



2025 SUSTAINABILITY REPORT

Reporting Period:
January 1st - December 31st 2025



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OUR VISION

The leading provider of transformative solutions to the North American Industrial Consumables market.

OUR MISSION

Wow our customers with exceptional service and high impact solutions.



ABOUT THIS REPORT

This is LINC Systems second annual Corporate Sustainability Report. We have prepared and are presenting our information to initiate and document our material topics and strategy framework with intent for year over year improvement in all sustainability metrics.

We do not currently seek third-party assurance of our reported data but utilize current internal audit processes to review our report and assess our processes and results to determine that our controls operate sufficiently to identify errors or omissions.





It is my pleasure to present LINC Systems' third annual Corporate Sustainability Report, highlighting our continued progress, achievements, and commitment to strengthening our business, supporting our people, and reducing our environmental impact.

At LINC Systems, sustainability is embedded in how we operate every day. Guided by our Core Values, we continue to improve efficiency, reduce waste, conserve resources, and deliver innovative solutions that help our customers achieve their own sustainability goals.

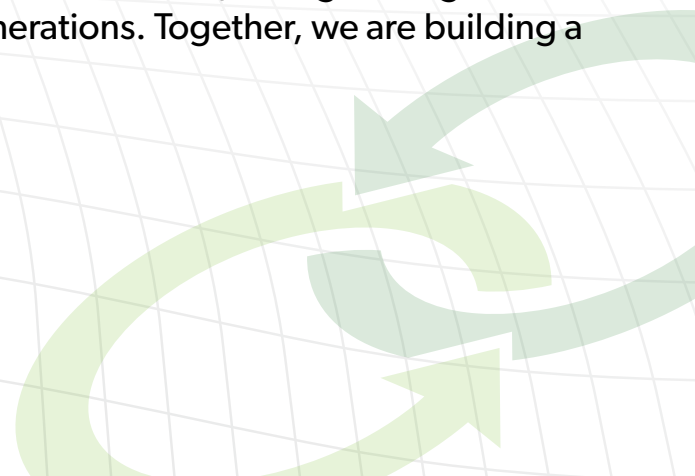
Our people are the driving force behind these efforts. Across the organization, employees collaborate to improve processes, create value, and minimize environmental impact through programs such as LINC Express freight consolidation, Packaging Film Analysis, field-based technical service, Rapid Repair, Preventative Maintenance, and sustainable product offerings including recyclable packaging solutions and PCR stretch films.

In 2025, we hosted our first Customer Solution Center Open House, bringing together customers, suppliers, and industry partners to explore packaging technologies and sustainable solutions that reduce material consumption, improve recyclability, increase efficiency, and support automation.

Sustainability also remains central to our growth strategy. With the addition of Allied Fasteners and Triton Packaging, we expanded our capabilities, geographic reach, and customer solutions while bringing together teams that share our commitment to service, operational excellence, and responsible business practices.

We are proud of what we accomplished in 2025 and excited for the opportunities ahead. As we continue advancing sustainable business practices and integrating our growing organization, we remain committed to supporting our stakeholders, strengthening our communities, and creating lasting value for future generations. Together, we are building a stronger, more sustainable LINC Systems.

A handwritten signature in black ink, which appears to read "Mick Beyer".



HIGHLIGHTS FROM 2025



SAFETY PROGRAMS

We continue to improve our safety record year over year. We have a comprehensive safety program for all our locations as well as our field service teams. To encourage healthy lifestyles in and outside of work, we offer workout bonus, encourage annual physicals, and utilize our culture program to promote education, engagement, excitement, encouragement in all that we do.



ECOVADIS MEDAL

In just three years, LINC Systems increased its EcoVadis sustainability score by 23 points - outperforming many industry peers and earning the EcoVadis Medal of Commitment for our dedication to sustainability and continuous improvement.



DISTRIBUTION RATIONALIZATION

Streamlines the supply chain by consolidating shipments through strategically located distribution centers, reducing costs, improving service levels, and ensuring inventory is positioned where it best serves customers.



DIVERSITY, EQUITY AND INCLUSION

We are proud of the progress we continue to make on our Diversity, Equity and Inclusion journey. We continue to stress our character qualities as key personal attributes that will foster an environment where all of our voices are heard.

