

ANGUIL ENVIRONMENTAL SYSTEMS

SUSTAINABILITY REPORT 2026-27

WE BELIEVE IN
CLEAN AIR, WATER, AND ENERGY.
OUR COMPANY IS BUILT ON
THE PREMISE THAT ECONOMIC
PROSPERITY AND SUSTAINABILITY
ARE INTERTWINED. HERE'S HOW
WE'VE BEEN DOING OUR PART
FOR A BETTER WORLD.





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Anguil Environmental Systems, Inc. is an air pollution control, water treatment, and energy recovery system provider headquartered in Milwaukee, Wisconsin USA with operations in Europe and Asia as well as an extensive network of agents located throughout the world.

Anguil provides quality engineered environmental equipment and service solutions that solve complex air and water challenges for industrial applications and manufacturing industries.

For nearly five decades, Anguil has supplied a range of abatement technologies that control harmful and regulated Volatile Organic Compounds (VOCs), Hazardous Air Pollutants (HAPs), process odors,

Nitrogen Oxides (NOx) and various water contaminants. The result is thousands of successful installations around the world encompassing a wide range of applications and technology solutions. This experience provides Anguil with the confidence to assess and resolve nearly any industrial pollution application.

Anguil's ability to provide multiple abatement technologies allows us to select the best technology option for each project. Potential customers can expect an unbiased equipment selection based on the regulatory requirements, efficiency needs and process parameters. The solution will include an abatement system that seamlessly integrates into the specific process, providing customers with single source responsibility.

ANGUIL[™]

Anguil.com

[Company Directory](#)

[Read More About Anguil](#)

ANGUIL PROVIDES ENVIRONMENTAL & ENERGY SOLUTIONS THAT ENSURE CLEANER AIR & WATER FOR FUTURE GENERATIONS.

HERE ARE OUR CORE VALUES:



ACT LIKE YOU OWN IT

Taking ownership isn't about WHO is right, it's about doing WHAT is right.



STRONGER UNITED

Collaboration is essential for success; we march together toward common goals.



TRANSPARENCY MATTERS

Transparency builds trust and trust is our brand.



WE DON'T WALK AWAY

...from a customer, a project, a challenge, or each other.

Since 1978, here's why companies both large and small have been placing their trust in Anguil's expertise:

- *We Can Solve Your Challenge:* Single source supplier of air, water, and energy technologies, delivering holistically-designed and fully-integrated treatment trains.
- *We Will Find the Best Solution:* An innovative, unbiased solutions-based approach grounded in quality engineering, custom-tailored to your application.
- *Put Our Knowledge & Experience to Work for You:* In-house expertise across mechanical, chemical, and electrical engineering disciplines means diverse perspectives and broad industry experience.
- *We Will Deliver On Time, On Budget & In Compliance:* Global operational strength and a vast web of supplier relationships, their expertise folded into our own.
- *We Are Here For You:* Responsive, industry-leading customer service that you'd expect from a family company.
- *We Don't Walk Away:* A tenacity for finding solutions and solving challenges for our customers.



As a family owned and operated company, our success has always been built on more than products and services. Anguil is built on people. Our team members are at the heart of everything we do and a major reason why Anguil is a leader in the global pollution control industry.

Our employees enjoy a friendly, casual, yet professional work atmosphere, where both company and personal goals are shared and accomplished. At Anguil, we tend to promote from within and offer the possibility of a flexible work schedule.

We provide competitive compensation packages including retirement plans, as well as life, health, dental, vision, and disability insurance, paid vacation, training and an on-site fitness center.

Anguil has been recognized for numerous awards including Wisconsin Exporter of the Year (2x winner), Future 50 (4x winner), Top Workplace (10x winner), US Chamber of Commerce “Blue Chip”, Green Masters Program “Maturing” status, and the Jeffrey Butland Family Business of the Year.



ANGUIL AT A GLANCE

139

GLOBAL
EMPLOYEES

30%

EMPLOYEES AT
ANGUIL 5+ YEARS

40

DEGREED ENGINEERS
ON STAFF

27%

EMPLOYEES AT
ANGUIL 10+ YEARS

10

TOTAL YEARS RECOGNIZED
AS A TOP WORKPLACE

10%

EMPLOYEES AT
ANGUIL 20+ YEARS





LETTER FROM THE EXECUTIVES

Dear Customers, Vendors, Partners, and Friends of Anguil Environmental Systems,

At Anguil, sustainability is not only at the core of our product offering, but also our commitment to environmental stewardship and corporate responsibility. As a global leader in the supply of air and water pollution control solutions, we recognize the profound impact our operations can have on the planet. This report reflects our unwavering dedication to sustainable practices, detailing our achievements, ongoing initiatives, and the strides we continue to make in minimizing our company's environmental footprint.

The Anguil family of employees are proud of the pledges found in this document and we strive to meet them in our daily operations. On projects, our dedication to both customer compliance and profitability is unmatched, which gives Anguil a unique perspective on our own environmental objectives.

Our core values align the company around an established set of beliefs that help us operate effectively, ethically, and prosperously. These values ensure that sustainability is embedded in the very

fabric of our corporate DNA. As a family of committed professionals, we embrace the meanings of the following phrases:

Act Like You Own It: *Instilling a sense of responsibility and pride in every task we take on. This mindset propels us beyond the ordinary, creating a culture of ownership that extends to the successful integration of environmental responsibility into our business strategy.*

Stronger United: *Anguil thrives on the combined expertise and dedication of our diverse team, ensuring that we engage environmental challenges with a unified front. This unity not only enhances the quality of our solutions, but also amplifies our impact on sustainable practices in the industries we serve.*

Transparency Matters: *Transparency is a cornerstone of our operation. We believe in openness and accountability, not only to our customers and vendors, but also to the planet. Through transparent practices, we build trust, foster collaboration, and contribute to a shared vision of a more sustainable future.*

