



News Release

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FOR IMMEDIATE RELEASE

INCREASES IN DONATIONS AND VOLUNTEER HOURS HIGHLIGHTED

BENDIX'S COMMUNITY OUTREACH EFFORTS IN 2023

*Grants, Sponsorships, and Donations Totaled More Than \$1 Million to
Community Initiatives: Employees Exceeded 9,000 Volunteer Hours*

AVON, Ohio – March 5, 2024 – When it comes to serving their communities, Bendix and Bendix team members did more during 2023 than in previous years by awarding over \$1 million in grants and donations and exceeding the company's goal of 9,000 employee volunteer hours.

Bendix's philosophy of corporate responsibility centers on social cohesion, underserved youth, and families in its communities. This support prioritizes projects linked to four focus areas: education, the environment, health and wellness, and social issues. It takes the form of financial support through grants, fundraisers, and donations, as well as volunteer efforts from employees across the company's North American locations.

Corporate giving programs at Bendix include identifying local opportunities for donations and/or volunteer opportunities, hosting volunteer events, awarding grant support to a wide variety of community initiatives that employees have embraced, and recognizing team members' volunteer efforts.

During 2023, Bendix giving totaled approximately \$492,000 in grants, donations, employee fundraisers, and Dollars for Doers incentives from the company and its employees to multiple diverse nonprofit organizations and community initiatives in the areas where Bendix operates in North America. Dollars for Doers rewards employees who volunteer with nonprofit organizations of their choosing.

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In addition to its local outreach efforts, Bendix also provided ground-level support for the corporate mission of Knorr-Bremse Global Care North America Inc. (KBGCNA), its parent company's philanthropic organization in North America. The organization awards extensive and long-term community enrichment grants centered in the surrounding communities of Knorr-Bremse's three largest North American companies: Avon, Ohio-based Bendix; Westminster, Maryland-based Knorr Brake Company; and Watertown, New York-based New York Air Brake LLC.

During 2023, KBGCNA disbursed \$559,090 in grant funding for projects and initiatives. This funding, combined with other targeted Bendix programs and initiatives, resulted in community support funding totaling approximately \$1,051,000.

Along with these donations, Bendix team members volunteered close to 9,500 service hours to company-sponsored volunteer events or through personal endeavors, an increase of close to 10% from 2022.

"Our community support efforts are firmly rooted in our culture," said Maria Gutierrez, Bendix senior director, environmental, social, and governance (ESG), noting that employee participation numbers are once again up 10% from the previous year. "Employees across the organization dedicated more volunteer hours to more projects in more ways. It shows that our community support efforts are not one-off events but are part of who we are as an organization."

Donating Funds and Time

For an example of employee engagement, Gutierrez cited Local Care teams at Bendix locations. The teams, driven by employee volunteers, are charged with ensuring each location in North America hosts one or more corporate-sponsored volunteer events, sponsors additional events in the community, and connects employees with volunteer opportunities to support.

Bendix's Local Care teams identify community-specific initiatives large and small, selecting a wide cross-section of projects that fit with the company's community support goals. Local Care teams awarded around \$200,000 in donations and grants to a variety of organizations and initiatives in the communities near Bendix facilities in Acuña, Mexico; Avon, Ohio; Bowling Green, Kentucky; Hanover, Pennsylvania, the home of Bendix subsidiary R.H. Sheppard Co., Inc.; and Huntington, Indiana.

The teams also facilitated volunteer opportunities at each Bendix location. Participation was strongest at the Avon headquarters, where 42% of employees volunteered for at least one initiative. Opportunities ranged from larger corporate events to smaller initiatives at Bendix facilities and in nearby communities. For example, employees hosted STEM days both at

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Bendix and at local schools; participated in park and beach cleanups; volunteered at animal shelters; staffed science fairs; and represented Bendix at job expos, community parades, and 5K races. In Avon and Huntington, employees constructed wall frames in collaboration with Habitat for Humanity for families in need. Since 2015, Bendix has supported the wall construction of 16 houses, with 1,772 volunteers and 7,100 volunteer hours.

Employees donated financially to company-sponsored fundraisers as well. Approximately \$52,000 in employee donations helped organizations and initiatives such as United Way, food drives, and disaster relief collections for the earthquakes in Turkey and fires in Hawaii.