HIGHLIGHTS FROM 2025



EDUCATION

LINC Systems employees remain committed to ongoing professional development through LinkedIn Learning. In 2025, our team completed 725 courses and 10,962 learning videos, with a total of 1,776 course views and 12,723 video views, demonstrating a strong culture of continuous learning and skill enhancement.



CUSTOMER SUCCESS

LINC Systems is committed to helping customers succeed by delivering innovative fastening, packaging solutions, industrial supply products, technical expertise, and responsive support that improve efficiency, reduce costs, and drive long-term operational success. We work as a trusted partner, providing the tools, insights, and service our customers need to achieve their business goals.



SUSTAINABLE PRODUCT TRACKING

LINC Systems sustainable products. We currently offer 6,232 sustainable SKUs which supports 2,724 customers purchasing sustainable products. Through our Sustainability Team, we provide customer sustainability scorecards, drive material substitutions and engineering improvements, and secure supplier-backed rebates that deliver measurable environmental and financial value.

LINC Systems remains committed to sustainability, social responsibility, and business growth. Through our 1LINC program, we recognize achievements that promote teamwork, accountability, and empowerment while advancing our vision of industry leadership.





LINC

S Y S T E M S

OVERVIEW

We provide fastening, packaging materials and equipment and industrial supply products to customers across North America. We provide service and technical service to all facets of our business to compliment all our product offerings.

HOW WE OPERATE

It all starts with our Vision, Mission, 4E Culture and Core Values to be 1LINC.

4E CULTURE

Foster an inclusive environment where team members contribute to the success of our company by embracing the pillars of our Culture program:

- Engagement
- Education
- Excitement
- Encouragement





CORE VALUES

- “Character Development” – instructing and making our people better with our 36 Character Qualities. It is the foundation of all we do, and we build from there, above that is...
- “Creating Loyalty” – a critical Core Value as you want people who will stick around when things get tough. In turn they want a loyal company to work for, above that is...
- “Constant Improvement” – getting better everyday, which leads to above that...
- “Speed” ... in what we do. Bring it all together and we have at top...
- “Efficiency” and that adds to the bottom line

ADHERING TO AND EMBRACING THESE PRINCIPLES WILL PROMOTE A TEAM THAT

- Contributes to the safety and well-being of one another, society and the environment
- Embraces diversity, equity, and inclusion where all voices are heard
- Operates with a sense of urgency and a positive attitude in everything we do
- Manages by fact with strong team member collaboration commitment, and accountability
- Creates an open and learning environment that drives quality and continuous improvement
- Conducts business with impeccable ethics, honesty, and integrity

Our Character Qualities

Accountability
Adaptability
Benevolence
Bravery
Composure
Conviction
Dependability
Development
Discernment
Discretion
Empathy
Endurance

Focus
Forgiveness
Fortitude
Imagination
Influence
Integrity
Kindness
Loyalty
Modesty
Organization
Passion
Persistence

Positivity
Promptness
Readiness
Reliability
Resoluteness
Resourcefulness
Respect
Teamwork
Thankfulness
Transparency
Understanding
Vigilance

CULTURE SURVEY

Here at LINC Systems, we know our people are our most important asset. For each of us to be our best, we must foster an environment that lives up to our words that describe our values.

To hold ourselves accountable, we maintain a readily available Voice of the Employee Survey to ensure our actions have the desired outcome.

