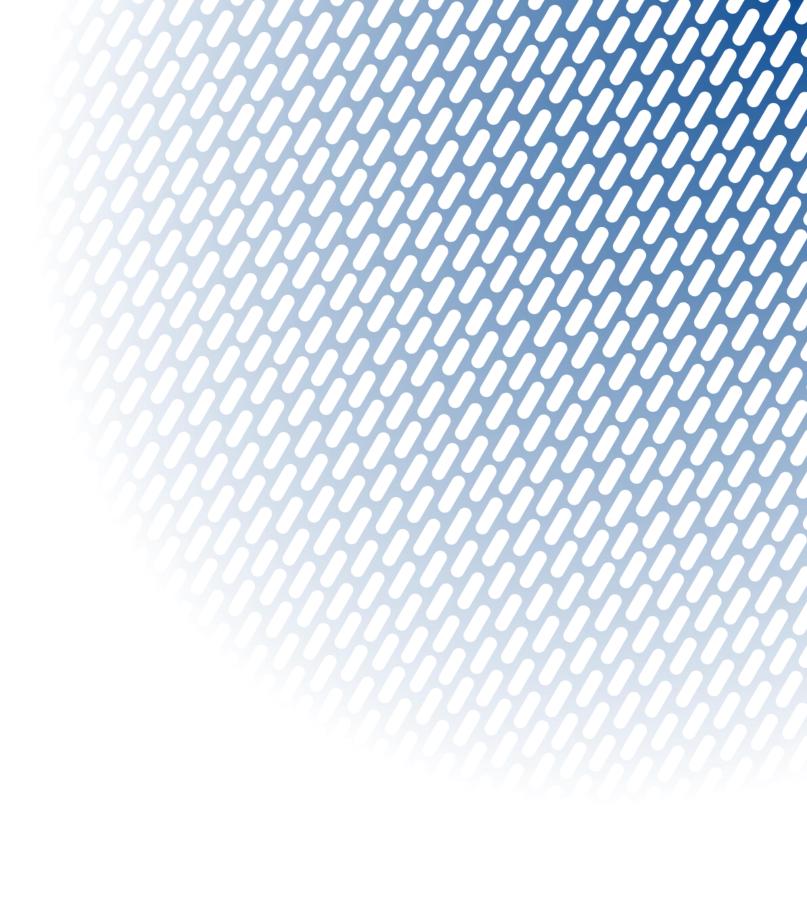




OUR APPROACH TO Sustainable Business





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A Letter from Our President/CEO

Woven Metal Products (WMP) is a state-of-the-art fabrication facility with more than 50 years of experience.

WMP has grown with its customers, and with that growth has come more capabilities, state-of-the-art equipment and increased expertise.

From specialty welders and CNC operators to drafting professionals and engineering experts, our team members are some of the best in the fabrication industry.

When you visit our facility today, you'll see a variety of workstations, cutting machines (laser, plasma, and waterjet), punch presses, machining centers, press brakes, welding essentials, robotic welding cells, knitting machines, and more — all operated by our dedicated and skilled team.

Operating our equipment and processing our products requires electricity, water and gas. That's why we prioritize sustainable practices at WMP.

We are committed to providing superior quality and unparalleled customer service in all aspects of our business. We accomplish this by observing a common set of values and by partnering with organizations that have the finest reputations.

Reliable Quality, Partnership Attitude and Attention to Detail, are core to everything we do. These values drive our work ethic and our work product, as well as our long-standing history of safety.

Protecting our shared environment is of fundamental importance to WMP, as it is to our team members, customers and suppliers. WMP is constantly evolving, not only to better meet our customers' needs, but also to be a steward of the future for our people and for our communities. I invite you to learn about the steps we are taking to set our company, our team members, and our environment up for success.

Russell Hillenburg President/CEO

ABOUT US

About Us

Woven Metal Products got its start in 1967 as a manufacturer of wire mesh internals for Dow Chemical worldwide. As Dow's products changed, WMP's facility and its capabilities grew. Perforated materials became a key component and a part of the general fabrication division, which services all custom fabrication needs.

Additionally, WMP began manufacturing vessel internals, which grew into the reactor internals division still present today. This division includes products such as center pipes, scallops, cover plates, scoops, catalyst support grids, expander rings, beams, sieve trays, chimney trays, proprietary distribution trays, reactor hardware, general fabrication and more.

