



2022 SUSTAINABILITY REPORT

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CAUTIONARY STATEMENTS

Our Sustainability Report includes forward-looking statements based on Applied's management policies and plans. These statements were created based on information available at the time of compilation. Actual outcomes and results of activities may differ from statements due to changes in the business environment or other risk factors, many of which are outside of Applied's control.

Standards and goals cited in these pages are not guarantees or promises, but rather may be aspirational statements.

Data reported in these pages is non-GAAP and unaudited.

A MESSAGE FROM OUR PRESIDENT & CEO

COMMITTED RESPONSIBLE SUPPORTIVE



At Applied Industrial Technologies, we are proud of our rich heritage of nearly 100 years of leadership in industrial distribution, built on a strong foundation of quality brands, innovative solutions, dedicated customer service, sound ethics and a commitment to our Core Values.

As a distributor, we maintain a light carbon footprint. We also support a healthy environment by helping our customers reduce their impact. Where appropriate, we advise customers on energy savings in their operations, including conducting energy audits in critical areas like motors, belting and gearing, and developing innovative fluid power systems that reduce greenhouse gas emissions. We also promote product alternatives that are bio-based, non-toxic and / or made from recycled content.

Building on our legacy also means being a responsible corporate citizen by implementing greener practices in our operations, promoting diversity, fostering continuous learning across our organization, and supporting our communities. We understand that self-care, mental health and emotional well-being are integral to associate health, safety and productivity – all are vital topics that have become more pronounced since the onset of COVID-19.

We also know the journey is never complete; therefore, we continue to have an opportunity and responsibility to further develop plans, actions and results that promote fair, honest and ethical practices across our business. Collectively, we recognize our business requirements and social responsibility as we continue to enhance our position as a differentiated industrial distributor and extend our Company's legacy for many more years to come.

Through our commitment to operational excellence, dedication to partnership, and support for developing the potential of our associates, Applied® is focused on **Working Together** and **Winning Together** – generating success for all of our stakeholders.

We invite you to read on and learn more about our business and sustainability activities. Our refreshed 2022 report includes many updates, plus new information that further demonstrates our commitment and determination to ensure that Applied conducts business fairly, honestly and ethically, in every location where we do business.

Neil A. Schrimsher
President & Chief Executive Officer

OUR CORE VALUES



INTEGRITY

Honest and trustworthy in all we do



RESPECT

Fair and ethical relations with everyone



CUSTOMER FOCUS

Dedicated to customer needs; providing value-added service at every touch point



COMMITMENT TO EXCELLENCE

Quality in our products, service and support



ACCOUNTABILITY

Motivated and responsible for our actions and results



INNOVATION

Creative in generating value; anticipating and embracing change for new opportunities



CONTINUOUS IMPROVEMENT

Committed to becoming better, as individuals and as a team



TEAMWORK

Working together, winning together

COMPANY OVERVIEW

ABOUT APPLIED INDUSTRIAL TECHNOLOGIES

Applied Industrial Technologies (Applied®) is a leading value-added distributor and technical solutions provider of industrial motion, fluid power, flow control, automation technologies, and related maintenance supplies. Our leading brands, specialized services, and comprehensive knowledge serve MRO (maintenance, repair, and operating) and OEM (original equipment manufacturing) end users in virtually all industrial markets through our multi-channel capabilities that provide choice, convenience, and expertise.



In addition to our product offering, we provide numerous service solutions, including inventory management, engineering, design, assembly, repair, and systems integration, as well as customized mechanical, fabricated rubber, and shop services. Our familiarity with local markets and local companies provides the leverage and know-how to promptly address a wide variety of unique customer solutions, primarily in North America, as well as Australia, New Zealand, and Singapore. Overall, our network is well matched to the complexity of our large customer base, SKUs and product demand variability.

OUR VALUE PROPOSITION

Applied® is focused on helping customers minimize their production downtime, improve machine performance, and reduce overall procurement and maintenance costs, as well as optimize the efficiency and safety of their facilities and equipment. A primary focus for our service center network is responding to a critical “break-fix” situation, which requires knowledge of a customer’s facility, localized inventory, timely delivery capabilities, service execution, and accountability.

In addition, our fluid power, flow control, and automation operations design, engineer, and integrate solutions focused on making a customer’s operations and equipment more productive, cost efficient, and automated. Our products and solutions are increasingly critical within the industrial supply chain given an aging and tighter customer labor force, more sophisticated production equipment and processes, a greater focus on plant floor optimization, and compliance and regulatory requirements.

More than ever before, our comprehensive portfolio of products and services – combined with our specialized expertise and know-how – is bridging today’s challenges with tomorrow’s opportunities.



OUR HISTORY

“Taking Care of the Customer” has remained Applied’s guiding principle over the years. The Company’s rich heritage is built on a strong foundation of dedicated associates committed to serving our customers, partnering with leading manufacturers to provide innovative solutions, and living our Core Values every day.

The Company was founded in 1923 as The Ohio Ball Bearing Company in Cleveland, Ohio. In 1953, we changed our name to Bearings, Inc., followed by Applied Industrial Technologies in 1997 to more accurately reflect our diversified product lines. From the 1950s through the early 1990s, Applied® targeted U.S. expansion with small and mid-size acquisitions. In the mid-1990s, we increased the overall pace of acquisitions, expanding our fluid power operations in particular.

Since 2000, Applied has also grown internationally with locations in Canada, Mexico, Australia, New Zealand, and Singapore. In addition to extending our global reach, we have expanded our capabilities and enhanced our value-add. In 2013, we formed Applied Maintenance Supplies & Solutions®, making us a leading national distributor of C-Class maintenance, repair, operating and production (MROP) supplies.

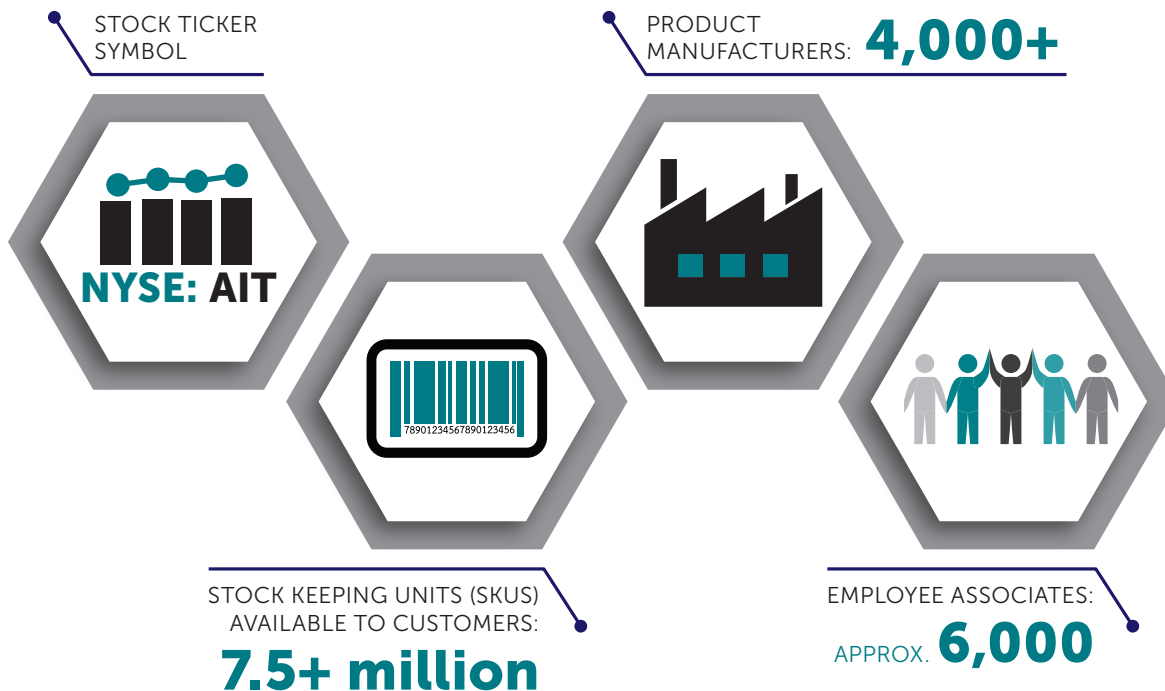
The year 2018 brought expansion into specialty process flow control products and solutions, followed by automation technologies in 2019. We are now a leading distributor and solutions provider across advanced machine vision, and collaborative and mobile robotic technologies.