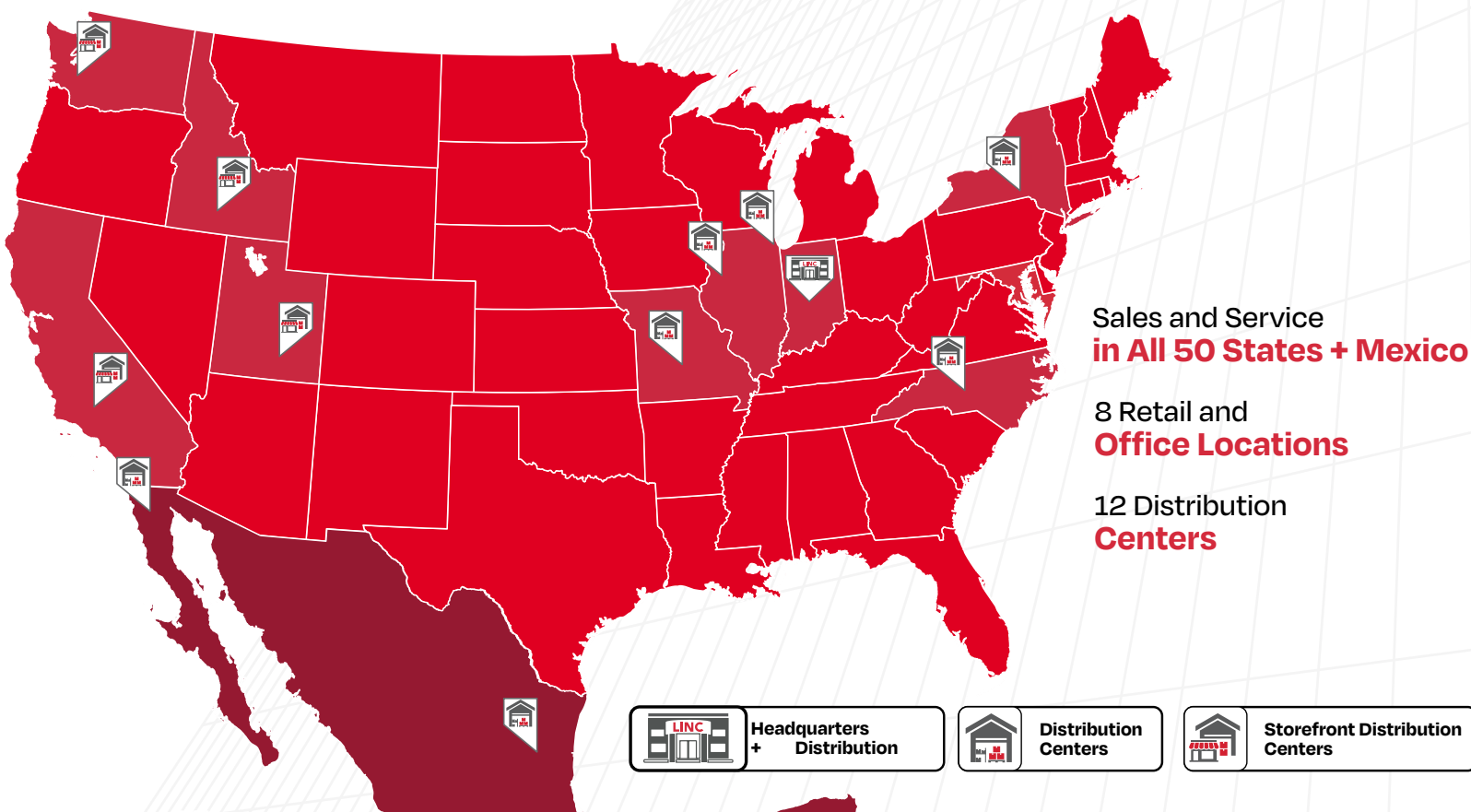


LINC SYSTEMS AT A GLANCE



LINC Systems has evolved into a leading value-added distributor of industrial consumable fastening and packaging solutions.

LINC, headquartered in Westfield Indiana, maintains distribution and retail locations throughout the United States and Mexico.



THE LINC ADVANTAGE



Solutions Designed for you

Personalized recommendations that drive efficiency, safety, and smarter operations across your business.



Service That Goes Further

End-to-end support with onsite repair, expert technicians, and real-time tracking through ServiceLINC.



Safety at Every Stage

Pneumatic safety training, facility evaluations, and digital compliance records that protect your team.



Smart Technology

Automation, a 24/7 customer portal, and data-driven tools that reduce labor and deliver faster ROI.



Sustainability & Social Responsibility

Responsible practices, durable systems, and sustainable packaging that create long-term value.

THE LINC ADVANTAGE



OUR PRODUCTS INCLUDE

- Fasteners & Tools
- Packaging Supplies & Equipment
- Automated Packaging Solutions
- Industrial Supply
- Direct Construction & Dealer
- Marking, Labeling & Coding Supplies

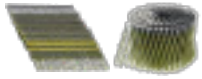
OUR SERVICES INCLUDE

- Tool Repair & Service
- Productivity Gains
- Enhanced Operational Efficiency
- Improved Employee Safety
- Streamlined Supply Chain Management

