



**GLOBAL<sup>®</sup>  
INDUSTRIAL**

*We can supply that.*

# **CORPORATE SOCIAL RESPONSIBILITY REPORT**

DECEMBER 2025

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# FROM OUR CEO



I am pleased to share our Corporate Social Responsibility Report for 2025. This year, we advanced our commitment across product innovation, community engagement, and our internal culture by focusing on initiatives that directly support our customers, strengthen the communities where we operate, and reflect the values that guide us every day. These efforts, some of which are outlined in this Report are a natural extension of our strategy and a reflection of how our employees bring our mission to life in practical, measurable ways.

Our success this year was highlighted by the introduction of new products to our assortment. We developed several solutions to help customers manage resources more efficiently, including equipment designed to reduce water use, lower energy consumption, and support cleaner, safer facilities. These introductions reflect a steady, intentional approach to product development that keeps customer needs at the center of our work.

Our community partnerships also continued to grow. Through our Partnerships With Purpose program, we supported organizations aligned with our corporate mission pillars: youth enablement, veterans' services, community food access, intellectual and developmental inclusivity, and emergency and disaster relief. Each of our distribution centers and offices aligned with at least one of these pillars and dedicated service efforts to a local organization whose mission reflected that focus. Teams then volunteered their time and offered hands-on support, deepening our connections with the communities where we live and work.

We advanced several internal priorities as well, from refining our mission, vision, and values, to reinforcing an environment where our employees feel supported and able to grow through professional development opportunities and wellness initiatives.

I want to thank our team for their work throughout the year. Their commitment to our customers, to one another, and to the communities around us made the progress in this Report possible. As we look ahead, we will continue to build on this foundation with clear goals and steady focus on the work that matters most.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Anesa'.

Anesa Chaibi



## COMPANY OVERVIEW



Global Industrial Company (NYSE: GIC) is a value-added distributor of industrial maintenance, repair, and operations (MRO) equipment and supplies designed to help customers operate efficiently and effectively. Headquartered in Port Washington, N.Y., the company has grown from a small material-handling business founded in 1949 into a trusted industry leader serving businesses of all sizes, as well as educational institutions and public-sector organizations across North America.

Customers rely on Global Industrial for hundreds of thousands of hand-picked and tested national-brand and high-quality proprietary-brand products across categories including storage and shelving, safety and security, material handling, janitorial maintenance, HVAC, fans, and furniture. In addition, we offer the installation and support services needed to help ensure optimal use of our solutions.

We serve our customers through seven strategically located distribution centers, supported by a network of knowledgeable sales and customer experience teams who understand their unique needs and are dedicated to helping them succeed. Our omnichannel marketing approach, including e-commerce, e-procurement, and targeted direct mail such as catalogs and specialty flyers, helps ensure we engage with our customers in a personalized way that meets their individual preferences.



## CONSERVATIVE APPROACH TO RESOURCE MANAGEMENT

At Global Industrial, we take an enterprise view of corporate stewardship, which is infused throughout our operations, informs our philosophy of human capital management, and inspires our ethos of enfranchisement throughout our organization.



## CORPORATE RESPONSIBILITY AT GLOBAL INDUSTRIAL

As our name suggests, we at Global Industrial think of our corporate responsibility in global terms. As citizens of a global community, we embrace responsible stewardship as an essential part of our mission to build a successful business, and to affirm and align with the expectations of our stakeholders, which include our associates, customers, suppliers, and stockholders. As stakeholder expectations change and evolve, including those around stewardship matters, we are committed to changing and evolving with them. We have a strong foundation upon which to do so, which includes investing in infrastructure and innovation, trusting and empowering our associates, supporting local communities in which our associates work and live, embracing a conservative approach to our own resource use, and providing products and services to our customers designed specifically to reduce resource consumption throughout their supply chains.



## ENVIRONMENTAL SUSTAINABILITY

**At Global Industrial, environmental responsibility is an important aspect of our business mission.**

In addition to doing our fair share for the global environment, it is our hope that our demonstrated commitment to sustainability initiatives will serve as a positive model of corporate civic responsibility in the communities we serve.

Associates at all levels are required to follow Company procedures designed to comply with local, state, and federal environmental laws and regulations. We strive to minimize the environmental impact of our operations in the communities in which we operate and to be mindful of conservation of natural resources. In addition, we continually work toward reducing our environmental footprint through various sustainability initiatives.

### AT GLOBAL INDUSTRIAL, G.R.E.E.N. IS IN OUR DNA







## GEOGRAPHICAL IMPACT ON OUR COMMUNITIES



### **Global Industrial™ Recirculating Water Auto Ride-On Floor Scrubber**

In 2025, the Company introduced its Global Industrial™ Recirculating Water Auto Ride-On Floor Scrubber, which is designed to advance sustainable facility operations through its water-recirculating efficient design. Constructed from durable plastic for long-lasting use, this scrubber uses a unique filtration technology to reclaim and reuse water during the cleaning process, reducing water consumption and allowing for uninterrupted cleaning. The scrubber's energy-efficient performance and automated operation aim to improve workplace cleanliness while lowering overall resource use.



### **Global Industrial™ Portable Quiet Electric Air Compressor**

The Global Industrial™ Portable Quiet Electric Air Compressor supports sustainability through its electric, oil-free design, which reduces fossil fuel use. Its energy-efficient motor and quiet operation are designed to reduce both oil waste and noise emissions, helping to maintain healthier environments for surrounding communities.



### **Reduction of Fuel Emissions**

In 2019, Global Industrial completed the installation of electric vehicle charging stations at our corporate headquarters. Our distribution center in Toronto, Canada, also offers charging stations for electric vehicles. By installing the electric vehicle charging stations, we are encouraging the use of renewable energy while decreasing dependence on fossil fuels.



