

2024  
**Sustainability  
Report**



**Highline  
Warren**





Teammates, customers and stakeholders,

I am proud to present Highline Warren's first annual Sustainability Report. This report outlines our accomplishments, opportunities and future goals as we continue our journey towards minimizing our environmental impact and operating in an increasingly sustainable way.

At Highline Warren, we are committed to supporting our people, customers and the communities we operate in, and we recognize the critical role sustainability plays in this effort.

Our dedicated team is relentless in their aim of being solutions-focused, prioritizing operational excellence, efficiency, customer satisfaction and responsible practices.

As you read this report, I invite you to reflect on how each of us can contribute to a more sustainable future.

**As always, I thank you for your continued support.**

Warm Regards,  
**Darcy Curran**



## Our Core Values



### Safety ("Above all else")

- Physical and emotional safety is everyone's responsibility and starts with us.
- We strive to always keep our teammates, vendors and communities safe.
- We create a safe workplace that encourages personal and professional development.
- We look out for one another and create meaningful opportunity.



### Trust ("Do the right thing always")

- Our teams are transparent and straightforward with each other.
- We have confidence in each other's capabilities and intentions.
- People act with integrity, are honest with each other and do what they say.
- We foster a welcoming and inclusive environment where you can be yourself and your best.



### Agility ("Get it done")

- We are scrappy and work quickly yet operate with discipline.
- Teammates are willing to change course and adapt to generate results.
- We are flexible and compromise when needed.
- We are not discouraged by failure and use it as an opportunity to learn.



### Teamwork ("Win together")

- We seek to understand and respect alternative points of view.
- Interest in others and supporting one another are keys to success.
- We rally together to proactively address opportunities and obstacles.
- We have each other's back.

# About Highline Warren



Highline Warren is the leading automotive aftermarket distributor with integrated manufacturing and unmatched access to the market.

We have nearly 1,700 teammates who work every day to provide the highest quality service to more than 14,000 customers. We are a compilation of many companies that make up our rich history and heritage. We are proud of where we've come from and the path we are charting as we position Highline Warren to be a solutions-focused, partnership-minded company.

**Our Mission** is to deliver superior service, selection, and scale with urgency.

**Our Vision** is to be the premier destination for people, products, and partnerships in the automotive aftermarket.

## Coast-to-coast coverage

21 manufacturing and distribution centers strategically located within 300 miles of every retail hub in the U.S.

**Corporate headquarters**

**Manufacturing plant**

**Distribution center**



## Extraordinary Distribution

Our network can reach 99% of the U.S. population in 2 days.

## Our Capabilities

<b>4 million</b> square feet of manufacturing and distribution space	<b>200 million</b> gallons of automotive fluids manufactured annually	<b>30,000+</b> products offered
<b>400+</b> of America's leading brands trust us	<b>100+</b> private-label brands manufactured for partners	<b>1.9 million</b> units of product shipped daily

## Our Proprietary Brands







## Our Commitment to Sustainability

To be the premier destination for people, products, and partnerships in the automotive aftermarket, Highline Warren is committed to operating our business in an environmentally and socially sustainable way.

We believe we best serve all of our stakeholders by aligning our long-term sustainability efforts with our strategic plan. We think of sustainability broadly to include environmental, social and governance (ESG) matters that could impact our ability to maintain a profitable and responsible business long-term.



## Materiality Assessment Process

In 2023, we conducted a materiality assessment to identify ESG topics most significant to our business and stakeholders. The assessment also evaluated topics where we may have an external impact on the environment and communities in which we operate. Aligned with our strategic plan, we identified and developed a formal sustainability program built around nine material topics.