We are also investing in digital capabilities that complement our local presence, and continue to evaluate and develop new commercial solutions that fully leverage our technical capabilities and application expertise as legacy industrial infrastructure converges with new, emerging technologies.

Today, at nearly 100 years, our differentiated industry position is apparent – from our legacy service center network to our leading engineered fluid power and flow control solutions, and a scaling presence across advanced automation solutions, we are a critical partner for our customers’ most valuable assets and supply chain investments.



Our founder – Joseph M. Bruening



Data current as of June, 2022


CORPORATE GOVERNANCE


Applied's Board of Directors brings a diverse set of skills, experience, and attributes to the oversight of business operations. In the past five years, we added two public company CEOs and two other active executives to the Board, deepening the expertise brought to our corporate governance.

The Board periodically evaluates its leadership structure under circumstances existing at the time. We have long maintained separate positions of Chairman and Chief Executive Officer and elected an independent director to serve as Chairman. The Board believes its current leadership structure best serves the Board's oversight of management, the Board's carrying out of its responsibilities on the shareholders' behalf, and Applied's overall corporate governance. The Board also believes the separation of the roles allows the CEO to focus his efforts on operating and managing the Company.

The Board has adopted **governance principles and practices** to serve the best interests of the Company, our associates, and other stakeholders. With respect to risk oversight, while management is responsible for day-to-day management of risks, the Board, as a whole and through its committees, oversees and monitors risk management. In this role, the Board is responsible for determining that the risk management processes designed and implemented by management are adequate and functioning as designed.


While the Board is ultimately responsible for risk oversight, the committees assist the Board in the areas described below, with each committee chair presenting reports to the Board regarding the committee's deliberations and actions.


 **The Audit Committee assists with respect to risk management in the areas of financial reporting, internal controls, and compliance with legal and regulatory requirements.**


 **The Executive Organization & Compensation Committee assists with respect to management of risks related to executive succession and retention, and arising from our executive compensation policies and programs.**


Applied's **ESG Steering Committee** provides direction, oversight, and communication for our sustainability program activities, subject to review by executive management. The committee includes employees with backgrounds in law, compliance, risk management, communications, and investor relations.


We encourage investors and other interested constituents to review our annual proxy statement for additional details about our governance practices.


 **All Board directors, except for the Company CEO, are independent; the Chairman of the Board is an independent director; and key committees are staffed only by independent directors.**


 **As of June 2022, two of our eight directors are women and one is a minority.**

 **The Board holds regular executive sessions for independent directors to meet without management present.**

 **The Corporate Governance & Sustainability Committee assists with respect to management of risks associated with Board organization and membership, along with other corporate governance matters, as well as Company culture, ethical compliance, and environmental and social subjects.**

 **All key governance documents (including our Board of Director Governance Principles and Practices, Committee Charters, Related Party Transactions Policy, and Director Independence Standards) are available on our website.**

 **The Board holds an annual shareholder advisory vote to approve Applied's executive compensation; we have earned a 97% FOR vote in each of the last five years.**

 **Applied® is committed to integrity in corporate governance and transparency in financial reporting; our Audit Committee engages a Big Four global accounting firm to serve as our independent auditor.**



CODE OF BUSINESS ETHICS

All Applied® associates accept the responsibility to perform their daily jobs according to a policy of high ethical standards. We review our Code of Business Ethics, posted on our website, annually to ensure it is relevant to our current business and operating environment, and to the expectations of our stakeholders. All associates are required annually to formally acknowledge they have read the Code, understand it and agree to practice its ethical principles in the course of daily business activities.

Our “open door” policy supports Applied associates who want to report a problem – ethical or otherwise. Additionally, we have a third-party ethics hotline for associates, customers, suppliers and others to report, anonymously if desired, questionable incidents or conditions.

We take ethics very seriously and pride ourselves on the high standards we have set.

Applied is dedicated to running an ethically and legally compliant business. Applied’s Code of Business Ethics specifically forbids its associates from engaging in anti-competitive, unethical, corrupt, or otherwise illegal conduct, such as money laundering or bribery. Applied expects our suppliers and customers to meet these same ethical standards.

Applied monitors **Company practices to ensure compliance with applicable laws and sound business practices**, including in areas of labor and employment, ethics and anti-corruption, and prevention of human trafficking, modern slavery, forced labor, and corporal punishment. Applied further monitors to ensure compliance with its ethical standards, through committees that review ethical and legal matters. Each associate, officer, and director must respect and obey the laws of the jurisdictions in which they do business and adhere to Applied’s Core Values and Code of Business Ethics. Applied expects its customers and suppliers to do the same and has adopted a Supplier Code of Conduct to ensure our suppliers understand our expectations.

Applied is dedicated to the principle that genuine competition, in a free and open marketplace, brings value to our customers. Applied complies with applicable antitrust and trade regulation laws. We endeavor to conduct business in accordance with responsible and ethical marketing practices.

ETHICS REPORTING HOTLINE

Confidential. Anonymous.

844-600-0074

www.lighthouse-services.com/applied

Ethics Reporting Hotline

Confidential. Anonymous.

Applied® provides a third-party hotline to anonymously report questionable conditions or incidents, including, but not limited to:

Fraud

- Bribery, Kickbacks
- Fraudulent Reporting
- Falsification of Reports, Records or Contracts
- Internal Controls Matters
- Theft, Embezzlement

Compliance & Ethics

- Conflict of Interest
- Misuse of Company Property
- Violation of Laws or Regulations
- Disclosure of Confidential Information
- Questionable Dealing with Suppliers, Customers or Competitors

Human Resources

- Abuse of Benefits
- Discrimination
- Improper Conduct
- Intoxicant Abuse
- Harassment
- Violations of Company Policy
- Unsafe or Unhealthy Working Conditions
- Wrongful Discharge

Regular business issues and matters not requiring anonymity should be directed first to the associate’s supervisor, a member of management or the HR department. Refer to the Applied® Code of Business Ethics for additional information.

Call Toll Free

844-600-0074

www.lighthouse-services.com/applied

LIGHTHOUSE
Obtaining Information. Delivering Solutions.

A service provided by Lighthouse Services, Inc.
www.lighthouse-services.com

Lighthouse is an independent provider committed to protecting the identity of all persons who use the secure reporting system to report improper activity.



