



Continued Commitment

2024 Sustainability & Responsibility Report







Dear Team Members, Partners and Stakeholders,

We are pleased to present our 2024 Sustainability and Responsibility Report. This report represents the continued commitment of our Company and our team members to leave a responsible mark through our actions, our products and our service. I am grateful to our amazing team for aspiring and engaging to be BETTER Together as we continue down our path toward sustained performance improvements.

As we focus on providing quality products and solutions for our customers and outdoor enthusiasts everywhere, we remain keenly aware of the trust and confidence placed in us by our stakeholders to do so responsibly. We remain committed to assuring that our products enhance the environments in which they are enjoyed by centering responsible business practices in our operations and strategic initiatives. In partnership with our customers, we strive to provide purposeful crafted solutions, collaborating on programs that look to reduce our collective environmental footprint. Together, we play a vital role in securing the great outdoors as an enduring space for outdoor enthusiasts to explore and enjoy.

Our efforts toward responsible and sustainable practices are not limited to the solutions we provide and extend to supporting and empowering our people. The safety, protection and well-being of our employees and securing our working environments are fundamental to our values of Balance, Excellence, Trust, Teamwork, Empowerment and Respect.

The responsibility we hold as a corporate citizen is further reflected in the compassionate service our team members show to our communities through their incredible charitable efforts. Inspired by the generosity of our team members, we are humbled by the opportunity to support the many and varied national and local charities within the communities across our family of companies. Many of those opportunities are highlighted in this report. We believe in the transformative power of relationships within our communities and consider our philanthropy to be a direct extension of this responsibility. We remain hopeful that the support provided by our team members will have a sustaining impact on those organizations for years to come.

We look to 2025 and the opportunities to strengthen our commitment to responsible and sustainable practices across our organization. We appreciate your attention to reviewing this report and to your interest in Patrick's continued efforts toward sustainability.

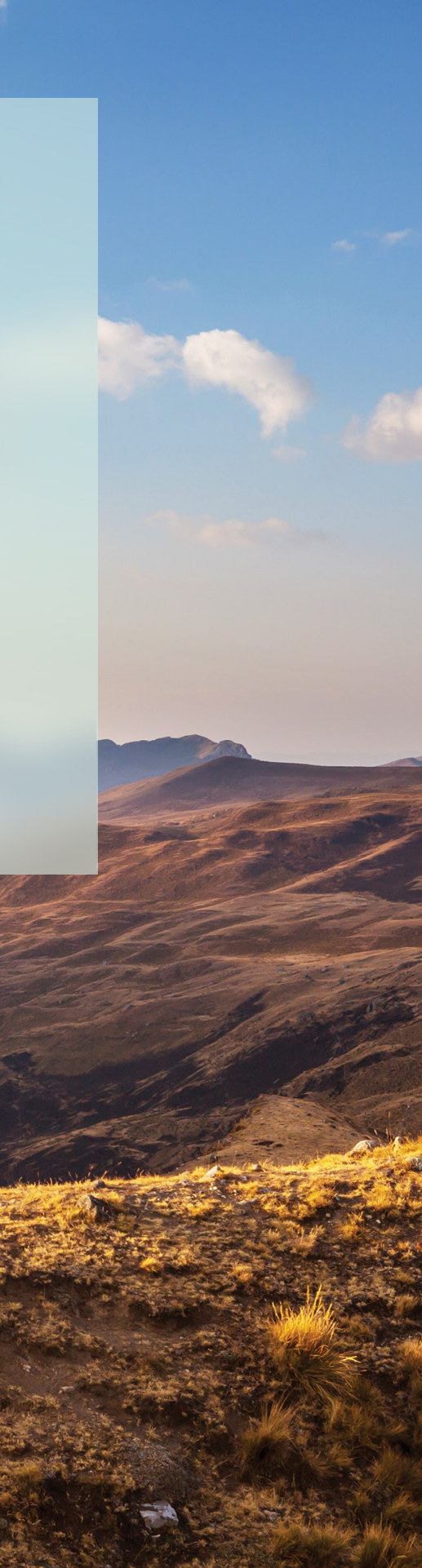
Sincerely,

Andy Nemeth
Chairman and Chief Executive Officer

OUR AMBITION

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





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COMPANY PROFILE

ABOUT PATRICK

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

OUR VALUES

BALANCE

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

EXCELLENCE

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

TEAMWORK

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

TRUST

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

EMPOWERMENT

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

RESPECT

Valuing and treating others with honor and dignity.