# RECYCLING & WASTE REDUCTION



## Cardboard Recycling

All of our distribution centers have a cardboard recycling process in place. Recycling cardboard significantly reduces the volume of waste that Global Industrial sends to landfills.



## Metal Recycling

All of our distribution centers also have a metal recycling process in place. Recycling metals is an economically and environmentally viable way to obtain and use metals as it preserves natural resources by reducing the need to extract new raw materials for fresh metal production.



## Reduction in Single-Use Plastic Bags Initiative

In 2023, Global Industrial began its initiative aimed at reducing consumption of single-use plastic bags by instead utilizing certified recycled paper bags that are biodegradable for packaging our hardware included with certain Global Industrial Exclusive Brands™ products. To date, this initiative has resulted in the elimination of single-use plastic bags from over 8,500 SKUs spanning across our Global Industrial Exclusive Brands™, which include products from the Global Industrial®, Nexel®, and Interior® lines.



## Foam Reduction Initiative Targeted for 2025: Update

Global Industrial has made great strides in its foam reduction initiative. As of this year, the packaging of most Global Industrial Exclusive Brands™ products has been successfully re-engineered to exclude foam.







## ENERGY USE & MINDFULNESS



### Package Size Optimization

In our distribution centers, we use various software to optimize and reduce the size of cardboard boxes when packaging our products. The platforms endeavor to match product size to box size as closely as possible in an effort to improve space efficiency while reducing consumption of packaging materials. Together, these initiatives not only translate into lower freight costs but also support more efficient utilization of transportation-related energy consumption and a reduced environmental footprint.



### Efficient Shipping Practices

In addition to using software designed to optimize box selection when packaging our products, Global Industrial also strives to ensure, where possible, that in-stock Global Industrial Exclusive Brands™ products are shipped to our customers from the distribution center closest to the delivery address. Shipping from the nearest distribution center increases efficiency while decreasing shipping time and fuel emissions.



### Use of Programmable Thermostats

Most of our facilities, including our newest distribution center in Toronto, Canada, use programmable thermostats with temperature setbacks to control energy consumption. These thermostats are designed to be eco-friendly in that they help to decrease the greenhouse gas emissions associated with energy consumption at our facilities.

# ENVIRONMENTALLY-FRIENDLY SOLUTIONS



## Global Industrial™ Electric Pallet Jack with Charger

In 2025, we introduced the Global Industrial™ Electric Pallet Jack with Charger, which is designed to support sustainable material handling through the use of electric power rather than internal combustion engines. This design aims to eliminate direct emissions by reducing the carbon impact associated with fuel-powered lifting equipment.



## Sustainable Products from Recycled Materials

One of Global Industrial's product lines includes an outdoor bench and matching picnic tables and trash containers in multiple colors, all of which use post-consumer waste. These products are long-lasting and made primarily from recycled plastic, saving trees and reducing waste in landfills at the same time.



## Sustainable Packaging Options

Global Industrial uses sustainable packaging options through its line of Global Industrial® corrugated boxes, which come in varying sizes and strengths.



## Environmental Certifications

Global Industrial offers thousands of products with third-party environmental certifications, including: UL GREENGUARD®, UL ECOLOGO®, Green Seal®, EPA WaterSense®, Energy Star®, Safer Choice, and USDA BioPreferred®. By selling these products to our customers, Global Industrial not only helps our customers meet their sustainability goals, but also helps protect the environment as well.







## NATURAL RESOURCE CONSERVATION



### Conversion to LED Lighting

Continuing a strategy that began several years ago, currently 100% of our distribution centers and our corporate headquarters all have LED lighting. LED lighting significantly reduces the energy required to light our facilities, while also decreasing attendant costs. Furthermore, when we convert a facility from fluorescent lighting to LED lighting, we recycle the fluorescent bulbs. Additionally, most of our lights are equipped with either motion sensors or timers to further control energy consumption in our facilities.



### Migration to More Energy Efficient HVAC Sources

In designing our distribution centers and when upgrading our facilities, we look to use energy-efficient HVAC sources, including split-unit HVAC systems, and high-temperature and direct gas-fired air heaters. By preferentially using energy-saving HVAC systems, we have lowered the amount of greenhouse gases and carbon emitted from our facilities.



### Energy Efficient Products

Our acquisition of Indoff, LLC reinforces our commitment to sustainability stewardship. Indoff offers a robust assortment of energy efficient appliances, and all of Indoff's Absocold® branded refrigerators are ENERGY STAR® certified. In addition, four models of the Absocold® branded refrigerators have been designated as some of the Most Efficient ENERGY STAR® certified products in 2023, 2024, and 2025.



# A KNOWLEDGE CENTER FOR ENVIRONMENTAL SUSTAINABILITY



January 7, 2025

## WHAT'S NEW IN PNEUMATICS? SMARTER, MORE EFFICIENT, COOLER AND QUIETER AIR COMPRESSORS

Experience the next generation of air compression—quieter, smarter, and more efficient. However, traditional systems have saddled the industry...

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May 2, 2025

## AIR CURTAIN APPLICATIONS FOR BETTER CLIMATE CONTROL IN COMMERCIAL AND INDUSTRIAL SPACES

Air curtains offer an energy-efficient way to maintain indoor comfort and reduce HVAC costs in high-traffic commercial spaces...

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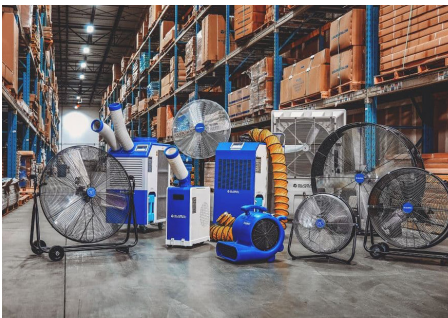


May 23, 2025

## YOUR GUIDE TO COMMERCIAL AND INDUSTRIAL OUTDOOR FURNITURE

Learn how to find heavy-duty, sustainable outdoor furniture designed to deliver unmatched durability, superior weight capacity, and eco-friendly features-perfect for...