We Don't Walk Away: *Underscores our unwavering commitment. In the face*

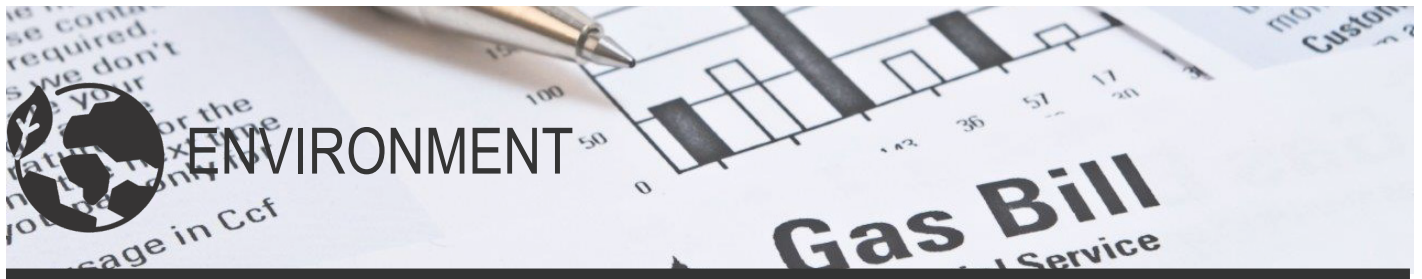
of challenges, we stand firm and resolute, dedicated to finding solutions that satisfy customer needs. Our resolve to confront environmental issues head-on and see them through to completion is what sets Anguil apart.

This sustainability report reflects not just our achievements but our ongoing journey toward a greener, more sustainable tomorrow. At Anguil, we don't just talk about sustainability; we live it, breathe it, and work towards it every day.

As you evaluate our company and offerings, please consider the following: Companies both large and small have been placing their trust in Anguil's experts for almost five decades. We specialize in complexity – challenging contaminants and timelines, fixing what others could not, solving the unknown without exceeding your budget. Anguil has the elite experience to complement your team, working together towards compliance.

Thank you for your consideration of Anguil Environmental Systems as your pollution control partner.

Sincerely,
Gene, Deb, and Chris Anguil



OUR PRODUCTS ARE DESIGNED TO ASSIST CUSTOMERS IN REACHING THEIR ENVIRONMENTAL OBJECTIVES. IT IS CRUCIAL FOR US TO UPHOLD OUR OWN DEDICATION TO RESPONSIBLE BUSINESS PRACTICES THAT ALIGN WITH OUR ENVIRONMENTAL VALUES.

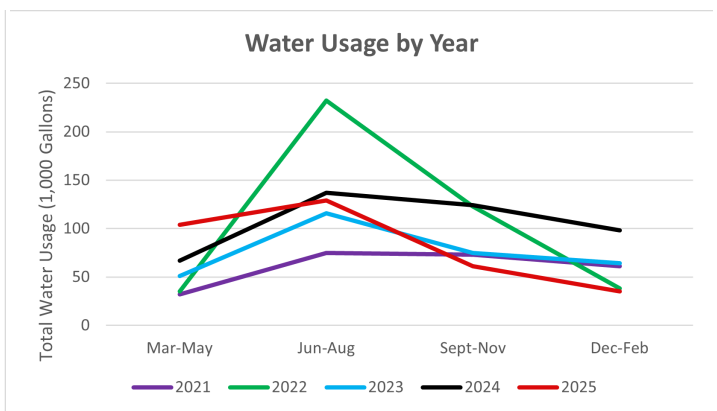
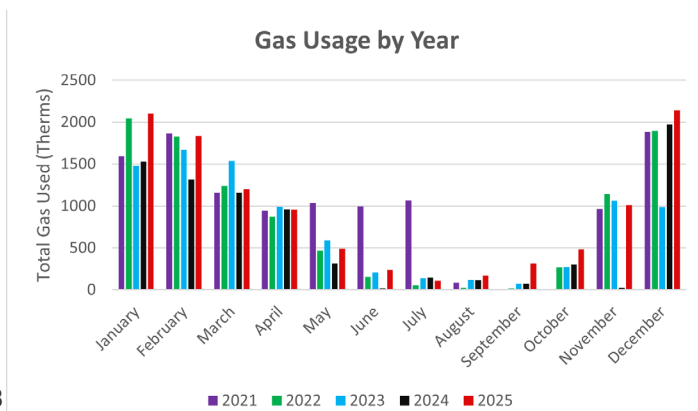
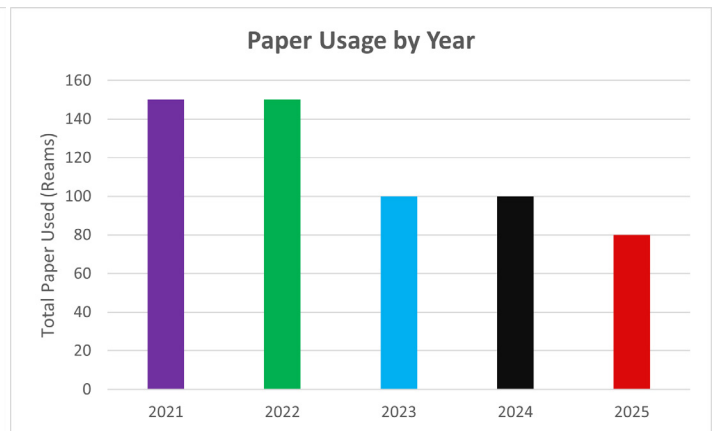
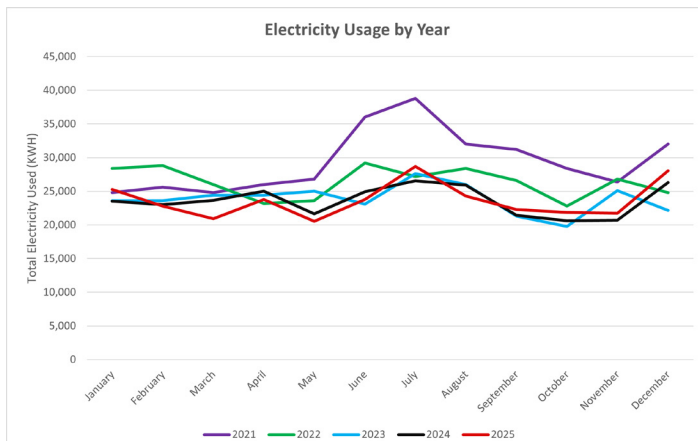
Anguil has developed an Internal Audit System to conduct a whole-building audit of the corporate headquarters, and used the results of that audit to inform the company’s strategic sustainability objectives for the year.

