



GENERAC[®]

2025 Sustainability
and Impact Report

Published April 2026



A Message From Our Chairman, President and CEO

GRI 2-12

The forces shaping our industry are unlike anything we've seen in the 66-year history of this company. The grid is strained. Power prices continue to rise as data center investment, electrification and aging infrastructure drive demand beyond what the current system can deliver. For homeowners and businesses, the need for reliable, accessible and affordable power has never been more important.

At Generac, our strategy of Powering a Smarter World is built around the megatrends we're seeing: lower power quality, higher power prices, accelerating demand from AI and data centers and the growing need to invest in critical infrastructure. We are developing integrated ecosystems of products and technologies designed to help our customers not only keep the power on, but also keep their energy costs in check.

In 2025, we put that strategy to work. We launched our redesigned air-cooled home standby generator with improved fuel economy and 25%+ fewer components. Through ecobee's Grid Resiliency service, more than 143,000 enrolled devices demonstrated 108 MW of peak load reduction capability across three major U.S. markets, showing that homeowners can play an active role when the grid is under stress. In Puerto Rico, Generac systems supporting a U.S. Department of Energy resilience program sustained over 20,000 cumulative backup hours during an island-wide outage, with nearly all systems transitioning to backup automatically.

On the commercial and industrial side, we expanded our manufacturing footprint with two new facilities and completed several acquisitions to broaden our portfolio, helping us meet the rising demand for backup power across data centers, telecom and critical infrastructure. We also strengthened storm readiness by growing our response volunteer team from 60 to more than 140 employees and opening a new distribution center in Augusta, Georgia.

Beyond our products, we continued to invest in our people and communities. Programs supported by Generac reached more than 82,000 students. We celebrated 25 years with GPS Education Partners, a workforce development program that started at Generac and has since prepared more than 1,400 students for skilled careers. And a record 91% of our global workforce participated in our annual engagement survey, with improvements across every factor.

This report reflects the progress we've made and the discipline behind it — with expanded metrics, deeper insight into our environmental and social programs and continued alignment with leading reporting frameworks. We remain committed to making a difference through our products, our people and the global communities we serve. That commitment drives everything we do.

Thank you,

Aaron P. Jagdfeld

Chairman, President, and Chief Executive Officer

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About This Report

GRI 2-1, 2-2, 2-3, 2-4, 2-5

Report Scope & Boundaries

This 2025 Sustainability and Impact Report (covering January 1 to December 31, 2025) builds on previously published reports and includes all Generac subsidiaries and international operations as described in our 2025 Annual Report unless otherwise noted.

Here we cover the overall Generac Sustainability and Impact strategy and how we're executing our mission to lead the energy evolution to more resilient, efficient and sustainable solutions. This is a valuable resource for stakeholders across our value chain to understand progress and performance on key Sustainability and Impact metrics.

We continue to report in alignment with material topics across the most established and recognized frameworks, guidelines and standards, including the Sustainability Accounting Standards Board ("SASB"), the United Nations Sustainable Development Goals ("SDGs"), the Task Force on Climate-related Financial Disclosures ("TCFD") and with reference to the Global Reporting Initiative ("GRI").

Any restatements of information made from previous reporting periods will be explained accordingly. The data included in this report has been collected based on Generac's internal systems and processes and is not externally assured. Select data and content have been reviewed by Generac's Internal Audit function.

Generac's Commitment to Transparency

We believe in the transparent sharing of various Sustainability and Impact metrics and progress toward our goals. All receive oversight by our Sustainability and Impact Executive Committee and Steering Committee, as well as board-level oversight by our Nominating and Corporate Governance Committee and other Board committees, as applicable. We encourage interested parties to share their questions and comments with us at sustainability@generac.com.

Forward-Looking Statements

Certain statements made throughout this report, as well as other information provided from time to time by Generac or its employees, may contain forward-looking statements and involve risks and uncertainties that could cause actual results to differ materially from those in these forward-looking statements. Please see our [SEC filings](#) for a list of words or expressions that identify such statements and the associated risk factors.

Forward-looking statements give Generac's current expectations and projections relating to the Company's financial condition, results of operations, plans, objectives, future performance, and business. Such forward-looking statements are not guarantees of performance or results and involve risks, uncertainties (some of which are beyond the Company's control), and assumptions.

About This Report

Materiality Assessment

GRI 2-29, 3-1, 3-2, 3-3

At Generac, we focus on identifying the Sustainability and Impact topics that matter most to our business – and our stakeholders. To support this effort, we engaged an independent third party to conduct a comprehensive materiality assessment* that captured perspectives from both internal and external audiences.

The assessment evaluated more than 2,300 unique data points from Sustainability and Impact ratings agencies, peer disclosures and industry frameworks. These insights help inform our short-, medium- and long-term priorities for improvement and disclosure.

Key stakeholders included investors, customers and suppliers, as well as Generac employees, executives and board members.

In addition, Sustainability and Impact topics are integrated into our annual Enterprise Risk Management process to support ongoing evaluation and informed decision-making.

**Generac completed its initial Materiality Assessment in 2022. The topics are reviewed annually and refreshed every 3-4 years or upon significant business change. As used in this Report, the term "materiality assessment" refers to a process of identifying those Sustainability and Impact topics that may be considered relevant to the Company, as determined through a series of surveys and interviews. "Materiality" as used herein is not intended to be, and should not be construed as "materiality" or "material" as used in the U.S. securities laws, for financial reporting, or for any other purposes.*

Top Materiality Topics By prevalence and influence	
1	Health & Safety
2	Human Capital Management
3	Cybersecurity
4	Energy Management
5	Stakeholder Engagement
6	Business Ethics
7	Social Impact of Supply Chain
8	Water Management
9	Human Rights
10	Materials & Waste Management

Generac manages its material environmental, social, and governance topics through defined ownership, integrated business practices, and ongoing performance monitoring embedded in enterprise decision-making and risk management processes. Executive leadership sets priorities and tracks performance using established metrics, while the Board of Directors and its committees provide oversight of material risks and opportunities. Management and oversight are supported by internal controls, policy monitoring, internal audits, enterprise risk assessments, and regular performance reviews across Sustainability and Impact areas.

Stakeholder Engagement Connecting and staying accountable across our value chain	
Customers	We're committed to delivering peace of mind and dynamic service to our customers, including 24/7/365 personalized support. Customer Satisfaction and net promoter scores are evaluated quarterly.
Employees	Our People Promise is rooted in the four pillars of Inspire, Impact, Influence and Innovate. We conduct annual goal setting, performance reviews and employee engagement surveys to ensure we're listening to our people.
Board of Directors	The Nominating and Corporate Governance committee reviews and assesses the progress of key Sustainability and Impact activities quarterly, at minimum.
Executive Leadership	The Executive Sustainability and Impact Committee engages monthly reviews and approves annual environmental performance.
Commercial Delivery Partners	Our network of dealers, wholesalers, retailers and e-commerce partners are invited to Generac's annual conference and engage regularly with dedicated account leaders.
Government & Trade Associations	Generac's Policy team collaborates with various stakeholders, including U.S. federal agencies, Congress officials, state public service commissions, energy offices, and other state executive branch agencies and legislatures.
Local Communities	We're committed to being a responsible member of the communities where we live and work, demonstrating corporate citizenship through engagement programs that include volunteering and giving .
Investors & Analysts	Executive leadership engages in quarterly Q&A, investor conferences and in regular dialogue both virtually and in-person.

About This Report

Pramac's 2025 Double Materiality Assessment (DMA)

GRI 3-1, 3-2

In 2025, Pramac conducted a Double Materiality Assessment (“DMA”) to identify environmental, social, and governance topics that are most significant from both an impact materiality and financial materiality perspective. The assessment was performed in alignment with the EU Corporate Sustainability Reporting Directive (CSRD – Directive 2022/2464/EU) and the European Sustainability Reporting Standards (ESRS) and is consistent with CDP requirements for identifying material climate-, water-, and nature-related risks, impacts, and opportunities across the value chain.

Pramac’s DMA followed a structured, ESRS-aligned methodology that included:

- Mapping of business activities and the upstream and downstream value chain;
- Identification and screening of actual and potential Sustainability and Impact risks and opportunities (IROs) across all ESRS topical standards; and
- Assessment of impact severity and likelihood, as well as financial risk and opportunity magnitude, informed by internal workshops, management interviews, and targeted surveys.



A quantitative threshold set at the 80th percentile was applied to the scoring results. Any topic associated with at least one material impact, risk, or opportunity exceeding this threshold was classified as material. The outcomes of the DMA inform Pramac’s strategy, risk management, and sustainability disclosures, including inputs into Generac’s CDP reporting on governance, risks and opportunities, and strategic resilience.

Key Results

The Double Materiality Assessment identified a focused set of priority Sustainability and Impact topics.

Environmentally, energy management and circular economy considerations emerged as material, reflecting exposure to energy price volatility, resource availability, and waste-related regulatory requirements. Social priorities center on workforce health, safety, and rights within Pramac’s operations and value chain, while governance topics emphasize ethical business conduct, responsible supplier management, and cybersecurity risks related to operational resilience and data protection.

Comparatively, between Pramac’s material topics and Generac’s Top ESG Topics confirms strong alignment, particularly across energy management, materials and waste, human capital management, health and safety, human rights, business ethics, supply chain impacts, and cybersecurity.

ESRS	Pramac's Material Topics
E1: Climate Change	Energy
E5: Circular Economy	Resources inflows, including resource use
	Waste
S1: Own Workforce	Working conditions (excluding H&S)
	Health & Safety
	Other work-related rights
S2: Workers in the VC	Other work-related rights
G1: Business Conduct	Corporate Culture
	Protection of whistleblowers
	Management of relationships with suppliers including payment practices
Entity Specific	Cybersecurity
Included by default	Stakeholder engagement

01

Our Company

**Generac at
a Glance**



**Values &
Competencies**



**Enterprise
Strategy**



**Financial
Overview**



Waukesha, Wisconsin - Home to Generac Headquarters

We're leading the evolution to more resilient, efficient and innovative energy solutions across the globe as a **total energy solutions company.**

“Our strategy is only as meaningful as the outcomes it delivers for our customers, our employees and the communities where we live and work. This report shows how we're turning that strategy into measurable progress, from the products we build to the people we invest in.”

Jen Anderson

Executive VP Global Corporate Strategy & Development



The first crew at our new Industrial Manufacturing Facility in Beaver Dam, WI

Generac at a Glance

GRI 2-1, 2-6

Founded in 1959 with engineering and manufacturing at its core, Generac introduced the first affordable backup generator – and later pioneered the automatic home standby generator category.

Today, Generac is a total energy solutions company.

As a leading global designer, manufacturer and provider of energy technologies, we offer generation equipment, solar and storage systems, management devices and integrated solutions for residential, commercial, data center, telecom, rental and industrial customers worldwide.

Together, these offerings form the Generac home and commercial energy systems – helping customers generate, store, manage and monitor power with greater resilience, efficiency and control.





Powering a smarter world.

Improve energy resilience and independence.



Increase power reliability through onsite generation and storage solutions that provide resiliency for homes, businesses and communities.

Optimize energy efficiency and consumption.



Enable efficient power generation and consumption through monitoring, management and energy optimizing solutions.

Innovate to protect and build critical infrastructure.



Offering innovative solutions that enable and protect next-generation energy production, data centers, and other critical infrastructure.

Our Purpose: Lead the evolution to more resilient, efficient, and innovative energy solutions.

Generac Overview

SALES MIX BY SEGMENT*



Total Net Sales
\$4.2 Billion



Adjusted EBITDA
\$716 Million



Free Cash Flow
\$1.3 Billion
Last 3 years FCF



Residential: 59% (\$2.5B)
C&I: 41% (\$1.7B)



Scale

~9,400 global employees and 19 manufacturing facilities



Innovation

~1,200 engineers worldwide focused on product development and quality

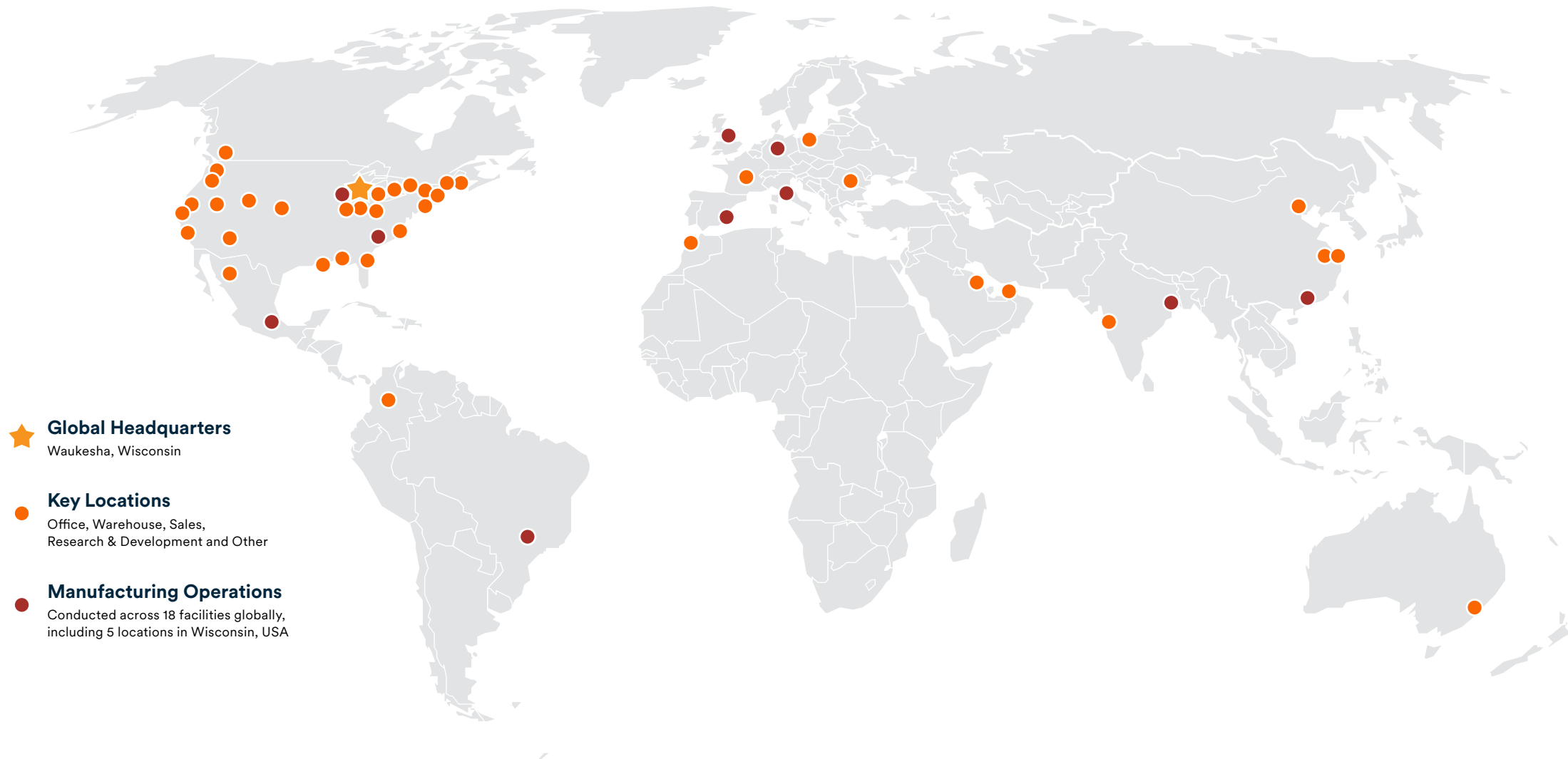


Distribution

Omni-channel distribution with thousands of dealers, wholesalers, retailers, and e-commerce partners

Global Footprint

As of December 31, 2025, Generac is doing business in over 150 countries with over 9,400 employees including more than 1,200 engineers worldwide.



Corporate Values

Corporate values are the responsibility of everyone at Generac to uphold. We promote a culture of continuous improvement through the development of policies, strategies, training and procedures that reinforce our values.



Agility

We are agile and act with urgency.



Innovation

We innovate to solve real world problems.



Integrity

We do the right thing.



Teamwork

We win as one team.



Accountability

We take ownership for our actions.



Customer

We are customer-centric.

Corporate Competencies

Generac’s core competencies and leadership competencies together define the behaviors, and people-leadership capabilities expected of employees and leaders to consistently execute strategy, build trust, drive accountability and innovation, develop talent, and align day-to-day performance with Generac’s values and long-term business objectives.

CORE COMPETENCIES



Action Oriented

Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm



Collaborates

Building partnerships and working collaboratively with others to meet shared objectives



Ensures Accountability

Holding self and others accountable to meet commitments



Instills Trust

Gaining the confidence and trust of others through honesty, integrity, and authenticity



Cultivates Innovation

Creating new and better ways for the organization to be successful



Customer Focus

Building strong customer relationships and delivering customer-centric solutions

LEADERSHIP COMPETENCIES



Builds Effective Teams

Building strong teams that apply their unique skills and perspectives to achieve common goals



Decision Quality

Making good and timely decisions that keep the organization moving forward



Drives Vision & Purpose

Painting a compelling picture of the vision and strategy that motivates others to action



Manages Ambiguity

Operating effectively, even when things are not certain or the way forward is not clear



Plans & Aligns

Planning and prioritizing work to meet commitments aligned with organizational goals



Strategic Mindset

Seeing ahead to future possibilities and translating them into breakthrough strategies

Megatrends Underpin Our Strategy



Lower Power Quality

- More frequent severe and volatile weather impacting aging grid, causing increased power outage activity
- Increasing intermittent generation sources and accelerating electrification trends drive supply/demand imbalances



Higher Power Prices

- Investment required to upgrade grid infrastructure and build cleaner generation, storage, and T&D assets pushing prices higher
- Rising prices causes home and business owners to adopt energy management solutions



Accelerating Artificial Intelligence Adoption

- Significant power needs for data center buildout and AI adoption could drive further grid instability
- Hyperscale and edge data center acceleration require significant backup power



Required Investment in Global Infrastructure

- Upgrading of aging and underinvested legacy infrastructure systems
- Expanding investment for increasingly critical technology infrastructure



Growing Demand for Cleaner Alternative Fuels

- Natural gas and other alternative fuels are vital to the energy transition
- Cleaner-burning sources of non-intermittent power generation and resiliency solutions



Home as a Sanctuary

- Increasing importance of the home with more people working from home and aging in place
- More intelligent and connected home and desire for improved energy efficiency

Powerful Alone. Brilliant Together.

The Generac Home Energy System

Every component of our **Home Energy System** is an opportunity for customers to use energy on their terms.

Whether it's one solution at a time or all at once, each is intentionally designed to work seamlessly together to **provide resilience, safety, savings and comfort.**

With flexible configurations and smart compatibility, there's a solution to fit any power need or energy goal.



Full ecosystem delivers energy savings and unlimited resiliency



Control and visibility into performance on the wall with ecobee



Homeowners can install the full ecosystem or the portions most relevant to their needs



New Residential Segment:
\$2.5B net sales



Building Generac's Industrial Energy Ecosystem

Seamless End-to-End Power Solutions

Generac Energy Ecosystems, also referred to as microgrid solutions, combine distributed energy resources and controls to **support resilience and efficiency** in commercial and industrial applications.

Depending on site requirements, systems may be implemented in phases or as fully integrated architectures to support operational continuity and energy management.

Typical configurations include **generators, battery energy storage (BESS), transfer switches, switchgear, microgrid controllers and remote management software**, providing monitoring, coordination and control across assets at the site or portfolio level.



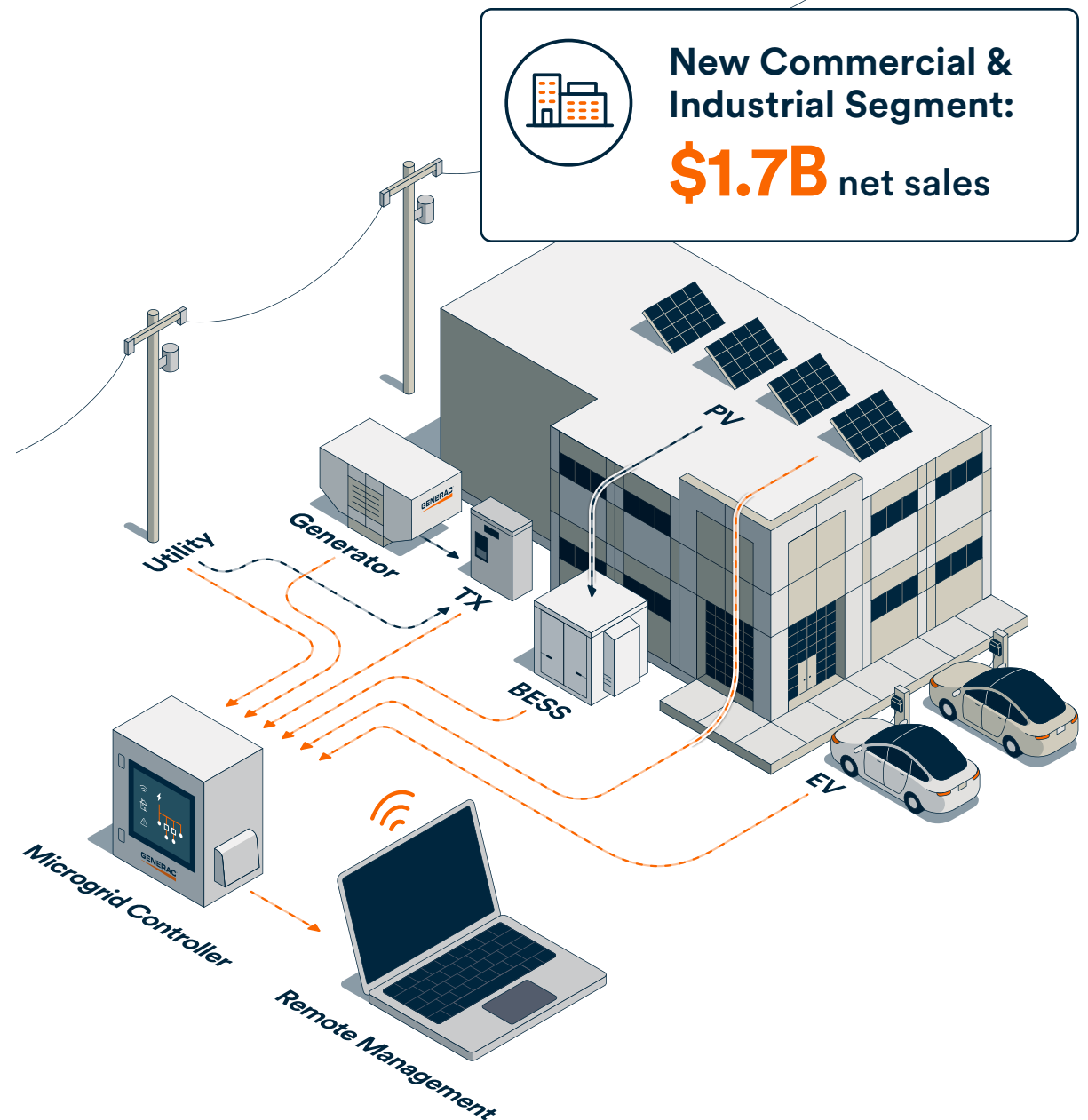
Integrate solar PV, battery energy storage, generators, EV chargers, switches and more



Control and optimize all your on-site energy assets with our microgrid controller



Monitor and control your assets remotely with our connectivity solutions



Financial Overview

Generac's strong balance sheet and long-term cash flow generation allows for flexibility to execute on future shareholder-value enhancing opportunities.