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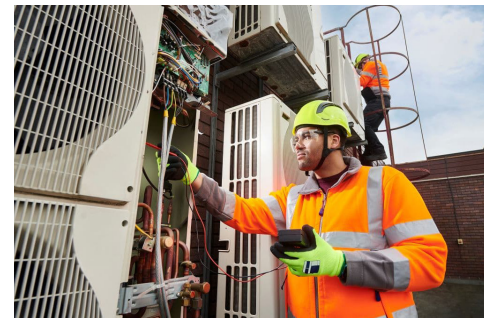


August 6, 2025

## OPTIMIZE YOUR INDUSTRIAL COOLING SYSTEM

Cut energy costs and stay cool with efficient HVAC and portable cooling solutions beyond standard AC. Industrial air conditioning and eco-friendly cooling technologies can help businesses cut energy costs...

[Click To Read More](#)



October 22, 2025

## PREPARE YOUR HVAC SYSTEM FOR WINTER: MAINTENANCE & EFFICIENCY TIPS

Get your HVAC winter-ready with smart maintenance, clean coils, and efficient airflow for reliable warmth. Cold weather presents unique issues. When temperatures drop, your facility faces...

[Click To Read More](#)



October 23, 2025

## ELECTRIC FORKLIFTS: READY TO REPLACE IC MODELS AND OUTPERFORM THEM

The introduction of lithium-ion batteries has solved many of the limitations that kept organizations from going electric. It used to be unthinkable that electric forklifts could replace internal combustion...

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# SOCIAL STEWARDSHIP



## A STRONG TRADITION OF SOCIAL STEWARDSHIP

We started in 1949 as a small family-run material handling company in New York, and over 75 years later, we are still aligned with our customers through innovative products, services, and powerful multi-channel operational solutions. Today, more than ever, we are determined to provide “people programs” that unlock and unleash the full potential of every associate.

Our primary social goals as a Company are two-fold: strengthening the Global Industrial culture by developing our associates through our Employee Experience Programs and servicing the communities in which we are situated through our Partnerships With Purpose program.

Our Employee Experience Programs’ objectives are accomplished through listening and creating effective people solutions that foster a workplace where associates can learn, participate, belong, and contribute to their fullest potential.

Global Industrial’s mission of social responsibility extends outward as well to include the communities we serve. In 2024, we introduced Partnerships With Purpose, a program that identifies collaboration opportunities with nonprofit organizations that align with the Company’s CSR mission pillars each year.



# OUR MISSION, VISION, & VALUES



## MISSION

Our mission is to perform as one team, enabling customer success by delivering value.



## VISION

Our vision is to become a differentiated B2B value-added distributor with expertise in industrial equipment and MRO supplies. Offering national brands and high-quality proprietary brands with enhanced customer experience, we want to enable customer success while giving back to the communities where we live and work.



## VALUES

- S** – SIMPLIFICATION
- U** – URGENCY
- C** – CUSTOMER
- C** – COLLABORATE
- E** – EMPOWER
- S** – SAFETY
- S** – SOLUTIONS



# PARTNERSHIPS WITH PURPOSE

Partnerships With Purpose is the program through which Global Industrial identifies collaboration opportunities with nonprofit organizations that align with the Company's CSR mission pillars each year. This year's corporate mission pillars are depicted and described in detail below.



YOUTH  
ENABLEMENT



VETERANS



COMMUNITY  
FOOD ACCESS



INTELLECTUAL &  
DEVELOPMENTAL  
INCLUSIVITY



EMERGENCY &  
DISASTER RELIEF

## CORPORATE MISSION PILLARS

# PARTNERSHIPS WITH PURPOSE



## YOUTH ENABLEMENT

Advocating for youth enablement is about fostering development as much as it is about unlocking opportunities, building confidence and empowering our future leaders. For the second year in a row, Global Industrial's corporate headquarters partnered with a local organization whose mission it is to promote literacy by donating books to underserved schools and communities, in our region and abroad. Throughout the year we donated items from our assortment to improve the safety and efficiency of their warehouse operations. We also aided their relocation by providing packing materials and pairing them with one of our product experts to help design their new space for optimal layout and workflow efficiency. Additionally, this year following our annual trade show, we donated sample floor products from the event to an organization that supports underfunded Florida public schools by providing teachers and administrators with essential resources and materials to effectively run their academic programs.



## VETERANS

Advocacy for the needs of veterans helps to ensure that Americans who serve in the U.S. military receive the support services they need once they return to civilian life. Determined to end veteran suicide, our charitable partner provides highly-trained service dogs to military veterans suffering from PTSD, traumatic brain injury and other trauma related to their military service. With the majority of companion dogs being rescue animals, this innovative program allows the veterans to build an unwavering bond that facilitates their collective healing and recovery. Throughout the year, Global Industrial supports and increases awareness of this organization's mission by featuring their logo on the car and uniform of the NASCAR Xfinity series driver sponsored by Global Industrial—the No. 21 Chevrolet, driven by Austin Hill—and through direct charitable contributions. This year, the Company also participated in the New York Stock Exchange's (NYSE's) global giving campaign by honoring our charitable partner at the 102nd Annual Tree Lighting, which featured a custom ornament with our partner's logo, as well as inclusion on the NYSE's digital giving platform and related awareness-building activities.



## COMMUNITY FOOD ACCESS

Supporting community food access is more than providing meals. It is about fostering dignity, strengthening communities, and supporting healthier futures. This year, several of our offices and distribution centers contributed to this effort by volunteering at soup kitchens, community food pantries and gardens, and other need-based assistance organizations. Additionally, each year many of our locations run holiday food drives, benefiting the communities in which they are situated.



