

GENERAC®

Code of Conduct

Integrity in Action: We Do the Right Thing.



A Message from Our CEO

To All Generac Employees,

Generac continues to evolve as we pursue our purpose: leading the transition to more resilient, efficient and sustainable energy solutions. Since our founding in 1959, our growth has been rooted in a strong foundation of shared corporate values – **Agility, Innovation, Integrity, Accountability, Customer and Teamwork.**



Our ongoing success depends on how well we live these values every day. I want to take a moment to underscore the critical importance of one in particular: Integrity. Upholding ethical behavior, honesty and fairness is not just expected – it's essential to who we are as a company.

Each of us plays a vital role in protecting and strengthening Generac's reputation. That means conducting business consistent with our Values, our Code of Ethics and taking personal responsibility for doing so. If you ever have questions, or if something doesn't feel right, I urge you to speak up – whether that's to your manager, a member of the Human Resources or Legal teams, or through the Integrity Hotline.

Our Code is a guide to help foster a culture grounded in our Values, where concerns can be raised openly and respectfully. Generac's reputation for quality and trust is built by each of you, day in and day out, through your commitment to integrity.

Thank you for your continued dedication.

A handwritten signature in black ink, appearing to read "AJ".

Aaron Jagdfeld

*President and Chief Executive Officer
Generac Power Systems*

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Expectations

Everything we do as a company is guided by our purpose and values. We expect you to:

- Promote a culture of integrity.
- Follow our code, policies, and all ethical and legal standards.
- Be accountable for your actions and understand how they affect others.
- Report any known or suspected violations of our code, policies or the law.
- Ask questions when you're unsure.
- Speak up if you have any concerns..

When you're faced with an ethical dilemma, pause and ask:

- Is this ethical?
- Is it legal?
- Does it follow the Generac Code of Conduct?
- Will it reflect well on me and on Generac?
- Would I want to see this in the newspaper?
- Would my family or friends approve?
- Would I feel comfortable if everyone knew about this?

If you're unsure or answered "yes" to any of these questions, don't move forward. Reach out and ask for help.

Speaking Up

Your voice matters – don't hesitate to speak up if you have questions or concerns. Here's how you can raise an issue:

- **Talk to your supervisor.** Most often, your supervisor can answer questions or direct you to the appropriate person.
- **Reach out to HR.** They know our code and policies and can help with workplace rules.
- **Contact the legal team.** They can explain the laws and policies that apply to our company.
- **Use the Integrity Hotline:** generac.ethicspoint.com is available 24/7 by phone and online, operated by a third party in multiple languages with confidential and anonymous reporting (where permitted by law).
- Generac strictly prohibits retaliation against anyone who reports a concern in good faith.
- Where any provision of the Code of Conduct conflicts with local laws or regulations, local law will take precedence.

Values

Our Corporate Values and Code of Conduct work hand in hand. Together, they guide our decisions, shape our culture and define the standards of behavior expected of every employee.



Agility

We are agile and act with urgency.



Innovation

We innovate to solve real world problems.



Integrity

We do the right thing.



Teamwork

We win as one team.



Accountability

We take ownership for our actions.



Customer

We are customer-centric.

Conduct and Behavior

We all play a role in creating a safe, respectful workplace. We're committed to providing an environment free from harassment and unsafe or unwanted behaviors that make others feel intimidated, offended or uncomfortable.

Harassment

Harassment in any form negatively impacts our work environment and is not tolerated. Examples include:

- Unwanted sexual advances or requests for sexual favors
- Racial or ethnic harassment based on race, ethnicity or nation of origin
- Religious harassment based on beliefs
- Negative actions/comments based on age, disability or other personal characteristic protected by law

Drug or Alcohol Use and Possession of Weapons

Substance use on premises – except for alcohol at specifically sanctioned work events and tobacco use in designated outdoor areas – is NOT permitted. Weapons are NOT permitted on any Generac property or inside its facilities, as applicable.



Integrity in Action

- Treat everyone with respect.
- Speak up immediately if you see unsafe actions or behaviors, including vandalism, threats or acts of violence.



Discrimination & Equal Employment Opportunity

We take pride in attracting, developing and retaining an engaged workforce. By complying with all equal opportunity laws wherever we operate, we ensure an environment where everyone can succeed.



