

The background of the entire page is a scenic landscape photograph. It shows a person in silhouette walking across a grassy hill towards a valley filled with mist or low clouds. The sun is low on the horizon, creating a warm, golden glow that illuminates the scene. The sky is a clear, pale blue.

**GENERAC®**

# **2024 SUSTAINABILITY AND IMPACT REPORT**

Published April 2025



# A Message From Our Chairman, President and CEO

We are proud to be leading the evolution to more resilient, efficient and sustainable energy solutions across the globe as the total energy solutions company. We are continuing on our mission to Powering a Smarter World – to make a difference in energy resilience for our customers.

The need for reliable, affordable, and accessible power has never been more urgent. As aging infrastructure meets the growing demands of electrification, severe weather, and rising energy costs, Generac is well-positioned to lead—delivering solutions that help customers take control of their energy future and strengthen resilience across homes, businesses, and communities.

Since publishing our 2023 Sustainability and Impact Report, we've strengthened our internal processes to support continuous improvement, product safety and compliance, and enhanced data acquisition capabilities to ensure accurate, comprehensive disclosures.

2024 milestones include:

- Mobilized our Storm Response team during five major hurricanes, handling 48,000 support calls and delivering 600+ emergency shipments.
- Launched new clean energy products, including our first Electric Vehicle charger, Battery Energy Storage System for Commercial and Industrial markets, and expanded ecobee offerings.
- Grew microgrid, battery storage, and manufacturing capabilities.
- Invested \$70 million in a new Commercial and Industrial facility in Beaver Dam, WI, supporting production and workforce development.
- ecobee surpassed 5 million connected thermostats, helping customers save 41 terawatt-hours of energy.

This year's report reflects a more comprehensive, enterprise-wide view of how we manage risk, drive efficiency and align our business strategy with long-term energy resilience. It includes updated year-over-year metrics, expanded policy references and deeper insights into our environmental and social programs.

We are excited to continue this journey – and to share the ways we are working to make the world better through our products, our people, and the communities we serve.

Thank you,

A stylized, handwritten signature in black ink, appearing to read 'AJ', enclosed within a circular loop.

**Aaron P. Jagdfeld**

Chairman, President, and Chief Executive Officer

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# About This Report

## Report Scope & Boundaries

This 2024 Sustainability and Impact Report (covering January 1 to December 31, 2024) builds on previously published reports and includes all Generac subsidiaries and international operations as described in our 2024 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](mailto: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

Generac has conducted a materiality assessment\* to determine the relative importance of specific Sustainability and Impact topics.

We evaluated over 2,300 unique data points derived from Sustainability and Impact ratings agencies, peer disclosures and industry frameworks to help guide our short-, medium- and long-term strategy for improvement and disclosure.

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

\*Generac completed its initial Materiality Assessment in 2022 and we annually review it for relevancy. 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

● Environmental

● Social

● Governance

“

We're proud of the strides we've made this past year to support our communities, improve energy resilience, and help make energy more efficient and accessible for all.”

**Jen Anderson**  
Executive VP Global Corporate Strategy & Development

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	<a href="#">Our People Promise</a> 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 <a href="#">Nominating and Corporate Governance</a> committee reviews and assesses the progress of key Sustainability and Impact activities quarterly, at minimum.
Executive Leadership	The <a href="#">Executive Sustainability and Impact Committee</a> engages monthly reviews and approves annual environmental performance.
Suppliers	Supplier Sustainability and Impact Initiatives & Compliance are material topics in Quarterly Business Reviews with Critical and Strategic Suppliers. Suppliers with significant growth and maturity in Sustainability and Impact topics are nominated for our annual Supplier Excellence in Sustainability Award.
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 <a href="#">volunteering and giving</a> .
Investors & Analysts	Executive leadership engages in quarterly Q&A, investor conferences and in regular dialogue both virtually and in-person.

# OUR COMPANY

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**Generac at  
a Glance**

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**Corporate  
Values**

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**Enterprise  
Strategy**

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**Financial  
Overview**



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





# Generac at a Glance

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

Today, Generac is a total energy solutions company.

As a globally leading designer, manufacturer and provider of a wide range of energy technologies, we provide power generation equipment, energy storage systems, energy management solutions and other power products for residential and commercial and industrial markets around the world.

Generac continues to expand and diversify wisely, to lead the energy evolution into the future.

## Powering a Smarter World

In the face of an aging grid, increasingly volatile weather and growing energy demands, we’re committed to providing more resilient, efficient and sustainable energy solutions.

Improving energy sustainability includes three key elements:

- Decarbonization
- Digitalization
- Decentralization

With a dynamic and diverse approach, our experience in power generation and vision for future technology fuel our mission to Power a Smarter World and empower people to use energy on their terms.







Founded  
**1959**



2024 Net Sales:  
**\$4.3 BILLION**



**9,200+**  
Employees Worldwide



**OMNI-CHANNEL  
DISTRIBUTION**

Thousands of dealers,  
wholesalers, retailers and  
e-commerce partners



Company Overview



2024 Adjusted  
EBITDA\*:  
**\$789 MILLION**



**1,200+**  
Engineers Worldwide



Last Twelve Months  
Region Net Sales Mix:  
**84% DOMESTIC**  
**16% INTERNATIONAL**

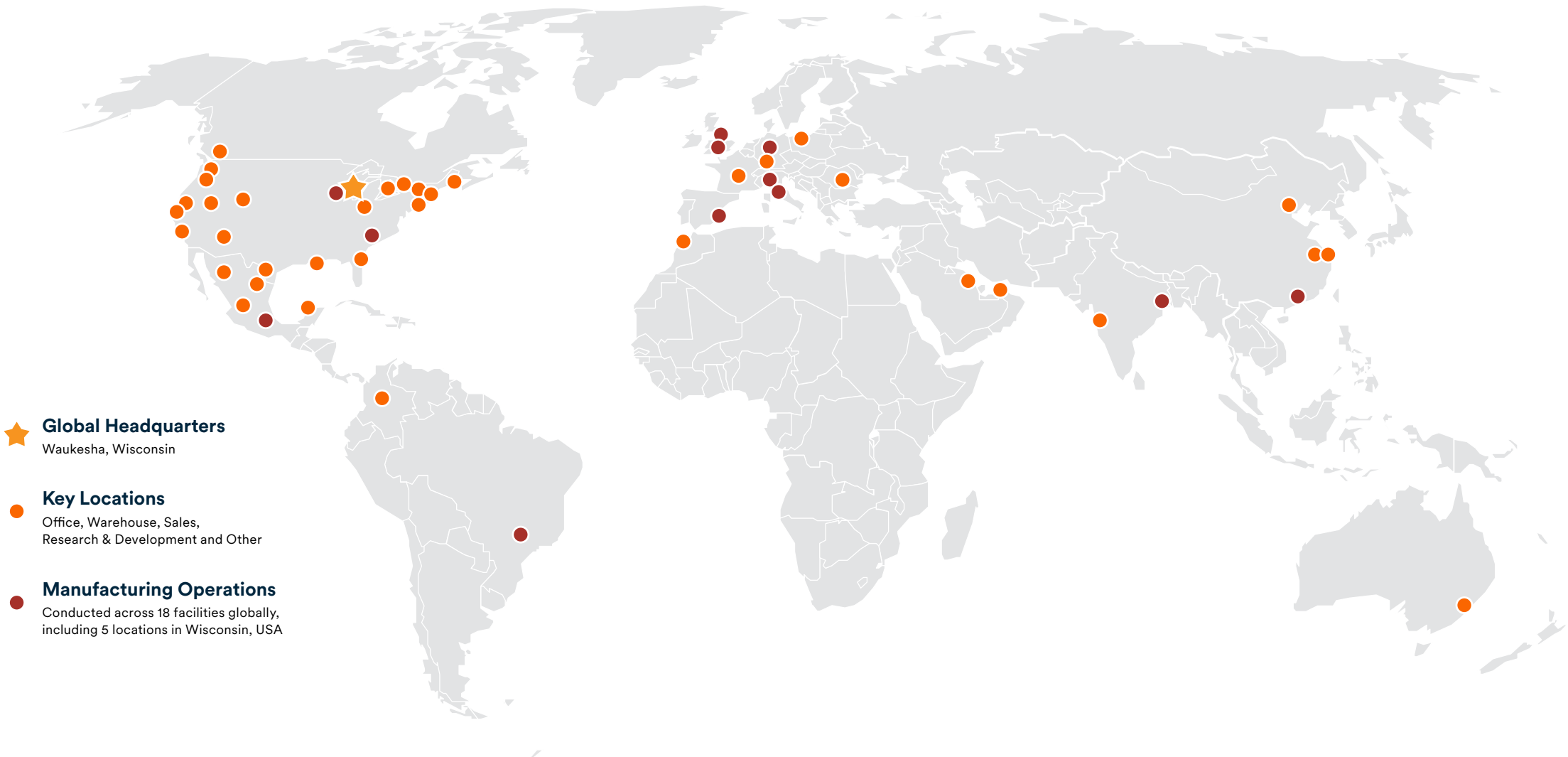


Last Twelve Months  
Product Net Sales Mix:  
**57% RESIDENTIAL**  
**32% C&I**  
**11% OTHER**

*\*To supplement our consolidated financial statements presented in accordance with U.S. GAAP, the Company provides the computation of Adjusted EBITDA attributable to the Company, which is defined as net income before noncontrolling interests adjusted for the following items: interest expense, depreciation expense, amortization of intangible assets, income tax expense, certain non-cash gains and losses including certain purchase accounting adjustments and contingent consideration adjustments, share-based compensation expense, certain transaction costs and credit facility fees, business optimization expenses, provision for certain legal and regulatory charges, certain other specific provisions, mark-to-market gains and losses on a minority investment, and Adjusted EBITDA attributable to noncontrolling interests. The provision for legal and regulatory charges adjusts for matters that are significant and not part of the ordinary routine litigation or regulatory matters incidental to the Company's business, such as large suits and settlements, class action lawsuits, government inquiries, and certain intellectual property litigation. The computation of Adjusted EBITDA is based primarily on the definition included in our Amended Credit Agreement.*

# Global Footprint

As of December 31, 2024, Generac is doing business in over 150 countries with over 9,200 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.

## Integrity

We practice the highest ethical standards by honoring our commitments and treating everyone with fairness, trust, and respect.

## Environment

We are committed to being a leader in environmental stewardship through sustainable operations and cleaner and more efficient power solutions.

## Innovation

We inspire innovation and creativity, and make significant investments in gaining insights, developing and applying new technologies to deliver advanced energy solutions.

## Agility

We move with urgency and precision to take advantage of market opportunities and out-execute competitors. We are progressive and focused on the future and improving every day. With our scale and resources, we shape market dynamics, not react to them.

## People

Our success is directly tied to our employees’ professional growth and personal well being, combined with strong families and communities. As an inclusive workplace, our employees embrace diversity, celebrate differences, and treat others with equality and respect.

## Excellence

We are committed to delivering quality and performance by continuously reaching for excellence in everything we do, with a focus on product safety and compliance.

# Megatrends Underpin Our Strategy



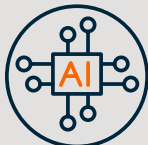
## Lower Power Quality

- 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



# Home Energy Ecosystem of The Future

1

Prioritize energy resilience and independence

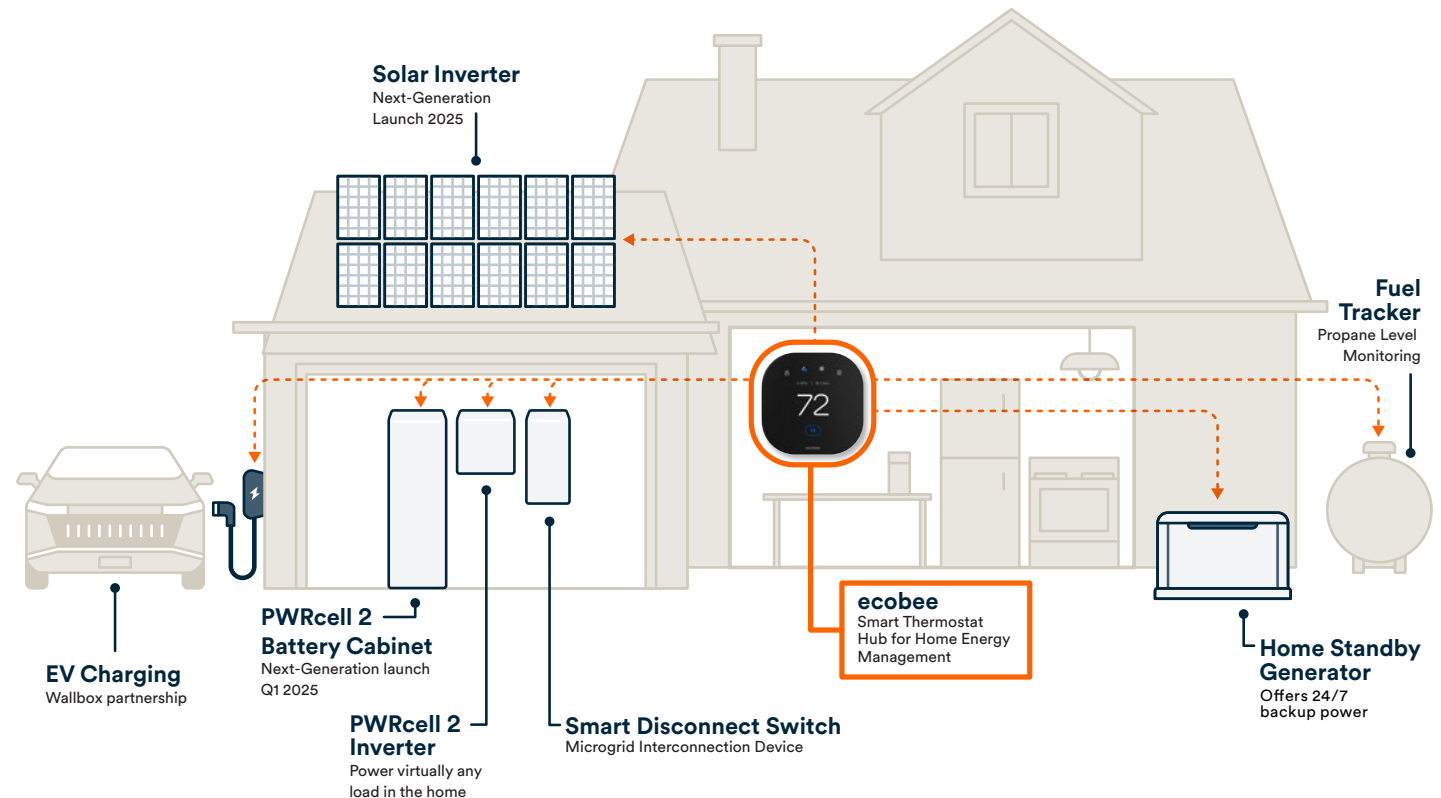
2

Deliver savings by optimizing for energy efficiency

3

Balance comfort and conservation

Multiple hardware devices connected to a single interface to optimize home energy generation & consumption.