CORE PRODUCTS

FASTENING SOLUTIONS

Collated Nails



Fastening Tools



Collated Staples



Rebar Tie Wire



Specialty Fasteners



Furniture Clips



Representative Brands



PACKAGING SOLUTIONS

Stretch Film



Strapping



Protective Packaging



Marking & Coding



Bagging



Case Forming & Sealing



Representative Brands



COMPLEMENTARY INDUSTRIAL SUPPLIES

Abrasives



Adhesives



Jan-San



Metalworking Supplies



Safety Supplies



Representative Brands



At LINC our superior solutions serve a number of major and end markets

MAJOR MARKETS:
INDUSTRIAL MANUFACTURING
DIRECT CONSTRUCTION
WHOLESALE DISTRIBUTION

END MARKETS:
PALLET & CRATING
FURNITURE MANUFACTURING
FOOD & BEVERAGE
HOUSING & CONSTRUCTION
CONCRETE
SHEDBUILDER & MILLWORK
MANUFACTURING

HEALTH, SAFETY & ENVIRONMENTAL POLICY STATEMENT



LINC Systems is committed to protecting the health, safety, and environmental aspects of our employees, customers, and the communities in which we conduct business.

As globally responsible corporate citizens, we are committed to exceeding the sustainability requirements of our stakeholders which includes complying with all applicable governmental regulations, and to conduct our business with LINC Systems Core Values.

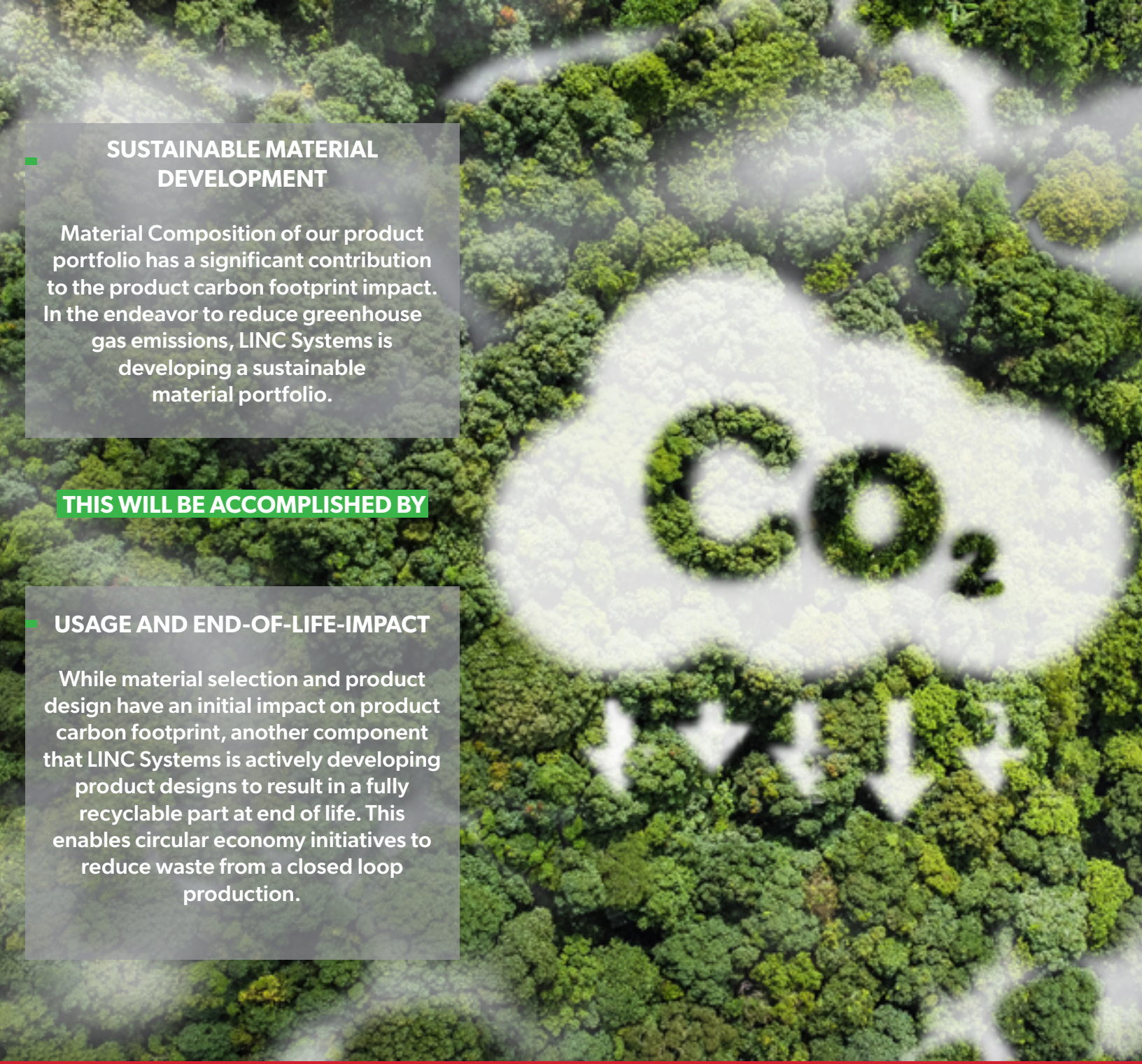
We will operate with constant improvement to our operations, procedures, and processes to enhance our overall environmental and safety performance.