Gutierrez also singled out the increased engagement of Employee Resource Groups (ERGs) with Bendix communities. The ERGs, either on their own or in collaboration with Local Care teams, organized fundraisers, donation drives, and volunteering events that focused on causes core to their ERG.

Women@Bendix in Avon, for example, partnered with Cinderella's Closet to collect prom dresses for youth in need. The Women@Bendix Mexico chapter hosted a STEM bootcamp for children at the Acuña campus and collaborated with a local school in Monterrey. The military family and veterans ERG, Bendix Patriots, participated in a 9/11 meal-packing event in downtown Cleveland and participated in Wreaths Across America by placing wreaths on veterans' graves in December.

Going Above

Separately, Bendix's Get Involved! program awarded \$159,950 in grants to efforts and organizations that Bendix employees are currently supporting on their own. Launched in 2015 to honor the anniversary of Knorr-Bremse Global Care, the grants recognize and reward employees' personal volunteer activities with efforts located near Bendix locations. Approved projects that support education, the environment, health and wellness, and social cohesion can receive up to \$3,500 each, covering material costs.

In 2023, Get Involved! grantees included the Mexican Red Cross near Acuña; the Caridad Misionera AC mission organization in Monterrey, Mexico; and the Escuela Primaria Cuauhtémoc primary school in Acuña. In the communities near Bendix's Avon headquarters, Get Involved! grantees included Berea Animal Rescue Fund, Inc. and GiGi's Playhouse Cleveland achievement center for people with Down syndrome. Grants issued to Huntington, Indiana, area organizations included the Warren Volunteer Fire Department, Friends of Ouabache State Park, Boys & Girls Clubs, and Junior Achievement.

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With this year's awards, the amount of Get Involved! funding disbursed over the last nine years now stands at \$1,140,570 in support of 405 projects and engaging 160 employees.

The company's Dollars for Doers incentive program, introduced in 2021, continued to be offered in 2023. Through the program, Bendix provides participating employees with online incentives that can be redeemed for the nonprofit organizations of their choice. Employees are eligible to earn \$50 in incentives for every eight volunteer hours, up to a maximum of \$500 per employee per year.

Of the \$492,000 of corporate Bendix donations, 54% took the form of corporate grants and donations to local nonprofits or matching funds. About a third represented Bendix grants from the Get Involved! program, and approximately 13% were employee donations from Dollars for Doers and fundraising efforts.

In keeping with company tradition, the company made it a priority to recognize employees for their volunteer efforts. Bendix continued to provide every employee with up to 16 hours of paid time off to volunteer for company-approved initiatives. Bendix also maintained its monthly spotlights of employees' volunteer activities.

"The people of Bendix went above and beyond in 2023, volunteering in person and virtually," Gutierrez said. "We donated funds and so much more at a corporate level and individually. We built homes, made blankets, and gave blood during blood drives. We gave toiletries, toys, food, school supplies, and clothing. Local Care teams gained new members, and they shared a wealth of ideas. All in all, it was an inspiring year for Bendix's support to our communities."

About Bendix Commercial Vehicle Systems LLC

Bendix Commercial Vehicle Systems, a member of Knorr-Bremse, develops and supplies leading-edge active safety technologies, energy management solutions, and air brake charging and control systems and components under the Bendix® brand name for medium- and heavy-duty trucks, tractors, trailers, buses, and other commercial vehicles throughout North America. An industry pioneer, employing more than 4,400 people, Bendix – and its wholly owned subsidiary, R.H. Sheppard Co., Inc. – is driven to deliver the best solutions for improved vehicle safety, performance, and overall operating cost. Contact us at 1-800-AIR-BRAKE (1-800-247-2725) or visit [bendix.com](https://www.bendix.com). Stay connected and informed through Bendix expert podcasts, blog posts, videos, and other resources at [knowledge-dock.com](https://www.knowledge-dock.com). Follow Bendix on X, formerly known as Twitter, at twitter.com/Bendix_CVS. Log on and learn from the Bendix experts at [brake-school.com](https://www.brake-school.com). And to learn more about career opportunities at Bendix, visit [bendix.com/careers](https://www.bendix.com/careers).

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