

QUARTERLY REPORT



**John Herring, Chairman and CEO,
A-1 Global Holdings, Inc.**

A New Dawn Coming!

At A-1, we pride ourselves on being a forward-thinking Company focused on building a 100-year legacy every single day. While we keep our eyes on the future, it's important to glance back and reflect on how far we've come. Over the past year, we've talked about major topics shaping the future of homebuilding, including the integration of Building Information Modeling (BIM), which is revolutionizing design and construction. The growth of A-1 University, which has already trained two graduating classes of top-tier designers, with more on the horizon for 2025. We've advanced our robotics initiatives to improve efficiency and throughput while addressing labor challenges, and we've seen EZWALL® evolve from a concept to an industry-changing product that is gaining traction.

At the same time, we've adapted to broader industry shifts, including aging facilities, roll-ups, generational leadership changes, and the need to stay competitive in a rapidly evolving market. I am both surprised and intrigued to see some third generations taking over

leadership in the industry. Whether this shift will bring positive change or new challenges remains to be seen—only time will tell. Additionally, we've recognized the potential impact of immigration on labor and are proactively working on solutions to address this critical issue.

I'm proud to share that A-1 continues to address these challenges head-on. BIM is becoming a cornerstone of our operations, helping us work smarter and faster. A-1 University is producing some of the best talent in the industry, ensuring we remain ahead of the curve. Our robotics initiative, despite some challenges, is delivering impressive results and positioning us as an innovation leader. Meanwhile, EZWALL® is gaining momentum, helping us fulfill our mission of **Using Technology to Change the Way America Builds Homes™**.

A-1 set a record this year, producing more board footage than ever before—with fewer people. By focusing on efficiency, innovation, and customer service, we're doing more with less and solidifying our position as a leader in facilities, software, and people.

Looking to 2025-26

As we gear up for the years ahead, we're preparing to meet demand by securing materials, locking in long-term contracts, and investing in workforce training. The industry is evolving rapidly, and it's essential that your suppliers are ready to grow with you. At A-1, we're committed to being the supplier you can count on—on time, every time.

One major uncertainty is immigration policy, which we know will take center stage with the new administration. Recent events by one of our competitors is right here in St. Lucie County, who was fined for illegal employees and is facing possible jail time according to public information. This shows how unprepared some in the industry are for potential enforcement. Years ago, we took proactive steps to ensure compliance, and purged several employees

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who did not have complete documents. Today, they are working nearby. Just be aware if ICE hits our industry, it will be tough for some builders and suppliers alike. As a nation and an industry, we need to fix immigration – while others may struggle, A-1 is ready. This is where innovations like EZWALL® help us remain efficient and less reliant on labor, positioning us—and our customers—for long-term success.

A Partner You Can Trust

WE are prepared for solid growth and continue to create that bar for “Best Practices”, on-time deliveries, quality, and dependability. We appreciate your partnership, and for those who have not joined the A-1 TEAM as a customer, give us a call. One project, and you will know for yourself – The A-1 Difference!

In closing, I encourage you to ask yourself this important question: Will your suppliers grow with you and support your future success? At A-1, we’re ready to meet that challenge.

Thank you for your business, and we wish you a joyful holiday season and the absolute best for 2025!



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