



# 2025 Sustainability & Responsibility Report







Dear Team Members, Partners and Stakeholders,

As we share our 2025 Sustainability and Responsibility Report, we reflect on a year that encouraged us to think boldly about the future we are shaping through the products we engineer, the relationships we cultivate, and the experiences we help create. I am deeply grateful to our team members for their leadership and dedication, and for advancing our shared commitment to excellence across the organization.

At Patrick, delivering high-quality products and solutions begins with our people, and our commitment to sustainability extends to the products we thoughtfully innovate and the solutions we bring to market. In 2025, we expanded our investment in composite solutions, developing materials that are lighter, stronger, and more resource efficient. These innovations reflect our intentional approach to more sustainable product design, and highlight our ability to act with purpose while delivering at the high level our customers expect.

Our pursuit of continuous improvement also includes strengthening the way we measure and manage our impact. For the third consecutive year, we expanded the number of business units participating in our data collection framework, enabling more robust and transparent reporting. This growing foundation of data supports more-informed decision making and improves alignment across our operations.

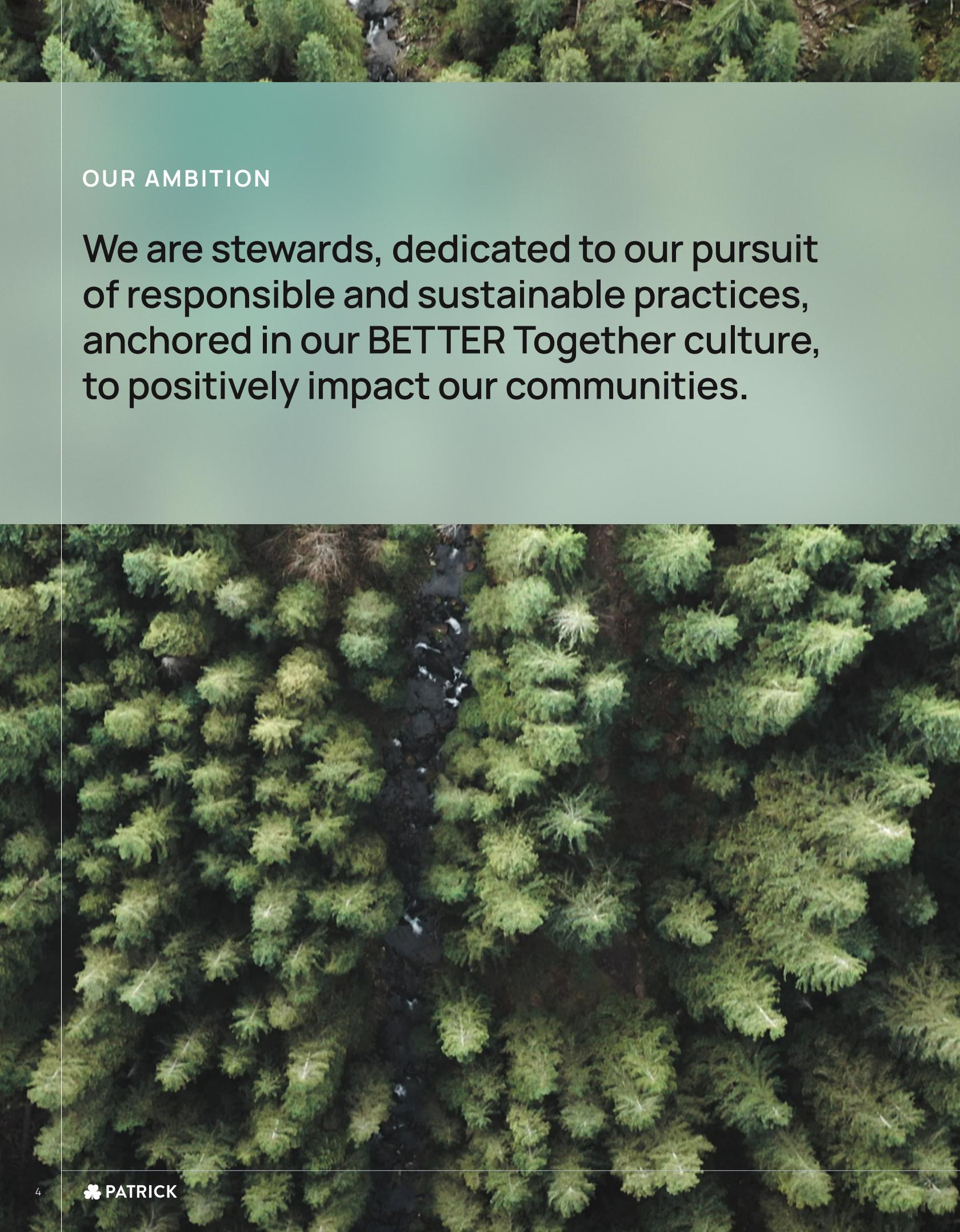
We continue to prioritize safety, wellness, and community engagement across the Patrick family of brands. Service is not separate from our business, but a central part of who we are, and our team members consistently offer their time, resources, and talents to organizations across the country and in their communities. We are humbled and inspired by their generosity, and are grateful for the opportunity to support philanthropic activities, some of which are highlighted in this report.