## INTELLECTUAL AND DEVELOPMENTAL INCLUSIVITY

At Global Industrial, we believe that advocating for intellectual and developmental inclusivity helps remove barriers and build communities where everyone can thrive. In 2025, the Company's corporate headquarters supported an organization that provides comprehensive vocational rehabilitation services to individuals with combined hearing and vision loss by sponsoring a team in the organization's annual 5k Run/Walk. Additionally, our corporate headquarters continued its partnership for the fourth consecutive year with a local nonprofit organization that provides safe and inclusive employment to individuals on the autism spectrum by donating products from our assortment to enable their operations, including a new washer and dryer to support their laundry business and an air compressor to support their custom apparel business.



## EMERGENCY AND DISASTER RELIEF

Our emergency and disaster relief efforts aim to alleviate community crises. In 2025, the Company made financial donations to support select national and local humanitarian organizations. Additionally, one of our locations partnered with an organization aligned with this mission, and associates volunteered their time assembling first aid and emergency response kits.



# CORPORATE DAY OF SERVICE

In 2023, Global Industrial launched its first Corporate Day of Service at our headquarters and cascaded this initiative out to many of our other locations. In 2024, we built on this momentum by deepening our charitable partnerships and aligning them with our CSR mission pillars through our Partnerships With Purpose program. In 2025, we maintained this initiative across our locations, continuing to strengthen associate engagement and reinforce our commitment to community impact.



## Buford, Georgia

Our Buford, Georgia facility, for the third year in a row, partnered with a local co-op that provides need-based assistance to the community. Associates volunteered their time sorting, packing, and stocking the community food pantry.



## DeSoto, Texas

Our DeSoto, Texas distribution center partnered with a local organization that provides need-based assistance to the community. Associates volunteered their time sorting and assembling Thanksgiving food baskets for community members in need during the holiday season.



## Las Vegas, Nevada

Our Las Vegas, Nevada facility partnered with a community soup kitchen and food pantry. Associates volunteered their time preparing meals for distribution to the local area.



## Milwaukee, Wisconsin

Our Milwaukee, Wisconsin office partnered with a local urban farm. Associates volunteered their time harvesting the farm's fresh, organic produce.

# CORPORATE DAY OF SERVICE



## Port Washington, New York

Our headquarters in Port Washington, New York partnered with an organization that supports neurodiversity by providing safe and inclusive employment to individuals on the autism spectrum. Through the New York Islanders' "Hockey with a Heart" program, which highlights local nonprofit partners during home games to raise awareness and funding for their causes, Global Industrial associates volunteered by selling raffle tickets to raise money for our charitable partner. Participation helped increase both visibility and financial support for the organization's mission, further strengthening this Partner With Purpose collaboration.



## Robbinsville, New Jersey

Our Robbinsville, New Jersey facility, for the third year in a row, partnered with a local community soup kitchen. Associates volunteered their time serving a meal to the soup kitchen's guests, and the Company made several in-kind donations, including a water bottle filling station and exterior benches.



## Toronto, Canada

Our Toronto, Canada facility partnered with a community food bank whose mission it is to combat food insecurity by providing essential food relief to individuals and families in need. Associates volunteered their time assisting with the food bank's warehouse, sorting and shelving donations.





## SPOTLIGHT ON SERVICE: GLOBAL INDUSTRIAL'S PARTNERSHIP WITH THE TRENTON AREA SOUP KITCHEN (TASK)



Global Industrial's Robbinsville, New Jersey location has cultivated a meaningful and enduring partnership with the Trenton Area Soup Kitchen ("TASK") since the launch of our Corporate Day of Service in 2023. What began as an inaugural collaboration has grown into a truly impactful relationship that reflects our commitment to strengthening the communities where we live and work through the advocacy of community food access.

Every year since 2023, the Robbinsville team has dedicated its Corporate Day of Service to TASK, volunteering onsite to support the organization's mission of feeding individuals in need and providing essential community resources to the greater Trenton area. Associates consistently express how deeply rewarding the experience is, noting the opportunity to contribute directly to an organization that offers compassion, stability, and hope to thousands of local residents.

In addition to volunteerism, Global Industrial remains committed to building lasting partnerships that generate practical, ongoing impact. Through thoughtful product donations, we have helped enhance TASK's facilities and improve the experience for both guests and staff. To date, these contributions have included outdoor park benches to create welcoming communal spaces, an outdoor water bottle filling station to support hydration needs, an indoor bottle filling station for staff and guests, as well as a range of office furniture and safety equipment to improve daily operations.

Together, these efforts demonstrate how Global Industrial's Robbinsville team continues to live our values by supporting our communities through service, partnership, and the meaningful application of our products and expertise.







## SPOTLIGHT ON SERVICE: GLOBAL INDUSTRIAL'S PARTNERSHIP WITH HELEN KELLER SERVICES



In May 2025, Global Industrial proudly supported its long-standing Partner With Purpose, Helen Keller Services ("HKS") at the organization's annual Dining in the Dark event. HKS is a national organization whose mission it is to enable individuals who are blind, DeafBlind, have low vision or combined hearing and vision loss to live, work, and thrive in the community of their choice. The annual Dining in the Dark event is an immersive evening, inviting guests to dine blindfolded, offering a powerful perspective on how individuals with low vision or dual-sensory loss navigate their environments. Master chefs prepared a thoughtfully crafted menu designed to highlight contrasting textures, aromas, and flavors, transforming the dinner into an exploration of the senses.

As a reflection of our commitment to corporate stewardship through our intellectual and developmental inclusivity pillar, Global Industrial served as an event sponsor and provided associates the opportunity to attend the event. The Company's participation supported critical HKS programs that enable independence, achievement, and community connection for children, teenagers, and adults throughout the New York Metro area, Long Island, and the nation.