All our distribution facilities are focused on reduction of waste when possible, we recycle whenever possible, re-use packaging materials when possible, lower emissions with our LINC Express Program, and the consolidation of orders.



LINC Systems is committed to:

- Operate in an efficient and conscientious manner to minimize impact on the environment and to protect the health and safety of our employees and our community.
- Ensuring a safe work environment for all employees.
- Value our natural resources by minimizing waste, conserving energy, and recycling when possible.
- Comply with all applicable environmental, Health & Safety regulations and any other relevant laws.
- Encourage and promote active employee participation in our sustainability initiatives.



SUSTAINABLE MATERIAL DEVELOPMENT

Material Composition of our product portfolio has a significant contribution to the product carbon footprint impact. In the endeavor to reduce greenhouse gas emissions, LINC Systems is developing a sustainable material portfolio.

THIS WILL BE ACCOMPLISHED BY

USAGE AND END-OF-LIFE-IMPACT

While material selection and product design have an initial impact on product carbon footprint, another component that LINC Systems is actively developing product designs to result in a fully recyclable part at end of life. This enables circular economy initiatives to reduce waste from a closed loop production.



Additionally, we are increasing efforts to consolidate orders for customers with Fastening and Packaging Products in one shipment, creating preventative maintenance programs and Service Centers rebuild a piece of equipment in our Rapid Repair Service Center versus requiring new equipment.

OUR STANDARDS

ENSURING CONSISTENT HIGH STANDARDS ACROSS OUR ENTIRE SUPPLY CHAIN

At LINC Systems, we deeply value our relationships with our supply base. Our goal is to collaborate with suppliers who uphold the highest ethical standards. It is essential that both LINC Systems and our suppliers maintain high standards in every aspect of our operations. Our agreements will be with companies that have a proven track record and a strong commitment to integrity, human dignity, and sustainability. We foster an environment where suppliers compete fairly, based on the quality of their products and services.

To ensure safe, clean, and sustainable manufacturing practices, we conduct annual onsite assessments of our key suppliers. Additionally, we collaborate with industry associations (such as SphereOne, STAFDA, etc.) to enhance the entire supply chain's adherence to and development of sustainable manufacturing processes. Our partnerships with suppliers and industry associations are crucial in achieving our goals of integrity, sustainability, and excellence.

LINC SYSTEMS SUPPLIER CODE OF CONDUCT

We work to hold our direct suppliers to the same standards and sustainability principles with respect to their operations.

LINC Systems is developing terms and conditions for all of our suppliers that include compliance with all applicable laws and regulations, including those relating to environmental matters, wages, working hours, conditions of employment, discrimination and health and safety.

OUR GOVERNANCE AT LINC SYSTEMS

BUSINESS ETHICS & CORE VALUES

At LINC Systems, a positive work environment and ethical culture provide the foundation to maintain our steadfast commitment to being a trustworthy business. While all our values guide us, our Core Values drive us to consistently engage in honest, ethical, and responsible business practices.

By adopting and adhering to ethical standards, focusing on the management of business risks, and complying with all relevant laws and regulations, we will continue to promote ethical practices across our business.

OUR PRIORITIES

Maintaining a world-class reputation for honest, ethical, and responsible business practices is our priority. We believe the conduct of our employees is the foundation for earning and sustaining this reputation.