Disciplined Capital Allocation



Organic Growth

Cap Ex target = 3.0 - 3.5% of Net Sales



Strategic M&A

Opportunistic acquisitions that fit into current strategy



Healthy Balance Sheet

Target leverage of 1 -2x Debt:EBITDA



Return Capital to Shareholders

Over \$1B of buybacks since 2021 at an avg price of \$138

Revenue Growth

Decades Long Track Record of Growth

~14% CAGR 2000-2025



02

Making an Impact At Generac

Sustainability and
Impact Highlights



Company Awards
& Rankings



Quality & Safety



Energy
Resilience



Sustainable
Development Goals



Cravinhos, Brazil - Home to GPR Brazil Equipamentos Ltda



Sustainability and Impact Highlights

It's the "why" we do what we do that matters...leading the evolution to more resilient, efficient and innovative energy solutions.

43.9 TWh

Of energy savings since inception by customers using our ecobee Home Energy Management Systems*

390,000

Verified carbon units generated from ecobee devices*

82,000+

Students impacted by educational programs supported by Generac

16,000+

Employee Volunteer hours since 2022**

~40,000

Learning courses offered to leaders across the organization

5.8%

Of revenue spent on research and development

\$1.6 M+

Saved by implementing energy consumption reduction initiatives since 2022

39%

Reduction in Total Recordable Incident Rate (TRIR) since 2022

3

Employee Communities that connect around shared interests, drive business initiatives, and strengthen our culture

1,200+

Engineers dedicated to developing a broad range of energy technology products and solution

86%

Of domestic GPS Sites have completed energy audits since 2021

79%

Of waste from global operations was recycled in 2025

268 GWh

Energy produced by PWRcell solar battery + storage units in 2025

100%

Independent Board committees

Board

Nominating and Governance Committee overseas our Sustainability and Impact activities including climate risk

*Based on internal measurements and methodology described on www.ecobee.com/savings (Not inclusive of impacts delivered by eco+)

**2022 is US and Canada only, subsequent years are global data.

Sustainability and Impact Highlights

Commitment & Accountability to Our Value Chain



Continuous Improvement in Health and Safety

With prevention as our key focus, we achieved a ~33% lower Total Recordable Incident Rate (TRIR) than our NAICS code comparable peer set.



Empowering Homeowners to Participate in Energy Resiliency Efforts

In 2025, ecobee deployed its Grid Resiliency service across three major markets. In total, 11 events were called over summer 2025 with a total of 108 MW of load shift capability demonstrated in the markets that were impacted.



Quality Ingrained in New Product Development

In 2025, Generac introduced our redesigned Air-Cooled Home Standby Generator that reduces parts, eliminates waste, and simplifies installation and improved fuel efficiency.



Learning and Development

We introduced Core & Leadership Competencies across the organization in 2025 and reached an 80%+ completion rate in introductory learning courses.



91% Engagement Survey Participation

Global Engagement Survey Participation: Our annual employee engagement survey achieved record participation levels, delivering critical insights that inform enterprise-wide people strategies.



Volunteer Hours

In 2025, our employees participated in 5,687 collective hours of volunteer time (US/CAD only). Within the total for the year, the Season of Giving volunteer hours in November and December increased by 50% from the prior year.

Company Awards and Rankings

Our commitment to quality is a core pillar of our enterprise strategy, “Powering a Smarter World.” Grounded in our guiding principles, including Excellence, we set high standards across our operations through product safety and regulatory compliance.

This approach continues to earn industry recognition and reinforces our leadership in quality and performance. The awards and rankings that follow reflect this ongoing focus.



Good Housekeeping

ecobee [Smart Video Doorbell Camera](#) was chosen as “Smartest Home Security” as part of Good Housekeeping’s Home Renovations Awards 2025 saying the ecobee app is highly intuitive to use and praising the camera’s expansive viewing angle and excellent video quality.



Forbes

ecobee claimed the two top spots on Forbes’ Best [Smart Thermostats](#) of 2025 list. Smart Thermostat Premium was selected as Best Overall and Smart Thermostat Essential was chosen as Best Value.



New York Times

Wirecutter recognized the Generac [iQ5200 DF](#) 3900 Watt Dual Fuel Inverter Generator as a reliable midrange dual-fuel portable generator.

Wirecutter also recognized ecobee as two of the top four [smart thermostats](#) of the year: Top Pick for the Smart Thermostat Premium and Runner-up for the Smart Thermostat Essential.



Great Place to Work® Canada

ecobee is proud to be recognized as one of the 2025 Best Workplaces™ by [Great Place To Work](#) for the fourth year in a row and highlights our ongoing commitment to put people at the heart of everything we do.



GOOD DESIGN Awards

Recognized by the GOOD DESIGN Awards for our [GP7500E](#) Dual Fuel Portable Generator and [XG04045](#) Liquid-Cooled Home Standby Generator, [PWRcell 2](#), for improving usability during power outages and enhancing, modern aesthetics in home energy solutions.



Popular Mechanics

Generac [9,500 Tri-Fuel](#) Portable Generator recognized as the best value generator by Popular Mechanics.



Red Dot Design Award

The [PWRcell 2 and XG Series](#) have been recognized by Red Dot Design Award for exceptional product design.

The Red Dot Design Awards is one of the world’s largest design competitions, recognizing excellence in product design, innovation, and functionality. We’re honored to have our work acknowledged on this global stage.



Yahoo Tech

Generac [PWRcell](#) recognized as best solar batteries of 2025 by Yahoo Tech.



New York Post

Generac [Guardian 26000](#)-Watt Dual Fuel Standby Generator recognized as the best home backup generator by the New York Post.

Commitment to Product Quality

GRI 416-1, 417-1

We're committed to producing safe, quality products designed to protect homes, businesses and critical infrastructure from energy instability.

Guided by our core Excellence value, Generac teams focus on continuous improvement and customer experience, working together to increase value and provide products that will safely and efficiently satisfy customer needs.

Aligned Goals

Our emphasis on product, customer and employee safety is integral

Through ongoing training, problem solving and communication, we cultivate a culture of ownership, safety and accountability where team members take pride in contributing to our collective success

Collaborative Teams

Product Safety Review Board manages the creation, implementation and continuous improvement of product safety processes and procedures

Generac Design Process includes hazard reviews to help identify and design out potential safety risks

24/7/365 technical customer experience team provides support and plays a crucial role in establishing trust in Generac

Continuous Improvement

Continuously measuring and evaluating our plans, our work and our products drives business performance

Our **Drive to Zero** program is designed to eliminate injuries, nonconformances and waste in Generac operations

Corporate Quality Managers monitor the health of products in the field and drive improvements into our designs, methods and supply chain

Quality Results

Safer Products

Reliable Products

Available Support

With the continuous improvement mindset, we recognized the product development process needed improving. In 2025, we improved the new product introduction process by integrating customer, compliance and service requirements earlier in development; preventing unplanned activities that improve validation and quality of product performance.

Commitment to Product Safety

GRI 403-7, 416-1

Product safety is a shared responsibility at Generac. Employees involved in designing, manufacturing, selling and servicing our products receive training on the product-safety requirements and practices that apply to their work.



Safety by Design

A cross-functional team from Engineering, Corporate Quality and Legal participates in hazard reviews as part of the Generac Development Process (GDP) for new products.



Production & Quality Assurance Processes

Taken throughout manufacturing to help prevent and detect deficiencies. Changes in design, production and distribution are subject to control and documentation.



Corrective Action

The Generac Product Safety Review Board (PSRB) issues any appropriate corrective action directives and reports to external regulatory agencies, such as the Consumer Product Safety Commission, if necessary.



Training

All Generac employees are required to complete the Generac Product Safety Compliance training. Role-specific training is also conducted continuously through classroom and on-the-job training, publications, bulletins and other instructional methods.



Supply Chain Processes

Our expectations extend beyond internal operations, providing all suppliers with product specifications related to safety and compliance.



Ongoing Monitoring

Once released for distribution, overall product field health (including safety concerns) are continuously monitored. The PSRB meets routinely to help ensure products meet applicable design and safety standards.



Records

Product safety-related records are kept as required to help promote timely detection of product safety trends and to support traceability.

Meet Our Product Safety Team

Our dedicated team and resources are here to identify product safety concerns early in the process.



Product Safety Month

In April, we celebrate Product Safety Month to help keep the importance of product safety in everyone’s mind. Highlights and activities included:

- **A formal letter from the CEO highlighting the importance of Product Safety in all we do**
- Product safety banners and tabletop tents deployed at all US and Canada facilities
- **Weekly Product Safety announcements, including:**
 - › A refresh of the company-wide Product Safety training
 - › “Design for Product Safety” training for all North American engineering groups
 - › Operations-specific training for all US and Canada operations groups highlighting their procedures where product safety is impacted

ISO Management Systems

We apply internationally recognized ISO management systems across key locations to strengthen governance, environmental performance, and workforce safety:



11 sites certified to ISO 9001
(Quality Management)



4 sites certified to ISO 14001
(Environmental Management)



2 sites certified to ISO 45001
(Occupational Health & Safety)

Design for Safety (DfS) eliminates waste by reducing risk of injury to the end user and potential for recalls. The Product Safety Design Guidelines identify the product safety requirements at the onset of product development. Three Hazard reviews occur throughout the development cycle.

Turning a Near Miss into a Better Design

Safer Shipping and Lifting for Industrial Generators

During an installation lift, cover plates separated from an industrial generator and fell onto the trailer. **Thankfully, no one was injured** – but the incident reinforced why product safety matters in the field.

The details: Cover plates are an optional add-on for our industrial generators to help keep birds and rodents out.

Our design process specified the cover plate and generator ship on separate pallets. However, some customers placed orders with the cover plate installed.

Our operations team put safety first and found no safe way to mount and ship the unit together.



Response: Redesign the cover plates to allow for shipping while already mounted in response to customer requests and standardize shipping processes.

Result: We identified a safety issue, found a solution to the engineering problem, improved processes and satisfied our customers!

Energy Resilience: Advancement in Cleaner Fuels

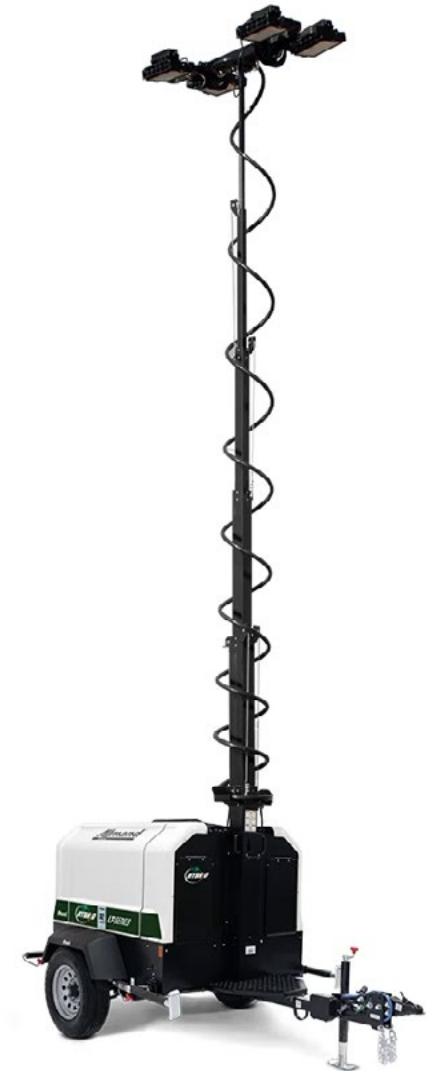
Driving Customer Resilience Through a Diversified Energy Portfolio

GRI 302-5

Generac's portfolio includes both combustion-based solutions and technologies with zero direct emissions at the point of use. Our portfolio of products and solutions reflects the changing energy needs and preferences of our customers.

Our portfolio of product solutions includes battery energy storage systems (BESS) for residential and commercial applications, electric, and solar amongst others that do not require on-site fuel combustion. These offerings support electrification, improve energy efficiency and help reduce operational emissions – while strengthening reliability and energy management.

Combustion-based systems powered by natural gas, propane, gasoline and diesel remain essential where high power density, long run times or emergency backup are critical. We continue to improve the efficiency of our products through lower fuel requirements and more intelligent control systems, along with providing hybrid configurations including BESS.



The new Allmand Hybrid LT-Series, combining the power of a diesel engine with the power of two 7kWh batteries.

Energy Resilience: Newly Redesigned Air-Cooled Home Standby Generator

Smarter Design. Leaner Manufacturing. Real-World Impact.

In 2025, Generac launched our newly redesigned air-cooled home standby generator. Beyond offering the widest range of power options (10kW-28kW), the re-design was focused on improving the customer and installer experience while increasing the efficiency of the product.

Fuel consumption decreased via design choices:

- Next-generation Electronic Fuel and Ignition Control (EFIC)
 - › ~ 3% lower fuel use at 50% load
 - › ~ 5% lower fuel use at 100% load
- More efficient space allocation
 - › 20%+ uplift in logistics efficiency driving reduction in transportation fuel¹

Quality and serviceability improved through:

- 25%+ reduction in components improving quality
- Built-in connectivity and expanded diagnostics improve monitoring for proactive service
- Reduced install time via simplified configuration

Waste reduction driven by:

- Reduced service waste through fewer adjustments, less rework and lower consumable use
- Hydraulic lifters eliminate valve lash adjustments, reducing maintenance complexity and waste

Emissions reductions results:

- › Natural gas: CO ~40% lower; NOx + NMHC ~8% higher
- › Liquid propane: NOx + HC ~20% lower; CO roughly equivalent

¹Units per truckload increased, reducing transportation intensity per unit



Energy Resilience: Generac Is There When the Grid Becomes Unreliable

Puerto Rico DOE Project Performance

On April 16, 2025, an island-wide outage resulted in the failure of all major generation assets, interrupting service across the territory. During the outage, Generac solar + storage systems supporting the U.S. Department of Energy's Puerto Rico Energy Resilience Fund (PR-ERF) performed reliably and stayed ready when the grid failed.

- Systems sustained over 20,000 cumulative backup hours while having no batteries fully deplete during the event
- Average state of charge was 96% at the start of the outage, reflecting strong preparedness across the fleet



When power was restored to 99% of Puerto Rico at 9AM April 18th, 73% of Generac's PR-ERF fleet still lacked grid power and were supported by their back-up systems, nearly 48 hours into the outage.

Generac systems enabled reliable, distributed backup power to help protect critical services and community energy access demonstrating why localized resilience remains critical where recovery is slowest.

~400 households that would have otherwise lost power kept the lights on through the night thanks to Generac's fleet of solar + storage systems.

ecobee Grid Resiliency

Grid Resiliency (GR) is part of ecobee's thermostat optimization platform, eco+. GR allows grid operators to reduce energy demand across eco+-enrolled homes, complementing traditional demand response programs.



During a stress event, GR makes small, temporary temperature adjustments in advance of an energy spike to reduce home energy use when it's needed most.

Key Results from Grid Reliability Events (U.S. and Canada Capacity Potential: 2.8 GW):¹

- Peak reductions exceeding 1 kW per device (avg. reduction of 0.65 kW)
- 73% average homeowner participation rate across all event hours
- 108 MW of total peak load reduction capability across markets

Market	Average Devices	Average Event Duration (Hours)	Average per-device kW Reduction	Maximum per-device kW Reduction
CAISO ²	~61,000	4:00	0.21	0.46
ERCOT	~55,000	2:06	1.05	1.56
SPP	~16,000	2:00	1.00	1.25
Total ³	~132,000	2:58	0.65	1.01

¹ Grid Reliability Events report examined 11 GR events across CAISO, ERCOT and SPP territories, with more than 143,000 ecobee devices enrolled

² Accreditation is based on estimated performance at extreme weather. At CAISO planning conditions, we estimate the GR per-device capability at approximately 0.5kW average and 1.0kW maximum

³ The average and maximum values are weighed calculations across markets by the number of devices

Energy Resilience: Industrial Energy Ecosystem Case

Energy for Greater Resilience

For a major Northern Minnesota industrial manufacturer, frequent grid outages were putting daily operations at risk, interrupting production and driving up costs. The priority was simple: keep the facility running without disruption, while managing energy more efficiently.

To meet that need, the manufacturer implemented a Generac smart microgrid; integrating natural gas generation, battery energy storage and intelligent controls.

The system responds in under one second when the grid goes down, keeping production online and reducing reliance on generators. Battery storage lowers fuel use, helps manage peak demand and adds flexibility as energy needs evolve.

Results: Lower operating costs, a more resilient energy foundation with room to grow, plus:

- Improved outage response from **~30 seconds to <1 second** by adding BESS vs. generator-only solution
- Achieved a **5.2-year payback** through system optimization and available incentives



Preparing for Australia's Data Center Growth

Stack Infrastructure Case Study - Melbourne, Australia (180MW campus with four purpose-built data centers)



Pramac's Baudouin 16M55 is designed for reliability and advanced redundancy, with Uptime Institute and ISO 8528 G3 alignment. The platform is also capable of operating on HVO diesel (EN15940), offering **carbon savings of up to 65%** versus traditional diesel.

During production and testing, machines use a closed-loop cooling system that treats, filters and recirculates water – **saving about 141,000 m³ of freshwater annually** versus traditional systems. This same closed-loop configuration is used in the final on-site generator packages, ensuring consistent water-efficient performance from testing through deployment.



Product Innovation: 2025 Highlights

In 2025, Generac continued to invest and develop across new and sustainable energy solutions.

Next Generation Home Standby Generator



Our redesigned air-cooled home standby generator lineup features models from 10kW to 28kW – the widest range of reliable, efficient air-cooled options available. Electronic Fuel & Ignition Control (EFIC) delivers the industry’s highest output power, along with better fuel economy* and lower emissions.*

**On average vs. Guardian Home Standby Generator*

ecobee by Generac Smart Thermostat Enhanced



Designed to make smarter temperature control simple for people who want comfort and convenience. It also serves as an energy hub for the home, with built-in HVAC energy management to adjust settings during outages to extend backup power runtime and help prevent generator overload.

Allmand® Hybrid Light Tower



Generac acquired Allmand®, a specialized light tower and mobile heating company. The product portfolio includes the new Allmand Hybrid LT-Series, combining the power of a diesel engine with the power of two 7kWh batteries.

PWRmicro Solar Microinverter



Delivers up to 40% more usable power from solar panels into the home than the market leader**, helping customers rely less on the grid and save more on electric bills.

***Comparison based on all residential Enphase IQ8 microinverters.*

PWRcell 2 Solar Battery Storage



Provides a more powerful, resilient and smart way to manage energy needs. Delivers everyday savings of solar to combat rising energy bills with the efficiency to power through outages.

XG Protector Series

Expanded with new liquid-cooled 60- and 80-kW models, providing solutions from 32-80kW. Designed for quiet operation during exercise and reliable backup power generation.



Advancing the Sustainable Development Goals

The 17 United Nations Sustainable Development Goals (SDGs) address challenges facing the developing world and ignite global change. We support these goals through our operations, products and supply chain to help make a positive impact.

Details of how Generac advanced SDGs in 2025 are available in the [appendix](#).



Our commitment to employees includes a Total Rewards program structured around four wellness pillars: Physical, Emotional, Financial and Social.



In 2025, 52% of our corporate and Foundation giving was directed towards STEM education and youth initiatives that reached over 82,000 students.



Our purpose to lead the evolution to resilient, efficient, and sustainable energy solutions drives our strategy of powering a smarter world.



As an employer of 9,400+ people, we foster an exceptional employee experience and cultivate a remarkable workplace culture.



Innovation is one of Generac's core [corporate values](#). In 2025, we developed a range of new products to accelerate the energy transition to help customers with energy resiliency.



An energy industry leader, Generac is committed to producing sustainable products and technologies that benefit families, businesses and communities.



We continuously seek opportunities to minimize our environmental impact, including water and energy usage, waste generation and air emissions.



We are steadfast in our commitment to energy resiliency, which includes integrating the development of more sustainable and efficient power solutions into our enterprise strategy.



Generac collaborates with trade associations, peer networks, academic institutions and engages stakeholders across our value chain to ensure we meet corporate goals and contribute to supporting the SDGs.

03

Environmental

Climate
Resilience



Emissions



Energy



Water



Environmental
Impact



Materials
& Waste



Murcia, Spain - Home to GPR Ibérica, S.A.U.

Climate Resilience

GRI 201-2

We recognize that addressing climate change isn't merely an environmental responsibility – it's also essential for our long-term business success. That's why Generac includes climate-related risks and opportunities in our strategic planning and risk management processes.

To aid in this effort, we're pleased to include a summary of climate-related reporting in accordance with the recommendations of the Task Force on Climate-Related Financial Disclosure (TCFD).

For details, please refer to the [appendix](#).



Governance

Generac's Nominating and Corporate Governance Committee oversees Sustainability and Social Impact, including climate risks. The EVP, Global Corporate Strategy and Development oversees the day-to-day management of Generac's climate management and social impact programs.