In 1974, WMP assisted in the development of the UOP scallop design, which helped launch the market share that WMP holds in scallops. Today, all these products are commonplace at WMP, and many licensors look to WMP to help create their proprietary technology in many of these areas.



Shortly after, in 1976, IndChem (IC) was founded as a subsidiary of WMP in the service and maintenance business servicing the same industries as WMP. Later, as the industry and WMP evolved, IC transitioned from turnaround and maintenance work into the carbon steel and structural fabrication company it is today.

The '80s saw continued growth for WMP in CNC machinery, punch presses, as well as custom reactor internals and general fabrication. The 1990s brought more facility improvements and investments in new technology, such as waterjets to handle cutting thicker, heavier material. Later in 2010, WMP expanded their facilities again, complete with a new high bay and new offices.

Due to unmet market demands and at the insistence of many customers, WMP launched a tower internals division in 2012 to formalize what was already being done and expand upon its existing tower internals product offerings. The tower division comprises mass transfer, separation solutions, and consignment hardware with products such as trays, random and structured packing, mist eliminators, liquid-liquid coalescer devices and/or elements, beam and ring supports, element housings, inlet diffusers and custom hardware. These offerings support clients during their shutdown or repair periods, as we offer parts in all commonly used and exotic material types.

In 2017, 2019 and 2022, WMP further expanded, now boasting over 125,000 square feet of shop space on 82 acres. The future is bright for WMP, as it offers custom fabrication for all industries, skid and process module creation and assembly, along with complete reactor and tower internals packages. This includes everything from initial concept development and design with the in-house engineering department to creation by WMP's skilled fabricators. Before any product is shipped to its final destination, it goes through WMP's quality control department for inspection.

Because WMP has grown with its customers, never compromising on quality, the company has experienced the growth and reputation that make it what it is today — a success.













Environmental Impact

PROTECTING OUR SHARED ENVIRONMENT IS A PRIORITY FOR WMP, OUR TEAM MEMBERS, CUSTOMERS AND SUPPLIERS. TO SUPPORT THIS COMMON GOAL AND LEAD OUR INDUSTRY, WE ARE DEDICATED TO:



Exceeding applicable local, state and federal environmental regulations.



Continually reducing the environmental impact of our products and processes, including pollution prevention and waste reduction.



Using natural resources, including raw materials, energy and water, as efficiently as possible.



Seeking vendors that have our common environmental goals and purchasing sustainable products.

We will work to achieve these commitments by:



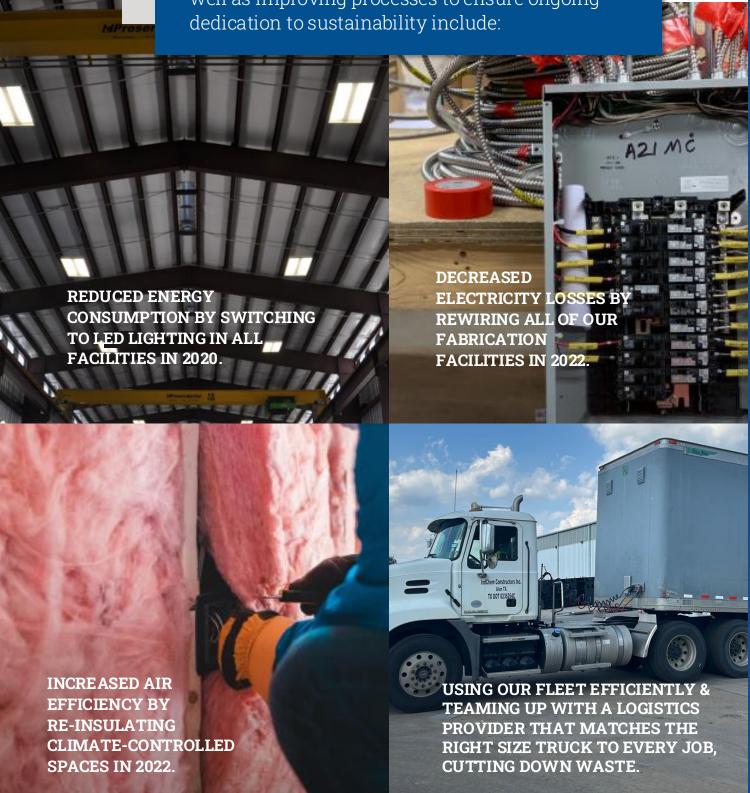
Evaluating our products and processes and dedicating ourselves to finding better alternatives to support environmentally conscious ideals.



