



2025

CORPORATE SUSTAINABILITY REPORT



BUILT TO **CONNECT**

ASPHALT • CONCRETE • INDUSTRIAL HEATING SYSTEMS • MATERIAL HANDLING • ROAD CONSTRUCTION
FORESTRY AND ENVIRONMENTAL RECYCLING • MOBILE CRUSHING AND SCREENING • ROCK BREAKER TECHNOLOGY
CRUSHING • SCREENS AND FEEDERS • WASHING AND CLASSIFYING • ASTEC DIGITAL • TRAINING • PARTS



TABLE OF CONTENTS

A Message from our President and CEO..... 4

ASTEC at a Glance..... 5

Built to Connect..... 6

About this Report..... 7

Industry Changing Innovation 9

Life-Changing Opportunities 13

Creating a Culture of Efficiency 22

Safety as a Core Value 25

Ethical Operations Through Corporate Governance..... 28

Hands-On Community Impact..... 33

GRI Index 36



A MESSAGE FROM OUR PRESIDENT AND CEO

JACO VAN DER MERWE | CEO AND PRESIDENT



At Astec, we are proud of our legacy, but we are even more excited about our future. For over 50 years, we've been connecting communities through innovative Rock to Road solutions. Today, we are building on that foundation, investing in what matters most: **our people, our purpose, and our planet.** To us, doing business conscientiously is not just our responsibility; it's a catalyst for building resilience and creating long-term value.

In 2023, we introduced a bold new vision: **to build industry changing solutions that create life-changing opportunities.** This vision reflects more than just ambition – it inspires us to push boundaries – cultivating a company that is agile, future-ready, and deeply human at its core.

To bring our purpose to life, we've dedicated more resources than ever before to sustainability. We've built a cross-functional team with leadership roles across safety, environmental compliance, external reporting, innovation, and new product development. This team brings the focus, expertise, and accountability needed to embed sustainability into every corner of our business – helping us meet and exceed evolving stakeholder expectations from product development to our own operations.

Thank you from our entire team for your continued trust. We have a lot to celebrate over the last two years, and we know there's more to do. With the right people, the right strategy, and the right mindset, we're building a more thriving Astec - one that's truly **Built to Connect.**

Jaco van der Merwe
President & CEO
Astec Industries, Inc.

ASTEC AT A GLANCE

Renowned equipment innovators for over 50 years, Astec offers a full line of high-quality products to facilitate construction from Rock to Road. Our [portfolio of products](#) includes rock crushing and screening plants, hot mix asphalt facilities, concrete plants, milling machines, asphalt pavers, and material transfer vehicles - allowing customers to choose the equipment and parts they need from one trusted source. Astec operates through two reportable segments - Infrastructure Solutions and Materials Solutions.

INFRASTRUCTURE SOLUTIONS



Asphalt and Concrete Plants, Industrial Heating, Construction Machinery

MATERIALS SOLUTIONS



Crushing and Screening for Raw Materials

\$1.338B

2023 Net Sales

\$1.305B

2024 Net Sales

4,322

2023 employees

4,148

2024 employees

17

manufacturing locations around the world

CHATTANOOGA, TENNESSEE

Headquarters

All numbers represent year-end data (as of December 31 of the reporting year), unless otherwise noted. Numbers do not include recent acquisition.

We employ over 4,000 people worldwide and remain committed to growing our expertise, services, and teams in ways that align with our strategic goals and long-term vision. Building on our advanced digital solutions for the asphalt sector, we acquired MINDS Automation Group Inc. in 2022, forming the ASTEC Digital division to provide even greater support and expertise to our customers. More recently, we acquired a portfolio of companies via TerraSource Holdings, Inc. to boost our global market presence and value.

OUR LOCATIONS

as of December 31, 2024

Astec's footprint extends worldwide, with operations in the United States, Canada, Chile, Brazil, South Africa, United Kingdom, Australia, France, India, and Thailand.