Power Generation & Storage | Monitoring & Management Devices  
Platform & Controls | Grid Services

# Building Multi-Asset Commercial and Industrial Microgrids



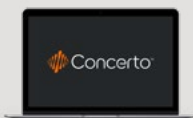
Power Generation and Storage



Energy Management Devices

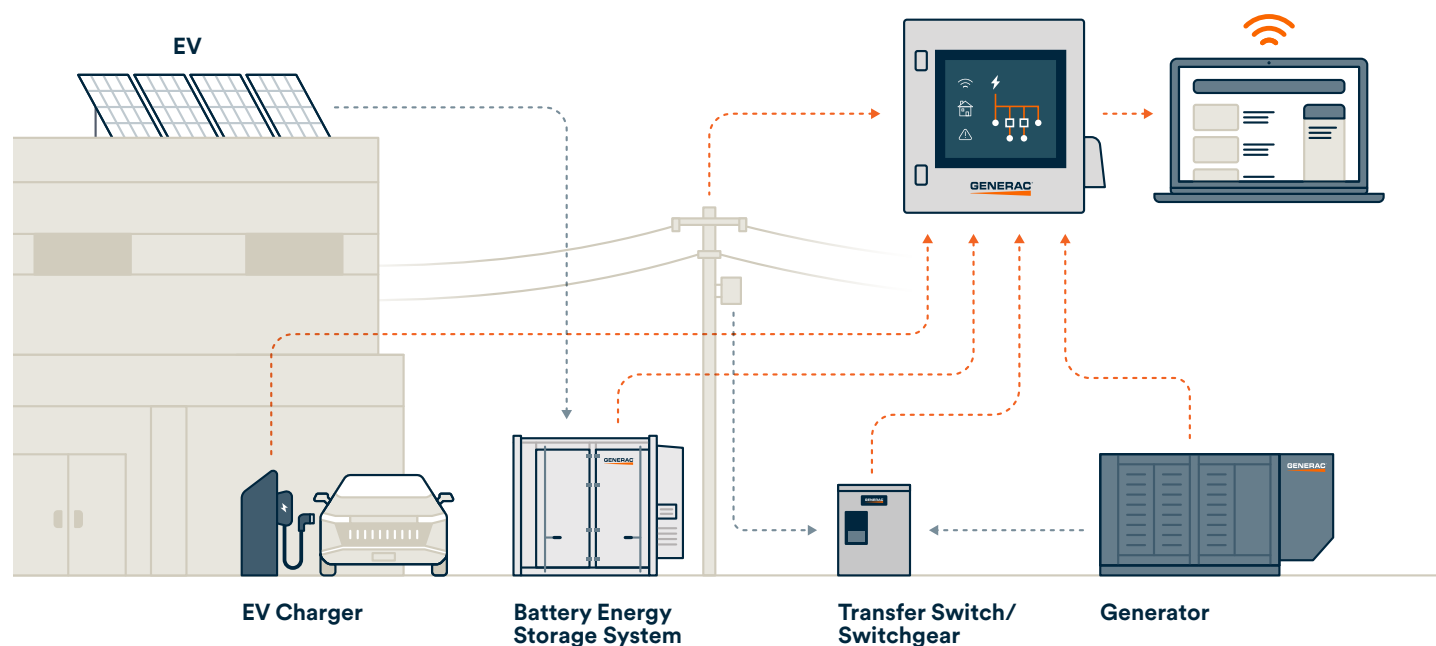


Monitoring and Controls



Grid Services

Turnkey solutions managed through a single interface integrating multiple assets to optimize power generation and consumption.





# 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

Investment in technology, innovation, R&D capabilities, capacity expansion, global systems, automation



### Strategic M&A

Accelerating “Powering A Smarter World” Strategy



### Maintaining Healthy Balance Sheet

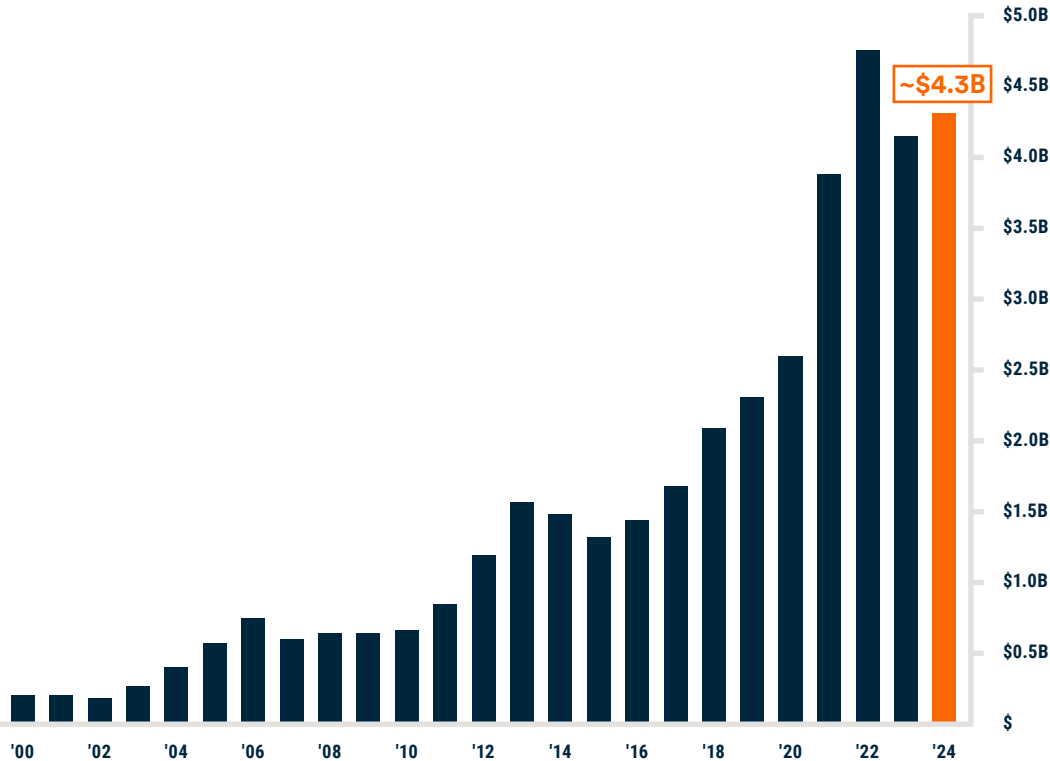
Target leverage 1-2x



### Return of Capital

Opportunistic Share Buy-backs

## Revenue Growth



# MAKING AN IMPACT AT GENERAC

# 2

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**Sustainability and  
Impact Highlights**

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**Company Awards  
and Rankings**

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**Commitment  
to Quality**

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**Energy  
Resilience**

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**Sustainable  
Development Goals**

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# Sustainability and Impact Highlights

It’s the “why” we do what we do that matters...leading the evolution to more resilient, efficient and sustainable energy solutions.

41.2 TWh

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

8.4 M

Tons of CO2e out of the atmosphere via ecobee thermostats

60,000+

Students participated in Generac sponsored STEM education programs in 2024

11,000+

Employee Volunteer hours since 2022\*

1,200+

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

5.1%

Of revenue spent on research and development

\$1.4 M+

Saved by implementing energy consumption reduction initiatives since 2022

51%

Reduction in Total Recordable Incident Rate (TRIR) since 2022

7

Employee-driven groups creating a sense of community and belonging

85%

Global participation across entire workforce in Generac engagement survey

64%

Of domestic GPS Sites have completed energy audits since 2021

82%

Of waste from global operations was recycled in 2024

259 GWh

Energy produced by PWRcell solar battery + storage units in 2024

100%

Independent Board committees

Board

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



# 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 ~50% lower TRIR than our NAICS code comparable peer set.



### Advancing Our Supply Chain

90% of direct suppliers acknowledged our Code of Conduct Policy, a 10% YoY increase.



### 85% Engagement Survey Participation

Our ambitious employee engagement survey garnered record responses, informing our strategy to become an employer of choice.



### Learning and Development

In 2024, over 1,000 professionals finished our online Introduction to Continuous Improvement course.



### Empowering Energy Resiliency in Low-and Moderate-Income Communities

In 2024, Generac advanced its commitment to energy resilience and sustainability through key federal projects in Puerto Rico and Massachusetts, while securing a new award to address industrial challenges in California.

# Company Awards and Rankings

Our focus on quality is tied to our enterprise strategy of Powering A Smarter World and our guiding principles, including excellence. With a focus on product safety and compliance, we strive for excellence in everything we do. We continue to set the standard for excellence within our industry.



## Forbes

Three of Generac’s Home Standby Generators made [Forbes’ list](#) of the five best whole house generators for January 2025.

## The New York Times

[The New York Times](#) recognized the ecobee Smart Thermostat Premium as their top pick for the best smart thermostat.

## TIME

Generac’s Commercial 4200 PSI pressure washer was recognized as the most powerful pressure washer on [Time’s list](#) of the best pressure washers.

## Southern Living

Generac’s 26kW home backup generator earned the top spot on [Southern Living’s list](#) of the best home generators.

## CBS News

CBS News recognized Generac’s Guardian 24kW whole-house generator as the best overall home generator and Generac’s 7172 10kW home standby generator as the best value home generator in [their list](#) of the 5 best home generators to prepare for hurricane season.

## MarketWatch

Generac’s PWRcell battery solution was recognized on [MarketWatch’s list](#) of the top solar battery options on the market.

## U.S. Department of Energy

Generac was chosen for three federal grants to support [grid resilience in Massachusetts’s](#) providing homes clean energy solutions, providing back up power to [California’s water utilities](#) and supporting [Puerto Rico’s](#) most vulnerable residents.

## ENERGY STAR® – 2024 Partner of the Year

The U.S Environmental Protection Agency has named ecobee an [ENERGY STAR Partner of the Year](#) for the fourth consecutive year.

## Great Place to Work® Canada

ecobee has been recognized by [Great Place to Work®](#) Canada and named one of the 2024 Best Workplaces For Giving Back™ for our commitment to creating an outstanding employee experience.

## GOOD DESIGN Awards

[GOOD DESIGN](#) recognized 5 products- the GB1000, the GB2000, the MLTB Light Tower, the DR Power Equipment ZT5e and the PWRmanager- for their product design, graphics and innovation.

# Commitment to Product Quality

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

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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

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

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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

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

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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



# Commitment to Product Safety

Every Generac employee involved in the development, manufacture, sale, and service of each product is included in the training and instruction on the relevant aspects of product safety.

Our comprehensive processes and procedures include:



## 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 PSRB also issues any appropriate corrective action directives and reports to external regulatory agencies, such as the Consumer Product Safety Commission, when necessary.



## Training

All Generac employees are required to complete the Generac Product Safety Compliance training online or in person. Role-specific training is also conducted continuously through classroom training, 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) is continuously monitored. The Generac Product Safety Review Board (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.

# Energy Resilience: PWRcell 2

Through Distributed Energy Resources (DERs), including solar + storage systems, energy management devices and standby generators, Generac is helping transform homes and businesses into resilient energy hubs.

**In 2024, Generac unveiled the PWRcell 2 Solar Battery Storage System for residential homes.** Designed to seamlessly integrate with our leading generator products and ecobee smart thermostats, PWRcell 2 creates a unified energy ecosystem that powers more of the home with clean, reliable power. Ultimately, PWRcell 2 offers homeowners greater energy independence and provides peace of mind, any time.

PWRcell 2 systems pair with ecobee smart thermostats, giving homeowners easy access to real-time alerts and energy usage insights, with automatic temperature adjustments during outages to preserve stored energy and extend backup duration.

These new solutions provide greater capacity and deeper energy saving opportunities for consumers, supporting up to 19.2 kW of energy from solar panels before needing grid power or stored battery energy.

By empowering people with smarter energy management tools, Generac is driving the adoption of DERs to help people take control of their energy and to shape a cleaner, more resilient energy future.



*PWRcell 2 is the next-generation system in the PWRcell line of products, which produced 259.2 GWh of clean energy in 2024.*

# Energy Resilience: Our Commitment to Natural Gas

As Generac develops and deploys its range of clean energy technology solutions, we maintain our global leadership in residential, commercial and industrial generators powered by natural gas – an essential alternative to diesel and coal.