Strategy

In the face of an aging grid, increasingly volatile weather and growing energy demands, we have centered our strategy around energy resilience. We are committed to providing more resilient, efficient and innovative energy solutions for our customers. We believe that improving energy sustainability includes three key elements: decarbonization; digitalization, and decentralization. In order to proactively address energy resiliency within our business, we engage our leaders annually through the strategic planning process to identify sustainability risks and opportunities that may affect business groups and strategic initiatives in the short (0-3 year), medium (3 to 10 year), and long-term (10 - 25 year).



Risk Management

Generac manages its climate-related risks and opportunities through our annual enterprise risk assessment process, business continuity plans and annual strategic planning process.



Metrics & Targets

In 2022, Generac launched a greenhouse gas inventory plan, prioritizing Scope 1 and 2 emissions calculations in alignment with the Greenhouse Gas Protocol Corporate Standard.

RISKS

Generac recognizes the potential physical risks to communities from climate change, such as severe storm activity and wildfires, as well as market risks inherent in the transition to a lower-carbon economy.

OPPORTUNITIES

Generac's product mix promotes resource efficiency and lower-carbon options for our customers and communities while improving overall grid resiliency.

Climate Resilience

Providing Climate Resiliency to Our Customers

As a leading provider of home standby power in the U.S., Generac helps customers prepare for and respond to outages after severe weather events. Before storms, we alert customers to potential impacts. After storms, we deploy our Storm Response Team to affected areas to help restore access to power.

We expanded our storm response team from 57 employees in 2024 to 142 helpers in 2025.

Outage Preparedness

Generac offers free guides to help customers prepare for hurricane season, high winds, tornadoes and thunderstorms, and our free Power Outage Central page lets users view nationwide outage impacts in near real time.

Storm Response Dispatch

Our Storm Response Team is made up of trained Generac employees who volunteer to travel to disaster-affected areas to support communities as they restore power.

Storm Response Distribution Readiness

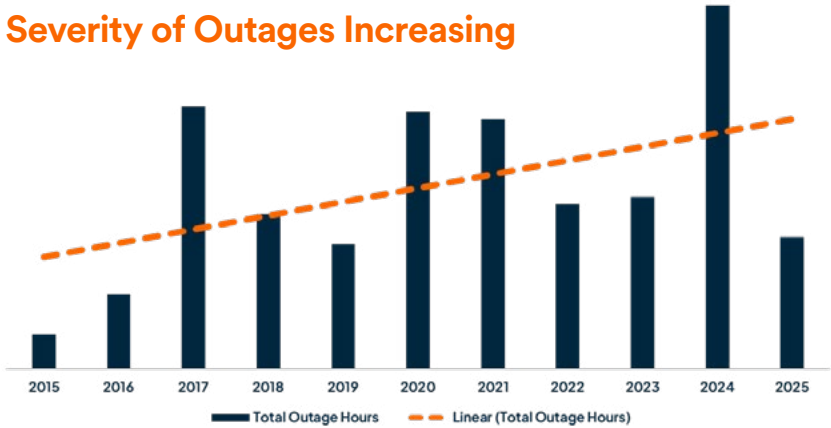
With the addition of distribution centers across the U.S., we're better positioned to respond to increased demand for portable generators during storm activity.



\$3.1 trillion is approximate cost of damages from weather and climate disasters in the U.S. from 1980 to 2025¹

¹2025 in Review: U.S. Billion-Dollar Disasters | Climate Central

Severity of Outages Increasing



5-Year Baseline Average +80% Since 2015

13 Major Outage Events Since 2010; 7 since 2020



Storm Response

New Distribution Centers Supports Storm Response Prep and Supply Chain Efficiency

When storms hit, speed matters. That’s why we continue investing in smarter ways to stage, move and deliver the products people rely on – when they need them most.

Our newest step forward is the Southeast Distribution Center in Augusta, Georgia, now open and operational. This facility strengthens storm response while improving day-to-day efficiency—supporting Generac’s strategy to power a smarter world.

Why it matters:

Faster response during outages: Storing inventory closer to storm-prone regions helps speed deliveries when demand spikes.

More efficient operations:

We’re consolidating five distribution centers – including four vendor-managed sites – into one Generac-operated facility.

Growth for our people:

A multi-year lease and expanded capabilities create new opportunities for our teams.



Facility at-a-glance:

480,000 square feet

New distribution facility in 2025 to serve the Southeastern market

42 dock doors

Inventory includes home standby generators, portable generators, batteries and inverters ready

20 miles from our Trenton, SC plant



In the last major storm events* there were:

97,000 portable generators shipped in response to storms

*Last major storm response events were in 2024

Our Performance

Scope 1 and Scope 2

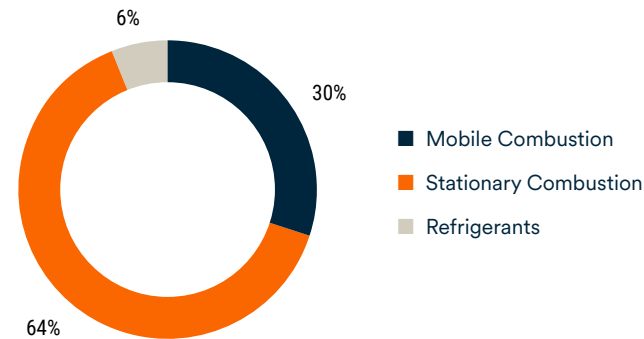
GRI 302-1, 302-3, 302-4

Our greenhouse gas (GHG) emission data and reporting is aligned with the Science Based Targets initiative (SBTi).

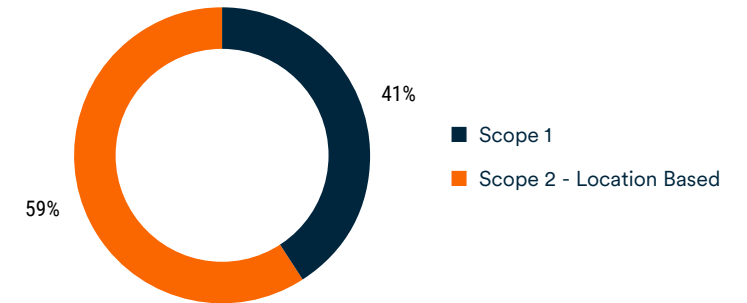
Scope 1 and Scope 2 emissions are primarily associated with operational energy use across our manufacturing facilities, offices, and fleet vehicles. These emissions include the combustion of fuels and the consumption of purchased electricity and district heating.



2025 Scope 1 GHG Emissions Sources



2025 Scope 1 and 2 GHG Emissions



In 2025, Generac’s operational greenhouse gas (GHG) emissions totaled 71,023 tCO₂e, consisting of 41,889 tCO₂e Scope 1 and 29,134 tCO₂e Scope 2 (location-based) emissions.

The year-over-year increase in emissions is primarily attributable to changes in organizational boundaries resulting from acquisitions and the addition of new facilities that were not included in prior-year data, which limits direct comparability across reporting periods. As a result, we plan to re-baseline our historical emissions data to reflect these changes.

The increase also reflects improvements in emissions data quality and reporting methodology. In 2025, we enhanced the precision of our emissions reporting through the use of data management and calculation tools.

We track energy and emissions metrics to monitor performance and inform climate-related decision-making.
(TCFD – Metrics & Targets)

Year-over-year results are not directly comparable in all cases due to changes in organizational boundaries from acquisitions and facility expansions, as well as the phased expansion of data collection scope and underlying data systems.



Emissions Management

GRI 305-1, 305-2, 305-4, 305-5, 305-6

Generac remains committed to building a clear strategy to reduce energy use and emissions across our global operations.

In 2025, we strengthened our enterprise-wide approach to collecting activity data and calculating Scope 1 and Scope 2 greenhouse gas (GHG) emissions. A key step was implementing a global system of record to standardize Scope 1 and Scope 2 data capture. This improved data quality, completeness and traceability, while also strengthening internal governance, documentation and audit trails across our operations. To confirm data accuracy, audits are conducted by the EHS team on a recurring basis and verified independently by the Internal Audit team on a sample basis at year end.

Our emissions inventory is prepared in accordance with the GHG Protocol Corporate Standard using an operational control boundary. We calculate Scope 2 emissions using both location-based and market-based methods, and we transparently document methodologies, emission factors, key assumptions and year-over-year changes.

Together, these enhancements support continuous improvement, increase assurance readiness and improve the relevance and decision usefulness of our emissions data for stakeholders.

Year-over-year results are not directly comparable in all cases due to changes in organizational boundaries from acquisitions and facility expansions, as well as the phased expansion of data collection scope and underlying data systems.

	2023	2024	2025
Scope 1 & 2 GHG Emissions			
Scope 1 Emissions <i>Metric tons (Mt) CO₂e</i>	34,280	30,367	41,889
Scope 2 Emissions - Location-Based <i>Metric tons (Mt) CO₂e</i>	26,534	26,707	29,134
Total Scope 1 & 2 Emissions <i>Metric tons (Mt) CO₂e</i>	60,814	57,075	71,023
Total Scope 1 & 2 GHG Intensity per Sales <i>Metric Tonnes CO₂e/\$ Million USD</i>	15.12	13.29	16.87

Other Air Emissions

Where applicable, other regulated air emission evaluations of our manufacturing operations are conducted in accordance with local regulatory requirements.



100% of domestic manufacturing facilities have Green Teams

Energy Management

GRI 302-1, 302-3

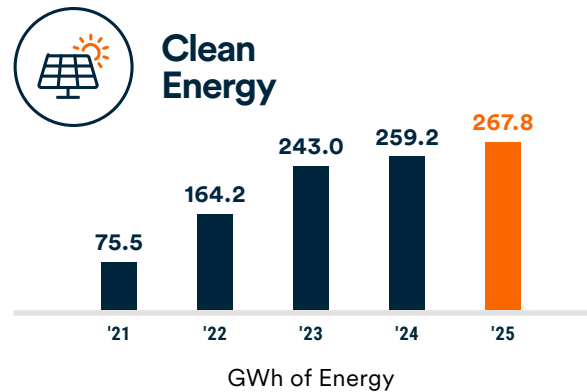
Leveraging our energy technology expertise, Generac has integrated an enterprise-wide energy management program into the Generac Operating System (GOS), reinforcing energy performance as a core operational discipline. This approach aligns governance, data and continuous improvement to drive efficiency, cost optimization and greenhouse gas (GHG) emissions reductions globally.

Our program follows a formal Plan-Do-Check-Act (PDCA) methodology, including goal setting, action planning, implementation and performance review. In 2025, we implemented 19 projects, avoiding over 500 MT of CO₂e. Since 2022, energy reduction initiatives have delivered over \$1.6M in cost savings.

Cross-functional Green Teams at local facilities identify site-level opportunities, support project execution and foster employee engagement, reinforcing our commitment to reducing GHG emissions while strengthening resilience and long-term value creation.

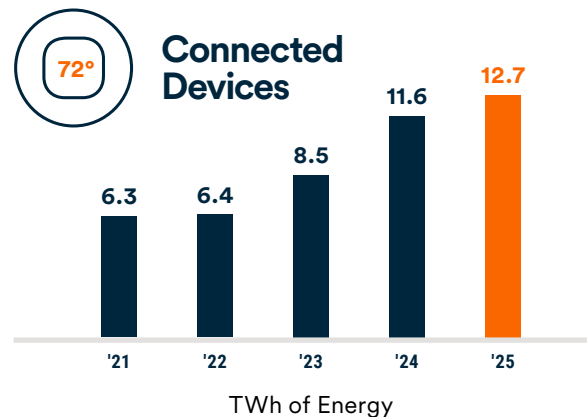
Year-over-year results are not directly comparable in all cases due to changes in organizational boundaries from acquisitions and facility expansions, as well as the phased expansion of data collection scope and underlying data systems.

	2023	2024	2025
Total Generac Energy Consumption			
Total Energy Consumed GJ	758,859	683,567	750,948
Total Electricity Consumed GJ	214,622	212,169	236,266
Total Generac Fuel Use			
Total Fuel Consumed GJ	544,235	471,397	514,683



PWRcell solar battery + storage units produced **267.8 GWh**, equivalent to 179,899 metric tons of CO₂e avoided or removing over **39,000** gas-powered cars from the road for the entire year.*

*Based on the [EPA Greenhouse Gas Equivalencies Calculator](#)



ecobee thermostats delivered over **12.7 TWh** of energy savings in 2025. The emission reductions are equivalent to 2.68 million metric tons of CO₂e avoided or removing over **580,000** gas-powered cars from the road for the entire year.**

**Based on internal measurements and methodology described on www.ecobee.com/savings (Not inclusive of impacts delivered by eco+)

Water Management and Stewardship

GRI 303-1, 303-2, 303-3, 303-4, 303-5

Effective water management is a component of Generac’s environmental management approach and operational resilience. Generac recognizes water as a shared and increasingly stressed resource and manages water use across its global operations to support responsible resource use, protect water quality, and manage water-related risks, with particular consideration given to water-stressed regions.

Governance and Management Approach

Water management at Generac is overseen by the Environmental, Health and Safety (EHS) team, which establishes requirements for monitoring water withdrawals, managing wastewater, and implementing water conservation and efficiency measures where feasible. These requirements are incorporated into site-level environmental management practices and aligned with applicable regulatory and permitting obligations.

Facilities identify potential water-related impacts associated with their operations and implement controls such as stormwater pollution prevention plans, wastewater pretreatment systems, and monitoring programs, as required. Many sites operate under ISO 14001:2015-aligned environmental management systems, supporting consistent oversight and continuous improvement.

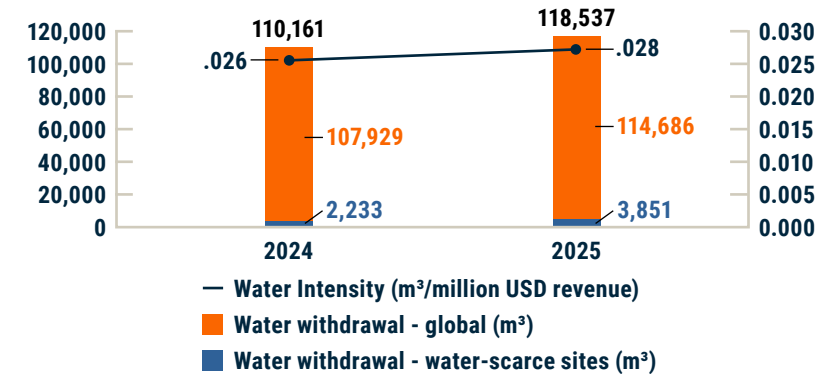
Water Use and Data Management

Water is used at Generac facilities for potable and industrial purposes, including manufacturing parts washing, rinsing, and painting. Water use varies by facility based on operational processes, climate conditions, and local infrastructure.

Generac maintains an enterprise-wide process to collect and validate water withdrawal, consumption, and discharge data across its global manufacturing footprint using standardized processes and key performance indicators. These data support internal decision-making, external reporting, and identification of efficiency and reuse opportunities.

Year-over-year results are not directly comparable in all cases due to changes in organizational boundaries from acquisitions and facility expansions, as well as the phased expansion of data collection scope and underlying data systems.

Water Withdrawal & Intensity



Operational Controls, Treatment, and Reuse

Wastewater from Generac operations is managed in accordance with applicable regulations and permit requirements, including on-site pretreatment where required prior to discharge or off-site treatment. Treatment performance is monitored as required to help minimize environmental impacts and protect local water resources.

Operational initiatives focus on reducing water consumption and wastewater generation through process optimization and reuse. At select facilities, rinse water recycling systems are used to capture and reuse manufacturing process water, reducing freshwater withdrawals and wastewater volumes. These initiatives align with Generac’s Drive to Zero operational strategy, which emphasizes resource efficiency and continuous improvement.

Our Results

In 2025, Generac reported total water withdrawals of 118,537 cubic meters (m³) across its global operations. In 2025, Generac increased total water withdrawals by 8,376 cubic meters (m³), representing a 7.6% increase compared with 2024. This increase was primarily driven by acquisitions, new facilities, and improved data collection at the various sites.

Generac’s most recent water risk analysis was conducted using the World Resources Institute (WRI) Aqueduct Water Risk Atlas and identified facilities located in regions with an overall water stress score of 3 or higher. While these locations have been identified, the most prevalent water-stressed region is in India.

2024 water data were updated to reflect expanded data availability during the reporting period. These updates were intended to improve the completeness of reported information and do not represent changes to underlying methodologies.

Smart Energy Solutions for Lower Emissions

Bottomless Backup Battery System

The Generac integrated home energy ecosystem now includes the “bottomless backup” which combines solar, a residential battery storage system, standby generator and the ecobee by Generac Smart Thermostat Enhanced to deliver reliable, anytime power and ultimate energy savings.

When an outage strikes, the residential battery storage system instantly kicks in while the generator keeps it charged in low and no sunlight situations. Working together in a seamless energy loop, the system can power your whole home for days or weeks at a time.

Based on an average household profile, the Bottomless Backup Battery System—combining the next-generation 18 kW home standby generator with an energy storage system—can reduce fuel consumption by up to 60% and lower emissions by approximately 70%.

Fuel Type	Emissions (CO2)	Consumption
Natural Gas	-68% ↓	-60% ↓
Liquified Petroleum	-75% ↓	-56% ↓



ecobee by Generac: Verified Carbon Unit Participation

Verified Carbon Units (VCUs) represent independently verified greenhouse gas emissions reductions, with each unit equivalent to one metric ton of CO₂e avoided. ecobee’s participation in VCU programs underscores the measurable climate benefits of its smart energy management technologies and demonstrates how connected devices can drive verified, scalable emissions reductions across end-user applications.

VCUs are issued only after emissions reductions are:

- **Quantified using recognized carbon accounting methodologies**
- **Independently verified by accredited third parties**
- **Registered within established carbon registries** to ensure transparency, traceability, and avoidance of double counting

In 2025, ecobee devices generated approximately 390,000 verified carbon units (VCUs), equivalent to 390,000 metric tons of CO₂e avoided. These verified emissions reductions were achieved through demand-side energy efficiency and load-optimization strategies enabled by ecobee’s connected devices, which support reduced energy consumption and associated greenhouse gas emissions across end-user applications.



85,000

Equivalent to removing
~85,000 gas powered cars
from the road for one year

Sustainability Initiatives at Pramac

Pramac, a subsidiary of Generac, has initiated a series of sustainability initiatives reflecting our commitment to continued operational efficiency improvements with measurable environmental outcomes. Through targeted investments in energy efficiency, waste prevention and process optimization, teams are reducing resources used and avoiding direct and indirect greenhouse gas emissions.

Each project demonstrates disciplined execution, strengthened data and controls, and progress toward our decarbonization objectives – turning operational improvements into quantifiable CO2e reductions aligned with our broader sustainability strategy.

Murcia, Spain



Energy: Relighting Initiative

Upgraded factory lighting to higher-efficiency 150-watt alternatives

RESULT: Avoid ~4.6 metric tons of CO2e/year

Waste Reduction: Scrap Reduction Program

Identified scrap reduction opportunities through optimizing the punch machine programming

RESULT: Reduce scrap 3.4%; avoid 68 metric tons of metal sheet waste & ~126 metric tons of CO2e/year

Emissions: Welding Gas Efficiency Opportunities

Installed four EWR2 regulators to optimize gas flow and replaced a welding tank to reduce pressure-relief losses

RESULTS: Reduce gas consumption 37.5% & avoid ~1.38 metric tons of CO2e from direct CO2 emissions/year

Accelerating Our Scope 2 Decarbonization via On-Site Renewables

Hidalgo, Mexico



A high-efficiency solar photovoltaic system delivers 67% clean energy integration relative to current consumption, exceeding the 30% renewable energy requirement.

Designed to generate 1.5 kWh annually, it reduces reliance on grid electricity and supports cost stability. The project is expected to avoid 1,171 metric tons of CO2 per year, advancing decarbonization goals and strengthening our long-term sustainability strategy.



Casole d'Elsa, Italy



The expansion of a new metal fabrication facility in Italy included a solar photovoltaic system. It's designed to support 488.48 kWp of nominal power, with 3,226 panels covering 100% of the roof. It'll produce 1.7 kWh annually and has a performance index of 81.7%.

Annual energy savings are expected to be 1.2 kWh, along with a reduction of 0.477 kg/kWp of CO2 per year.



Drive to Zero

The 8 Wastes

Generac’s **Drive to Zero** is a global, operations-led continuous improvement strategy designed to eliminate **injuries, defects, waste, and environmental impacts** across manufacturing and site operations. The program is embedded within the Generac Manufacturing System and Operational Excellence framework and is focused on day-to-day execution at the site level rather than high-level target setting alone.

The Zero Card Program is an employee engagement program which provides a process for employees to observe and propose a solution to process wastes, safety and quality issues and risks, and environmental impacts. The process provides visibility to improvement recommendations, fostering discussion on impact and implementation, and engages site leadership.



Facilities improvement in all areas:

- Zero Injuries**
- Zero Defects**
- Zero Waste**
- Zero Environmental Impacts**



		Office	Manufacturing	Countermeasures
D	Defects & Inspection	Efforts caused by incorrect information	Efforts caused by rework, scrap, and incorrect information	<ul style="list-style-type: none"> Mistake Proofing Produce as needed
O	Over-production	Producing more than what is needed before it is needed.		<ul style="list-style-type: none"> Visually leveling workload Produce when needed
W	Waiting	Wasted time waiting for the next stop.		<ul style="list-style-type: none"> Produce as needed Visual wait queues
N	Not Involving Employees	Under-utilizing people's strengths and talents. Limited authority and responsibility. Person put on a wrong job.		<ul style="list-style-type: none"> Show the work flow Rapid process improvement events
T	Travel	Excessive e-mail attachments, multiple handoffs.	Un-needed movements of products and materials.	<ul style="list-style-type: none"> Produce as needed Limited WIP Inventory Connect process flow
I	Inventory	Excess products and materials not being processed.		<ul style="list-style-type: none"> Produce as needed Complete when signaled Limited WIP Inventory
M	Motion	Looking for data, information, or items.	Un-needed movements by people (e.g. incorrect ergonomics, lifting, etc.)	<ul style="list-style-type: none"> Plan for every part
E	Extra Processing	Excessive data and reports that are not utilized, Follow-ups due to poor processes, too many approvals	More work than is required by the customer	<ul style="list-style-type: none"> Connect process flow Produce as needed

Materials & Waste Management

Sustainable Operations

GRI 301-3, 306-1, 306-2, 306-3, 306-4, 306-5

Overview of Waste Practices

Operational waste at Generac arises primarily from industrial and production processes. The resulting waste streams include non-hazardous materials such as metal, wood pallets, plastic, paper, and cardboard, as well as hazardous waste associated with certain industrial and production processes.