Benchmarking

As a result of that audit, we began measuring the following resource usage at Anguil’s corporate headquarters:

- Water
- Electric
- Gas
- Paper

Additionally, we use the EPA’s Energy-Star software to track electric and gas usage on a monthly basis, and report out to an external vendor for accountability purposes.





SUSTAINABILITY TEAM

An employee-led, elective team of sustainability champions meets monthly throughout the year with the purpose of evaluating, curating, and supporting the sustainability initiatives that serve as the foundation for Anguil's sustainability mission. The team designs and promotes company sustainability initiatives that support Anguil's environmental mission statement, increase energy efficiency, decrease Anguil's impact on the environment, and reduce company costs. Some recent initiatives driven by these employees include:



Improved Appliance Efficiency

Anguil has identified and removed all energy-inefficient appliances within our corporate office, replacing them with all energy efficient appliances. Timers were also installed on multiple machines to decrease the energy demand during hours when no one is in the office.



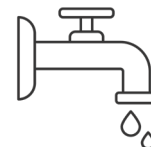
Limiting Energy Waste

We have removed all energy-intensive compressed air requirements from the building and replaced the controls with more efficient, electronic actuators that require far less energy and eliminate associated noise pollution on the receiving dock. We have also identified areas of our corporate office that have not yet been updated to LED lighting or do not yet have motion sensors. As old bulbs burn out, we are converting the balance to LED and adding appropriate common area motion sensors. In addition, we had identified several common areas and employee workstations that were over-lit, so dimmers were installed to lessen the energy demand.



Waste & Recycling Management

All employees have their own recycling bin at their desk to increase recycling efforts. Large recycling bins are in common spaces, including kitchens and conference rooms, throughout the corporate headquarters with signage to ensure that majority of recyclable items are captured. Packaging/boxes from our warehouse are recycled, and many parts are drop shipped directly to site in an effort to avoid routing the delivery through the Anguil office and on to the customer. Anguil has also expanded its metal and electronics recycling programs, with employees being encouraged to bring in household recyclables in addition to office waste.



Limiting Water Waste

In 2025, we installed 10 low-flow aerators for faucets in our corporate office in Milwaukee. These aerators use 55% less water than a standard faucet.



SUSTAINABLE SWAG

We celebrated a major sales milestone in late 2025 -- and commemorated it with gifts! Anguil employees received adaptive backpacks made from recycled polyethylene terephthalate (rPET) materials, using recycled content equivalent to **23** 16-ounce plastic water bottles per backpack.



ENVIRONMENT

Reduced Battery & E-Waste

Rechargeable batteries (types AA,AAA, and C) are available for use in common office electronics such as computer mice and clocks. Anguil also offers a battery recycling program that encourages employees to recycle their batteries in office and from their home, which means over 50 pounds of single-use batteries are successfully recycled each year as well.



Paperless Trade Shows

In order to reduce the amount of paper material that is shipped to trade shows, as well as passed out and then thrown out or recycled during the events themselves, Anguil has moved to a “paperless trade show” model where event attendees are welcomed to scan a QR code that takes them to a custom-built landing page on our website, supplying them with all of the information they are looking for in a greener format.

Cleaner Kitchens

To reduce waste, Anguil headquarters has multiple fully-stocked kitchens with metal cutlery, glass drinkware, plates and bowls made from recycled content, and cleaning supplies to provide a home-like environment for employees and to encourage mindfulness of both food and plastic waste. To underscore the commitment to removing single-use plastics from the kitchens, corn-based plastic utensils are given to every new employee on their first day.



Additionally, Anguil employs a cleaning company that utilizes all environmentally-friendly cleaning products.

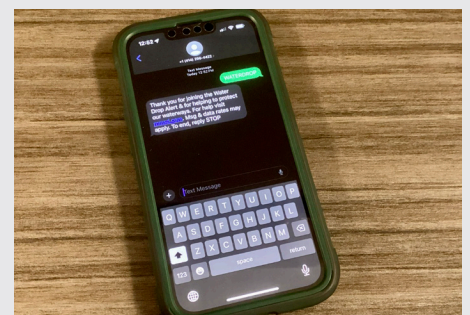
Highway Clean Up

Anguil has had an Adopt-A-Highway section since 2015. All employees have several opportunities throughout the year to volunteer and participate in the initiative to help keep our roads clean.



Water Drop Alerts

Anguil employees are encouraged via internal newsletter to subscribe to local alerts letting residents know when to limit their use of water resources due to heavy storms, etc. to protect local water tables from being polluted.



SUPPORTING LOCAL ENVIRONMENTAL INITIATIVES

MAKING A WORLD OF DIFFERENCE

In celebration of our mission of Cleaner Air & Water for Future Generations, on the 55th anniversary of Earth Day, Anguil planned a great week of fun AND sustainable events:

Adopt-A-Highway Clean-Up

- A group traveled to our sponsored section of Mequon Road for Anguil's first clean-up of the year!



Earth Day Cook-Out

- We grilled up earth-friendly meat alternatives for everyone to try and ate lunch outside on our beloved Poppet Patio.



Spring Grounds Upkeep

- Employees got a start on spring cleaning with trash pick-up and upkeep around our Milwaukee headquarters' grounds!