Integrity in Action

- Never discriminate against others.
- All employment decisions are made based on qualifications and merit alone.

Work Environment & Safety (EHS)

Safety is everyone's responsibility to help reduce the risk of injuries, illnesses and accidents, and promote overall efficiency. It also enhances trust, morale and engagement to help everyone feel valued and supported.

We follow all applicable laws and regulations and adopt best practices to maintain a safe workplace. Through the Generac Safety Index (GSI), we continuously improve our safety program and foster a culture of proactive risk management. By working together, we can help protect the well-being of every team member.



Integrity in Action

- Participate in all required safety training and follow all policies, processes and internal safety procedures.
- Maintain a safe workplace and report all accidents, injuries or concerns about unsafe equipment, practices or conduct immediately.



WE ASK QUESTIONS AND SPEAK UP ABOUT ANY CONCERN.



Product Safety & Quality

This is a shared responsibility, and every employee plays a vital role in ensuring our products are safe and reliable. Please understand the safety protocols for your position and report any concerns immediately. The safety and quality of our products are essential to our business, reputation and future success.

Maintaining the highest safety standards protects both consumers and the reputation of our company alike. It not only prevents harm but also fosters trust and loyalty among customers. Failure to meet these standards can lead to legal repercussions, financial losses and damage to our brand reputation. By prioritizing product safety, Generac delivers reliable products while safeguarding our future.

For details, see the Product Safety Handbook.



Integrity in Action

- Design and manufacture products to meet safety and quality standards.
- Follow processes correctly and do not cut corners.

Human Rights & Forced Labor

Generac recognizes that everyone deserves safe, fair, ethical and humane working conditions. This includes freedom from forced labor, compulsory labor, child labor, modern forms of slavery, bonded labor, and any form of human trafficking.

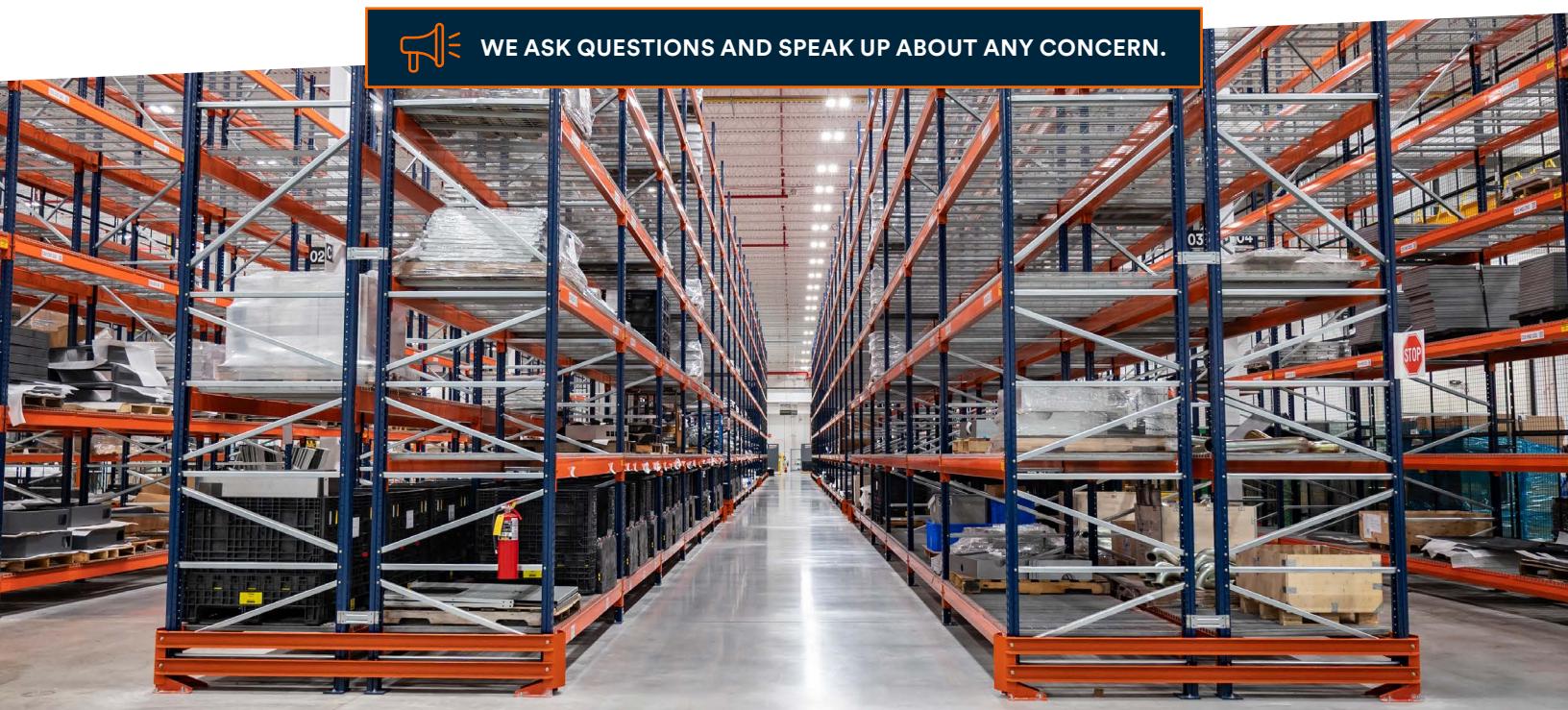
We actively work to prevent these injustices within our supply chain and business practices. We comply with all applicable minimum wage/hour requirements. We condemn slavery and human trafficking whether in or outside our supply chain.