Our Environmental, Health and Safety (“EHS”) strategy includes reduction in absolute waste as well as increasing the percentage of waste that is recycled. Generac’s Operating System and Operational Excellence framework establishes the requirements for our manufacturing sites and reporting field offices to track waste generation, disposal, and continuous improvement opportunities to reduce waste generation and increase diversion to the landfills.

Recycling, Reuse and Circularity

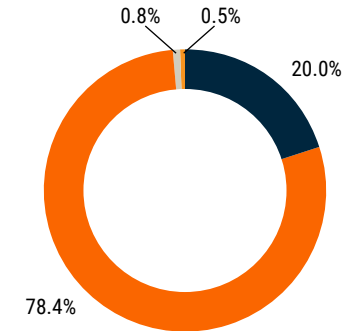
Generac collaborates to reuse packaging and optimize our production processes. We also recycle and recover useful materials produced from manufacturing. When available and in compliance with local regulations, remaining waste is sent for off-site disposal or energy recovery.



79% of waste in 2025 from Generac global operations was recycled

Year-over-year results are not directly comparable in all cases due to changes in organizational boundaries from acquisitions and facility expansions, as well as the phased expansion of data collection scope and underlying data systems.

- Non-hazardous waste - disposed
- Non-hazardous waste - recycled
- Hazardous waste - disposed
- Hazardous waste - recycled



Our Results

In 2025, 99% of our total waste was classified as non-hazardous and approximately 1% as hazardous. Total waste generation increased by 1,100 metric tons compared with the prior year, primarily due to business acquisitions and new facility acquisitions.

We diverted 20,250 metric tons of non-hazardous waste – equivalent to 78.4% of Generac’s total waste generation. Overall, 78.9% of our total waste was diverted from landfill disposal in 2025.

Jefferson, WI manufacturing facility received a Sustainability Spotlight for their electronic recycling and data destruction efforts.



Total Electronics Recycled (Lbs.)

2,598



Total Green House Gas Emissions Reduced (Lbs.)

3,621



Toxic Metals Diverted (Lbs.)

75



Total Metals Recycled (Lbs.)

877

04

Community

Our People



Health & Safety



Empowering &
Engaging Employees



Community
Involvement



Human Rights



Mexico City, Mexico - Home to Generac México S.A de C.V



Our People Promise

Our People Promise is rooted in the four pillars of Inspire, Impact, Influence and Innovate. It outlines our commitment to providing a meaningful work experience as part of the Generac family.

WE PROVIDE YOU THE OPPORTUNITY TO...

Have Purpose and Impact.

Learn on the job, advance your career and be proud of your work.

Inspire change for a better world

Support. Assist. Thrive.

Be heard and valued while contributing your time and skills to help others in need.

Impact our people and community

Inspire. Collaborate. Succeed.

Make meaningful connections, receive recognition for results and gain growth opportunities.

Influence and achieve positive results

Grow. Innovate. Evolve.

Work with hardworking, dedicated teams and be part of the solution.

Innovate the industry and push boundaries

WE ASK YOU TO...

Be Your Best. Develop Personally and Professionally.

Be a supportive team member by helping others and continuously learning every day.

Build Customer Trust. Care for the Community.

Be part of the Generac family and respect the trust of our customers and community.

Embrace Differences. Take Accountability. Share Successes.

Drive to win while respecting others.

Engage. Speak Up. Listen.

Share your ideas, challenge yourself and bring your best energy to work each day.

People

GRI 2-7, 2-8,3-3, 401-1, 401-2

Attracting and Retaining Talent

We manage our workforce through structured talent management and workforce planning processes designed to ensure the availability of skills and capabilities required to support business operations and long-term strategy. Our approach focuses on identifying current and future labor needs, addressing skill gaps, and maintaining capacity in critical roles.

In 2025, we onboarded more than 2,800 new hires and expanded workforce planning capabilities in targeted and critical areas, including skilled labor within our manufacturing facilities. Workforce planning is used to anticipate demand, support operational requirements, and mitigate risks related to labor availability.

We maintain formal talent management processes to recruit, develop, and retain employees. These processes are regularly reviewed and updated to address the evolving labor market environment and workforce requirements.

Global Workforce
9,400+



We are developing our workforce to support current and future business needs by focusing on skills, experience, and workforce planning. Our approach is designed to ensure employees have access to opportunities to develop and contribute effectively within the organization and their communities.

We foster a culture of engagement that strengthens our company and empowers employees to take action, grow, and achieve. Our workforce practices enable employees to contribute their skills and perspectives and support engagement, retention, and long-term workforce sustainability.

Our global workforce is comprised of more than 9,400+ employees. Employees operate across 25+ countries, with manufacturing, assembly, and sales activities conducted internationally.

Recruiting and Retaining Top Talent

Recruiting the Best People

GRI 2-8, 401

We strive to find the best people with broad perspectives to help us continue to differentiate our business.

Talent Acquisition Training

- Providing our talent acquisition team with the latest skills and training
- Ensuring our entire team is trained on the latest talent acquisition best practices and technology, including ATS, CRM, and Data Analytics.

Early Talent Hiring

- Enhancing internship experiences, developing co-op opportunities and investing in early talent programs
- Improving intern-to-full time hire conversion year-over-year
- Hired US Interns: 29 returning interns, 50 new hires
- Canada Co-Ops/Interns: 30 Hires

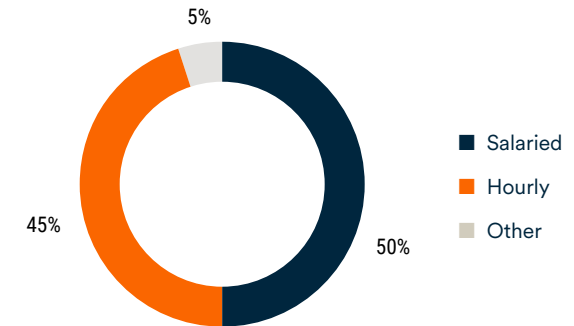
Robust Job Postings

- Effectively leveraging best-in-class online recruiting platforms to source top candidates
- Encouraging referrals from Generac employees, higher education institutions, and professional recruiters

Pay Equity

Commitment to Pay Equity and Transparency

Generac is committed to fostering a workplace where employees are compensated fairly and equitably across roles, geographies, and career stages. Our compensation practices are informed by external market benchmarks, internal equity considerations, job scope, individual accountability, and performance. We strive to ensure our total rewards programs—including competitive base pay, performance-based incentives, and benefits—support employees



throughout their careers and life stages. Pay equity and transparency are integral to Generac’s broader approach to responsible human capital management and long-term value creation. We regularly evaluate compensation practices to promote fairness, mitigate bias in pay and performance decisions, and comply with applicable pay equity and disclosure regulations in the jurisdictions where we operate.



Generac Core Competencies

Core to Our Strategy and Our Culture

GRI 404

Generac Employee Competencies and People Strategy

Generac’s enterprise core competencies define the behaviors and capabilities expected of all global professional and manufacturing employees and are central to executing the company’s strategy and sustaining a high-performance culture. The core competencies—Action Oriented, Collaborates, Ensures Accountability, Instills Trust, Cultivates Innovation, and Customer Focus—align employee behaviors with Generac’s strategic priorities, customer commitments, and cultural expectations. They establish a common enterprise-wide language for performance and development, providing clear guidance on how employees are expected to contribute and grow.

These competencies underpin an employee strategy focused on consistency, capability building, and long-term value creation. They are embedded across key talent processes, including hiring, performance management, leadership development, succession planning, and learning programs, ensuring alignment between individual contributions and business objectives. The framework is closely aligned with Generac’s corporate values—such as **agility, integrity, accountability, innovation, teamwork, and customer-centricity**—reinforcing shared expectations for decision-making and ways of working across the enterprise.

CORE COMPETENCIES



Action Oriented

Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm



Collaborates

Building partnerships and working collaboratively with others to meet shared objectives



Ensures Accountability

Holding self and others accountable to meet commitments



Instills Trust

Gaining the confidence and trust of others through honesty, integrity, and authenticity



Cultivates Innovation

Creating new and better ways for the organization to be successful



Customer Focus

Building strong customer relationships and delivering customer-centric solutions

Generac Leadership Competencies

Core to Our Strategy and Our Culture

GRI 404

Generac Employee Competencies and People Strategy

Generac’s leadership competencies define the behaviors expected of leaders to drive performance, develop talent, and support long-term business resilience. These competencies build on the enterprise core competencies and emphasize leading with **accountability, trust, collaboration, customer focus, and innovation**, while effectively managing complexity, change, and people development. Leadership competencies provide a consistent framework for evaluating how leaders deliver results, make decisions, and model Generac’s values across the organization .

Underlying this framework is an employee strategy focused on building leadership capability, ensuring continuity, and strengthening engagement at all levels. Leadership competencies are embedded across key talent processes—including performance management, talent reviews, succession planning, leadership development programs, and coaching—creating a common language for assessing readiness and identifying development needs. By aligning leadership expectations with Generac’s strategy and values, the framework supports strong people leadership, succession readiness, and a sustainable pipeline of future leaders who can execute the company’s long-term objectives.

LEADERSHIP COMPETENCIES



Builds Effective Teams
Building strong teams that apply their unique skills and perspectives to achieve common goals



Decision Quality
Making good and timely decisions that keep the organization moving forward



Drives Vision & Purpose
Painting a compelling picture of the vision and strategy that motivates others to action



Manages Ambiguity
Operating effectively, even when things are not certain or the way forward is not clear



Plans & Aligns
Planning and prioritizing work to meet commitments aligned with organizational goals



Strategic Mindset
Seeing ahead to future possibilities and translating them into breakthrough strategies



People - Talent Management Processes

GRI 3-3, 401-1, 404-2

At Generac, our approach to talent management is grounded in the belief that strong leadership, meaningful development, and clear expectations are essential to building a high performing, engaged, and resilient workforce. We view talent management not as a series of isolated programs, but as an integrated system that connects our business strategy to individual goals, leadership expectations, and development priorities. Through this system, we support growth at every level of the organization and promote long term organizational sustainability through our people.

Generac leverages a structured and comprehensive talent management process that integrates goal setting, performance management, talent review, and succession planning. Following our strategic planning process, leaders cascade goals throughout the organization to ensure employees understand how their work contributes to our customers, products, and strategic priorities. These goals provide a foundation for ongoing feedback and annual performance reviews, which assess progress toward outcomes and expectations.

Mid year discussions provide an opportunity for leaders and employees to review goal progress, discuss development needs, and reflect on achievements. These conversations reinforce accountability, support engagement, and help ensure employees are positioned for continued growth and success.

Performance outcomes and development insights inform our talent review and succession planning processes, enabling us to identify key talent, assess readiness for future roles, and ensure strong continuity for critical positions. This integrated approach allows us to make informed and equitable investment decisions in talent development while strengthening our leadership pipeline.

Our human capital management (HCM) system supports these processes by capturing information from employees and leaders to guide meaningful performance and development conversations. Together, this data provides a clear view of our talent landscape, enabling us to engage, reward, and develop our workforce responsibly while fostering a culture of high performance, transparency, and employee growth.



GENERAC

Engagement Survey

"My direct supervisor genuinely cares about my well-being"

82%
AGREE

Powering Growth Through Learning

GRI 3-3, 401-1, 403-5, 404-2

Generac promotes continuous learning as a core component of employee development and organizational resilience. Our approach to learning extends beyond building subject-matter expertise and is designed to support skill development, career growth, and leadership capability across the enterprise.

Learning Resources

Generac gives employees access to a wide range of learning resources through Workday Learning's enterprise learning management platform, which contains over 40,000 courses, videos, and other learning materials, supporting ongoing employee skill-building and leadership development. Additionally, Generac provides several centralized resource hubs, including Talent Development and Leader Resource Libraries. These hubs include information on talent and learning processes, systems, tools, and available courses.

The learning and development program offerings span leadership development, professional and technical skills, continuous improvement, product knowledge, competency development, project management, and compliance and regulatory requirements. In addition, Generac is expanding its focus on future-ready capabilities, including training in artificial intelligence and data literacy to support evolving business and workforce needs.

Generac's Learning and Development team also partners with business groups and functional teams across the enterprise to deliver targeted upskilling aligned with strategic priorities. This includes specialized training in areas such as engineering, core systems and tools, and role-specific capabilities, ensuring employees are equipped with the skills needed to drive performance and business outcomes.

Developing Essential Managerial Skills

In **November 2025**, we launched the enterprise-wide Essential Managerial Skills (EMS) program, supported by a cross-department advisory committee and HR feedback. The multimodal program reinforces best practices, strengthens people-management capability and supports enterprise competencies. 118 employees started the program in November and will complete the 9-month program, with three more cohorts to begin in 2026. Over 350 supervisors and managers across the enterprise will complete this program annually.

Through an integration with cutting edge Skillssoft Percipio learning experience platform, the program delivers real-life scenario-based practice to participants, with one participant noting the AI simulations feel interactive and deliver real-time feedback, "almost like having a coach right there."



Notable Achievements in 2025

80%+ completion rate for Core and Leadership Competency learning, reflecting adoption of Generac's unified talent and competency framework.

5,000+ employees completed the Product Safety training

Nearly **2,000** hours of Lean Methods training were completed, with a focused emphasis on continuous improvement (CI) capabilities

More than **1,000** completions of self-paced Essential Skills and Emotional Intelligence courses within our enterprise-wide learning management system.

Powering Growth Through Learning

Enabling Continuous Development and Leadership at Generac

Leadership Development

In 2025, the third cohort of Generac’s Leadership Development Program (LDP) graduated, with a plan to expand the program to include international cohorts in 2026.

Participants cited strong impact and practical tools to lead with confidence and empathy. Since completing the program, 10% of recent graduates have been promoted.

Enterprise-wide Mentoring Program

In 2025, we launched the first enterprise-wide mentoring program with **70+** mentor matches.

In a survey, **92%** of mentees said they received the support needed to meet their mentoring goals. The first cohort completes the program in **Q1 2026**, and a second cohort with **45+** matches launched in **January 2026**.

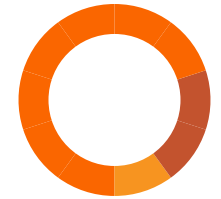
Education Reimbursement Program

A key component of this approach is the Education Reimbursement Program, which provides eligible employees with support for tuition, academic fees, and books at approved universities. The program enables employees to pursue associate through master level degrees and certificate programs aligned with Generac business needs or functional roles.



In 2025, 6,095 employees completed **29,059 hours of learning.**

The 70-20-10 Development Philosophy



Generac’s development philosophy is based on the idea that growth happens through:

70% ON-THE-JOB EXPERIENCE

Learning by doing through real projects, stretch assignments and day-to-day problem solving that builds skills over time.

20% COLLABORATIVE LEARNING

Learning with others through coaching, mentoring, peer networks and shared best practices across teams.

10% FORMAL LEARNING

Learning through courses, workshops, eLearning and resources—plus optional degrees or certifications that deepen expertise.

This blended approach prepares our employees for future success in Generac's fast-paced, agile environment.

Employee Health, Safety, and Well-Being

GRI 201-3, 401-2, 401-3, 403-6

Approach and Governance

Investing in employee well-being is a core element of Generac's people and culture strategy. Our approach supports employee resilience, engagement, and long-term performance by promoting physical, social, emotional, and financial well-being. These priorities are embedded in our human capital management practices and reviewed regularly to ensure alignment with employee needs, regulatory requirements, and market conditions.

Programs and Coverage

Generac offers a comprehensive portfolio of employee benefits designed to support well-being across the employment lifecycle. Our programs balance immediate needs, such as access to healthcare, with longer-term objectives, including retirement planning and financial security. Benefits are reviewed periodically to maintain competitiveness and relevance across our operating markets.

Health and Wellness

Generac provides health and wellness benefits in accordance with local market practices and regulatory requirements. In coordination with country-specific social welfare systems and mandatory healthcare participation, Generac may offer supplemental benefits based on market competitiveness and employee needs. All offerings comply with applicable local laws and regulations.

The following benefits reflects some of our offerings in the United States for salaried and nonunion hourly employees. Benefits vary by region, business alignment, agreed labor terms and employee status:

Well-being & Support:

- Employee Assistance Program (EAP) and wellness platform
- Education and confidential support for mental health, financial and retirement planning, wellness, and dependent care

Education Reimbursement Program

- Tuition Assistance Program that covers certifications, GED, associate, undergraduate, and graduate degrees

Community & Purpose

- Paid volunteer time each year for eligible employees
- The Generac Foundation supports nonprofit and charitable organizations

Health & Wellness Benefits (U.S.)

- High deductible medical plan with HSA compatibility
- Wellness incentives and Company HSA contributions

Time Off

- Competitive paid time off, including vacation, holidays, personal, and paid parental leave

Financial Security

- Roth contribution options in the 401(k) plan for after tax retirement savings
- Financial Wellness Programs



Workforce and Culture

GRI 2-7, 3-3, 401-1, 401-2

Employee Engagement Survey

Building on momentum from prior engagement efforts, we launched the **2025 Annual Engagement Survey**, inviting employees worldwide to continue shaping the future of our organization. Participation reached a record high, reinforcing employees' trust that their voices are heard.



"Safe and Supportive Workplace" was identified by employees as our greatest strength in the engagement survey



100% of survey questions maintained or improved favorability scores

Record-High Participation and Strong Engagement Results

In 2025, 91% of global employees participated, reflecting sustained confidence in the process and belief that feedback drives action. Our **Engagement Score increased by 2 percentage points** year over year, signaling continued progress in the employee experience.

Meaningful Improvements Across All Survey Factors

All survey factors improved year over year, with notable gains in the Leadership and Management factors. These results reflect collective action across the organization – stronger follow-through, clearer communication and visible progress based on employee feedback.

High Year-Over-Year Engagement Survey Response Rates



Moving Forward, Our Focus Will Be:

- Leadership and Vision
- Follow Through and Trust
- Action Where it Matters Most

Together, these results reinforce the value of listening, acting and leading with intention as we continue strengthening engagement across the organization.

Health & Safety

GRI 403-2, 403-3, 403-4, 403-5, 403-7, 403-8

At Generac, health and safety for employees, contractors and partners is foundational. As a manufacturer and service provider supporting critical energy infrastructure, we know strong safety performance supports operational excellence and well-being.

We're committed to safe, healthy working conditions across all locations, with proactive risk identification, incident prevention and continuous improvement, backed by clear accountability and a speak-up culture.

Enterprise-level policies set requirements for workplace safety and legal compliance, and they apply to employees and extend to contractors and third parties. Safety responsibilities are built into leadership roles and reinforced through cross-functional EHS and security governance.

GENERAC

Engagement Survey

"I am comfortable raising safety concerns to those with appropriate authority"

85%
AGREE

Generac Safety Index drives continuous improvement of safety performance with a diverse approach:



Hierarchy of Controls Tracking

Ensures implementation of corrective actions that address the root of the problem to eliminate identified hazards.



Engagement Tracking

Frequent and impactful safety-related conversations through participation in Health, Safety & Environment (HSE) related site meetings, and touchpoints between employees and supervisors, increase awareness and reduce incidents.



Drive to Zero Cards

The DTZ process empowers employees to report perceived worksite risks to health and safety, and escalate HSE related concerns to site leaders.



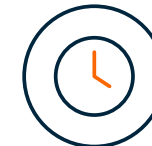
24-Hour Hazard Containment

Hazards noted in our incident investigation process are addressed promptly. Initial containment actions are implemented immediately, and we track our actions to ensure improvements are sustained.



Layered Process Auditing

Built-in open-ended behavior-based safety questions help employees voice concerns regarding potential workplace hazards so that leadership teams can address hazards before they become an incident.



HSE Compliance Calendars

Our scheduled compliance tasks provide the framework for health and safety training.



Job Safety Analysis

Pro-active cross-functional teams focus on pre-incident investigations of individual job tasks to identify and risk rank hazards for triage before an incident occurs.



Cumulative Trauma Prevention

Prioritize prevention of soft-tissue/cumulative trauma type injuries by conducting quantitative ergonomic assessments and implementing Active Release Techniques at several of our production sites.

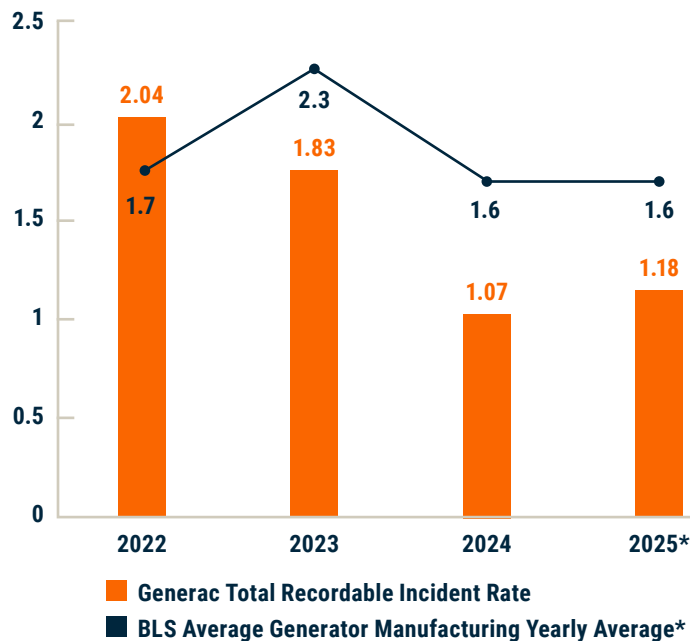
Health & Safety

GRI 3-3, 403-1, 403-9, 403-10

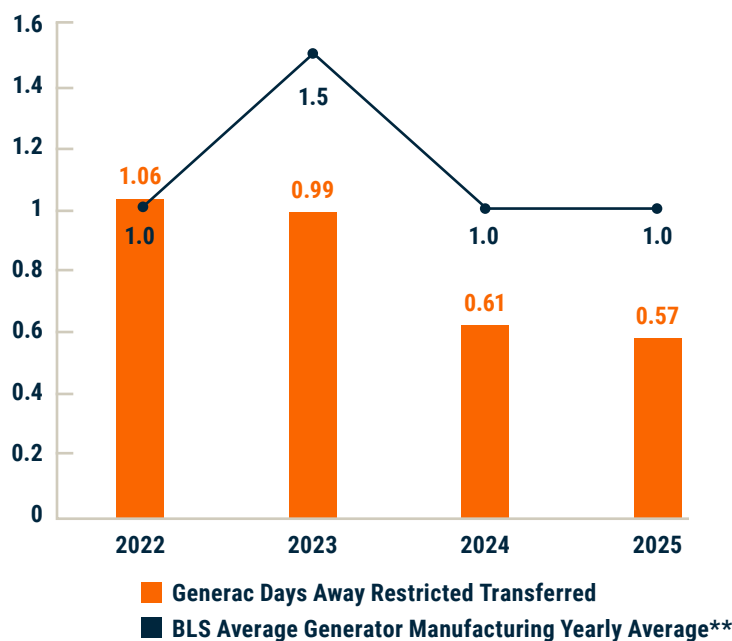
Generac monitors workplace safety using leading indicators to improve lagging outcomes. Metrics are reviewed regularly across leadership levels to drive alignment and accountability. We continue strengthening our safety culture through leadership engagement, consistent expectations and improvement initiatives aligned with evolving risks, including Take 5.