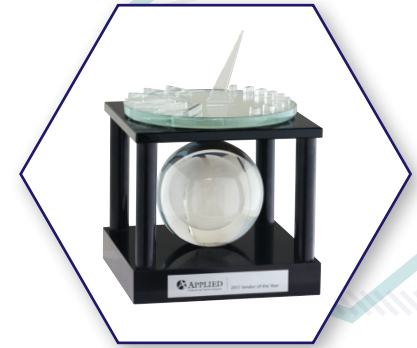
As part of our ongoing commitment to the Applied® Core Values and Code of Business Ethics, all full and part-time associates are assigned required ethics and compliance training. Online training modules address various topics and reinforce the important role each of us plays in following the Code and our other policies in daily interactions with our customers, suppliers, fellow associates, communities and shareholders.

SUPPLY CHAIN MANAGEMENT

Applied® operates a robust supply chain network, delivering the right mix of more than 7.5 million industrial products to support customers in virtually every industry. Our continued growth is greatly aided by longstanding relationships with suppliers who represent the highest quality brands and deliver comprehensive solutions for our customers' needs. We represent more than 4,000 leading manufacturers of innovative, efficient and reliable industrial products.

Our suppliers are expected to adhere to our **Supplier Code of Conduct** to ensure Applied's ethical expectations are upheld. Additionally, we conduct annual performance evaluations of our top suppliers using scorecards and surveys. Our teams carefully review the results and develop action plans that benefit all stakeholders.

Based on our supplier evaluations and with input from senior management, a supplier is selected and presented with an Applied Vendor of the Year award. The award commemorates the tradition and value of our supplier relationships, and its unique design represents Integrity, Innovation, Continuous Improvement and Teamwork, which are central to Applied and our Core Values.



Applied® Vendor of the Year Award

SOURCING & PROCUREMENT

Conflict Minerals

The Securities and Exchange Commission has adopted conflict mineral reporting rules that require public companies with manufactured products containing four identified conflict minerals – tin, tantalum, tungsten, and gold – to adhere to certain assessment and reporting requirements.

Applied® is primarily an industrial distributor, not a manufacturer. Our products are predominantly used in industrial MRO operations, rather than OEM applications, and therefore are typically not within the rule's scope. While we cannot certify to the contents of all the millions of products we distribute, we have integrated conflict minerals compliance into our supply chain management processes and continue to assess our suppliers' products. As a public company, Applied files our Form SD with the SEC, and we post our **Conflict Minerals Report** on our website.

Supplier Diversity

Applied's Supplier Diversity / Small Business Program provides diverse businesses an opportunity to become one of our valued suppliers. We proactively encourage sourcing from:

-  **Small disadvantaged businesses**
-  **HUBZone businesses**
-  **Small businesses**
-  **Minority and women-owned business enterprises (MWBs)**
-  **Veteran-owned and service disabled veteran-owned businesses**







Suppliers are assessed and chosen based on the best fit for our customers' needs. We also seek to participate in diversity-related community events and to provide training when necessary.



ISO CERTIFICATIONS

Applied® has been ISO certified since 1997. Our quality systems are maintained to current ISO 9001:2015 requirements throughout our U.S. and Canadian service centers and distribution centers. Within our FCX Performance business, we maintain ISO 9001 and ISO 17025 certifications. In addition, several Applied subsidiaries are certified to AS9120 and other industry-specific standards, based on customer requirements.

Every day, we realize the rewards an ISO 9001:2015 foundation brings:

-  **On-time and error-free delivery**
-  **Accurate and efficient order processing**
-  **Improved product and service quality**
-  **Enhanced performance through Lean and risk-based thinking**
-  **Reduced order cycle time**
-  **Customer-focused feedback and response systems**

Applied is currently pursuing ISO 14001 and ISO 27001 certifications. ISO 14001 is an internationally recognized standard that defines the requirements for an Environmental Management System. ISO 27001 is the leading international standard focused on information security and the adoption of an Information Security Management System.

INFORMATION & TECHNOLOGY

Applied® recognizes the importance of information and technology. With **established practices and policies around systems and cybersecurity**, Applied adopts enterprise class systems to ensure the continuity of business and delivery of information to optimal points of use. We actively monitor technology trends to weigh risk and identify issues that drive continuous improvement efforts or provide necessary enhancements of our technology defenses.




Through technology, Applied enables transparency and control to better manage operations and improve process efficiency. In addition, through our digital applications – like the Applied.com website, external and internal portals, and mobile applications – Applied provides customers, suppliers and associates access to information that deepens our business relationships, provides a more transparent engagement, reduces consumption of paper resources, and enhances our ability to serve.



With regards to cybersecurity, we consistently reinforce a “see something, say something” approach where all associates carry the responsibility to help protect and ensure the security and accuracy of our information. Mandatory cybersecurity courses are assigned annually and serve to heighten associate awareness of potential risks and related safety measures. Additionally, periodic internal **Cybersecurity Update e-mails** review trending threats and safeguards. Applied also recognizes Cybersecurity Awareness Month every October through increased communications that help ensure our online business and personal information are kept safe and secure. On an executive level, regular updates on information security matters are reviewed and discussed in our Board of Directors quarterly meetings.



DATA PROTECTION

Applied® adheres to plans and processes that keep us vigilant and help to safeguard our business. Accordingly, we take data protection seriously and strive to constantly use best practices to protect our associates’, customers’, and suppliers’ confidential information. Those practices include user awareness and education as both are key to effective cybersecurity. **Our Privacy Policy** – available at Applied.com – addresses how we collect personal information through our websites, including how we use and when we disclose that information. Additional protective measures throughout Applied include:



-  **Hardening our network – continuing to fortify systems and applications in our network infrastructure**
-  **Increasing security requirements – including two-factor authentication, more complexity in passwords, and tightening of privileged access**
-  **Improving laptop / desktop tools – rolling out additional tools on our computers designed to “quarantine and control” malware and block unwanted connections to certain local devices**



-  **Reducing risky technology – following industry best practices, including tighter controls over scripts run on Company networks, among other measures**
-  **Adopting cloud strategies – improving continuity, scalability, and enterprise visibility**



TECHNOLOGY INFRASTRUCTURE

As part of our ongoing efforts to increase operational efficiency and lower Applied’s carbon footprint, the Company continues the **consolidation and decommissioning of systems**. In addition, we adopt cloud and virtualization strategies to further reduce space and lower energy consumption. Our ongoing improvements to datacenter infrastructure, such as cooling, fire suppression, and electrification, promotes energy-efficient and environmentally-friendly operations. Recent initiatives have resulted in the following benefits:

-  **Introduced digital cooling technology to conserve energy and extend the useful life of cooling systems**
-  **Anticipated reductions in electricity usage**






-  **Reduced / contained growth of server footprint through consolidation, virtualization, or cloud adoption**
-  **Evaluated safety preparedness and implemented EPA-approved fire suppression gases**

ENVIRONMENTAL, HEALTH & SAFETY



Applied® is committed to sound Environmental, Health and Safety (EHS) practices every day. We actively champion safe behaviors, individual accountability, and continuous improvement to protect the health and safety of our associates and the environment. By aligning EHS activities with our Core Values, we demonstrate our commitment to benefiting all Applied stakeholders, including associates, customers, communities and shareholders.