We expect our partners and suppliers to meet the same high standards, fostering a global culture of dignity, respect and ethical responsibility.



Integrity in Action

- Watch for signs of forced labor and/or modern slavery.
- Perform due diligence on our supply chain.





Anti-Bribery & Anti-Corruption

Business practices can vary across the globe but, as a Generac employee, you're prohibited from offering or accepting a bribe at any time. Most countries where we compete have anti-corruption laws, some of which apply worldwide like the U.S. Foreign Corrupt Practices Act (FCPA). Consequences for violating them can be serious.

These laws typically prohibit providing "anything of value" to gain business, secure an unfair advantage or influence a decision. To help prevent such issues, Generac has an anti-corruption policy and clear guidelines for gifts, travel and entertainment all employees must follow.

Never use a consultant or third party if you believe a portion of the money could be used for bribes. Always have a written agreement that documents the scope of services a third party will be doing. Never use cash or cash equivalents for payments.

Gifts & Entertainment

Gifts and hospitality can build business relationships, but if misused, can appear as bribery or corruption. Avoid giving or accepting gifts during business transactions. If gifts, hospitality and donations are appropriate, they should never be extravagant.

If you plan to give any type of gift to a government official, you **MUST** get approval from the legal department first.



Integrity in Action

- Never offer money, gifts or anything of value in exchange for business, to secure an unfair advantage or improperly influence a decision.
- Never provide gifts, hospitality or donations for improper business purposes.
- All gifts must be appropriate for the situation and not extravagant.
- Accurately report and record all gifts and entertainment.
- If a foreign official makes a request, contact the legal department for guidance.



WE ASK QUESTIONS AND SPEAK UP ABOUT ANY CONCERN.

Conflicts of Interest

A conflict of interest occurs when you or a family member has personal or business interests that interfere – or appear to interfere – with Generac interests. Conflicts may impact judgment, interfere with our job responsibilities or damage the company's reputation.

Examples of potential conflicts of interest include:

- Having a financial stake in a competitor, customer, supplier or anyone doing business with Generac
- Acquiring property, including patents, where Generac has an interest
- Having a relationship with a competitor, customer, supplier or others dealing with Generac
- Having a family member involved in business related to Generac
- Working another job that affects your ability to meet your responsibilities.

Additionally, serving on the board of any for-profit enterprise or company requires approval. Serving on the board of a non-profit or community organization does not.



Integrity in Action

- Avoid any conduct or business relationship that could result in a conflict of interest or even look improper.
- Disclose any actual or potential conflicts for approval. Directors must notify the Board's Nominating and Corporate Governance Committee. Disclosure helps us decide if there's a conflict – and how to handle it.