This Generac Safety Index includes Job Safety Analysis scoring and Annual Compliance Calendar tracking.

Generac Total Recordable Incident Rate (TRIR)



Generac Days Away Restricted Transferred (DART)



*Figures as reported as of 12/31/2025

**Primary business NAICS BLS code 335312 Motor & Generator Manufacturing



26% lower TRIR*
than NAICS code
comparable organizations



43% lower DART*
than NAICS code
comparable organizations



6.5% reduction
year over year
in DART

Empowering Our Employees

Supporting Our People Through Listening and Action

Our commitment to our people starts with listening and taking practical steps to improve the employee experience. Across the organization, we're focused on access, clarity and continuous improvement to better support team members throughout their careers.

Employee feedback informed several actions in 2025. Based on internal input, HR introduced on-site benefits enrollment support at manufacturing locations, making it easier to navigate enrollment decisions and get in-person assistance. Benefits materials were also made available in multiple languages for the first time.

We also monitor labor market trends and regulatory developments to guide ongoing enhancements to our benefits portfolio, informed by insights from an employee benefit survey to better meet employee needs. We use multiple channels to understand employee experiences and identify opportunities to improve. Employee Net Promoter Score insights, along with feedback from askHR interactions, help guide updates to policies, programs and services.

HR also invested in tools and technology, including new dashboards and analytics that give leaders clearer visibility into workforce trends and support more informed, people-focused decisions.



In 2025, employee suggestions resulted in **60+ HR ideas** being implemented.

Empowering Our Employees to Support Our Communities

Fostering a Culture of Community Engagement

Generac employees strengthen the communities where we live and work through volunteering and charitable giving.

To support that work, Generac offers **Volunteer Time Off (VTO)**, giving employees paid time to serve the causes that matter most to them. Using VTO, teams support food security, disaster response, education and community well-being, helping hundreds of nonprofits each year.

The impact is especially visible during **Generac Gives' annual Season of Giving**, when employees worldwide volunteer, join in-kind donation drives and support local organizations through coordinated efforts that reflect our values.

Together, employee time and company resources create meaningful, lasting impact.



Season of Giving

In-kind collection drives and volunteering:
November and December 2025



1,482.5 volunteer hours contributed
50% ↑



428 employees volunteered
23% ↑



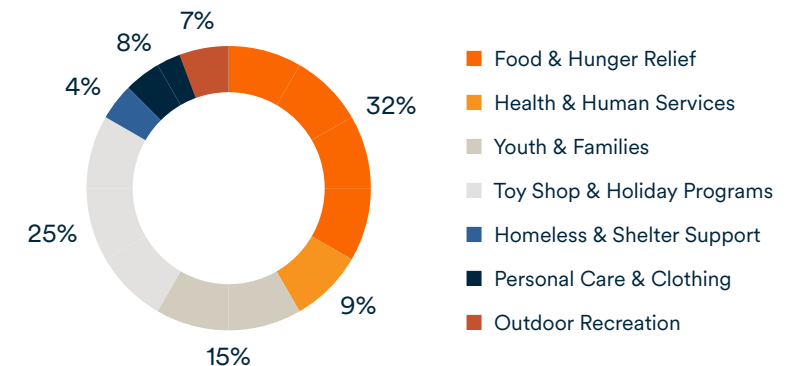
2,967 items collected
50% ↑



85 organizations helped
52% ↑



33 global communities served
18% ↑



Engaging Our Employees at Work

Supporting employees is integral to the success of our business, helping us retain the best talent that makes us more innovative, competitive and responsive to our marketplace.

With shared vision, collaboration and a commitment to drive an evolution of policies and practices, this work is led by our business and functional executives and is founded on a partnership between Human Resources and our Business leaders.

Employee Communities and Engagement

Generac has incorporated experience-focused Employee Communities to support employee engagement, retention, and connection across the organization. These communities are designed to strengthen collaboration through different work experiences, skills, and professional interests, supporting employee engagement and long-term talent development.

The Employee Communities include:



Focused on leadership development, early – career talent, and mentoring



Supporting physical, mental, and financial wellness



Centered on first responder support, storm response, and volunteering

25 Years of Impact: Generac's Legacy with GPS Education Partners

This year marks a milestone in Generac's commitment to education and workforce development: the 25th anniversary of [GPS Education Partners](#) (GPS Ed).

A Legacy of Learning

What began in 2000 as a pilot program at Generac has grown into a statewide model for work-based learning. Launched by then-Generac COO Dawn Tabat, the Second Chance apprenticeship program enabled high school juniors and seniors to explore manufacturing careers while earning their diplomas through a blend of classroom instruction and hands-on experience.

As participation expanded, the program evolved into GPS Education Partners (GPS Ed), an independent non-profit organization, which now operates eight education centers across Wisconsin and has supported more than 1,400 students in building workforce-ready skills. During the fall of 2025, Generac introduced the new GPS Ed classroom inside our state-of-the-art Beaver Dam facility.

Celebrating 25 Years of Partnership

The 25th anniversary celebration highlighted the impact of collaboration between business and education. Generac sponsored the event's VIP reception, and Chairman, President and CEO Aaron Jagdfeld accepted the 2025 Founding Partner Legacy Award.

The award recognized Generac as the cornerstone that helped lay the foundation for GPS Ed's mission to prepare students for the careers of the future.

Building the Workforce of Tomorrow

Generac's support for GPS Ed continues well beyond the program's origins. Each year, we sponsor student participants and contribute to the organization's Community Impact Fund, expanding access to career-building opportunities across the state. On average, 82% of GPS Ed graduates enter technical careers or join the workforce immediately after graduation at Wisconsin companies, including Generac, to continue their career journey.





Community Involvement

GRI 413-1

We demonstrate corporate citizenship through engagement programs that support volunteering and giving in our local communities. Community efforts led by Generac and the Generac Foundation focus on these four key areas:



Education

We want to inspire, educate and equip students with STEM and AI skills needed for a bright future and a rewarding career that education can help provide.



Disaster Response

We will support those that respond to natural disasters, crisis and emergency situations.



Energy Resilience

Energy is essential for people and progress. We want to support programs that enhance, strengthen and diversify energy resiliency in our society.



Our Community

We will focus on being a good neighbor where Generac employees live and work.

Our Volunteer Time Off (VTO) benefit and other volunteering enabled employees to help more than 215 organizations during 2025. From sorting donated food to helping build a home, Generac employees volunteered to help others throughout the year.



Global Community Impact

GRI 2-29, 3-3, 203-1, 203-2, 413-2

Generac engages with communities where it operates and considers community-related factors as part of its operational planning processes. The company also invests in initiatives designed to support education, resilience, and sustainability, including STEM education programs, disaster preparedness support for first responders, clean energy education delivered through sustainability outreach partners, and contributions to local community organizations. Through stakeholder engagement and operational review processes, Generac has not identified any operations with significant actual or potential negative impacts on local communities.



476

Programs and events supported (cash and product)

Generac contributed resources to hundreds of organizations from schools to disaster response charities, veterans organizations, local events and more.



\$1.38M

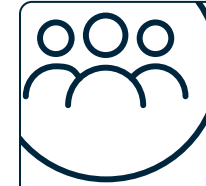
Donated in support of our communities

In 2025, Generac and the Generac Foundation contributed over \$1.38 million to strengthen communities worldwide, making a real impact on the places we call home.



82,296

Students impacted by educational programs supported by Generac



5,687

Volunteer hours contributed by employees (U.S. and Canada)

15%

of all employees in the U.S. and Canada volunteered in 2025



Generac supported the Kid Wind Challenge in Wisconsin and Maine



Supporting Our Communities



Powering Up Education: STEM Residency

A Generac Foundation grant to GearBox Labs funded a multiweek STEM residency in Oshkosh, Jefferson and Beaver Dam, Wisconsin.

203 students explored coding, engineering, low-voltage electronics and 3D printing.

“It’s intrigued the kids and brought real-world learning to my classroom,” said Scott Slotten, Jefferson Middle School.

Future Electricians Tools for Success: IEC Foundation

The Generac Foundation provided a grant to the IEC Foundation to address a barrier for electrical apprentices: quality tools.

Apprentices said tools improve efficiency, learning and confidence, reduce borrowing, and support safer, independent work.

Generac funded a pilot providing **298** tool starter kits through two Florida IEC chapters. The effort supports the Generac Foundation’s focus on inspiring future engineers and electricians.



Supporting Responders to Disasters: American Red Cross

When disaster strikes, the **American Red Cross (ARC)** mobilizes in affected communities.

In 2025, Generac supported ARC through a **disaster-fund grant, Brave Hearts** sponsorship, **employee blood drives** at multiple locations and by naming ARC the **beneficiary of an employee auction.**

The Generac Foundation also gives proactively to ARC and other disaster-response nonprofits to support rapid mobilization when needed.



Helping Others in Our Community



Supporting Energy Resilience: Solar Car Builds

The Innovators Educational Foundation runs major STEM events, including the **American Solar Challenge** and **Formula Sun Grand Prix**, where college teams design, build and race solar-powered cars.

These competitions provide hands-on engineering experience and build problem-solving skills through real-world application in sustainable technology.

The Generac Foundation supported both events in **2025**.

Tools for Hope: Investing in ToolBank Disaster Services

When disasters strike, **ToolBank Disaster Services** deploys tool trailers and expert staff to support response and recovery efforts – empowering volunteers and organizations **when communities need help most**, at no cost.

Generac and the Generac Foundation partnered with **ToolBank Disaster Services** to provide operational support, including through the **Power Up with Purpose at Summerfest** program, which resulted in a new tool trailer **ready to deploy**.



“Thanks to support from Generac, we’re launching our 25th mobile response unit to support disaster recovery efforts throughout the US. This is a milestone for our organization as we grow to meet the demand of diverse communities recovering from devastating natural disasters.”

Noah Smock

Director of Resource Development, ToolBank USA

Human Rights

Policies & Procedures

GRI 2-23, 2-24, 2-30, 3-3, 406, 407, 408, 409, 411

Human Rights Commitment, Governance, and Expectations

Generac's [Human Rights policy](#) affirms the inherent dignity of all individuals and our commitment to respecting internationally recognized human rights. We seek to prevent, identify, and mitigate adverse human rights impacts that may be linked to our operations, products, services, and business relationships. This commitment applies to all Generac employees and extends to independent contractors, consultants, agents, sales representatives, suppliers, and business partners acting on our behalf, who are expected to uphold standards consistent with our policy.

Generac is committed to fostering a workplace that is respectful, inclusive, and free from discrimination, harassment, or abuse. We expect employees and those with whom we do business to adhere to the values and expectations outlined in our Human Rights Policy and related codes and policies. All actions taken on behalf of Generac must comply with applicable international and national laws and regulations.

A portion of Generac's workforce is covered by collective bargaining agreements in certain locations. These agreements are negotiated in accordance with applicable local laws and regulations and reflect the specific circumstances of the facilities and regions in which they apply. The majority of Generac employees are not covered by collective bargaining agreements.

Alignment with International Frameworks

Generac recognizes and supports the human rights principles articulated in internationally accepted frameworks, including the United Nations Universal Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises. These frameworks inform our approach to respecting and protecting fundamental human rights across our global operations.

Core Human Rights Principles

The fundamental human rights of all individuals are respected and protected equally and without discrimination throughout Generac's business activities.

Key principles include:

- Non-discrimination and equal opportunity:** All individuals are entitled to the same human rights without discrimination based on legally protected characteristics.
- Equal protection and access to remedy:** Individuals are entitled to equal protection under applicable law where human rights are violated.

- Prohibition of forced labor and child labor:** Generac does not tolerate forced labor, compulsory labor, child labor, human trafficking, modern slavery, or bonded labor.
- Freedom from harassment and abuse:** Generac does not condone harassment or abuse—whether physical, mental, or verbal—by employees, leaders, customers, suppliers, or business partners.

Engagement, Due Diligence, and Reporting

Generac recognizes that human rights risks and impacts may vary by geography and are often best addressed at the local level. Where appropriate, we engage with relevant stakeholders on human rights matters related to our business. All individuals and entities subject to the Human Rights Policy are expected to promptly report potential violations to management, Human Resources, Legal, or through Generac's confidential reporting channels in accordance with the [Whistleblower Policy](#).



Human Rights

GRI 2-23, 2-24, 2-25, 3-3, 410-1, 411-1, 406, 408, 409

Human Rights

Respect for human rights is foundational to Generac’s values. Our Values, [Human Rights policy](#), [Environmental & Sustainability Policy](#), [Code of Conduct](#), [No Harassment Policy](#) and [Supplier Code of Conduct & Sustainable Procurement Policy](#) all guide our approach to responsible business practices.

We require our employees and business partners to meet our expectations for human rights, ethics and compliance.



**Screening via our Supplier code of conduct responses*

Child and Forced Labor

Generac is committed to upholding internationally recognized human rights and ensuring that all individuals are treated with dignity and respect. As set forth in Generac’s Human Rights Policy, the Company strictly prohibits forced labor, compulsory labor, child labor, modern forms of slavery, bonded labor, and any form of human trafficking across its operations. All individuals have the right to safe, fair, ethical, and humane working conditions, and Generac seeks to prevent or mitigate adverse human rights impacts that may be linked to its operations, products, or services.

These expectations are embedded in Generac’s Code of Ethics and Business Conduct, which applies to all employees, officers, and directors. The Code reinforces compliance with applicable labor laws and requires employees to act with integrity, remain alert to potential indicators of forced labor or human trafficking, and report concerns through established internal reporting and whistleblower mechanisms. This framework supports a culture of accountability and ethical conduct throughout the organization .

Generac’s commitment to preventing child and forced labor extends beyond its own operations and into its supply chain. Under the Supplier Code of Conduct and Sustainable Procurement Policy, suppliers are required to comply with all applicable laws and to uphold Generac’s human rights principles, including the explicit prohibition of child labor and forced labor. Suppliers are expected to apply these standards within their own operations and throughout their supply chains, reinforcing responsible labor practices across Generac’s value chain.

Recognizing that addressing forced labor risks requires ongoing vigilance, Generac supports training, due diligence, and engagement activities designed to increase awareness and strengthen prevention efforts. These measures help identify, prevent, and mitigate potential risks related to forced labor and human trafficking and support continuous improvement in labor practices across operations and business relationships .

05

Governance

Corporate
Governance



Business Ethics
& Integrity



Risk Management



Supply Chain



Legal & Regulatory



Casole d'Elsa, Italy - Home to Pramac Headquarters

Board Composition & Leadership

GRI 2-9, 2-11, 2-12, 2-13, 2-18

Generac’s Board of Directors maintains an independent majority, with 10 directors currently serving, all but one of whom are independent. This structure supports effective oversight of management and accountability to stockholders and other stakeholders.

Board leadership consists of an independent Lead Director and a combined Chairman and Chief Executive Officer role. The Lead Director, currently Bennett Morgan, oversees the activities of the independent directors, conducts performance reviews of the Chairman and CEO, and serves as a liaison between the independent directors and management. Aaron Jagdfeld has served on the Board since 2006 and as Chairman since 2016.

The Board periodically reviews its leadership structure to ensure it continues to provide clear accountability, effective governance oversight, and decisive leadership in support of the Company’s long-term strategy and stakeholder interests.

Board of Directors

AARON P. JAGDFELD

Director Since: 2006

ANDREW G. LAMPEREUR

Director Since: 2014

NAM T. NGUYEN

Director Since: 2022

MARCIA J. AVEDON, PH.D.

Director Since: 2019

BENNETT J. MORGAN

Director Since: 2013

DOMINICK P. ZARCONE

Director Since: 2017

KATHRYN V. BOHL

Director Since: 2016

ROBERT D. DIXON

Director Since: 2012

WILLIAM D. JENKINS, JR.

Director Since: 2017

DAVID A. RAMON

Director Since: 2010

Committees

The Nominating and Corporate Governance Committee holds primary responsibility for oversight of sustainability-related matters and advises the full Board as appropriate. Additional oversight is provided by the Human Capital and Compensation Committee and the Audit Committee for sustainability topics that fall within their respective areas of responsibility. This committee structure supports effective oversight and integration of sustainability considerations into Board decision-making.

Evaluations

Under the oversight of the Nominating and Corporate Governance Committee, the Board of Directors conduct annual self-evaluations to assess their effectiveness, composition, and governance practices. The results of these evaluations are used to inform continuous improvement in Board performance and oversight.

[Generac Management Team](#) | [Generac Board of Directors](#)



Board Skills and Experience

GRI 2-10, 2-17

Our Board of Directors is committed to seeking out highly qualified candidates to serve as directors.

When selecting new directors, the Board considers whether candidates possess the required skill sets and fulfill the qualification requirements of directors approved by the Board, including integrity, objectivity, sound judgment, leadership and courage.

2025 Director Nominees & Continuing Directors	Marcia J. Avedon	Kathryn V. Bohl	Robert D. Dixon	Aaron P. Jagdfeld	William D. Jenkins	Andrew G. Lampereur	Bennett J. Morgan	Nam T. Nguyen	David A. Ramon	Dominick P. Zarcone
CEO or Large P&L General Management CEO of an organization and/or has run a large segment in a publicly traded organization. Full general management with P&L responsibility; brings external business perspective at scale			✓	✓	✓		✓	✓	✓	✓
Finance/Accounting Experience relevant to overseeing financial strategy, operations, compliance, capital allocation, investor relations, and capital markets	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mergers & Acquisitions Experience overseeing mergers, acquisitions, divestitures and other strategic transactions, including valuation, due diligence, deal structure, regulatory review, and post-transaction integration	✓		✓	✓	✓	✓	✓	✓	✓	✓
Human Capital Management Experience overseeing organizational design, workforce strategy, executive compensation and succession, leadership development, and talent management	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Global Operations Experience overseeing global operational frameworks, including end-to-end supply chain resilience, strategic sourcing, logistics optimization, and rigorous quality management systems	✓	✓	✓	✓			✓	✓	✓	✓
Global Markets/International Experience overseeing international operations and global market strategies, including cross-border growth, regulatory complexity, geopolitical risk, and multicultural organizational leadership	✓	✓	✓	✓	✓	✓	✓	✓		✓
Information Technology Experience overseeing enterprise IT, cybersecurity, digital transformation, eCommerce, and artificial intelligence initiatives					✓	✓			✓	
Innovation/R&D Experience overseeing innovation strategy, entrepreneurial growth initiatives, R&D, and new product development programs		✓	✓	✓			✓		✓	
Industry & End Market Knowledge Experience evaluating and guiding business models, including revenue drivers, unit economics, scalability, competitive advantage, and long-term value creation related to the Company's industry and end markets	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Risk, Compliance & Regulatory Experience overseeing enterprise risk management, regulatory compliance, and ethics programs	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Enterprise Strategy Experience guiding corporate strategy and growth initiatives, including market expansion, portfolio optimization, and providing vision for organic and inorganic initiatives that ensure the company's competitive positioning	✓	✓	✓	✓	✓		✓	✓	✓	✓
Marketing Experience guiding brand development and marketing strategies to drive growth across customer segments, channels, and markets	✓				✓		✓		✓	

Board Oversight

GRI 2-9, 2-12, 2-13, 2-14, 2-18, 3-3

The Board views Sustainability and Impact matters as important to Generac’s long-term success and receives updates from management quarterly on related priorities, progress against objectives, and climate risk assessments. This oversight supports informed decision-making and alignment with the Company’s strategy and stakeholder expectations.

The Nominating and Corporate Governance Committee holds primary responsibility for reviewing Generac’s Sustainability and Impact initiatives, policies, and practices, and advises the full Board as appropriate. The Committee also receives updates on relevant regulatory developments and the status of key internal sustainability programs.

The Audit Committee oversees the integrity of the Company’s financial statements and compliance with applicable laws and regulations. As part of this role, the Committee reviews significant legislative and regulatory developments related to sustainability disclosures, oversees the Company’s Sustainability and Impact reporting, and monitors internal and external assurance processes to support transparency and reliability.

The Human Resources and Compensation Committee (HCC) oversees executive compensation, employee benefits, and major human capital initiatives, including annual incentive plans and human capital management disclosures.

Each Board committee operates under a formal, Board-approved charter that defines its responsibilities and guides governance and oversight practices.