Working collaboratively with our suppliers, customers and the surrounding community on environmental issues.

Environmental Impact Reduction Initiatives

Specific ways we are bettering our work environment, our own sustainable behavior, as well as improving processes to ensure ongoing dedication to sustainability include:





Tracking Our Progress: Scrap Metal Recycling

2022

- ✓ Nearly 594,000 pounds of scrap metal recycled
- ✓ Approximately the weight of 45 African elephants

2023

- ✓ More than 694,000 pounds of scrap metal recycled
- ✓ Roughly equivalent to the weight of about 174 average cars

2024

- ✓ More than 784,000 pounds of scrap metal recycled
- ✓ Nearly the weight of the metal of two Statues of Liberty

Recycling, Energy Conservation and Carbon Footprint

WMP and its subsidiaries regularly reinvest in better equipment that uses less power with increased capacity. Our commitment to improved research and development and the latest technological advancements in our field also support our dedication to sustainability.

Our goal is to use materials more efficiently, minimizing overall waste. When needed, we recycle all scrap metal and other unused materials as appropriate.

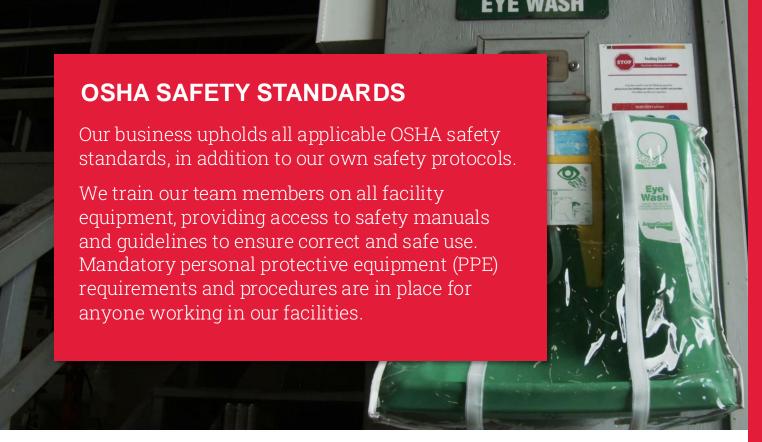
We also routinely monitor metal welding gases and other on-site gases needed for production, limiting any unnecessary or wasteful utilization.



Health and Safety







Throughout our facilities, we provide safety equipment such as fire extinguishers, automated external defibrillators (AEDs), eyewash stations and more.

We also have emergency evacuation escape route plans in place with information posted throughout the facility. Muster points are also labeled throughout the facility, so anyone knows their closest gathering point in case of an emergency.

We host regular safety meetings with our shop team members to discuss safety issues and best practices. These meetings are a cornerstone of our safety culture, providing a forum to discuss mission critical updates for our team and keep everyone safety conscious.





CHEMICAL SAFETY

We adhere to the standards set forth by the Global Harmonized System used to label chemical hazards and safety data sheets.

All team members have the right to know the chemicals that may be found in their work areas or used as part of their work. Various keywords and images communicate the hazard severity in the simplest form possible, while the hazard statement addresses the health and physical hazards of the chemical.

Safety Data Sheets are used to keep track of chemical compositions on-site and the safety measures associated with each chemical. These can be found at the front of the WMP main shop building's front door.



LOCKOUT/TAGOUT

Lockout/Tagout is also an important part of day-to-day activities at WMP. Team members who use machines or equipment serviced under the Lockout/Tagout standards are required to learn and know the procedures. Only maintenance personnel are permitted to work on equipment and do the actual Lockout/Tagout.



QAS INTERNATIONAL ISO 9001:2015 CERTIFICATION

We have been a QAS International ISO 9001-registered company since the early 2000s and currently adhere to the ISO 9001:2015 standards.

Each year we go through an extensive audit to maintain our certification. Our compliance with ISO indicates to our clients and prospective customers that we adhere to the top standards in fabrication and consistently meet regulatory global requirements. Our audit process involves testing our equipment to make sure it's accurate and up to date, as well as proving quality standards and processes by following a product in fabrication from start to finish throughout our facility.

FOCUS ON COMPLIANCE

Our dedicated safety and compliance manager ensures all team members understand and follow safe workplace guidelines, from the shop floor to our IT systems and cybersecurity. Our ongoing, critical focus on safety includes training for appropriately handling materials and using the proper safety measures with equipment, personal tools, protection and more.