WE ASK QUESTIONS AND SPEAK UP ABOUT ANY CONCERN.



Insider Trading

As a publicly traded company, Generac must share material information with investors in a timely manner. Material information is anything a reasonable investor would consider important when deciding to buy or sell Generac stock, such as future sales and earnings projections or significant acquisition.

You may learn material information before it's public. Under insider trading laws, you may not trade Generac stock or share such information with anyone who may trade. Insider trading is a crime and can result in significant fines and penalties for you or anyone you inform.

Officers, directors and certain employees, including their family members, may be restricted from trading Generac stock during specific times, such as before quarterly or annual financials are released. For details, see Generac's Insider Trading Policy.

To prevent inadvertent disclosure, the policy identifies who's authorized to speak on behalf of Generac. Always maintain confidentiality of company information.



Integrity in Action

- Never disclose nonpublic information obtained through your role at Generac.
- Notify Investor Relations, Public Relations or Legal immediately if you receive a media or financial inquiry.
- Never post financial information on social media or any other online platform unless authorized as a representative of Generac and given written approval.

Accounting & Record Retention

Our success as a company depends on accurate and reliable documentation. All books, records, and accounts must comply with applicable accounting principles and Generac's internal controls. Never make false, misleading or artificial entries in financial records. If you become aware of inaccurate or suspicious entries, report it to your supervisor, the CFO, Internal Audit, the Legal Department or the Integrity Hotline.

To aid in this, Generac has a record retention schedule that outlines how long certain records must be kept and how you should go about destroying them according to the schedule.

For details, refer to Accounting and the records retention policy.



Integrity in Action

- Accurately report any expenditures or transactions according to company policy.
- Store documents, including receipts and other transactional documents, in approved locations and according to the retention schedule.
- Immediately report any concerns about inaccurate, false or suspicious entries.



WE ASK QUESTIONS AND SPEAK UP ABOUT ANY CONCERN.

Fair Competition & Antitrust

Generac competes fairly in all markets. Our relationship with competitors, our customers and suppliers fall under global competition or “antitrust” laws. These laws promote competition and prevent agreements that limit it, which can have harmful consequences both to Generac and you personally.

Market Competition

Competition laws prohibit agreements between competitors that restrict market activity, such as fixing prices, allocating markets or territories, or limiting supply or production. These agreements do not have to be written – they can be verbal – so be aware of your behavior (as well as behavior of others) at trade associations, trade shows or other situations where you interact with competitors.

Competition laws may also restrict agreements with customers that set resale prices or require purchasing one product to buy another. These situations can be complex – contact the Legal Department before entering an agreement that may restrict market action.

Marketing & Fair Advertising

We're proud of our company, our products and services. When speaking publicly or creating marketing materials, always provide accurate information. False, misleading or exaggerated claims about Generac or our competitors can harm our business and reputation.



Integrity in Action

- Avoid discussing market-related issues such as pricing – always remember that no conversation is “off the record.”
- Remove yourself immediately from any conversations or situations that could be perceived as in violation of competition law.
- Only gather competitive intelligence from public or legally permitted sources not subject to restrictions.
- Seek assistance when evaluating a potential agreement with a customer that restricts market action.
- Use fair and accurate comparisons when describing our products and those of competitors.



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Community Outreach & Generac Foundation

We're committed to being a responsible corporate citizen through active community engagement and the work of the Generac Foundation. We recognize the impact our operations have on communities and the environment, and we take responsibility for reducing any negative effects.

The Generac Foundation focuses on four key areas: Education, Responders, Sustainability and Our Communities, supporting hundreds of global initiatives each year. Through our charitable giving programs, we strive to make a meaningful difference and foster positive change worldwide.

Corporate citizenship demonstrates our commitment to social responsibility and improving community well-being.



Integrity in Action

- Do not make political contributions, whether directly or indirectly, on behalf of Generac without prior approval.
- We encourage all employees to actively engage with their communities for positive change.

Sustainability

Generac is committed to continuous improvement in our products, services, and manufacturing processes. We focus on delivering superior quality products while enhancing safety, efficiency, and minimizing our environmental impact.