Applied's EHS management system guides our actions as we promote workplace health and safety, and environmental sustainability. Whether we are positively impacting our EHS performance or helping a customer with their sustainability goals, our objectives are the same:

-  **Complying with applicable EHS regulations.** Applied's policies, procedures and specialist resources assist our associates in fulfilling compliance obligations to ensure the safety of our associates and to protect the environment. We also seek the commitment of our suppliers and contractors to sound EHS practices.
-  **Fostering a culture of continuous improvement,** founded on established risk analysis processes, periodic assessments, and metrics to improve our EHS performance.
-  **Maintaining a culture that empowers associates** to identify, report and mitigate (when possible) potential or actual risks and incidents regarding health and safety or the environment.
-  **Providing training to our associates** that is tailored to our workplace, including sharing best practices regarding safety and environmental performance and compliance in order to continuously improve associates' skills and EHS knowledge.
-  **Supporting our environmental sustainability efforts** through pollution prevention, product procurement, waste management and recycling, and the efficient use of natural resources and energy.
-  **Communicating our progress on EHS objectives** on a regular basis to interested stakeholders.

Our EHS management system follows the continuous improvement model of **Plan, Do, Check, Act** as we evaluate our performance against objectives and provide flexibility as new EHS regulations or circumstances arise. Our programs are developed in accordance with the Occupational Safety and Health Administration's Safety and Health Program Management Guidelines. Additionally, we utilize outside vendors to assist in the completion of time studies, safety audits and other reviews to identify hazards unique to the various tasks our associates face on a day-to-day basis.

We also perform detailed analysis of loss information to provide to business unit leaders, which aids in targeting efforts for functional work improvement or emphasis on other safety-related topics in an effort to ensure associates return home in the same condition they come to work in.

Outside of the United States, the Applied Canada team has been awarded a Certificate of Recognition in Alberta in acknowledgement of implementation of an EHS Management System that meets standards established by provincial Occupational Health and Safety. Our team also collaborates with external resources such as Partnerships in Injury Reduction and training vendors to advance our safety culture.

Communication is key to the continuous improvement cycle. Leadership – at all levels of the organization – has a critical role in communicating EHS processes and procedures for compliance and specific objectives. Key learnings from root cause analyses along with other reviews noted above are sent to our teams for awareness and mitigation as applicable.

ADDRESSING THE COVID-19 PANDEMIC

Throughout the COVID-19 pandemic, Applied's focus has remained on the well-being of our associates and our organization, while also ensuring our capability to serve our customers. As one of the largest distributors and service providers of industrial motion and control technologies in the world, Applied® remained open for business, **cognizant of the essential role we play** – providing critical parts, services and solutions; serving many essential industries; and offering know-how on specialized capabilities that help keep industry running productively.

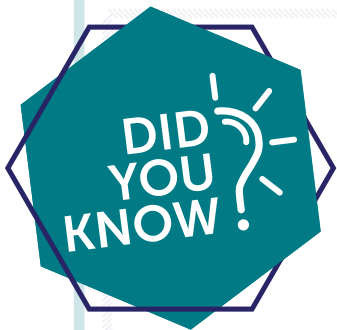


To ensure the welfare of our associates, customers and the communities in which we operate, Applied has taken multiple actions to mitigate the impact of COVID-19, including but not limited to:

- ✓ **Creation of a cross-functional Tactical Team in the early days of the pandemic to develop action plans and support the Company's overall corporate response**
- ✓ **Development of a repository for information regarding COVID-19 on Applied.com, and for our associates via our Company intranet site**
- ✓ **Communication of resources to assist associates and operations in responding to various challenges posed by the COVID-19 pandemic:**
 - ✓ Promoting healthful practices and mental well-being (including frequent reminders to associates of our employee assistance programs and safety procedures)
 - ✓ Pandemic fact sheets
 - ✓ Business travel guidelines
 - ✓ Company vehicle guidelines
 - ✓ Facilities resources

Applied's **We Are Here, We Are Open, We Are Ready to Serve** mantra encapsulates the support we provide due to the critical infrastructure role we play in serving essential industries.

As a result of the pandemic, Applied has better integrated technology to conduct meetings virtually when appropriate, thereby reducing travel-related emissions.



Our Flow Control teams have provided critical products and solutions for the COVID-19 vaccine production. These include hygienic diaphragm valves, Water for Injection (WFI) pumps, and Clean-In-Place flow systems used to clean and regulate material flow and temperature as the vaccine is manufactured. We are proud and grateful to be involved!

HAZARDOUS WASTE MANAGEMENT

As Applied® is primarily a distributor of industrial products, our operations typically do not generate a significant amount of hazardous waste. To ensure proper disposal of this material through the use of select, reputable vendors and minimize its impact on the environment, we channel management of hazardous waste through our distribution center network. Due to the **limited amount of hazardous waste generated**, our distribution centers are either classified as Very Small Quantity Generators or Small Quantity Generators.

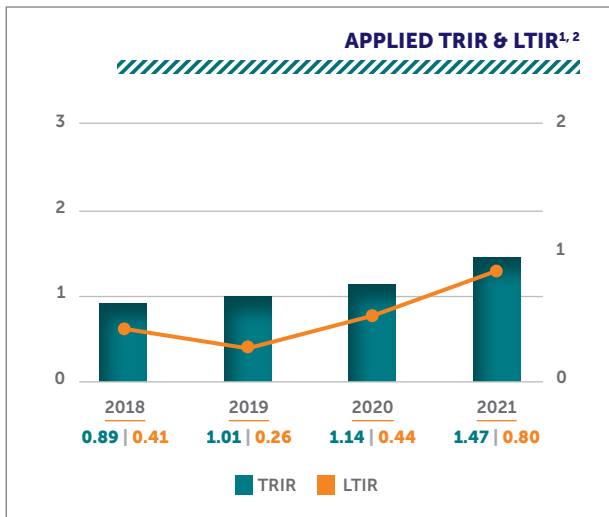
ASSOCIATE SAFETY

Applied® is committed to the safety and well-being of all associates. In the U.S., all associates are required to complete **specified training courses** annually, which include offerings on workplace safety hazards and vehicle safety. In addition, role-specific training is provided to our services organization based on the types of hazards our associates may face while carrying out their job function, ranging from operating in confined spaces, to forklift operation and lockout / tagout training. Because Applied serves many different industries in various types of settings, we provide training resources for our associates to ensure their safety at a wide variety of customer facilities. Our associates are completing more than 10,000 safety courses annually, helping to raise awareness of risks in the workplace.

SAFETY STATISTICS

In addressing associate safety at Applied®, we monitor both Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR). As a result of our efforts, our TRIR and LTIR are below industry averages published by the U.S. Bureau of Labor Statistics, as well as other industrial association benchmarks.