In November, the Company again showed its support for HKS by sponsoring a team in the organization's annual 5K Run/Walk, the proceeds of which helped to fund the expansion of HKS's Children's Learning Center Preschool on Long Island, as well as communication access initiatives for DeafBlind individuals, including interpretation support and additional adaptive technology.

Through this sustained partnership, Global Industrial is proud to help expand access and opportunity to individuals of all ages and abilities.







## EMPLOYEE EXPERIENCE PROGRAMS

We view employee experience through a multi-variable lens. At Global Industrial, responsible stewardship of human capital is accomplished through listening and creating effective people solutions that foster a workplace where associates can learn, participate, belong, and contribute to their fullest potential. Pursuit of these initiatives fulfills a dual purpose of promoting employee wellness and productivity, thereby enhancing a positive work culture, while also leading to higher quality decision-making.

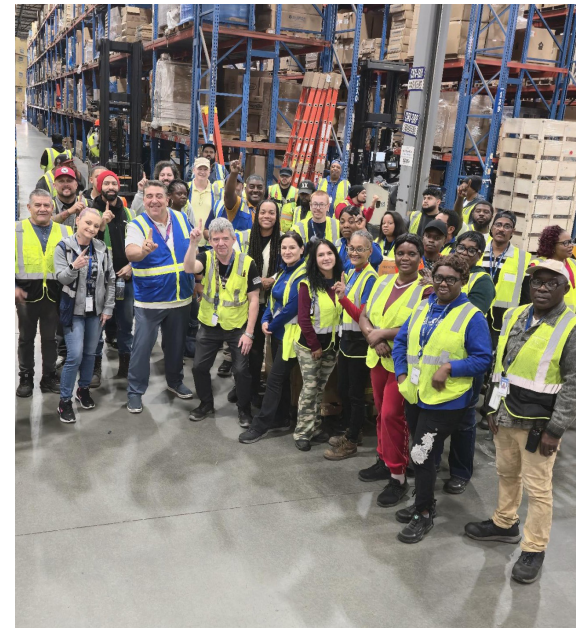




## ASSOCIATE ENGAGEMENT

At Global Industrial, we view our relationship with our employees as a two-way conversation. We frequently solicit employee feedback on ways to improve the quality of their work experience, both through formal surveys and informal commentary. Feedback received from these surveys has led to the Company's implementation of various wellness- and productivity- enhancing initiatives. Additionally, associates receive regular feedback and coaching to improve their performance.

In 2025, we continued establishing employee engagement committees throughout our organization in order to better tailor Company-sponsored events to local interests and preferences. Events held this year have included, among others, holiday parties, family fun days, bring-your-kid-to-work day events, and summer BBQs.



## SENIOR MANAGEMENT TEAM

We value the various perspectives that our senior leadership brings to our executive management which fosters a collective approach to problem solving, while practicing our core values of respect and collaboration.







## REWARDS AND RECOGNITION

Global Industrial maintains a milestone service awards program that recognizes associates for their long-term service and commitment to the Company. Associates receive a shout-out and recognition gift starting on their fifth anniversary and continue to receive a gift for every five years of service completed thereafter. Additionally, at each of our facilities, an Associate of the Month Award is administered to a deserving associate who has gone above and beyond in representing the Company's values for that respective month's period.

In November 2021, the Distribution Center Golden Broom Award was created. The winning teams are chosen based on a monthly aisle walk by the respective distribution center managers and an independent reviewer from another department, both of whom rate the designated zones based on established criteria. The award-winning associates are selected for having demonstrated the core values of Global Industrial as they take pride in their work area, promote teamwork, focus on safety, and improve order accuracy, all of which are factors that contribute to increased customer satisfaction.

To further celebrate exceptional performance, Global Industrial launched the CEO Success Award in 2025. This award honors associates who exemplify leadership, collaboration, and meaningful impact across the organization. It is meant to shine a spotlight on individuals who bring our mission, vision and values to live by driving operational excellence, supporting peers and contributing to a positive and productive workplace.







## WELLNESS PROGRAMS FOR THE BODY, MIND, & WALLET

At Global Industrial, we continue to champion a holistic approach to wellness that supports our associates' physical, mental, and financial well-being. Our wellness philosophy – rooted in the belief that healthy bodies and minds create a stronger, more resilient workforce – remains at the heart of our culture.

Through our well-being initiatives, we provide associates with ongoing opportunities to pursue healthier lifestyles, both at work and at home. Most of our U.S. facilities feature on-site gyms, and our wellness programming continues to promote fitness, nutrition, mindfulness, and preventive care. Associates also benefit from convenient telehealth options for both physical and mental health consultations.

Our Employee Health Fair, held annually across all U.S. locations, remains one of our most popular and engaging wellness events. Associates receive free health screenings, preventive care education, counseling, and access to resources that encourage healthier living. The fair also offers rejuvenating 15-minute back massages, reflexology services, sound bowl therapy, and aura readings, along with raffles and wellness-themed activities that make health awareness both fun and accessible.

To further support our associates' mental and emotional well-being, our confidential Employee Assistance Program (EAP) continues to provide valuable counseling, stress management, and work-life balance resources to all U.S. and Canadian associates.

Recognizing that wellness extends beyond physical and mental health, we also maintain programs designed to strengthen financial confidence. Associates can take advantage of discounted lifestyle products and services through our employee discount platform, as well as educational resources that help them make informed benefits and financial planning decisions.

In 2025, Global Industrial was proud to receive the Aetna Well-being Silver Award, recognizing our continued commitment to building a culture of well-being that prioritizes our associates' whole selves—body, mind, and wallet.





# PROFESSIONAL DEVELOPMENT FOR OUR ASSOCIATES.

WE CAN SUPPLY THAT.®

We empower our human capital by supporting the personal and professional development of associates through a variety of formal and informal learning opportunities.