Accordingly, we have identified goals to ensure our employees understand how to apply our values in everyday business activities, know where to turn for support or report concerns and are confident in the investigation and resolution process.

OUR APPROACH

Our Integrity core value is at the foundation of everything we do and influences our ethics and compliance program. We maintain an effective ethics and compliance program, including robust ethics reporting resources, training and education initiatives, and risk assessment, mitigation, and monitoring initiatives.

Our integrated approach to risk management combines processes related to ethics and compliance, enterprise risk management and sustainability to detect, prevent and mitigate risks. We maintain an ethics and compliance program that reflects well-established elements of an effective program.

INTEGRITY DRIVES US

OUR CODE OF CONDUCT

Our Core Values provides guidance about our Company's policies and is designed to help all stakeholders recognize and address ethical issues, enabling us to maintain our culture of integrity and accountability. We take integrity seriously. Behavior that falls below the standards set forth in our Core Values may result in disciplinary action, up to and including termination of employment.

These situations include:

- 🔗 Actions that violate our Core Values.
- 🔗 Requesting others to violate our Core Values.
- 🔗 Failure to promptly raise a known or suspected violation of our Core Values.
- 🔗 Failure to cooperate in investigations of possible violations of our Core Values.
- 🔗 Retaliation against another employee for reporting a possible violation of our Core Values.

We also expect our suppliers to comply with our Supplier Code of Conduct, which outlines our expectations for conducting ethical business practices and compliance with our policies and the law.

REPORTING CONCERNS & SEEKING GUIDANCE

We expect all stakeholders, including our employees, suppliers, and customers to speak up, both to ask questions and raise concerns. Our goal is that ethical misconduct never happens at LINC Systems, but if it does, we need to be informed so we can work to resolve it.

We depend on all our team members to recognize misconduct and expect them to report it to one of the ethics reporting resources. It is our belief that the sooner we learn about code violations, the sooner we can end the behavior and work to resolve any issues. Our ethics reporting resources are available to respond to questions and concerns.

These include:

- 🔗 Supervisors
- 🔗 Representatives of the human resources team
- 🔗 Members of the legal department

ALTERNATIVE REPORTING METHODS

We are committed to maintaining an environment where open, honest communications are the expectation, not the exception. We want all stakeholders to feel comfortable approaching our supervisors or management team with questions and concerns.

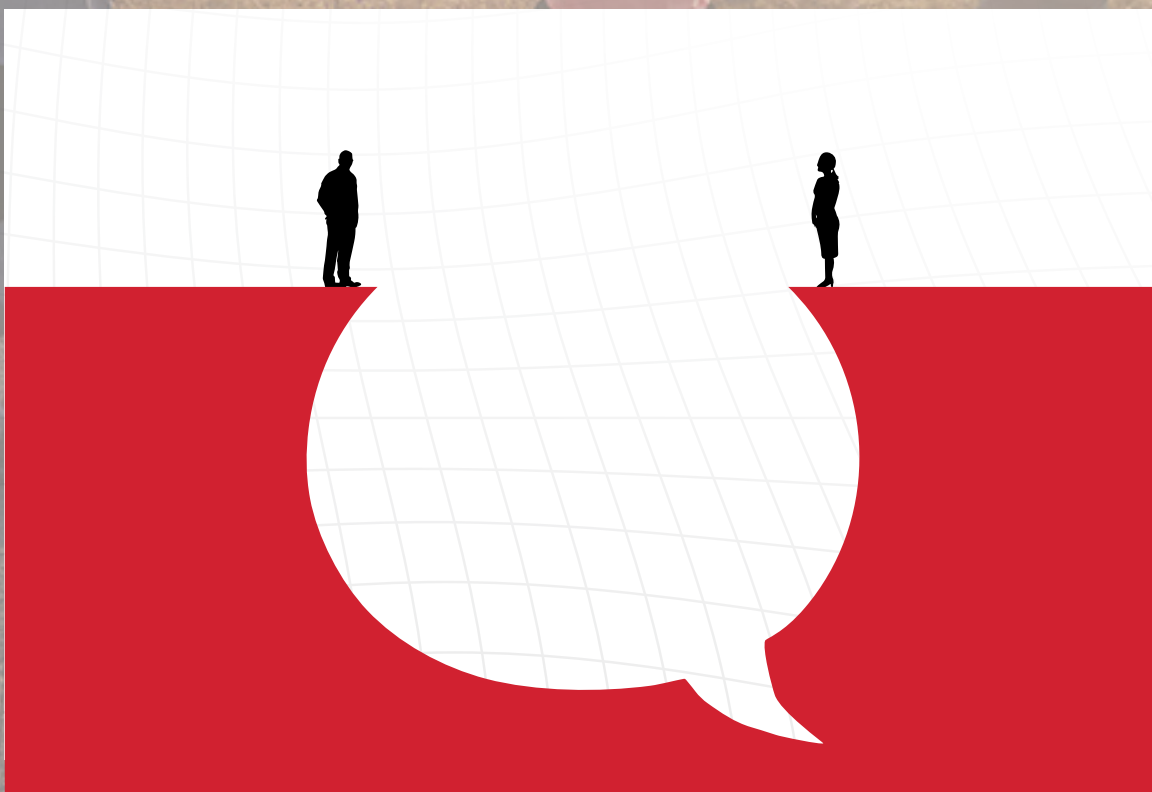
However, we also understand that there may be situations in which our stakeholders may prefer another reporting option. For this reason, we established multiple methods to report any issues.