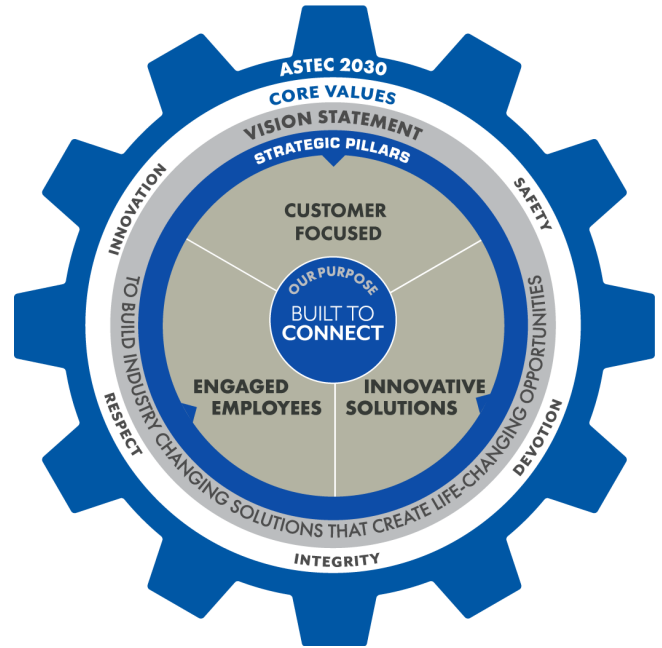
BUILT TO CONNECT

In 2023, we launched a new vision statement - **To build industry changing solutions that create life-changing opportunities.** Propelling us forward, our vision reflects a renewed focus on innovation with impact, inspiring us to push boundaries every day. United as OneASTEC, we are bound by our common purpose and fueled by a spirit of resilience and determination. We are **Built to Connect**, connecting the world through infrastructure while staying true to our roots - putting our customers and their needs first.

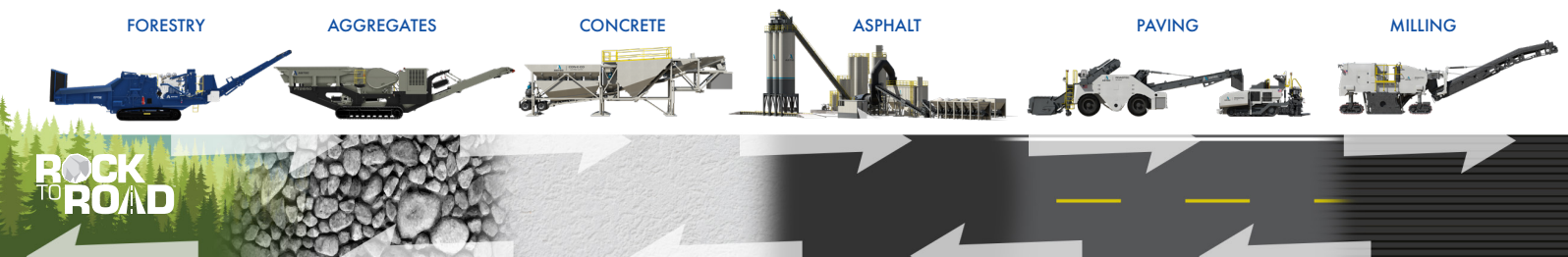
Our **Core Values** serve as a north star for our sustainability initiatives, both in our products and our operations.

We are committed to:

- **Innovate** our products and technologies to help our customers achieve their sustainability goals.
- **Respect** our natural resources and commit to continuously improve tracking and management of Astec's environmental impacts.
- Ensure the **safety** and wellbeing of all employees through universal accountability and adherence to safety rules and standards.
- Uphold employee satisfaction by demonstrating our **devotion** to ethical values, active engagement, and sustainable business practices.
- Endorse a culture of **integrity** to ensure transparency, accountability, and ethical decision making at every level of the organization.



