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ARTIFICIAL INTELLIGENCE

The workforce landscape is rapidly evolving as AI-driven technologies automate processes, optimize labor, enhance decision-making, increase cyber security risks and set new benchmarks for operational excellence.



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GEOPOLITICS

An increasingly volatile international trade environment is disrupting global markets, supply chains, commodity pricing and impacting business decision making.



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CUSTOMER EXPECTATIONS

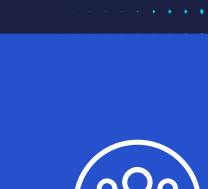
Rising customer expectations and cost reduction initiatives are creating margin pressure and challenging traditional business models to offer additional value.



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WORKFORCE DYNAMICS

Changing workforce dynamics are reshaping expectations with companies facing challenges in aligning performance, accountability, and engagement.



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TALENT GAP

The growing skills gap is making it increasingly difficult to find and retain qualified talent, challenging companies to invest more in training, upskilling, and workforce development.



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WORKPLACE SAFETY

Workplace safety programs that include proactive risk management to protect people and operations are being required by customers and expected by employees.



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CONSOLIDATION

Industry consolidation is accelerating, as private equity firms, manufacturers, and distributors pursue acquisitions, intensifying competition and reshaping the market landscape.



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CONTRACT REQUIREMENTS

Customers and suppliers are increasingly requiring more stringent contracts with complex terms and conditions.



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COMPETITION

The systems integrators and storage and handling segments have increased pressures from other industries entering the market.



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CYBER SECURITY

Heightened cybersecurity risks are impacting companies' ability to safeguard sensitive data and to ensure customer trust, supply chain continuity and business stability.



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ECOMMERCE

A rapidly growing number of customers, including next-generation buyers, are shifting to online platforms to research and purchase products.



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PERMITTING

Requirements continue to increase for state and local permitting as well as contractor licensing.



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EMERGING TECHNOLOGIES

Emerging technologies are pushing companies to rapidly integrate tech-driven solutions into traditional applications, increasing the importance of supplier partnerships.



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AUTOMATION SOLUTIONS

Customers are increasingly requesting phased automation strategies that offer measurable returns at each stage—driving demand for flexible, modular solutions that can adapt or scale over time.



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PARTNERSHIPS

Strategic partnerships between manufacturers and distributors are more important than ever as demand for direct consumer business increases.