River Clean-Up

- A group of 15 Anguilites picked up trash along the river in our neighborhood of Brown Deer for the 30th anniversary of Milwaukee Riverkeeper's annual clean-up, of which we were a corporate sponsor.

Working at Anguil means lending a hand to help out Mother Earth - on Earth Day and every day!

Kids' Stuff Swap

- Employees with kids' items in need of a new home were welcomed to bring them in to swap with other parents and caregivers.

Our Power, Our Planet

- We also invited all Anguil employees, local and remote, to support Earth Day's 2025 theme of "Our Power, Our Planet" by making smart energy choices for their families and demanding rapid renewable energy deployment from our governments, industries, and businesses!



FUTURE PLANS

Anguil plans to continue the process of evaluating adding solar panels to the corporate headquarters building in 2026-27.

Other initiatives slated for 2026-27 include:

- Installing one or more rain barrels to capture rainwater for watering plant life shaded by an overhang
- Investigating implementing solar-powered charging stations for electric vehicles in the HQ parking lot
- Mapping the existing thermostats for higher energy efficiency during extreme weather
- Researching certifications for sustainable corporations
- Conducting a self-audit of our sustainable practices



For the eleventh year in a row, Anguil has been recognized as a Wisconsin Green Masters Program Participant and awarded Maturing status within our industry. The Green Masters Program provides a third-party, objective set of criteria for defining sustainability initiatives and legitimizes our work to push sustainability into our supply chain. Anguil is continually evaluated and accepted based on our involvement in key areas of environmental stewardship, community involvement and impact, employee experience, and sustainable governance.



HUMAN RIGHTS



EVERY HUMAN DESERVES INTEGRITY AND RESPECT.

Anguil respects international human rights efforts and supports these sentiments within our business. As we continue to expand toward a global economy, we communicate often with our supply chain and partners, encouraging them to follow our lead. We

acknowledge that there are many global challenges related to human rights, and as a global company, we are committed to addressing these challenges on a broader scale.

Human rights are incorporated into our Anguil code of conduct, as well as our supplier code of conduct. We believe our employees are the most important aspect of our business. We strive to ensure that our supply chain has fair working conditions, as we do not tolerate any form of discrimination, forced labor, and child labor. It is our responsibility to ensure that these values are expressed and followed throughout our supply chain.

Anguil values integrity, respect and truthfulness, and we have a strong commitment to the highest ethical standards. We have an open-door policy between all Anguil employees and anyone with whom we conduct business.

Each new employee is trained on human rights and the Anguil code of conduct, and is provided with the resources to continue to reference. Continuous education is key to engraining these principles into all aspects of our business.

An internal SharePoint site is being created to allow employees to anonymously submit concerns, questions, and grievances that they believe negatively impact Anguil. All employees are encouraged to raise concerns and questions to management and human resources as well, without reprimand.

Anguil participates in an annual program which monitors and evaluates the effectiveness of our sustainability initiatives, including diversity and inclusion efforts, and validates that our initiatives meet internationally recognized standards.

We are committed to diversity and inclusion within the workforce and strive to ensure an inclusive work environment. We value and leverage diverse perspectives, backgrounds, and experiences within our business practices.

Our commitment to human rights is dynamic and we are continuously looking for ways to improve. Anguil will continue to stay informed about emerging issues, revise policies and procedures, and actively seek feedback from stakeholders. As one of our core values, we are committed to transparency in all aspects of business, and will remain engaged in the dialogue and effort to respect all human rights.



ANGUIL USES A PARTNER APPROACH, ALLOWING US TO EXTEND OUR MARKET REACH AND INCREASE BRAND RECOGNITION WORLDWIDE, WITHOUT THE OVERHEAD COSTS FOR ADDITIONAL OFFICES AND PEOPLE AND ENVIRONMENTAL IMPACT.

SUPPORTING INDUSTRIES THAT DRIVE ENVIRONMENTAL PROGRESS

A key component of our sustainability mission is supporting industries that are actively contributing to a cleaner, more sustainable future. Our role is to ensure that the byproducts of their processes are not offsetting the benefits of these crucial initiatives. By partnering with industry through control technologies, lifecycle service support, and ongoing system optimization, we enable environmental progress across multiple sectors of the global economy.

Renewable Natural Gas (RNG)

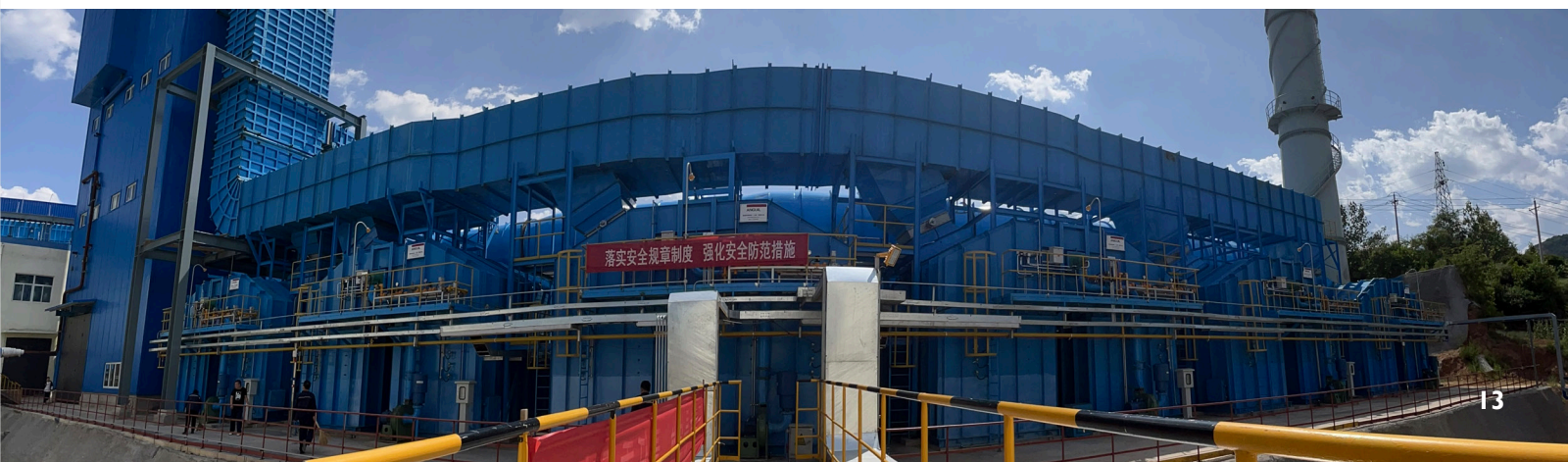
The RNG industry plays an important role in the circular economy by converting organic waste streams such as agricultural byproducts, landfill gas, and wastewater treatment digester gas into usable energy. By capturing methane that would otherwise be released into the atmosphere, RNG operations significantly reduce greenhouse gas emissions while producing renewable fuel that can displace fossil fuels. However, the processing and upgrading of biogas can generate Volatile Organic Compounds (VOCs), hazardous air pollutants, and various wastewater discharges. Our pollution control technologies help these facilities maximize the environmental benefits without unintended impacts to the surrounding communities.

