



Environmental, Social, and Governance (ESG) Policy

Introduction

About Us: OTR Engineered Solutions, Inc. is an international provider of tires, wheels, assemblies, tracks, tubes, ballast, and more. Our mission is to provide solutions, value, innovation, and partnership to all our stakeholders. In order to make the lives of our customers easier, we're committed to incorporating sustainability as a core value in our organization. We believe that our commitment to pursuing ESG initiatives will create long-term value for our stakeholders, including our customers, employees, investors, and the communities where we live and operate.

ESG Policy Statement: OTR Engineered Solutions, Inc. is committed to incorporating environmental sustainability, social responsibility, and effective, transparent corporate governance within all aspects of our business. All employees, inclusive of executives, officers, and directors, are expected to uphold this policy statement. As we look ahead to the future, we strive to be transparent and remain focused on expanding our ESG efforts while staying committed our mission.

Environmental Sustainability

We are committed to integrating responsible environmental stewardship in all facets of our business and supply chain in order to minimize our environmental footprint, conserve natural resources, and operate in adherence with all applicable environmental rules, regulations, and laws in the regions where we operate. Our goal is to lessen our environmental impact by reducing waste and responsibly using natural resources in our manufacturing process, supply chain, and throughout our organization.

Our commitment to environmental sustainability is evidenced by our development of NDX tires which reduce fuel consumption by up to 10%, disposing of all hazardous waste generated at our facilities in an appropriate manner, intending to reach ISO14000 compliance, and the development of an organizational wide *Environmental Policy*.

Social Responsibility

We are committed to being a socially responsible employer by cultivating an inclusive and diverse workplace, focusing on fostering the health and safety of our employees, maintaining the highest ethical standards, and supporting the local communities where we live and operate. We aim to hire and retain the best talent by maintaining collaborative and innovative workplaces, offering competitive compensation and benefits, and promoting the health and wellbeing of our employees. We acknowledge that the core of our business is people, and we prioritize strengthening our communities to ensure a bright future for both the Company and our communities.

Our commitment to social responsibility is evidenced by our investment in the Rome International Film Festival, our support of various community programs inclusive of a holiday angel tree for local underprivileged children and an empty stocking fund for the local American Legion, as well as our burgeoning partnership with Open Door Home, a non-profit that provides safe housing for orphans in our community.

Corporate Governance

We are committed to creating and maintaining a culture focused on ethical business behavior and effective, transparent corporate activity. We believe an accountable corporate governance structure focused on an unwavering adherence to our values which comply with all applicable laws, rules, regulations, and policies is the foundation to deliver on our commitments. Our executives, officers, directors, and employees are expected to conduct themselves in accordance with the highest ethical and moral standards, informed by our *International Code of Conduct* and *FCPA Policy*.