:** Continuously assessing and improving our work environment to reduce risk and ensure compliance;

**Educate:** Enhancing employee knowledge of safety requirements and best practices through ongoing training; and

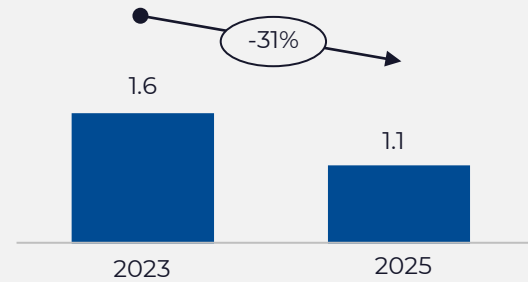
**Recognize:** Acknowledging employee contributions that reduce risk and maintain a safe working environment.

Looking ahead to 2026, we will continue to mature our SMS and advance key risk reduction initiatives, further strengthening our safety performance, and enhancing the overall safety of our work environment.

## MEC's Safety Metrics Monitoring

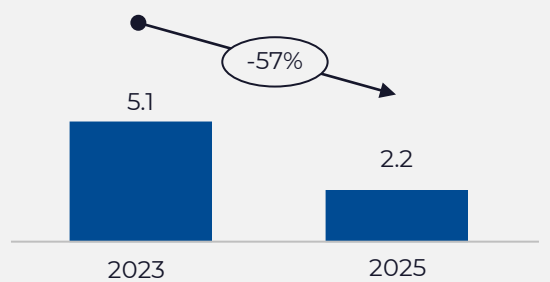
### LTIR

Lost Time Incident Rate



### TCIR

Total Case Incident Rate



Fabricators & Manufacturers Association International®

### Facilities Receiving FMA Awards:

- Beaver Dam East (Beaver Dam, WI)
- Bedford, PA
- Byron Center, MI
- Defiance North & Seneca (Defiance, OH)
- Hazel Park, MI
- Mayville South (Mayville, WI)
- Vanderbilt North (Vanderbilt, MI)

*In 2025, the Fabricators & Manufacturers Association (FMA) awarded eight MEC locations (listed above) as part of their annual Safety Awards for safety performance exceeding the industry average.*

# TALENT ATTRACTION AND RETENTION



## As the largest domestic steel fabricator,

- ✔ Maintaining a skilled workforce is foundational in our strategy.
- ✔ We continuously evaluate our People strategy to ensure we attract and retain a committed and talented workforce.
- ✔ Going forward, **we will continue to invest in our employees and make us an employer of choice in the communities that we operate.**



## Compensation and Benefits:

- In 2025, MEC introduced a formal compensation structure and updated incentive programs aligned with our Pay for Performance philosophy, reinforcing accountability and rewarding high performance.
- Our comprehensive total rewards offerings includes a full suite of employee benefits, which are evaluated and enhanced annually.



## Training Offerings:

- Tuition reimbursement for formal degree programs and job-related training certificates.
- Development Dimensions International (DDI) to develop leadership skills for front-line leaders and managers.
- Training Within Industry (TWI) to efficiently train employees with limited manufacturing experience; and,
- Gemba Academy for training in continuous improvement, problem-solving, value stream mapping, and lean daily management.



## Talent Attraction & Retention:

- MEC is committed to building a strong, sustainable talent pipeline to support our long-term growth. We partner with nearly 20 high schools and technical colleges to promote careers in manufacturing and build an early-stage talent pipeline. We also offers state approved apprenticeships programs in critical skilled trades, including welding, metal forming and tooling, and die casting, helping ensure a sustainable supply of qualified talent.
- The Company is committed to improving talent retention and targets an annual turnover rate at or below industry average. A culture survey is conducted annually and reviewed by leadership used to drive continuous improvement in engagement, workplace culture, and retention initiatives.

# SUPPLY CHAIN MANAGEMENT



MEC's supply chain management is critical to value creation and central to **our commitment to environmental responsibility and human rights**. We seek to operate a resilient and responsible supply chain that aligns with corporate values and sustainability objectives.



## Supplier Code of Conduct

MEC has established quality requirements and a Supplier Code of Conduct to communicate **our legal and ethical standards** to all our business partners and suppliers including labor practices (such as child labor and human trafficking), ethics, compliance with environmental, workplace health and safety, and discrimination laws and regulations. We regularly review and evaluate our Supplier Code of Conduct and related supply chain requirements ensuring alignment with all applicable laws, regulations and evolving best practices.