Battery Manufacturing

As electrification accelerates across transportation, energy storage, and consumer products, battery manufacturing has become a cornerstone of the global transition to lower carbon energy systems. Throughout the production chain; from material mining to powder production, anode coating, recycling, testing and component manufacturing, Anguil technologies ensure batteries contribute to the energy transition responsibly.

Ventilation Air Methane (VAM)

VAM from underground mining operations is one of the most significant sources of methane, representing a substantial opportunity to keep these greenhouse gases from contributing to global warming. Mitigation systems of ventilation air methane, coal mine methane, and drainage gas can capture and destroy these air and water pollutants before they are released into our air and waterways. Anguil technologies and techniques ensure effective and efficient reduction while maintaining operational safety. In many cases, this process can also generate usable energy, further improving the environmental performance of the system.





At Anguil, we steadfastly believe that the delicate equilibrium between our employees’ professional and personal lives is not only integral to their individual well-being but is also a cornerstone of our collective success. To fortify this commitment, we have meticulously crafted a benefits package and curated office perks that prioritize the holistic needs of our diverse workforce.

Our work environment is not just a place of productivity; it is a community where both company and personal aspirations converge and flourish. Embracing a friendly and casual ethos, Anguil has cultivated an atmosphere where employees collaboratively pursue and achieve shared goals. We take immense pride in fostering personal development and well-being while simultaneously nurturing a culture of camaraderie and belonging.

Cultivating Cohesion and Growth

To further enhance the cohesiveness and engagement within our team, Anguil has instituted a robust mentorship program. This initiative pairs seasoned employees with new hires, creating a symbiotic relationship where mentors evolve into better leaders, and mentees develop into proficient team players. This structured approach ensures that our employees feel supported, empowered, and continually motivated to contribute their best to the company.

Our mentorship program is not just a professional development tool; it is a strategic investment in the career paths and personal growth of our employees. As evidenced by the fact that nearly half of Anguil’s workforce has been with the company for five years or more, it is evident that we value and actively foster the delicate balance between personal and professional development.

Anguil’s commitment to sustainability encompasses the sustainable development of our most valuable asset – our people. Through initiatives like our mentorship program and a holistic approach to employee well-being, we are not just ensuring the success of today but also cultivating a resilient and thriving workforce for the future.

mentorship Objectives:

- **Positive Role Modeling:** Providing employees with positive role models fosters a culture of inspiration and continuous improvement.
- **Knowledge Transfer:** Closing the skills gap is imperative for sustained success. Through mentorship, we ensure a seamless transfer of knowledge, preserving institutional wisdom and expertise.
- **Diverse Perspectives:** Our program encourages the exchange of diverse perspectives, contributing to a rich tapestry of ideas and innovation within our organization.
- **Talent Attraction:** By emphasizing mentorship, we attract new and diverse talent to join our ranks, ensuring a vibrant and inclusive workforce.
- **Enhanced Engagement:** Investing in our employees’ growth and development significantly boosts overall engagement, contributing to a positive and dynamic workplace culture.

EMPLOYEE HEALTH & WELLNESS



Various health and wellness opportunities occur throughout the year at Anguil to encourage a healthy lifestyle and prioritize mental health for our employees:

Work-Out While You Work

At-desk exercise equipment is available to employees to borrow during the day to move while working at their desk. Anguil also has a fully-functional fitness facility with various equipment and free weights open for employees to enjoy from 6am-9pm.



Healthy Snacking

Anguil also removed the classic vending snack machines and replaced them with healthier snack options available for employees to purchase. Every other week fresh vegetables and fruits are also provided by Anguil for employees to snack on at no charge.

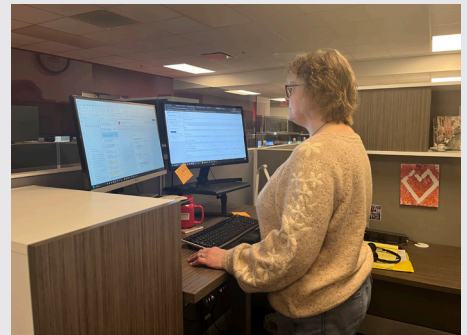


BENEFIT ENROLLMENT

- Health: 71
- Vision: 66
- Dental: 70

Ergonomics

The majority of our employees enjoy having the option of a stand-up desk and fatigue mat to promote positive ergonomics in the workplace. This option continues to promote Anguil’s commitment to overall wellness in the workplace.