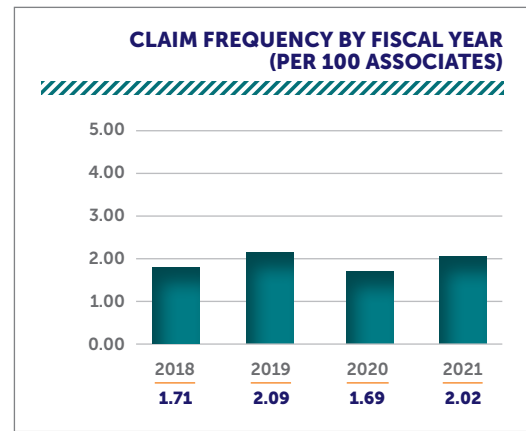
Information is reported for our U.S. operations and is reported on a fiscal year basis except for TRIR and LTIR, which are reported on a calendar year basis in accordance with OSHA reporting timelines:



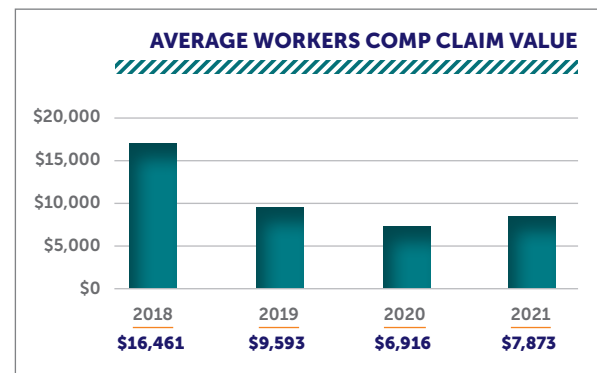
¹TRIR and LTIR are calculated as the number of incidents multiplied by 200,000 and divided by hours worked.

²TRIR and LTIR are calculated net of the impact of reportable cases which arose as a result of a COVID-19 diagnosis.

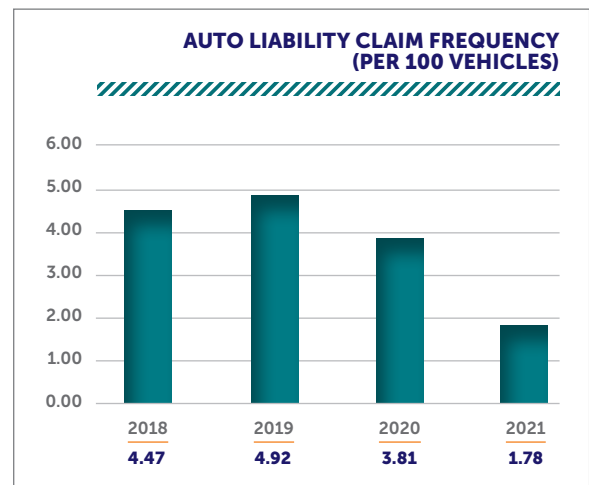
We have also sought to control or reduce incident rates for common injury types occurring in the workplace. Following is information on the frequency of workplace injuries year over year (based on number of events per 100 associates):



In addition, while medical costs have risen in broader society, the average value of our Workers Compensation claims has declined since 2018:



Along with our efforts to reduce frequency of workplace injuries, we promote safe driving. Frequency of liability claims arising from auto incidents is down approximately 60% over the last four fiscal years:



SUSTAINABILITY INITIATIVES

Our customers' choice of industrial products does more than keep their operations running. Selecting the right products can help keep workers safe, reduce environmental impact, comply with government mandates, lower operating costs and gain a competitive edge. Beyond sourcing products and coordinating services, our knowledgeable Applied® associates help our customers make the best choices for their operation.



ECO-FRIENDLY PRODUCTS, SERVICES & SOLUTIONS

Selecting "green" products has many benefits over and above the environmental impact. It can be a smart business choice for lowering operational costs, creating a safer working environment, complying with government policies, and generating positive business relations.

The eco-friendly attributes of thousands of products are detailed in our Applied® Product Catalog and on our website. From belts to motors to chemicals, our suppliers have identified these and other eco-friendly product attributes:

-  Energy reduction products
-  Biodegradable products
-  ENERGY STAR® products
-  Recycled content products
-  NEMA Premium® products
-  Federal Energy Management Program (FEMP) products
-  Bio-based products
-  Green Seal® certified products
-  EcoLogo® certified products

Applied Fluid Power®

The Applied Fluid Power family of companies has state-of-the-art repair facilities for pumps, motors, valves and cylinders in varying size and horsepower. Our factory-trained technicians, OE parts and advanced equipment keep our customers' facilities running.






Also, Applied Fluid Power is a pioneer in **High-Velocity Oxygen Fuel (HVOF) Cylinder Rod Resurfacing**. Our team has invested in the best equipment available to bring the cleanest and most environmentally-friendly thermal spray method for hydraulic actuators. The HVOF process eliminates the use of chromic acid solutions, which are known carcinogens and can cause other health problems. It also improves performance of cylindrical metal parts, dramatically lengthening component and seal life.



In 2021, Applied Fluid Power launched a **cylinder exchange program** for pitch cylinders in the wind energy industry. The Applied Fluid Power team remanufactures the cylinders to OEM specifications, and reuses as many components as possible. This achieves a two-fold goal of supporting a renewable energy source – wind – and reducing waste by remanufacturing rather discarding for new.

Additionally, Applied Fluid Power's **newly designed hydraulic power unit** solves an issue with traditional fixed-delivery units, by delivering flow only when needed. In addition, it improves on the pressure compensated design by only requiring the flow needed.

Additional Applied Fluid Power Sustainability Practices:

-  Designing electronic controls for hydraulic systems to meet EPA emissions standards
-  Devising an innovative system – through our Electronic Controls Integration Team – for a customer who received a clean-energy DOE Development Grant to create a system that captures wave energy
-  Collaborating with a professional energy audit firm on utility rebates for customers, including redesigning hydraulic systems and utilizing pneumatic valves to create energy efficiencies
-  Offering a hydraulic press upgrade program focused on improving quality, reliability, productivity, and energy efficiency
-  Creating system designs utilizing batteries and electric motors as prime movers, replacing diesel engines

REMANUFACTURING SERVICES

Our work goes far beyond simply selling products. Frequently, it is more cost effective to repair or rebuild parts than to purchase new ones. Our associates can identify what's best for worn parts and assemblies, whether it's repair, rebuild, replacement or even a new, more efficient system. Parts are reworked to their original or improved design specifications and fully tested, and this in turn reduces the amount of material that is sent to landfill or otherwise discarded.



FCX Performance

The FCX team offers comprehensive plant survey services – assuring that flow control equipment is running smoothly and efficiently. Our technical flow control engineers will produce an assessment of equipment, evaluate the equipment's efficiency, and make recommendations to improve overall system operations.

Within the FCX Performance organization, our IPS and Renew-CVG operations service all makes, models and sizes of valves, actuators and rotating equipment. Our team of experienced professionals is trained in the latest technology to rebuild worn equipment back to OEM specifications or better quickly – so the customer is up and running with little to no downtime, helping to reduce costs, decrease machinery waste, and increase the life of the system.



Additional FCX Sustainable Practices:

-  Designing pumping systems that utilize less energy
-  Installing intelligent water heating technologies that control temperature to meet regulatory standards, reduce energy consumption, and eliminate waterborne pathogens for institutional customers in education and healthcare industries
-  Applying an upgraded pump design to reduce variability in a food & beverage packaging line, resulting in greater efficiency and energy savings
-  Monitoring flow rates with increased accuracy to minimize waste and improve product quality in pulp & paper production

INDUSTRIAL INTERNET OF THINGS (IIoT)

Applied® is expanding our innovative solutions for the Industrial Internet of Things (IIoT). The Applied IoT Connect™ program engages our best suppliers in delivering smart products and systems that improve predictive and preventive maintenance, enable remote machine monitoring, and provide more automated and connected organizations. Offering these comprehensive solutions to our customers can help them increase productivity and extend product life expectancy, which reduces waste, while also lowering owning and operating expenses.