Astec's vision is built on a rich tradition of industry advocacy and collaboration. We're honored to be recognized by the Association of Equipment Manufacturers for our unique contributions to their advocacy initiatives:



ABOUT THIS REPORT

This is Astec's second sustainability report, covering the calendar years 2023 and 2024, which aligns with our fiscal year reporting cycle. To provide stakeholders with timely, transparent, and decision-useful information, we will transition to an annual reporting cadence beginning with this publication.

This report has been prepared with reference to GRI 1: Foundation 2021 and incorporates disclosures aligned the Sustainability Accounting Standards Board (SASB) framework for Industrial Machinery & Goods.

Where applicable, sustainability data is presented by business segment or "Group", consistent with our financial reporting structure. To support comparability, we have aligned operational sites with their respective reporting groups on the following page:



ADDITIONAL INFORMATION

All additional requests for information on Astec's program should be sent to :

Kelley Cureton

Director of Environmental, Social,
and Governance

email: sustainability@astecindustries.com

ASTEC INDUSTRIES BUSINESS GROUPS

GROUP	BUSINESS UNIT	FACILITY LOCATION
Corporate	Corp	Shepherd Road, Chattanooga, Tennessee, USA
		Encompass Drive, Chattanooga, Tennessee, USA
		Airport Drive, Chattanooga, Tennessee, USA
Infrastructure Solutions	IS Astec Digital	Airport Road, Eugene, Oregon, USA
		Manufacturers Road, Chattanooga, Tennessee, USA
		Ahmedabad, India
		Blair, Nebraska, USA
		Burlington, Wisconsin, USA
		Jerome Avenue, Chattanooga, Tennessee, USA
		Parsons, Kansas, USA
		Prairie Du Chien, Wisconsin, USA
		St. Bruno, Canada
		Wilson Road, Chattanooga, Tennessee, USA
		Saint-Alphonse-De-Granby, Quebec, Canada
		Le Montat, France
		Sandusky, Ohio, USA
Materials Solutions	MS	Kelowna, British Columbia, Canada
		Acacia Ridge, Australia
		Bangkok, Thailand
		Belo Horizonte, Brazil
		Johannesburg, South Africa
		Franklin Boulevard, Eugene, Oregon, USA
		Omagh, Northern Ireland, United Kingdom
		Presidente Riesco, Chile
		Sterling, Illinois, USA
		Thornbury, Canada
		Yankton, South Dakota, USA

Business groups representative as of December 31, 2024.

MATERIALITY

While Astec has not yet conducted a formal materiality assessment, our approach to identifying key sustainability topics relies on a combination of internal insights and external benchmarks. We draw from our financial materiality, industry standards, peer analysis, investor priorities, and leading sustainability frameworks to determine which environmental, social, and governance issues are most relevant to our operations and to our stakeholders. Informal conversations across departments, including input from leadership and operational teams, have also helped shape our understanding of priority areas. We may use definitions of materiality that do not coincide or rise to the level of materiality for the purposes of the U.S. federal securities law.

Additionally, we monitor emerging global regulatory requirements, to ensure our strategy remains well-equipped to any changes. This practical approach enables us to focus on the issues that matter most today, while laying the foundation for a more structured materiality assessment process in the future.



INDUSTRY CHANGING INNOVATION

Integrating sustainability into our products is a strategic opportunity that strengthens our competitive edge. As industries evolve and market pressures intensify, Astec remains committed to delivering cutting-edge solutions that precisely align with our customers' changing needs.

FIVE PILLARS OF SUSTAINABILITY

Guided by extensive customer feedback and a visionary foresight of our industries, we've centered our product development around five key sustainability pillars, each offering distinct value to help our customers advance their own sustainability efforts.



Alternative Fuels – Our design to fit solutions support not only retrofits, but also multi-fuel options and entirely renewable fuel source options for our customers' needs today, as well as fuel designs of the future.



