

# ESG

**2025 CORPORATE ENVIRONMENTAL,  
SOCIAL AND GOVERNANCE REPORT**

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# OUR COMMITMENT TO ESG

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.

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 2025, ended December 31, 2025, and data reported is for fiscal year 2025, unless otherwise noted.*



# RISE WITH US™

I am honored to present Maxim Crane's 2025 Environmental, Social, and Governance (ESG) report. This has been a truly extraordinary year for our company. Together, we've achieved remarkable growth, consistently meeting our financial goals while staying true to our commitment to safety—a cornerstone of everything we do. I am proud to report that in 2025, Maxim Crane ended the year with a Total Recordable Incident Rate (TRIR) of 0.72, well below the construction industry average of 1.7.

In 2025, we've invested heavily in our business, particularly in expanding and modernizing our fleet. These investments ensure we continue to deliver the reliability and performance our customers expect while laying the groundwork for increased fuel efficiency and safety.

At the same time, we've made significant strides in technology, laying the foundation for smarter, more efficient operations that will benefit both our team and our clients. Moving forward, we will continue to invest in the company, our people, and the equipment needed for the next phase of growth. The momentum we've built positions us for incredible growth to come.

With continued focus on innovation, safety, and service excellence, I'm confident we'll reach even greater heights together.

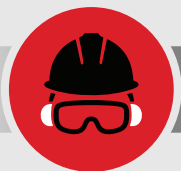


PAUL MCDONNELL | CHIEF EXECUTIVE OFFICER





# KEY HIGHLIGHTS: 2025



## SAFETY MEASUREMENTS REMAIN LOW

Maxim Crane ended the year with a Total Recordable Incident Rate (TRIR) of 0.72, well below the construction industry average of 1.7. Maxim also ended the year with an Experience Modification Rate (EMR) of 0.82, which indicates an employer's workers' compensation claims history relative to other employers in the same industry. Maxim's 2025 EMR was well below the industry standard of 1.0.



## FLEET REFRESH

In 2025, Maxim completed its multiyear fleet refresh program. Between 2021 and year-end 2026, Maxim will have purchased approximately \$1 billion in new equipment. Outfitted with the latest technology, next-generation rental and support fleet assets have advanced operating profiles, safety features and more performance.



## ENERGY CONSUMPTION AND EMISSIONS TRACKING

Maxim continues to refine its energy consumption and emissions tracking to provide more accurate year-over-year information. In 2025, Maxim refined its data gathering on fuel and utility usage to provide more accuracy. To consolidate the yearly deviation in numbers due to the use of different reporting platforms, Maxim recalculated 2024 numbers using this year's data software, Persefoni. The change in methodology will provide more accuracy going forward.



## ENERGY CONSUMPTION REMAINS LOW

After recalculating Maxim's greenhouse gas emissions from 2024, we found the correct number should have been reported as 9,739,110 kWh. In 2025, Maxim's emissions were 11,701,623 kWh. This increase was driven by environmental factors. The bulk of Maxim's usage of natural gas, and a large portion of our electricity, is used to heat very large open space maintenance facilities. Colder temperatures in multiple regions drove higher energy consumption to regulate building temperatures.



## EFFORTS TO REDUCE ENERGY CONSUMPTION

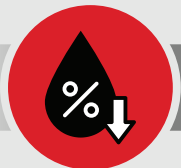
In 2025, Maxim Crane installed LED lighting at all new facilities and retrofitted LED lighting during property renovations, updated HVACs for increased energy efficiency during property renovations, and installed motion-controlled lighting when upgrading facilities.





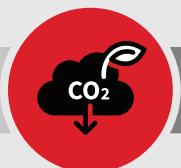
## DECLINING WASTE PRODUCTION

In 2025, Maxim Crane produced 3,767 metric tons of waste, and recycled or reused 881 metric tons of waste, or 23% of our total waste output. Maxim Crane's waste output primarily represents scrapped metal. In 2022, the company embarked on a massive fleet refresh campaign to eliminate older, obsolete equipment. This included scrapping equipment. Since this campaign ended in 2025, the amount of equipment and accessories that needed to be scrapped has significantly decreased. We encourage recycling in all branches where it is available to reduce the amount of waste sent to landfills.