CREATING GREENER SPACES: OUR NEW SUSTAINABLE OUTDOOR AREA

In 2024, we reimagined an underutilized section of our company grounds into an outdoor environment that supports both environmental sustainability and employee well-being. This transformation aligns with our broader commitment to creating workplaces that are not only more sustainable, but also more human-centered.

The space was designed with a strong focus on wellness—offering employees a setting to relax, recharge, and connect. Shaded seating areas, thoughtfully landscaped zones, and spaces for informal gatherings encourage time outdoors and foster co-worker relationships. The Poppet Patio is a popular place!





COMPANY CULTURE

Flexible Work Environment

Anguil employees enjoy a relaxing but professional work environment, as well as a flexible work schedule that allows employees to fulfill their work responsibilities all while being able to adhere to personal responsibilities outside of work. Along with a custom work schedule each day to best fit the employees' needs, Anguil also allows two days of remote working per week.

Remote Employee Relocation

At Anguil, we recognize the importance of providing adaptability and support to our valued employees. In order to accommodate the evolving needs of our workforce, employees seeking to relocate while continuing their remote work arrangements are encouraged to engage in open communication with their respective managers. We aim to empower our team members can thrive both personally and professionally, regardless of their physical location.

Casual Dress Code

All employees enjoy a comfortable, casual dress code in the office as well as while working remotely.



TOP WORKPLACE

This distinction is awarded from the Milwaukee Journal Sentinel and is based on the results of an employee survey measuring qualities such as company leadership, communication, career opportunities, working environment, managerial skills, pay, and benefits.

Anguil prides itself on being designated a Top Workplace winner for ten years. As a family-owned company that started in 1978, we have strived to continue to express our company values:

- Act Like You Own It
- Stronger United
- Transparency Matters
- We Don't Walk Away



“ANGUIL’S DEDICATION TO A CLEANER FUTURE IS A DAILY MOTIVATION FOR ME. I LOVE THAT I GET TO WORK WITH AN INSPIRED TEAM TOWARDS THE GREATER GOOD AND TAKE PRIDE WHEN MY KIDS ASK WHAT I DO FOR A LIVING.”

- Matt Holdorf, Director of Operations

CARING IS OUR CULTURE

- HAS PARTICIPATED IN LOCAL ADOPT-A-HIGHWAY CLEANUP SINCE 2015
- ANNUAL DONATION DRIVES FOR FEEDING AMERICA & REPAIRERS OF THE BREACH
- IN 2025 ALONE, MADE ADDITIONAL CHARITABLE DONATIONS TO:
 - Alzheimer’s Association
 - Brookfield East Robotics Club
 - Catholic Ecology Center
 - Fulbright Association
 - Girls on the Run
 - Menomonee Falls Youth Trap Team
 - Milwaukee Riverkeeper
 - Stevens Institute of Technology
 - The Women’s Center



EMPLOYEE ENGAGEMENT ACTIVITIES

At Anguil, we understand that fostering a strong, connected workplace culture is essential to our sustainability journey. Through employee engagement events, we create opportunities for connection, inclusion, and a shared sense of purpose—helping to build a workplace where people feel valued and energized.

Throughout the year, we hosted a variety of events that brought employees together in celebration, friendly competition, and community spirit!

Key Events & Highlights Include:

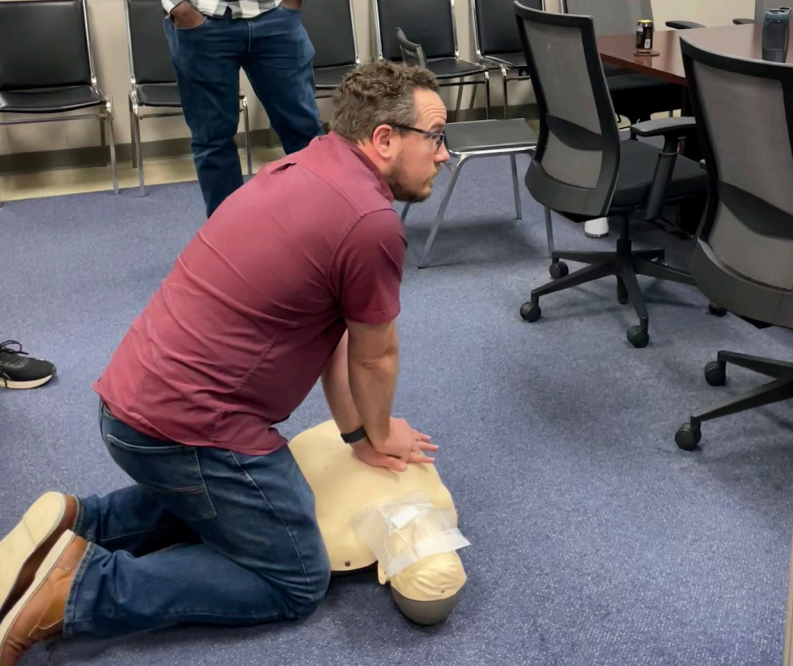
- **Ping Pong Tournament**
Our in-office ping pong tournament sparked friendly competition and gave employees a fun outlet for mid-day breaks and team bonding.
- **Brewers Opening Day Snacks**
In honor of the Brewers' season opener, we treated employees to themed snacks. This small gesture celebrated our regional pride and brought people together around a shared local tradition.
- **Summer Grill Out – Luau Theme**
A standout event of the summer, our luau-themed grill out featured food, festive decorations, and plenty of team spirit. It served as a great reminder of the value of stepping away from daily routines to recharge and connect.
- **Bags Tournament**
Our bags (cornhole) tournament encouraged outdoor fun and teamwork. The casual competition was a great way to unwind and foster friendly connections across departments.

Why It Matters

While these events may be light-hearted, they contribute meaningfully to our company's culture and sustainability goals. An engaged workforce is more innovative, collaborative, and resilient—qualities that are essential for driving sustainable growth.

By promoting well-being, connection, and shared experiences, we ensure our people remain at the heart of our sustainability strategy. These activities are part of a broader effort to create a workplace that supports both personal fulfillment and collective success.