Looking ahead, we remain focused on shaping a future defined by innovation, collaboration, and profitable growth. The work we undertake today, including advancing our full solutions model, deepening our insights, empowering our people, and strengthening our communities, helps build a resilient foundation for the opportunities ahead.

Thank you for your continued interest in Patrick's sustainability journey. Together, we are designing what is next with intention, responsibility, and a commitment to lasting impact.

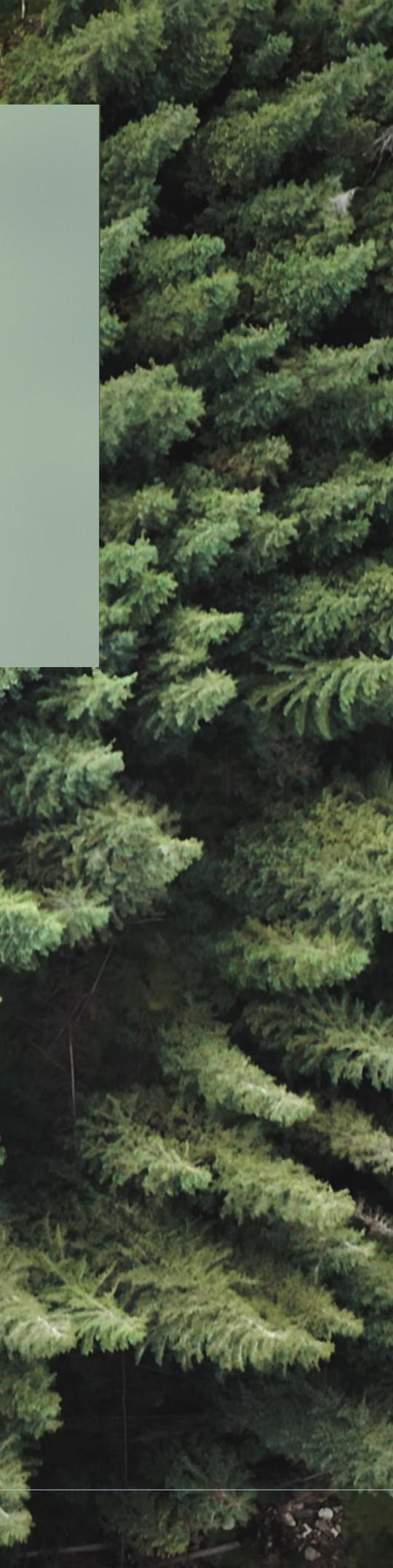
Sincerely,

Andy Nemeth  
Chairman and Chief Executive Officer

An aerial photograph of a lush green forest. A narrow stream flows through the center of the forest, surrounded by dense evergreen trees. The water is clear and reflects the surrounding greenery. The overall scene is peaceful and natural.

## OUR AMBITION

**We are stewards, dedicated to our pursuit of responsible and sustainable practices, anchored in our BETTER Together culture, to positively impact our communities.**



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## ABOUT PATRICK

Founded in 1959 and headquartered in Elkhart, Indiana, Patrick Industries, Inc. (NASDAQ: PATK) is a leading component solutions provider serving the Recreational Vehicle, Marine, Powersports and Housing markets.

## COMPANY PROFILE

**~10,000**

Team Members

**85+**

Brands

**250+**

Facilities

**\$3.8B**

In Revenue  
(June 29, 2025 trailing twelve months)

## OUR VALUES

### BALANCE

Working together to encourage a healthy work-life balance for all.

