

	Company Policy	Implementation Date:	February 17, 2025
	Integrity Reporting and Hotline Policy	Last Reviewed Date:	Not Applicable
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Owner:	Deputy General Counsel	Approval:	EVP & General Counsel

1. PURPOSE

A core value of Generac’s is Integrity – its commitment to practicing the highest ethical standards across all its businesses. Another core value of Generac is the belief that its People are directly tied to its success and the company strives to create a workplace that embraces diversity, celebrates differences, and treats others with equality and respect.

One of the ways in which Generac demonstrates these values is promoting a culture that encourages all employees, as well as third parties in relationship with Generac such as but not limited to suppliers, dealers, distributors, contractors, consultants, or other affiliated entities and/or any individual working under the supervision and direction of such parties (“Others”) to speak up if they have a concern regarding the company’s Code of Ethics or its values.

Employees and Others have many ways in which they can raise concerns including by submitting a report to Generac’s Integrity Hotline, which the company has had in place for many years and is highlighted in its Code of Ethics. The Integrity Hotline is managed independently by a third party and offers Employees and Others the opportunity to report concerns either identifying themselves or anonymously, maintaining in any case confidentiality.

Generac encourages employees and Others to speak up if they have concerns, identify potential red flags for improper behavior, or want guidance regarding how to conduct business ethically and with integrity. This Integrity Reporting and Hotline Policy (the “Policy”) summarizes the ways that employees and Others (referred to in this Policy as “Reporters”) can raise concerns, and how the company will investigate and resolve those concerns. Generac recognizes that a well-known and communicated Policy is critical to upholding its values and its Code of Ethics.

2. SCOPE

This practice applies to all Generac entities or facilities owned or controlled by Generac Power Systems, Inc. unless specifically identified.

3. PROCEDURE

3.1 Ways That Reporters Can Raise Concerns or Ask for Guidance

a) As outlined in Generac’s Code of Ethics, Reporters have several ways that they can raise concerns or ask for guidance internally within the company, by contacting:

- A supervisor;
- A Human Resources Manager;
- The Legal Department; or (together refer to “In-Person Reports”)
- The **Integrity Hotline** made available by Generac, which may be used anonymously.

Reporters may contact the Integrity Hotline in one of the following ways:

- i. Via a web submission at <http://www.reportit.net>, Username: Generac and Password: gnrc; or
- ii. Via the Hotline at +1-877-778-5463, or via the numbers available in the countries listed below. Calls into the hotline are not recorded but are instead transcribed and

summarized by our third-party provider and included in the report submitted to Generac in a similar manner to web reports. If requested by the reporter through the “Report Follow Up” feature (see Paragraph 3.2.c.iii below for further information on the Follow Up capabilities), the company will provide the transcribed and summarized report for the Reporter to review and approve.

LOCATION	AT&T USADIRECT ACCESS CODES	TOLL-FREE PHONE NUMBERS
Bahrain	800-00-001	877-778-5463
Brazil	0-800-890-0288 or 0-800-888-8288	888-500-2003
Canada	N/A	877-778-5463
China	China Telecom (Mandarin Prompt): 108-10 or North, Beijing CNCG (Mandarin Prompt): 108-710	888-500-2004
Dominican Republic	1-888-225-5288 (Spanish Prompt)	877-778-5463, opt. 2
France	0-805-701-288	888-500-2011
Germany	0-800-225-5288	888-500-2013
India	000-117	877-778-5463
Italy	800-172-444	888-500-2009
Mexico	01-800-112-2020 (Spanish Prompt) or 001-800-658-5454 (Spanish Prompt)	877-778-5463, opt. 2
Poland	0-0-800-111-1111	877-778-5463
Romania	0808-03-4288	877-778-5463
Spain	900-99-0011	877-778-5463, opt. 2
United Arab Emirates	8000-021	877-778-5463
United Kingdom	British Telecom: 0-800-89-0011 C&W: 0-500-89-0011	877-778-5463
United States	N/A	877-778-5463

3.2 How Generac Investigates and Responds to Concerns

a) In-Person Reports

- i. Reports received in-person will be escalated as appropriate under Generac’s Internal Investigation Protocol. In general, reports other than those related to general Human Resources or workplace issues will be escalated to Generac’s General Counsel or their designee(s) for review and direction of the investigation of the report.
- ii. Receipt of such reports by the General Counsel or their designee(s) will be acknowledged to the Reporter as appropriate.