### People

- Talent and Culture Management
- Workforce Health and Safety
- Non-Discrimination and Anti-Harassment



### Powered

- Product and Packaging Lifecycle Management
- Business Ethics and Compliance
- Supply Chain Management



### Performance

- Energy and Greenhouse Gas Emission Management
- Waste Management and Recycling
- Customer Product Quality and Safety



While each of the nine identified material topics is critical to our sustainability mission, we prioritized specific areas for focused progress and initiatives throughout 2024. This approach enabled us to direct resources and efforts where we could achieve the greatest near-term impact while continuing to focus on other important aspects of our operations. As our sustainability program matures, we will continue to evaluate and evolve our focus areas, ensuring we address emerging opportunities and challenges across all material topics.

In 2024, we chartered a 12-member interdepartmental Sustainability Committee (SC). The SC is responsible for strategic guidance, execution of ongoing sustainability initiatives and periodic reviews and updates of the company’s ESG framework. Additionally, the SC provides direction to our 12-member Sustainability Working Group (SWG). Together, the SC and SWG strive to ensure we’re making progress against our sustainability goals.





At Highline Warren, we continue to thrive because we invest in our teammates and are committed to fostering a supportive, inclusive and safe workplace that empowers every individual. By prioritizing a culture of respect, well-being and continuous growth, our teammates feel protected, valued and able to thrive.

## Talent & Culture Management

Our commitment to people begins with providing our teammates with meaningful opportunities to develop and succeed.



### Initiatives

Our internship program offers college students and recent graduates hands-on experience and mentorship, preparing them to contribute to impactful projects with real organizational influence. We're proud that many of our 2024 interns have transitioned into full-time and part-time roles, underscoring our investment in emerging talent.

Highline Warren also offers an **apprenticeship program** in Iowa and West Virginia, which achieved a major milestone in 2023 with recognition as a national registered apprenticeship program by the U.S. Department of Labor. This program provides career pathways for electromechanical and blow molding repair technicians, offering participants structured learning, entry-level positions and substantial career growth opportunities. In 2025, we plan to expand the apprenticeship program to Alabama, Massachusetts, North Carolina, Oregon, Texas and Wisconsin. Looking forward, our goal for the program is to reach every state with a Highline Warren manufacturing facility.

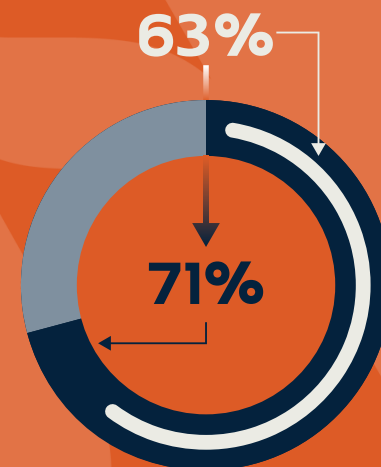
Highline Warren is part of the Pritzker Private Capital (PPC) family of companies. **Pritzker hosts PPC University**, a series of customized, graduate-level business education courses developed and presented in partnership with the Kelley School of Business at Indiana University. PPC University courses support the professional development of emerging leaders across the PPC family of companies. Tailored courses, designed and taught by Kelley School faculty, focus on five specialty areas: modern marketing, finance, operations, data analytics, and leadership and people management. Since its launch in 2021, PPC University has provided educational and professional development opportunities to more than one hundred Highline Warren teammates.

In 2024, we partnered with E4E Relief to launch our **Highline Warren Helping Hands employee relief fund**, a charitable giving fund that provides financial relief to our teammates during times of crisis, disaster and hardship. Highline Warren contributed seed funding to launch the fund, and it has grown thanks to company and teammate contributions.

### KPIs

In 2022, 63% of employees responded to our employee engagement survey.

