



**CONTROL
SOUTHERN**

When integrity leads, success follows

ESG **2024**

Corporate Sustainability Report



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At Control Southern, our commitment to sustainability remains strong. As President, I am proud to lead a company that understands the important role industrial automation plays in building a healthier planet and a more resilient future.

We deliver automation solutions that improve operational efficiency while advancing energy optimization and reducing environmental impact. Our technologies help customers meet their sustainability goals by cutting waste, conserving resources, and staying aligned with evolving ecological standards.

Sustainability at Control Southern is not confined to our products. It is embedded in our culture. Our team members are champions of environmental stewardship, actively fostering a workplace where ecological awareness and responsibility thrive.

I reaffirm our pledge to uphold these values and ensure environmental responsibility remains central to our mission. Guided by sustainable development, we work toward a future where innovation, growth, and environmental care move forward together.

MESSAGE FROM OUR PRESIDENT



Doug Turner
President

Together, we are shaping a legacy of leadership that reflects our commitment to sustainability and our belief that innovation and stewardship can grow side by side.

CONTROL SOUTHERN: AT-A-GLANCE



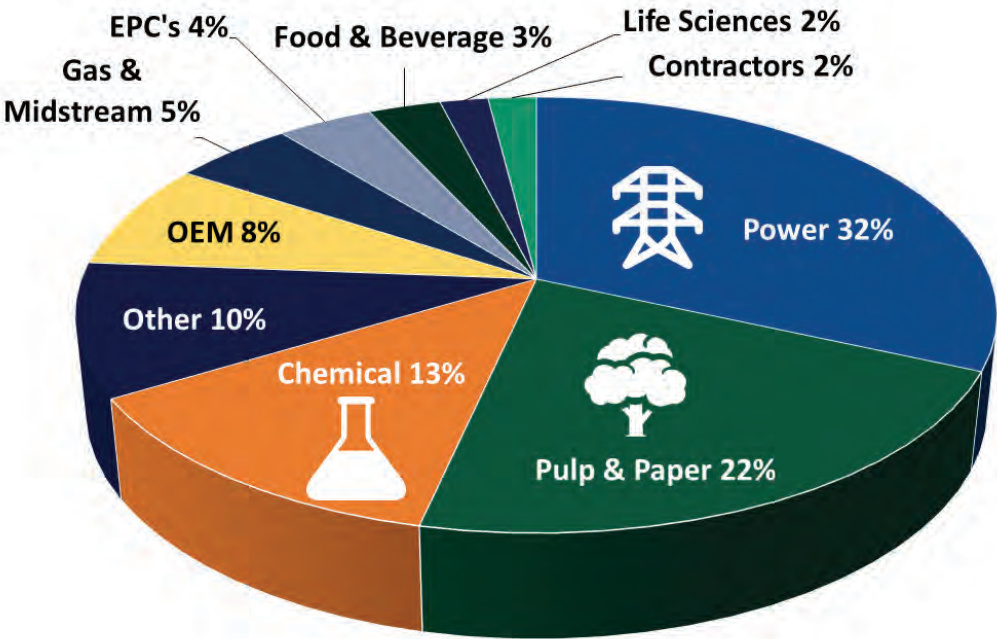
FOUNDED
1956

HEADQUARTERS
SUWANEE, GEORGIA

275 
EMPLOYEES



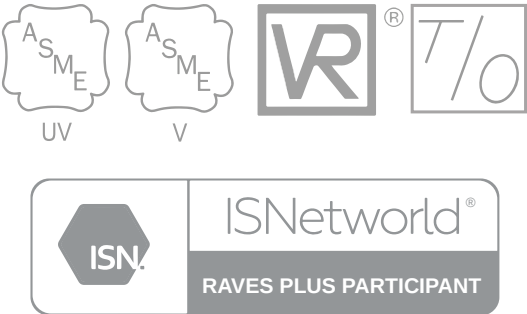
ESOP
EST. 2021



130,000 sq.ft.
6 SERVICES LOCATIONS



65,000 sq.ft.
7 OFFICE LOCATIONS





OUR MISSION

We Grow Leaders, Think Customers,
and Create Smiles.