Efficiency – Leaning on our unique advanced technologies, our solutions minimize energy use, waste, and equipment downtime to save costs and trickle-down environmental benefits.



Recycling – Many products in our portfolio support material reuse, including those that enable high levels of recycled asphalt pavement (RAP) utilization. Our latest milling equipment and asphalt plant components allow for up to 100% use of recycled materials, reducing unnecessary waste and raw material consumption, lowering costs, and preserving natural resources throughout the supply chain.



Emission Reduction – Astec's product lines reduce pollutant emissions that adversely impact our atmosphere and environment. Our emission control devices, like baghouses and patent-pending Fiberbed filters, are designed to comply with the most stringent particulate and volatile organic carbon (VOC) emissions requirements anywhere in the world.



Decarbonization – By embedding carbon-conscious design into our products, we strive to be a trusted leader in our industries, prioritizing carbon reduction opportunities without sacrificing performance.

SUSTAINABILITY IN OUR PRODUCTS

With a 50-year legacy of innovation rooted in sustainability, we enable our customers to become more competitive, efficient, and future-ready. We're honored to serve as a trusted partner in helping our customers advance their sustainability goals, empowered by the distinctive features embedded across our product portfolio from Rock to Road.



RX-405 COLD PLANNER

DOUBLE BARREL® XHR

WHISPER JET® BURNER

VARI-FREQUENCY
SCREEN

CONCRETE TILT MIXER

5710E WOOD GRINDER

TITAN® T400
CONE CRUSHER

ALTERNATIVE
FUELS

EFFICIENCY

DECARBONIZATION

RECYCLING

EMISSION
REDUCTION

BLUE SMOKE COLLECTION RETROFIT – CLEANER AIR AND REGULATORY READINESS

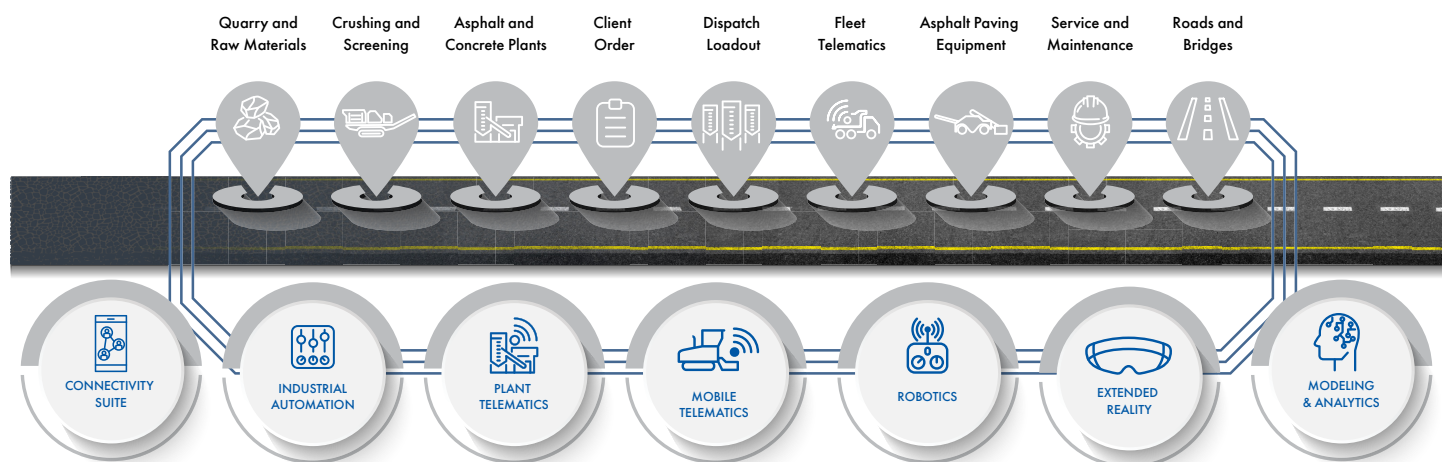
To help customers meet increasingly strict environmental regulations, we introduced a retrofittable Blue Smoke Collection System for silo loadout areas. This solution leverages our proven Fiberbed Mist Collector technology and is designed to fit silos where under-silo truck clearance prevents use of traditional “Horseshoe” collectors. The system is also compatible with non-Astec silo systems, enabling broader market adoption and improved air quality at the plant level.



