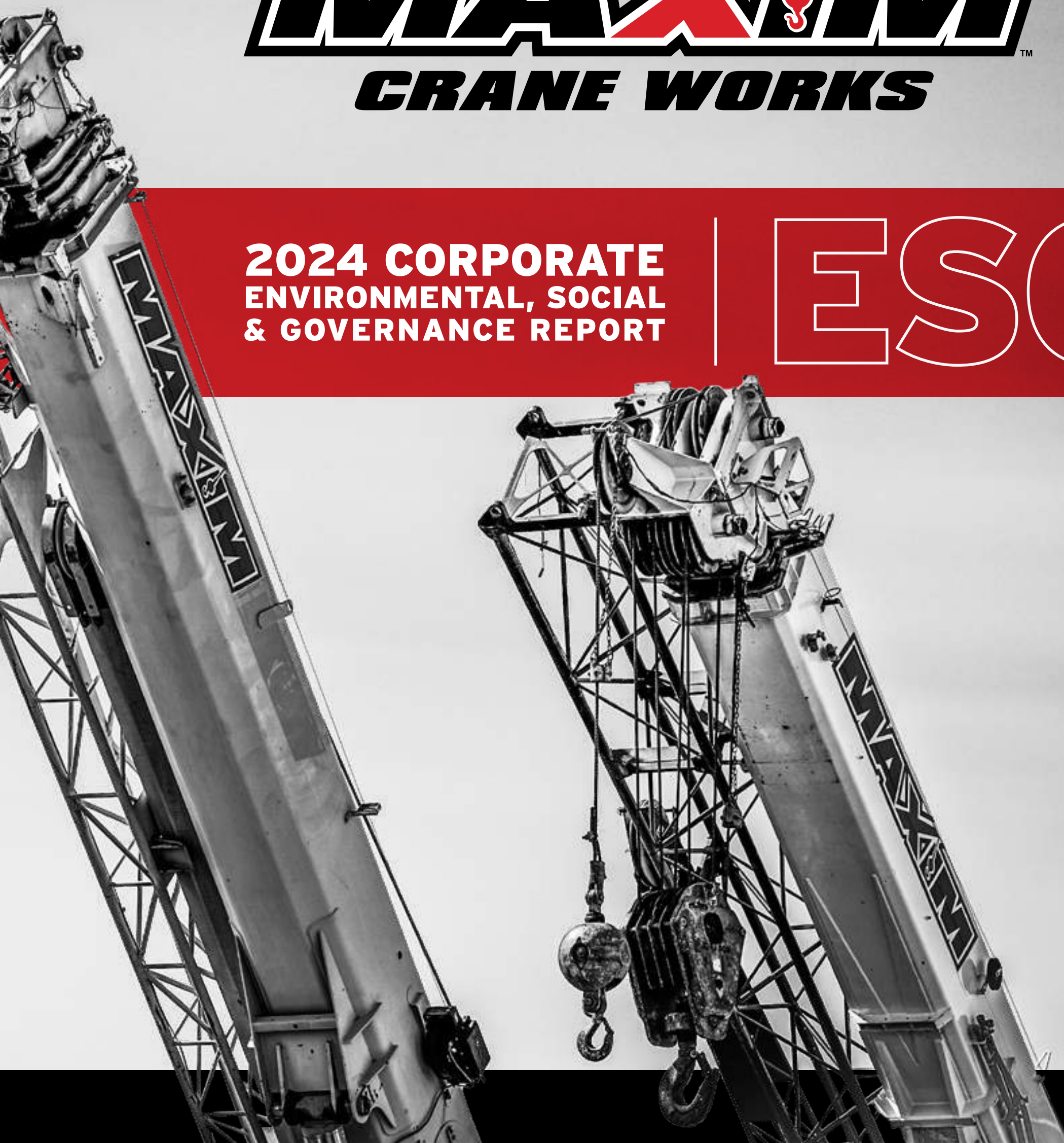




**2024 CORPORATE
ENVIRONMENTAL, SOCIAL
& GOVERNANCE REPORT**

ESG



OUR COMMITMENT

The Maxim Crane Works, L.P. (“Maxim Crane”) ESG Report offers an overview of our performance and dedication regarding environmental sustainability, social impact, and responsible governance practices. Through the annual publishing of this report, we strive to provide transparency to Maxim employees, customers, vendors, investors, and the communities in which we serve.

This is Maxim Crane’s third public posting of its ESG report, which is accessible through our website, maximcrane.com. Since 2017, we have collected data about our corporate responsibility initiatives and issued internal ESG Reports to our investors.



TO THE HEAVY LIFT.