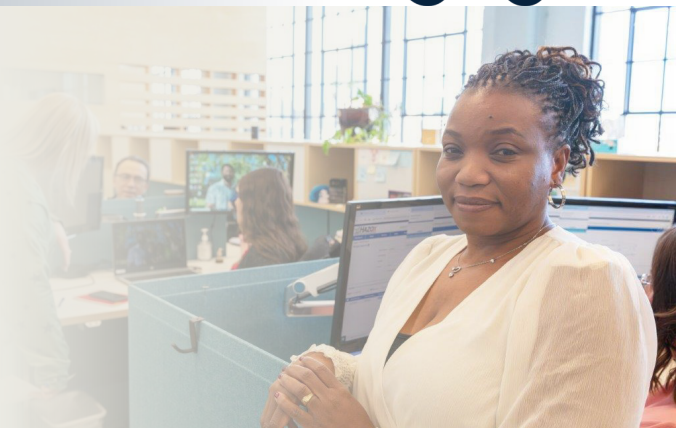
We increased participation to 71% in 2024.



DEI Highlight

Our first employee resource group (ERG), the Women’s HighWay, aims to empower the women of Highline Warren, paving the way to growth and driving a culture of inclusivity.

The ERG culminated as a result of Highline Warren’s sponsorship of the Innovation Session at the 2024 Women in Auto Care annual conference, where women from Highline Warren brainstormed exciting ideas. Highline Warren plans to establish multiple ERGs in the future.



Non-Discrimination and Anti-Harassment

Highline Warren recognizes the value of a diverse and skilled workforce and is committed to maintaining an inclusive and respectful workplace culture that is free of discrimination and harassment.

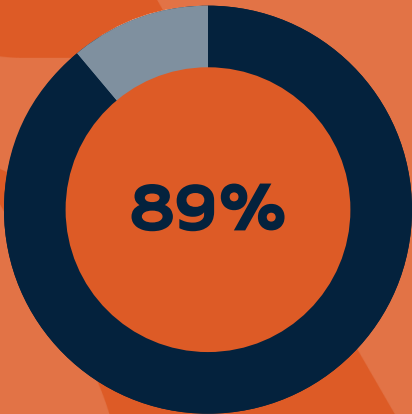
Initiatives

In 2024, Highline Warren updated our **Social Compliance Policy** to demonstrate our commitment to responsible business conduct including the protection of all employees’ human rights, treating all employees with dignity and respect and preventing discrimination and harassment.



KPIs

In 2024, 89% of employees completed the annual training on discrimination and harassment.





## Workforce Health & Safety

Our commitment to employee health and safety is not just a core value, but an essential part of how Highline Warren conducts business.

All teammates’ physical safety and overall wellness are critical to our operations.

### Initiatives

In 2024, Highline Warren implemented and formalized many health and safety programs including:

- Updated our team member **health and safety handbook**
- Continued the roll out of **Human and Organizational Performance (HOP)** operational philosophy across our manufacturing facilities.
- Conducted safety standup activities at each of our manufacturing sites
- Established **process safety management (PSM)** standard procedures and rolled them out across affected facilities
- Leveraged the new **Cornerstone training management system** to aid sites in delivering training on a regularly scheduled timeline. New training included updates to new hire orientation, Violent Critical Incident, and PSM for engineers.

As the company’s first core value, we place health and safety above any product that comes off our lines. Our mission, above all else, is to send all teammates home in the same or better condition than when they arrived at work. Health and safety is our top priority in 2025 which is why we have dedicated ourselves to improving performance in this area through a series of ambitious goals, KPIs, and upcoming initiatives.



