

CEO Corner



We continued to make great progress in the first quarter toward our value creation plan. In our Retail division, we have successfully expanded our portfolio with the strategic acquisitions of RCR in Australia and Parker and Bailey in the USA, following the integration of Waxman in 2022. Under the adept leadership of Nick Katris and his team, these acquisitions have been seamlessly integrated and earnings from Colson Retail have more than doubled since Blue Wolf's acquisition of Colson Group in 2021.

In our Industrial segment, we celebrated the 30th anniversary of Colson China in Guangzhou. Bill Xiong and his team have been very successful over the past few years, driving substantial cost reductions through smart investments in automation and domestic sales.

Our recent acquisition of 16 acres in Albion, MI, underscores our commitment to further fortify our presence in the heavy-duty sector under the respected Albion brand. We broke ground last month with the help of state and local officials and have already preordered \$2M of equipment. We will be investing over \$10M in this state-of-the-art facility, increasing the Albion plant footprint from 20,000 to 100,000 square feet. This is an exciting chapter in our expansion and innovation journey.

Additionally, we are proactively reorganizing our commercial team to enhance responsiveness and coverage, aligning with our steadfast commitment to customer satisfaction and market leadership.

Together, we are not just shaping the future of casters and wheel solutions but also redefining excellence in every aspect of our operations. We're continuing to drive innovation, foster collaboration, and exceed expectations as we propel Colson Group towards even greater heights of success.

-Rich Kobar, CEO Colson Group

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GLOBAL SOURCING

TEAM ACHIEVEMENT FEATURE

In the dynamic world of global supply chain, our Global Sourcing team has driven notable success under the leadership of Trisha Benton.

Trisha implemented a weekly cross-functional Critical Supplier meeting, designed to address pressing issues and enhance operational efficiency. This collaborative platform proved instrumental in tackling past due receipts, and by February of 2024 past dues were driven down 75% helping us eclipse 90% On-Time delivery to our customers.

In a broader focus, Trisha and her team implemented a streamlined Container approval process, enhanced Purchasing forecast mechanisms, and

established comprehensive buyer and supplier scorecards. These frameworks not only promoted greater accountability and transparency but also fostered a culture of continuous improvement and excellence within the organization.

Beyond operational enhancements, the impact of these initiatives extended to the financial realm, yielding substantial overall savings. This strategic vision, coupled with a relentless pursuit of excellence, propelled the Global Sourcing team to new heights, setting industry benchmarks along the way.

Trisha shared, "Our Executive team had the trust in me to build a solid foundation with



Trisha Benton, Vice President of Global Sourcing
our team and move the needle."

The future of global sourcing shines brighter than ever before, promising continued success and innovation in the years to come.



The Global Sourcing Team, pictured left to right: Glenda Mims, Sean Owen, Carolyn Holt, Trisha Benton, Barron South, Jacob Miller, Tucker Steven, Ron Maurer, Verl Mitchell, Bryan Spaulding

CELEBRATING 30 YEARS



On March 21st, 2024, Colson Guangzhou Plant held a grand celebration for its 30th anniversary at the factory premises. In 1994, Colson Group established its first caster manufacturing factory in China. Colson Guangzhou Plant was the first foreign enterprise in Yonghe Economic Zone of Guangzhou Economic and Technological Development Zone.



Mr. Wu Huohua, Director of Yonghe District Office, delivered the opening speech for the celebration, stating that the 30th anniversary is a moment worthy of commemoration and reflection on the past as well as anticipation for the future.



During his speech, Guangzhou Plant Manager, Mr. David Cui reflected on the challenges

and achievements of Guangzhou plant over the past 30 years, highlighting the significant contribution of our colleagues to the development history of casters in China. He expressed his gratitude to all colleagues who worked diligently for the factory's growth, emphasizing that it was their hard work that allowed Colson to thrive.



Managing Director of Colson China, Mr. Bill Xiong expressed that 30 years ago, the predecessors of Colson made a visionary choice by selecting Yonghe Economic Zone in Guangzhou, China during the early stages of China's reform and opening up. He praised the growth of Colson China over the years

and stated that Colson Group will continue "Rolling At The Speed Of Life," ensuring ongoing development and prosperity.

Rich Kobor shared in the celebration and acknowledged the dedication of all staff members for their hard work, passion, self-discipline, and continuous improvement. He expressed his sincere appreciation for all Colson China colleagues. Best wishes for the continued success of Colson China!



Colson Group SHINES BRIGHT AT MODEX 2024!



As the speed of manufacturing and supply chain operations continues to accelerate, the future of our industry depends on today's forward-thinking decisions. MODEX showcases the full spectrum of what's now and what's next to futureproof supply chain for years to come.