Private Securities Litigation Reform Act of 1995. All statements other than statements of historical fact, including, without limitation, statements regarding Maxim Crane's future business strategy, targets, goals and plans and objectives for future operations, are forward-looking statements. When used in this report, words such as "may," "will," "expect," "should," likely," "intend," "estimate," "anticipate," "believe," "explore," "goal," "target," "project," or "plan" or the negative thereof or variations thereon of similar terminology are generally intended to identify forward-looking statements. These forward-looking statements are not guarantees of future performance and are subject to risks, uncertainties, assumptions and other factors, some of which are beyond Maxim Crane's control, which could cause actual results to differ materially from those expressed or implied by such forward-looking statements. Factors that could cause our results to differ from the forward-looking statements could include global socio-demographic and economic trends, energy prices, climate-related conditions and weather statements, legislative and regulatory changes, technological innovations and other unforeseen events or conditions.

THIS REPORT IS FOR FISCAL YEAR 2024, ENDED DECEMBER 31, 2024, AND DATA REPORTED IS FOR FISCAL YEAR 2024, UNLESS OTHERWISE NOTED.





2024

**RAISING THE BAR
ON SAFETY.**



It is an honor to present Maxim Crane's 2024 Environmental, Social, and Governance (ESG) report and to share the significant advancements we have made in multiple data categories collected over the year.

Most of all, safety remains Maxim Crane's absolute number one priority, and it shows.

I am thrilled to share with you that Maxim Crane has achieved a company record Total Recordable Incident Rate (TRIR) of .55. This is a nearly 50% reduction from the 2023 result. The significance of this feat cannot be overstated.

As we compare ourselves to the average TRIR for the construction industry (2.4), I am once again reminded of the distinctive excellence of the nationwide Maxim team. We are an example of how the industry should operate.

This report is Maxim Crane's third publicly available ESG report. It reflects our organization's efforts during the calendar year 2024 to reduce our impact on the environment, make our workplaces safer, and continue to manage our work and internal processes with discipline and integrity.

I am incredibly proud of our team's hard work, commitment and dedication to this continuous effort to make our company, our industry and our world better.

There's something especially meaningful about publishing our third ESG report. This year, we begin to see the full picture of our progress take shape. Improvement over a single year (2022-2023) was commendable, but to deliver consecutive reports that reflect such significant, measurable advancement is truly remarkable. This momentum didn't happen by chance. It's the result of focused, determined effort across all Maxim's branches. We're proud of the strides we've made and confident that our continued progress in ESG reporting and outcomes is both notable and worth celebrating.

That being said, we're not done yet. As we celebrate the growth we've made this year, this report also looks toward the future. The pursuit of excellence never wanes. We can always do better. With strategic goal setting, thorough action plans, and the dedication of our nationwide team, I am confident that we will.

It is a privilege to work towards a safer, more resilient future. Let's continue to hold ourselves accountable for the ways we impact the environment and each other. As always, I invite you - customers, vendors, and employees - to Rise With Us.



PAUL MCDONNELL
CHIEF EXECUTIVE OFFICER



KEY HIGHLIGHTS: 2024

SETTING THE BAR ON SAFETY.

RECORD LOW IN TOTAL RECORDABLE INCIDENT RATE



Maxim Crane finished 2024 with a Total Recordable Incident Rate (“TRIR”) of .55, with only 16 recordable incidents throughout the year. This is a nearly 50% reduction from Maxim Crane’s 2023 result of 1.0 with 33 recordables, and an all-time low TRIR for the company. For perspective, the average TRIR for the construction industry is approximately 2.4.

REFRESHING THE FLEET



At Maxim Crane, we are actively refreshing our fleet with a focus on improving fuel efficiency and reducing our environmental impact. By investing in newer, more efficient equipment, we’re lowering emissions, minimizing fuel consumption, and delivering smarter, more sustainable lifting solutions. These modern assets are not only better for the environment—they also offer improved performance, reliability, and cost-effectiveness on the jobsite. This fleet modernization effort is a key part of our broader commitment to ESG and reflects the role Maxim plays in driving responsible progress across the crane rental industry.

REDUCING TRANSPORTATION FUEL USE



A large part of Maxim Crane’s service to clients involves transporting cranes and other materials to job sites. Since we cannot eliminate this part of our business, we always strive to be more efficient and continuously optimize our practices to reduce fuel use. We have partnered with Samsara, a fleet management system, to install telematics on all on-road equipment and vehicles to track and monitor consumption and idle time. We comply with all state and local idle limitation laws, thereby reducing fuel consumption.

REDUCING GREENHOUSE GAS EMISSIONS



Maxim Crane is proud to report that we have reduced our output of scope one and scope two greenhouse gas emissions by 11.2% from 2023 to 2024. This comes after a 9.6% reduction between 2022 and 2023.

MAINTAINING LOW WATER USAGE



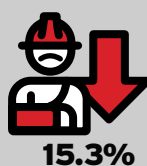
Water is vital to our operations at Maxim. We use it to operate and maintain our equipment. After seeing an 18% reduction in water usage from 2022 to 2023, Maxim was able to maintain that low-level water usage into 2024, with 14,839 m3 usage in 2024 and 14,236 m3 usage in 2023.