These methods include:

- 🔗 E-mail directly to the CEO@LINCSystems.com or BOD@LINCSystems.com inbox monitored by Corporate HR
- 🔗 Speaking directly to your supervisor or member of the CEO's Staff

Each report is reviewed by the CEO or CFO. The outcome of each investigation, and remediation plan for those reports where concerns were substantiated, are reviewed by the prior to closure of the matter. Matters involving integrity, accounting, financial, legal, or regulatory matters are escalated at intake based upon criteria set forth by the CEO and Board of Directors.

Additionally, the Board of Directors receive periodic updates of ethics reporting statistics as well as review of all significant matters.



CYBER SECURITY

LINC Systems continues to prioritize cybersecurity to strengthen system controls, reduce organizational risk, and protect critical business operations. Through ongoing investments in security technologies, employee awareness, risk management processes, and operational resilience, we continue to enhance our ability to identify, detect, respond to, and recover from evolving cybersecurity threats.

To support a strong security posture, our Information Technology team maintains a comprehensive cybersecurity program that includes:

- Continuous vulnerability identification and risk management
- 24/7 security monitoring and threat detection
- Advanced endpoint, network, and email protection
- Regular security assessments and penetration testing
- Business continuity, backup, and disaster recovery preparedness
- Ongoing employee cybersecurity awareness training and phishing simulations
- Continuous improvement of security policies, processes, and controls

These initiatives help protect the confidentiality, integrity, and availability of company, customer, supplier, and employee information while supporting the long-term resilience of our business.

Responsible AI & Data Governance

In addition to our cybersecurity initiatives, LINC Systems has increased its focus on the responsible use of Artificial Intelligence (AI) and data governance. As AI technologies are evaluated and adopted, their use is guided by established company policies, employee training, and appropriate oversight to help ensure compliance with organizational standards and the protection of sensitive business and customer information. Our approach emphasizes responsible innovation, data stewardship, transparency, and security while leveraging AI technologies to improve operational efficiency and business outcomes.

TALENT DEVELOPMENT & PERFORMANCE MANAGEMENT



■ We develop, attract, and retain exceptional people by identifying top talent and prioritizing employee development. Providing employees with the tools necessary to be successful in their positions while providing the support and development needed to reach their full potential at LINC Systems is critical to the success of our business.

■ Our Talent Development and Performance Management system provides employees with frequent feedback and opportunities to grow their institutional knowledge and industry skills. Our focus on people development is critical during challenging times where business needs are continually shifting.

Our Talent Management strategy also relies on successful talent identification and succession planning to ensure continued business success for years to come. We use performance management tools to help us identify, recognize, and develop high potential and high performing employees.

In addition to succession planning for all senior leadership positions, we prioritize succession planning for our Leadership Team. We identify ideal experiences, critical leadership capabilities and key rotations needed to prepare each candidate for these important leadership roles.

COMMUNITY ENGAGEMENT

LINC Systems takes pride in giving back to our communities. We strive to become community partners by being actively involved through local organizations that are committed to the success of the communities we operate in. Through our strong community presence and as a leader in distribution, we are better able to attract and retain top talent in our industry.