THE MODEX EXPERIENCE

MODEX represents a convergence of minds, ideas, and technologies aimed at revolutionizing the way goods move from production to consumption.

Imagine entering a vast expanse where 1200 leading manufacturing and supply chain solution providers gather, each unveiling their latest offerings and insights. From traditional equipment to cutting-edge robotics and automation, MODEX offers a pan-

oramic view of the evolving landscape of supply chain operations.

COLSON GROUP SHINES

Amidst the dynamic atmosphere of MODEX, where innovation thrives, Colson Group distinguishes itself as a beacon of expertise and innovation in caster and wheel solutions. As attendees weave through the bustling corridors, they're drawn to Colson Group's booth, where a captivating array of over 150 casters and wheels awaits. With representation from sales, marketing, prod-





uct managers, and engineering, visitors were assured of encountering the right expertise to connect them with tailored solutions across diverse industries like aerospace, medical, automotive, and robotics. Among this impressive showcase, a central focal point emerges, offering a glimpse into the innovative offerings that Colson Group has in store.



THE 1,000 LB CART

At the heart of Colson Group's booth stands a testament to engineering excellence - the 1,000 LB Test Cart. This marvel not only underscores the strength and durability of Colson Group's casters and wheels but also highlights the importance of ergonomic solutions in material handling applications. The majority of the weight of the cart is delivered by 4 of Albion's formidable 615 Series dual wheel casters. The cart is supported on 4 Albion 28 Series Maintenance-Free Casters, with CG-MAX Wheels.

As visitors approach the cart, they are immediately struck by

its impressive design and functionality. Despite its substantial weight, attendees are astonished to find that with the push of a single finger, they can move the cart with very little effort, thanks to the high-efficiency CG-MAX wheels. The smoothness of the movement leaves a lasting impression on all who interact with it, showcasing the remarkable engineering behind Colson Group's solutions.

But the ingenuity doesn't stop there. With a simple push of a button, an example of our CG Power line is ac-

tivated, lowering a centrally-positioned motorized wheel, ready to handle the movement of the cart. This innovative feature not only enhances efficiency but also prioritizes the well-being of operators by eliminating manual strain and fatigue. We are currently planning a deployment of CG Power technology in our plants and distribution warehouses. We firmly believe in the transformative value this technology offers, not only enhancing operational efficiency but also prioritizing the well-being and safety of our employees. With this commitment, Colson Group continues to lead the industry towards a future where innovation and employee welfare go hand in hand.

In the vibrant tapestry of MO-DEX 2024, Colson Group emerges not merely as a participant but as a guiding light for a more sustainable future for the global supply chain ecosystem.



SHEPHERD[®]

HARDWARE PRODUCTS LLC

DRIVES RETAIL GROWTH

Shepherd Hardware, a leading provider of hardware solutions for residential and commercial applications, proudly announces the acquisition of Parker & Bailey, a distinguished manufacturer of specialty household cleaners, premium woodcare products, and other furniture care accessories.

"At Shepherd Hardware, we are committed to providing our customers with high quality products and services," stated Ken Buffinga, GM of Shepherd Hardware. "The acquisition of Parker & Bailey is an opportunity to comple-



Ken Buffinga, General Manager Shepherd Hardware

ment, expand and enhance our offerings and deliver greater value to existing and new customers. We are pleased to welcome Parker & Bailey into the Shepherd Hardware family."

"We are excited to join forces with Shepherd Hardware," said Andrew Schultz, co-owner of Parker & Bailey. "This partnership represents a natural progression for our company, allowing us to leverage Shepherd Hardware's resources and distribution network to reach new heights. Together, we will continue to uphold our tradition of delivering superior home care solutions."

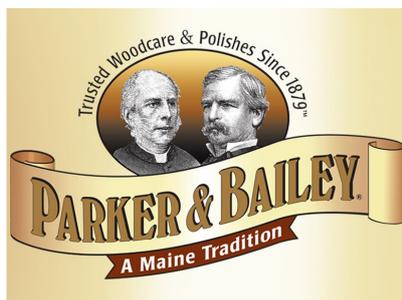


"At Parker & Bailey, we take pride in our ability to operate as a lean and agile company while delivering the level of service expected from a larger enterprise," added Bill Schultz, co-owner of Parker & Bailey. "Our commitment to excellence, coupled with Shepherd Hardware's support, positions us for continued success in the years to come."

As a subsidiary of Colson Group, the global leader in caster and wheel solutions, Shepherd Hardware is well-positioned to leverage its global footprint and extensive distribution network for continued growth of Parker & Bailey products and brands. The acquisition aligns with Shepherd Hardware's strategic vision of expanding its market reach and delivering exceptional products and services to customers worldwide.