## REDUCTION IN WATER USAGE

Water is vital to our operations at Maxim. Still, we have a responsibility to limit our water use as much as possible. To do this, the company has implemented training on water use limitation, including tracking and repairing leaks. Our 2024 data reported for water usage is now amended to 7,420 m3. In 2025, Maxim Crane used 7,332 m3.



## GREENHOUSE GAS EMISSIONS

Due to a change in reporting software, we've retroactively adjusted our 2024 numbers for greenhouse gas emissions. Our revised 2024 greenhouse gas emissions are as follows: Scope 1 emissions in 2024 were 53,410.91 CO2e. Scope 2 emissions in 2024 were 6,941.16 CO2e. Scope 3 emissions in 2024 were 54,563 CO2e. In 2025, Maxim Crane's Scope 1 emissions were 54,516 CO2e. Scope 2 market-based GHG emissions were 5,337.94 CO2e. Scope 3 GHG emissions were 68,403 CO2e.



## RESILIENCE AGAINST CLIMATE CHANGE

Maxim Crane is cognizant that climate change is an ongoing event and that there are global business risks associated with this crisis. In the face of climate change, Maxim Crane is well-equipped for resilience. The vast majority of our facilities are not in coastal areas. Maxim equipment can easily be moved between branch locations should a natural emergency occur. As additional infrastructure is developed and implemented to reduce and eliminate the human influence on the ever-changing global climate, Maxim is well positioned to be a provider of the critical lift services that will certainly be required by communities across the nation.



## CELEBRATING COMMUNITY ENGAGEMENT

Maxim leadership and employees had the privilege of hosting several community engagement initiatives in 2025, including toy drives, volunteer days, charitable giving campaigns, and participation in the 9/11 Day of Service initiative. Our company is proud to support the causes that matter most to our people.



# 5S'S TO OPERATIONAL EXCELLENCE

## 5S: 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 of the 59 Maxim Crane branch locations was certified as Company 5S compliant.







# THE 5S STEPS:

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## **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



# LAYING THE FOUNDATION OF TOMORROW

Maxim Crane's commitment to environmental, social, and governmental responsibility may flex with the demands of our time, but it never wavers. As we look back on this year with a lens of safety, environmental responsibility, and social efforts, we recognize that the work we do today lays the path for the future. **HERE IS OUR VISION FOR 2026 AND BEYOND:**

## ● 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. Though our TRIR was higher in 2025, ending the year at 0.72, we remain well below the construction industry average 1.7. Looking to the future, we hope to achieve a TRIR of 0.5 or lower in 2026.

## ● 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 Tower Crane fleet, which significantly reduces our fuel consumption as a company and ensures our team is always working with the safest equipment available.

## ● 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. In 2025, Maxim completed a multi-year fleet refresh program which brought our fleet up to even higher standards of excellence.

## ● DOMESTIC MANUFACTURING CREATING OPERATIONAL SECURITY

By the end of 2025, the state of global affairs had changed many times over. Maxim has strategically built resilience into our company by hosting our equipment and operations on U.S. soil, reducing the potential effects of global geo-political factors on our operations.

## ● CONTINUE TO BUILD AMERICA BETTER AND 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.

## ● CONTINUE ENVIRONMENT-CONSCIOUS PRACTICES

From our company-wide paperless initiative to a comprehensive recycling program, Maxim will continue to embed environmental best practices into our daily operations.



# MAXIM CRANE'S CORPORATE

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## **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 earnings 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.