### KPIs

**60**

hours of health and safety training available for employees

**14**

average hours of training annually for all employees

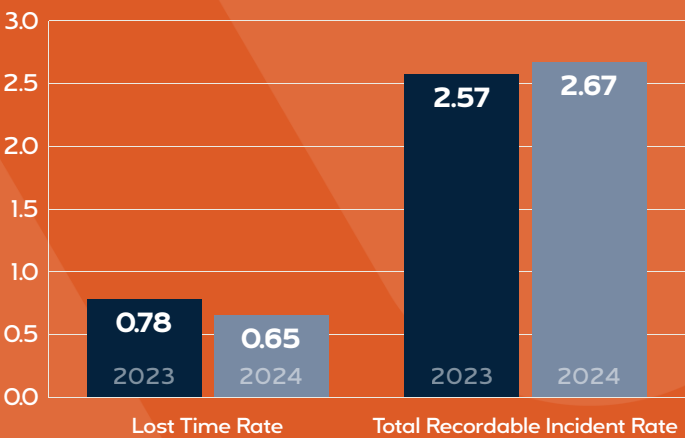
**60**

average additional hours, annually, for employees with specialized training\*

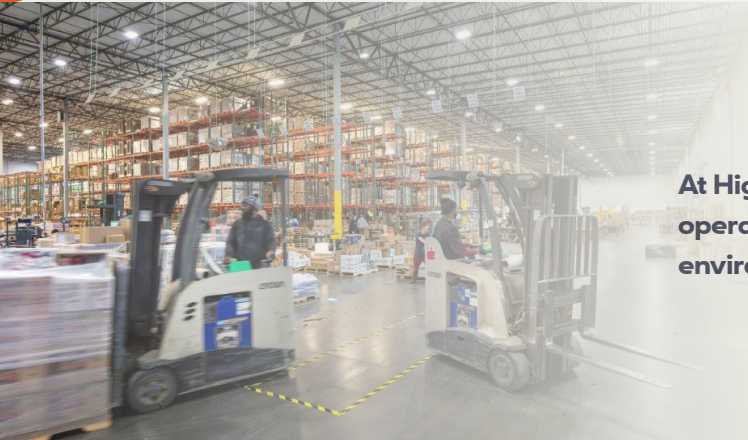
**100%**

of manufacturing facilities have electrical safety and LOTO programs

\* (e.g., first responders, spill responders, hot work and Lock out, tag out/LOTO, hazardous and universal waste, Powered Industrial Trucks (PIT) drivers, heights)







At Highline Warren, we are committed to upholding the highest ethical standards in our business operations while prioritizing sustainability through responsible sourcing, sustainable packaging and environmentally conscious practices across our entire supply chain.

## Product Packaging & Lifecycle Management

Highline Warren is committed to providing sustainable packaging options that prioritize environmental responsibility and contribute to lifecycle management practices.



### Initiatives

Due to the nature of our products, recycling packaging can prove challenging. To help overcome these challenges, 15% percent of our products now have labeling that provides **"How to Recycle" instructions**. We plan to add recycling instruction labels to more individual products in 2025.

Several of our facilities across North Carolina and West Virginia use **post-consumer resin** to manufacture bottles. Highline Warren plans to expand these efforts to other facilities in the near future.

Highline Warren has engaged a third-party supply chain sustainability solution provider to help establish a **product database** for improved product compliance and supplier tracking purposes. The database will allow for an assessment of Highline Warren's exposure to the required per- and polyfluoroalkyl substances (PFAS) United States and Canadian reporting in addition to meeting any necessary reporting requirements.

We are registered with the **Circular Action Alliance (CAA)** in California, Colorado, and Oregon, to monitor company compliance with the Extended Producer Responsibility (EPR) rule. Additionally, we have engaged environmental consultants to support our reporting obligations in the United States and Canada for the EPR requirements.

### KPIs

**15%**

of products that have "How to Recycle" labeling

**100%**

of bottles manufactured in North Carolina and West Virginia contain post-consumer resin

**22%**

of facilities use post-consumer resin



## Business Ethics & Compliance

Highline Warren prioritizes the importance of ethical business practices and governance throughout our business operations and services.

### Initiatives

In 2024, Highline Warren developed a **Commercial Compliance Guide** that outlines our compliance practices related to a variety of business ethics issues, including fair competition, anti-bribery, antitrust, export compliance, confidential information and trade secrets. Additionally, we updated our **Export Compliance Manual**, which provides an overview of the United States’ federal export obligations and our company’s approach to compliance. We also updated our **Social Compliance Policy** that formalizes how Highline Warren conducts business with respect to human rights, lawful and ethical standards, conflict minerals, dignity and respect.