### EXCELLENCE

Embracing the relentless pursuit of greatness in our work and in our relationships.

### TRUST

Driven to be reliable, transparent, accurate, consistent, competent and honest in all we do.

### TEAMWORK

Pursuing our best together as we challenge, support, encourage and serve one another.

### EMPOWERMENT

Equipping our leaders to be successful, then trusting them to deliver extraordinary results.

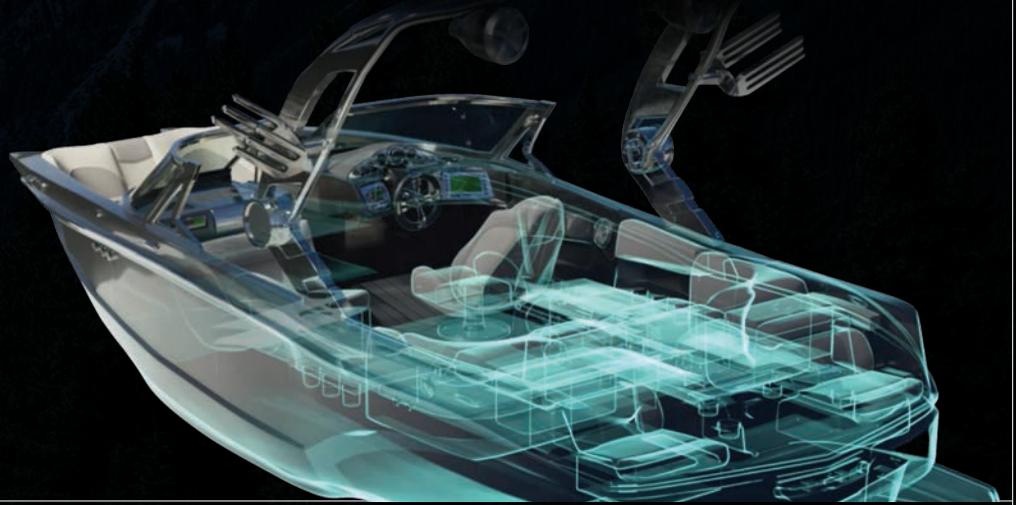
### RESPECT

Valuing and treating others with honor and dignity.

**RV**



**MARINE**



OUR MARKETS

**POWERSPORTS**



**HOUSING**



## EMPOWERING OUR PEOPLE

### SAFETY

# Safeguarding Our Patrick Family and Our Future

Patrick prioritizes team member safety, which is a core value within our culture and operational strategic objectives. Our proactive approach to safety is guided by continuous risk mitigation, regulatory adherence, and the use of advanced data systems. We've set clear goals for enhancing safety protocols and reducing incidents, focusing on education, compliance, and data-driven decision making.

Environmental,  
Health and Safety (EHS)  
Strategic Goals:

## 1 TEAM MEMBER INVESTMENT

Providing essential safety resources and training

## 2 RISK MITIGATION

Proactively identifying and addressing safety risks

## 3 REGULATORY COMPLIANCE

Ensuring adherence to safety regulations

## 4 DATA MANAGEMENT

Strategic use of data to drive measurable safety improvements

## 5 TRIR REDUCTION

Aiming for a year-over-year decrease in Total Recordable Incident Rates



## 2025 EHS Initiatives and Achievements

- Continued OSHA 10-Hour outreach training for team members and co-sponsored multiple OSHA 10-Hour trainings across Patrick's business units, engaging participants ranging from general managers to operational team members.
- Expanded OSHA program compliance tools by conducting monthly safety development training for field EHS representatives on self-selected development topics, reinforcing our commitment to continual safety improvement.
- Held multiple EHS Summits attended by more than 220 team members.
- "Train the Trainer" programs were ongoing in 2025, enhancing safety expertise across business units.
- Patrick's EHS data management integration with Donesafe has expanded usage and traceability under document management and compliance regulation by layered process audits.
- Continued a risk management process for property conservation. Business units use techniques such as thermal graphic imaging to identify potential hot spots in electrical systems, helping mitigate the risk of fire and unplanned downtime. Patrick has also implemented an electrical distribution maintenance process to further reduce these risks.

