



NAVIGATING NEW HORIZONS



HELIOS[®]
TECHNOLOGIES

2024 ESG FACTSHEET

PRIORITIZING SUSTAINABILITY: CONTINUED PROGRESS



Helios Technologies is a stronger, more agile organization than it was a year ago. With a robust set of assets, a strong cash flow engine, and world-class talent, we are well-positioned for long-term sustainability as we Navigate New Horizons. Through a continuous mindset, our teams globally look to identify ways we can reduce our impact on the environment. We know that to achieve this, we need to act in the near-term to reduce our impact on the environment, contribute to our communities with time, talent and support, and ensure strong governance to manage and mitigate risks.

Helios Technologies is a global leader in highly engineered motion control and electronic controls technology for diverse end markets, including construction, material handling, agriculture, industrial, mobile, energy, recreational vehicles, marine, aerospace, and health and wellness. Helios sells its products to customers in over 90 countries around the world. The Company has paid a cash dividend to its shareholders every quarter since becoming a public company in 1997.

Through our shared values, we instill an open and collaborative culture. We believe this culture encourages creativity in thought, continuous improvement, and a broader recognition of how each individual and the organization collectively can make a difference in our world.

HELIOS SHARED VALUES

HONESTY

Committing fully to truth, transparency, and actions that build trust and collaboration.

EXCELLENCE

Driving relentlessly for mastery that elevates quality, performance, and standards.

LEARNING

Pursuing growth by harnessing successes and failures as fuel for advancing collective knowledge.

INNOVATION

Fostering a culture of creativity that ignites imagination and forges a better path forward.

OWNERSHIP

Embracing responsibility and taking accountability for all our actions and results.

SOLUTIONS

Solving problems and conquering challenges to deliver impactful outcomes.





ENVIRONMENTAL

Climate Action:

- ▶ Set Net Zero 2050 Goal
- ▶ Reducing emissions through our "in the region, for the region" strategy as well as creating Centers of Excellence in different regions, concentrating manufacturing and skills. Helios has also made energy efficient investments in our manufacturing operations. As examples, we are upgrading machinery from legacy machines, as well as implemented an automated warehouse at our facility in Italy.
- ▶ Latest **Scope 1** and **Scope 2** greenhouse gas inventory for 2024:

Scope 1
Metric Tons CO₂e **1,563**

Scope 2
Metric Tons CO₂e **17,971**

US Gallons
of Water **15.3M**

Scope 3: In process, working with Assent to evaluate *(a vendor Helios uses for conflict minerals reporting)*

Waste and Water:

- ▶ Worked across our subsidiaries to identify waste streams and reduce waste using production process redesigns, scrap reduction initiatives, electronic waste reduction, and elimination of hazardous materials.

Recycling:

Recycling initiatives are actively promoted across the Company at all its facilities, such as: recycling scrap metal and paper, recycling finished goods packing materials and working with local recycling vendors by facility to recycle things like scrap molding and other materials specific to each facility.

Governance

Governance at Helios includes our Board Level ESG Committee, quarterly Board updates presented by our CEO and other senior leaders whose responsibilities include disclosure on environmental issues, and in the way we design, manufacture, and deliver our products. We have a robust Risk Management Program, publish environmental metrics, and have enhanced our cyber security testing across the organization.

- Five independent Directors with one woman as our Board Chair and another woman in a Committee Chair position
- Board of Directors & Committees hold regular sessions without management present
- Engaged Board with strong participation and attendance record
- No shareholder rights plan (poison pill) in place
- One class of voting common stock
- ESG Board Committee oversees the Company's governance and sustainability activities

Implemented Statement of Policy regarding Director Nominations:

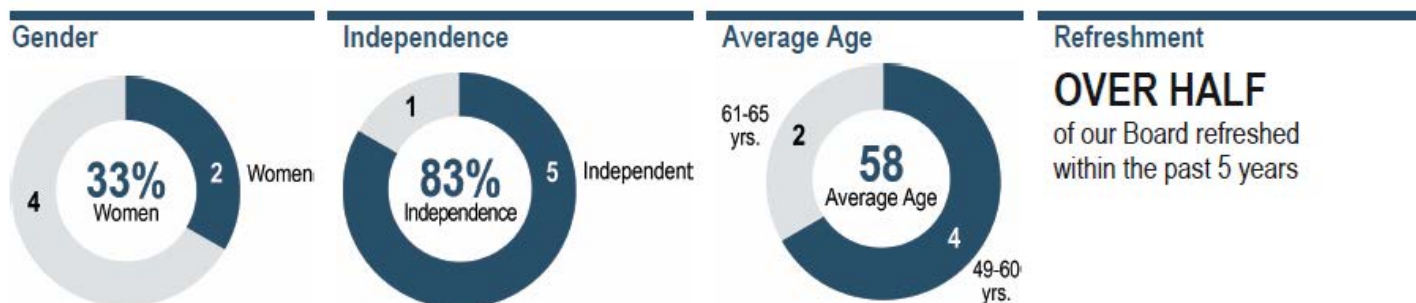
Set forth qualifications of Directors and procedures for identification and evaluation of candidates for nomination, and procedures for recommendation of candidates by shareholders