Over the past few years, we have simplified our contracting process, standardized contract terms, and digitized our corporate records. In 2024, we configured and rolled out a **contract lifecycle management platform** that automates and standardizes the contracting process from pre-signature review to post signature storage. Utilizing technology like artificial intelligence and adaptive self-service forms, the new system shortens the contract review process and provides business leaders with new levels of visibility on the contractual information needed to grow the business.

We are currently developing a transparent mechanism for **timely reporting changes** in critical state and federal laws and regulations across our operational footprint. Additionally, we annually conduct ethics training, and we maintain an anonymous reporting hotline.

In 2025, we intend to conduct **quarterly export compliance audits** and apply the results to continually improve our processes and ensure alignment with company resources and risk tolerance thresholds.



## Supply Chain Management

As a company committed to sustainability, Highline Warren expects suppliers to optimize efficiency, minimize environmental impact and promote ethical practices that create long-term value for all stakeholders.

### Initiatives

In 2024, Highline Warren developed our **Supplier Code of Conduct**. In addition, we conducted an internal **desktop review of select suppliers** in relation to their ESG/sustainability performance.

In 2025, we plan to continue working with our supply chain sustainability solution provider on mapping our supply chain and understanding supplier risk across three core areas: product compliance, trade compliance and ESG.







At Highline Warren, we are committed to developing and advancing solutions that drive performance and success. We have invested in energy-efficient technologies and focus on reducing waste throughout our operations to produce high-quality products for our customers.

## Energy & Greenhouse Gas Emission Management

Highline Warren is committed to tracking our greenhouse gas (GHG) emissions annually and implementing process upgrades to decrease our energy consumption and GHG emissions.

### Initiatives

**In 2024:**

- We implemented a **software solution to track and better understand our environmental data** including our Scope 1 and 2 GHG emissions, resulting in improved data collection, accuracy, and comparability.
- We began transitioning to a **fleet of electric forklifts**, decreasing our propane consumption.
- We engaged a third-party consultant to **conduct energy assessments** with the goal of identifying potential energy and emissions reductions across our manufacturing facilities.

### KPIs

**86,202,855**  
kWh total energy consumption in 2024

**6,312**  
MT CO<sub>2</sub>e Scope 1 GHG emissions

**19,963**  
MT CO<sub>2</sub>e Scope 2 GHG emissions

**8**  
facilities with 100% LED lighting



## Waste Management & Recycling

At Highline Warren, we are committed to properly handling and disposing of all waste materials and increasing recycling across our operations.

### Initiatives

In 2024, we worked closely with an environmental consultant to develop **site-specific Spill Response Guidelines** for each of our manufacturing sites. The plans outline disciplined processes for plant management to follow including flow charts to aid in compliantly addressing spill events. The plans also contain state- and site- specific legal reviews of reporting requirements and detailed protocol for internal and external communications.

Additionally, we initiated the process of partnering with a national waste management company to conduct an **evaluation of our current waste management and recycling programs**. Through the process, the third party will identify opportunities for waste sorting, diversion and recycling across all of our distribution and manufacturing sites. During the evaluation, the company will meet with plant leadership to educate site stakeholders on best practices and discuss opportunities for continuous improvement. In 2025, we plan to establish waste diversion and minimization targets for each site and continue exploring recycling opportunities.

### KPIs

85%

of waste diverted from landfill by 2030

100%

of manufacturing plants have waste management plans

## Customer Product Quality & Safety

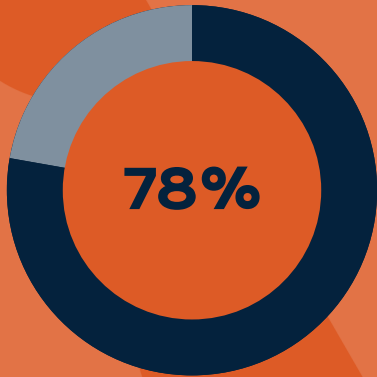
Highline Warren is committed to providing products of the highest quality and safety to our customers.