INDUSTRY-ADJACENT APPLICATIONS: ROTARY DRYER FOR WASTEWATER REMEDIATION

Currently producing in Cartersville, GA and Orlando, FL, we repurposed our asphalt rotary drying technology for biosolids processing at municipal wastewater facilities. These systems reduce waste volume and support sustainable biosolids management, showcasing the environmental and cross-industry versatility of our core technology.

ENGINEERING SMARTER FUTURES



Astec Digital delivers a unified, single-vendor technology solution for the entire Rock to Road value chain through the Astec Digital Data Suite. Among various initiatives, we've prioritized the development of dynamic, data-driven energy modeling platforms using our technologies to help customers operate the most efficient and reliable equipment available in today's market.

In 2023, we began developing the SIGNAL Connectivity Suite - a digital tool designed to help asphalt plants better understand and manage their energy use. The current version calculates the theoretical energy requirements a plant might need based on its configuration, production goals, and usage settings, getting us one step further to plant-level intelligence.

Throughout the year, we also collected data from thousands of mobile machinery telematics machines, tracking things like fuel use, uptime, energy use, burn rate, and performance. By late 2024, we started pulling in live data from plant control systems, including telemetry from legacy MINDS systems, laying the foundation for smarter energy forecasting by mix, run, or production period based on real operations, not just estimates.

ADVANCED TECHNOLOGY GROUP

The Advanced Technology Group (ATG) has evolved significantly since its inception in 2020, expanding its scope to encompass a broader range of digital engineering responsibilities.

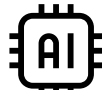
ATG's work centers around three strategic pillars:



Advanced
Simulation



Technology
Discovery



AI and Data
Analytics

The team supports engineering research and development by delivering cutting-edge simulation capabilities, identifying and evaluating emerging technologies, and developing AI models to enhance product innovation. ATG also leads academic collaborations, assesses new concepts for alignment with product strategy, and actively participates in global conferences, fostering both internal and external innovation pathways.

HIGHLIGHTS AND IMPACT (2023-2024)

132

projects completed,
generating an
estimated \$1.9 million
in cost savings

ACADEMIC PARTNERSHIPS:

University of Edinburgh

Discrete Element Model
for hot mix asphalt compaction

University of Georgia

Computer vision model for defect
detection in silo inspections



AWARDS AND RECOGNITIONS

Innovation drives our progress, and we're proud to be recognized through awards and partnerships that support our growth, help us achieve our goals, and strengthen the trust we build along the way.



ENERGY STAR SERVICES & PRODUCTS PROVIDER

As of September 2024, Astec joined the U.S. Environmental Protection Agency's (EPA) ENERGY STAR PROGRAM as the first recognized ENERGY STAR Service & Product Provider in the aggregate processing and roadbuilding industries.

As of mid-2025, Astec leads the industry in ENERGY STAR-certified plants, demonstrating that customers prioritize our equipment for its performance and efficiency, and we're more than happy to deliver on that expectation.

With a customer-first mentality, the partnership solidifies our efforts to:

01

Embed energy management as a fundamental principle in our customers' cultures and business operations

02

Take action to realize cost savings through the implementation of energy efficiency projects in our customers' operation



TELESTACK TRIUMPHS IN SHIP LOADING/UNLOADING SYSTEMS

Telestack, Astec's Omagh, Northern Ireland location, was honored with the Best Ship Loading/Unloading System award at the International Bulk Journal Awards, recognizing its role in the prestigious Fehmarnbelt Tunnel project - Europe's largest immersed tunnel and Denmark's biggest infrastructure initiative. The site's cutting-edge mobile equipment enabled efficient, high-capacity material handling, contributing to the sustainability focus of the European transport network.