## Online Learning

Associates are able to enhance their skill sets by taking courses in a learning management system. Courses are available in business skills, computer software, finance, sales strategy and management, and safety compliance.

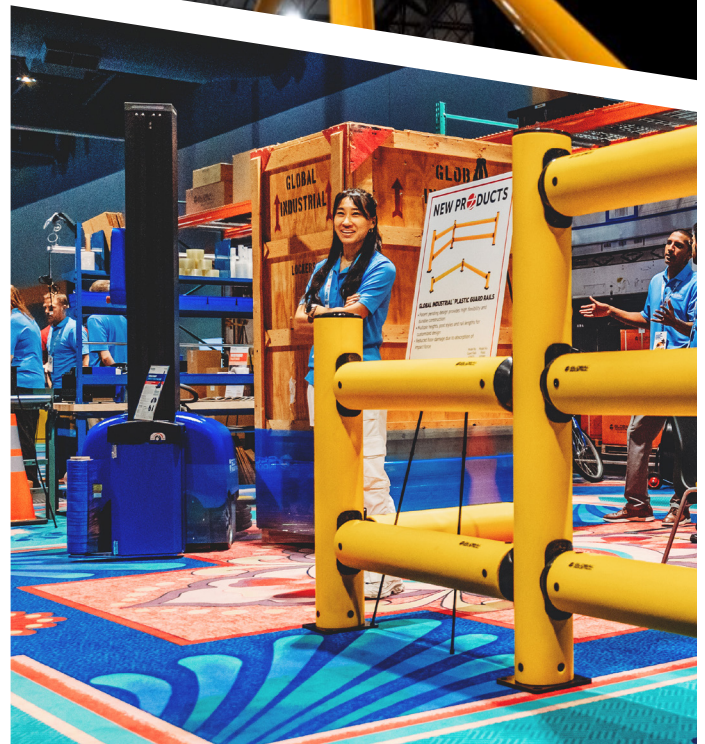
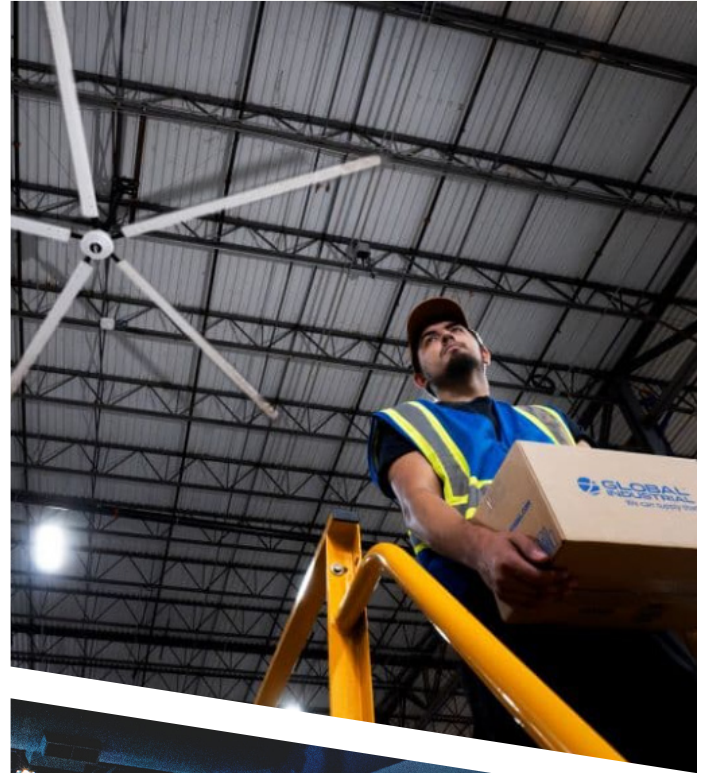
Additionally, Global Industrial has partnered with an Ivy League university to offer an online program with graduate-level courses that are available to Global Industrial associates in select business units. Upon successful completion of the two- to three-week courses, associates receive a certificate.

## College Tuition & Certification Reimbursement Program

We also encourage associates to expand their personal and professional growth through formal education of their own choosing. Global Industrial offers tuition assistance in areas of study chosen by our associates.

Full-time associates who have worked for the Company at least three months may submit for partial reimbursement of academic tuition in their chosen areas of study. We invest in our associates to provide them with an opportunity to further develop their skills and knowledge, with an aim to creating a positive impact on their personal and professional growth.

Additionally, we offer associates access to a tax-deferred investment vehicle that can be used to fund college tuition for associates and their eligible designees.





## TRAINING & DEVELOPMENT PROGRAMS

### L.E.A.D. Academy:

The Leadership, Education, and Advanced Development Academy (the "L.E.A.D. Academy") is Global Industrial's signature leadership development program offered to our warehouse associates who are seeking the leadership and professional growth necessary for supervisory roles. This time-intensive six-month program is capped off with a three-day leadership workshop, followed by a formal graduation ceremony and certificate of completion. Since its launch in 2022, the L.E.A.D. Academy has become a proven internal talent pipeline, cultivating leaders with the skills and confidence to take on greater responsibility. We continuously refine and enhance the L.E.A.D. Academy curriculum with updated development tracks, stronger mentorship components, and expanded opportunities.

### D.C. Leadership Training:

The Distribution Centers' Leadership Training program (the "D.C. Leadership Training program") is a ten-month program designed to ensure that distribution center supervisors have the interpersonal, managerial, and operational leadership skills needed to excel in their roles. The program provides training on core leadership competencies, including expectation setting, goal tracking, and effective communication of 360-degree feedback. This program meets monthly and is guided by our Learning Steering Committee, a cross-functional group of leaders representing both Operations and Human Resources. Together, these leaders create and refine an annual content roadmap, ensuring that the curriculum evolves with business needs while emphasizing engagement, interactivity, and practical application.