OUR MARKETS

RV

10,000

Team Members

85+

Brands

250+

Facilities

\$3.6B

In Revenue
(June 2024 trailing twelve
months)



MARINE

POWERSPORTS

HOUSING

EMPOWERING OUR PEOPLE

SAFETY

Safeguarding Our Patrick Family and Our Future

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

Environmental,
Health and Safety (EHS)
Strategic Goals:

1 TEAM MEMBER INVESTMENT

Providing essential safety resources and training

2 RISK MITIGATION

Proactively identifying and addressing safety risks

3 REGULATORY COMPLIANCE

Ensuring adherence to safety regulations

4 DATA MANAGEMENT

Utilizing Donesafe system for enhanced safety data analysis

5 TRIR REDUCTION

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



2024 EHS Initiatives and Achievements

- Expanded OSHA 10 Hour training, with a 58% increase in attendees over 2023, reaching 82 team members across 33 business units.
- Increased the OSHA 10 Hour "On the Road" safety events by 50%.
- Introduced OSHA program compliance tools, making accessible compliance programs and templates, reinforcing our commitment to continual safety improvements.
- Held three EHS summits attended by 212 team members.
- Continued into 2024 our "Train the Trainer" programs, enhancing safety expertise across business units.
- Advanced our EHS data management integration with Donesafe, by adding three new modules, including a Driver Qualification module for DOT Driver compliance.
- Improvement in severity cases with our return to work program that seeks to reduce time away from work post injury, with lost days down 53% (as of September 2024 YoY).
- Implemented a risk management process for Property Conservation. We have business units using techniques such as Thermal Graphic Imaging to predict hot spots in electrical services to mitigate loss due to down time and the risk of fire. We also have implemented an electrical distribution maintenance process that mitigates risk of the aforementioned.

53%

decrease in Severity Rate as of
September 2024 YoY*

18%

decrease in Lost Time Cases as of
September 2024 YoY*

52%

of all business units achieved
zero recordables as of
September 2024 YoY*

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



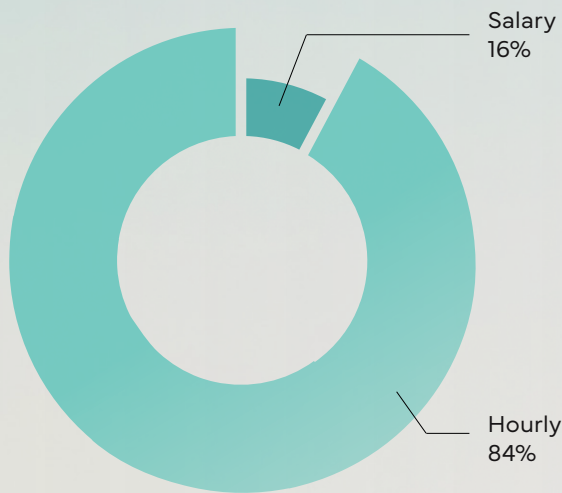
EMPLOYEE PROFILE

Fostering a Respectful and Supportive Culture

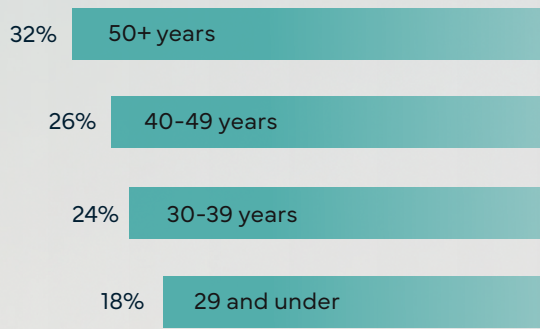
Team member health and well-being is our priority. We respect our team members by valuing and treating one another with dignity. We recognize and appreciate our team member's contributions without regard to race, ethnicity, gender, national origin, religion, gender identity, sexual orientation, age, and/or current abilities.



