



ESG IMPACT REPORT DATA SUPPLEMENT FY2025





| SOCIAL | 2023 | 2024 | 2025 |
|---|-------|-------|-------|
| EMPLOYEES | | | |
| Total Employees | 1,951 | 1,681 | 1,701 |
| Permanent Employees | | | |
| Total | 1,951 | 1,679 | 1,701 |
| Female | 287 | 231 | 231 |
| Male | 1,664 | 1,448 | 1,470 |
| Employees by Ethnicity | | | |
| Total | 1,951 | 1,681 | 1,701 |
| Asian | 89 | 51 | 47 |
| Black or African American | 190 | 128 | 131 |
| Hispanic or Latino | 265 | 248 | 263 |
| Native Hawaiian or other Pacific Islander | 6 | 5 | 3 |
| American Indian or Alaska Native | 1 | 2 | 2 |
| White | 1,355 | 1,221 | 1,213 |
| Two or more races | 39 | 19 | 32 |
| Decline to answer | 6 | 7 | 10 |
| Employees by Age | | | |
| Under 30 | 392 | 320 | 286 |
| 30 to under 45 | 670 | 594 | 617 |
| 45 to under 60 | 591 | 478 | 506 |
| 60 or more | 298 | 289 | 292 |

| SOCIAL | 2023 | 2024 | 2025 |
|-----------------------------------|-------|-------|-------|
| Full-Time Employees | | | |
| Total | 1,906 | 1,644 | 1,657 |
| Female | 282 | 230 | 231 |
| Male | 1,624 | 1,414 | 1,426 |
| Part-Time Employees | | | |
| Total | 45 | 37 | 44 |
| Female | 5 | 1 | 1 |
| Male | 40 | 36 | 43 |
| NEW HIRES | | | |
| Total Hires | 520 | 355 | 480 |
| Rate of Hires | 27% | 21% | 28% |
| Number of Hires, by Gender | | | |
| Female | 74 | 37 | 57 |
| Male | 446 | 318 | 423 |
| Rate of Hires, by Gender | | | |
| Female | 4% | 2% | 3% |
| Male | 23% | 19% | 25% |
| Number of Hires, by Age | | | |
| Under 30 | 223 | 151 | 167 |
| 30 to under 45 | 185 | 129 | 158 |
| 45 to under 60 | 89 | 65 | 120 |
| 60 or More | 23 | 10 | 35 |



| SOCIAL | 2023 | 2024 | 2025 |
|---|------------|------------|------------|
| Rate of Hires, by Age | | | |
| Under 30 | 11% | 9% | 10% |
| 30 to under 45 | 9% | 8% | 9% |
| 45 to under 60 | 5% | 4% | 7% |
| 60 or More | 1% | 1% | 2% |
| TURNOVER | | | |
| Total Turnover | 510 | 564 | 397 |
| Rate of Turnover (Annualized) | 26% | 34% | 23% |
| Voluntary Turnover | 346 | 349 | 260 |
| Rate of Voluntary Turnover (Annualized) | 18% | 21% | 15% |
| Turnover by Gender | | | |
| Female | 64 | 68 | 53 |
| Male | 446 | 496 | 377 |
| Rate of Turnover, by Gender (Annualized) | | | |
| Female | 3% | 4% | 3% |
| Male | 23% | 30% | 22% |
| Turnover by Age | | | |
| Under 30 | 168 | 171 | 121 |
| 30 to under 45 | 171 | 216 | 139 |
| 45 to under 60 | 115 | 125 | 80 |
| 60 or More | 56 | 52 | 57 |

| SOCIAL | 2023 | 2024 | 2025 |
|---|-------|-------|-------|
| Rate of Turnover by Age | | | |
| Under 30 | 9% | 10% | 7% |
| 30 to under 45 | 9% | 13% | 8% |
| 45 to under 60 | 6% | 7% | 5% |
| 60 or More | 3% | 3% | 3% |
| Turnover by Ethnicity | | | |
| White | 306 | 336 | 295 |
| People of Color | 204 | 228 | 102 |
| Rate of Turnover by Ethnicity | | | |
| White | 16% | 20% | 17% |
| People of Color | 10% | 14% | 6% |
| PARENTAL LEAVE | | | |
| Number of Employees Entitled to Parental Leave | | | |
| Female | 196 | 214 | 196 |
| Male | 1,296 | 1,373 | 1,233 |
| Number of Employees That Took Parental Leave | | | |
| Female | 7 | 3 | 4 |
| Male | 25 | 21 | 10 |
| Number of Employees That Returned to Work in the Reporting Period After Parental Leave Ended | | | |
| Female | 6 | 2 | 3 |
| Male | 22 | 16 | 10 |



| SOCIAL | 2023 | 2024 | 2025 |
|---|------|------|------|
| Total Number of Employees That Returned to Work After Parental Leave Ended That Were Still Employed 12 Months After Their Return | | | |
| Female | 5 | 1 | 0 |
| Male | 18 | 13 | 11 |