## INTERNSHIP PROGRAM

Global Industrial offers a 10-week paid summer internship program, with opportunities in Category Management, Finance, IT, Cybersecurity, HR, E-Commerce, Supply Chain, Product Development, Sales, Marketing, Industrial Engineering, and more. Interns immediately begin working on meaningful research projects and get the opportunity to learn more about the Company through a tour of one of our distribution centers and weekly presentations. Interns meet with leaders throughout the organization to improve their professional skills.

Additionally, we give our interns the opportunity to have some fun while connecting with their peers through a variety of unique social experiences such as catered food-truck lunches, distribution center tours and a virtual escape room adventure.

At the end of the program, interns present their research projects with recommendations to leadership.





# CORPORATE GOVERNANCE



## A SOLID GOVERNANCE STRUCTURE. WE CAN SUPPLY THAT.®

At Global Industrial, we believe that effective corporate governance is of critical importance to our stakeholders. Good governance is one of our core principles which guides our formulation of corporate policies, internal management, and relationships with our stakeholders.





## SAFETY CULTURE

Global Industrial values safety across all levels of the organization. We believe that every associate has the right and responsibility to continually seek to prevent injuries and build a safe environment for everyone. The prevention of occupationally-induced injuries and illnesses remains of paramount importance to our organization. Associates are trained to remind each other of our safety principles and to proactively identify and mitigate risks.

Structured Behavior-Based Safety Observations in our distribution centers encourage engagement between associates and supervisors and support continuous quality improvement. These observations promote clear communication, shared responsibility, and greater awareness of safe work practices across our operations. We are proud that our safety prioritization initiatives have contributed to continued declines in both number and severity of injuries company-wide, reflecting our ongoing commitment to protecting our workforce and supporting reliable service for our customers.

### Training

Our distribution center management trains associates not only to comply with federal, state, and local laws and regulations but also to go above and beyond to protect each team member. Associates are encouraged to speak up, remind each other of our safety principles, and work together to prevent incidents before they occur.

### Education

Global Industrial distributes weekly safety presentations to each member of distribution center management. Each presentation includes a weekly safety theme, with specific daily pointers designed to help teams achieve that safety objective. The daily topic is covered with distribution center associates before each shift starts in an effort to improve team communication and demonstrate the Company's commitment to safety.

Under the behavior-based approach to safety education, warehouse supervisors regularly observe how associates are performing with respect to target safety metrics. Associates are informed in advance of monitoring sessions. After each observation, the supervisor and associate have a safety conversation that highlights strengths and identifies opportunities to improve safety behavior. A standardized safety checklist helps guide supervisors in their assessments of safety compliance.

### Local Safety Committees

We have implemented local safety committees at each distribution center to provide oversight, training, education, guidance, and support that comprehensively strengthen the Company's safety culture. Office locations also have active safety committees to promote safety habits, look for improvement opportunities, and participate in activities such as emergency evacuation drills.

# A KNOWLEDGE CENTER FOR SAFETY



February 4, 2025

## FIRST AID KITS FOR WORKPLACES: WHAT YOU NEED TO STAY COMPLIANT AND PREPARED

Stay safe and compliant with workplace first aid kits. Learn OSHA-compliant first aid kit requirements and inspection tips to meet...

[Click To Read More](#)



February 4, 2025

## FIRE SAFETY EQUIPMENT AND SIGNAGE REQUIREMENTS

Ensure fire safety in the workplace with compliant fire extinguisher signage and meet OSHA requirements. When it comes to fire safety in the workplace, complying with safety regulations established...

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March 3, 2025

## LADDER SAFETY GUIDE: LEVELING UP YOUR PRODUCTS, PLANNING AND TRAINING

Keep workers at every level safer and more productive with the right ladder designs, applications, and training. Ladder safety planning is your first step. Businesses must evaluate their current...

[Click To Read More](#)



June 9, 2025

## COMPOSITE VS. STEEL TOE BOOTS: WHICH SHOULD YOU CHOOSE?

Learn the difference between composite toe and steel toe boots and discover the best types of safety boots for your workday needs. The right safety boots can make all the...

[Click To Read More](#)



July 29, 2025

## KEEP YOUR CREW HYDRATED: HEAT ILLNESS PREVENTION

Stay safe in the heat with OSHA tips, hydration strategies, and cooling solutions to prevent heat illness and protect your team. Hydration isn't a luxury—it's a jobsite necessity. Without proper hydration solutions, outdoor...

[Click To Read More](#)



September 10, 2025

## SAFE BY DESIGN: INDUSTRIAL SAFETY SOLUTIONS THAT PROTECT WORKERS & BOOST PRODUCTIVITY

Boost safety and productivity with smart design, protection, and PPE. You want to keep your workplace safe with the right industrial safety solutions...

[Click To Read More](#)





## BOARD GOVERNANCE HIGHLIGHTS

### All Board Committees Composed of 100% Independent Directors

Our Board's principal committees, Audit, Compensation and Nominating/Corporate Governance, are composed entirely of independent directors.

### Active Board and/or Committee Oversight of Risk Management, Cybersecurity, and Artificial Intelligence

Our Audit Committee oversees cybersecurity and AI as a recurring agenda item. The full Board is responsible for the oversight of the Company's risk management process. We consider risk management an essential part of business and operations planning.

### Annual Say-On-Pay Vote

At our 2023 annual meeting, our stockholders approved our Board's recommendation of holding a Say-on-Pay advisory vote on an annual basis, rather than every three years. In keeping with the Company's commitment to good governance and based on the results of the stockholders' vote at the 2023 annual meeting of stockholders, the Board unanimously voted to adopt an annual Say-on-Pay advisory vote. This adoption is in line with guidance from stockholder advisory firms that support annual frequency Say-on-Pay voting in order to ensure accountability to stockholders by inviting constructive feedback on executive pay programs in a timely fashion. In addition, at our 2025 annual meeting, our stockholders also provided clear endorsement of the Company's pay-for-performance alignment with approximately 96.9% voting in favor of our executive compensation.