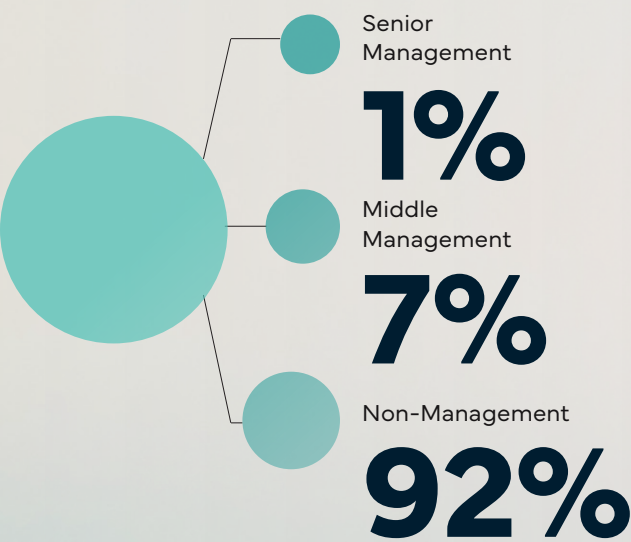
COMPENSATION



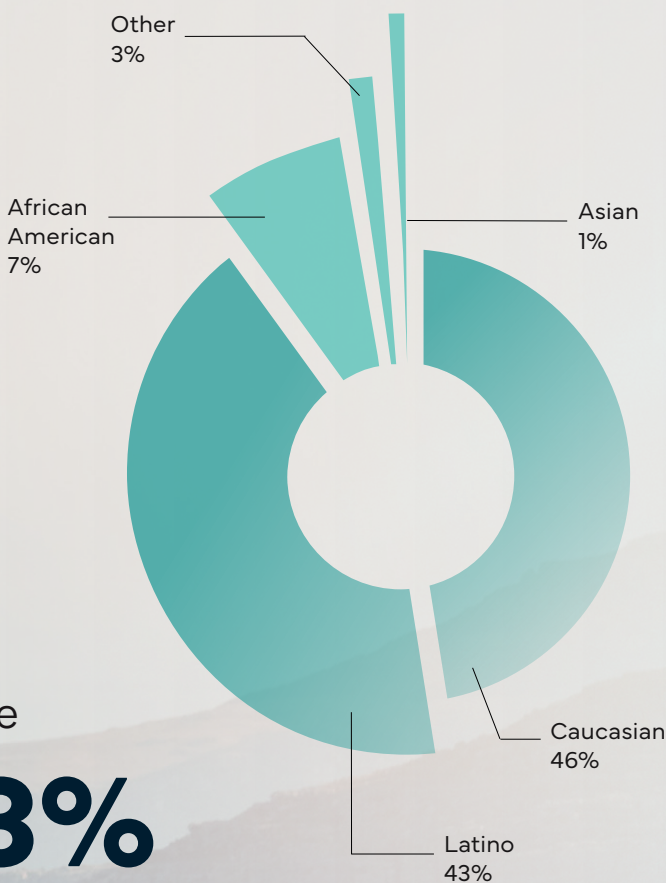
AGE



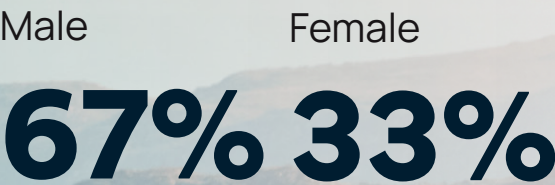
POSITIONS



ETHNICITY



GENDER



PHILANTHROPY AND COMMUNITY ENGAGEMENT

Committed to Caring



Care Camps Foundation: Creating Spaces for Hope and Healing

At Patrick Industries, our partnership with Care Camps Foundation reflects a deep and heartfelt commitment to supporting children with cancer and other serious illnesses. Through medically supervised camping experiences, these children discover the joy, healing, and empowerment that the outdoors uniquely provides.