# TE RESPONSIBILITY GOAL

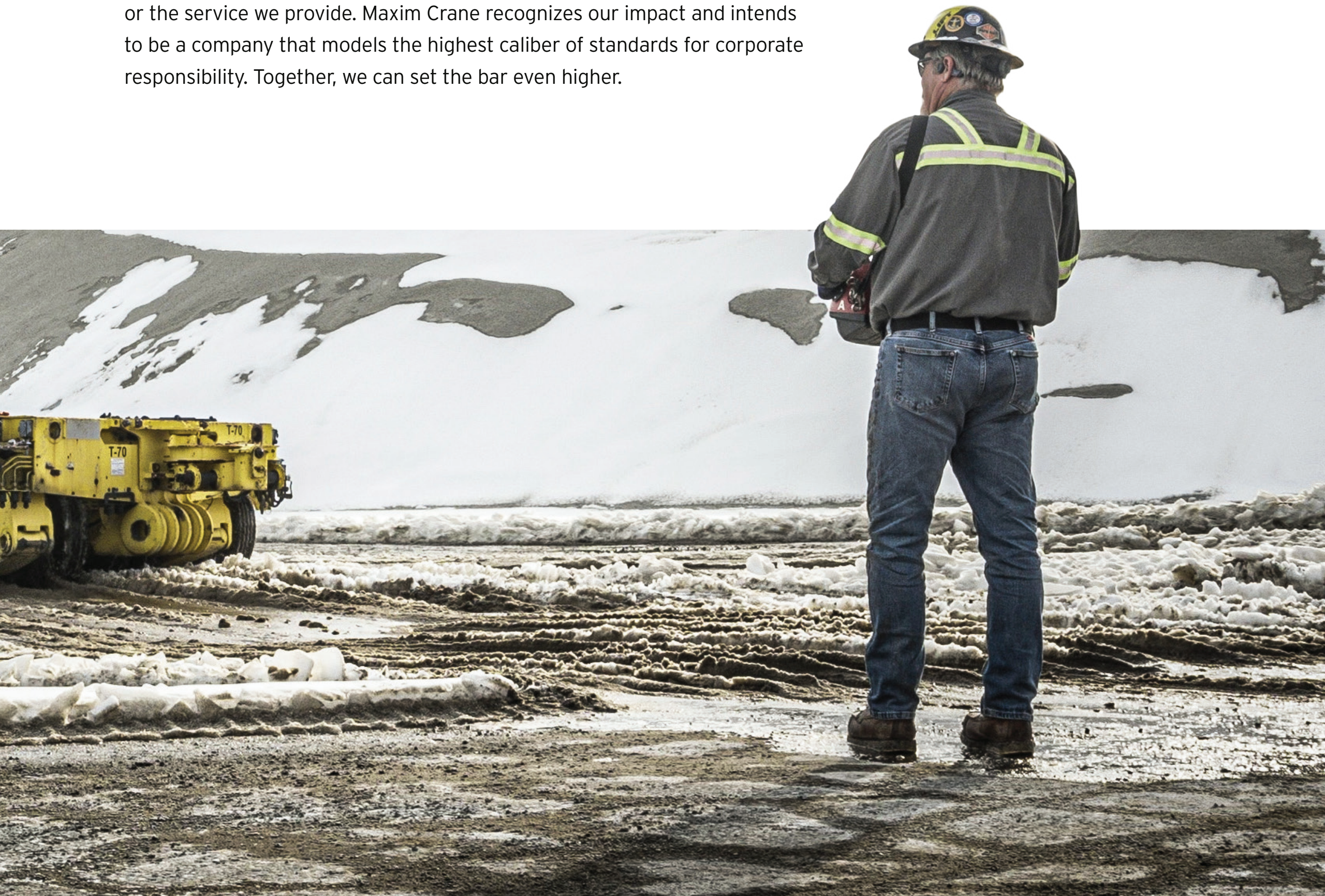
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## **BUILDING AMERICA**

Our cranes build schools, stadiums, 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.