# 13%

decrease in TRIR as of September 2025 YoY\*

# 11%

decrease in total recordables as of September 2025 YoY\*

# 50%

of all business units achieved zero recordables as of September 2025 YoY\*

*\*Safety metrics conclude beyond the general parameter of the report.*



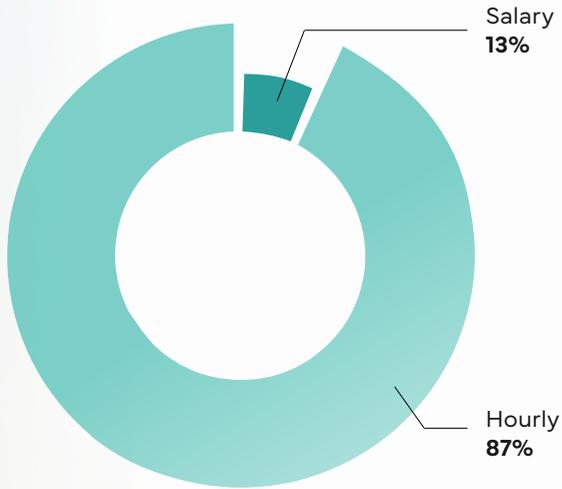
## EMPLOYEE PROFILE

# Fostering a Respectful and Supportive Culture

Team member health and well-being is our priority. We foster a culture rooted in dignity and respect, recognizing and valuing the contributions of team members across diverse backgrounds, identities, experiences, and ability status.



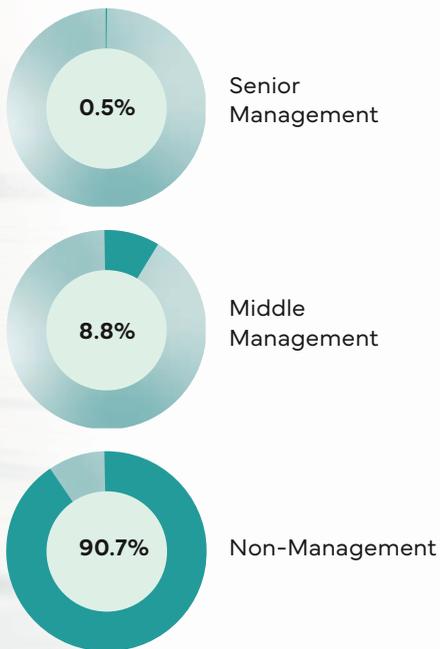
## COMPENSATION



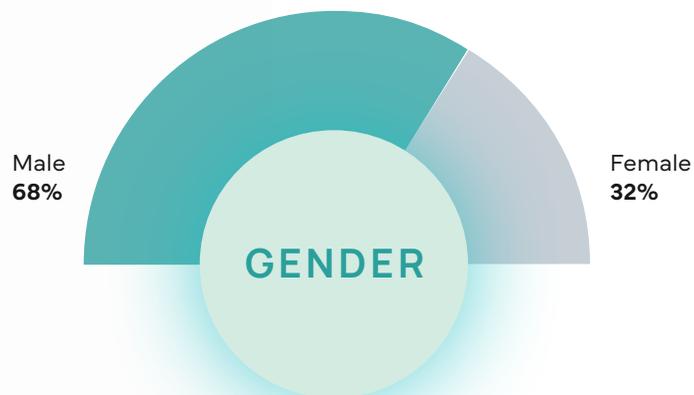
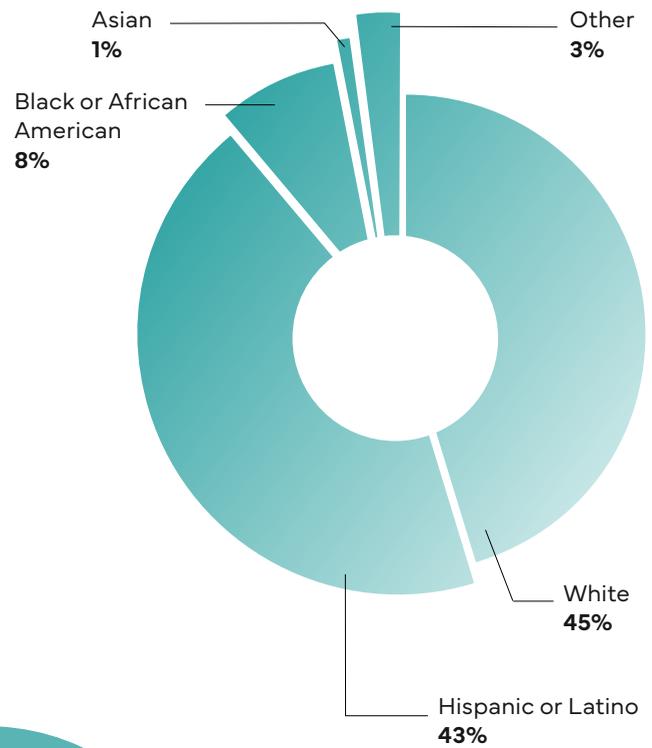
## AGE