Generac adheres to global environmental regulations and has implemented a Drive to Zero strategy aimed at reducing energy, water, waste, and emissions to protect our planet and improve the well-being of our employees, their families, and our communities.

We consistently identify opportunities to minimize our environmental footprint and adopt efficient resource consumption practices. Whenever possible, we employ waste programs that responsibly handle and dispose of waste in an environmentally conscious manner.



Integrity in Action

- We continuously assess our business practices and make improvements to promote sustainability.
- We follow proper waste disposal practices.



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Social Media

We carefully consider all public communications to ensure they align with our purpose statement and values. Only authorized individuals may speak on behalf of the company. If contacted by the media, promptly inform the Corporate Communications team.

All employees are encouraged to be mindful of how they present themselves on social media. When using company technologies such as email or instant messaging, remember that you represent Generac and are expected to follow our values and code of conduct.



Integrity in Action

- Do not make public statements, use the Generac name or logo, or post on the company's behalf without prior approval.
- Always represent our products or services truthfully and accurately.
- Keep in mind that what we send could reach far beyond our initial audience.
- Promptly inform Corporate Communications if contacted by the media about Generac.

Company Assets & Data

Electronic, Physical, Financial

Generac protects our physical and information assets, as well as those entrusted to us.

Our most valuable assets include trade secrets, technology, customer lists, financial data, marketing and pricing strategies, product costs, and business plans. Protecting this confidential and proprietary information is a shared responsibility by all. We use security measures to safeguard data, but employee vigilance is critical. Misuse or failure to protect these assets could give competitors an unfair advantage, compromise product or services quality, increase litigation risk or harm Generac in other ways.

Generac protects intellectual property through patents, trademark and, in some cases, trade secrets. If you're working on product development or trademarks, be sure to coordinate with the Invention and Patent Review Board and/or the Legal Department.



Integrity in Action

- Reach out to responsible teams if you have ideas or design you believe are worth protecting.
- Keep information secure at our desks, on computers and on mobile devices.
- Be careful when working in a public space where others can see your work.
- Only use company tools and storage locations for Generac-related matters.
- Do not use personal accounts or computers to conduct company business.
- Use good judgment and avoid clicking suspicious links.
- Report any suspected data security incident immediately.



WE ASK QUESTIONS AND SPEAK UP ABOUT ANY CONCERN.

Supplier Relationships

Supplier Code of Conduct

Suppliers are any third party that sells or seeks to sell goods or services to Generac. All suppliers must follow our Supplier Code of Conduct and Sustainable Procurement Policy, which uphold international human rights norms and fundamental principles. Suppliers are responsible for complying with the laws of their respective countries and any other applicable regulations. We expect our suppliers to align with Generac business standards and uphold our values of integrity, transparency and responsibility.

Trade Compliance

Employees, officers and directors involved in business transactions must comply with all applicable foreign and domestic laws and regulations. These laws govern how we sell our products and conduct business globally, including antiboycott laws, trade sanctions and import/export restrictions. When engaging in global trade, ensure all information is accurate, and that international laws and standards are met. Anyone conducting international business on behalf of Generac must understand trade laws to ensure compliance and avoid legal risks.



Integrity in Action

- Conduct thorough due diligence on all suppliers.
- Require all suppliers to adhere to our Supplier Code of Conduct.
- Vet any export sales with Generac's Trade Compliance team.



WE ASK QUESTIONS AND SPEAK UP ABOUT ANY CONCERN.

Conclusion

Here at Generac, every employee plays a role in upholding an ethical culture within the company, in our relationships with vendors and customers, and in the communities where we operate. We're all responsible for living out Generac values:

We expect our people to promote a culture of integrity, act in accordance with ethical and legal standards, and be accountable for their actions. Report any known or suspected violations of our Code, policies or the law, and to seek guidance whenever you have questions or concerns. By following these principles, we build trust, foster innovation, and deliver exceptional value to our customers and stakeholders.

Thank you for your dedication and commitment to this mission and these values.

Resources

- Generac Safety Index (GSI)
- Anti-Corruption Policy
- Gift, travel and entertainment guidelines
- Conflicts of Interest Policy
- Insider Trading Policy
- Accounting and the records retention policy
- Product Safety Handbook
- Global IT Acceptable Use Policy