DOCUMENTED VALUE-ADDED® (DVA®)

Through our Documented Value-Added® (DVA®) process, we can show how much customers will save as a result of the products and services they purchase from Applied®. DVA documents provide the hard numbers that impact a customer's bottom line.

Results in eight cost-saving categories are documented:

-  Increased Productivity / Uptime
-  Reduction of Maintenance Costs
-  Inventory Optimization / Management
-  Technical Support / Training
-  Energy Savings
-  Value-Added Services & Quality Processes
-  Transaction Cost Savings
-  Price Savings

ECO-FRIENDLY KNOWLEDGE

Our sales associates act in a consultative manner regarding eco-friendly products. We actively advise our customers on product selection that **reduces environmental impact**. Additionally, we provide expertise to customers on how to save energy in their operations. This includes conducting extensive energy audits in critical areas like motors, belting and gearing.

ECO-FRIENDLY OPERATIONS

As a distributor rather than a product manufacturer, we're fortunate to make a smaller impact on the environment than many companies in the industrial marketplace. Still, we continually look for ways to run our business successfully while safeguarding resources for future generations. Here are some of Applied's internal initiatives in the areas of energy, water, waste and environmental management:

-  **Company Fleet** – Nearly two-thirds of our U.S. fleet of dedicated sales vehicles is made up of fuel-efficient vehicles that average nearly 30 miles per gallon.
-  **Freight** – We concentrate our U.S. freight spend with EPA SmartWay Transport Partners. SmartWay is a collaboration between the U.S. EPA and the freight industry designed to increase energy efficiency while significantly reducing greenhouse gases and air pollution. Our small parcel shipper is designated as a "SmartWay Excellence Awardee," recognized for superior environmental performance.
-  **Indirect Purchasing** – We are evaluating eco-friendly alternatives for the consumables we source for daily operations, such as cafeteria products, janitorial and cleaning supplies, copy paper, and printer toner.
-  **Invoice / Statement Digitization** – Over the years, we have transformed 84% of our invoice transmissions in our U.S. service centers business to digital format; due to efforts in fiscal 2022, digitization of customer invoices increased by four percentage points when compared to the prior year. Additionally, we have transitioned from a paper-based process to 43% of customer statements digitized, with four percentage points achieved in fiscal year 2022. We are committed to achieving additional improvements as we reduce the economic and environmental impacts associated with paper use, printing, postage, handling and logistics.
-  **Recycling** – We have implemented recycle programs and have developed procedures detailing the proper disposal of terminals, computers, printers and other computer-related equipment. Our primary waste management company in the U.S. reports that we are recycling nearly 10% of our waste.
-  **Composting Program** – We initiated composting activities at our corporate headquarters with the help of Rust Belt Riders, a Cleveland-based company. Our Café food scraps become compost, which provides nutrients and structure for growing food, flowers, and flora, as well as aiding communities via water retention, pollution mitigation, increasing biodiversity, and beautifying the places we live. We are diverting waste from landfills and actively reducing our carbon footprint.
-  **LED Lighting** – We continue to deploy LED lighting in our facilities as we seek to reduce our energy consumption from lighting. As part of a focused pilot program to formally evaluate LED lighting technologies and service providers, we selected a partner and developed a plan to install LED lighting solutions at 23 locations in fiscal year 2022.

The program has already resulted in lower energy consumption, an enhanced working environment, and improved operational efficiency. While LED lighting typically reduces energy consumption in the range of 40 to 60%, we have seen sites with very old and inefficient technology reduce energy usage by more than 70%.
-  **HVAC Replacement** – In 2020, we replaced the original HVAC units that were installed when our corporate headquarters facility opened in 1997. The project included installing five new energy-efficient units along with a highly sophisticated software monitoring system to ensure we are being as prudent as possible with our energy usage and consumption. The result:
 - ✓ Replacement of 25-year-old inefficient technology with more modern efficient equipment
 - ✓ Energy / utility cost savings of 11%
 - ✓ Decrease of 259 metric tons / year of carbon dioxide (CO2) emissions into the environment
Our modern high-efficiency HVAC equipment helps us reduce our carbon footprint and align with current environmental and energy standards. We have also replaced HVAC units with more energy-efficient equipment at several other large Applied® locations. We intend to continue making these types of system upgrades well into the future.





Buckhorn Containers – Applied’s U.S. distribution centers are benefiting from the use of refurbished Buckhorn containers – a reusable, sustainable container that is 100% recyclable and can be used thousands of times. The rollout – from April 2020 through June 2021 – consisted of refurbished Buckhorn containers versus new.

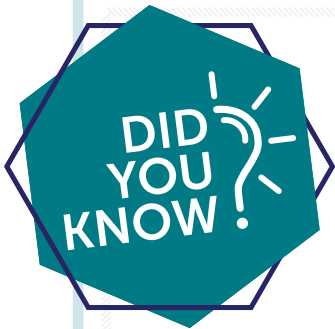
The containers are highly durable to provide superior product protection, include pallet jack / forklift access, collapse flat and stack to optimize warehouse space and returned container freight, offer better ergonomics, and increase productivity. Buckhorn containers also support our environmental sustainability practices by eliminating cardboard, wood and dunnage from the supply chain, as well as providing safer and cleaner work areas.



Package Filler Reuse – Where possible, our distribution centers regularly reuse packing – whether bubble wrap, air pillows, shredded cardboard or paper. All of these are reusable and just as valuable as new packaging product by simply saving these materials and keeping them ready for use. Doing so cuts down on waste, shipping costs and reduced trash in landfills.



Water Consumption – Applied is primarily a distributor of industrial products, and as such our use of water is largely hygienic in nature. We do not utilize excess water in production processes. Our product and design solutions promote regulatory compliance with dynamic environmental standards, helping customers limit any potential impact to water sources.



Thousands of Applied® customers use **Electronic Data Interchange (EDI)**. EDI technology links customers to Applied through computer systems, delivering transaction processing efficiency and improved data accuracy. With EDI connections, less time is spent on mailing, faxing, order entry, invoice processing and item-receiving functions. A reduced reliance on paper is a clear benefit.

In addition, EDI reduces data entry work and data entry errors. The result is more accurate order fulfillment, fewer discrepancies in receiving, and fewer invoice errors. Improved order accuracy leads to fewer returns and reorders, which in turn can lead to reductions in shipment fuel use.

SASB INDEX

Applied® reports information in accordance with the Sustainability Accounting Standards Board (SASB) guidance for the Industrial Machinery & Goods standard. Unless otherwise noted, data is for U.S. operations only.