## POSITIONS



## ETHNICITY



PHILANTHROPY AND  
COMMUNITY ENGAGEMENT

# Committed to Caring



## Habitat for Humanity

Patrick team members from across the country rolled up their sleeves with Habitat for Humanity to help build safe, stable housing for families in need. From lifting roof trusses in Waco, TX to the RV Metal Group’s annual build, volunteers contributed time, energy, and heart to Habitat projects in their communities. These collective efforts helped advance multiple home builds and empowered families on their path to homeownership.

At this year’s Raise the Roof event, the Patrick team joined Habitat for Humanity of Elkhart County, Indiana to help make the dream of homeownership a reality for two local families. The energy on site was inspiring, with dozens of volunteers, strong community support, and over \$250,000 raised to power Habitat’s mission forward, surpassing the goal for the year.



## Care Camps Foundation

Patrick Industries' long-standing partnership with Care Camps Foundation supports medically supervised camping experiences that help children with cancer enjoy the great outdoors. In 2025, Patrick continued to elevate this mission by contributing to another special episode of Designing Spaces® of Hope on Lifetime TV, helping share the Care Camps Foundation mission with a national audience. Patrick remains committed to advancing Care Camps Foundation's work and expanding access to these meaningful experiences.



## LOGAN: Celebrating 75 Years

For 75 years, the LOGAN Center has been a place of support and opportunity for adults and children with intellectual and developmental disabilities. Patrick is proud to stand behind the LOGAN Center as they celebrate this remarkable anniversary year. Employees from Patrick support LOGAN through the annual Christmas toy drive and fundraising events, like the Great LOGAN Nose-On luncheon, reflecting a shared commitment to possibility, inclusion, and our community.

## SUPPORTING OUR NEIGHBORS

Patrick is proud to support local, regional, and national organizations that serve the communities where our team members live and our business units operate, including the Elkhart, Indiana area where many call home.



In addition to the featured initiatives, Patrick proudly supports more than 50 organizations nationwide focused on education, family and children's services, protecting the great outdoors, and a wide range of community needs. These organizations include LoveWay, Inc., Boys & Girls Clubs, the Tunnel to Towers Foundation, the RV Women's Alliance, and many others throughout our communities. This commitment reflects our dedication to empowering communities and preserving our shared environment for future generations.

## CARING FOR OUR PLANET

# Continued Commitment to Sustainability

Patrick continues to embrace the mission of providing responsible, grounded, and sustainable solutions and practices that will positively impact our communities and the environment. We recognize our role as a steward of resources, helping to protect the environment enjoyed by our Outdoor Enthusiast stakeholders.

As a responsible corporate citizen, we remain committed to continuous development in sustainability practices throughout our organization. We are certified to sell Forestry Stewardship Council (FSC) materials at certain manufacturing locations. This certification supports responsible forest management and helps customers make environmentally and socially responsible purchasing decisions. We further our sustainability goals through process improvements and advancing operational efficiencies. Our teams are committed to waste reduction and elimination efforts and continue to collaborate on sustainability initiatives across our end markets with our customers and suppliers. We seek ways to expand our focus on sustainability across our business units, with an emphasis on applying discipline, process, and rigor to data collection and reporting.



**Patrick's investment in composite solutions reflects our collective pursuit of superior, more sustainable materials.**

At Patrick, we are committed to engineering products that enhance performance while reducing environmental impact. Made from a blend of polypropylene (a thermoplastic) and fiberglass, composite materials are lighter, more durable, and more water-resistant than many traditional substrates, helping reduce the potential for mold and mildew to grow. These attributes support improved performance in moisture-prone environments and more efficient material use across applications.

In 2025, Patrick established a long-term strategy focused on advancing composite solutions to capture emerging market opportunities through acquisitions and innovation. These efforts unified Patrick's composite brands under the Alpha Composites platform, strengthening alignment, consistency, and collaboration across our composite solutions. This approach supports a more coordinated application of materials innovation as we continue to work with original equipment manufacturers (OEMs) across the RV industry and our broader end markets.