REDUCING ENERGY CONSUMPTION (KWH)



In 2024, Maxim Crane saw a 9.7% decrease in our energy consumption, as measured in kilowatt-hours (kWh), compared to 2023. This is on top of a 13.4% decrease in energy consumption between 2022 and 2023.

REDUCING WORKER COMPENSATION CLAIMS



After a reduction in workers' compensation claims of 29.7% from 2022 to 2023, Maxim Crane once again saw a significant reduction of 15.3% between 2023 and 2024. In 2024, there were 72 total work-related injuries at all of Maxim Crane's locations.

IMPLEMENTED LIFE SAVING PRINCIPLES PROGRAM



One of Maxim's major 2024 initiatives was the continued implementation of our Life Savings Principles (LSP) program. Through the program, we issue wallet cards to all employees company-wide featuring the six elements of LSP: rushing, complacency, poor communication, distractions, fatigue and frustration. This is distributed to all employees in safety training meetings with an additional emphasis on being risk-averse versus risk-taking. The program helps to vault our safety culture to a new level.

CELEBRATING COMMUNITY ENGAGEMENT

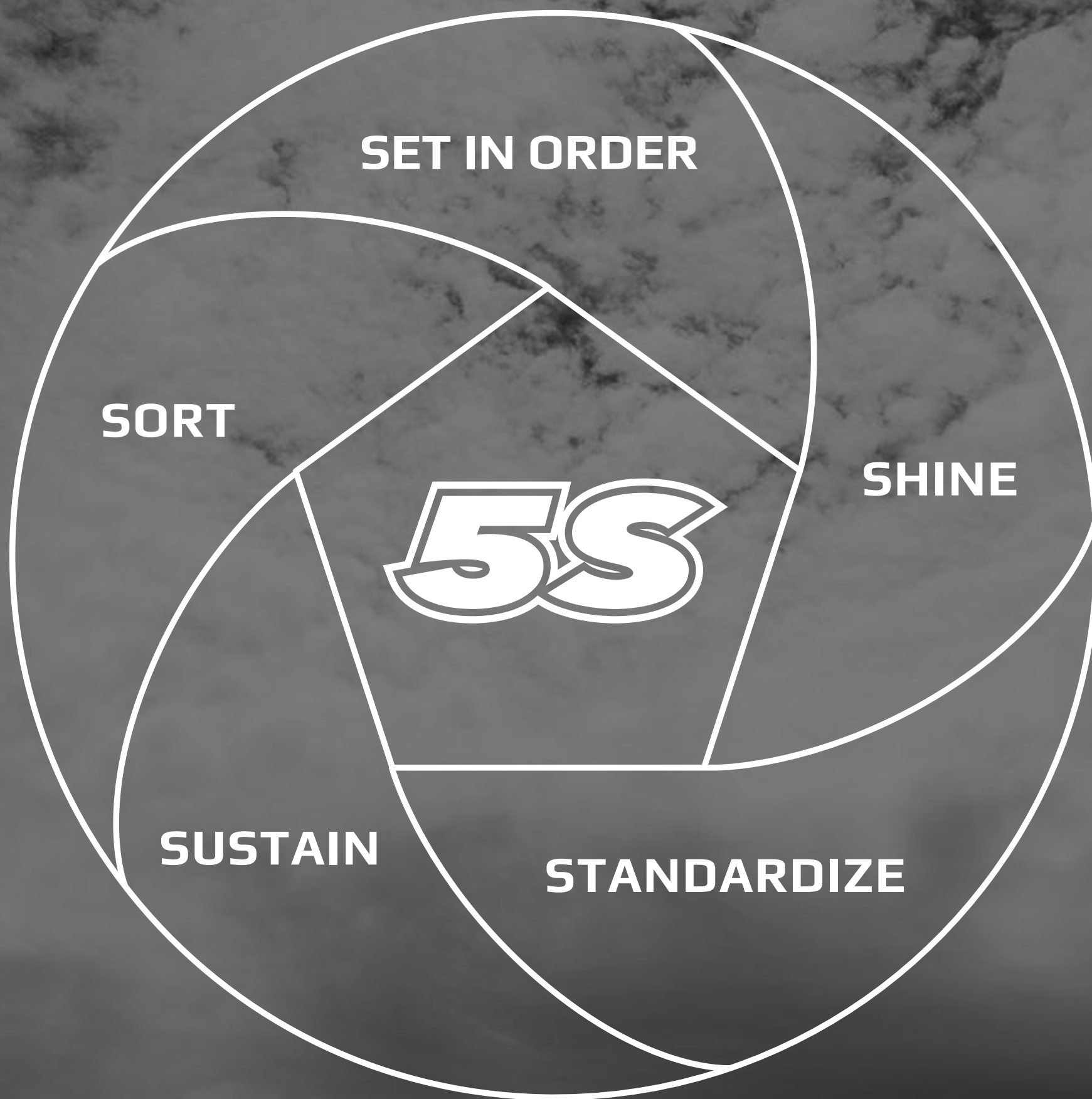
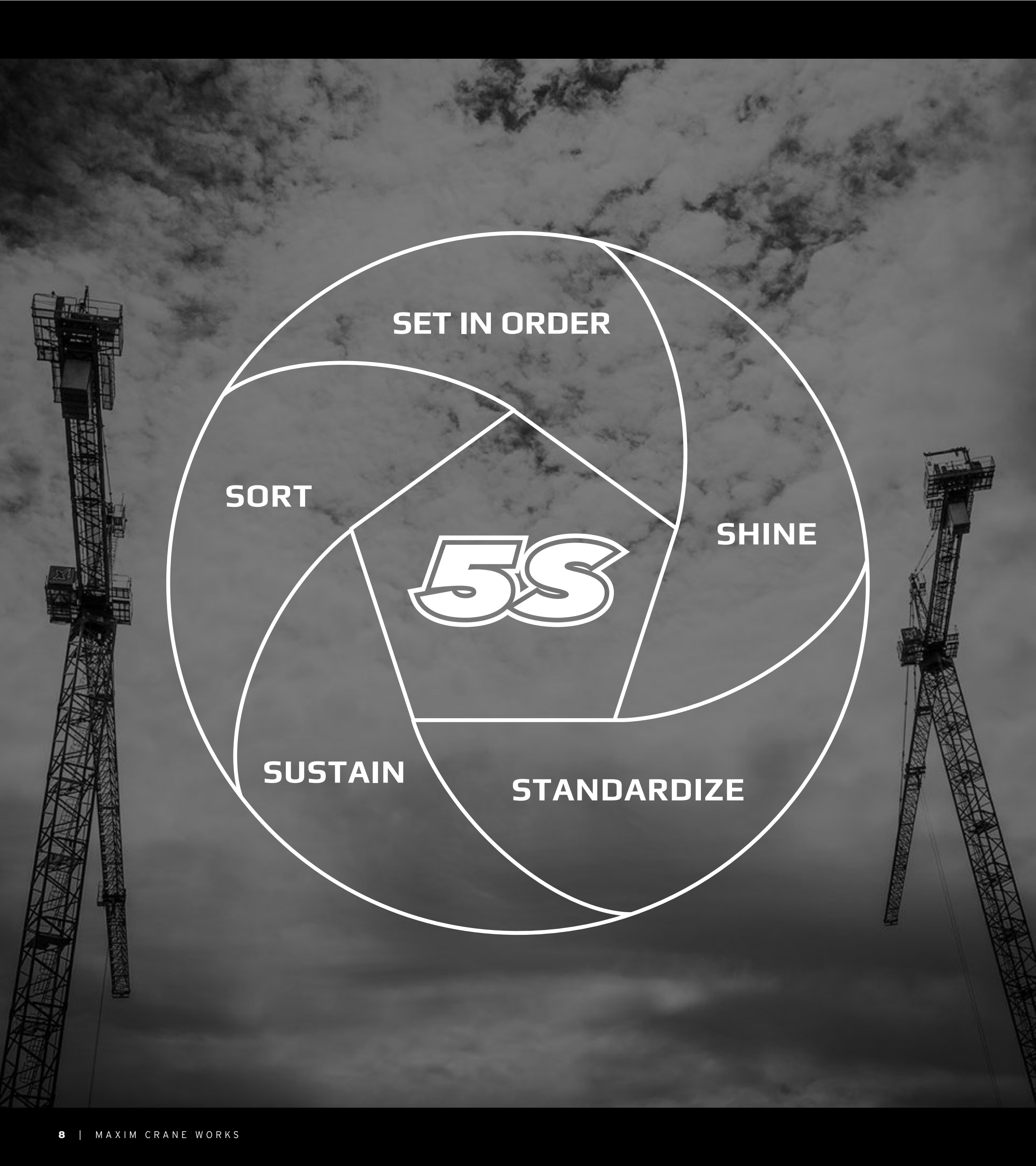