**MADE OF  
THE SAME  
STEEL  
INTEGRITY  
AS OUR  
FLEET**



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 headquarters and operational facility 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 diverse 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 2,554 full-time employees as of 2025. 76% of these employees are covered by a Collective Bargaining Agreement.
- **COAST-TO-COAST SERVICE** Maxim Crane operates 55 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.
- **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 worked each year to replace its fleet with new equipment, making it not only one of the largest fleets but one of the most modern and diverse as well. The fleet is composed primarily of larger crane types, which include all-terrain, hydraulic truck, crawler, rough-terrain and tower cranes.
- **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.
- **RESILIENT OPERATIONS** As the effects of climate change increase each year, no other crane rental company is better prepared than Maxim Crane. Through our continuous safety and risk mitigation efforts, we are continuously striving to reduce our vulnerability to natural disasters and other weather-related calamities. Similarly, our leadership team is in multiple offices, and our IT systems have redundant backup operations based in multiple offices.





ESG

ENVIRONMENTAL STEWARDSHIP





**CARING FOR  
THE PLANET IS  
IN OUR NATURE.**









When it comes to environmental impact, transparency is critical. Each year, we strive to reduce our environmental footprint even more. Our customers, employees, and the communities we serve demand our best environmental efforts, and so does our Earth.

**IN 2025, MAXIM CRANE:**

-  Updated our Greenhouse Gas (GHG) emissions tracking and reporting system to ensure increased accuracy in the coming years.
-  Utilized LED lighting in 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.
-  Extended the commitment to utilizing digital documents rather than paper.
-  Reduced 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





**WE LIFT  
EACH OTHER UP.**





# OUR COMMITMENT TO RISING TOGETHER

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Maxim Crane is comprised of thousands of talented individuals across the nation who bring their unique skills and backgrounds to our company every day. Together, we are greater than the sum of our parts. We strive to nurture this togetherness through an unrelenting commitment to safety, acceptance, and social responsibility.





## 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 all 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, encouraging participation in volunteer events, and more.
- **CREATING AND SUPPORTING AN ONLINE INTERNAL PLATFORM** called Maxim University to enhance employee onboarding, training, and employee engagement.
- **PARTNERING WITH BROADBEAN TO OFFER CAREERBUILDER**, a tool to enhance career opportunities for women, minorities, disabled people and veterans.
- **DEVELOPING A MILITARY VETERAN INITIATIVE** to encourage the hiring of veterans and the support of veteran programs in the community.

### CULTIVATING STRENGTH IN DIVERSITY

Of all the important work we do at Maxim Crane, still the most important is taking care of our people. That's why Maxim fosters, cultivates, and preserves a culture of inclusion. That means 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.

Honing a nationwide team 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. 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.**

*In 2025, Maxim Crane maintained an impressively low TRIR of 0.72.* Though this is significantly lower than the industry average of 2.4, Maxim always strives to reduce this number as much as possible. In 2026, the company hopes to achieve a TRIR of 0.50, a 25% reduction per each line of business.

*In 2025, the company's Lost Time Incident Rate (LTIR) was 0.38, with 21 total work-related injuries reported.* The number of days lost by employees to injuries during 2025 was 156, and the total workers' compensation dollars distributed during the year was \$347,926.00.

Maxim continues to place the highest emphasis on safety company-wide, and that includes constantly growing and examining our safety efforts.

*In 2025, Maxim utilized a safety management system,* provided PPE, lead indicator tracking (e.g. near miss tracking), hosted periodic safety meetings, honed a safety committee which includes executive oversight, executed a behavior-based safety program and emergency preparedness program, assessed ergonomic conditions, engaged employees in safety education and conversation, consistently assessed hazards and risks through safety auditing, provided safety training, and more.

Additionally, Maxim Crane has robust supply chain programs and processes for vetting third-party suppliers and vendors. Though we couldn't be more proud of our industry standing, beating industry standards is not enough. We will not be satisfied until our TRIR is zero, and look forward to the privilege of constantly improving our safety practices year after year. The incredible support and buy-in from our nationwide team has been nothing short of inspiring.