LINC Systems understands that community involvement goes beyond financial contributions. We strive to be an active contributor to the many local events and community service projects that take place at all our locations across the country. Our branches enjoy giving back to their communities through numerous activities, including veteran donations for Honor Flight, Folds of Honor, Homes for Our Troops, Toys for Tots fundraisers, community wide clean up events, holiday events and many more.

We are proud of the partnerships we have formed within all our communities and the commitment LINC Systems has demonstrated through various community service projects and financial contributions.

VOLUNTEER SERVICE

We are pleased to offer a volunteer time off program throughout LINC Systems. This program allows team members to volunteer up to 8 hours per calendar year with full pay. The purpose of this program is to support volunteer activities that enhance and serve the communities in which we live and work.

This creates community engagement opportunities for LINC Systems team members that are meaningful, purposeful and helps those in need. These experiences also enrich and inspire the lives of our valued team members. LINC Systems team members are passionate about their communities and are committed to giving back through acts of service.



COMMUNITY INVOLVEMENT

LINC Systems understands that not all community engagement involves financial contributions or volunteer service. We embrace that all our facilities are a vital part of the community they operate in, and we strive to be an active contributor to the community events that take place throughout the year.

Our branches across the country take pride in being an active part of the community through numerous activities, including speaking engagements, holiday events, partnering with our local schools and Chamber of Commerce, hosting events, and much more.

LINC has a Bright Future

As LINC Systems paves the way forward towards a bright future, we will continue to foster an environment based on our Core Values. One that is dedicated to Sustainability and sharing that inspiration across our community.



Decatur Toys For Tots



The LINC Systems Team



2025 Annual Golf Outing
Supporting The Freedom 13



NASCAR Salt Lake City Event



Customer Solutions Center
Open House



2025 Pack Expo
Sustainability Panel

CHARACTER QUALITIES

Accountability

Meeting or exceeding what is expected of me by taking ownership

Adaptability

Demonstrating openness to change, or trying new ways to accomplish tasks

Benevolence

Showing willingness and desire to do good to others

Bravery

Overcoming difficult circumstances despite being fearful or worried

Composure

Maintaining self-control, dignity, and a calm demeanor in tense situations

Conviction

Having the resolve to accomplish a goal or assignment to its conclusion

Dependability

Reliably fulfilling commitments despite obstacles

Development

Taking time to focus on improving my knowledge, capabilities, and skill-set

Discernment

Seeing beyond the surface and demonstrating true understanding

Discretion

Using good judgment to ensure the appropriate decision or action is taken

Empathy

Working diligently to understand and view things from another's perspective

Endurance

Capably withstanding hardship, difficult conditions, fatigue, or adversity

Focus

Concentrating on the person or task currently at hand

Forgiveness

Letting go of negativity and resentment towards another

Fortitude

Recognizing the mental or emotional resilience needed to navigate unfavorable situations

Imagination

Creatively approaching a task from a new perspective

Influence

Effectively impacting, leading, or persuading others in a positive way

Integrity

Demonstrating strong moral principles by being honest and upright

Kindness

Interacting with others in a friendly, generous, and considerate demeanor

Loyalty

Proving to be trustworthy and committed to others regardless of difficulties

Modesty

Showing humility by avoiding vanity or boastfulness, and by giving praise to others

Organization

Having my affairs in order so I can efficiently deal with them

Passion

Expressing intense desire or enthusiasm to accomplish my goals

Persistence

Continuing a course of action toward my objective despite opposition or obstacles

Positivity

Promoting or contributing to an encouraging atmosphere, even during difficult times

Promptness

Ensuring responsibilities are met without delay and at the proper time

Readiness

Being prepared for, and willing to assume responsibility for, what needs to be done

Reliability

Being trustworthy and dependable to accomplish what is asked of me

Resoluteness

Demonstrating firmness and determination to achieve my goals or objectives

Resourcefulness

Finding smart and unique ways to achieve efficient solutions

Respect

Showing awareness and dignity to others' feelings, time, and circumstances

Teamwork

Enthusiastically collaborating with others for a common purpose

Thankfulness

Being grateful and appreciative of those who provided assistance

Transparency

Being open and truthful with others, without bias

Understanding

Demonstrating open-mindedness to others that have different perspectives or ideas

Vigilance

Maintaining awareness of surroundings and circumstances to react and respond in a cautious and mindful manner



www.LINCsystems.com
800.513.9918