### Lead Independent Director, Regular Executive Sessions, and Rotation of Committee Leadership

Our Lead Independent Director and the other independent directors on our Board are actively involved in corporate governance matters and, as with each of the Board's principal committees, routinely meet in executive sessions outside the presence of management.

### Annual Board and Committee Self-Evaluations

The Board and each of its principal committees conduct annual evaluations to assess functional effectiveness. As part of this annual self-evaluation, the Board evaluates whether the current leadership structure continues to be optimal for Global Industrial and our stockholders. Additionally, as a matter of good governance, we rotated leadership of two of our three principal committees among our independent directors to ensure enfranchisement of new perspectives.

# COMPLIANCE & ETHICS

Our Company is ever vigilant to stay abreast of current best practices in corporate compliance and changes in the law. This year we performed comprehensive reviews of multiple aspects of our compliance infrastructure, and either amended or passed new policies to stay in line with best practice trends.

Our enfranchisement of all ranks of our employee population is part of the reason we enjoy associate collaboration on compliance matters and consistently enjoy outstanding results year-over-year in our associate engagement and satisfaction surveys.

## Compliance Policies

The Company's Corporate Ethics Policy articulates the standards of business and professional ethics that we expect all of our directors, officers, associates, and other representatives of the Company to follow on a worldwide basis. It is the foundation upon which our related policies, trainings, and ethical decisions are established.

Our Company's Corporate Ethics Policy is regularly reviewed by our Board of Directors and our current Corporate Ethics Policy can be viewed on our website at [www.investors.globalindustrial.com](http://www.investors.globalindustrial.com). All new associates are provided an overview of each of our compliance policies, including our Corporate Ethics Policy and our Anti-Harassment Policy.

## Compliance Training

The Company is committed to providing education, training, and awareness to all tiers of our organization around the world with respect to our ethical business practices and related compliance policies. Associates are required to complete initial and annual compliance training to ensure familiarity with the Company's expectations of workplace conduct and compliance with the laws and regulations that govern our business.

Our compliance training program includes, among others, Understanding Fraud, Ethics & Workplace Behavior (including anti-harassment training), and Data Privacy & Information Security.







## CYBERSECURITY & BUSINESS CONTINUITY

Global Industrial's processes for assessing, identifying, and managing material risks from cybersecurity threats are integrated into our overall risk management program and are based on the standardized framework established by the National Institute of Standards and Technology ("NIST"), the International Organization for Standardization, and other applicable industry standards. This framework helps us prioritize cybersecurity activities and take a risk-based approach to cybersecurity, which begins with the identification and evaluation of cybersecurity risks or threats that could affect the Company's operations, finances, legal or regulatory compliance, or reputation.

We rely on a cybersecurity team that works to identify, protect against, detect, respond to, and recover from cybersecurity threats and incidents through risk management and strategy. Additionally, our CIO closely monitors the cybersecurity team's approach with regular reviews of security risks and vulnerabilities, security strategy and the implementation of mitigation plans and technology, and reports quarterly to our Audit Committee and Board of Directors on, among other things, threats, mitigation measures, and preventative procedures and software.

We also have a robust cybersecurity training and awareness program that requires all associates to complete mandatory cybersecurity awareness, information handling, and privacy training at the time of onboarding and on an annual basis thereafter. In addition, we regularly test our associates compliance with best practices using various techniques, such as simulated phishing campaigns, to validate the efficacy of our cybersecurity training.

Global Industrial tracks key performance indicators and cybersecurity metrics to evaluate the efficacy of its cybersecurity controls and practices. Furthermore, the Company's cybersecurity program is periodically reviewed and adjusted in an effort to maintain the program's agility and responsiveness as circumstances evolve, new cybersecurity threats emerge, and regulations change.

### Data Security Practices

We implement security practices appropriate to the nature of the information we collect, including technical, administrative, and operational procedures to prevent loss, misuse, or alteration of personal information. We also comply with payment card industry data security standards for the processing of credit and debit cards.

Global Industrial uses firewalls and email filtering solutions to block known malicious attachments and suspicious files. We also use web-filtering solutions that block malicious or suspicious downloads and web pages.

Global Industrial prioritizes the development of marketing and data practices that enhance data privacy and incorporate protections into our business strategy, culture, and ongoing operations.

## FORWARD-LOOKING STATEMENTS

This Report contains forward-looking statements within the meaning of that term in the Private Securities Litigation Reform Act of 1995 (Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934). Additional written or oral forward-looking statements may be made by the Company from time to time in filings with the Securities and Exchange Commission or otherwise. Any such statements that are not historical facts are forward-looking statements made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995 and are based on management's estimates, assumptions, and projections and are not guarantees of future performance. When used in this Report, the words "anticipates," "believes," "estimates," "expects," "intends," and "plans" and variations thereof and similar expressions are intended to identify forward-looking statements. Forward-looking statements in this Report are based on the Company's beliefs and expectations as of the date of this Report and are subject to risks and uncertainties which may have a significant impact on the Company's business, operating results or financial condition. Investors are cautioned that these forward-looking statements are inherently uncertain and undue reliance should not be placed on them. Important risk factors that may affect our future results of operations and financial condition are detailed from time to time in our Securities and Exchange Commission filings. We undertake no obligation to publicly release the result of any revisions to these forward-looking statements that may be made to reflect events or circumstances after the date hereof or to reflect the occurrence of unexpected events, except as may be required by applicable law.





2025 CSR Report