Board of Directors

- Approves company strategy, including sustainability components
- Provides strategic guidance on sustainability matters relevant to the company’s business

Nominating & Corporate Governance Committee

- Oversees and makes recommendations to the Board on governance and sustainability matters
- Oversees our sustainability program

Audit Committee

- Oversees the integrity of financial reporting to any governmental or regulatory body, shareholders, other users of company financial reports and the public
- Oversees systems of internal control over financial reporting and disclosure controls and procedures

Human Capital & Compensation Committee

- Responsible for executive compensation and oversight of sustainability practices
- Oversees company plans, policies and programs relating to human capital management and corporate culture



Sustainability Executive Committee

- Approves goals and positioning
- Pushes executional mandates internally

CEO, CFO,
EVP - General Counsel, EVP - Human Resources,
EVP - Global Operations, EVP - Global Supply Chain,
EVP - Global Corporate Strategy and Development



Sustainability Steering Committee

- Led by the EVP – Global Corporate Strategy and Development
- Strategic leaders that are responsible for championing workplace inclusivity and sustainability initiatives within their respective organizations and spheres of influence
- Responsible to inform and produce relevant positioning, programs, policies, procedures, goals or reporting as directed

Human Resources, IT and Cybersecurity, Communications,
Product Management, Engineering, Health, Safety,
Security and Environment, Legal, Operations Strategy,
Internal Audit, Supply Chain Policy, Environmental Sustainability



Cross-Functional Sustainability & Workplace Task Forces

- Department leaders deputized by Sustainability Committee to help execute programs
- Responsible to inform and produce relevant positioning, programs, policies, procedures, goals or reporting as directed

Business Ethics & Integrity

Our Code of Conduct

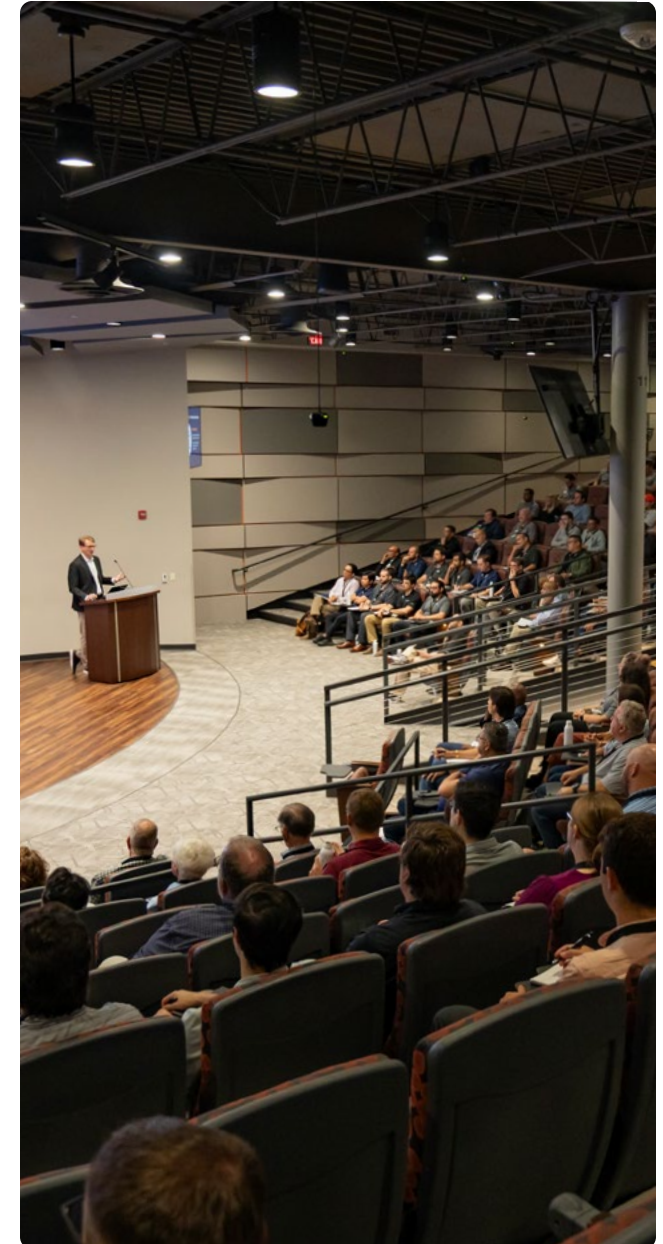
GRI 2-15, 2-16, 2-23, 2-24, 2-25

Generac's Code of Ethics and Business Conduct establishes the foundation of the Company's culture of integrity, accountability, and ethical decision-making. The Code sets clear expectations for ethical and lawful business conduct and requires the highest standards of honesty, integrity, diligence, and fairness from all employees, officers, and directors in all business activities. It provides guidance to support employees in carrying out their responsibilities, fostering an environment of mutual trust and respect, and protecting Generac's reputation for ethical conduct.

Compliance with the Code is mandatory across the organization and forms a core component of Generac's broader compliance and governance framework. Independent contractors, consultants, agents, and other third parties acting on behalf of Generac are expected to adhere to the same high standards while conducting Company business. These expectations extend to suppliers through Generac's Supplier Code of Conduct, reinforcing ethical practices throughout the value chain.

Generac promotes accountability and adherence to its Codes of Conduct through supporting policies, training, and oversight mechanisms designed to reinforce ethical behavior and good governance. Information on key governance and ethics policies is publicly available through the Company's Investor Relations website, supporting transparency and stakeholder access.

- [Code of Conduct](#)
- [Corporate Governance Guidelines and Principles](#)
- [Supplier Code of Conduct & Sustainable Procurement Policy](#)
- [Anti-Corruption Policy](#)
- Antitrust Policy
- [Sanctions Compliance Policy](#)
- Related Persons Transaction Policy
- [Whistleblower Policy](#)
- Insider Trading Policy
- Clawback Policy
- [No Harassment Policy](#)
- [Conflict Minerals Policy](#)
- [Human Rights Policy](#)
- [Environmental & Sustainability Policy](#)
- Integrity Hotline Policy





GRI 2-25, 2-26, 205-1, 205-2, 206-1

Code of Conduct

Generac employees are required to complete a certificate attesting to compliance with the Code of Ethics and Business Conduct upon becoming an employee, officer or director. We engage in annual communication and training for all employees regarding adherence to our various corporate policies, including our Code of Ethics and Business Conduct Policy, Anti-Corruption Policy, Anti-Harassment Policy and Whistleblower Policy.

Responsibility for Ethics Issues

Generac employees and management are responsible for applying ethical principles, lead by example, promote Generac’s values and support the policies of the Code of Ethics and Business Conduct, monitor compliance and report any potential or actual violations.

Our Board of Directors and management monitor the material risks facing Generac, including monitoring and assessing for ethical risks. Management regularly reports to the Board on its monitoring and mitigating of these risks. See the Risk Management section for additional information regarding the enterprise risk assessment, which includes assessment and reporting of ethical risks.

Anti-Competitive Behavior

We comply with all antitrust and competition laws. Generac does not condone or approve of any employee, officer or director attempting to gain a competitive advantage at the expense of compromising the various ethical principles identified in its policies or others in violation of any law. Employees, officers and directors are prohibited from discussing or entering into any arrangement or understanding with a competitor regarding the pricing or costing of

products, favoring or withholding business from particular customers, vendors or any other activity that may have antitrust or anti-competition implications.

Anti-Corruption and Anti-Bribery

Generac is committed to conducting business fairly, honorably, with integrity and in compliance with all applicable laws. Our Anti-Corruption Policy prohibits bribes and corrupt payments, and provisions on gift giving, gratuities and business courtesies are contained in our Code of Ethics and our Travel, Gifts and Entertainment Guidelines. All Generac employees, officers, directors and third-party representatives are required to comply with these requirements. Please refer to our [Code of Conduct](#) for details of our policy.

Generac suppliers are required to certify compliance with the [Supplier Business Code of Conduct](#) requiring suppliers to comply with federal and local laws regarding corrupt practices and anti-bribery. The code requires suppliers to keep a written accounting of all payments made on behalf of Generac or with funds provided by Generac.

Reporting Concerns

Generac expects all employees to apply ethical principles and are encouraged to communicate concerns relating to the lawful and ethical conduct of business, and audit and accounting procedures or related matters. It is also the policy of Generac to protect those who communicate bona fide concerns from any retaliation for such reporting. Generac offers confidential and anonymous mechanisms for reporting relevant and detailed concerns, via a whistleblower hotline operated by a third-party, Via web submission at generac.ethicspoint.com or Via mobile device submission at generacmobile.ethicspoint.com. Country specific phone numbers can be found at generac.ethicspoint.com. Employees may also seek guidance about concerns from a

responsible supervisor or other appropriate internal authority. All complaints received from employees are treated confidentially to the extent that is reasonable and practical under the circumstances. Generac’s policy expressly prohibits retaliation for exercising good faith reporting obligations.

Whistleblower Policy

The Audit Committee has established procedures under Generac’s Whistleblower Policy to receive, retain, investigate, and act on complaints related to accounting, internal controls, and auditing matters. Concerns may be reported confidentially or anonymously via a third-party web portal or hotline, and Generac prohibits retaliation against good-faith reporting. These reporting mechanisms are publicly available and accessible to employees, suppliers, customers, and other third parties, with policies distributed to subsidiaries in local languages where applicable. Our Whistleblower and Code of Conduct policies are publicly available on the [Investor Relations](#) website.

Generac implemented a new Integrity Hotline Policy which expounds on the fact that the hotline is globally accessible in the countries we operate.

Generac introduced an updated Code of Conduct providing the same key concepts while simplifying the messaging and tying the themes to our Corporate Values, further strengthening our compliance culture.

GRI 2-19, 2-20, 2-21, 207-1, 207-2, 207-3, 207-4

Risk Management

Our Board of Directors and management continually monitor the material risks facing Generac, including, but not limited to, financial risk, strategic risk, operational risk and legal and compliance risk. Generac's Compliance Committee, which is chaired by our General Counsel, annually performs a thorough enterprise risk assessment, where it assesses material risks facing the company, reporting to the Audit Committee and the Board of Directors on these material risks and their potential impact to the Company. We also incorporate risk management into our strategic planning process and periodically perform surveys of our executives and key compliance employees to ensure we have the best information available regarding enterprise risks and their potential impacts.

As part of the enterprise risk assessment, controls are reviewed and updated to address all current and future mitigation plans and the adequacy of processes and controls to address the identified risks, current and future mitigation plans and resources to mitigate the risk. Each of these topics are reviewed by management, the Board of Directors and various standing board committees.

We have also devoted significant time and resources to developing a robust compliance program that receives Board-level oversight, including at least quarterly compliance reviews with our Audit Committee. We have also implemented Centers of Excellence around our various compliance functions, which is driving consistency and improved performance globally. These COE's annually executes a number of projects designed to improve our governance and compliance practices.

More information on risk factors that could impact our business is available in our [FY25 Form 10-K](#).

Compensation

The Human Capital and Compensation Committee has decision-making authority with respect to all compensation decisions for our executive officers, including base pay, annual and long-term incentives and other equity awards. The Human Capital and Compensation Committee is responsible for finalizing and approving the performance objectives relevant to the compensation of our CEO and other executive officers.

The Human Capital and Compensation Committee's recommendations are developed with input from our CEO and Executive Vice President, Human Resources. The Human Capital and Compensation Committee reviews management recommendations and input from compensation consultants, along with other sources of data when formulating its independent recommendations to the Board of Directors. A discussion and analysis of Generac's compensation decisions regarding executive officers appears in the proxy statement under the heading "EXECUTIVE COMPENSATION — Compensation Discussion and Analysis."

The Human Capital and Compensation Committee has the authority to engage outside consulting firms for assistance with performing its duties. The Human Capital and Compensation Committee engaged Pay Governance as its independent compensation consultant. In its capacity as outside and independent compensation consultants, Pay Governance reports directly to the Human Capital and Compensation Committee.

Approach to Tax

In meeting our obligations to the various taxing jurisdictions, our shareholders and our investors, Generac is committed to conducting the Company's tax activities in a professional and ethical manner consistent with those stated in the Corporate Governance Guidelines and Principles, the Code of Ethics and Business Conduct and the Supplemental Code of Ethics and Business Conduct (collectively, the Code), with Board oversight provided by the Audit Committee.

Material risks identified are evaluated by Generac's senior management who determine if additional actions are needed to eliminate or mitigate the risk. If the identified risks are deemed material, management will raise these risks with the Generac Board of Directors and provide plans for managing them.



Cybersecurity

GRI 2-12, 2-13, 2-16, 2-23, 2-24

Cybersecurity Governance

Generac integrates cybersecurity risk management into its Enterprise Risk Management (ERM) program to identify, assess, and mitigate cyber-related risks. Our cybersecurity program is aligned with the NIST Cybersecurity Framework and includes controls such as employee training, vendor due diligence, policy enforcement, system testing, and infrastructure hardening. The Company's Chief Information Security Officer (CISO) leads the cybersecurity strategy and reports to the Chief Information Officer (CIO).

The CISO and CIO participate in a Cybersecurity Steering Committee that oversees cybersecurity policies, risk management practices, and program effectiveness. Management provides regular updates on cybersecurity risks, threats, and mitigation efforts to the Audit Committee of the Board, which has oversight responsibility for cybersecurity governance, risk management, and compliance. The CIO and CISO brief the Audit Committee on cybersecurity risks and the evolving threat landscape on a quarterly basis, with updates provided to the full Board annually.

Generac requires annual cybersecurity training for salaried employees and offers ongoing, voluntary training opportunities for all employees to enhance awareness of cyber risks. The Company also conducts phishing awareness campaigns to strengthen detection and response capabilities. In 2025, Generac implemented an internal AI Acceptable Use Policy to guide responsible use of artificial intelligence technologies by employees.

Safeguarding Digital Assets

Generac applies a risk-based approach to cybersecurity, using the NIST Cybersecurity Framework to identify, protect, detect, respond to, and recover from cybersecurity threats. The Company maintains an incident response plan with defined escalation protocols, including notification to executive leadership and the Board, as appropriate. In compliance with applicable regulations, including the SEC Cybersecurity Breach Notification Rule, Generac has established incident response and disclosure procedures and remains committed to continuously strengthening its cybersecurity capabilities.



Supply Chain

GRI 2-6, 2-29, 308-1, 308-2, 408-1, 414-1, 414-2

With a global supplier network, we're committed to sourcing materials in a responsible and ethical manner.

Know “The Code”

Generac is committed to working with suppliers who uphold strong values and ethical principles. Our Supplier Code of Conduct & Sustainable Procurement Policy outlines clear expectations, drawing from international human rights standards, including the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises and the Responsible Business Alliance's Supplier Code of Conduct. All suppliers are provided access to our ethical reporting hotline and are encouraged to report any concerns or behaviors that violate our Supplier Code of Conduct.

In alignment with our Human Rights Policy, Generac's Supplier Code of Conduct includes the following areas, amongst others, that relate to Human Rights:

- Child and forced labor
- Compensation
- Compliance with laws
- Ethics and compliance program
- Harassment and abusive behavior
- Health and safety
- Human trafficking
- Misconduct and reporting
- Nondiscrimination

This policy was formulated to be consistent with recognized commitments, standards, and codes, including the Responsible Business Alliance Code of Conduct, the United Nations (“UN”) Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, various International Labor Organization conventions, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict- Affected and High-Risk Areas, ISO 26000 and 20400 standards on sustainable procurement and social responsibility.

In 2025, we continued our campaign to have both our indirect and direct supplier commit to aligning with our Supplier Code of Conduct.

Suppliers are expected to undertake initiatives to promote greater sustainability responsibility such as:

- Material substance compliance
- Pollution prevention and natural resource conservation
- Stakeholder engagement and community development
- Supply chain visibility and traceability
- Global sustainability standards alignment

Procurement Process

The Global Supply team, under the leadership of the Executive Vice President of Global Supply Chain, oversees the strategic sourcing process. This approach enables Generac to procure goods and services of the highest quality while fostering a diverse network of suppliers who adhere to ethical and sustainable practices, in alignment with our supplier code of conduct.

Our global supply chain team is tasked with minimizing risk by identifying dual source suppliers whenever feasible. They are authorized to evaluate suppliers using a broad range of criteria, including pricing, geographic diversification and risk, supplier diversity, product quality, sustainability, financial robustness, potential tariff implications, and exposure to global risks, among other factors. Additionally, we utilize third-party providers, comprehensive data sources, and performance metrics to assess suppliers and inform our overall risk management strategies, thereby mitigating potential risk exposure.

Risk Management

Potential disruptions within our supply chain represent risks that we proactively address to fulfill our commitments to both customers and shareholders. We are dedicated to supply chain resilience through deliberate and strategic planning. Our risk management efforts include:

- Establishing dual sourcing arrangements with suppliers, where feasible
- Comprehensive identification of risk exposure for each supplier
- Rigorous third-party risk management pertaining to cybersecurity for any entity accessing our data or systems
- Ongoing monitoring and administration of supplier conflict mineral and human trafficking/modern slavery questionnaires within our supplier management protocols
- Software to perform Denied Party Screenings to protect against national and international debarred, denied or sanctioned parties/countries

100% of Generac suppliers must acknowledge our Supplier Code of Conduct & Sustainable Procurement Policy

Generac expects all Suppliers to comply with and adhere to all applicable environmental laws in their respective countries and/or jurisdictions. They are also expected to undertake initiatives to promote greater environmental responsibility such as:

- Material Restrictions/Compliance Declaration
- Responsible Waste Management and Disposal
- Environmental Permits and Reporting
- Pollution Prevention and Natural Resource Conservation
- Energy Consumption and Greenhouse Gas (GHG) Emissions

Supply Chain

GRI 2-23, 2-24, 308-2, 408, 409

Responsible Sourcing

Responsible Materials

Generac seeks to source materials responsibly and maintain clear expectations for suppliers that support ethical and transparent supply chains. Our approach to conflict minerals is guided by Generac’s Conflict Minerals Policy, Supplier Code of Conduct & Sustainable Procurement Policy, and applicable regulatory requirements.

Generac’s conflict minerals due diligence program is aligned with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and leverages tools provided by the Responsible Minerals Initiative (RMI). Through this process, Generac identifies potential risk areas and works collaboratively with suppliers to address and mitigate risks, including through corrective actions where appropriate.

“ Behind every product we make are people, materials and partners. Our responsibility is to make sure each link in that chain reflects the values we stand for as a company.”

Senja Kling

*Manager Supplier Compliance
Strategic Global Sourcing*

Consistent with regulatory obligations under the Dodd-Frank Wall Street Reform and Consumer Protection Act, Generac requires suppliers to:

- Acknowledge Generac’s conflict minerals compliance obligations, and
- Provide information regarding conflict minerals content, smelter or refiner details, and country of origin for products supplied to Generac.

Generac’s Conflict Minerals Policy is publicly available and is incorporated into supplier expectations and contractual requirements. In addition, Generac continues to request that select suppliers report on the presence of cobalt and mica in their products using the RMI Extended Minerals Reporting Template (EMRT), recognizing the importance of these materials to Generac’s electrification strategy.

Combatting Forced Labor

Generac is committed to respecting human rights throughout its operations and supply chain. As outlined in Generac’s Supplier Code of Conduct, suppliers are expected to uphold human rights standards in all aspects of their operations, including the prohibition of forced labor, child labor, and human trafficking.

Building on Generac’s [2024 Forced Labor Report](#), the Company strengthened its forced labor prevention efforts in 2025 by requiring mandatory forced labor due diligence training for executives and procurement teams in the United States, Canada, and the United Kingdom. Training topics included recognizing indicators of forced labor, understanding supplier risk factors, and proactively addressing forced labor risks within global supply chains. Generac plans to expand this training to additional procurement teams over time to support a more consistent, global approach.

Legal & Regulatory

GRI 2-27, 2-28, 201-4, 415

Policy & Political Involvement

Generac's policies prohibit any directors, officers and employees from making, directly or indirectly, any political contributions without the prior written approval of Generac's Executive VP & General Counsel, either on behalf of Generac or for any purpose related to Company business.

Moreover, any political contribution in excess of \$20,000 USD requires Board approval. Any use of the funds or assets of Generac or any subsidiary to make political contributions must be approved in advance. There is not a Political Action Committee affiliated with Generac. No political contributions were made in 2025.

All directors, officers and employees of Generac, as well as all third-parties acting on behalf of Generac, are expressly required to comply with the letter and spirit of the Foreign Corrupt Practices Act (FCPA), prohibiting the bribery and corruption of foreign public officials. Generac has designed systems to provide reasonable assurances against any accounting errors and fraud.

Generac's policy team provides regulatory and policy support for its energy technology, consumer and commercial and industrial businesses globally. General Counsel and the Senior Vice President of Policy and Market Development oversee a team that represents Generac before federal and state agencies and legislatures to unlock opportunities to grow Generac's clean energy, energy management and grid resiliency businesses.

The Policy team engages with non-profit clean energy and regulatory associations such as the California Solar and Storage Association, the Solar Energy Industry Association, Advanced Energy United and the Solar and Energy Storage Association of Puerto Rico.

Involvement in Professional Organizations

We prioritize our engagement across the industries and communities we serve. As a member of numerous regional and national associations globally, we stay attuned to industry best practices and innovations. These are a few of the key associations that Generac and its operating entities and subsidiaries currently have.



Electrical Generating Systems Association



General Confederation of Italian Industry



Powering good. Outdoor Power Equipment Institute



Solar Energy Industries Association



Association of Energy Services Professionals



smart local energy



06

Appendix

Industry Framework Indexes

Key Performance Indicators (KPI) >>

Sustainable Development Goals (SDG) >>

Task Force on Climate-related Financial Disclosures (TCFD) >>

Sustainability Accounting Standards Board (SASB) >>

Global Reporting Initiative (GRI) >>

World Economic Forum (WEF) >>

Toronto, Canada - Home to ecobee Headquarters



Key Performance Indicators (KPI)

All metrics, data points and key performance indicators used in this report are summarized below. Generac tracks energy and emissions metrics to monitor performance and inform climate-related decision making.

Metric	Units	2023	2024	2025
Business Scale				
Revenue	\$M USD	\$4,023	\$4,296	\$4,209
Number of Employees	Number	8,600	9,239	9,400
Number of Countries with Employees	Number	20	20	25
Number of Manufacturing Facilities	Number	17	16	17
Environmental				
Emissions Management				
GHG Emissions				
Scope 1 Emissions	Metric Tons (t) CO ₂ e	34,280	30,367	41,889
Scope 1 Intensity per Sales	Metric Tons CO ₂ e/\$ Million USD	8.52	7.07	9.95
Scope 2 Emissions, Location-Based	Metric Tons (t) CO ₂ e	26,534	26,707	29,134
Scope 2 Intensity per Sales	Metric Tons CO ₂ e/\$ Million USD	6.60	6.22	6.92
Total Scope 1 & 2 GHG Emissions	Metric Tons (t) CO ₂ e	60,814	57,075	71,023
Total Scope 1 & 2 GHG Intensity per Sales	Metric Tons CO ₂ e/\$ Million USD	15.12	13.29	16.87
Other Air Emissions				
NOx Emissions - Enterprise-wide	Metric Tons	576.31	505.73	550.79
SOx Emissions - Enterprise-wide	Metric Tons	5.03	5.47	5.97
VOC Emissions - Enterprise-wide	Metric Tons	68.87	75.00	89.58
Particulate Emissions - Enterprise-wide	Metric Tons	11.10	9.57	10.89
Energy Management				
Energy Consumption				
Total Energy Consumed	GJ	758,859	683,567	750,948
Total Energy Intensity per Sales	GJ/\$ Million USD	188.63	159.12	178.41
Total Electricity Consumption	GJ	214,622	212,169	236,266
Percent of Grid Electricity Used	Percentage (%)	28%	31%	31%
Fuel Use				
Total Fuel Consumption	GJ	544,235	471,397	514,683

Year-over-year results are not directly comparable in all cases due to changes in organizational boundaries from acquisitions and facility expansions, as well as the phased expansion of data collection scope and underlying data systems.