Our expertise and innovations in natural gas generators create efficiencies and versatility across various applications, including:

- Addressing fuel storage challenges, environmental permitting and refueling for diesel-fueled generators
- Reducing expenses and space requirements by replacing multiple generators with a single unit through Generac’s Modular Power System
- Decreasing sound emissions and enhancing fuel efficiency through integration of electronic fuel and ignition control, with low-speed exercises in most of our portable, residential, commercial and industrial units
- Enhancing grid resiliency and reducing ownership costs by integrating home standby generators into virtual power plants



Natural gas combustion emits nearly **30% less carbon dioxide** than diesel fuel.\*



We’re also perfecting technology to efficiently pair **natural gas generators with batteries and renewable energy resources**, providing more resilient grid services, optimized energy management solutions and microgrids.



\*Per unit of energy, as per the U.S. [EPA's Inventory of U.S. Greenhouse Gas Emissions and Sinks: 1990-2020](#)

# Energy Resilience: Supporting Grid Resilience and Our Communities

In 2024, Generac advanced its commitment to energy resilience and sustainability through key federal projects in Puerto Rico and Massachusetts, while securing a new award to address industrial challenges in California.

These projects tackle the pressing need to ease the burden on electric grids increasingly strained by aging infrastructure, electrification demands and extreme weather. Central to these initiatives is a focus on supporting vulnerable communities and generating job opportunities in those areas.

## A Vision for the Future

These DOE-funded projects exemplify the power of public-private partnerships to address urgent energy challenges, while creating tangible benefits for communities.

By combining cutting-edge technologies with an emphasis on equity and sustainability, these initiatives are building a stronger, cleaner and more resilient energy future.





# Energy Resilience: Supporting Grid Resilience and our Communities



## Powering Resilience in Puerto Rico

In July 2024, Generac began the second phase of the energy resiliency project awarded in 2023 known as Programa Acceso Solar (Solar Access Program), funded through the Puerto Rico Energy Resilience Fund (ERF).

This initiative brings clean, grid-resilient energy storage to low-income communities prone to frequent and prolonged power outages, as well as to homes with residents reliant on energy for medical needs.

## Enhancing Grid Stability in Massachusetts

Our Massachusetts initiative leverages federal funding to bolster grid resilience through advanced energy solutions. The project involves installing energy technologies such as Wi-Fi thermostats, batteries and optimized electric heat pumps in disadvantaged communities across the Commonwealth.

These systems not only improve reliability for residents but also demonstrate Generac’s ability to integrate energy technologies into cohesive solutions. The initiative provides resiliency and incentives for low-to middle-income residents and creates a model for sustainable energy transitions for the broader grid in other regions.

## Powering Resilience in California

Generac was awarded new federal funding in 2024 to support California’s water utilities and Disadvantaged Communities (DACs) through advanced microgrid technology.

These microgrids, managed by Distributed Energy Resource Management systems (DERMs) will be capable of delivering reliable load reductions during periods of grid stress.

Beyond reducing strain on the electric grid, this project is expected to improve air and water quality, enhance reliability and create operational cost savings.

# Product Innovation: 2024 Highlights

In 2024, Generac continued to invest and develop across new and sustainable energy solutions.

## GLT Series Light Towers

We launched a new range of **mobile lighting towers** that offer long operating times, a digital controller and foldable drawbar for greater stability.



## ecobee Smart Thermostat Lite

ecobee announced its new **ecobee Smart Thermostat Lite** and released a new update to its eco+ Community Energy Savings feature.



## Mean Green

Mean Green introduced the **world’s largest electric zero-turn mower** that included a 96” deck and a 44kWh battery for up to 8 hours of continuous mowing.



## PWRcell 2

Our new **PWRcell2 Home Energy Storage System** product series was launched to give homeowners more power and reliability.



## EV Charger Level 2

We announced the availability of our **first electric vehicle (EV) charger**, a state-of-the-art level 2 charger that’s powerful, efficient, reliable and is WiFi/Bluetooth enabled.



## PWRmicro

Powerful, installer-friendly and with a 25-year warranty, we introduced our **first Generac-branded microinverter** to help homeowners maximize their solar ROI.



# 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 2024 are available in the [appendix](#).



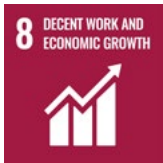
Our commitment to employees includes a Total Rewards program structured around four wellness pillars: Physical, Emotional, Financial and Social.



In 2024, almost 40% of our corporate and Foundation giving was directed towards STEM education and youth initiatives that reached over 62,000 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 9,200+ people, we foster an exceptional employee experience and cultivate a remarkable workplace culture.



Innovation is one of Generac's core [corporate values](#). In 2024, 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.

# ENVIRONMENTAL

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**Climate  
Resilience**

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**Emissions**

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**Energy**

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**Water**

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**Environmental  
Impact**

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**Materials  
& Waste**

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# Climate Resilience

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 sustainable 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 US, Generac helps customers manage power outages after significant climate events.

Before a storm strikes, we alert customers of potential weather impacts. After the storm, we take our expertise on the road, deploying our Storm Response Team to the areas impacted by the disaster.

### Outage Preparedness

Generac offers free guides to empower our customers in preparing for hurricane season, high winds, tornadoes and thunderstorms.

Plus, our free Power Outage Central link consolidates utility outage data from across the nation into a user-friendly interface. This tool enables users to easily visualize the impact of power outages at both local and statewide levels in near real-time.

### Storm Response Dispatch

Our Storm Response Team consists of trained Generac employee volunteers who travel to areas affected by a disaster to help residents and communities restore access to power as quickly as possible.

The Storm Team was dispatched three times in 2024 for Hurricanes Beryl, Helene and Milton, providing support to over 350 families and small businesses.



**In 2024,  
there were:**

- **27** confirmed weather/ climate disaster events
- **5** major hurricanes made landfall in 2024...
- ...with losses exceeding **\$1 billion** each

**“We will continue seeing increased severe weather activity result in power outages - which pose immense risk to safety and security. Backup power is the cornerstone of a well thought out preparedness plan.”**

**Aaron Jagdfeld**

*Chairman, President and Chief Executive Officer at Generac*

# Storm Response

## In times of need, helping hands are powerful

Our Storm Response Team of trained Generac employees were deployed three times in 2024 in the wake of Hurricanes Beryl, Helene and Milton.

- 16 team members deployed to North Carolina and Florida to repair products for customers
- Hired 400 employees to ramp up production
- Customer Experience Team worked 24/7 to help customers:
  - › 48,000 support/service calls logged
  - › 62,000 in-home consultations scheduled

## Taking care of Trenton

### Hurricane Helene

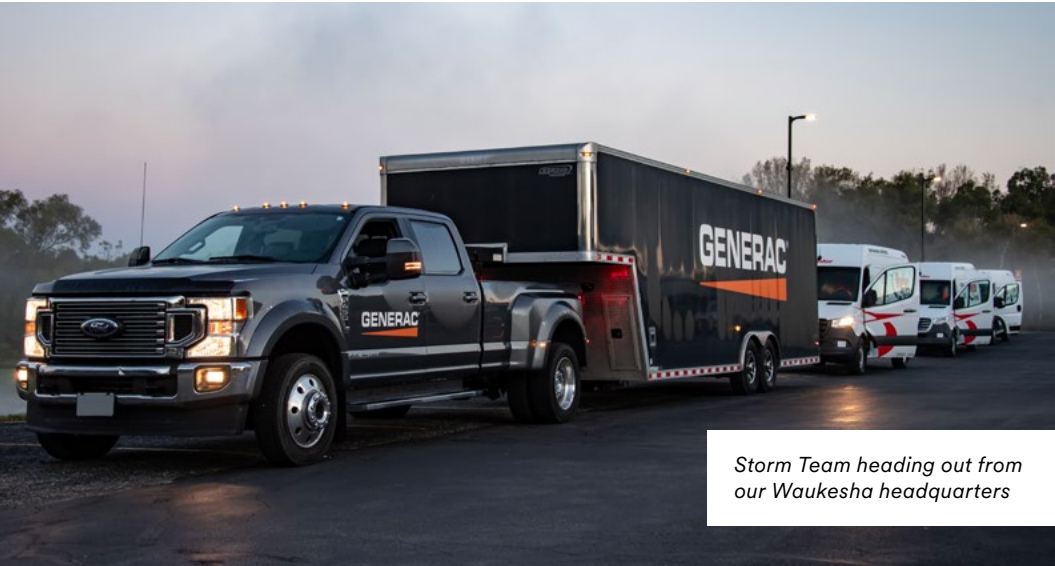
When Hurricane Helene directly impacted our employee's in Trenton, SC, Generac responded:

- Donated 250 portable generators to support our impacted employees
- The Generac Foundation supported the broader community with a \$26K disaster response donation



**1.5 billion** electric hours lost to outages in 2024  
(most since tracking started in 2010)

## STORM RESPONSE TEAM IN ACTION



Storm Team heading out from our Waukesha headquarters



Storm Team in North Carolina



# Emissions Management

Generac remains committed to developing a clear strategy aimed at implementing measures to reduce energy consumption and emissions associated with our global operations.

In 2024, we improved our enterprise-wide process to gather activity data and calculate global operations emissions with the support of an expert 3rd party. This included implementation of a global system of record for Scope 1 and 2 data management. Our published emissions adhere to the Greenhouse Gas (GHG) Protocol Corporate Standard for Scope 1 and 2 emissions, employing an operational control boundary.

	2022	2023	2024
Scope 1 & 2 GHG Emissions			
Scope 1 Emissions <i>Metric tons (Mt) CO<sub>2</sub>e</i>	35,719	34,280	30,367
Scope 2 Emissions - Location-Based <i>Metric tons (Mt) CO<sub>2</sub>e</i>	27,414	26,534	26,707
Total Scope 1 & 2 Emissions <i>Metric tons (Mt) CO<sub>2</sub>e</i>	63,133	60,814	57,075
Total Scope 1 & 2 GHG Intensity per Sales <i>Metric Tonnes CO<sub>2</sub>e/\$ Million USD</i>	13.83	15.12	13.29

## Other Air Emissions

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





# Energy Management

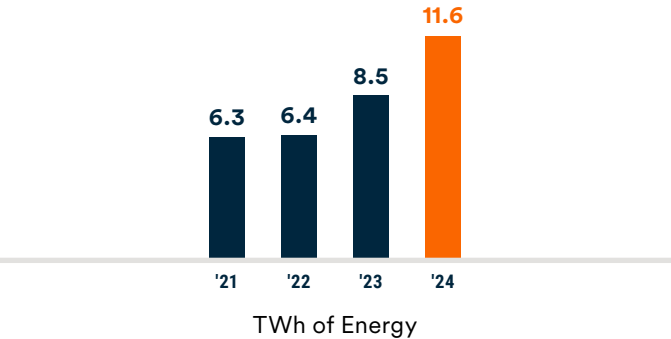
Leveraging our expertise in energy technology, we’re continually innovating energy management improvements, optimizing energy consumption and promoting sustainability across our global operations.

In 2024, 185 potential projects were identified, and 29 domestic projects were implemented. We also completed seven energy assessments in manufacturing and office buildings domestically (64% of domestic Generac Sites), identifying many potential projects that are then ranked by impact and effort to determine order of implementation.

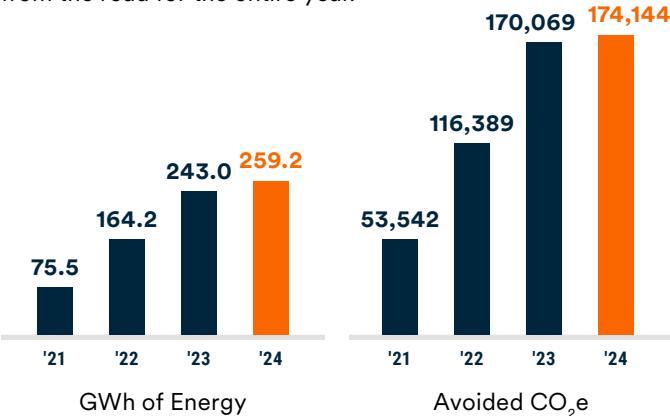
## Delivering energy saving results for our customers and the environment:



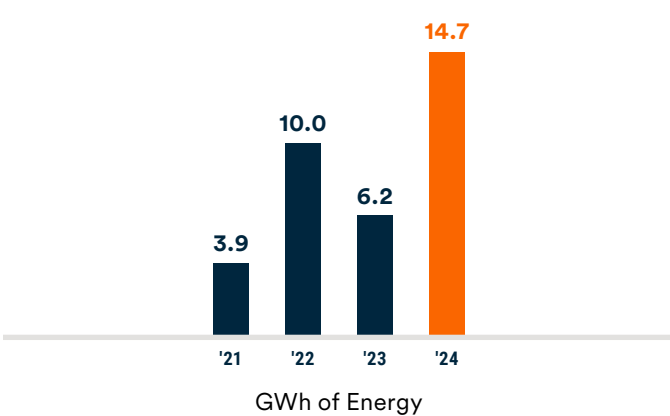
ecobee thermostats delivered over **11.6 TWh** of energy savings in 2024. The emission reductions are equivalent to 2.4 million metric tons of CO<sub>2</sub>e avoided or removing over 509,000 gas-powered cars from the road for the entire year.\*



PWRcell solar battery + storage units produced **259.2 GWh**, equivalent to 174,144 metric tons of CO<sub>2</sub>e avoided or removing over 40,600 gas-powered cars from the road for the entire year.\*\*



Generac delivered over **14.7 GWh** of energy to the grid during peak demand times or times of instability/intermittency.