Adopted policy that all Company Directors and Nominees for Director attend each Annual Meeting of Shareholders of the Company:

- Unexcused absence from annual meeting will be considered by the Governance and Nominating Committee whether to be nominated for re-election at the end of term
- No Board Member is overcommitted

Board Skills and Diversity Matrix:

The below matrix summarizes the skills and diversity demographics of our proposed Board of Directors as of April 23, 2025.



Board Knowledge, Skills, and Experience



	Bagan	Britt	Dempsey Brown	Chenanda	Schuetz	Sacchi
Financial	◆	◆	◆	◆	◆	◆
Accounting	◆	◆	◆	◆	◆	
Corporate Governance/Ethics	◆	◆	◆	◆	◆	◆
Industry Expertise	◆	◆	◆	◆	◆	
HR/Compensation	◆	◆	◆	◆	◆	◆
Operations	◆	◆	◆	◆	◆	
Strategic Planning/Oversight	◆	◆	◆	◆	◆	
Risk Management	◆	◆	◆	◆	◆	
Cybersecurity		◆	◆			
Technology/Engineering	◆	◆	◆	◆	◆	
Mergers and Acquisitions	◆	◆	◆	◆	◆	◆
International Experience	◆			◆	◆	◆
Multiple Languages				◆	◆	◆

Tenure

4

0-5 Years

1

6-10 Years

1

More than 10 Years

Refreshment

+5

Directors who have joined the Board since 2020

-5

Directors who have left the Board since 2020

1

New Board Chair in 2025

Attendance & Engagement

100%

Directors attendance at the four 2024 Board Meetings

100%

Directors attendance at the 2024 Annual Meeting

100%

Directors attendance at the 2024 Committee Meetings

Board Evaluation Program

Beginning in 2025, the Company has engaged with a reputable third-party Board assessment tool to provide more data driven, actionable and individualized focus to its Board Evaluation Program. Board Members will continue to take annual evaluations; however they will now receive individualized reporting on their performance and effectiveness, benchmarks and comparisons against peer groups in the Company's industry, as well as year on year comparisons to establish ongoing data to develop the Board systematically in a time efficient and data manner.



Code of Business Conduct and Ethics

Annually, our colleagues acknowledge receipt and understanding of this Code and attend required ethics training courses in connection with the Code. The Company tracks compliance internally and provides training on this as well as learning and development courses including such topics as: Workplace Harassment; Non-Retaliation for Reporting; Information Security; Conflicts of Interest; Fair Dealing; Confidential Information & Intellectual Property; Data Privacy; Creating a Respectful Workplace; Corporate Assets; Environmental; Health & Safety; Fair Employment Practices; Maintaining Books & Records; Anti-Bribery & Anti-Corruption; International Trade Controls; Antiboycott Laws; Antitrust & Fair Competition Laws; Compliance with Laws; Rules & Regulations; Communications & Public Affairs; and Contracts Compliance.

Social Responsibility

Fair and Equitable

We use comprehensive salary survey data to ensure that all positions within the Company are compensated competitively in alignment with current market standards. This approach helps us attract and retain top talent while maintaining fairness and equity across our workforce. We offer a comprehensive benefits package to attract and retain talent.

Talent Development



We launched the Helios Leadership Academy (HLA) in 2025. This program arms its participants with a robust skill set, global perspective, and a commitment to ethical leadership in order to drive our Company's success and positively impact the broader business world. As these leaders ascend to higher roles, they will become catalysts for positive change, shaping the future of our organization and leaving a legacy of excellence.

Helios Talent Central (Cornerstone Platform) enables colleagues to drive their future professional growth.

We provide internships across both the Hydraulics and electronics segments, leveraging different disciplines and diversified backgrounds.