## Material Sourcing

Over 90% of MEC's materials are sourced from domestic suppliers within the United States. We continually reevaluate our supply chain to ensure minimal disruptions and that MEC operates a supply chain that upholds the highest standard of human rights and responsible business conduct.

# DATA PRIVACY AND CYBERSECURITY



## 2025 Data Privacy and Cybersecurity Highlights

- ✔ Completed an independent NIST CSF assessment to validate the effectiveness of our cybersecurity and data-privacy controls and to identify material risks and improvement opportunities.
- ✔ Conducted an executive-level tabletop exercise to validate leadership response and incident readiness during a simulated cyber event to strengthen our ability to manage high-impact cybersecurity and privacy incidents.
- ✔ Engaged a fractional CISO to provide executive cybersecurity leadership and strengthen governance, alignment, and stakeholder confidence.



At MEC, we take a comprehensive and multifaceted approach to protect information in our care from customers, suppliers and employees.

We use **safeguards** as well as **multiple levels of employee training to protect digital information**. We have established a wide range of data security protections and maintain a data risk management strategy that includes monitoring emerging security threats and assessing appropriate responsive measures.



Our cybersecurity risk management program aligns with the National Institute of Standards and Technology (NIST) framework, which organizes cybersecurity risks into five categories: identify, protect, detect, respond and recover.

We continuously monitor and evaluate our cybersecurity position and performance through **regular vulnerability scans, penetration tests and threat intelligence feeds**. We validate compliance with our internal data security controls using security monitoring software and audits performed internally or with 3rd party partners.



Oversight of cybersecurity risk is maintained by the Company's Board of Directors and supported by the Audit Committee of our Board of Directors.

The Audit Committee of our Board of Directors **sets expectations, ensures accountability and reviews management's assessment of the effectiveness of our cybersecurity controls**, including policies and procedures to address our cyber risks and overseeing the Company's cybersecurity disclosures.

# BUSINESS ETHICS AND GOVERNANCE



## Ethical Culture & Values

MEC conducts its business in accordance with the highest standards of integrity, honesty, and ethical conduct. Our core values—**integrity, respect, and teamwork**—combined with a strong focus on agility, customer commitment, and collaboration, guide how we operate and make decisions across the organization.



## Code of Conduct

MEC's **Code of Conduct sets clear expectations for employees and shareholders and reinforces our ethical culture.** The Code addresses key topics including conflicts of interest, business ethics, confidentiality, and whistleblower protections.



## Governance Framework

The Board of Directors demonstrates its commitment to strong governance through MEC's Corporate Governance Guidelines, which are reviewed annually by the Nominating and Corporate Governance Committee.



## Board Oversight

Board oversight is supported by three standing committees—the Audit Committee, Compensation Committee, and Nominating and Corporate Governance Committee—each operating under Board-approved charters that define responsibilities and governance practices.

# COMMUNITY ENGAGEMENT

We understand that our continued success is inseparably linked to the continued success of the communities we live and work in. At MEC, **we are passionate about serving our communities as good corporate citizens.** Our community initiatives, including our volunteer and disaster relief efforts, are designed to enhance employee engagement and retention.

In 2025, our corporate partnership with the American Cancer Society included participation in local and national initiatives.

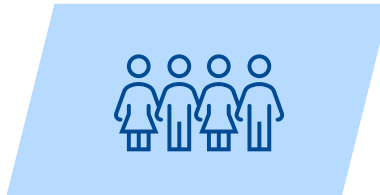


In 2025, MEC partnered with 45+ organizations across nine states to strengthen the communities where we live and work.



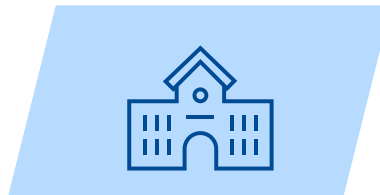
## COMMUNITY SUPPORT

- Wisconsin Homeless Veterans Initiative
- Wounded Warriors
- Bedford County Fire Department
- United Way
- and others across our communities



## HEALTH & HUMAN SERVICES

- American Cancer Society
- Ronald McDonald House
- Conquer Childhood Cancer Now (CCCN)
- Bedford County Food Pantry
- and others across our communities



## EDUCATION & YOUTH

- Greenwood High School
- Heber Springs School District FCCLA
- Literacy Center of West Michigan
- Tinora Ball Association
- and others across our communities