Procedures are in place for spill prevention, containment control and countermeasure plans. We routinely inventory and report on any hazardous materials including tier-two reporting and toxic release inventory (TRI).



HEALTH AND SAFETY

CYBERSECURITY AND PHYSICAL SECURITY

Maintaining secure operations keeps our team members safe, as well as protects our business operations. We train our team members to identify and report any attempted cyber-attacks through regular training, and we've implemented stringent data security measures to keep information safe. We also have on-site cameras throughout our facility for 24/7 monitoring, ensuring our team members' safety and maintaining a secure facility and office.







Ethical Business

Code of Conduct and Ethics

We strive to conduct all business responsibly and ethically. This approach applies to both our team members and the suppliers/vendors with whom we work.

Our Code of Ethics applies to all team members, leadership, and the board of directors, guiding individual behavior and company actions. WMP is committed to upholding honesty and integrity to maintain a professional workplace.

01

We all deserve to work in an environment where we are treated with dignity and respect.

WMP is committed to creating such an environment, as it brings out the full potential in each of us – and in turn, contributes directly to our business success.

03

We encourage all team members to freely come forward to leadership with any concerns about workplace safety, illegal acts or unethical conduct.

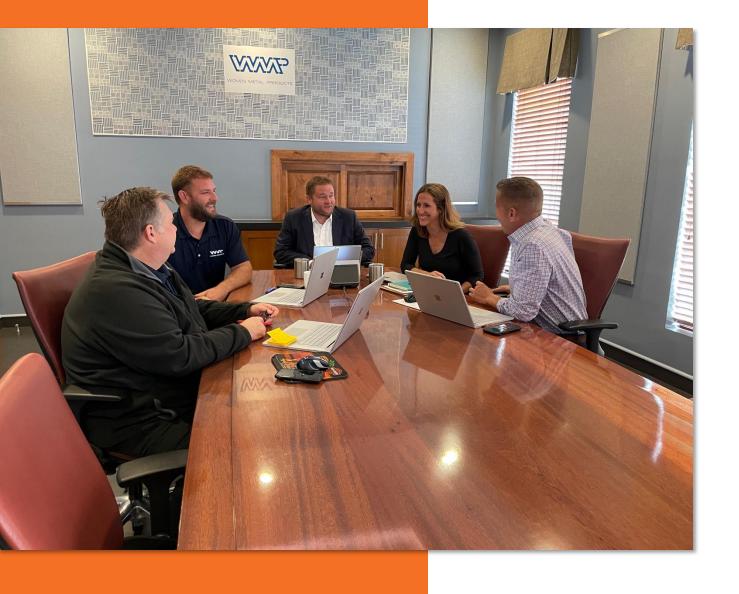
02

WMP's rules and standards of conduct are essential to our productive work environment.

WMP employees are required to know our company rules and standards and also adhere to them in all aspects of the job. It is critical from a safety standpoint, as well as a quality and sustainability factor.

04

WMP is committed to providing a workplace free of all discrimination and from abusive, offensive or harassing behavior.



SUPPLIER CODE OF CONDUCT

We expect high standards from our team members, contractors and suppliers. In turn, we commit to providing a safe, responsible and fair environment for business. Woven Metal Products aims to work with suppliers who take their corporate social responsibility obligations seriously. We encourage our suppliers to be socially and environmentally responsible, participate in sustainability programs, and deliver sustainable solutions.



Company Values

Our Purpose To provide leading custom solutions

regarding fabrication and manufacturing

primarily for energy, chemical and

process industries

Our Vision To be a premier fabrication facility with a

global reputation for industry expertise

and custom design solutions

Our Promise Reliable Quality

Partnership Attitude Attention to Detail

Our Values Integrity

Excellence Innovation Collaboration

Our Leader Behaviors

Embodies the company values and principles

Acts as a team player, demonstrates willingness to help junior team members grow capabilities and skills

Executes efficiently within domain expertise

Serves as a good steward of company resources and employee time

Communicates effectively and with respect for all team members

Remains mindful of the company's vision in prioritization of focus and delivery





Community

COMMUNITY

Woven Together



Through our community engagement program, Woven Together, we are investing in the communities where our team members live and work by helping others grow their capabilities and skills.

Knowing that traditional higher education isn't for everyone, we're helping grow the future workforce for manufacturing skilled labor opportunities by spotlighting the benefits of a trade skills career.