Inaugural HLA Class

Community

In addition to our corporate philanthropy, in 2021, Helios launched a global workplace philanthropy initiative in partnership with America's Charities called Helios Engage. Helios Engage enables employees to make charitable contributions on a secure platform where their contributions are eligible for a 100% corporate match. Our Helios Engage platform is accessed through a website where employees can make donations by credit card or payroll deductions. Employees can also upload proof of offline donations and Helios will approve a corporate match. Charitable organizations in America's Charities platform include tens of thousands of nonprofits addressing causes including education, human rights, hunger, poverty, research, animal welfare, veteran assistance, disaster relief, and health services.

Helios Engage not only allows Helios to provide its employees with a platform to support a wide variety of charitable organizations but also offers opportunities to volunteer and give back to the communities in which we live and work. Since the program's inception, our employees around the globe have donated to over 100 charities through one-time donations or recurring payroll reductions.

Helios Engage also includes a dollar-for-dollar matching gift program and Employee Assistance Fund (EAF) where employees around the globe can receive financial assistance in times of hardship. Helios employees can donate to the EAF to directly support their colleagues in need. This partnership allows the Company to maximize its positive social impact through global charitable giving efforts and to give back to our communities through volunteerism. In 2024, as an organization, Helios donated over \$122,000 into its EAF. These contributions supported our employees dealing with the impacts of Hurricanes Helene and Milton, as well as for future challenges our colleagues face around the globe.



Supplies sent from various Helios operating companies during Hurricane Milton to support their colleagues in Sarasota, Florida

Safety in the workplace is integral to our purpose, products and management system. The Company fosters a culture of safety through proactive awareness and prevention principles exercised within our safety management system. We are dedicated to ensuring the safety of our team members. Each entity upholds environmental, health, and safety policies aimed at fostering the operation of our business in a manner that safeguards the well-being of the public and our workforce. Many of our businesses feature on-site medical clinics, massage therapy, and occupational health treatment to mitigate industry musculoskeletal injuries. We provide a range of health and welfare programs to encourage employee fitness, wellness, and preventive healthcare. Additionally, our workforce has access to a confidential employee assistance program that offers professional counseling services to team members and their families.

We are a company of innovators who work in a safety-first culture. We are also focused on designing machines and components that improve the end user's experience and safety.

Across companies, standardized guidelines and methods are used to reduce risks and drive continuous improvement. Near miss reporting is a leading indicator to identify and mitigate risk factors in the work environment. Safety best practices are incorporated into team member communication to raise awareness and educate. Safety audits are performed to identify opportunities for further improvement.

Our safety culture and system has allowed us to maintain our safety record through growth and strategic acquisitions. This includes reengineering workflow and adding dedicated safety staff. Additionally, we are continually establishing improvement efforts across all businesses to establish innovative solutions for the health and safety of our employees. We have further developed a safety timeline for success to assess, implement, refine and optimize safety across our business.

Safety Timeline for Success



Assessment Phase 2022 - 2024

Safety focus areas:

- Safety Systems/ Programs
- Employee Injuries/ Ergonomics
- Safety Awareness/ Training
- Facility and Personnel Regulatory Compliance
- Employee Safety Committee



Implementation Phase 2024 - 2025

Improvement/Implementation:

- Build Foundational Safety Systems Framework
- Establish Senior Safety Committee
- Perform Job Task Safety Risk Assessments
- Implement Safety Procedures
- Enhance Safety Awareness



Refinement Phase 2024 - 2025

Continuous Improvement:

- Root Cause Analysis & Corrective Action Process
- Re-Engineer Workflow & Workstation Design for Ergonomics
- Perform Area Safety Audits and Formulate Solutions



Optimization Phase 2026 - Beyond

Optimization Through Innovative Safety Improvement:

- Certification in ISO 45001
- Culture of Continuous Safety
- Establish Best in Class TCIR
- Strive to Achieve Zero OSHA Recordable Injuries



2024 Worldwide Employee Survey

Last year, we conducted our first Helios worldwide internal employee survey to gather insights from our global teams about engagement and organizational culture. In June, nearly 1,000 employees participated in our engagement survey, representing approximately 38% of our global workforce. The survey results have been shared and analyzed at both the corporate and segment levels. Local teams have been leveraging this data to focus on initiatives specific to their areas, ensuring meaningful and actionable improvements. Below are the high-level management focus areas based on feedback received and the actions we have been and will be taking.

- Enhancing Leadership Communication and Trust
- Strengthening Customer Focus
- Investing in Career Growth
- Improving our Values Alignment

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