WE ARE COMMITTED TO THE SAFETY OF OUR EMPLOYEES, CONTRACTORS, AND CUSTOMERS.

ANGUIL HAS ONLY HAD ONE WORK-RELATED INCIDENT OVER THE LAST TWELVE YEARS.



THAT'S 2,101,649.55 HOURS SAFELY WORKED BY EMPLOYEES WITHOUT INCIDENT.

SAFETY

BY THE NUMBERS

Anguil is pleased to have our Safety Coordinator leading our Environmental Health and Safety Department. The EHS Department's focus is on safety in and around our building, at our fabrication shops, supplier locations and at our customer sites. The team's goal is to increase awareness of safety issues and create a culture focusing on safety. The department is developing safety policies and procedures and ensuring all employees are fully trained on them.

Anguil currently has two safety playbooks as part of its company-wide playbook initiative, and additional playbooks are planned to be implemented in the coming year. The EHS Department also maintains the Anguil Safe Work Practices and continuously updates them throughout the year; a complete update will be taking place in 2026-27.

The EHS Department reviews safety incidents, near misses, and injuries. The department then decides on the best method to communicate information to the entire organization. The department addresses any outstanding safety issues or risks and future safety needs.

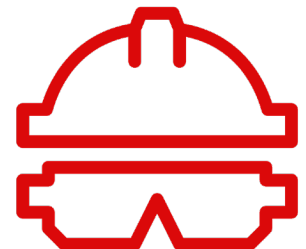
Tornado / Fire Drill

Anguil HQ holds both tornado drills and fire drills regularly, and all employees are required to exit as quickly and calmly as possible and meet in a designated zone.

<p>.72 EMR RATING</p>	<p>.86 TOTAL RECORDABLE INCIDENT RATE (TRIR)</p>
<p>20 OSHA 10 CERTIFIED EMPLOYEES</p>	<p>3 OSHA 30 CERTIFIED EMPLOYEES</p>
<p>2 OSHA CONSTRUCTION SAFETY MANAGER COURSES TAKEN</p>	<p>6 CERTIFIED FORKLIFT DRIVERS</p>
<p>13 FIRST AID/CPR/AED/ BLOOD BORNE PATHOGEN TRAINED EMPLOYEES</p>	<p>13 NEAR MISSES THAT WERE MITIGATED/ELIMINATED</p>

ACCOMPLISHMENTS

- IMPLEMENTED ANGUIL SAFETY DEPARTMENT COMMENT BOX
- CONDUCTING MONTHLY SAFETY AUDITS/INSPECTIONS
- DEVELOPED ANGUIL NEW HIRE SAFETY TRAINING
- THE SAFE WORK PRACTICES MANUAL IS AVAILABLE ON THE COMPANY ONEDRIVE



IT SECURITY



Anguil's Information Technology department works to implement year-round developments in order to bolster company efficiency and sustainability in the digital age:

Firewall Upgrade

In 2022, we replaced our Firewall stack with new equipment. While still providing the same services, the new equipment has enhanced integration features that we plan on utilizing going forward. These enhanced features will allow further metrics and automatic analysis of certain network activity.

Password Manager for Critical Roles

Using a password manager helps us create strong and unique passwords that enhance the security of the services we interact with on a daily basis. We continue to use an enterprise grade password manager for departments including IT, Accounting, Safety, HR, Sales Admin, Executive Management, and members of the Leadership Team.

Data Recovery Upgrade

In 2022, we upgraded our Data Recovery and Disaster Response hardware to accommodate our growing network shares and build in additional capacity.

Duo MFA

Multi-factor authentication further increases our user and service account security by requiring a second method of authentication anytime someone logs into company services. We continue to use Duo Multi Factor Authentication company-wide, and it has proven to be an effective tool in reducing cybersecurity incidents since deployment in 2022.

New Printers

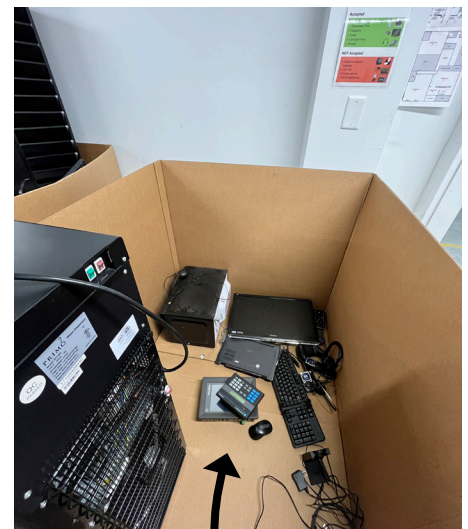
We upgraded our printers in 2023 with brand new machines. These printers are more efficient than our previous printers and help reduce waste and power consumption.

Email Security & Training

KnowBe4 is a best-in-breed service when it comes to deploying, tracking, and managing employee computer training, as well as performing simulated Phishing Campaigns. We continue to utilize KnowBe4 for its strong training and awareness platform. Additionally, we have expanded the scope to include employees of Young & Bertke, an acquired company.

Mobile Phones

As part of Anguil's sustainability commitments, we strive to maximize the value and longevity of our technology investments. We have consistently worked to ensure our electronic devices remain efficient and effective throughout their lifecycle. It has been nearly five years since we last conducted a full refresh of our company-owned mobile device fleet, and we are now excited to begin exploring new mobile carriers and device options for 2026.



ANGUIL PROUDLY SPONSORS A FREE ELECTRONICS RECYCLING PROGRAM FOR ALL MAJOR ELECTRONIC ITEMS.

SUPPLIER MANAGEMENT & DIVERSITY

LABOR

As our customers have demanded more from our company, we too have demanded more from our suppliers; this has led us to be a stronger partner with our customers and suppliers.