OUR VISION

We will achieve industry leading performance
for our partners, our customers, and ourselves.



OUR STRATEGY

As our customer's trusted advisor,
we provide solutions to improve their
bottom-line performance.



We attract, develop, and retain
exceptional leaders in an inclusive
work environment, where all leaders
can reach their greatest potential.



We actively listen to our customers
to deeply understand their needs,
and deliver the unique solutions
that ensure their success.



We constantly strive for improvement
in all aspects of our business, guided
by metrics, feedback, and our
disciplined management process.

MISSION

CORE VALUES

INTEGRITY

We are uncompromising in our honest and ethical behavior, which creates trusting relationships with one another, customers, suppliers, and communities.



SAFETY & QUALITY

We are unwavering in our commitment to the highest standards of safety and quality for ourselves and our customers.



INNOVATION

We passionately pursue creativity in new and better technologies, capabilities, and approaches to drive tangible value for our customers.



COLLABORATION

We work seamlessly across geographies, platforms, business units, and functions to fully leverage our unmatched breadth and expertise.



COMMUNICATION

We actively listen and share knowledge, fostering an open and honest exchange of ideas to ensure mutual understanding and productive collaboration





Environmental



Driving Sustainable Progress: The Green Team's Impact

In 2024, the Control Southern Green Team continued to lead the way in advancing our company's sustainability goals. Building on last year's achievements, our team has deepened its commitment to reducing our environmental footprint through innovative initiatives and operational improvements.

Our efforts to eliminate single-use plastics and styrofoam have resulted in thousands fewer bottles and cups entering landfills. We've expanded our recycling programs, diverting significant quantities of cardboard, scrap metal, and wood pallets from waste streams. Our Waste Management Plan continues to emphasize the three R's: Reduce, Reuse, and Recycle—ensuring sustainable practices are embedded in every aspect of our operations.

Energy & Emissions

Energy tracking systems have enabled us to pinpoint and act on opportunities for reducing consumption. The promotion of carpooling, remote work, and virtual meetings has further decreased transportation-related emissions.

WOOD

2,570

PALLETS

RECYCLED

REDUCTION

17,500+

PLASTIC BOTTLES &
STYROFOAM CUPS

lbs.

146,930

Scrap Metal

RECYCLED

CO₂

Eliminated

1,111 metric tons

CO₂ Emissions

242 Equivalent

Cars off the road

23% increase in CO₂ eliminated (YOY)





Paperless Warehouse

A major highlight for 2024 is the launch and expansion of our Paperless Warehouse initiative. This project is transforming our warehouse operations by replacing manual, paper-based processes with digital systems and automation. The Paperless Warehouse leverages upgraded barcode scanning tablets and integrated business systems to streamline inventory management and shipping.

By digitizing records and automating workflows, we are reducing waste, improving accuracy, and increasing operational efficiency. The project also supports real-time data access, enabling better decision-making and resource allocation. As we continue to roll out these technologies, we expect to see substantial reductions in paper usage, enhanced productivity, and further environmental benefits.

Looking Ahead

The Green Team remains dedicated to exploring new ways to foster sustainability and environmental stewardship. Our commitment to continuous improvement ensures that Control Southern will keep setting the standard for responsible business practices in our industry.

Environmental Impact

At Control Southern, our dedication to sustainability is unwavering. We understand that reducing environmental impact and managing resources responsibly are not just goals, but imperatives for a better future. Our comprehensive suite of products and services reflects our deep commitment to these principles. By offering innovative, energy-efficient solutions and systems designed to minimize emissions, we empower our customers to achieve and surpass their environmental aspirations. Our integrated approach ensures that every solution we provide aligns with the highest standards of environmental stewardship. Together, we are not just following green initiatives; we are leading the way towards a sustainable future that benefits us all.