Maxim leadership and employees had the privilege of hosting several community engagement initiatives in 2024, including multiple food and gift drives benefiting families affected by cancer.

LAUNCHED NEW PAPERLESS INITIATIVE



In 2024, Maxim launched a new paperless initiative intended to significantly reduce our paper consumption, thereby reducing our landfill waste.



THE 5S'S TO OPERATIONAL EXCELLENCE

EXCELLENCE AT EVERY TOUCHPOINT.

Maxim Crane first embraced 5S in 2022 as a framework to drive operational excellence in everything we do. This means excellence at every Maxim location and every jobsite. 5S is an internationally recognized, proven approach for efficiency and quality. At Maxim, we know that a house is nothing without a strong foundation. The 5S methodology helps us to continuously build a strong foundation for our practices to improve our workplace organization, efficiency, and sustainability. By the end of 2024, each Maxim Crane branch location was certified as Company 5S compliant.



SORT

Going through a workspace or facility to identify what is needed and what is not.



SET IN ORDER

Determining where work items, parts or supplies should be placed, clearly marking their spots, so these items are returned to their proper spots when not in use.



SHINE

Cleaning the entire workspace, from top to bottom.



STANDARDIZE

Documenting the process and sharing it across the organization.



SUSTAIN

Training the entire team to embrace and sustain steps 1 through 4.



5S IS ABOUT CONTINUOUS IMPROVEMENT

Giving Maxim Crane employees the tools they need to get their job done safely, efficiently, and effectively. Embracing the 5S method has already contributed to Maxim Crane facilities being better organized and safer for our employees, while enhancing workflow. With 5S, Maxim Crane is better able to identify and take action to enhance our impact on the environment in which Maxim Crane operates, and our workplace culture, governance, and ethics.

VISION OF THE FUTURE

THE FUTURE IS BUILT TODAY We pride ourselves on never staying comfortable. The commitment to environmental, social, and governmental responsibility never ends. It can only be refined, and, when necessary, redefined. So, we take this opportunity to imagine what might be. As we look back on a phenomenal year of commitment to safety, environmental responsibility, and social efforts, we recognize that we are laying the path to our future with the work we do today. Here's what our path is showing us:

COMMITMENT TO SAFETY

Safety is our number one priority at Maxim. 2024 was a company-record year in TRIR, putting Maxim 1.85 points below the average TRIR for the construction industry. Still, we aim higher. We are committed to doubling down on our already strong culture of safety by continuing to encourage Stop Work Authority, disseminating safety-first literature and communications, and more.

DOMESTIC MANUFACTURING REVIVAL

By the end of 2024, the integrity of the international supply chain appeared to be more uncertain than it had been even during the 2020 pandemic. Maxim has strategically built resilience into our company by hosting our equipment and operations on U.S. soil. We also see an opportunity to assist in what we expect will be a large increase in the number of manufacturing facilities being constructed and operated within the country. As America rebuilds itself, Maxim stands ready to answer the call.

MODERN FLEET

To do work of the highest caliber, you need equipment of the highest caliber. That's why Maxim builds on our investments each year. Our wide-scale fleet refresh program is a continuous effort that includes significant reductions in our crane and on-road support fleet. This results in a fleet of newer, more fuel-efficient equipment and vehicles. As we continue in this investment year after year, our energy consumption will only decrease further.

LOWER EMISSION LEVELS

As the industry continues to embrace battery-powered solutions, Maxim is proud to evolve with it. That's why we continuously invest in and expand our "100% electric operated tower crane fleet, significantly reducing our fuel consumption as a company.

CONTINUE TO BUILD AMERICA BETTER & STRONGER

As critical infrastructure such as schools, stadiums, and hospitals demand upgrades for a new era, Maxim has the tools to build America better and stronger. The demand for upgraded solar equipment, wind farms, and more also promises to be a great opportunity for Maxim Crane.

MAXIM CRANE'S CORPORATE RESPONSIBILITY GOALS.



SAFETY BEFORE ANYTHING ELSE

We strive to strengthen our commitment to keeping our employees and the communities in which we serve safe each and every day. Our goal is to achieve 100% participation of all employees in every branch in safety training awareness.

DRIVE FINANCIAL SECURITY

We are dedicated to enhancing the financial position of our company. As we continue to drive revenue for Maxim Crane, the lives and well-being of our employees only grow stronger, so does our capacity to reach our corporate responsibility goals.

REDUCE GREENHOUSE EMISSIONS

We are taking real steps to reduce our greenhouse gas emissions year after year. These efforts involve using the latest engine technology to power our cranes and reducing idle times.

BUILDING AMERICA

Maxim cranes build schools. They build stadiums. They build libraries, hospitals, wind farms, and even skyscrapers. We have a goal to make our country better and stronger with every project we complete, and leave the communities in which we operate better off by offering quality work done safely.

REACHING A HIGHER GOAL

We are not just the product we offer or the service we provide. Maxim Crane recognizes our impact and intends to be a company that models the highest caliber of standards for corporate responsibility. **Together, we can set the bar even higher.**

WE ARE THE ONLY ONES

ABOUT MAXIM CRANE

Maxim Crane provides safe, reliable crane and lift equipment rentals, along with unmatched turnkey lift services. As the largest and only coast-to-coast crane rental provider in the United States, Maxim Crane operates as a Pennsylvania limited partnership, with its headquarters and main operations based in Wilder, Kentucky (Cincinnati metro area) and administrative offices in Canonsburg, Pennsylvania (Pittsburgh metro area).

SOLUTIONS

Maxim offers customers a full suite of solutions, including a fleet of modern cranes, specialized labor that can operate the cranes and advisory services that include project planning, logistics and hauling, on-site coordination, extensive safety and insurance protocols, and other support services. Demand for the company's services is driven by the underlying activity in a broad spectrum of end markets, which include infrastructure, industrial manufacturing, petrochemical, refining, power, and non-residential construction, many of which are experiencing unprecedented tailwinds driven by government spending bills, onshoring trends, and other macro drivers.