Metric	Units	2023	2024	2025
Environmental				
Environmental Impact				
Spills				
Number of Spills	Number	0	0	0
Amount of Spills	Barrels (bbls)	0	0	0
Amount of Spills Recovered	Barrels (bbls)	0	0	0
Water Management				
Water Consumption	Thousand Cubic Meters (m ³)	22.6	58.1*	52.7
Water Withdrawal - Enterprise-wide	Thousand Cubic Meters (m ³)	91.9	110.2*	118.5
Water Discharge	Thousand Cubic Meters (m ³)	69.3	52.0*	65.8
Materials & Waste				
Hazardous Waste				
Hazardous Waste - Enterprise-wide	Metric Tons	376.14	182.82**	320.11
Hazardous Waste Recycled - Enterprise-wide	Metric Tons	149.01	118.98	115.61
Percent Hazardous Waste Recycled - Enterprise-wide	Percentage (%)	40%	65%	36%
Non-Hazardous Waste				
Non-Hazardous Waste - Enterprise-wide	Metric Tons	19,695	24,542	25,506
Non-Hazardous Waste Recycled - Enterprise-wide	Metric Tons	15,767	20,249	20,254
Non-Hazardous Waste Sent to Landfill - Enterprise-wide	Metric Tons	3,928	4,263	5,148
Percent Non-Hazardous Waste Recycled - Enterprise-wide	Percentage (%)	80%	82%	79%
Total Waste				
Total Waste - Enterprise-wide	Metric Tons	20,071	24,725	25,825
Total Waste Recycled - Enterprise-wide	Metric Tons	15,916	20,368	20,370
Percent Total Waste Recycled - Enterprise-wide	Percentage (%)	79%	82%	79%

*2024 water data were updated to reflect expanded data availability during the reporting period. These updates were intended to improve the completeness of reported information and do not represent changes to underlying methodologies.

**The decrease in hazardous waste for 2024 is due in part to a reclassification of waste determinations conducted in North America.



Key Performance Indicators (KPI)

All metrics, data points and key performance indicators used in this report are summarized below.

Metric	Units	2023	2024	2025
Social				
Community				
Community involvement				
Volunteer Hours - Global	Hours	3,584	5,473	5,687
Generac Gives Programs/Events Supported - Global	Number of Orgs/Events	509	436	476
Generac GIVES Cash Donations	\$ Million USD	>1	>1.1	>\$1.3
Product Safety				
Number of Recalls	Count	5	1	3
Total Units Recalled	Count	75,399	57,209	21,831
Health & Safety				
EHS Metrics				
Total Recordable Incident Rate (TRIR) - Employees	Rate	1.83	1.07	1.18
Lost Time Injury Rate (LTIR) - Employees	Rate	0.43	0.34	.28
Days Away, Restricted or Transferred (DART) - Employees	Rate	0.99	0.61	.57
Fatality Rate - Employees	Rate	0	0	0

Metric	Units	2023	2024	2025
Social				
Human Capital				
Employee Training & Career Development				
Learning - Certified in Lean	Hours	1,824	2,000	1,680
Learning - CI Course	Hours^	856	1,719	345
Learning – Essential Managerial Skills**	Hours	N/A	N/A	590
Learning – Product Safety Training**	Number of Employees	N/A	N/A	5,212
Essential Skills**	Number of Completions	N/A	N/A	1,145
Employee Retention				
Average Employee Tenure	Years	5.1	4.8	5.4
Stakeholder Engagement				
Employee Engagement Survey Response Rate	Percentage (%)	82	85	91
Governance				
Board Oversight				
Board Age*				
Percent of Board < 50	Percentage (%)	9	10	0
Percent of Board 50 - 59	Percentage (%)	18	20	20
Percent of Board 60 - 69	Percentage (%)	64	70	70
Percent of Board > 70	Percentage (%)	9	0	10
Business Ethics				
Anti-Bribery & Anti-Corruption				
Amount Of Fines For Bribery And Corruption	\$ Million USD	0	0	0
Number of Fines For Bribery And Corruption	Count	0	0	0
Anti-Competition				
Amount of Anti-Competition Fines	\$ Million USD	0	0	0
Number of Fines for Anti - Competition	Count	0	0	0



*Based on 2025 Nominated and Continuing Directors

**New trainings launched in 2025

^Updated data to reflect Hours versus Number of Employees








Sustainable Development Goals (SDG)

Goal	Description	Location	Initiatives	Progress
	<p>Good Health & Well-Being</p> <p>Ensure healthy lives and promote well-being for all ages</p>	<p>Refer to:</p> <ul style="list-style-type: none"> Company Awards & Rankings Our People 	<ul style="list-style-type: none"> Generac's Healthy and Thriving Total Rewards are based on the four pillars of wellness: physical, emotional, financial, and social Our Healthy Living Program gives our employees the opportunity to reduce their medical premium by participating in a variety of personal wellness activities and through community events like blood drives and charity walks/runs We provide awareness training at the beginning of an employee's employment with Generac in New Employee Orientation (NEO) 	<ul style="list-style-type: none"> We provide company-paid short-term disability insurance to all full-time employees and company match for those participating in the 401(k) retirement plan. 34% of our eligible population participated in the Healthy Living Program and received health insurance credits Generac added ecobee to its retirement plan offerings in April 2025 Generac offers a Parental Bonding Leave Program to provide additional time off to welcome new family members We made signing up for benefits smoother for production employees by deploying onsite Benefits Specialists and laptops to make it more accessible and be able to answer questions
	<p>Quality Education</p> <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<p>Refer to:</p> <ul style="list-style-type: none"> Company Awards & Rankings Community Involvement Our People 	<ul style="list-style-type: none"> On the job skills training at all manufacturing sites Communication skills courses for frontline customer-facing employees Supply Chain Rotational Program helps early career employees (three-year program) More than 40,000 courses available to leaders throughout the organization Enterprise-wide Essential Managerial Skills program Education Reimbursement Program supports continuing education opportunities for the children of Generac employees 	<ul style="list-style-type: none"> Education is our top priority for the Generac Foundation. In 2025, 52% of our giving was focused on STEM education and youth (excluding impact donations). More than 82,000 students were reached through a program supported by Generac. November 2025, we launched the enterprise-wide Essential Managerial Skills (EMS) program to reinforce best practices, strengthen people-management capability and support enterprise competencies In 2025, we launched the first enterprise-wide mentoring program In 2025, Generac partnered with GPS Ed to open a classroom inside its new Beaver Dam facility, expanding access to hands-on learning and workforce opportunities for local high school students right alongside our teams on the shop floor
	<p>Affordable and Clean Energy</p> <p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	<p>Refer to:</p> <ul style="list-style-type: none"> Energy Resilience 	<ul style="list-style-type: none"> Our purpose to lead the evolution to resilient, efficient, and sustainable energy solutions drives our strategy of Powering A Smarter World Provide industry-leading smart home technologies that continue to make a lasting impact on energy efficiency for both customers and the planet 	<ul style="list-style-type: none"> Generac offers a portable solar panel, a commercial-grade battery energy storage system, a battery-powered brush mower and compact electric commercial mower Generac acquired Allmand which offers a hybrid light tower combining the power of a diesel engine with the power of two 7kWh batteries for a more fuel efficient option to our customers New York Times Wirecutter named two ecobee smart thermostats of the top four smart thermostats in 2025 In partnership with The United States Department of Energy, Generac deployed over 3,100 rooftop solar PV and battery storage systems to the homes of low income and vulnerable residents in Puerto Rico, building energy-resilient and sustainable communities in 2025
	<p>Decent Work and Economic Growth</p> <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>Refer to:</p> <ul style="list-style-type: none"> Company Awards & Rankings 	<ul style="list-style-type: none"> Create an outstanding employee experience and an amazing workplace culture Opened our new manufacturing facility to support the growing demand for Industrial Generators in Beaver Dam, Wisconsin on April 1, 2025, that will employ up to 400 people 	<ul style="list-style-type: none"> In 2025, we gathered input from 91% of our employee population through our employee engagement survey, giving them a platform to shape our strategy and contribute to Generac's efforts to become an "employer of choice" ecobee has been recognized by Great Place to Work®. Canada and named one of the 2025 Best Workplaces For Giving Back™ for our commitment to creating an outstanding employee experience. Through a partnership with Independent Electrical Contractors, Inc. (IEC), more than 3,000 apprentices and field contractors receive training on rigorous backup power installation standards, as the need for backup power and alternative energy sources continues to grow



Sustainable Development Goals (SDG)

Goal	Description	Location	Initiatives	Progress
 <p>9 Industry, Innovation and Infrastructure</p>	<p>Industry, Innovation and Infrastructure</p> <p>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<p>Refer to:</p> <ul style="list-style-type: none"> • Company Awards & Rankings 	<ul style="list-style-type: none"> • Promote a culture of innovation for best-in-class product development • All Corporate New Product Introductions (NPI) under the Generac Development Process (GDP) have assigned Sustainable Development Goals to enable tracking metric report out in 2026 • Joined Buildertrend to make it easier for builders and their homeowners to specify and integrate backup power and energy management tools into the design and construction process 	<ul style="list-style-type: none"> • ecobee Smart Thermostat Premium earned several positions on “Best Of” lists for smart thermostats, “best” inventions, and the best smart thermostat overall, in 2025 • Forbes’ list of the best whole house generators for January 2025 – Three Generac Hone Standby Generators were honored • In 2025, Generac was recognized with 2 Red Dot Design Awards for PWRcell 2 home energy storage system and the Generac XG Protector Series for excellence and innovation in product design • GOOD DESIGN recognized 2 products: GP7500E Dual Fuel Portable Generator and XG04045 Liquid-Cooled Home Standby Generator for their product design, graphics and innovation
 <p>11 Sustainable Cities and Communities</p>	<p>Sustainable Cities and Communities</p> <p>Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<p>Refer to:</p> <ul style="list-style-type: none"> • Environmental Impact • Community Involvement 	<ul style="list-style-type: none"> • Seek to minimize adverse impacts on the environment through good management practices • Support programs and organizations that respond to urgent needs • Provide partnerships to foster greater sustainable efforts and innovations • Strive to be good neighbors in our Generac communities 	<ul style="list-style-type: none"> • We support organizations dedicated to helping first responders • In 2025, our employees contributed 5,687 volunteer hours in the communities in which we live and work across the United States and Canada • Over 82,000 students were impacted by educational programs supported by Generac • Generac and the Generac Foundation donated over \$1.3M in support of our communities
 <p>12 Responsible Consumption and Production</p>	<p>Responsible Consumption and Production</p> <p>Ensure sustainable consumption and production patterns</p>	<p>Refer to:</p> <ul style="list-style-type: none"> • Materials & Waste 	<ul style="list-style-type: none"> • Waste management and waste prevention practices in place • Noise reduction and energy efficiency initiatives in place • E-waste programs in place 	<ul style="list-style-type: none"> • Suppliers are required to complete an annual Conflict Minerals Declaration and relevant suppliers were asked to complete an Extended Minerals Declaration • Improved packaging on our Guardian series Home Standby Generator reduced the volume of wood and metals required in transporting this top-selling item • In 2025, 79% of waste from Generac global operations was recycled • 100% of domestic Generac manufacturing sites have Green Teams
 <p>13 Climate Action</p>	<p>Climate Action</p> <p>Take urgent action to combat climate change and its impacts</p>	<p>Refer to:</p> <ul style="list-style-type: none"> • Climate Resilience • Materials & Waste 	<ul style="list-style-type: none"> • Generac’s Storm Response initiative includes teams that travels to impacted areas to help ensure residents and communities affected by a disaster regain access to power as quickly as possible • Climate Change is a megatrend considered in Generac’s annual strategic planning process • Our free tool Power Outage Central aggregates utility outage data nationwide into a single, easy-to-use interface, making it simple to see the impacts of power outages on a local and statewide scale in near real time 	<ul style="list-style-type: none"> • Sustainability is incorporated into annual Strategic Planning; A Climate related risks and opportunities assessment was performed in 2025 • In partnership with the Innovators Educational Foundation, Generac sponsored events such as the American Solar Challenge and the Formula Sun Grand Prix in 2025 to provide hands-on engineering experience and build problem solving skills through real-world application in sustainable technology • We submit annually to CDP and EcoVadis
 <p>17 Partnerships for the Goals</p>	<p>Partnerships for the Goals</p> <p>Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development</p>	<p>Refer to:</p> <ul style="list-style-type: none"> • Legal & Regulatory 	<ul style="list-style-type: none"> • Partnerships are key to the successful deployment of Generac’s enterprise strategy. We collaborate with trade associations, peer networks and academic institutions, and engage stakeholders across our value chain to ensure we are meeting corporate goals and helping support the SDGs • Our Energy Alliance and Builders Alliance programs connect our dealers and installers with organizations aiming to improve energy resiliency and community infrastructure • Our partnership with Independent Electrical Contractors, Inc. (IEC) to address entrance barriers in the electrical trade, offering best-in-class training to prepare the many electricians for the future 	<ul style="list-style-type: none"> • Member of numerous energy technology industry associations and various health, safety and product compliance organizations • Each year, more than 3,000 apprentices and field contractors across three local IEC chapters will have the opportunity to receive training in Generac product installation and earn their certification in accordance with Generac’s rigorous installation standards • Generac’s systems supporting the U.S. Department of Energy’s Puerto Rico Energy Resilience Fund (PR-ERF) kept about 400 households from losing power during a major storm event



Task Force on Climate-related Financial Disclosures (TCFD)

Pillar	Topic	Response
Governance	(a) Boards oversight of climate	At Generac, the Nominating and Corporate Governance Committee is responsible for board-level oversight of Sustainability and Social Impacts, including climate-related risks and opportunities. This committee is composed of directors with over 30 years of experience leading organizational transformation, talent and succession management, culture change, corporate social responsibility and over a decade in renewable energy and sustainable infrastructure. The committee is updated quarterly on climate-related matters by the General Counsel and Executive VP Global Corporate Strategy and Development.
	(b) Managements role in addressing climate related risks and opportunities	Management of climate-related issues is incorporated into Generac's Sustainability program, which is overseen by the Executive Vice President of Global Corporate Strategy and Development. The day-to-day responsibility is carried out by a dedicated team of Climate and Social Impact team, supported by a Sustainability Steering Committee composed of cross-functional and strategic leaders responsible for identifying climate risks and opportunities. Sustainability and Social Impact risks and opportunities are integrated into our strategic planning, enterprise risk management, and governance structures. At the leadership level, Generac maintains a Sustainability Executive Committee including the CEO, CFO, General Counsel, and Executive Vice Presidents overseeing Human Resources, Global Operations, Global Supply Chain, and Global Corporate Strategy and Development. This Sustainability and Impact Executive Committee provides guidance on overall sustainability strategy and execution, and reports quarterly to the Board of Directors. Management is informed of climate-related topics through recurring forums, including monthly Sustainability and Impact Steering Committee meetings, bi-monthly Operations Sustainability Steering Committee meetings focused on emissions and energy-efficiency initiatives and quarterly reviews under the company's ISO 14001-certified environmental management system. Site-level managers are responsible for climate-related data collection and performance tracking.
Strategy	(a) The climate-related risks and opportunities the entity has identified over the short, medium and long term	<p>Generac understands the critical global challenge posed by climate change and acknowledges the urgency to address its causes and impacts. To proactively address climate risks and opportunities, Generac has completed a climate risk and opportunity assessment, building upon the results of the company's enterprise risk assessment (ERA), sustainability planning, and prior disclosures. This effort identifies and evaluates potential impacts across short (0-3 year), medium (3-10 year), and long-term (10-25 year) horizons. For more information on the process for identifying and assessing climate risks, please see Risk Management (a).</p> <p>Climate-Related Risks</p> <p>Generac has identified four priority climate-related risks most relevant to its business model and operating footprint, provided below. For more information on which risks are financially material and how materiality is determined, please see Generac's SEC filings.</p> <p>Transition Risks</p> <ul style="list-style-type: none"> • Increased climate and greenhouse gas regulations: Jurisdictions in the U.S. and abroad may create new climate regulations, including carbon taxes, cap-and-trade systems, or climate disclosure requirements. The price of carbon in these markets may also increase as climate impacts intensify. Such policies could raise production costs, reporting costs, and reduce demand for higher-emission products, particularly in regions accelerating decarbonization. This creates both cost pressure in manufacturing and intensifies competition from lower-emission technologies, with the potential to impact Generac through direct emissions and, indirectly, through fossil-fuel-reliant products. New or more stringent climate regulations could increase compliance and reporting costs and require continued investment in lower-emission technologies. To mitigate these risks, Generac continues to monitor regulatory developments, improve operational efficiency, and expand low-carbon energy solutions. • Mandates on and regulation of existing products and services: More stringent emissions and efficiency standards could place additional performance requirements on select products or otherwise restrict their use in specific markets. These policies could affect both Generac's residential and commercial segments. Such standards may increase compliance costs and necessitate investments in new processes, technologies, and product designs, potentially affecting profitability. Generac manages these risks through a diversified product portfolio that includes lower-emitting fuel options such as natural gas, as well as advanced technologies like LFP batteries and microinverters, helping maintain flexibility as standards evolve. • Changing customer behavior: Customer preferences across residential and commercial segments may continue to change over time. In particular, interest in cleaner fuels and batteries is growing in residential markets, reflected in the demand for Generac's solar battery storage, smart home energy devices, and microgrid solutions. Continued behavioral changes may require further diversification of Generac's product portfolio and ongoing investment in low-carbon solutions. Evolving market preferences could reduce demand for select products, impacting revenue mix and requiring greater investment in other product lines. Generac addresses this risk through continuous innovation and expansion of its clean energy and low-carbon solutions while fostering an agile workforce capable of adapting to changing customer demands. <p>Physical Risks</p> <ul style="list-style-type: none"> • Increased severity of extreme weather events (Acute): Climate change brings with it increased physical risks from severe weather, such as heatwaves, hurricanes, and wildfires. These risks have the potential to impact organizations across industries, damaging facilities and assets, interrupting operations and production, disrupting upstream and downstream logistics, and impacting employee safety. • Generac's core business focuses on solutions to support energy and operational resilience during extreme weather events, helping the broader market adapt by providing back up power with portable generators, home and industrial sized generators, and battery energy storage solutions. This focus on resilience also applies to Generac's own operations, with risk management efforts and procedures that reduce exposure to impacts from natural hazards. Supply chain and manufacturing redundancies further reduce the company's risk of disruptions due to severe weather. <p>Climate Opportunities</p> <p>The following climate-related opportunities are relevant across all countries and regions where Generac operates and may materialize over the short to medium term:</p> <ul style="list-style-type: none"> • Adaptation services: Generac's business model centers around providing more resilient, efficient, and sustainable energy solutions in the face of an aging grid, increasingly volatile weather, and growing energy demands. Through these solutions, Generac supports energy resilience for homes, commercial and industrial businesses, and communities despite shifting and more severe weather. Growing grid instability may also boost demand for Generac's backup generation and storage solutions, creating new revenue opportunities. The company continues to expand its offerings, including smart home devices, EV chargers, and load management systems, to strengthen customer and community resilience. • Development and expansion of low-emission goods and services: Demand for energy-saving and low-emission products continues to rise, reflected in Generac's expanding portfolio of solar battery storage, smart home energy devices, and microgrid solutions. As customers and industries accelerate their transition to cleaner technologies, Generac is well-positioned to meet evolving expectations. This shift creates long-term growth potential and diversification benefits across new and emerging markets. To capture this opportunity, Generac is advancing its clean energy portfolio through continued innovation and entry into the solar, battery, and EV charging sectors. Generac's strong financial foundation and cash flow provide flexibility to pursue new business opportunities and expand across product categories and markets. • Development of new products or services through R&D and innovation: Shifting energy systems and customer expectations are driving the need for continuous innovation across Generac's product lines. The company's R&D capabilities enable the development of next-generation technologies that enhance competitiveness and open new revenue streams. Sustained investment in innovation supports profitability and market relevance over time. Generac continues to develop microinverters, energy storage systems, and advanced energy management solutions that align with the transition to a low-carbon economy. • Resource efficiency & renewable energy use in operations: Generac continues to improve efficiency in manufacturing and logistics to reduce operational costs and drive environmental impact. By sourcing more renewable electricity and adopting cleaner fuels in operations, Generac aims to reduce energy costs over time, improve resilience to fuel price volatility, and reduce emissions-related regulatory risks.
	(b) The impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning	<p>Generac understands that addressing climate change is not only an environmental imperative but also makes sound business sense. By incorporating climate-related risks and opportunities into strategic planning, the company is better positioned to respond to changing market conditions and ensure the long-term success of its business.</p> <p>Generac has incorporated climate-related risks into its annual strategic planning cycle and made advances in capturing climate risk within its enterprise risk management process. The company continues to evaluate opportunities to evolve and enhance sustainability risk and opportunity analysis in its planning processes.</p> <p>Climate-related factors influence Generac's strategy and financial planning across several key areas:</p> <ul style="list-style-type: none"> • Products and services: Generac's portfolio of generators and backup power solutions supports overall energy resilience in the face of physical risks from severe weather, helping maintain business continuity for both the company and its customers. • Research and development: Climate-related risks and opportunities may affect customer and community buying decisions in the short, medium, and long term, potentially influencing product offerings. Generac's ongoing investments in low-carbon energy solutions, both through acquisitions and R&D, demonstrate the influence of risks and opportunities on business and financial planning. • Upstream value chain: Risks and opportunities may affect Generac's supply chain's ability to continue meeting obligations, driving Generac's focus on supplier diversification to minimize disruptions. • Operations: Generac seeks to minimize its utility usage and environmental impact where feasible, through both efficiency and renewable energy initiatives. These efforts show the effects of climate risks on financial planning, including capital expenditures. <p>Generac's investments to date reflect the company's commitment to innovation and the development of products that support decarbonization across residential, commercial, and industrial sectors. The company invests in R&D spanning control systems, distributed energy resources (DER), energy storage, hydrogen power, and electromobility components. M&A has also been an important part of the strategy to diversify the company's business resulting in an expansion of renewable and energy-technology businesses to strengthen its capabilities in solar, battery storage, and smart-energy management. These efforts align with Generac's purpose to lead the evolution toward more resilient, efficient, and sustainable energy solutions.</p>