In 2024 we were honored to help Care Camps Foundation bring their story to a national audience, by supporting a special episode of "Designing Spaces of Hope" on the Lifetime TV network. The show took viewers behind the scenes of a camp funded by Care Camps Foundation at Camp Boggy Creek in Florida to witness the energy and community created when campers come together. Patrick will continue to champion Care Camps' mission and partner to expand access to these meaningful experiences. To date, Patrick has contributed over \$1 million to this extraordinary organization, ensuring these children and their families experience moments of joy and hope when they need it most.



LOGAN: Empowering Every Ability, Every Day

Patrick Industries is honored to support LOGAN Community Resources, an organization devoted to empowering individuals with autism and developmental disabilities. Through community-building and fundraising events like the Great LOGAN Nose-On, our ongoing contributions help fuel programs that ensure individuals and their families receive the resources they need to thrive.

Our partnership reflects a shared belief in possibility and progress, uplifting lives and building a more inclusive community.

Feed My Starving Children



Patrick Industries' team members volunteer annually at Nappanee Missionary Church's Feed My Starving Children MobilePack event, contributing to the assembly of over 1 million meals for children in need worldwide.

Tunnel to Towers



Patrick was honored to host the Tunnel to Towers 9/11 NEVER FORGET Mobile Exhibit, welcoming over 1,000 community members to reflect, remember, and learn through this powerful tribute to heroism and sacrifice.

In addition to the featured initiatives, Patrick Industries proudly supports over 50 local and national organizations focused on education, family and children's services, and protecting the great outdoors, including Boys & Girls Clubs, Habitat for Humanity, LoveWay, the YWCA, and many others. This commitment reflects our dedication to empowering communities and preserving our shared environment for future generations.



CARING FOR OUR PLANET

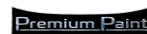
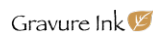
Continued Commitment to Sustainability

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

As a responsible corporate citizen, we remain committed to continuous development in sustainability practices throughout our organization. We further our sustainability goals through process improvements and advancing operational efficiencies. Our teams remain committed to waste reduction and elimination efforts, and remaining sustainability collaborators across our end-markets with our customers and suppliers. We continue to seek to expand our focus in sustainability throughout our business units, with an emphasis on the application of discipline, process and rigor to data collection and reporting. Our approach is bolstered by a desire to reduce our carbon footprint in a responsible way.

