



CORPORATE SOCIAL RESPONSIBILITY

Excelsior Technologies 2023

CONTENTS

This CSR report highlights achievements, goals, and initiatives in the areas of environmental sustainability, social responsibility, and corporate governance for the year 2023.

David Jolley

Corporate Social Responsibility (CSR) Report 2023

Excelsior Technologies

Executive Summary

Excelsior Technologies is committed to conducting business in a sustainable and responsible manner. We recognize the importance of corporate social responsibility (CSR) in contributing to the long-term success of our business and the well-being of the communities in which we operate. This CSR report highlights our achievements, goals, and initiatives in the areas of environmental sustainability, social responsibility, and corporate governance for the year 2023.

Introduction

At Excelsior Technologies, we believe that businesses have an essential role to play in addressing global challenges and creating a better future. Our CSR strategy is integrated into our corporate vision and is built on three main pillars: environmental sustainability, social responsibility, and corporate governance.

Environmental Sustainability

Energy Efficiency

In 2023, we reduced our power grid energy consumption by 11% from 2022. We have started an initiative to convert to LED lighting. In 2023 we are about 85% converted. We have also partnered with our grid power provider in changing to renewable energy sources. This has resulted in 45% of our total energy consumption coming from clean energy.

Waste Management

We have implemented a comprehensive waste reduction program that includes recycling initiatives. In 2023, we decreased waste generation by 10%. In 2023, 100% of our metal scrap in recycled contributing to the circular economy.

Water Conservation

In 2023, 80% of our water used in machine coolant is being recycled, reducing our dependency on water resources. We reduced our water usage by 8% from 2022.

Climate Change

We are committed to reducing our greenhouse gas (GHG) emissions and have set a goal to become carbon neutral by 2030. In 2023, our scope 2 GHG emissions were reduced by 25% through transitioning to renewable energy sources and clean energy sources.

Corporate Social Responsibility (CSR) Report 2023

Excelsior Technologies

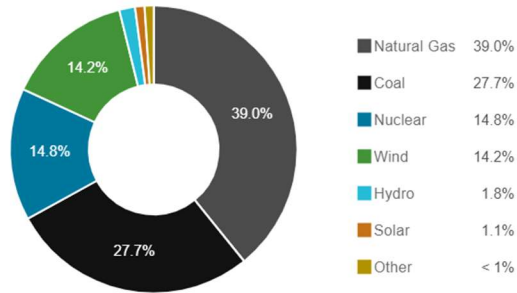
1,664.58

CO₂e Emissions (Tonnes) i

Your Annual Energy Usage

3,488,345 kWh

2023 Grid Generation Mix i



Balancing Authority i

Midcontinent Independent System Operator, Inc.

Emission Factor (lbs/MWh) i **1,052**

Carbon Free i **32%**

Renewable Energy i **17%**

Social Responsibility

Employee Welfare and Development

We provide competitive compensation, comprehensive benefits, and opportunities for personal and professional growth to our employees. In 2023, we improved safety programs, resulting in only 1 employee injury. In 2023, we have 37% of production operators above the basic level of training. We have also had 15% of the operator's progress to support and leadership roles this year.

Diversity and Inclusion

We are committed to promoting diversity and inclusion in our workplace. In 2023, we have 45% representation of women in leadership positions. Overall women employment is 39%. Other than white ethnicity is at 6%, which is even with the local community.

Community Engagement

We actively engage with the communities in which we operate, supporting local initiatives and fostering partnerships. In 2023, we contributed \$19,456 to local community programs, including education, health, and other local social events.

Supply Chain Management

We are committed to responsible sourcing and working with suppliers that share our values. In 2022, we implemented a supplier code of conduct and issued a new Supplier Manual to ensure compliance with labor, environmental, and ethical standards. In 2023, 100% of our suppliers have sustainability initiatives in place.

Health and Safety

Corporate Social Responsibility (CSR) Report 2023

Excelsior Technologies

We prioritize the health and safety of our employees. In 2023, we reduced workplace accidents by 65% through enhanced safety training, regular audits, and implementation of best practices.

Corporate Governance

Business Ethics and Compliance

At Morris Manufacturing, we are committed to conducting business ethically and in compliance with all applicable laws and regulations. We have implemented a robust compliance program, including a Code of Conduct, anti-corruption policies, and regular employee training. In 2023, there were no Corruption or Whistleblower incidents.

Risk Management

In 2023, we enhanced our risk monitoring capabilities to include Information Security (Infosec). An InfoSec risk assessment for 2023 was 92% compliance with only minor risks to be improved. There were also 0 Infosec incidents.

Transparency and Reporting

We are committed to transparent communication with our stakeholders. Our annual CSR report and other related data is available upon request.

Future Goals and Commitments

As we continue to grow and evolve, we remain focused on our CSR objectives. Our future goals and commitments include:

- Achieving a 15% reduction in carbon energy consumption by 2025
- Becoming carbon neutral by 2030
- Achieve 100% Information Security compliance by 2025.
- Increasing representation of women and minority groups in leadership positions by 7% by 2025
- Investing 15% more annually in community programs by 2025
- Include Diversity training for all employees in 2025.
- Reduce waste by 12% by 2025.
- Continue to convert to LED lighting by 100% by 2027.

Conclusion

At Excelsior Technologies, we recognize that our success is linked to the well-being of the communities and the environment in which we operate. We are proud of the progress we have made in 2023 and remain committed to driving positive change through our CSR

Corporate Social Responsibility (CSR) Report 2023

Excelsior Technologies

initiatives. We look forward to continued collaboration with our stakeholders as we work towards a more sustainable and inclusive future.