Task Force on Climate-related Financial Disclosures (TCFD)

Pillar	Topic	Response
Strategy	(c) The resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2-degree or lower scenario	<p>To evaluate the resilience of Generac's business strategy under different climate futures, a qualitative scenario-based assessment consistent with TCFD guidance was conducted. The analysis examines how transition and physical climate-related risks could affect the company's operations and value chain under both baseline and below-2°C scenarios. Scenarios represent illustrative future pathways and are not designed to forecast future events or risk profiles.</p> <p>Scenario Analysis – Transition Risk</p> <p>Generac partnered with ClimeCo to conduct a qualitative scenario analysis aligned with the TCFD guidance. The analysis draws on globally recognized transition scenarios from the International Energy Agency (IEA) that outline alternative energy and economic pathways. These scenarios provide a framework to model "what if" conditions under evolving carbon constraints, technology shifts, and stakeholder expectations across both orderly and disruptive transition pathways.</p> <p>Generac assessed the resilience of its strategy using two transition scenarios: a custom Current State scenario with limited changes to climate policy, and the IEA Net Zero Emissions by 2050 (NZE) scenario reflecting a rapid global energy transition consistent with limiting warming to below 2°C. Under the Current State scenario, carbon pricing is limited in scope and geography, and existing mandates on greenhouse-gas emissions, energy efficiency, and product safety remain stable. Overall transition-related climate exposure remains low and broadly consistent with current operations.</p> <p>Under the NZE scenario, the energy landscape shifts significantly. Carbon prices become more widespread globally and rise over time, increasing direct and indirect cost pressures on carbon-intensive manufacturing and supply chains. Policy pathways also include stricter efficiency and emissions performance standards and a long-term shift toward zero-emission technologies. Generac's continued diversification into solar & battery solutions, grid services software, smart home energy platforms, and commercial microgrid solutions supports strategic resilience by positioning the company to compete in a transition scenario. However, the speed and scale of change in this hypothetical pathway create higher risk relative to the Current State scenario.</p> <p>Scenario Analysis – Physical Risk</p> <p>The analysis leverages insights from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) to qualitatively evaluate Generac's potential exposure to acute physical risks, focusing on storms and heavy precipitation. The analysis applies a 2050-time horizon, which was selected to provide a long-term view of potential risks and resilience. It encompasses Generac's operations and business segments across North America, with an emphasis on the company's primary hub in Wisconsin.</p> <p>Across both scenarios, climate models project increasing annual precipitation across most regions, with the largest increases in northern North America, and a significant intensification of heavy precipitation events by 2050. These findings suggest continued exposure to storm-related disruptions to operations and supply chains; however, Generac's established severe-weather management capabilities reduce potential risk.</p>
Risk Management	(a) Processes for identifying and assessing climate-related risks and opportunities	<p>Generac's Compliance Committee conducts an annual enterprise risk assessment (ERA) to evaluate material risks facing the company and reports its findings to both the Audit Committee and the Board of Directors. Climate-related risks are explicitly included within these assessments.</p> <p>Generac's ERA uses a structured, company-wide approach to identify, evaluate, and prioritize risks, including those related to climate change. The process covers Generac's direct operations as well as its upstream and downstream value chain, where climate and sustainability-related impacts are most significant. Climate-related topics are represented in the ERA alongside other enterprise risks to determine their relative priority. Generac's ERA survey, risk definitions, and scoring approach are refreshed annually to align with strategic priorities and peer practices.</p> <p>Climate-related risks may also be identified by the Sustainability Committee or others. Business units also highlight climate-related risks and opportunities within strategic planning reviews to help ensure that management decisions remain informed of evolving climate-related considerations.</p> <p>In 2025, Generac added an additional layer to its risk management process through a third-party Climate Risks and Opportunities Assessment. The assessment aims to inform future evaluations of company-wide risk.</p>
	(b) Processes for managing climate-related risks	<p>Generac manages climate-related risks through the same structured process used for other enterprise risks, ensuring consistent oversight and accountability. Risks flow into business planning through two primary sources:</p> <ul style="list-style-type: none"> • Priority risks from the enterprise risk assessment process inform business unit planning • Generac's annual strategic planning process reviews and accounts for broader climate risks and opportunities <p>In 2024, Generac further strengthened its processes by incorporating sustainability-related risks and opportunities, including climate-related topics, into its strategic planning. Leaders across business groups and core functions participated in identifying and assessing these risks and opportunities. The results of this process were used to inform business unit strategies.</p> <p>These complementary mechanisms ensure that climate-related considerations are embedded across governance, risk, and planning functions rather than managed in isolation.</p>
	(c) How processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	<p>Climate-related risks are fully integrated into Generac's company-wide risk management framework and are assessed through the same processes used to identify, evaluate, and monitor all enterprise risks. The ERA and sustainability risk review processes feed into enterprise strategy and annual planning, so that climate considerations are evaluated alongside financial and operational factors. Climate topics are also embedded in business continuity planning and Board reporting through coordination between sustainability and enterprise risk management functions.</p>
Metrics & Targets	(a) The metrics by the organization to assess climate related risks and opportunities in line with its strategy and risk management process	<p>Climate-related metrics are tracked and evaluated in alignment with Generac's enterprise risk management and strategic planning processes. Climate risk management has been incorporated into both the company's strategic planning process and annual enterprise risk assessment.</p> <p>Generac monitors a suite of environmental metrics, including greenhouse gas (GHG) emissions, energy use, and water consumption, to help assess exposure to and progress on climate-related risks and opportunities. These metrics are disclosed within this annual report. As Generac's climate program continues to evolve, the company intends to explore opportunities to continuously improve data tracking and methodologies through best practices.</p>
	(b) Scope 1, Scope 2, and, if appropriate, Scope 3 green house gas emissions and the related risks	<p>Generac quantifies and reports its Scope 1 and Scope 2 GHG emissions annually in accordance with the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard. The company applies an operational control boundary and uses methodologies and emission factors from the U.S. EPA Center for Corporate Climate Leadership and the U.S. Energy Information Agency's Commercial Buildings Energy Consumption Survey (CBECS) to estimate emissions where direct data are unavailable.</p>



Sustainability Accounting Standards Board (SASB) Disclosure Index

SASB Description	Units	2025 Response	SASB Code
Activity Metrics			
Number of Manufacturing Facilities	Number	16	TC-ES-000.A
Number of employees	Number	9,052	RT-EE-000.B
Energy Management			
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Varies	(1) 750,948 GJ (2) 100% (3) 0%	RT-EE-130a.1
Hazardous Waste Management			
(1) Amount of hazardous waste generated, (2) percentage recycled	Metric Tons (t) & Percentage (%)	(1) Total hazardous waste generated: 318.74 t (2) Percentage recycled: 36%	RT-EE-150a.1
Number and aggregate quantity of reportable spills, quantity recovered	Metric Tons (t)	No reportable spills	RT-EE-150a.2
Product Safety			
Number of recalls issued, total units recalled	Number	Number of Recalls: 3 Total Units Recalled: 21,831 An official recall is one carried out in conjunction with a governmental agency.	RT-EE-250a.1
Total amount of monetary losses as a result of legal proceedings associated with product safety	Presentation currency (\$)	None Reported	RT-EE-250a.2
Product Lifecycle Management			
Percentage of products by revenue that contain IEC 62474 declarable substances	Description	None Reported	RT-EE-410a.1
Percentage of eligible products, by revenue, certified to an energy efficiency certification	Description	Greater than 5%	RT-EE-410a.2
Revenue from renewable energy-related and energy efficiency-related products	Percentage (%) by revenue	Greater than 10%	RT-EE-410a.3
Materials Sourcing			
Description of the management of risks associated with the use of critical materials	Description	See Supply Chain section	RT-EE-440a.1
Business Ethics			
Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	Description	See Business Ethics & Integrity section. Generac is committed to conducting business fairly, honorably, with integrity, and in compliance with all applicable laws. Our Anti-Corruption policy strictly prohibits bribes and corrupt payments; provides guidance and examples of what might constitute a bribe; and defines and prohibits facilitation payments. Our Code of Ethics and Business Conduct Policy and Travel, Gifts and Entertainment Guidelines also contain provisions that provide guidance on the giving of gifts, gratuities, and business courtesies. Every Generac director, officer, employee, associate, and third party representative is required to learn, understand, and comply with the policy requirements.	RT-EE-510a.1
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Presentation currency (\$)	0	RT-EE-510a.2
Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Presentation currency (\$)	0	RT-EE-510a.3



KPI

SDG

TCFD

SASB

GRI

WEF

Global Reporting Initiative (GRI) Disclosure Index

GRI 202: Market Presence 2016	
Disclosure	Location
Statement of Use:	Generac has reported the information cited in this GRI content index for the period January to December 2025 with reference to the GRI Standards.
GRI 1 Used:	GRI 1: Foundation 2021

GRI Standard: GRI 2: General Disclosures 2021	
Disclosure	Location
2-1 Organizational details	Our Company - Generac at a Glance
2-2 Entities included in the organization's sustainability reporting	About This Report - Reporting Scope and Boundaries
2-3 Reporting period, frequency and contact point	About This Report - Generac's Commitment to Transparency
2-4 Restatements of information	About This Report - Reporting Scope and Boundaries
2-5 External assurance	About This Report - Generac's Commitment to Transparency
2-6 Activities, value chain and other business relationships	Our Company - Generac at a Glance
2-7 Employees	Our People
2-8 Workers who are not employees	Our People
2-9 Governance structure and composition	Corporate Governance - Board Composition and Leadership, Board Oversight
2-10 Nomination and selection of the highest governance body	Annual Proxy Filing, Corporate Governance - Board Skills & Experience
2-11 Chair of the highest governance body	Annual Proxy Filing, Corporate Governance - Board Composition and Leadership
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance - Board Oversight, Board Composition and Leadership
2-13 Delegation of responsibility for managing impacts	Corporate Governance - Board Sustainability Oversight, Board Composition and Leadership
2-14 Role of the highest governance body in sustainability reporting	Corporate Governance - Board Oversight
2-15 Conflicts of interest	Business Ethics and Integrity - Our Code of Ethics and Business Conduct
2-16 Communication of critical concerns	Business Ethics and Integrity - Reporting Concerns
2-17 Collective knowledge of the highest governance body	Corporate Governance - Board Skills and Experience
2-18 Evaluation of the performance of the highest governance body	Corporate Governance - Board Composition and Leadership
2-19 Remuneration policies	Risk Management
2-20 Process to determine remuneration	Risk Management
2-21 Annual total compensation ratio	Risk Management
2-22 Statement on sustainable development strategy	A Message From Our Chairman and CEO

GRI Standard: GRI 2: General Disclosures 2021	
Disclosure	Location
2-23 Policy commitments	Business Ethics & Integrity, Company Policies
2-24 Embedding policy commitments	Business Ethics & Integrity, Company Policies
2-25 Processes to remediate negative impacts	Business Ethics & Integrity, Company Policies
2-26 Mechanisms for seeking advice and raising concerns	Business Ethics and Integrity - Reporting Concerns
2-27 Compliance with laws and regulations	Legal and Regulatory - Involvement in Professional Associations
2-28 Membership associations	Legal and Regulatory - Involvement in Professional Associations
2-29 Approach to stakeholder engagement	About This Report - Stakeholder Engagement
2-30 Collective bargaining agreements	Human Rights - Policies and Procedures

GRI 3: Material Topics 2021	
Disclosure	Location
3-1 Process to determine material topics	About This Report - Materiality Assessment
3-2 List of material topics	About This Report - Materiality Assessment
3-3 Management of material topics	About This Report - Materiality Assessment

GRI 201: Economic Performance 2016	
Disclosure	Location
201-1 Direct economic value generated and distributed	FY25 Form 10-K
201-2 Financial implications and other risks and opportunities due to climate change	Climate Resilience
201-3 Defined benefit plan obligations and other retirement plans	Employee Health, Safety, and Wellbeing, Benefits and Perks
201-4 Financial assistance received from government	Legal & Regulatory - Policy and Political Involvement

GRI 202: Market Presence 2016	
Disclosure	Location
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not reported this year
202-2 Proportion of senior management hired from the local community	Not reported this year

GRI 203: Indirect Economic Impacts 2016	
Disclosure	Location
203-1 Infrastructure investments and services supported	Community Involvement, FY25 Form 10-K
203-2 Significant indirect economic impacts	Community Involvement, FY25 Form 10-K

GRI 204: Procurement Practices 2016	
Disclosure	Location
204-1 Proportion of spending on local suppliers	Not reported this year

GRI 205: Anti-corruption 2016	
Disclosure	Location
205-1 Operations assessed for risks related to corruption	Business Ethics and Integrity - Anti-Corruption and Anti-Bribery
205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Integrity - Anti-Corruption and Anti-Bribery
205-3 Confirmed incidents of corruption and actions taken	Key Performance Indicators

GRI 206: Anti-competitive Behavior 2016	
Disclosure	Location
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics and Integrity - Anti-Competitive and Anti-Bribery

GRI 207: Tax 2019	
Disclosure	Location
207-1 Approach to tax	Risk Management - Generac's Approach to Tax
207-2 Tax governance, control, and risk management	Risk Management - Generac's Approach to Tax
207-3 Stakeholder engagement and management of concerns related to tax	Risk Management - Generac's Approach to Tax
207-4 Country-by-country reporting	Risk Management - Generac's Approach to Tax

GRI 301: Materials 2016	
Disclosure	Location
301-1 Materials used by weight or volume	Not reported this year
301-2 Recycled input materials used	Not reported this year
301-3 Reclaimed products and their packaging materials	Materials and Waste Management



KPI

SDG

TCFD

SASB

GRI

WEF

Global Reporting Initiative (GRI) Disclosure Index

GRI 302: Energy 2016	
Disclosure	Location
302-1 Energy consumption within the organization	Energy - Energy Management, Key Performance Indicators
302-2 Energy consumption outside of the organization	Not reported this year
302-3 Energy intensity	Key Performance Indicators
302-4 Reduction of energy consumption	Energy - Energy Management, Key Performance Indicators
302-5 Reductions in energy requirements of products and services	Energy Resilience - Advancement in Cleaner Fuels

GRI 303: Water and Effluents 2018	
Disclosure	Location
303-1 Interactions with water as a shared resource	Water Management
303-2 Management of water discharge-related impacts	Water Management
303-3 Water withdrawal	Water Management, Key Performance Indicators
303-4 Water discharge	Water Management, Key Performance Indicators
303-5 Water consumption	Water Management, Key Performance Indicators

GRI 304: Biodiversity 2016	
Disclosure	Location
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not reported this year
304-2 Significant impacts of activities, products and services on biodiversity	Not reported this year
304-3 Habitats protected or restored	Not reported this year
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not reported this year

GRI 305: Emissions 2016	
Disclosure	Location
305-1 Direct (Scope 1) GHG emissions	Emissions Management - Greenhouse Gas Emissions, Key Performance Indicators
305-2 Energy indirect (Scope 2) GHG emissions	Emissions Management - Greenhouse Gas Emissions, Key Performance Indicators
305-3 Other indirect (Scope 3) GHG emissions	Not reported this year
305-4 GHG emissions intensity	Emissions Management - Greenhouse Gas Emissions, Key Performance Indicators
305-5 Reduction of GHG emissions	Emissions Management - Greenhouse Gas Emissions
305-6 Emissions of ozone-depleting substances (ODS)	Emissions Management - Other Air Emissions
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Key Performance Indicators

GRI 306: Waste 2020	
Disclosure	Location
306-1 Waste generation and significant waste-related impacts	Materials and Waste Management
306-2 Management of significant waste-related impacts	Materials and Waste Management
306-3 Waste generated	Materials and Waste Management
306-4 Waste diverted from disposal	Materials and Waste Management
306-5 Waste directed to disposal	Materials and Waste Management

GRI 308: Supplier Environmental Assessment 2016	
Disclosure	Location
308-1 New suppliers that were screened using environmental criteria	Supply Chain
308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain

GRI 401: Employment 2016	
Disclosure	Location
401-1 New employee hires and employee turnover	Our People - Talent Management Processes" "Continuous Learning and Training
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People - Employee Health, Safety, and Wellbeing
401-3 Parental leave	Our People - Employee Health, Safety, and Wellbeing

GRI 402: Labor/Management Relations 2016	
Disclosure	Location
402-1 Minimum notice periods regarding operational changes	Not reported this year

GRI 403: Occupational Health and Safety 2018	
Disclosure	Location
403-1 Occupational health and safety management system	Health and Safety
403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety
403-3 Occupational health services	Health and Safety
403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety
403-5 Worker training on occupational health and safety	Health and Safety
403-6 Promotion of worker health	Our People - Employee Health, Safety, and Wellbeing
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety
403-8 Workers covered by an occupational health and safety management system	Health and Safety
403-9 Work-related injuries	Health and Safety
403-10 Work-related ill health	Health and Safety Key Performance Indicators

GRI 404: Training and Education 2016	
Disclosure	Location
404-1 Average hours of training per year per employee	Our People
404-2 Programs for upgrading employee skills and transition assistance programs	Our People
404-3 Percentage of employees receiving regular performance and career development reviews	Not reported this year

GRI 406: Non-discrimination 2016	
Disclosure	Location
406-1 Incidents of discrimination and corrective actions taken	Human Rights



Global Reporting Initiative (GRI) Disclosure Index

GRI 407: Freedom of Association and Collective Bargaining 2016	
Disclosure	Location
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights - Policies and Procedures

GRI 408: Child Labor 2016	
Disclosure	Location
408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights - Policies and Procedures

GRI 409: Forced or Compulsory Labor 2016	
Disclosure	Location
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights - Policies and Procedures

GRI 410: Security Practices 2016	
Disclosure	Location
410-1 Security personnel trained in human rights policies or procedures	Not reported this year

GRI 411: Rights of Indigenous Peoples 2016	
Disclosure	Location
411-1 Incidents of violations involving rights of indigenous peoples	Human Rights - Policies and Procedures

GRI 413: Local Communities 2016	
Disclosure	Location
413-1 Operations with local community engagement, impact assessments, and development programs	Community Involvement
413-2 Operations with significant actual and potential negative impacts on local communities	Community Involvement

GRI 414: Supplier Social Assessment 2016	
Disclosure	Location
414-1 New suppliers that were screened using social criteria	Supply Chain
414-2 Negative social impacts in the supply chain and actions taken	Not reported this year

GRI 415: Public Policy 2016	
Disclosure	Location
415-1 Political contributions	Legal and Regulatory - Policy and Political Involvement

GRI 416: Customer Health and Safety 2016	
Disclosure	Location
416-1 Assessment of the health and safety impacts of product and service categories	Commitment to Quality - The Importance of Quality, Safety, and Satisfaction
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Not reported this year

GRI 417: Marketing and Labeling 2016	
Disclosure	Location
417-1 Requirements for product and service information and labeling	Commitment to Quality - The Importance of Quality, Safety, and Satisfaction
417-2 Incidents of non-compliance concerning product and service information and labeling	Not reported this year
417-3 Incidents of non-compliance concerning marketing communications	Not reported this year

GRI 418: Customer Privacy 2016	
Disclosure	Location
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not reported this year



World Economic Forum (WEF) Stakeholder Capitalism Metrics Disclosure

Generac supports the objectives of the **World Economic Forum’s Stakeholder Capitalism Metrics**, which provide a common framework for consistent and comparable disclosure of environmental, social, governance, and economic performance. The Stakeholder Capitalism Metrics are organized across four pillars: **Principles of Governance, Planet, People, and Prosperity**, and are designed to align with leading global reporting frameworks including GRI, SASB, TCFD, and the UN Sustainable Development Goals. The disclosures below reference where Generac’s 2025 Sustainability and Impact Report addresses the **WEF core metrics**. Metrics are reported using existing Generac disclosures; Generac has not created duplicative reporting solely for WEF alignment.

Pillar	WEF Core Metric	Metric Description	Generac 2025 Disclosure Reference
Principles of Governance	Governing purpose	The company’s stated purpose and how it creates long-term value for all stakeholders	About This Report; Our Company; Enterprise Strategy
	Quality of governing body	Composition, structure, and oversight of the highest governance body	Corporate Governance; Generac SEC filings
	Stakeholder engagement	Identification of material topics and engagement with key stakeholders	Sustainability and Impact Highlights; Risk Management
	Ethical behavior	Anti-corruption policies, training, incidents, and ethical reporting mechanisms	Business Ethics & Integrity
	Risk and opportunity oversight	Integration of sustainability and climate risks into enterprise risk management	Risk Management
Planet	Climate change – GHG emissions	Scope 1 and Scope 2 greenhouse gas emissions and emissions intensity	Emissions; Energy
	Climate risk and resilience	Governance, strategy, and risk management aligned with TCFD	Climate Resilience; TCFD Appendix
	Water consumption	Water use and stewardship practices	Water
	Environmental impact	Environmental footprint and impact management	Environmental Impact
People	Materials and waste	Materials use, waste management, and circularity initiatives	Materials & Waste
	Dignity and equality	Human rights policies and labor practices	Human Rights
	Health and well-being	Employee health and safety performance and programs	Health & Safety
Prosperity	Skills for the future	Employee training, development, and capability building	Empowering Employees
	Employment and wealth generation	Workforce, wages, benefits, and economic contribution	Our People; Financial Overview
	Innovation of better products and services	Investment in R&D and innovation supporting energy resilience	Energy Resilience
	Community and social vitality	Community investment, engagement, and social impact	Community Involvement