- iii. All in-person reports escalated to the General Counsel or their designee(s) will be centrally documented to ensure consistent tracking and handling.
- b) Reports Made Through the Integrity Hotline
- i. Reports received through the Integrity Hotline are routed by Generac's third-party provider to the General Counsel and/or their designee(s) as appropriate.
 - ii. For reports received through the Integrity Hotline, the company will acknowledge receipt of such report no later than **seven (7) days** using the "Follow Up" feature of the Hotline system to communicate with the Reporter.
- c) Investigations of Reports
- i. Upon receipt of a report, the General Counsel or their designee(s) will coordinate the direction of the investigation of the report. The General Counsel may delegate these responsibilities as well as the decision regarding the direction of the investigation as appropriate whether in specific cases or multiple ones. Such delegation may be to personnel at the location or business unit identified in the report, to other corporate personnel, engaged outside parties, or a combination thereof depending on the circumstances, as appropriate.
 - ii. Generac will investigate and document reports using the guidelines of its Internal Investigation Protocol as established by the General Counsel. All investigations will be conducted in an objective and confidential manner.
 - iii. Generac will make reasonable efforts to complete investigations within three (3) months from the date of receipt. To the extent that certain circumstances require the investigation to take longer than three (3) months, Generac will communicate the anticipated extension to the Reporter. For reports received anonymously through the Integrity Hotline, Generac will communicate with the reporter using the "Follow Up" feature of the Hotline.
 - iv. At the completion of the investigation, the investigating personnel will prepare a written report summarizing the investigation and any recommended action, which will be maintained with the report for the period required under Generac's document retention policy.
- d) Requirements for Certain Reports related to Accounting or Financial Matters
- i. Consistent with U.S. law, the Audit Committee of the Board of Directors of Generac has established a policy (the "Whistleblower Policy") for the reporting of accounting complaints regarding 1) attempted or actual circumvention of internal accounting controls; or 2) violations of the company's accounting policies.
 - ii. Generac will handle any accounting concerns that are raised through any reporting channel, including the Integrity Hotline, under the procedures of the Whistleblower Policy. This Policy is intended to be supplemental to the Whistleblower Policy.

3.3 Responding to the Reporter

At the conclusion of the investigation, the Reporter will receive written confirmation that the investigation has been completed. Generac will indicate whether appropriate measures have been taken, as necessary. For reports received anonymously through the Integrity Hotline, Generac will communicate the completion of the investigation with the reporter through the Hotline.

If the investigations carried out confirm the existence of unlawful acts or misconduct, Generac shall take appropriate measures in accordance with Generac's Policies and applicable disciplinary processes.

3.4 Confidentiality and Privacy

Generac is committed to treating each concern raised and the people involved confidentially. Every circumstance is different, and the very nature of the concern raised, and the people affected might not make it possible to maintain absolute confidentiality in certain cases. Nevertheless, Generac will make every effort to protect the reporter's confidentiality as well as any persons accused of improper behavior or potential witnesses to it.

Generac will also handle every report and carry out any related investigation with consideration given to applicable local jurisdictional or country data privacy laws. Access to reports, involvement in investigations, and participation in any action taken as a result of a report will be limited to those employees within Generac who have a need to know or participate because of the nature of their job responsibilities or disclosed when necessary and appropriate to governmental authorities or the company's external independent auditors.

3.5 Non-Retaliation Policy

Generac will not retaliate, attempt to retaliate, or tolerate any retaliation against a Reporter who, in good faith, reports a concern. Generac prohibits direct or indirect retaliatory or discriminatory actions against the Reporter for the reporting and will sanction anyone engaging in such conduct. Examples of retaliatory conduct include but are not limited to dismissal, suspension or equivalent measures, demotion or non-promotion, reduction of salary, coercion, intimidation, discrimination or otherwise unfavorable treatment.

Reporters who believe they are or have been the subject of retaliation should contact their supervisor, Human Resources department or the Legal Department immediately or report the matter to the Integrity Hotline as described above.

3.6 External Reporting

Generac recognizes that Reporters may report matters outside the company if one of the following events take place: an internal report has been submitted but has not been followed up; there are reasonable grounds to believe that a report would not receive effective follow-up or could lead to a risk of retaliation; and/or there is an imminent or clear danger to the public interest.

In such cases Reporters may submit an external report matter related to a Generac company based in one of the countries where the following national competent authority are based:

Country	Authority
France	Défenseur des Droits, French Anticorruption Agency (AFA), French Competition Authority, French Data Protection Authority (CNIL), the French National Authority for Health, the French General Inspectorate for Social Affairs
Germany	Bundesministerium des Innern/Referat O4
Italy	National Anti-Corruption Authority (ANAC)
Poland	the Ombudsman; the Polish Financial Supervision Authority, the Office of Competition and Consumer Protection and the General Inspector of Financial Information
Romania	The National Integrity Agency
Spain	Fiscalía contra la Corrupción y la Criminalidad Organizada
United Kingdom	Serious Fraud Office
United States	Securities and Exchange Commission (SEC)

3.7 Policy Owner and Amendments

Generac's Executive Vice President and General Counsel is the owner of this Policy. No amendments or changes to this Policy, or the removal of it, may be done without the prior written approval of the General Counsel or his/her designee(s).