	2022	2023	2024
Total Generac Energy Consumption			
Total Energy Consumed GJ	754,525	758,859	683,567
Total Electricity Consumed GJ	201,976	214,622	212,169
Total Generac Fuel Use			
Total Fuel Consumed GJ	552,549	544,235	471,397

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

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

# Energy Management

Whether through product design or operational efficiencies, Generac is committed to reducing our Greenhouse Gas Emissions.

Here, energy management starts with Green Teams at local facilities – comprised of cross-functional employees – that identify grassroots opportunities for environmental advancements, then develop actionable solutions.



**68% of domestic facilities have Green Teams**



## ecobee's Continued Progress in Design and Operational Efficiencies

### Operations

- Waste-conscious design saves nearly **1.1M lbs** of e-waste for the lifetime of the product
- Packaging tray is home compostable and UL certified paper recyclable

### Reducing Waste

- ecobee customers have saved **41.2 TWh** of electricity
- The equivalent of taking all the homes in New York City off the grid for one year

### Carbon Savings

- **8.4M tons** of CO<sub>2</sub>e out of the atmosphere\*



## Reducing Generac's Scope 1 & 2 Emissions

### Operations

- Upgraded lighting in both our South Burlington, VT and Jefferson, WI facilities
- Lighting fixtures were replaced with more efficient options with annual electrical savings equaling **\$22,265**
- Facility identified opportunity to save more than **600 MWh** annually

### Globally we identified:

- **\$1.15M** in cost savings
- **180 MT** in CO<sub>2</sub>e reductions
- **82K** in kWh reductions
- **2,500 lbs** of waste reduction

\*Not inclusive of impacts delivered by eco+

# Water Management

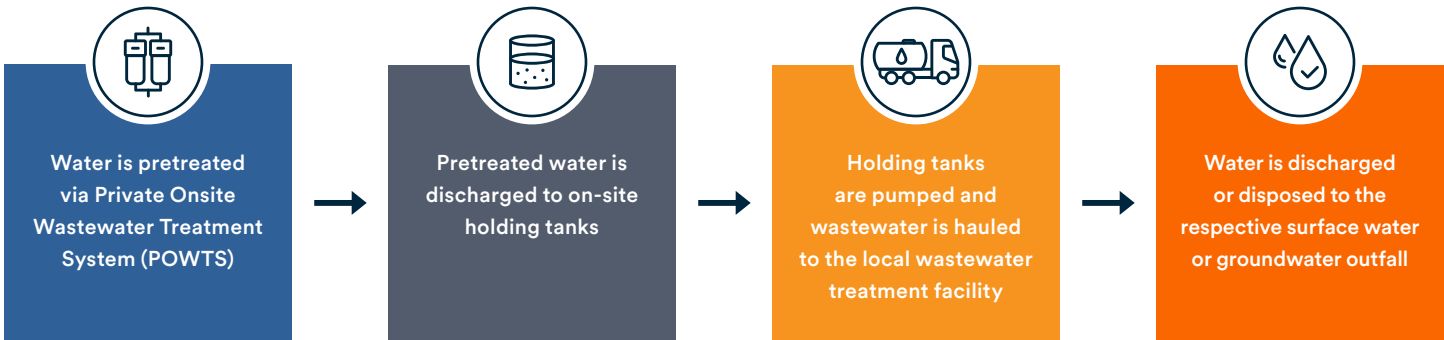
Effective water management practices are key in helping us reduce usage, waste and preserve water quality.

In 2023, we implemented a formal enterprise-wide process to gather water consumption data across all our global operations, focusing on facilities exceeding 10,000 square feet.

Our findings are documented in the [Key Performance Indicators](#).

This year we also conducted a water stress assessment by cross-referencing key facilities with the [World Resource Institute's National Water Stress Rankings](#).

## Wastewater Treatment in the United States



## Water Reduction in Trenton, SC



Our 421,000-square-foot facility uses water for washing generator components before painting and assembly.

Instead of going to waste, water is now collected and repurposed in other stages of the assembly process.

Since mid-2023, this has helped save:

**1.7 million gallons**  
**(908.5 m3) of water and**  
**\$40,000 annually**

And resulted in:

**95% reduction in**  
**paint line wastewater**

# Designed Efficiencies

## ecobee Smart Thermostat Lite: a Sustainability Story

In 2024, ecobee introduced its newest Pro-Exclusive Smart Thermostat: ecobee Smart Thermostat Lite. It showcases significant sustainability achievements, thanks to a comprehensive sustainability plan implemented early in the product development process.



### Power Consumption

- Designed to actively enter low power modes when not in use to reduce standby power consumption
- Zero battery
- Planned permanence: Designed for easy disassembly and repair
- Average lifespan 4x longer than a smartphone\*

\* Per [statista.com](https://www.statista.com/statistics/1111111/average-lifespan-of-smartphones/) the average lifespan of a smartphone in the United States is 3.17 years (<https://bit.ly/2QHnhek>). Based on internal measurements the average lifespan of an ecobee thermostat is 10 years.



### Waste-Conscious Design

- Focus on design and assembly optimization to significantly reduce e-waste
- Saves nearly 1.1M lbs of e-waste over the product's lifetime
- Equivalent to 4.3 million smartphones not being sent to landfill



### Packaging

- 0% plastic\*\* (shrink wrap replaced by tamper proof tear strip)
- Tray is home compostable and UL certified paper recyclable

\*\* Not inclusive of labels, coatings, adhesives or inks



# Environmental Impact

Generac promotes environmental stewardship by implementing sustainable operations and providing cleaner, more efficient power products and solutions.

Consistently seeking opportunities to focus on reducing water and energy usage, waste generation and air emissions, we also strive to reduce the impact from our suppliers by encouraging them to identify and implement environmental improvements on their end.



## New Facility: Beaver Dam, WI / Opened April 1st, 2025

Designed with factors like resource efficiency, waste management and regulatory compliance in mind, we're minimizing our environmental footprint by reducing transportation needs and implementing energy and resource management systems.

### Top Facility Priorities:

1. Increased safety for employees
2. Reduction in operating costs
3. Reduction in GHG emissions through equipment selections

Energy consumption from HVAC systems is over 30% of a buildings aggregate electricity usage and GHG emissions.\*

**When building Beaver Dam, Generac chose high efficiency HVAC equipment to lower our GHG footprint.**



# Materials & Waste Management

## Designed Efficiencies

We're routinely exploring ways to improve product sustainability, incorporating features into our current product portfolio and designing for next-generation products. A few examples include:



**Quiet-Test™** self-test functionality on all home standby generators enables units to operate at lower speeds during testing, reducing noise and fuel consumption.



**Modular Power System** paralleling for industrial generators combines the output of multiple units into a single output, using less space and offering system redundancy.



**Design for Manufacturing (DfM)** was launched in 2022 to drive optimized assembly operations and reductions in materials.



**Design for Serviceability (DfS)** requirements extend maintenance intervals, reduce waste and repair times for some of our products.



Products equipped with **electronic fuel and ignition controls** consistently outperform those that lack this technology in their respective product categories.

# Materials & Waste Management

## Sustainable Operations

We conduct regular monitoring and recording of waste streams across our facilities, and employees are actively encouraged to adopt environmentally conscious practices when utilizing resources.

Third-party entities responsible for managing facility waste must adhere to our company standards, as well as local, state and federal regulations. Some examples of initiatives implemented at select facilities include:

### Refuse

Facilities in Jefferson, Whitewater and Eagle, WI held local litter cleanups, while Oshkosh and Berlin, WI (together) conducted Wisconsin Dept. of Transportation Adopt a Hwy cleanup **2x in 2024**.

Waukesha, WI hosted an Adopt a Hwy cleanup event in August outside of headquarters on HWY 59.

### Repurpose

Numerous engines were donated to local schools for learning. Our Jefferson, WI facility donated **40 engines** to a local school shop class.

That same facility also repurposed scrap metal to make an on-site bike rack.

### Reduce

Waste reduction hunts - sorting through our manufacturing waste to determine what material is going to the landfill rather than being diverted to recycling.

### Reuse

Pewaukee, Waukesha and Brazil facilities encourage employees to bring mugs for coffee, helping to reduce waste generation by **500 pounds** annually.

Our consumption, at that time, was around 14 to 15 kg of plastic per month. After this action it was reduced to zero.

### Recycle

In 2024, **82% of waste** from global Generac operations was recycled.



## Transforming Plastics: NexTrex

Our Waukesha, Pewaukee, Jefferson and Berlin sites participate in plastic bag drives to support the NexTrex® recycling program that turns plastic waste into high-performance, eco-friendly composite decking and boards.

It's yet another way we live out our commitment to sustainability as we continually seek innovative ways to reuse materials and reduce environmental impact – all while creating reliable power products.



Benches are made from NexTrex material gathered from our recycling efforts.



# COMMUNITY

4

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**Our People**

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**Health & Safety**

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**Empowering  
Employees**

---

**Community  
Involvement**

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**Human Rights**



# Our People Promise

Introduced in June of 2022, 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.

**Support. Assist. Thrive.**  
Be heard and valued while contributing your time and skills to help others in need.

**Inspire. Collaborate. Succeed.**  
Make meaningful connections, receive recognition for results and gain growth opportunities.

**Grow. Innovate. Evolve.**  
Work with hardworking, dedicated teams and be part of the solution.

**Inspire** change for a better world

**Impact** our people and community

**Influence** and achieve positive results

**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.

# Recruiting and Retaining Top Talent

## Recruiting the Best People

We strive to find the best people with diverse 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 certified in Advanced Internet Recruitment Strategies (AIRS)

### 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

### 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

We strive to recruit the best and then retain them. When a top talent becomes part of the Generac family, we recognize the need to provide engaging opportunities to be heard and to expand on the ideas that elevate work experiences for all.

## Employee Engagement Survey

After the success of the “Make Your Voice Heard” engagement campaign, we launched the 2024 Annual Engagement Survey, inviting employees across the globe to join in “Shaping Generac’s Future.”

### Heightened Confidence in Survey Follow Through

Action Factor survey items showed meaningful improvements, illustrating that more employees are seeing results based on feedback. This demonstrates the impacts of collaboration, ownership, intentional communication and local action planning executed by leaders across the company.

### Strides in Overall Connection and Commitment to Generac

Over 2/3 of global employees report favorable engagement levels, an improvement of 3 points from the previous year.

### Moving Forward, Our Focus Will Be:

- Maintaining (i) transparent and honest communication of results and progress
- Empowering leaders to (ii) drive tailored actions that resonate with their local teams
- Cultivating a shared global urgency to achieve meaningful change

## High Year-Over-Year Engagement Survey Response Rates



# Retaining Top Talent

## Developing and Growing at Generac

### Building a Strengths-Based Culture

We continue to collaborate with leading research firm Gallup to incorporate strengths-based culture into everyday conversations. Generac also introduced the CliftonStrengths Champions program, with 22 people taking part in a two-day course to become Champions and advocates for a strengths-based culture.

### Project Management Training

Partnering with the University of Wisconsin-Milwaukee, we provide three multi-week Project Management training programs and introduced custom Agile methodology training to employees.

### Leadership Development

Designed to develop and reinforce essential behaviors of agile leaders – such as systems thinking and change resiliency – this high-potential leadership development program was created with an external leadership and HR consulting firm to deliver in-person interactive workshops, group coaching sessions, and application activities to reinforce and practice the learning.

Additionally, in 2024, we continued the Leading Through Communication program for manufacturing team leads at all of our North American manufacturing sites.

We develop our talent and provide opportunities to learn, grow and build a career at Generac. Following a 70-20-10 development model, we emphasize on-the-job (70%), collaborative (20%) and formal (10%) learning, while providing a wide range of courses worldwide in product knowledge, business effectiveness and professional/leadership skills.

### Generac Lean Academy and Continuous Improvement (CI)

Generac partnered with Waukesha County Technical College for Lean Academy Bronze Certification. In two cohorts, employees undertook 15 weeks-long Lean methodology training applying their knowledge in teams-based improvement projects. In addition, work was completed to implement a self-directed version of the Generac Lean Academy Bronze Certification to be launched in 2025. In 2024, over 1,000 professionals finished our online Introduction to CI course and 196 employees have completed one or more Lean Methods courses, dedicating almost 3,000 hours to CI training.

### Foundational and Skill-Building Courses

Last year, we introduced a skill-building e-learning program focused on developing essential skills like Active Listening, Developing a Growth Mindset and Managing Time with Prioritization. This year, work was completed on new Essential Skills courses surrounding the topic of emotional intelligence. Three new courses are ready to be implemented in 2025: Emotional Intelligence: Introduction to Emotional Intelligence, Emotional Intelligence: Self-Awareness, and Emotional Intelligence: Self-Management.



In 2024, 5,000 employees completed **18,647 hours of learning**



# Health & Safety

Generac is committed to ensuring a safe and secure working environment for all employees and onsite personnel. We continuously improve our safety program and empower associates to identify and mitigate hazards through the Generac Safety Index (GSI). Our efforts made a positive impact in improving employee engagement and year-over-year Total Recordable Incident Rate performance.

In 2024, we implemented the Generac Lifesaving Rules – safety rules intended to protect life and limb/maintain regulatory compliance. These rules apply equally to all associates and compliance with the rules is a condition of employment.