THANK YOU TO OUR BUSINESS UNITS

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



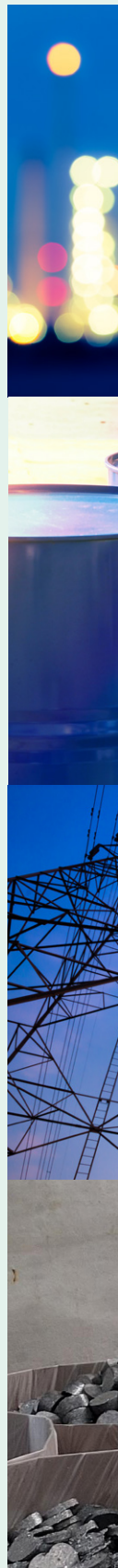
DATA COLLECTION FRAMEWORK AND RESULTS

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

SASB METRICS: AUTO PARTS

ESG Topic	Metric Accounting Detail	Units	Total for July 1, 2023 to June 30, 2024	SASB Codes
Energy Management	Total amount of energy consumed from all sources (excluding natural gas) Including energy purchased from external sources and energy produced through self-generation	Kilowatt-hours (kWh)	79,482,832	CG-BF-130a.1, TR-AP-130a.1
	Total amount of natural gas consumed across all of Patrick Industries locations	Therms	3,590,619	CG-BF-130a.1, TR-AP-130a.1
	Total energy consumed across Patrick Industries including electricity purchasing, energy generation, and natural gas consumption	Kilowatt-hours (kWh)	184,688,372	CG-BF-130a.1, TR-AP-130a.1
	Total electricity consumed that came from the grid	Kilowatt-hours (kWh)	79,482,832	CG-BF-130a.1, TR-AP-130a.1
	Percentage of energy consumed that was supplied from grid electricity	Percentage	43.0%	CG-BF-130a.1, TR-AP-130a.1
	Total renewable electricity	Kilowatt-hours (kWh)	0	CG-BF-130a.1, TR-AP-130a.1
	Percentage of electricity from renewable sources	Percentage	0%	CG-BF-130a.1, TR-AP-130a.1
Waste Management	Total waste from manufacturing (sum of all waste streams including trash, recycling, hazardous or any other)	Metric tons	67,620	TR-AP-150a.1
	Total hazardous (as defined by law) waste from manufacturing	Metric tons	622	TR-AP-150a.1
	Percentage of total waste that was hazardous	Percentage	0.9%	TR-AP-150a.1
	Total waste that was recycled or reused (any waste that was not sent to the landfills or incinerated) from manufacturing	Metric tons	45,202	TR-AP-150a.1
	Percentage of total waste recycled	Percentage	66.8%	TR-AP-150a.1

Data disclosed in this section was collected by the Patrick business units identified for the twelve-month reporting period ending June 30, 2024. The Company's internal audit team reviewed the data within the scope of each framework based upon SASB standards.





79,482,832kWh

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

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



0.9%

Percentage of total waste that was hazardous.

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



43.0%

Percentage of energy consumed that was supplied from grid electricity.

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



66.8%

Percentage of total waste that was recycled.