Parker & Bailey

Parker & Bailey has a storied history



dating back to 1879, from its humble beginning as a small business in Maine to its current status as a respected industry leader. Owned and operated by brothers Bill and Andrew Schultz since 2008, Parker & Bailey's dedication to innovative and superior surface care products aligns seamlessly with Shepherd Hardware's mission.



For more information about Shepherd Hardware, visit shepherdhardware.com. To learn more about Parker & Bailey, please visit parkerbailey.com.

PHOENIX WAREHOUSE

Full Speed AHEAD!

Key Milestones:

- Took occupancy in November 2023
- Shipping retail customers NOW
- Stocking industrial inventory NOW
- Shipping industrial customers in APRIL!

Since announcing our plans to enhance customer service and operational efficiency with a new distribution center in Phoenix, Arizona, progress has been swift. Our 118,000 square foot facility officially opened its doors in November 2023, and we're proud to announce that it's now fully operational!

This strategic investment underscores our commitment to cus-



tommer-centric innovation, ensuring streamlined storage, efficient distribution, and prompt order fulfillment for our West Coast customers. With operations in full swing and a dedicated team overseeing day-to-day



activities, we're poised to deliver unparalleled service and satisfaction.

Stay tuned for further updates as we continue to optimize our operations and expand our product offerings from this state-of-the-art facility.



THE NEW ALBION®

Exciting Expansion Underway: Strengthening our Commitment

We're excited to announce the relocation and expansion of our Albion, Michigan facility, with the acquisition of 16 acres aimed at bolstering our presence in the heavy-duty sector. Construction began last month, right down the road from our existing facility, after a groundbreaking ceremony with state and local officials. Our in-



Concept Render

vestment in this project exceeds \$10 million, enlarging on the current plant's footprint from 20,000 to 100,000 square feet. We have already preordered \$2 million in advanced equipment, including a new laser, just received, and a raceway machining center to be delivered in Q4. The machining center will expand our capabili-

ties to produce heavy-duty raceways in-house. This expansion will also include the integration of a robotic unit to enhance operational efficiency and flexibility, significantly improving our ability to meet customer needs



Raceway Machining Center

effectively and cost-efficiently. We are tracking to have this facility functional by Q1 2025. Stay tuned for more updates!

THANK YOU, JOHNNY MARTIN

Today, we celebrate Johnny Martin, a cornerstone of our success for over three decades. Johnny's expertise and dedication have been invaluable to our operations.

As a seasoned technician, Johnny's knowledge spans every corner of our facility. From robotic welding to plating and wastewater management, his contributions have been foundational. Since 1987, Johnny has nurtured our robotic welding cells, enhancing



Pictured left to right: Jerry Burson, Kenny Jones, Joe Bigelow, and Johnny Martin



Johnny Martin and Kellie Blake

their efficiency with each iteration.

Moreover, his tireless efforts in plating and wastewater maintenance have ensured smooth operations, preventing potential disruptions with his keen eye for early issue detection. Kenny Jones shared, "Johnny's reliability and selflessness set a standard for us all. Whether day or night, he's been there, always ready to lend a hand and help keep our production lines running."

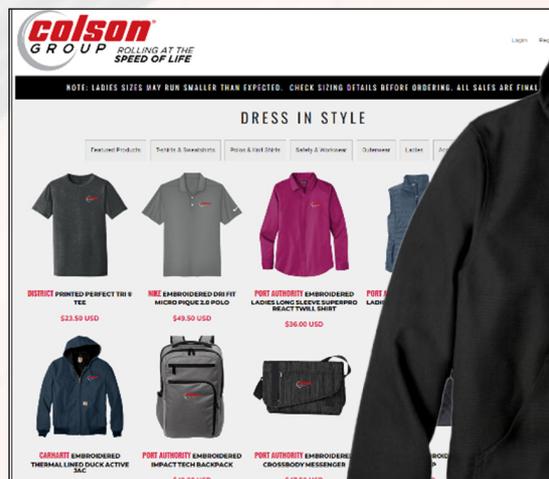
Today, we extend our deepest gratitude to Johnny for his unwavering commitment to excellence. His legacy will continue to inspire us all.

Thank you, Johnny, for being an indispensable part of the Colson Group family.

NEW ONLINE APPAREL STORE

Introducing the all-new Colson Group Apparel Store - your go-to destination for merchandise, now available 24/7, 365 days a year!

We're pleased to bring you the convenience of shopping whenever you want. This new program also offers direct shipping right to your doorstep!



<https://colsongroup.deco-apparel.com/>