## 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

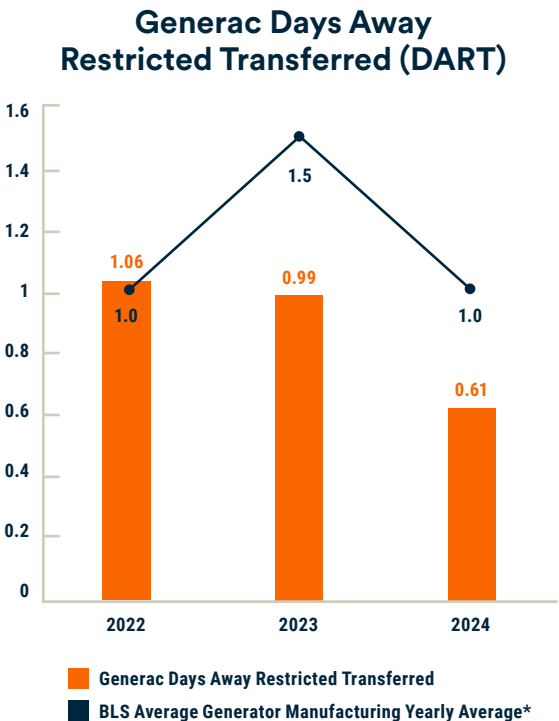
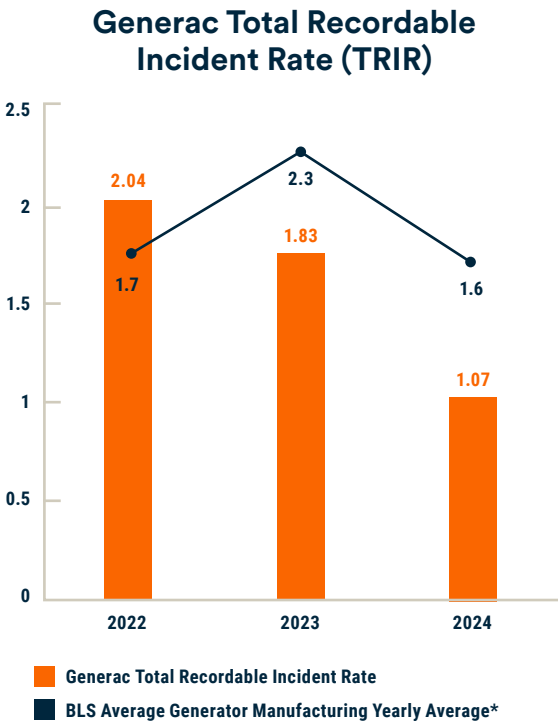
Prioritize prevention of soft-tissue/cumulative trauma type injuries by conducting quantitative ergonomic assessments and implementing Active Release Techniques at several of our production sites.



# Health & Safety

Generac is committed to reducing workplace safety risk through integration of safe work procedures. We focus on prevention of Serious Injury/Fatality (SIF) type incidents through continuous improvement of our Electrical Safe Work and Hoist, Crane, and Rigging programs.

In 2024, we updated our Generac Safety Index leading indicator metrics to include quantitative Job Safety Analysis scoring and Annual Compliance Calendar tracking.



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



**50% lower TRIR\***  
than NAICS code  
comparable organizations



**40% lower DART\***  
than NAICS code  
comparable organizations



**42% reduction**  
year over year in  
recordable incidents

# Empowering 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 Executive VP Human Resources and is founded on a partnership between Human Resources and our Business leaders.

## Employee-driven groups have enhanced business value by creating a sense of community and belonging.

- Hosted four company-wide learning events in 2024 that reached over 450 employees and covered topics such as Black History, personal branding, and allyship.
- Actively participated in Development Day across multiple manufacturing sites reaching over 100 employees.
- Packed 125 wellness packages for employees in our customer support centers following the busy hurricane season.
- Completed a mentoring program pilot that paired 50 mentors and mentees for a 9-month mentorship to provide development opportunities for employees across the organization.
- Launched the quarterly Power Connector series in 2024 that promoted an environment where members learn about the application of leadership skills and career development while being able to network with each other.
- Coordinated Veteran's Day activities across Generac facilities to honor those who served.
- Hosted an informational session about employee benefits and how to utilize Generac's employee assistance program (EAP).

### Workforce: Developing the Best

We actively incorporate workplace strategies to retain top talent. Generac employees are offered learning experiences like training courses, educational sessions and cultural events.



# Empowering Our Employees at Work

Supporting what matters to our employees and creating a sense of community



## Veterans Day

Veterans Day celebrations at our Trenton, SC facility included a “Serving Those Who Served” breakfast where Generac leaders served Veterans who also received Generac-branded hats and challenge coins.



## Hispanic Heritage Month

We celebrated Hispanic Heritage Month at various Generac facilities where employees could sample traditional treats and learn more about Hispanic culture. An expo was hosted at the Generac HQ in Waukeshe which included presentations of Hispanic dance, an educational display of different Hispanic cultures and a food fair where employees shared some of their cultural dishes with colleagues.



## Education and Culture

In 2024, Generac created a culture of inclusion through educational and cultural experiences. From our Corporate Headquarters to our frontlines, we offered opportunities for employees to learn about the cultures and communities of their colleagues.



We demonstrate our corporate citizenship through our engagement programs that include volunteering and giving in our local communities. Generac and Generac Foundation’s community engagement efforts focus on these 4 key areas.

# Community Involvement



## Education

We aim to engage and inspire underserved and under-represented youth through hands-on STEM programs and learning.



## Responders

We contribute to programs and organizations that support veterans, disaster response and preparedness, community volunteering, and first responders.



## Sustainability

We partner with charitable organizations to foster greater sustainability efforts, including education on innovations in renewable and resilient clean energy.



## Our Communities

We strive to be good neighbors by supporting local needs that enhance the quality of life in the communities where we live and work.

From sorting donated food to helping build a home, Generac employees have volunteered in their communities to help others throughout the year.





# Global Community Impact

Generac invested time and resources in the community to deliver inspiration to thousands of students through STEM education programs, supported disaster preparedness organizations and first responders, helped deliver clean energy learnings through sustainability outreach organizations and took care of our neighbors by contributing to local community organizations.



436

Programs and events supported  
(cash and product)

Generac contributed resources to hundreds of organizations from schools to disaster response charities, youth centers, STEM events and more.



\$1.2M

Donated by the Generac  
Foundation in support of  
our communities

In 2024, Generac and the Generac Foundation contributed over \$1.16 million to strengthen communities worldwide, making a real impact on the places we call home.



5,473

Volunteer hours  
contributed by employees  
(U.S., Canada, Mexico)

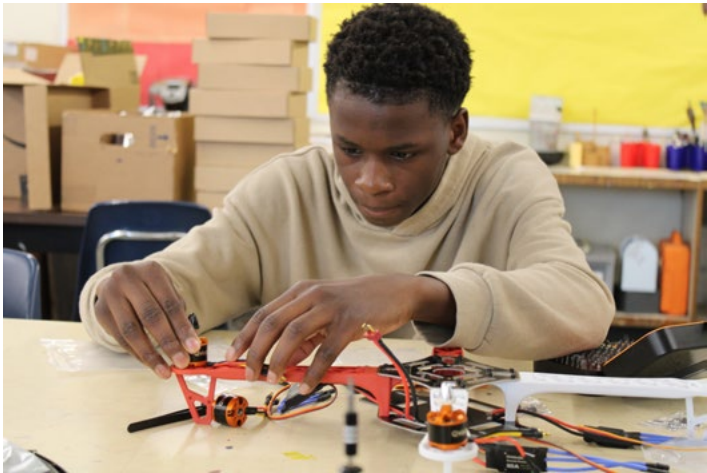
17%

of all employees in the U.S. and  
Canada volunteered in 2024



62,426

Students impacted by educational  
programs supported by Generac





# Supporting Our Communities



## Powering Up Education: Multiple Grants

Supporting STEM education is a priority for Generac. Nearly 35% of all donations were directed towards programs that deliver hands-on STEM experiences and learning to K-12 students.

These programs and organizations supported range from the Boys and Girls Club in Denver to a summer STEM camp in Aiken South Carolina, FIRST Robotics teams in Wisconsin, an educational museum in Vermont and many more STEM programs in Generac communities.

During 2024, Generac-supported educational programs engaged more than 60,000 young people.



## Advancing Critical CPR Training: WCTC Grant

The Generac Foundation made a grant to the Waukesha County Technical College Foundation for the Human Patient Simulation Lab, utilized by students in the fire/EMS training programs.

The donation advanced the sophistication of training tools by more than 10 years through the acquisition of 13 real-look, real-feel mannequins that simulate human physical responses in trauma situations – enabling more realistic training simulations for students.



## Communications Support During Disasters: ITDRC Grant

When disaster impacts a community, connectivity to communicate is critical. The Generac Foundation implicitly understands this and proactively provided a grant to support the operations and mission of the Information Technology Disaster Resource Center (ITDRC) to help ensure they had the resources to be there when needed.

A volunteer-driven, non-profit organization, ITDRC arrives promptly on site to provide connectivity and technology for relief organizations engaged in disaster response and coordination.



# Helping Others in Our Community



## Supporting Education: Renewable Energy Grants

Change does not occur overnight. This is particularly true when it comes to increasing the use of clean and renewable energy. Generac and the Generac Foundation are focused on planting seeds of information and learning with young people that can help grow the use of sustainable energy sources in the future.

A donation was made in 2024 to the TREC Charitable Foundation, operating as Relay Education, located in Canada. This grant supported the delivery of renewable energy and environmental education programs in classrooms in Canada.

## Sheltering Our Veterans: Veterans Community Project Support and Summerfest

Veterans Community Project is dedicated to addressing Veterans homelessness by providing homes with dignity and wraparound support services that gets Veterans back on their feet and ensures they continue standing.

To help further this mission, Generac gave VCP the loudest platform we have: the Generac Power Stage at the 9-day Summerfest Music Festival, and the Power Up with Purpose community service campaign.

The partnership introduced VCP to thousands of festival goers and helped raise more than **\$80,000** to fund the building of at least one new tiny home.



“ We are striving to create systemic change for a greener future and fostering the next generation of green energy leaders. We appreciate Generac’s support of our hands-on, STEM focused workshops that will help us reach our goal.”

**Wesley Normington**  
Executive Director of Relay Education



# Human Rights

## Policies & Procedures

Generac's [Human Rights policy](#) recognizes the dignity of all human beings and embraces the inalienable right of all people to live their lives free from all forms of discrimination or abuse. We seek to prevent or mitigate adverse human rights impacts that are linked to our operations, products, or services. Independent contractors, consultants, agents, and sales representatives who represent Generac are expected to apply the same high standards while working on behalf of the Company.

We are committed to promoting and upholding a workplace that is respectful of personal differences and free of discrimination and harassment. Accordingly, we expect our employees and those we do business with, including contractors, business partners, and suppliers, to abide by the values and expectations outlined in our Human Rights policy.

Generac recognizes the importance of human rights philosophies expressed in global frameworks, such as the United Nation's Universal Declaration of Human Rights and the Organization for Economic Co-operation and Development guidelines for multinational enterprises (OECD), aimed at promoting and protecting the fundamental human rights of all people. In addition, all Generac employees, agents, officers and directors must conduct any actions on behalf of Generac in compliance with all applicable international and national rules and regulations.

The fundamental human rights of all individuals shall be respected and protected equally and without discrimination in all facets of Generac's businesses. The tenets of our values pertaining to human rights include:

- Anti-Discrimination:** Everyone is entitled to the same human rights without discrimination based on race, religion, creed, national origin, ancestry, sex, age, sexual orientation, disability, citizenship, veteran status, or any other legally protected characteristic.
- Equal Protection:** All individuals are entitled to the right to a remedy and equal protection under applicable law if their human rights are violated.
- Prohibition on Forced Labor & Child Labor:** All individuals have the right to safe, fair, ethical, and humane working conditions, including no forced labor, compulsory labor, child labor, modern forms of slavery, bonded labor and any form of human trafficking.
- Anti-Harassment:** Generac will not condone any type of harassment or abuse, whether corporal, mental or physical, of an employee by a director, officer or other employee or any partner, customer or supplier of the Company.

### Engagement & Due Diligence Practices

We believe that local issues are most appropriately addressed at the local level. Where appropriate, we will engage with a wide range of stakeholders on human rights issues related to our business. All individuals and entities subject to Generac's Human Rights policy are responsible for promptly alerting violations to a responsible supervisor, the Human Resources or Legal department, or notifying Generac through the Company's confidential corporate governance hotline, as explained in [Generac's Whistleblower Policy](#).





# GOVERNANCE

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**Corporate  
Governance**

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**Business Ethics  
& Integrity**

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**Risk Management**

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**Supply Chain**

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**Legal & Regulatory**

# Board Composition & Leadership

Our Board of Directors maintains an independent majority and is currently made up of 11 Directors, all but one of whom are independent. In 2025, our Board will be reduced by one independent director.

Board leadership is comprised of an independent Lead Director position, held by Bennett Morgan, and our CEO and Chairman, Aaron Jagdfeld. The Lead Director is responsible for overseeing our independent directors and conducting performance reviews of our Chairman and CEO.

The Lead Director also serves as a liaison between the independent directors and our Chairman and CEO. Mr. Jagdfeld has served on our Board since 2006, and as Chairman since 2016. The Board periodically reviews this structure to ensure it provides decisive and direct leadership, allows the Board to maintain effective oversight of management and creates clearer accountability to stockholders, customers and stakeholders.

**Committees**

The Nominating and Corporate Governance Committee holds primary responsibility regarding sustainability matters, advising the full Board when appropriate. Additional oversight comes from the Human Capital and Compensation Committee and Audit Committee when within their scope.

**Evaluations**

Under the oversight of the Nominating and Corporate Governance Committee, both the Board and its committees conduct annual self-evaluations of their performance.