Integrated Solutions Include

- **Advanced Automation Systems:** Designed to optimize energy efficiency and reduce emissions, our systems provide the precision and control necessary for sustainable operations.
- **Smart Instrumentation:** Our state-of-the-art instruments deliver accurate data for better decision-making, helping to conserve resources and minimize waste.
- **Valve Solutions:** Engineered for reliability and performance, our valves ensure optimal flow control, contributing to the reduction of unnecessary energy consumption.
- **Remote Monitoring Services:** With our remote asset management, customers can track their equipment's performance and make proactive adjustments to maintain sustainability standards.

CASE STUDY

Enhancing Sustainability for Blue Origin

Background: Blue Origin faced a challenge with their nitrogen (N2) system, which is crucial for testing new rocket components. Initial tests resulted in about 4,000,000 SCFH of N2 being vented, leading to significant waste and costs.

Challenges: The system needed to work correctly to ensure successful pressurization and further testing. Malfunctions delayed critical testing and increased N2 waste.



Minimizing N2 Waste & Improving System Efficiency

Our Approach: During a critical third test, we observed that the sensing lines were too close to measure accurately due to turbulent flow. We recommended optimal placement of sensing lines and new parts to reduce/improve the system’s proportional band.

RESULTS



Operational Efficiency and Resource Utilization: We reduced the need for additional system tests, leading to significant cost savings and preventing any impact on the New Glen Rocket’s first launch schedule, subject to regulated nitrogen (N2). Additionally, we enhanced nitrogen management, which further reduced operational costs and minimized our environmental footprint.



Environmental Impact and Support for Sustainability Goals: Reduced the release of reactive nitrogen compounds, improving air and water quality. This aligns with Blue Origin’s broader sustainability initiatives, promoting long-term environmental stewardship.



Social Impact



We believe that our business success depends on our social responsibility. We strive to create value for our stakeholders while contributing to the well-being of our employees, customers, suppliers, partners, and communities.

Diversity, Inclusion & Engagement Highlights

- > Yearly Voice of the Employee Gallup Surveys:
2024 Score is above 76% of all Gallup companies surveyed.
- > Employee Assistance Programs (EAP)
- > Equal Opportunity Employer
- > Military Veteran Employment (Bradley-Morris Membership)
- > Diversity, Equality & Inclusion (DEI) Standards

Employee Benefits Highlights

- > Medical, Dental and Vision
- > Paid Long and Short-Term Disability
- > Paid Parental Leave
- > Paid Community Service Hours
- > ESOP & 401K Match

4.45
GALLUP
ENGAGEMENT
SCORE ↑
Top Quartile of
Gallup Companies

10%
Voluntary
TURNOVER
RATE
WORKPLACE

hrs.
2,010
TRAINING
LEARNING
MANAGEMENT
SYSTEM

Great
Place
To
Work®
Certified
AUG 2024-AUG 2025
USA





Safety Mission

At Control Southern, we advocate for a workplace where safety is a personal pledge and a collective duty. Recognizing safety as an ethical imperative, core to our principles, we proactively manage risks and strive for continual advancement to preempt hazards. We empower each individual to personify the “I am safety” principle, ensuring the comprehensive safety of our workforce, customers, and associates is a critical element of our operations.

Quality Mission & Commitment

We are steadfast in our pursuit of operational excellence and personnel development to guarantee the superior quality and dependability of our products and services. We rigorously uphold the highest standards of quality and foster customer trust by consistently enhancing our processes, infrastructure, and adherence to contractual obligations, codes, and statutory mandates.



- Monthly Safety & Quality Newsletter
- National Safety Month Celebration
- Comprehensive Yearly Trainings





GLOWS (Giving Leaders Opportunities to Win Smiles) continues to be a cornerstone of Control Southern’s commitment to social responsibility. In 2024, GLOWS inspired and mobilized our leaders to serve the communities that support us through volunteerism, donations, and outreach. GLOWS cultivates awareness of societal challenges while empowering our team to give back with purpose and enthusiasm. Together, we are creating smiles and making a meaningful difference, one act of service at a time.