### Initiatives

At Highline Warren, our **quality claims manager** plays a key role in regularly evaluating the impacts and risks associated with product quality and safety. Our quality management system for manufacturing is aligned with ISO 9001 standards demonstrating our commitment to maintaining consistent processes and delivering exceptional products and services to our customers. In 2025-2026, Highline Warren is planning to expand ISO 9001 certifications to all nine of its manufacturing plants, beyond the seven plants that are already certified.

### KPIs

78% of manufacturing facilities ISO 9001 certified





**At Highline Warren, we are committed to creating a positive impact for our customers and the communities that we operate in.**

## Community Engagement

**We are committed to supporting philanthropic efforts and providing employee volunteer opportunities.**

Each year, teammates at our distribution center and manufacturing plant in Council Bluffs, Iowa, and our office in Omaha, Nebraska partner with the Salvation Army to provide gifts to deserving families.



A teammate at our Memphis distribution center prepares empty gas cans for shipping.

**In the Fall of 2024, Highline Warren coordinated with our logistics and carrier partner to help those affected by the devastation of Hurricane Helene. Teammates across the nation packaged up more than 40,000 units of product we manufacture and distribute including bar-and-chain oil, two-cycle oil, empty gas cans, and hand sanitizer. The products were sent to hurricane relief command centers and were distributed amongst community members as part of restoration and relief efforts.**



A teammate in Council Bluffs inventories bar-and-chain oil before sending a shipment to communities affected by Hurricane Helene.





## Information Technology (IT) & Data Security

Our focus on IT and data security is critical to our company's success.

### Initiatives

**Highline Warren maintains a Cybersecurity Governance council to ensure we maintain a strong program that safeguards the data of our teammates, customers, and business.**

The council, made up of members of our executive leadership team, reviews alignment of our program's capabilities with the business needs. In 2024, we invested in our program, including:

- Implementing a comprehensive security awareness program
- Deploying a new managed security provider with enhanced 24/7 coverage for our business environment

Annually, all employees are required to complete data security training in alignment with our policies. We consistently evaluate the effectiveness of this training through ongoing assessments, including monthly phishing simulations, to make sure employees are prepared to identify and respond to potential security threats.

### KPIs

0

breaches in 2024





We are dedicated to continually enhancing our sustainability performance through our tailored People, Powered and Performance initiatives that reflect our core values. We are committed to setting goals, measuring our progress and engaging our employees, customers, partners and communities to create a sustainable future.

## People

- Continue to embed Human and Organizational Performance (H.O.P.) principles into our operational culture, processes and systems
- Conduct inaugural company-wide National Safety Council barometer survey across manufacturing and distribution operations
- Implement peer safety audit program
- Enhance and improve company performance and career opportunities through the execution of organizational development initiatives to include succession planning, individual development programs, training and development, and formal compensation planning
- Conduct pilot study at our Council Bluffs facility with an onsite physical therapist that will provide services to employees for 20 hours per week
- Execute a Crisis Management Program



## Powered

- Continue to drive our risk intelligent culture by defining objectives and standardizing risk tolerance thresholds
- Develop formal processes and protocols to simplify, standardize and digitize social compliance documentation for customer audits
- Socialize Ethical Trade Initiative (ETI) Base Code training across the organization
- Launch a supply chain sustainability framework to streamline data sharing and ensure we have the critical information needed to meet sustainability goals and compliance obligations



## Performance

- Conduct energy intensity analyses at select manufacturing locations
- Conduct baseline assessments across our footprint to identify waste streams, evaluate our recycling agreements and implement suggested best practices
- Develop targets for waste generated, landfilled, diverted, and recycled
- Launch a more robust chemical inventory and reporting platform
- Develop efficient data collection and management processes for Scope 3 emissions
- Expand ISO 9001 registration to all manufacturing facilities





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