EMPLOYEES

Maxim Crane employs 2,488 full-time employees as of 2024. 73.50% of these employees are covered by a Collective Bargaining Agreement.

COAST TO COAST SERVICE

Maxim Crane operates 59 branches across the United States. In addition to crane and heavy-lift equipment rental, each branch can provide project management, rigging, engineering, transportation, and labor outsourcing. Maxim Crane's products and service offerings are the most far-reaching in the industry.



S WHO DO WHAT WE DO.

MODERN FLEET Our company specializes in the rental of heavy-lift equipment (with or without operating crews), including hydraulic truck cranes, rough terrain cranes, crawler cranes, tower cranes, all-terrain cranes, boom trucks, personnel hoists, and carry-deck cranes. Since 2022, Maxim Crane has replaced 10.1% of its fleet with new equipment, making it one of the largest and diverse fleets in the industry. The fleet is composed of several crane types, including all-terrain, hydraulic truck, crawler, tower, boom trucks and carry decks.

LIFT SOLUTIONS EXPERTISE Maxim Crane is the industry leader in providing lift solution expertise, which includes engineering, planning, and project management services. Our equipment can be “bare” rented, in which we provide the machine only, or as an “operated and maintained” rental, in which we coordinate and provide highly experienced, certified crane operators to operate our crane equipment on our customers’ jobsites.

INDUSTRIES SERVED Maxim Crane serves three primary vertical industries - Industrial (manufacturing, distribution centers, data centers, etc.), Commercial Buildings (office buildings, hospitals, education, etc.), and Infrastructure (roads, bridges, wind farms, refineries, power plants, etc.).

CUSTOMER SERVICE We serve our clients at every stage of a project, from planning through completion. Our in-house engineers and project managers work tirelessly to plan and coordinate every aspect of a project for our clients.



A black and white photograph of a wind turbine in a landscape. The turbine's blades are visible against a clear sky, and the lower portion of the image shows a field of tall grass or crops. A red horizontal band is superimposed over the middle of the image, containing white text.

ESG

ENVIRONMENTAL STEWARDSHIP

CARING
IS IN OUR



**S FOR THE PLANET
UR NATURE.**



2024 ENVIRONMENTAL IMPACT: BY THE NUMBERS.

Integrity means laying it all out on the table. Each year, we strive to reduce our environmental footprint even more. Not only does the earth demand our best efforts towards this goal, but so do our customers, employees, and the communities we serve.

IN 2024, MAXIM CRANE:

- ✖ Significantly reduced our energy usage.
- ✖ Reduced our overall greenhouse gas emissions.
- ✖ Utilized LED lighting in all of our new and renovated facilities.
- ✖ Implemented HVAC retrofits and other efficiency upgrades.
- ✖ Used motion sensors to reduce electrical consumption.
- ✖ Strategically implemented route optimization to reduce driving time and therefore fuel usage.
- ✖ Conducted retrofits of our existing fleet to incorporate more energy-efficient parts.
- ✖ Adopted more efficient fleet vehicles.
- ✖ Monitored and trained for behavioral driving improvements to increase efficiency.
- ✖ Managed an ongoing, company-wide recycling program.
- ✖ Committed to utilizing digital documents rather than paper.
- ✖ Maintained a low water usage in our plants with plans in place to continue lowering the rate of usage.

ENVIRONMENTAL COMPLIANCE AND REPORTING

Should there be any reportable incidents, we work internally and externally to immediately take action to remediate the situation. All waste data, spills and compliance measures are tracked through our management information systems. We conduct branch audits to evaluate adherence to environmental policies and procedures.



ESG

SOCIAL IMPACT

MEASUREMENT
IMMEASURABLE



**RABLE RESULTS.
SURABLE IMPACT.**

**RISE
WITH
US
RELIES
ON "US!"**













WE ARE WHO WE'RE MADE OF

Maxim Crane offers safe and reliable crane and lift equipment rental and second-to-none service. Maxim Crane is the largest and only coast-to-coast crane rental and related provider of turnkey lift services in the United States. Maxim Crane is a Pennsylvania limited partnership with a headquarters and operational facility in Wilder, Kentucky (Cincinnati metro area), with administrative offices in Canonsburg, Pennsylvania (Pittsburgh metro area).



WE DO THIS BY:

-  BUILDING A CULTURE THAT EMBRACES UNIQUE TALENT AND DIVERSE BACKGROUNDS.
-  EMBRACING BEING AN EQUAL OPPORTUNITY EMPLOYER WITH ANNUAL ESTABLISHED AFFIRMATIVE ACTION PLANS FOR BRANCHES AND CORPORATE OFFICES.
-  MAINTAINING A COMPANY-WIDE SAFETY PROGRAM FOR ALL EMPLOYEES, INCLUDING ALL-EMPLOYEE QUARTERLY MEETINGS FOCUSED ON SAFETY.
-  ENGAGING IN REGULAR COMMUNITY ENGAGEMENT AND OUTREACH EFFORTS, SUCH AS HOSTING HOLIDAY GIFT DRIVES, FACILITATING FOOD DRIVES, PARTNERING WITH MAKE-A-WISH FOUNDATION, AND PROUDLY SPONSORING THE LEUKEMIA & LYMPHOMA SOCIETY'S STUDENT VISIONARIES PROGRAM, WHICH EMPOWERS YOUNG PEOPLE TO MAKE A DIFFERENCE IN THE FIGHT AGAINST BLOOD CANCERS.
-  CREATING AND SUPPORTING AN ONLINE INTERNAL PLATFORM CALLED MAXIM UNIVERSITY TO ENHANCE EMPLOYEE ONBOARDING, TRAINING, AND EMPLOYEE ENGAGEMENT.
-  PARTNERING WITH BROADBEAN AND CAREERBUILDER, A TOOL TO ENHANCE CAREER OPPORTUNITIES.
-  DEVELOPING A MILITARY VETERAN INITIATIVE TO ENCOURAGE THE HIRING OF VETERANS AND THE SUPPORT OF VETERAN PROGRAMS IN THE COMMUNITY.
-  MAXIM CRANE CONTINUES TO EXCEED BENCHMARKS FOR VETERANS IN THE CIVILIAN LABOR FORCE. IN 2024, WE INCREASED OUR VETERAN POPULATION FROM 6.8% TO 7.5% OF OUR EMPLOYEE BASE.



OUR PEOPLE



LE.



MAXIM'S MOST VALUABLE ASSET: OUR PEOPLE.

Maxim fosters, cultivates and preserves a culture of inclusion. We believe that our people - not our equipment - are the most valuable asset we have. We also believe that a workforce consisting of unique individuals with a variety of life experiences is a strength, not a weakness.

The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and the company's achievement as well.

We embrace and encourage our employees' differences in race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (generation), disability or genetic information.

All employees are expected to exhibit conduct that reflects inclusion and compliance with Maxim's commitment to diversity and inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.





HEALTH AND SAFETY & EMPLOYEE WELL-BEING

Maxim Crane finished 2024 with a Total Recordable Incident Rate ("TRIR") of .55, with only 16 recordable incidents throughout the year. This set the record for the lowest TRIR that has ever been recorded in Maxim's history.

To put that number in context, the average TRIR for the construction industry is approximately 2.4. That being said, our company has reached a point in our safety efforts where the industry standard is no longer high enough for Maxim. We have to set our own standard of safety, because no amount of incidents is low enough until we get to zero.

This isn't only a cause for company-wide celebration; the entire industry is watching. In recognition of this, Maxim Crane received several safety awards in 2024, including:

2024 NCCCO GOLD EMPLOYER AWARD

2024 SC&RA CRANE AND RIGGING SAFETY AWARD

2024 SC&RA TRANSPORTATION GROUP SAFETY AWARD (20-50 MILLION MILE GROUP)

2024 SC&RA TRANSPORTATION SAFETY IMPROVEMENT AWARD

We couldn't have accomplished this without the incredible support and buy-in from our team from coast to coast. Thank you for your continued efforts to keep you, your colleagues, and your families safe.



EMPLOYEE WELL-BEING

Located in The Hook, Maxim's intranet for employees, is Maxim University, which provides employees with information on best practices, policies and procedures, work materials, training, benefit information, employee discounts, etc.

Maxim Crane partners with Wellworks For You to offer tools and information to improve physical and mental wellness. Maxim also provides benefits to enhance the financial wellness of its employees. Our comprehensive Employee Assistance Program (EAP) provides Maxim Crane employees and their households with free counseling sessions, financial and legal consultation and more.

In 2024, Maxim launched The Rising Times, a quarterly newsletter that connects employees with company updates, project highlights, and milestone celebrations. Alongside the newsletter, ongoing wellness communications provide resources to support employees' well-being at work and at home.

A high-angle photograph of a construction worker standing on a steel beam high above a city. The worker is wearing a safety harness and a hard hat. The background shows a dense urban landscape with many buildings. The entire image is overlaid with a semi-transparent red filter. Large, bold, white text is superimposed on the upper half of the image.

**THERE'S NO
SUCH THING AS
SAFE ENOUGH.**



WE LIFT UP THE COMMUNITIES WE SERVE.

At Maxim, we deeply value our guiding philosophy of “be good, do good,” which underpins everything we do to support our business, colleagues, and the communities we serve. We also know that the work we do is great because our people are fundamentally good. We are so proud and happy to share just a few of the many social impact efforts that our employees have driven in 2024.

1 ST. JUDE’S TOY DRIVE During the 2024 holiday season, we were honored to host a Toy Drive for St. Jude’s Children’s Hospital, a special initiative that one of our own, Ashley Pitzer, and her family have brought to Maxim with heartfelt passion and purpose.

2 THE LEUKEMIA & LYMPHOMA SOCIETY: STUDENT VISIONARIES PROGRAM Maxim proudly supports the Student Visionaries Program, which is a remarkable initiative that empowers young minds to make a difference in the fight against blood cancers. By supporting this program, Maxim Crane is not only investing in the development of future leaders but also contributing to LLS’s critical research and patient support efforts.