Learn more about the scholarship and apply here.





SPARK FOR THE FUTURE SCHOLARSHIP

Each year, we award a local Houston-area student or educational program pursuing or teaching higher education and instruction in metal welding and related metal-working specializations with a \$1,000 scholarship. Award applications are available for study at vocational and accredited programs, as well as undergraduate programs.



EDUCATIONAL OPPORTUNITIES& SITE VISITS

Each year, our team reaches hundreds of students in and around Houston through on-site visits to our fabrication facility, introducing them to a world-class shop and showing them future career possibilities in welding and fabrication. To date, more than 250 high school and community college students have visited our shop, meeting with team members, learning about potential career paths, witnessing top-notch equipment capabilities, and gaining a better understanding of the metal fabrication industry overall.

WMP also participates in co-op programs to provide welding technology students with handson training opportunities at our facility. Also, our leadership team periodically visits local colleges and high schools to discuss manufacturing and skills-based career opportunities with students and contributes to curriculum development for welding education programs.





LEADING IN THE COMMUNITY

WMP is a member of the Alvin-Manvel Area Chamber of Commerce. Russell Hillenburg, president/CEO of WMP, also sits on the Advisory Committee for Alvin Community College's Welding Technology Program. In this role, he periodically meets with the program's students to share updates and insights on the fabrication industry. Hillenburg is also a founding advisory board member for a local entrepreneurial program for high schoolers and treasurer of the board of the Friendswood ISD Education Foundation.







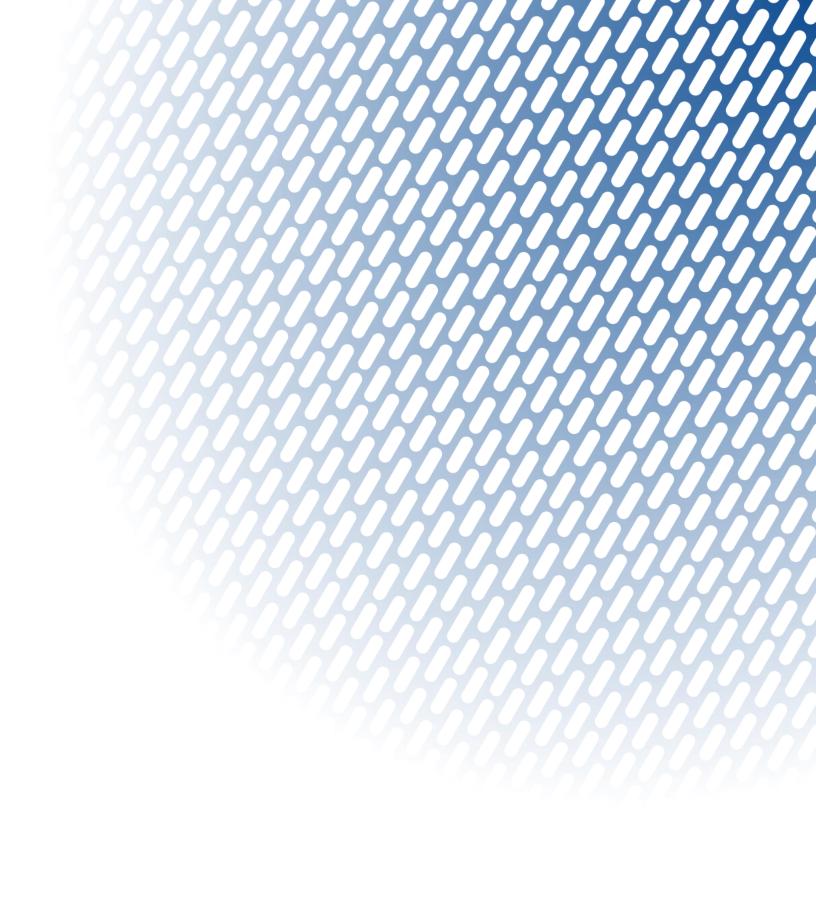




COMMUNITY PARTNERS

We work with local organizations that provide resources to help families and individuals achieve their full potential, such as Alvin-based Texas HOPE and Houston-area Kidz Harbor, providing financial and resource support.

WMP is dedicated to giving back to the community where we live and work. In 2024, we gave over \$47,000 in charitable contributions.







To arrange a visit or discuss your custom needs, please contact:

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RELIABLE QUALITY • PARTNERSHIP ATTITUDE • ATTENTION TO DETAIL