Environmental

Social

Governance



At Control Southern, we are driven by our mission to create value for our shareholders and customers. We uphold the highest standards of business ethics in all our dealings. We safeguard the security and privacy of our data and information systems from unauthorized access or misuse and comply with all relevant laws and regulations regarding data protection and disclosure. We are committed to continuous improvement and innovation in our products and services.

When integrity leads, success follows.

Integrity means doing the right thing at all times, whether or not anyone is watching.
Building a reputation of integrity takes years, but it takes only a moment to lose.

There will always be those who have little integrity and seem to succeed, but eventually others cease to trust them. We instead believe that you can profit and be successful by consistently operating with integrity from the ground up.

Our Motto



ESOP

- Uses accurate and transparent accounting methods and reporting.
- Engages in ethical business conduct and complies with legal regulations.
- Fosters a culture of ownership, accountability, and responsibility.
- Encourages employee participation and feedback.
in decision-making and strategic planning.

est.
2021
EMPLOYEE
STOCK OWNERSHIP
PROGRAM

2024
235
Employee
OWNERS

As an employee-owned company, we share a vision of creating value for our customers, partners, and communities.

Our ESOP empowers us to act as owners who care about our business's long-term success and our planet's sustainability. Our ESOP also fosters a culture of collaboration, innovation, and excellence among our diverse and talented team.



Strategic Council

The Strategic Council is responsible for the vision and execution of the company. Control Southern employs the Entrepreneurial Operating System (EOS) to guide short and long term strategies to grow the business. The Strategic Council include the Leadership Team and the Business Unit Leaders.



Board of Directors

The Board of Directors is the central pillar of our governance structure and serves as the representative body between the stakeholders and management, tasked with the role of genuine fiduciaries for stakeholders.

Corporate Ethics: Our corporate values are clearly stated, explained and reviewed. Employees have formal channels to voice feedback through our Open Door Policy, L10 manager meetings, Annual Gallup Survey, monthly President’s Update, and annual All Hands Meetings. In addition, Control Southern undergoes yearly financial audits.



Strategic Council

Information Security & Privacy

At Control Southern, we prioritize data protection and adhere to all relevant laws and standards applicable to our business. Beyond mere compliance, we are committed to safeguarding the information of our customers, employees, and suppliers to the highest standards.

- National Institute of Standards and Technology (NIST) Compliance 800-171
- Check Point firewall major software upgrades completed
- Yearly KnowBe4 Cyber Security Awareness Training for all employees
- Yearly third party internal and external Penetration Assessment (PEN)
- Monthly internal audits of system security, processes and procedures
- Daily, monthly and yearly vulnerability scans by third party applications
- 24/7/365 third party Managed Detection and Response (MDR) and Network Operations Center (NOC) and end-to-end Security Operations Center services (SOC)
- Calculated security incidents management using MDR, IFS NCR and Sys-Aid Incident Management

Proper Information Handling

Control Southern respects and protects the information we collect and use. We follow strict policies and procedures to ensure data security, privacy and compliance. We train our staff on best practices and monitor our systems regularly. We only share information with authorized parties and for legitimate purposes.

97%

SECURITY
AWARENESS
TRAINING

ALL CONTENT COMPLETION

UPGRADED
Firewall

MAJOR SOFTWARE
UPGRADE & RULES
OPTIMIZED

20.6k

MALWARE
ATTACKS
PREVENTED



ESG **2024**

Forward-Looking Information

The Control Southern 2024 Environmental, Social and Governance Report presents information focused primarily on data collected and activities that occurred during calendar 2023.

This ESG (Environmental, Social, and Governance) Report has been prepared to provide information and insights into the organization's environmental, social, and governance practices. However, it is important to note that this report is for informational purposes only and should not be considered financial, legal, or investment advice.

The information presented in this report is based on the best available data and sources up to the knowledge cutoff date mentioned. While every effort has been made to ensure the information's accuracy, completeness, and reliability, no guarantee or warranty is given or implied.

The ESG Report may contain forward-looking statements, projections, or estimates regarding future events, targets, or objectives. Such statements are subject to inherent uncertainties, risks, and assumptions, and results may vary significantly from those expressed or implied.

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