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

## 2025 Director Nominees and Continuing Directors

<div><div>AARON P. JAGDFELD</div><div>Director Since: 2006</div></div>	<div><div>ANDREW G. LAMPEREUR</div><div>Director Since: 2014</div></div>	<div><div>NAM T. NGUYEN</div><div>Director Since: 2022</div></div>	<div><div>MARCIA J. AVEDON, PH.D.</div><div>Director Since: 2019</div></div>	<div><div>BENNETT J. MORGAN</div><div>Director Since: 2013</div></div>
<div><div>DOMINICK P. ZARCONE</div><div>Director Since: 2017</div></div>	<div><div>KATHRYN V. BOHL</div><div>Director Since: 2016</div></div>	<div><div>ROBERT D. DIXON</div><div>Director Since: 2012</div></div>	<div><div>WILLIAM D. JENKINS, JR.</div><div>Director Since: 2017</div></div>	<div><div>DAVID A. RAMON</div><div>Director Since: 2010</div></div>

# Board Skills and Experience

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.

Generac has committed in its Corporate Governance Guidelines to ensure that in future director searches, any search firm engaged by the Board will include all qualified candidates.

## 2025 Director Nominees and 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
Current Age	63	64	65	53	59	61	61	49	69	66
Board Tenure	5	8	13	18	8	11	11	3	15	8
Pub Co. Boards (inc. GNRC)	2	2	1	2	1	1	1	1	1	2 <sup>(1)</sup>
Independent	Y	Y	Y	N	Y	Y	Y	Y	Y	Y
Risk Management	●	●	●	●	●	●	●	●	●	●
Financial Expert			●	●		●		●	●	●
Strategic Growth and Development	●	●	●	●	●	●	●	●	●	●
Mergers and Acquisitions	●		●	●	●	●	●	●	●	●
Talent Development/ Human Resources	●	●		●	●		●	●		●
Manufacturing/Supply Chain		●	●	●			●		●	●
Global Markets/International Leadership	●		●				●	●		●
Marketing/Product Development	●	●		●			●	●	●	
Residential Products/Markets	●	●		●		●	●	●	●	
Energy Technology/Utilities/ Renewables			●	●				●	●	
Commercial & Industrial Products/Markets	●		●	●		●		●		
Engineering and Innovation Processes		●		●	●		●		●	
Information Technology and Cybersecurity					●	●		●	●	
Investor Relations				●	●	●				●
Government Relations and Regulatory Compliance	●	●					●	●		
Financial/Capital Markets					●	●		●	●	●

# Board Oversight

Our Nominating and Corporate Governance Committee has primary responsibility for reviewing and assessing Generac’s Sustainability and Impact initiatives, policies and practices and advises the full Board on these matters when appropriate.

Specific matters may also fall under the oversight of the full Board, the Human Capital and Compensation Committee and/or the Audit Committee provide further oversight of specific Sustainability and Impact matters falling within their scope of responsibility.

The Board views Sustainability and Impact matters as a key element to our success as a company and consistently receives updates from management on a wide range of such topics.

The Nominating and Corporate Governance Committee regularly receives updates from the Generac Sustainability and Impact team, including regulatory developments and the progress of critical internal initiatives and programs.

## 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

- Oversees management compensation policies and practices
- Responsible for executive compensation and oversight of sustainability practices



## 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 Ethics & Business Conduct

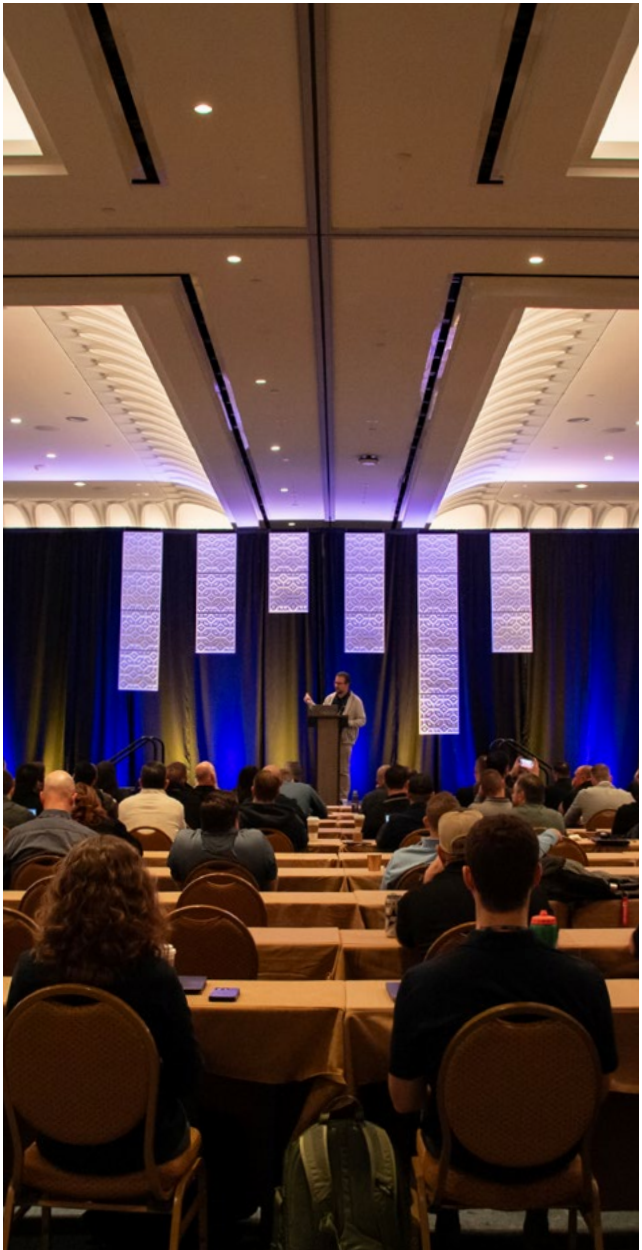
Our Code of Ethics and Business Conduct is one of our strongest tools for ensuring employees and business partners are held to the highest standards of honesty and ethical conduct.

As the foundation of our culture of compliance, Generac requires compliance with the Code, which sets forth expectations for ethical business conduct and requires the highest standards of honesty, integrity, diligence and fairness from all employees, officers and directors in all business activities. The Code provides guidance for all employees in carrying out their responsibilities, fostering an environment of mutual trust and respect, continuing to build on our reputation of integrity and observing the highest standards of ethical conduct.

Contractors, consultants, agents and others who do business with Generac are expected to apply the same high standards while working on Company business. This culture also extends to our suppliers, whom we expect to comply with our Supplier Business Code of Conduct.

We promote accountability and adherence to these Codes of Conduct by enforcing various policies that are critical to our commitment to ethics and good governance. Copies of many of our policies are available on our [Investor Relations](#) website.

- [Code of Ethics and Business 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



### 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, Business Conduct Policy 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 Ethics and Business Conduct](#) for details of our policy.

Generac suppliers are required to certify compliance with the Supplier Business Code of Conduct hyperlink 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 at +1 (877) 778-5463, operated by a third-party, and via a web submission platform at [www.reportit.net](http://www.reportit.net). 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 to receive, retain, investigate and act on complaints and concerns of employees, shareholders and others regarding accounting, internal accounting controls and auditing matters. The Whistleblower Policy sets the responsibilities of the Audit Committee for such complaints, as well as procedures for receiving and investigating such complaints. Complaints and concerns may be made in writing, anonymously via web submission or anonymously via hotline. Our Whistleblower and Code of Conduct policies are publicly available on the [Investor Relations](#) website, and includes reporting mechanisms available to suppliers, customers and third-parties. Our Whistleblower and Code of Conduct policies are delivered to subsidiaries in local languages, as applicable.

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



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. The program includes a dedicated global Compliance Committee composed of a cross-functional group of employees which annually executes a number of projects designed to improve our governance and compliance practices. We have also implemented Centers of Excellence around our various compliance functions, which is driving consistency and improved performance globally.

More information on risk factors that could impact our business is available in our [FY24 Form 10-K](#).

Cybersecurity

Cybersecurity Governance

We integrate cybersecurity risk management into our Enterprise Risk Management (ERM) program to identify, assess and mitigate risks. Aligned with the NIST Cybersecurity Framework, our security measures include employee training, vendor due diligence, policy enforcement, system testing and infrastructure hardening. Our Chief Information Security Officer (CISO) leads our cybersecurity strategy, reporting to the Chief Information Officer (CIO). The CISO and CIO participate in a Cybersecurity Steering Committee that oversees policies and risk management, with regular updates provided to the Board of Directors. We also conduct annual cybersecurity training and phishing awareness campaigns to enhance threat detection and response.

Safeguarding Digital Assets

We take a risk-based approach to cybersecurity, using the NIST Cybersecurity Framework to identify, protect, detect, respond and recover from threats. We maintain an incident response plan with escalation protocols up to the CEO and Board as needed. In compliance with regulations, including the SEC Cybersecurity Breach Notification rule, we have established incident response procedures and remain committed to strengthening our cybersecurity capabilities.

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. In 2024, 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.

# Supply Chain

With over 15,000 global suppliers, we are committed to upholding our values in our supply chain and 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 2024, we continued our campaign to have both our indirect and direct supplier commit to aligning with our Supplier Code of Conduct. We saw a 10% year-over-year increase, with over 90% of our direct suppliers by spend committing to our 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

## Responsible Sourcing

### Responsible Materials

We strive to source conflict-free materials and have clear expectations for our suppliers who source these materials.

Our due diligence process follows the OECD Due Diligence Guidance and uses the Responsible Minerals Initiative's (RMI) tools.

By identifying risk areas and taking corrective actions where necessary, we work collaboratively with suppliers to maintain ethical sourcing standards. Our Conflict Minerals Policy, available on our website, is integrated into contracts, and we continue to ask suppliers to report their use of cobalt and mica, through the RMI's Extended Minerals Reporting Template, which are vital for our electrification strategy.

Generac's Code of Conduct requests suppliers to abide by the following terms with respect to conflict minerals:

- Acknowledge that Generac is required to meet the requirements of the Dodd-Frank Wall Street Reform and Consumer Protection Act, and,
- Agree to provide Generac with Conflict Minerals content, smelter information, and country of origin on products supplied to Generac

## Critical Materials

Generac will contend with the global allocation of materials critical to the energy transition as we continue to electrify our products. Securing critical materials, defined as vulnerable to supply chain disruption and essential for product manufacturing, is of utmost importance. We have increased our dual sourcing efforts to protect the supply of these material critical to our product.

Additional due diligence measures for critical materials were added in 2023, with select suppliers being invited to report on cobalt and mica in their products through the RMI's Extended Minerals Reporting Template, as they are fundamental to our electrification strategy.

## Combatting Forced Labor

Our suppliers are expected to respect human rights in all aspects of their operations, including preventing forced labor, child labor, and human trafficking, as stated in our Supplier Code of Conduct.

In 2024, building on our [2023 Forced Labor Report](#), executives and procurement teams in the United States, Canada, and the United Kingdom completed mandatory training on forced labor due diligence. Topics covered included recognizing, preventing, and how to be proactive on combatting forced labor in our global supply chains. This training will be expanded to more procurement teams in subsequent years to ensure a global, consistent approach to this critical issue.



# Legal & Regulatory

## 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 2024.

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 California Efficiency and Demand Management Council (CEDMAC).

## 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.



# APPENDIX

## Industry Framework Indexes

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**Key Performance  
Indicators (KPI)**

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**Sustainable Development  
Goals (SDG)**

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

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**Sustainability Accounting  
Standards Board (SASB)**

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**Global Reporting Initiative  
(GRI)**

6

# Key Performance Indicators (KPI)

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

Metric	Units	2022	2023	2024
Business Scale				
Revenue	\$M USD	\$4,565	\$4,023	\$4,296
Number of Employees	Number	9,500	8,600	9,239
Number of Countries with Employees	Number	23	20	20
Number of Manufacturing Facilities	Number	19	17	16
Environmental				
Emissions Management				
GHG Emissions				
Scope 1 Emissions	Metric Tons (t) CO <sub>2</sub> e	35,719	34,280	30,367
Scope 1 Intensity per Sales	Metric Tons CO <sub>2</sub> e/\$ Million USD	7.82	8.52	7.07
Scope 2 Emissions, Location-Based	Metric Tons (t) CO <sub>2</sub> e	27,414	26,534	26,707
Scope 2 Intensity per Sales	Metric Tons CO <sub>2</sub> e/\$ Million USD	6.01	6.60	6.22
Total Scope 1 & 2 GHG Emissions	Metric Tons (t) CO <sub>2</sub> e	63,133	60,814	57,075
Total Scope 1 & 2 GHG Intensity per Sales	Metric Tons CO <sub>2</sub> e/\$ Million USD	13.83	15.12	13.29
Other Air Emissions				
NOx Emissions - Enterprise-wide	Metric Tons	not available	576.31	505.73
SOx Emissions - Enterprise-wide	Metric Tons	not available	5.03	5.47
VOC Emissions - Enterprise-wide	Metric Tons	not available	68.87	75.00
Particulate Emissions - Enterprise-wide	Metric Tons	not available	11.10	9.57
Energy Management				
Energy Consumption				
Total Energy Consumed	GJ	754,525	758,859	683,567
Total Electricity Consumption	GJ	201,976	214,622	212,169
Percent of Grid Electricity Used	Percentage (%)	27%	28%	31%
Fuel Use				
Total Fuel Consumption	GJ	552,549	544,235	471,397

Metric	Units	2022	2023	2024
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 (m³)	not available	22.6	54.1
Water Withdrawal - Enterprise-wide	Thousand Cubic Meters (m³)	not available	91.9	97.2
Water Discharge	Thousand Cubic Meters (m³)	not available	69.3	43.1
Materials & Waste				
Hazardous Waste				
Hazardous Waste - Enterprise-wide	Metric Tons	360.81	376.14	182.82**
Hazardous Waste Recycled - Enterprise-wide	Metric Tons	67.03	149.01	118.98
Percent Hazardous Waste Recycled - Enterprise-wide	Percentage (%)	19%	40%	65%
Non-Hazardous Waste				
Non-Hazardous Waste - Enterprise-wide	Metric Tons	not available	19,695	24,542
Non-Hazardous Waste Recycled - Enterprise-wide	Metric Tons	not available	15,767	20,249
Non-Hazardous Waste Sent to Landfill - Enterprise-wide	Metric Tons	not available	3,928	4,263
Percent Non-Hazardous Waste Recycled - Enterprise-wide	Percentage (%)	not available	80	82
Total Waste				
Total Waste - Enterprise-wide	Metric Tons	not available	20,071	24,725
Total Waste Recycled - Enterprise-wide	Metric Tons	not available	15,916	20,368
Percent Total Waste Recycled - Enterprise-wide	Percentage (%)	not available	79	82

\* 2022 United States manufacturing operations only  
\*\*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.