SAFE  
EVEN  
BECAUSE  
MEAN







**SAFETY MEANS  
EVERYTHING  
BECAUSE OUR PEOPLE  
KNOW EVERYTHING.**





## 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. Starting in 2026, we are pleased to offer several new benefits. Tuned Hearing Care, for example, provides employees with affordable and convenient hearing support. Level2 provides extensive support for Type 2 diabetes. Utopia is a nutrition program designed to help employees build sustainable, healthy habits.

*In 2024, Maxim launched The Rising Times*, a quarterly newsletter designed to connect all Maxim employees. The quarterly stories and

updates provide employees with the communication they desire and the information they need to live healthy lives at work and at home. The newsletter includes information regarding Maxim projects and success across the country, department announcements, branch announcements, employee milestone anniversaries and more.

*In 2025, Maxim launched the Maximizing Your Total Rewards newsletter*, which communicates HR initiatives and updates to the whole company. Also during this reporting period, Maxim Crane launched a tuition assistance program. In total, four employees engaged in the program and were reimbursed for their educational pursuits.

### SOCIAL RESPONSIBILITY EXAMPLES

This is tracked on a company wide basis, hence why the number is lumped into corporate charities. Some of the charities that Maxim donate to were local Food Banks, Make-A-Wish, Fibrosis Foundations, Diabetes Foundations, Autism Foundations, local sports & education foundations, St Jude, and many more.







## LIFTING OUR COMMUNITIES TO NEW HEIGHTS

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 strive to exemplify this value through community service and engagement, as well as financial contributions to causes that are closest to our employees’ hearts. We are so proud and happy to share just a few of the many social impact efforts that our employees have driven in 2025.

1

**MAXIM SCHOLARSHIPS** - Each spring, Maxim Crane proudly celebrates the children and grandchildren of Maxim employees by awarding a scholarship to a select number of students to support their post-secondary education. In 2025, high school seniors and college students applied for the scholarship by writing a 500-to-800-word essay addressing how they plan to pursue the 2025 topic: Lead With Excellence. We were proud to award two students with \$5,000 scholarships and two students with \$1,000 scholarships to put toward their education.

2

**WOMEN IN CONSTRUCTION AWARD** - Annually, the Nashville arm of the National Association of Women in Construction (NAWIC) presents the Tradeswoman of the Year award to the woman in construction who shows mastery of her trade, pride in her work, strong leadership qualities and excellent work ethic. This year, Maxim Crane operator Sammy Cossairt took home the title. We are so proud that Sammy could represent Maxim and lift up women in construction in this way.

3

**9/11 DAY OF SERVICE** - During the week of September 11, 2025, Maxim Crane helped the organization 9/11 Day of Service to pack more than nine million meals the week of 9/11 in remembrance and tribute to those who lost their lives or whose loved ones were tragically effected by the events of September 11, 2001. More than 100 Maxim employees from across the country volunteered their time to aid this effort.

4

**BREAST CANCER GIVING AND AWARENESS** - In honor of Breast Cancer Awareness Month 2025, Maxim donated to the Karen Wellington Foundation, an anti-cancer foundation dedicated to bringing fun and light to the lives of women with breast cancer. This critical work connects women to the resources to continue living life to the fullest amid their diagnosis.







# ESG

GOVERNANCE AND ETHICS





**INTEGRITY**  
**IS OUR**  
FOUNDATION.



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 2025, we revised several integral policies, including: Anti-Bribery, Anti-Corruption, Anti-Harrassment, Anti-Discrimination, Code of Conduct/Business Ethics, Crisis Communications Management Plan, Cybersecurity, Data Privacy, Engagement and Opportunity, Employee Handbook, Health and Safety, Risk/Incident Management, Social Media, and Whistleblower.*
- *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, comprising 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





# 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 2025, Maxim Crane had zero data breaches. **WE ARE ACHEIVING 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.*
- *Creating the Security by Design program, which combines people, processes, and technologies to integrate security concepts throughout the product development lifecycle.*
- *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.*
- *Honing a well-developed Crisis Response Plan that details a course of action in the case of a cybersecurity event.*
- *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 WITH US<sup>TM</sup>







**MAXIM CRANE WORKS, L.P.**

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