ANGUIL CONTRACTS LOCAL FABRICATORS AND SUPPLIERS WHEN POSSIBLE TO REDUCE ENVIRONMENTAL IMPACT, CREATE A MORE SUSTAINABLE SUPPLY CHAIN, AND CONSOLIDATE LOGISTICS.

In addition, we have started to seek partnerships with fabricators in geographic proximity to our key customers to reduce environmental impact of logistics and transit.

Supplier Diversity

Anguil works extensively with our existing supply base to ensure that we encompass diverse suppliers and our Supply Chain Managers look to source and develop partnerships with suppliers who have diverse certifications.

A diverse supply chain brings commercial benefits to both the supplier and buyer and working with a diverse supply chain has a strong impact on local communities and on the broader national economy. Supplier diversity is evolving into a strategic partnership that provides access to innovative products and increased market share in new and developing communities. We pride ourselves in being a top-performing organization in this area and apply the principles of

social diversity to such areas as supplier partnering, reputation management, and global expansion.

We recognize that minority-, women- and veteran-owned businesses, small business, and other diverse organizations contribute to the world we live in. We started as a small business and have worked hard to get where we are. We believe we have greatly strengthened the world we live in.

Supplier Management

We take a strong strategic management approach when working with suppliers and look to foster relationships through mentoring, corrective action procedures and information sharing. This allows us to streamline our partnerships through sharing of company priorities, fostering key areas of vendor improvement, tracking overall process of the relationship, minimizing risks, and supporting incentives for supplier performance.

While recognizing that we cannot address issues on our own, we are confident that through sincere efforts and cooperation with our customers and vendors, we can contribute to positive changes benefiting the planet. This may involve adopting eco-friendly practices, decreasing greenhouse gas emissions, minimizing water usage, enhancing human rights standards, and responsibly engaging with the community.

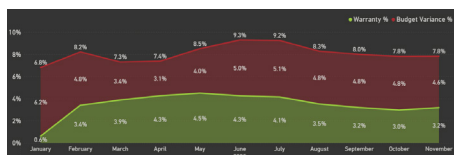
Anguil has completed an exhaustive Responsible Business Alliance (RBA) audit of our company and business practices to further our corporate social responsibility efforts. This is an internationally recognized coalition of businesses that have partnered to ensure supply chains are acting responsibly towards the environment and rights of workers, and Anguil is proud to be a part of a recognized sustainability initiative.



MAKING SUSTAINABILITY MEASURABLE THROUGH QUALITY DATA

Poor quality almost always equals waste. When defects, rework, and non-conformances go unmeasured, their environmental and social impacts remain largely invisible. Tracking Cost of Non-Quality (CONQ) and non-conformance data makes those impacts tangible and positions quality improvement as a core sustainability strategy rather than a purely operational concern. CONQ and non-conformance tracking directly support sustainability across the triple bottom line: environmental, economic, and social.

From an environmental perspective, non-conformances frequently result in scrap, rework, overprocessing, and expedited shipments. Each of these outcomes consumes additional raw materials, energy, and transportation capacity, increasing emissions and environmental footprint without adding customer value.

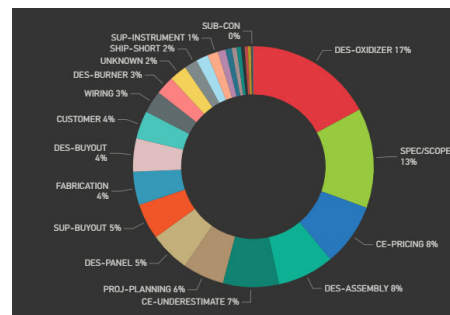


By identifying high-cost defect drivers, organizations can eliminate repeat failures, reduce unnecessary production cycles, and directly lower carbon emissions. Extending non-conformance tracking across internal processes and suppliers further improves accountability, enabling targeted corrective actions, supplier development, and more sustainable sourcing decisions across the value chain.

Economically, CONQ translates quality failures into financial terms leadership can act on. Quantifying the true cost of non-quality highlights where materials, labor, and energy are being consumed without delivering value. Reducing failure costs improves margins and frees capital that can be reinvested in sustainable initiatives such as energy-efficient equipment, cleaner technologies, and more resilient processes. Importantly, not all defects carry the same environmental or financial impact. CONQ data allows organizations to prioritize improvements with the highest return, avoiding broad, symbolic sustainability efforts in favor of focused, data-driven action. This same data also provides traceable evidence of continuous improvement and risk reduction, strengthening the credibility of ESG and sustainability reporting.

The social dimension of sustainability is equally influenced by quality performance.

Quality problems affect people; employees, customers, and communities. Chronic non-conformances often drive overtime, stress, rushed work, and constant firefighting, contributing to burnout and disengagement. Making these costs visible shifts the focus from blaming individuals to fixing systemic issues. As defects decrease, work becomes more predictable and stable, improving employee morale, engagement, and overall workplace safety while enhancing customer trust.



Ultimately, tracking CONQ and non-conformance data turns sustainability from an abstract aspiration into measurable, operational decisions. By reducing waste, emissions, and human strain while strengthening financial resilience, quality data becomes a powerful lever for building truly sustainable operations.

ANGUIL QUALITY HIGHLIGHT:

First Pass Yield improved from 38% in 2024 to 60% in 2025—a 58% increase. This improvement corresponds to an estimated 36% reduction in engineering and fabrication rework, resulting in lower energy consumption from CAD-intensive computing and industrial fabrication processes, as well as a meaningful reduction in welding fumes.

ANGUIL QUALITY GOALS:

Reduce CONQ from 8% to 4%, representing approximately \$2 million in annual savings, with a phased CONQ reduction plan of 8% to 6% in 2026, 6% to 5% in 2027, and 5% to 4% in 2028. Each reduction phase lowers material use, energy consumption, and associated emissions across engineering, manufacturing, and service operations. These funds can be reinvested in efficient equipment, cleaner processes, and preventive quality controls that support long-term business resilience.