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

LIVING BY OUR POLICIES

Governance

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

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





AUDIT COMMITTEE

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

COMPENSATION COMMITTEE

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

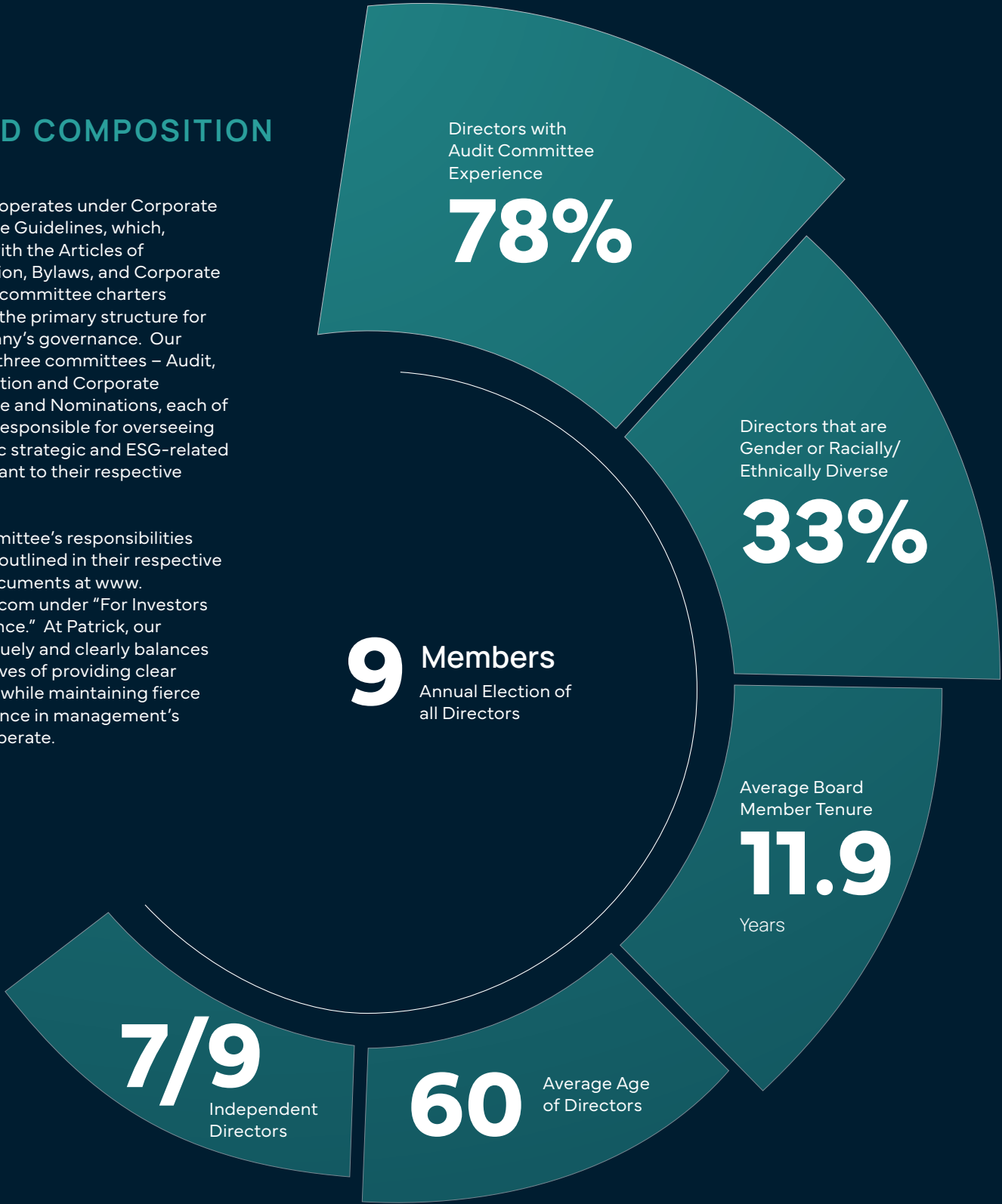
CORPORATE GOVERNANCE AND NOMINATIONS COMMITTEE

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

2024
BOARD COMPOSITION

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

Each Committee’s responsibilities are clearly outlined in their respective charter documents at www.patrickind.com under “For Investors – Governance.” At Patrick, our Board uniquely and clearly balances the objectives of providing clear leadership while maintaining fierce independence in management’s ability to operate.



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

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

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

The Compensation Committee's key strategic responsibility areas include reviewing and recommending the overall compensation programs for the Company's officers, oversight authority to attract, develop, promote and retain qualified senior executive management, and active engagement, along with the full Board, in the Company's succession planning and talent management program. While the committee does not currently consider sustainability metrics in the review of compensation and incentive plans for senior management, appropriate metrics for sustainability and the Company's overall sustainability program remains subject to future consideration.

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

2024 GOVERNANCE NOTES

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

**For a more detailed list of the roles and responsibilities of each of our three board committees, please see the committee charters located in the "For Investors – Governance" section of our website at www.patrickind.com*

An aerial photograph showing a winding road that curves along the edge of a body of water. The road is paved and has a white line marking. A small white car is visible on the road. The water is a deep blue-green color, and the shoreline is rocky and uneven. The sky is not visible.

CONFLICT MINERALS

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

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

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

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

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

DATA PRIVACY AND INFORMATION SECURITY

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

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

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

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

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

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



FORWARD-LOOKING STATEMENTS

This report contains certain statements related to future results, our intentions, beliefs and expectations or predictions for the future, which are forward-looking statements as that term is defined in the Private Securities Litigation Reform Act of 1995. Any projections of financial performance or statements concerning expectations as to future developments should not be construed in any manner as a guarantee that such results or developments will, in fact, occur. There can be no assurance that any forward-looking statement will be realized or that actual results will not be significantly different from that set forth in such forward-looking statement. Information about certain risks that could affect our business and cause actual results to differ from those expressed or implied in the forward-looking statements are contained in the section entitled "Risk Factors" in the Company's Annual Report on Form 10-K for the year ended December 31, 2023, and in the Company's Forms 10-Q for subsequent quarterly periods, which are filed with the Securities and Exchange Commission ("SEC") and are available on the SEC's website at www.sec.gov. Each forward-looking statement speaks only as of the date of this report, and we undertake no obligation to update any forward-looking statement to reflect events or circumstances occurring after the date on which it is made.



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Sustainability is a commitment to future generations, and at Patrick, we are striving to achieve a vision that encompasses the well-being of our people, the conservation of our resources, and the health of our business.

Andy Nemeth, Chairman and Chief Executive Officer



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