# THANK YOU TO OUR BUSINESS UNITS

We greatly appreciate the partnership of our Business Units and team members whose discipline and unwavering commitment continue to further our sustainability efforts. This past year, that support is evident by the team's dedication to driving improvements in sustainable practices and collaborating with our customers on more comprehensive reporting. Their dedication is central to our ability to meaningfully continue our work.



## DATA COLLECTION FRAMEWORK AND RESULTS

We continue to hold certain guidance frameworks established by the Sustainability Accounting Standards Board (SASB). While our manufacturing operations reflect inclusion in the Building Products & Furnishings industry, we continue to include certain metrics from the Auto-Parts industry standards under the SASB framework. Our reporting remains consistent with internal standards for qualitative and quantitative responses.

### SASB METRICS: AUTO PARTS

ESG Topic	Metric Accounting Detail	Units	Total for July 1, 2024 to June 29, 2025	SASB Codes
Energy Management	Total amount of energy consumed from all sources (excluding natural gas) Including energy purchased from external sources and energy produced through self-generation	Kilowatt-hours (kWh)	115,392,633	CG-BF-130a.1, TR-AP-130a.1
	Total amount of natural gas consumed across all of Patrick Industries locations	Therms	4,795,538	CG-BF-130a.1, TR-AP-130a.1
	Total energy consumed across Patrick Industries including electricity purchasing, energy generation, and natural gas consumption	Kilowatt-hours (kWh)	255,902,419	CG-BF-130a.1, TR-AP-130a.1
	Total electricity consumed that came from the grid	Kilowatt-hours (kWh)	115,392,633	CG-BF-130a.1, TR-AP-130a.1
	Percentage of energy consumed that was supplied from grid electricity	Percentage	45.1%	CG-BF-130a.1, TR-AP-130a.1
	Total renewable electricity	Kilowatt-hours (kWh)	0	CG-BF-130a.1, TR-AP-130a.1
	Percentage of electricity from renewable sources	Percentage	0%	CG-BF-130a.1, TR-AP-130a.1
Waste Management	Total waste from manufacturing (sum of all waste streams including trash, recycling, hazardous or any other)	Metric tons	83,797	TR-AP-150a.1
	Total hazardous (as defined by law) waste from manufacturing	Metric tons	653	TR-AP-150a.1
	Percentage of total waste that was hazardous	Percentage	0.8%	TR-AP-150a.1
	Total waste that was recycled or reused (any waste that was not sent to the landfills or incinerated) from manufacturing	Metric tons	51,464	TR-AP-150a.1
	Percentage of total waste recycled	Percentage	61.4%	TR-AP-150a.1

Data disclosed in this section was collected by the Patrick business units identified for the twelve-month reporting period ending June 29, 2025. The Company's internal audit team reviewed the data within the scope of each framework based upon SASB standards.

Waste metrics for this reporting cycle include seven additional business units compared to the prior year. Beginning January 1, 2025, Patrick implemented expanded data-collection initiatives, which will be fully reflected in the next reporting cycle.



# 115,392,633kWh

Total amount of energy consumed from all sources (excluding natural gas) including energy purchased from external sources and energy produced through self-generation.

This data point helps us quantify the effectiveness of our energy conservation efforts and shapes our strategies to optimize energy use. It's a key indicator of our commitment to reducing our environmental impact and moving towards more sustainable energy practices.



## 0.8%

Percentage of total waste that was hazardous.

This metric not only ensures compliance with environmental regulations but also drives our efforts in waste management towards minimizing hazardous waste generation, enhancing workplace safety, and protecting ecosystems.



## 45.1%

Percentage of energy consumed that was supplied from grid electricity.

The proportion of our energy consumption supplied by grid electricity indicates our reliance on external power sources. This figure is instrumental in assessing our energy mix and steering us towards increased use of renewable energy sources.



## 61.4%

Percentage of total waste that was recycled.

The recycling rate within our total waste management is a testament to our sustainability initiatives. It shows our dedication to resource recovery and our progress in reducing landfill contributions. By enhancing recycling efforts, we contribute to the circular economy, underscoring our role in preserving natural resources for future generations.