EMPLOYEE DIVERSITY

| By Gender | | | |
|---|-----|-----|-----|
| Female | 15% | 14% | 14% |
| Male | 85% | 86% | 86% |
| By Age | | | |
| Under 30 | 20% | 19% | 17% |
| 30 to under 45 | 34% | 35% | 36% |
| 45 to under 60 | 30% | 28% | 30% |
| 60 or More | 16% | 18% | 17% |
| By Race | | | |
| Asian | 5% | 3% | 3% |
| Black or African American | 10% | 8% | 8% |
| Hispanic or Latino | 14% | 15% | 15% |
| Native Hawaiian or other Pacific Islander | 0% | 0% | 0% |
| American Indian or Alaska Native | 0% | 0% | 0% |
| White | 69% | 73% | 71% |
| Two or more races | 2% | 1% | 2% |
| Decline to answer | 0% | 0% | 1% |

| SOCIAL | 2023 | 2024 | 2025 |
|---|------|------|------|
| PAY EQUITY | | | |
| Ratio of Basic Salary and Remuneration of Women to Men | 1.13 | 1.16 | 1.13 |

BOARD DIVERSITY

| By Gender | | | |
|---|---|---|---|
| Female | 2 | 2 | 2 |
| Male | 5 | 4 | 6 |
| By Age | | | |
| 18-30 | 0 | 0 | 0 |
| 31-50 | 0 | 0 | 0 |
| 51+ | 7 | 6 | 8 |
| By Race | | | |
| Asian | 1 | 1 | 1 |
| Black or African American | 0 | 0 | 0 |
| Hispanic or Latino | 1 | 1 | 1 |
| Native Hawaiian or other Pacific Islander | 0 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 |
| White | 5 | 4 | 6 |
| Two or more races | 0 | 0 | 0 |
| Decline to answer | 0 | 0 | 0 |



| SOCIAL | 2023 | 2024 | 2025 |
|---|------|------|------|
| EMPLOYEE TRAINING AND EDUCATION | | | |
| Average Number of Hours of Training Provided to Employees Per Year | | | |
| Total | 4.86 | 8.02 | 7.87 |
| Female | 6.09 | 9.17 | 7.10 |
| Male | 4.66 | 7.84 | 8.00 |
| Percentage of Leadership with Active Successions Plans | 100% | 100% | 100% |
| Percentage of Employees Receiving Regular Performance and Career Development Reviews¹ | 93% | 91% | 92% |
| HEALTH AND SAFETY | | | |
| FOR ALL TYPES OF WORKERS² | | | |
| Number of Recordable Work-related Injuries | | | |
| Total | 122 | 120 | 112 |
| Number of High-Consequence Work-related Injuries (Excluding Fatalities) | | | |
| Total | 75 | 72 | 74 |
| Work-related Ill Health | | | |
| Number of Fatalities as a Result of Work-related Ill Health | 0 | 0 | 0 |
| Total Recordable Incident Rate (TRIR) | | | |
| Total | 7.28 | 8.19 | 6.70 |

1 - All employees actively employed more than 90 days receive performance reviews.

2 - Scope of the data includes all full-time, part-time, contingent workers, and contractors.

* Certain metrics exclude the employees of Venco Venturo, LLC, which was acquired on November 3, 2025

| SOCIAL | 2023 | 2024 | 2025 |
|---|-----------|-----------|-----------|
| HEALTH AND SAFETY (CONT.) | | | |
| FOR ALL TYPES OF WORKERS² | | | |
| Days Away, Restricted or Transferred (DART) Rate | | | |
| Total | 3.28 | 4.91 | 4.43 |
| Number of Fatalities | 0 | 0 | 0 |
| Rate of Fatalities | 0.00 | 0.00 | 0.00 |
| Total Number of Hours Worked by All Employees | 3,279,056 | 2,907,357 | 3,344,296 |
| GOVERNANCE | | | |
| Board Independence | | | |
| Percentage of Independent Directors | 71% | 83% | 75% |
| Ethics & Compliance | | | |
| Number of Instances of Non-compliance with Laws and Regulations | 2 | 2 | 1 |
| Monetary Value of fines for Instances of Non-compliance with Laws and Regulations | \$49,683 | \$12,127 | \$30,000 |
| Whistleblower Reports Received | 4 | 1 | 1 |
| Total Number of Critical Concerns That Were Communicated to the Highest Governance Body During the Reporting Period | 0 | 0 | 1 |
| Total Amount of Monetary Losses as a Result of Legal Proceedings Associated with Anticompetitive Behavior Regulations | 0 | 0 | 0 |