3 MAKE-A-WISH Maxim Crane’s branch in Decatur, Alabama, granted 8-year-old Leukemia survivor Luke’s Make-A-Wish dream to have a log cabin treehouse. We helped bring his dream to life with a Maxim crane and truck.



ESG

GOVERNANCE AND ETHICS

TRUST
BEDROCK

A large crane is shown against a grey sky. A thick red horizontal band is superimposed over the middle of the image, partially obscuring the crane's boom. The crane's boom extends from the left side of the frame towards the right. Below the red band, the crane's cables and pulley system are visible, hanging down towards the bottom of the frame.

**IS MAXIM'S
CK FOUNDATION.**



INTEGRITY IS EVERYTHING

At Maxim, our work is nothing without integrity. Every day, thousands of people – crane operators, students, concert goers and more – put their trust in our hands to build strong infrastructure and to do it safely. Maxim cranes help to create the world around us. That’s why the foundation of our governance and ethics is integrity. Putting cranes in the sky demands a deep sense of trust that goes beyond that which one would afford to many other companies.

We work every day to earn that trust over and over and over again. Because when we trust each other to do the right thing and to do right by one another, greatness happens.

OUR EFFORTS TO BUILD MORE TRUST AND TRANSPARENCY INCLUDE:

- *We have established a rigorous best practices process for governance and ethics to build a culture of ethical accountability. We are accomplishing this with an updated Business Code of Conduct Policy and Employee Handbook with required annual non-union employee acknowledgment.*
- *We conduct an annual corporate policy review led by a functional and operational steering committee and enhanced internal audit procedures to test control effectiveness. In 2024, we revised several integral policies, including: Anti-Corruption, Anti-Discrimination, Anti-Harassment, Emergency Response Plan, Health & Safety, Risk Management, Social Media, and Whistleblower Policies.*
- *Our safety and risk management program includes job-site audits and monthly/quarterly broad operating team reviews.*

CORPORATE GOVERNANCE

We are committed to governing our company to the highest levels of corporate responsibility and ethics. Our board of directors and senior management are guided by a comprehensive set of governance practices, comprised of guidelines, policies and principles. These practices empower our board of directors to guide strategy, set objectives, monitor performance, and ultimately ensure accountability for all decision-making.

ETHICS AND INTEGRITY

Our employee handbook expressly spells out the company’s rules and guidelines for acting ethically on behalf of the company in its relationships with customers, public officials, investors, competitors, and our employees. Every non-union employee receives this handbook, which is reviewed and updated on a regular basis.

EVERYTHING. PERIOD.

DATA PRIVACY AND SECURITY

Our customers demand high standards for data and connectivity - and so do we. We continue to emphasize and mature our IT security team while engaging counsel and cybersecurity partners who are committed to helping protect our customers, employees, systems, and equipment. In 2024, Maxim Crane had zero data breaches. We are achieving this by:

- *Providing executive oversight of our cybersecurity and data privacy programs through internal audit and external validation, as well as our Data Security and Privacy Committee.*
- *Providing senior leadership oversight on information security governance, data governance, digital risk management, and privacy through our IT security team and committee.*
- *Presenting leadership details on the latest cybersecurity trends, strategic initiatives, and metrics.*
- *Leveraging the National Institute of Standards and Technology (NIST) and Center for Internet Security (CIS) Cybersecurity Frameworks as the foundational building blocks of our information security program. We work with third parties to assess the maturity of our program across both CIS and NIST Cybersecurity Frameworks, continually strengthening our systems, and developing strategic areas of focus from those assessments.*
- *Establishing a company-wide program to teach employees about key security concepts, trends, and the role each employee plays in helping to prevent cyberattacks. Our methods include mandatory training, phishing simulations, newsletters, and educational events.*
- *Creating the Security by Design program, which combines people, processes, and technologies to integrate security concepts throughout the product development lifecycle.*
- *Honing a well-developed Crisis Response Plan that details a course of action in the case a cybersecurity event should occur.*
- *Partnering with our engineers in the development, build, and maintenance processes.*
- *Using technologies, such as code scanning, to strengthen and enhance security.*
- *Leveraging third-party security firms to enhance our incident and threat response. These firms ensure our posture is continuously monitored while providing penetration testing and vulnerability scanning. We recognize the ever-changing landscape of cyberthreats, and we're continuously enhancing our cybersecurity defense, programs, and processes. We will continue to act responsibly and ensure our customers' data and privacy are always kept safe and secure.*



RISE W

MAXIM CRANE WORKS, L.P. 840 LICKING PIKE



ITHUSTM

KE, WILDER, KY 41076 → [MAXIMCRANE.COM](https://www.maximcrane.com)



MAXIM CRANE WORKS, L.P.

840 LICKING PIKE, WILDER, KY 41076

maximcrane.com