Waste metrics for this reporting cycle include seven additional business units compared to the prior year. Beginning January 1, 2025, Patrick implemented expanded data-collection initiatives, which will be fully reflected in the next reporting cycle.



## LIVING BY OUR POLICIES

# Governance

Fundamental corporate governance remains the foundation for all we do. Our policies and practices promote the long-term interests of our stakeholders, maintain accountability for our Board of Directors and management team and continue to foster public trust in our organization.

We remain continuously committed to governance, reflected in the strength of our compliance programs, maintaining legal and regulatory requirements and striving to promote best practices to ensure solid and effective management of our organization.

## AUDIT COMMITTEE

The Audit Committee is comprised of five independent members, all of which also meet both the qualifications required to be an audit committee financial expert and the financial sophistication requirements contained in the NASDAQ listing standards. The Board has delegated its risk oversight responsibilities to the Audit Committee. The Audit Committee Chairman reports to the full Board regarding material risks as deemed appropriate.

## COMPENSATION COMMITTEE

The Compensation Committee is comprised of four directors who oversee and approve the compensation and incentive plans for members of senior management and provides ongoing review and analysis regarding the evaluation of the execution of the performance plan against defined business objectives. The Board has determined that each of the current members of the Compensation Committee is independent as defined in the NASDAQ listing standards and our Corporate Governance Guidelines.

## CORPORATE GOVERNANCE AND NOMINATIONS COMMITTEE

The Corporate Governance and Nominations Committee is comprised of five of our independent directors, all of which the Board has determined are independent as defined in the NASDAQ listing standards and our Corporate Governance Guidelines.

## 2025 BOARD COMPOSITION

The Board operates under Corporate Governance Guidelines, which, together with the Articles of Incorporation, Bylaws, and Corporate and Board committee charters constitute the primary structure for the Company's governance. Our Board has three committees – Audit, Compensation, and Corporate Governance and Nominations, each of which are responsible for overseeing key specific strategic and ESG-related areas relevant to their respective charters.

Each Committees' responsibilities are clearly outlined in their respective charter documents at [www.patrickind.com](http://www.patrickind.com) under "Investors – Governance." At Patrick, our Board effectively balances the objectives of providing clear leadership while maintaining fierce independence in management's ability to operate.



In order that we may be best poised to deliver results, it is expected that we conduct our business with integrity and in alignment with our core values. In our relations with all constituents, we adhere to the tenets of our Code of Ethics and Business Conduct, routinely reviewed and enhanced, as appropriate, to reflect best practices and feedback from our stakeholders. We remain committed to seeking diversity of experience and influence on our Board from highly qualified individuals.

Our Board receives regular updates from management on a variety of business-related climate risks and changes, and the potential financial impact to the Company's operations, and on sustainability matters during discussions held throughout the year, including via quarterly committee sessions and business updates.

The Audit Committee's key strategic and ESG responsibility areas include compliance with legal and regulatory requirements, the identification, measurement, mitigation and reporting of risks, external reporting, internal controls, and ESG reporting frameworks.

The Compensation Committee's key strategic responsibility areas include reviewing and recommending the overall compensation programs for the Company's officers, oversight authority to attract, develop, promote and retain qualified senior executive management, and active engagement, along with the full Board, in the Company's succession planning and talent management program.

While the committee does not currently consider sustainability metrics in the review of compensation and incentive plans for senior management, appropriate metrics for sustainability and the Company's overall sustainability program remains subject to future consideration.

The Corporate Governance and Nominations Committee provides oversight of our ESG policies, initiatives and reporting framework, and works with management to identify and define the Governance framework. The key strategic responsibilities of the Committee include assisting the Board in identifying, screening and recommending qualified candidates to serve as directors, reviewing succession planning for senior executive officers, recommending director compensation and monitoring complex legal and regulatory requirements. The Committee also considers a diversity criteria – including race, ethnicity and gender – when identifying Board candidates.