| PRODUCTS | 2023 | 2024 | 2025 |
|---------------------------------|---------------|---------------|---------------|
| Number of Recalls Issued | 0 | 0 | 0 |
| Total Units Recalled | 0 | 0 | 0 |
| Revenue From Recyclable Product | \$267,192,119 | \$257,246,063 | \$299,871,013 |

| GENERAL | 2023 | 2024 | 2025 |
|--|---------|---------|---------|
| Number of Parts Produced | 65,292 | 44,015 | 47,534 |
| Number of Trucks Upfit | 14,530 | 12,932 | 13,017 |
| Weight of Parts Produced (t) | 40,990 | 29,642 | 31,844 |
| Area of Manufacturing Plants (sq ft) | 956,105 | 956,105 | 956,105 |
| Area of Truck Upfitting Plants (sq ft) | 510,854 | 510,854 | 510,854 |
| Percentage of Spending on Local Suppliers ³ | 88.5% | 90.0% | 92.7% |

| ENVIRONMENTAL ⁴ | 2023 | 2024 | 2025 |
|--|---------|---------|---------|
| ENERGY & EMISSIONS | | | |
| Energy Consumption, by Fuel Type (GJ) | | | |
| Natural Gas ⁵ | 219,796 | 198,969 | 199,681 |
| Propane ⁶ | 36,922 | 31,060 | 38,627 |
| Electricity | 81,782 | 71,810 | 72,520 |

3 - "Local" is defined as companies based in North America.

4 - Environmental data reflects all of our manufacturing, upfitting, office and warehousing locations, except for the locations of Venco Venturo, LLC, which was acquired on November 3, 2025. Includes estimated data using interpolation and extrapolation methods as applicable.

5 - Reflects five manufacturing sites that consume natural gas.

6 - Reflects one manufacturing site that consumes propane instead of natural gas.

| ENVIRONMENTAL | 2023 | 2024 | 2025 |
|--|--------|-------|--------|
| ENERGY & EMISSIONS (CONT.) | | | |
| Greenhouse Gas Emissions⁷, by Fuel Type (tCO₂e) | | | |
| Natural Gas (Scope 1) | 10,983 | 9,935 | 11,467 |
| Propane (Scope 1) | 2,185 | 1,845 | 2,429 |
| Other (Scope 1) | 1,367 | 1,428 | 1,094 |
| Electricity (Scope 2) | 9,010 | 7,675 | 7,139 |

| WASTE MANAGEMENT | | | |
|--------------------------------------|----------|---------|----------|
| Total Waste Generated (mT) | 11,045.8 | 9,336.4 | 10,473.6 |
| Waste by Disposal Method (mT) | | | |
| Landfilled | 2,257.5 | 2,117.3 | 2,163.9 |
| Diverted from Landfill ⁸ | 1,358.3 | 1,187.4 | 1,308.4 |
| Recycled Steel ⁹ | 7,430.1 | 6,031.7 | 7,001.3 |

| WATER MANAGEMENT | | | |
|------------------------------------|----------|----------|----------|
| Water Usage (M³) | 63,325.7 | 63,434.8 | 62,429.6 |

7 - Emissions data includes those resulting from the energy consumption reported above, as well as other Scope 1 emissions from company vehicles and refrigerants. These were calculated using eGRID 2020 emission factors as published by the United States Environmental Protection Agency (EPA).

8 - Excludes recycled steel noted below.

9 - Includes steel that was directly recycled in one of our six manufacturing facilities. Unused scrap steel and other various materials at our other facilities is sold and ultimately recycled. Scrap sales were \$2,557,040 for 2023, \$1,987,177 for 2024 and \$2,654,676 for 2025.



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About This Data

Certain previously reported 2023 and 2024 metrics have been updated to reflect refinements in Douglas Dynamics' data collection and reporting methodologies. These updates improve the accuracy and consistency of year-over-year comparisons.