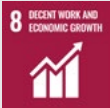
Metric	Units	2022	2023	2024
Social				
Community				
Community involvement				
Volunteer Hours - Global	Hours	2,044	3,584	5,473
Generac Gives Programs/Events Supported - Global	Number of Orgs/Events	467^	509	436
Generac GIVES Cash Donations	\$ Million USD	>1	>1	>1.1
Product Safety				
Number of Recalls	Count	2	5	1
Total Units Recalled	Count	381,912	75,399	57,209
Health & Safety				
EHS Metrics				
Total Recordable Incident Rate (TRIR) - Employees	Rate	2.04	1.83	1.07
Lost Time Injury Rate (LTIR) - Employees	Rate	0.72	0.43	0.34
Days Away, Restricted or Transferred (DART) - Employees	Rate	1.06	0.99	0.61
Fatality Rate - Employees	Rate	0	0	0

Metric	Units	2022	2023	2024
Social				
Human Capital				
Employee Training & Career Development				
Learning - Supervisors EDC	Hours	735	788	294
Learning - Certified in Lean	Hours	4,168	1,824	2,000
Learning - CI Course	Number of Employees	2,556	856	1,719
Employee Retention				
Average Employee Tenure	Years	4.6	5.1	4.8
Stakeholder Engagement				
Employee Engagement Survey Response Rate	Percentage (%)	76	82	85
Governance				
Board Oversight				
Board Age**				
Percent of Board < 50	Percentage (%)	9	9	10
Percent of Board 50 - 59	Percentage (%)	36	18	20
Percent of Board 60 - 69	Percentage (%)	45	64	70
Percent of Board > 70	Percentage (%)	9	9	0
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

^ 2022 US and Canada Only  
\*\*Based on 2025 Nominated and Continuing Directors








Sustainable Development Goals (SDG)

Goal	Description	Location	Initiatives	Progress
	<p><b>Good Health &amp; Well-Being</b></p> <p>Ensure healthy lives and promote well-being for all ages</p>	<p>Refer to:</p> <ul style="list-style-type: none"><li>• <a href="#">Company Awards &amp; Rankings</a></li><li>• <a href="#">Our People</a></li></ul>	<ul style="list-style-type: none"><li>• Generac's Healthy and Thriving Total Rewards are based on the four pillars of wellness: physical, emotional, financial, and social</li><li>• 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</li><li>• We provide awareness training at the beginning of an employee's employment with Generac in New Employee Orientation (NEO)</li></ul>	<ul style="list-style-type: none"><li>• 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.</li><li>• In 2024, 33% of our eligible population participated in the Healthy Living Program and received health insurance credits</li><li>• ecobee's award-winning smart thermostat was been featured in the 2023 BBC documentary Technology's Golden Age as an inclusive and accessible technology that can help enable long lives, well lived</li><li>• Starting January 2024, Generac's United States Parental Bonding Leave Program provides additional time off to welcome new family members</li></ul>
	<p><b>Quality Education</b></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"><li>• <a href="#">Company Awards &amp; Rankings</a></li><li>• <a href="#">Community Involvement</a></li><li>• <a href="#">Our People</a></li></ul>	<ul style="list-style-type: none"><li>• On the job skills training at all manufacturing sites</li><li>• Communication skills courses for frontline customer-facing employees</li><li>• Leadership skills: Leadership Development Program (LDP), EveryDay Coaching, and Leading Through Communication</li><li>• Supply Chain Leadership Development Program helps early career employees (three-year program)</li></ul>	<ul style="list-style-type: none"><li>• Education is our top priority for the Generac Foundation. In 2024, nearly 50% of our giving was focused on STEM education and youth (excluding impact donations). More than 60,000 students were reached through a program supported by Generac.</li><li>• We continue to partner with the University of Wisconsin-Milwaukee to offer sessions of three different multi-week Project Management training programs to global employees</li><li>• We continue to support ecobee's Laptops for Kids program which gives kids a free laptop to help kids with their schooling and online education</li></ul>
	<p><b>Affordable and Clean Energy</b></p> <p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	<p>Refer to:</p> <ul style="list-style-type: none"><li>• <a href="#">Energy Resilience</a></li></ul>	<ul style="list-style-type: none"><li>• Our purpose to lead the evolution to resilient, efficient, and sustainable energy solutions drives our strategy of Powering A Smarter World</li><li>• Provide industry-leading smart home technologies that continue to make a lasting impact on energy efficiency for both customers and the planet</li></ul>	<ul style="list-style-type: none"><li>• In 2023, we launched a portable solar panel, a commercial- grade battery energy storage system, a battery-powered brush mower and compact electric commercial mower</li><li>• Generac acquired PowerPlay Battery Energy Storage Systems, a division of SunGrid Solutions Inc., a leading engineering, procurement and construction (EPC) company for energy storage. PowerPlay specializes in providing turnkey Battery Energy Storage Systems (BESS) solutions tailored for commercial and industrial (C&amp;I) projects up to 7 MWh</li><li>• ecobee named "Best Smart Thermostat" by the New York Times Wirecutter</li><li>• In 2023, Generac announced the opening of a new engineering center of excellence in Reno, Nevada. The facility will house the development and testing of batteries, switches, power electronics and other clean energy solutions</li><li>• The United States Department of Energy selected Generac to deploy 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</li><li>• In 2024, Generac was chosen for three federal grants to support grid resilience in Massachusetts's providing homes clean energy solutions, providing back-up power to California's water utilities and supporting Puerto Rico's most vulnerable residents.</li></ul>
	<p><b>Decent Work and Economic Growth</b></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"><li>• <a href="#">Company Awards &amp; Rankings</a></li></ul>	<ul style="list-style-type: none"><li>• Create an outstanding employee experience and an amazing workplace culture</li><li>• 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</li></ul>	<ul style="list-style-type: none"><li>• Energy Star – 2024 Partner of the Year – 4th consecutive year in a row for ecobee</li><li>• In 2024, we gathered input from 85% 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"</li><li>• ecobee has been recognized by Great Place to Work®. Canada and named one of the 2024 Best Workplaces For Giving Back™ for our commitment to creating an outstanding employee experience.</li><li>• 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</li><li>• Generac's Commercial 4200 PSI presue washer was recognized as the most powerful pressure washer on Time's list of the best pressure washers</li></ul>



Sustainable Development Goals (SDG)

Goal	Description	Location	Initiatives	Progress
	<p><b>Industry, Innovation and Infrastructure</b></p> <p>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<p>Refer to:</p> <ul style="list-style-type: none"><li>• <a href="#">Company Awards &amp; Rankings</a></li></ul>	<ul style="list-style-type: none"><li>• Promote a culture of innovation for best-in-class product development</li><li>• 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</li><li>• Joined <a href="#">Buildertrend</a> 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</li></ul>	<ul style="list-style-type: none"><li>• ecobee Smart Thermostat Premium earned several positions on “Best Of” lists for smart thermostats, “best” inventions, and the best smart thermostat overall, in 2024</li><li>• Forbes’ list of the best whole house generators for January 2025 – Three Generac Hone Standby Generators were honored</li><li>• Generac’s PWRcell battery solution was recognized on MarketWatch’s list of the top solar battery options on the market</li><li>• GOOD DESIGN recognized 5 products: the GB1000, the GB2000, the MLTB Light Tower, the DR Power Equipment ZT5e and the PWRmanager for their product design, graphics and innovation</li></ul>
	<p><b>Sustainable Cities and Communities</b></p> <p>Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<p>Refer to:</p> <ul style="list-style-type: none"><li>• <a href="#">Environmental Impact</a></li><li>• <a href="#">Community Involvement</a></li></ul>	<ul style="list-style-type: none"><li>• Seek to minimize adverse impacts on the environment through good management practices</li><li>• Support programs and organizations that respond to urgent needs</li><li>• Provide partnerships to foster greater sustainable efforts and innovations</li><li>• Strive to be good neighbors in our Generac communities</li></ul>	<ul style="list-style-type: none"><li>• Generac sponsored the Solar Decathlon, engaging students around the globe in designing and building high-performance, low-carbon buildings that mitigate climate change and improve our quality of life through greater affordability, resilience and energy efficiency</li><li>• We supported organizations dedicated to helping first responders</li><li>• In 2024, our employees contributed more than 5,400 volunteer hours in the communities in which we live and work across the United States, Canada and Mexico</li><li>• Over 60,000 students were impacted by educational programs supported by Generac</li><li>• The Generac Foundation donated over \$1.2M in support of our communities</li></ul>
	<p><b>Responsible Consumption and Production</b></p> <p>Ensure sustainable consumption and production patterns</p>	<p>Refer to:</p> <ul style="list-style-type: none"><li>• <a href="#">Materials &amp; Waste</a></li></ul>	<ul style="list-style-type: none"><li>• Waste management and waste prevention practices in place</li><li>• Noise reduction and energy efficiency initiatives in place</li><li>• E-waste programs in place</li></ul>	<ul style="list-style-type: none"><li>• Suppliers are required to complete an annual Conflict Minerals Declaration and relevant suppliers were asked to complete an Extended Minerals Declaration</li><li>• Improved packaging on our Guardian series Home Standby Generator was launched in December 2023, reducing the volume of wood and metals required in transporting this top-selling item</li><li>• In 2024, 68% of waste from Generac global operations was recycled</li><li>• 68% of domestic Generac manufacturing sites have Green Teams</li></ul>
	<p><b>Climate Action</b></p> <p>Take urgent action to combat climate change and its impacts</p>	<p>Refer to:</p> <ul style="list-style-type: none"><li>• <a href="#">Climate Resilience</a></li><li>• <a href="#">Materials &amp; Waste</a></li></ul>	<ul style="list-style-type: none"><li>• Generac’s Storm Response initiative includes teams that voluntarily travels to impacted areas to help ensure residents and communities affected by a disaster regain access to power as quickly as possible</li><li>• Climate Change is a megatrend considered in Generac’s annual strategic planning process</li><li>• 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</li></ul>	<ul style="list-style-type: none"><li>• Generac’s storm response team was deployed three times in 2024 in response to Hurricanes Beryl, Helene and Milton</li><li>• Sustainability was introduced into annual Strategic Planning cycle in 2022; Climate change risks and opportunities were incorporated into 2023 Strategic Planning</li><li>• Sponsoring the Massachusetts Institute of Technology (MIT) Climate and Energy Prize student competition in 2024</li><li>• We submit annually to CDP</li></ul>
	<p><b>Partnerships for the Goals</b></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"><li>• <a href="#">Legal &amp; Regulatory</a></li></ul>	<ul style="list-style-type: none"><li>• 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</li><li>• Our Energy Alliance and Builders Alliance programs connect our dealers and installers with organizations aiming to improve energy resiliency and community infrastructure</li><li>• 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</li></ul>	<ul style="list-style-type: none"><li>• Member of numerous energy technology industry associations and various health, safety and product compliance organizations</li><li>• 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</li><li>• Generac was selected for the Grid Resilience and Innovation Partnerships (GRIP) Program by the United States Department of Energy. Generac is partnering with leading Massachusetts and national organizations to ensure that communities across the nation have a reliable grid that is prepared for extreme weather while also delivering affordable, clean energy and creating robust local opportunities for economic investment and jobs. Generac’s partners and collaborators include Interstate Renewable Energy Council (IREC), Fraunhofer USA, Building Energy Systems, Action for Boston Community Development (ABCD) and the energy efficiency program administrators, Massachusetts Clean Energy Center and utilities across the state</li></ul>