TOPIC	ACCOUNTING METRIC	CODE	UNIT OF MEASUREMENT	RESPONSE - FY2021
ENERGY MANAGEMENT ¹	Total energy consumed	RT-IG-130a.1	Gigajoules (GJ)	115,000
	Percentage grid electricity		Percent	100%
	Percentage renewable ²		Percent	N/A ²
EMPLOYEE HEALTH & SAFETY	Total Recordable Incident Rate (TRIR) ^{3,4}	RT-IG-320a.1	Rate	1.47
	Fatality rate ⁵		Rate	0
	Near Miss Frequency Rate (NMFR) ⁶		Rate	0.04
FUEL ECONOMY & EMISSIONS IN USE-PHASE	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	RT-IG-410a.1		N/A ⁷
	Sales-weighted fuel efficiency for non-road equipment	RT-IG-410a.2		
	Sales-weighted fuel efficiency for stationary generators	RT-IG-410a.3		
	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	RT-IG-410a.4		
GREENHOUSE GAS EMISSIONS	Gross global Scope 1 emissions	TR-RO-110a.1	Metric tons (t) CO ₂ -e	18,500 ⁸
MATERIALS SOURCING	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	Discussion and Analysis	Please see the <i>Conflict Minerals</i> portion of the Sustainability Report as well as Form SD (available at our corporate website) which provide detail on management of these resources
REMANUFACTURING DESIGN & SERVICES	Revenue from remanufactured products and remanufacturing service ⁹	RT-IG-440b.1	Currency - USD	See associated narrative in the Sustainability Initiatives/ Remanufacturing Services section of our Sustainability Report
ACTIVITY METRIC	Number of units produced by product category ¹⁰	RT-IG-000.A	Currency - USD	\$2.20B
	Number of employees ¹¹	RT-IG-000.B	Number	Approx. 6,000

¹ These are approximate values based on Applied-controlled electricity usage data

² Not applicable as Applied is purchasing energy entirely from the grid

³ TRIR is calculated as the number of incidents multiplied by 200,000 and divided by hours worked - information is for calendar year 2021

⁴ TRIR is calculated net of the impact of reportable cases which arose as a result of a COVID-19 diagnosis

⁵ Fatalities excludes reportable cases which arose as a result of the COVID-19 pandemic

⁶ Applied is only capturing this information for our U.S. distribution center network at this time

⁷ While Applied has medium- and heavy-duty vehicles in its fleet, as well as stationary generators at certain locations, we do not sell this type of equipment; therefore, we are not reporting any information on this metric

⁸ This detail includes approximate emissions from vehicle fleets in the United States, Canada, Australia, and New Zealand

⁹ Applied does not separately report revenue associated with repair and remanufacturing operations

¹⁰ Applied has over 7.5M SKUs available to customers – as it is not practical to report on the number of products, we are reporting on global revenue arising from the Service Center Based Distribution segment

¹¹ Reflects fiscal year-end global associate count

CORPORATE CITIZENSHIP & STATEMENT OF HUMAN RIGHTS

One of our most important goals as an organization is to help our associates succeed, giving them opportunities to test their skills, increase their responsibilities, and advance along the career path that's right for them. As our business grows, we're looking for passionate problem solvers who will thrive in our rewarding and performance-driven culture.

We utilize a **Learning Management System**, a modern social learning platform, and strong learning data analytics to provide a powerful online connection to help manage talent. These data-driven programs engage our associates to reinforce actions on key performance indicators and operational excellence initiatives that increase productivity and promote accountability. In 2021, Applied® was named a **NorthCoast 99 Platinum Award** winner, a prestigious recognition given to those companies that have been named one of Northeast Ohio's best workplaces for top talent for 20 years. NorthCoast 99 is an annual recognition program that honors 99 great workplaces for top talent based on their ability to attract, retain and motivate top-performing employees. Companies are evaluated on how their organization addresses top-performer attraction, development and retention in the following areas: organizational strategy, policies, and benefits; talent attraction, acquisition, and onboarding; employee well-being; employee engagement and talent development; total rewards; and diversity, equity, and inclusion.

Additionally, a focus on living the **Applied Core Values** is continually reinforced, further supporting our efforts and helping to generate success for our customers and Applied®.



“We take great pride in attracting, recruiting, developing and retaining the best associates. We are committed to helping them succeed by providing professional training and development programs, continuous improvement opportunities, and a culture that fosters teamwork and personal growth.”

– Kurt Loring, Applied® Vice President – Chief Human Resources Officer

STATEMENT OF HUMAN RIGHTS

Applied® is committed to offering equal employment opportunities for all at all levels of the organization, regardless of race, color, religion, sex, veteran status, age, disability, national origin, ethnicity, sexual orientation, gender identity, or any other category protected by applicable law. Applied supports the ideals as enumerated in the UN's Universal Declaration of Human Rights, and we value the importance of a diverse workforce. All of our associates are expected to comply with the labor and employment laws (including laws applicable to non-discrimination, non-harassment, whistleblower protections, equitable pay, minimum wage, work hours, prohibitions on child and forced labor, freedom of association, and prohibitions on corporal punishment applicable to their location) and in accordance with our Company's values. We expect our suppliers and customers to do the same and employees are expected to report any such non-compliance.

We provide multiple reporting mechanisms, including an anonymous third-party hotline, should any associate feel that he or she has been discriminated against, harassed, retaliated against, or otherwise treated unfairly or in violation of our Core Values. We take seriously all such complaints and work to ensure a discrimination- and harassment-free workplace for all of our associates. In order to ensure the safety of our associates, we are also committed to a drug-free workplace and compliance with applicable health and safety laws and best practice.



Applied® utilizes a third party anonymous reporting service to encourage the reporting of concerns. The anonymous reports are forwarded to a committee of key Company personnel from Human Resources, Legal, and Internal Audit to review the report and ensure appropriate investigation into the claims.

DIVERSITY & INCLUSION

Different Voices. New Perspectives. Boundless Opportunities. We value the unique background and experiences of our associates that help add to the richness of the Applied® team.



We strive to make a difference in the way we do business and how we treat and help others. At Applied, our Core Values continue to be our guide, and the qualities of Integrity and Respect are basic requirements to be on our team. They are integral to our strong foundation and, together with Teamwork, are important assets of our Company – anchoring our **Working Together, Winning Together** mindset.

Across the organization, we are committed to our community engagement and diversity progress – from our support of United Way and other diverse organizations, to growing our workforce diversity, and supporting minority-owned suppliers and customers. Furthermore, we are committed to building and sharing additional plans, actions and results that promote fair, honest and ethical practices across our business.



Applied® Diversity Walk, Rock, Roll & Run Team 2022

- Ensuring transparent job postings, including networking with diverse professional groups
- Participating in on-campus events to enhance diversity exposure, multicultural events and first generation networking
- Recruiting at Historically Black Colleges and Universities (HBCUs)
- Soliciting “About My Career” associate-directed career feedback
- Working with MAGNET (Cleveland Manufacturing Advocacy & Growth Network) to drive engagement in manufacturing, including assisting individuals to obtain GEDs, in order to promote career development for individuals from disadvantaged neighborhoods
- Being recognized for Outstanding Employer Support by the United States Navy Reserve. Additionally, Applied was named by *GI Jobs* magazine to the Top 100 Military-Friendly Employers list
- Continuing community engagement, including United Way, Diversity Center of Northeast Ohio, and other charitable donations
- Promoting STEM engagement to students at public and private schools in both city and suburban locales – including a Cleveland area all-girls, college preparatory high school group that attended an Applied-sponsored Manufacturing Day event



Applied® associates recently participated in The Diversity Center of Northeast Ohio’s Walk, Rock, Roll & Run fundraiser – an event that advocates for justice, equity, diversity, and inclusion in Northeast Ohio.