## 2025 GOVERNANCE NOTES

- ✓ Lead Independent Director
- ✓ Annual Election of All Directors
- ✓ Diverse Board Committee Chairpersons
- ✓ Independent Directors Meet Without Non-independent Directors Present
- ✓ Board Orientation and Continuing Education
- ✓ Board-level Oversight of Environmental, Social & Governance (ESG) Matters
- ✓ Annual Review of Committee Charters, Code of Ethics & Governance Guidelines and Succession Planning
- ✓ Sustainability Reporting Framework: SASB
- ✓ Succession Planning

## CONFLICT MINERALS

**We have an established cross-functional Conflict Minerals Compliance Team led by Patrick's Director of Product Compliance. The Conflict Minerals Compliance Team is responsible for implementing the Company's Conflict Minerals compliance strategy and briefing senior management about the results of its due diligence efforts.**

We use a third-party service provider to assist with evaluating supply chain information regarding the use of conflict minerals (tantalum, tin, tungsten and gold), identifying potential risks, and in the development and implementation of additional due diligence steps with suppliers and/or respective stakeholders relating to Conflict Minerals. Our third-party provider's managed services are leveraged in order to work with dedicated program specialists who support Patrick's Conflict Minerals program. The Company communicates regularly with the third-party team, receiving updates on the program's status.

With respect to the Organization for Economic Co-Operation and Development requirement to strengthen engagement with suppliers, the Company has developed an internal procedure that includes

a supplier risk identification process that then leads to further steps of supplier engagement in the form of escalations, such as in-person meetings and/or corrective actions. Feedback from this engagement process has allowed the Company to oversee improvements in supplier responses and supplier compliance for this initiative.

In addition, we adopted a policy to retain relevant documentation for a period of five years. Through our third-party provider, a document retention policy to retain Conflict Minerals related documents has been implemented. All of the information and findings from this process are stored in a database that can be audited by internal or external parties. Patrick's Board of Directors provides oversight with respect to the processes and disclosures related to Conflict Minerals.



## DATA PRIVACY AND INFORMATION SECURITY

**Our cybersecurity platform takes a holistic approach with incremental updates, utilizing the appropriate technical safeguards and tools to protect our data.**

We continuously evaluate our cybersecurity environment and identify action plans to maintain and enhance our secure platform.

Patrick's legal, internal audit, and IT teams all stay up to date with the most current regulatory standards and collaborate to identify security risks and manage data privacy.

Our Board is committed to prioritizing cybersecurity and centering it as a critical factor to business objectives while continuing to integrate cybersecurity into our risk management framework. The Audit Committee of the Board, with risk management and audit expertise, oversees cybersecurity reports on a quarterly basis. We also work to ensure many of the controls we utilize internally are used by board members for Company-related business, including personal vulnerability assessments, tools for personal device and password protections, and incident response plans in the case of a personal security issue.

Providing a robust security framework is integral to ensuring our data security. Additionally, our team members are a key line of defense, and therefore are required to complete quarterly modules on data privacy and potential phishing tactics. Our team members interact with sensitive data daily, and must be equipped with the knowledge of best practices for handling potential security risks. Our training is adaptable and catered to various levels of our organization depending on our team members' roles and typical access to sensitive data.

Patrick Industries will continue to develop our cybersecurity platform using advanced technology, employee training, and continuous improvement of best practices. We have taken necessary preparative actions in our risk management, including external security audits, and having an information security risk insurance policy. We remain dedicated to protecting our data and proactively identifying, addressing, and maintaining our cybersecurity platform and risk management system.

## FORWARD-LOOKING STATEMENTS

This report contains certain statements related to future results, our intentions, beliefs and expectations or predictions for the future, which are forward-looking statements as that term is defined in the Private Securities Litigation Reform Act of 1995. Any projections of financial performance or statements concerning expectations as to future developments should not be construed in any manner as a guarantee that such results or developments will, in fact, occur. There can be no assurance that any forward-looking statement will be realized or that actual results will not be significantly different from that set forth in such forward-looking statement. Information about certain risks that could affect our business and cause actual results to differ from those expressed or implied in the forward-looking statements are contained in the section entitled "Risk Factors" in the Company's Annual Report on Form 10-K for the year ended December 31, 2024, and in the Company's Forms 10-Q for subsequent quarterly periods, which are filed with the Securities and Exchange Commission ("SEC") and are available on the SEC's website at [www.sec.gov](http://www.sec.gov). Each forward-looking statement speaks only as of the date of this report, and we undertake no obligation to update any forward-looking statement to reflect events or circumstances occurring after the date on which it is made.





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**Guided by our core values, we are committed to a future that prioritizes the well-being of our people, communities, and planet. By pairing our sustainability-focused objectives with thoughtful innovation and deep customer collaboration, we are shaping products and solutions that contribute to a more environmentally sound industry and world.**

Andy Nemeth, Chairman and Chief Executive Officer



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