Our Company		Making an Impact	Environmental	Community	Governance	Appendix
KPI	SDG	TCFD	SASB	GRI		
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 Sustianability program, which is overseen by the Executive Vice President of Global Corporate Strategy and Development. The program is administered by a dedicated team of Climate and Social Impact professionals, with an established 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 that provides guidance on overall Sustainability strategy and execution across the enterprise. This Sustainability Executive Committee contains several members of our senior leadership team, including the CEO, CFO, General Counsel, and leaders of other affected core functions.				
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, we are evaluating methodologies for climate risk and opportunity assessment. This effort is currently underway, with the aim of identifying and mitigating risks across short (0-3 year), medium (3 to 10 year), and long-term (10 - 25 year) horizons. Our approach is intended to align with TCFD guidance, where climate risks are categorized into two broad categories: physical and transition risks.</p> <p><b>Physical Risks:</b> Generac recognizes that climate change poses acute and/or chronic physical risks that could have financial implications for organizations, including direct damage to assets, supply chain disruption, changes in water availability, food security, extreme temperature changes, and impacts on employee safety. Generac is in the process of building and refining a physical climate risk assessment, utilizing an inventory of Generac operated facilities in climate-sensitive regions and performing analysis to establish natural hazard exposure across our operations.</p> <p><b>Transition Risks:</b> Transition risks are the potential financial and reputational risks that organizations may face during the transition to a low-carbon economy. A brief summary of some of these risks follows.</p> <p><b>Policy &amp; Legal:</b> Generac proactively works to identify policy and legal risks related to climate change, such as new regulations restricting the use of gas and/or carbon emissions, and takes steps to comply with relevant laws and regulations.</p> <p><b>Technology:</b> Technological advancements can bring significant opportunities for the company, such as potential improvements in battery energy density, more energy-efficient backup generators and next-gen grid solutions.</p> <p><b>Market:</b> The shift to lower-carbon economy has significant potential market implications, leading to changes in supply and demand for goods and services as well as shifts in consumer and investor sentiment.</p> <p><b>Reputational:</b> Generac believes that addressing reputational risks related to climate change will enhance our reputation as a responsible corporate citizen and build long-term trust with our stakeholders.</p> <p><b>Employees:</b> A main tenet of Generac's People Promise is providing the opportunity for employees to support, assist, and thrive. While we do not believe that the transition to a low-carbon economy will negatively impact our workforce for the reasons discussed below, we believe an important part of our People Promise is nurturing and developing an agile workforce that can adapt as the market for our products evolves.</p> <p><b>Climate Opportunities:</b> At Generac, we believe that efforts to mitigate and adapt to climate change not only address pressing environmental challenges, but can also create opportunities for our business.</p> <p>By promoting resource efficiency and cost savings, adopting low-emission energy sources, developing new products and services, accessing new markets, and building supply chain resilience, we see a path towards sustainable growth.</p> <p><b>Resource Efficiency:</b> Focusing on areas like energy efficiency, materials management, water management, and waste management, organizations can achieve direct cost savings in their operations over the short, medium to long term.</p> <p><b>Energy Sources:</b> The transition to lower-emission energy sources is essential to meeting global emission-reduction goals, according to the International Energy Agency (IEA). Generac meets this demand by offering lower-carbon energy solutions, including solar energy and energy management and storage solutions including batteries. In addition, utilizing natural gas as a combustion source for generators avoids additional emissions that would be generated by fuels such as diesel or fuel oil.</p> <p><b>Products &amp; Services:</b> Generac's product mix enhances power resiliency for customers by preventing downtime, and providing lower-carbon energy backup sources to reduce dependency on the national power grid.</p> <p><b>Markets:</b> As climate change progresses, increasing supply/demand imbalances across the power grid appears likely to drive a significant focus on power resiliency. The North American Electric Reliability Corporation (NERC) has identified approximately 25% of Americans at high risk of resource adequacy shortfalls during peak conditions in the 2023-2027 period. Combined with the increase in severe weather events, the need for reliable, decentralized energy solutions will likely rise.</p> <p><b>Resilience:</b> Generac's product mix is designed to enhance our customers' resiliency to power outages by building adaptive capacity. As the likelihood of outages increases due to grid degradation and extreme weather events, this resiliency and capacity enables them to better manage climate-related physical and transition risks.</p> <p><b>Employees:</b> We believe that the transition to a low-carbon economy provides opportunity to our existing and future workforce. Generac has expanded the capacity of our power generation manufacturing as we believe such products are important to future energy demand. At the same time, we continue to invest in our battery energy storage system capabilities, which provide future employment opportunities as our business and workforce develops.</p>				
	(b) The impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning	We understand that addressing climate change is not just good for the environment, but also makes good business sense. By incorporating climate-related risks and opportunities into strategic planning, we are better positioned to respond to changes in the market and ensure the long-term success of our business. In 2024, Generac again incorporated Sustainability risks and opportunities (including climate risk) into our annual strategic planning cycle and made advances in capturing climate risk in our enterprise risk management process. We continue to evaluate opportunities to evolve and enhance Sustainability risk and opportunity analysis in our planning processes.				
	(c) The resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2-degree or lower scenario	Generac has not yet formally evaluated the resilience of our climate strategy or performed formal scenario analysis. As our program continues to evolve, we may explore opportunities to further evaluate our climate resilience using incremental methodologies and best practices.				
	Risk Management	(a) Processes for identifying and assessing climate-related risks and opportunities	<p>Generac's Compliance Committee annually performs an enterprise risk assessment, where it assesses material risks facing the Company and reports to both the Audit Committee and the Board of Directors on risks and their potential impact to the Company. We also 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. Climate risk is included in those enterprise risk assessments.</p> <p>Sustainability risks and opportunities (including climate topics) were incorporated into Generac's strategic planning process in 2024, where leaders across our business groups and core functions participated in identifying Sustainability risks and opportunities over short, medium and long-term time horizons. The results of this process were utilized in establishing business unit strategies.</p>			
(b) Processes for managing climate-related risks		There are three primary assessment methodologies currently utilized to manage Generac's climate-related risks and opportunities: i) Climate change risk is included as a topic in Generac’s annual enterprise risk assessment process; ii) Generac's business continuity plans include preparation for interruptions to operations due to extreme weather events; iii) Generac's annual strategic planning process reviews and accounts for climate risks and opportunities and their importance to company strategy.				
(c) How processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.		Climate-related risks are integrated into Generac's enterprise risk assessment process.				
Metrics & Targets	(a) The metrics by the organization to assess climate related risks and opportunities in line with its strategy and risk management process	Climate risk management has been incorporated into Generac's strategic planning process and annual risk management process. As our program continues to evolve, we may explore opportunities to further evaluate our climate related risks and opportunities using incremental methodologies and best practices.				
	(b) Scope 1, Scope 2,and, if appropriate, Scope 3 green house gas emissions and the related risks	See <a href="#">Emissions Management</a>				

Sustainability Accounting Standards Board (SASB) Disclosure Index

SASB Description	Units	2024 Response	SASB Code
Operations			
Number of employees	Number	9,200	RT-CP-000.C
Number of Manufacturing Facilities	Number	18	TC-ES-000.A
Environmental			
Emissions management			
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Tons CO <sub>2</sub> e	See <a href="#">Key Performance Indicators</a> section	RT-CP-110a.1
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Description	See <a href="#">Key Performance Indicators</a> section	RT-CP-110a.2
Air emissions of the following pollutants: (1) NOx (excluding N <sub>2</sub> O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	Tons	See <a href="#">Key Performance Indicators</a> section	RT-CP-120a.1
Energy Management			
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Percentage (%)	See <a href="#">Emissions Management</a> and <a href="#">Energy Management</a> sections	RT-EE-130a.1
Environmental Impact			
Number and duration of project delays related to ecological impacts	Number	Number of Delays: 0	RR-ST-160a.1
Number and aggregate quantity of reportable spills, quantity recovered	Tons	No reportable spills	RT-EE-150a.2
Environmental			
Materials & Waste			
Description of approach to manage use, reclamation, and disposal of hazardous materials	Description	See <a href="#">Key Performance Indicators</a> section	RR-FC-410b.3
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Description	See <a href="#">Environmental Impact</a> section	RT-CP-410a.3
Amount of hazardous waste generated, percentage recycled	Tons	<ul style="list-style-type: none"><li>• Total hazardous waste generated: 182.82</li><li>• Total hazardous waste recycled: 118.98</li><li>• Percentage recycled: 65%</li></ul>	RT-EE-150a.1
Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Percentage (%)	See <a href="#">Company Awards &amp; Rankings</a> section	RT-EE-410a.2
Description of the management of risks associated with the use of critical materials	Description	See <a href="#">Supply Chain</a> section	RT-EE-440a.1
Total amount of waste from manufacturing, percentage recycled	Tons	<ul style="list-style-type: none"><li>• Total waste: 24,725</li><li>• Total waste recycled 20,368</li><li>• Percent total waste recycled 82%</li></ul>	TR-AU-440b.1
Water Management			
Description of water management risks and discussion of strategies and practices to mitigate those risks	Description	See <a href="#">Water</a> section	RT-CP-140a.2
(1) Total water withdrawn (2) Total water consumed (a) m³ consumed from Extremely High Baseline Water Stress Countries (b) m³ consumed from High Baseline Water Stress Countries	Thousand Cubic Meters (m³), Percentage (%)	(1) 97,186 (2) 54,128 (a) 0 m³ consumed from Extremely High Baseline Water Stress Countries (i) 0.00% (b) 20,543.39 m³ consumed from High Baseline Water Stress Countries (MEX, ESP, ITA) (i) 37.95%	RT-CP-140a.1



Sustainability Accounting Standards Board (SASB) Disclosure Index

SASB Description	Units	2024 Response	SASB code
Social			
Community			
Discussion of process to identify and manage emerging materials and chemicals of concern	Description	See <a href="#">Commitment to Quality</a> section	RT-CP-250a.2
Number of recalls issued, total units recalled	Number	Number of Recalls: 1 Total Units Recalled: 57,209 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	Million Reporting Currency	Not Reported	RT-EE-250a.2
Health & Safety			
(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Rate	<ul style="list-style-type: none"><li>Employee TRIR: 1.07</li><li>Employee LTIR: 0.34</li><li>Employee DART: 0.61</li><li>Employee Fatality Rate: 0</li></ul>	TC-ES-320a.1
Stakeholder Engagement			
Employee engagement as a percentage	Percentage (%)	See <a href="#">Materiality Assessment</a> and <a href="#">Our People</a> sections	TC-SI-330a.2
Governance			
Business ethics			
Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	Description	See <a href="#">Business Ethics &amp; Integrity</a> 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	Million Reporting Currency	0	RT-EE-510a.2
Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Million Reporting Currency	0	RT-EE-510a.3
Cybersecurity			
Description of approach to identifying and addressing data security risks in products	Binary (Y/N)	See <a href="#">Risk Management</a> section	TC-HW-230a.1
Description of policies and practices relating to behavioral advertising and user privacy	Binary (Y/N)	See <a href="#">Risk Management</a> section	TC-SI-220a.1



KPI

SDG

TCFD

SASB

GRI

# 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 2024 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	Empowering Employees
2-8 Workers who are not employees	Not reported this year
2-9 Governance structure and composition	Corporate Governance - Board Composition and Leadership
2-10 Nomination and selection of the highest governance body	Annual Proxy Filing
2-11 Chair of the highest governance body	Annual Proxy Filing
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance - Board Sustainability Oversight
2-13 Delegation of responsibility for managing impacts	Corporate Governance - Board Sustainability Oversight
2-14 Role of the highest governance body in sustainability reporting	Corporate Governance - Board Sustainability 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 - Evaluations
2-19 Remuneration policies	Compensation
2-20 Process to determine remuneration	Compensation
2-21 Annual total compensation ratio	Compensation
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	<a href="#">Company Policies</a>
2-24 Embedding policy commitments	<a href="#">Company Policies</a>
2-25 Processes to remediate negative impacts	<a href="#">Company Policies</a>
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 Trade Associations
2-28 Membership associations	Legal and Regulatory - Involvement in Trade Associations
2-29 Approach to stakeholder engagement	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	<a href="#">FY24 Form 10-K</a>
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	<a href="#">Benefits and Perks</a>
201-4 Financial assistance received from government	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	<a href="#">FY24 Form 10-K</a>
203-2 Significant indirect economic impacts	<a href="#">FY24 Form 10-K</a>

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	Business Ethics and Integrity - Anti-Corruption and Anti-Bribery

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-Corruption 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

Global Reporting Initiative (GRI) Disclosure Index

GRI 302: Energy 2016	
Disclosure	Location
302-1 Energy consumption within the organization	Energy Management
302-2 Energy consumption outside of the organization	Energy Management
302-3 Energy intensity	Energy Management
302-4 Reduction of energy consumption	Energy Management
302-5 Reductions in energy requirements of products and services	Product Sustainability

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	Key Performance Indicators
303-4 Water discharge	Key Performance Indicators
303-5 Water consumption	Key Performance Indicators ; SASB RT-CP-140a.1

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	Environmental Impact - Biodiversity
304-2 Significant impacts of activities, products and services on biodiversity	Not reported this year
304-3 Habitats protected or restored	Environmental Impact - Biodiversity
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environmental Impact - Biodiversity

GRI 305: Emissions 2016	
Disclosure	Location
305-1 Direct (Scope 1) GHG emissions	Emissions Management - Greenhouse Gas Emissions
305-2 Energy indirect (Scope 2) GHG emissions	Emissions Management - Greenhouse Gas Emissions
305-3 Other indirect (Scope 3) GHG emissions	Not reported this year
305-4 GHG emissions intensity	Emissions Management - Greenhouse Gas Emissions
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	Emissions Management - Other Air Emissions; SASB RT-CP-120a.1

GRI 306: Waste 2020	
Disclosure	Location
306-1 Waste generation and significant waste-related impacts	Materials and Waste Management - Waste Management Products and Procedures
306-2 Management of significant waste-related impacts	Materials and Waste Management - Waste Management Products and Procedures
306-3 Waste generated	SASB RT-EE-150a.1 and TR-AU-440b.1
306-4 Waste diverted from disposal	SASB RT-EE-150a.1 and TR-AU-440b.1
306-5 Waste directed to disposal	SASB RT-EE-150a.1 and TR-AU-440b.1

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	Not reported this year

GRI 401: Employment 2016	
Disclosure	Location
401-1 New employee hires and employee turnover	Our People - Recruiting and Retaining Top Talent
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People - Recruiting and Retaining Top Talent
401-3 Parental leave	Our People - Recruiting and Retaining Top Talent

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 - Recruiting and Retaining Top Talent
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	SASB TC-ES-320a.1
403-10 Work-related ill health	SASB TC-ES-320a.1

GRI 404: Training and Education 2016	
Disclosure	Location
404-1 Average hours of training per year per employee	Not reported this year
404-2 Programs for upgrading employee skills and transition assistance programs	Our People - Developing and Growing at Generac
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	Not reported this year



# 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	Human Rights - Policies and Procedures

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