EQUITABLE PAY

Applied® has established policies to promote equitable pay throughout the organization. We consistently review our employment policies to assess their fairness, effectiveness, and legal compliance.

CONTINUOUS LEARNING & TRAINING

At the core of Applied® you will find an organization dedicated to continuous learning. Associates are urged to continually expand their knowledge base through targeted training initiatives. In fact, our learning opportunities have earned Applied the **Brandon Hall Group Excellence Award** in the category of Best Advance in Competencies and Skill Development. Applied also routinely conducts manager training and legal compliance training to ensure all individuals throughout the organization are aware of and comply with corporate policies, laws, and best practices. Associates and managers are trained on a host of areas, including anti-corruption, diversity and inclusion, and compliance with applicable laws.

EMPLOYEE WELLNESS

Supporting the overall well-being of our associates is important to us; therefore, we are pleased to offer Company wellness programs that help our associates understand their current health, connect to supportive programs and resources, and stay motivated to make and sustain good health choices.

In addition, we offer an **Employee Assistance Program (EAP)** that provides Applied® associates and their families with immediate and confidential support to help resolve work, health and life challenges – at any age or stage of life – free of charge.



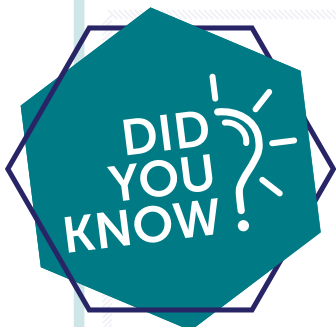
-  **401(k) Retirement Savings Plan: 94% participation rate, 7% contribution rate**
-  **Promoting dedicated Cigna Personal Health Team (PHT) with engagement expanding**
-  **Boosting well-being initiatives, including EAP for critical care support, generic drugs, and diabetes Continuous Glucose Monitoring (CGM)**
-  **Increasing our focus on associate mental health, including mental health awareness training for managers**
-  **Using social determinants of health to help target associate needs**

SLAVERY, FORCED LABOR, AND CORPORAL PUNISHMENT

Applied® does not condone nor participate in child or forced labor, modern slavery, human trafficking, or corporal punishment. Associates of Applied are forbidden from engaging in or abetting this conduct. We maintain similar expectations of our suppliers, as reflected in our Supplier Code of Conduct. Any associates who believe that a supplier or customer of Applied is participating or allowing forced labor, modern slavery, human trafficking, or corporal punishment are urged to report this suspicion to Company management immediately.

LAND USE & INDIGENOUS RIGHTS

Applied® further believes that access to usable water is a basic human right. Indigenous rights, including water access rights, rights to self-determination, and rights to decision-making, should further be respected by all, including indigenous individuals' rights to free, prior, and informed consent ("FPIC").



Applied® was recognized at *Pensions & Investments'* 2022 Eddy Awards, taking first place in the Special Projects category for corporate plans with between 1,000 and 5,000 employees (service provider: Principal Financial Group). Personal phone calls and e-mails were made to associates who had not yet secured their retirement accounts through two-factor authentication.

"Personal touch really had an impact," said one of the judges, adding that he liked how the issue of account security was explained to participating associates.



OUR COMMUNITY

We help shape the communities in which we operate and reside not only by providing superior service to our customers but also by taking an active role in our community. Local philanthropic efforts include sponsorship of community hunger banks, support to elderly homeless centers, and many other worthwhile organizations. On a corporate level, Applied® supports the Red Cross and United Way, as well as other non-profits as voted on by corporate associates. We are also a founding member and longtime donor to MidTown Cleveland, Inc., our community development organization.

Beyond these activities, a formalized **Corporate Contributions Committee** regularly reviews eligible opportunities to improve community life in the Greater Cleveland area, where our corporate headquarters is located. Primary consideration is given to Applied's funding priorities of:



Education



Culture



Food access / assistance

Additionally, our corporate senior management has a long track record of community Board involvement as well as keynote speaking engagements at local colleges, universities and organizations on varied topics, from business to ethics. With our proud foundation of nearly 100 years, we strive to make a difference in the way we do business and how we help others.

Caring in Action



Applied® has a history of assistance to our own associates and to the American Red Cross following catastrophic hurricanes, tornadoes and other severe weather events.



Applied corporate headquarters was proud to show support for the essential health & safety professionals who served on the front lines against COVID-19.



Applied corporate headquarters has an ongoing partnership with St. Martin de Porres High School in Cleveland, providing work program learning opportunities to students of limited economic means.



Applied corporate headquarters has donated used computer equipment to aid on-line learning in Cleveland school districts / Boys and Girls Clubs.



Applied Canada's Month of Giving Campaign, held every December, collects food items and monetary donations benefitting foodbanks in 17 cities across Canada. Additionally, the Community Donation Fund provides monetary gifts to charities selected by associates.

Of special note, our engagement with charitable organizations has endured through the COVID-19 pandemic to include a very successful virtual United Way campaign at Applied corporate headquarters. Our associate engagement and generosity are a true expression of kindness, caring and an investment in our Northeast Ohio community, helping to address issues impacting the youth, working adults and seniors in our community who need care and assistance.



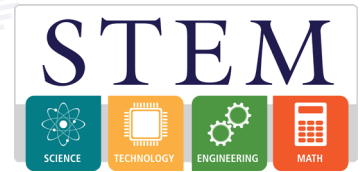
Our relationship with the Cleveland Police Department-Third District together with our support of the Cleveland Police Foundation helps to bring enhanced safety & risk prevention to the Applied® corporate headquarters campus. Cleveland proud since 1923!



STEM ENGAGEMENT

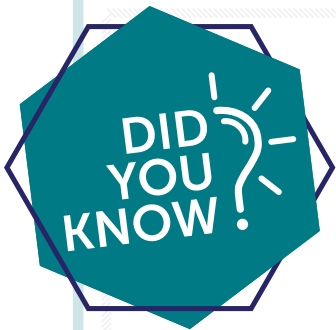
Associates from Applied® are often engaged in Science, Technology, Engineering and Math (STEM) activities across the manufacturing and educational communities. These initiatives provide us the opportunity to share our knowledge and engage today's students with important and relevant **career path opportunities that highlight STEM** as among the key skills of the evolving marketplace. We strive to inspire others by volunteering our time to support local robotic teams, judge science fairs, assist with 4H competitions, and speak to students about careers – among other activities.

Pre-pandemic, in late 2019, **Manufacturing Day** events took place all across the country. Applied collaborated with *IndustryWeek* to bring STEM and vocational students together with local manufacturers to learn more about our thriving industry and the exciting opportunities that manufacturing and industrial careers can offer. In total, the day included two keynotes, plants tours, a panel discussion, and 90+ STEM attendees and industry leaders. It was a successful day from start to finish – learning, sharing and inspiring today's youth. Upon conclusion of the event, we heard it was a "wonderful experience for our students... with opportunities for their individual paths to success."



Applied® Participates in Manufacturing Day Panel Discussion

Applied® is committed to economic growth and empowering the next generation of leaders through STEM education.



National STEM / STEAM Day is celebrated every year on November 8th to encourage kids to explore their interests in the fields of science, technology, engineering, art and math.

After a pause due to COVID-19 health and safety concerns, Applied® is looking forward to re-engaging with opportunities that bring awareness to the benefits of STEM education and related careers in an evolving marketplace.



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