Pictured from left to right: Carl Donnelly, Laura Jayne Donnelly, Marcus Williams, Phillip Waddell.



Our partnership continues with the National Asphalt and Pavement Association's (NAPA) Road Forward

Initiative targeting net-zero asphalt by 2050. At the NAPA Annual Meeting, we expanded our presence by presenting the "Asphalt Plant of the Future" and leading key discussions on innovation and industry leadership.



Director of Sustainability, Trevor Wagoner, showcasing the Asphalt Plant of the Future.

LIFE-CHANGING OPPORTUNITIES

Our people are the heart of our purpose. When they thrive, so does our business and so do the families and communities who rely on us. Their dedication, creativity, and craftsmanship are what drive the progress reflected throughout this report and into the next 50 years.

EVALUATING OUR CULTURE AND WORKFORCE

At Astec, we believe in creating life-changing opportunities by fostering long, meaningful careers. That begins with a commitment to safe workplaces and a culture built on respect, inclusion, and shared purpose. Building our company with purpose first starts with understanding where we stand.

MONITORING PROGRESS

We conduct a global employee engagement survey - Voice of OneASTEC - every two years. The most recent survey, conducted in 2024, achieved an impressive 83% participation rate across our global workforce.

Survey insights are shared throughout the organization, empowering each functional area and site to reflect on their results and identify opportunities for growth. This collaborative approach has contributed to a 5% increase in our overall engagement index since the previous survey in 2022, reinforcing our dedication to listening, learning, and evolving together.

WORKFORCE INSIGHTS

The insights we gain from employee engagement and internal data analysis are more than just metrics - they are the foundation of our human capital strategy. To us, success starts with knowing who we are and where we stand, and learning how to build a diverse, empowered workforce.

The following charts provide an overview of our employee characteristics for 2023 and 2024.

The following data utilizes end-of-year employee counts to calculate percentage metrics (2023 = 4322, 2024 = 4148). Unless otherwise noted, all employees referenced in this report are considered full-time if they work 30 or more hours per week. Historically, we've collected demographic data in alignment with local regulations but are expanding our efforts to capture more robust data worldwide in future reports.

2023 GENDER (GLOBAL)

GROUP	FEMALE	MALE
Corporate	2%	4%
Infrastructure Solutions	6%	53%
Materials Solutions	5%	30%
Total	13%	87%

2024 GENDER (GLOBAL)

GROUP	FEMALE	MALE
Corporate	2%	5%
Infrastructure Solutions	6%	52%
Materials Solutions	5%	29%
Total	14%	86%

Percentages represent the gender count in each group divided by the total end-of-year employee count.

2023 ETHNICITY (US ONLY)

GROUP	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	NATIVE HAWAIIAN OR PACIFIC ISLANDER	TWO OR MORE RACES	WHITE	NOT DISCLOSED
Corporate	<1%	1%	1%	<1%	-	<1%	5%	
Infrastructure Solutions	1%	<1%	4%	3%	<1%	1%	63%	
Materials Solutions	<1%	<1%	<1%	1%	<1%	<1%	19%	<1%
Total	1%	1%	5%	4%	<1%	1%	87%	<1%

2024 ETHNICITY (US ONLY)

GROUP	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	NATIVE HAWAIIAN OR PACIFIC ISLANDER	TWO OR MORE RACES	WHITE	NOT DISCLOSED
Corporate	<1%	1%	1%	<1%	-	<1%	7%	
Infrastructure Solutions	1%	1%	4%	3%	<1%	1%	61%	
Materials Solutions	<1%	<1%	<1%	1%	<1%	<1%	17%	3%
Total	1%	1%	5%	4%	<1%	<1%	85%	3%

WOMEN IN MANAGEMENT*

YEAR	% OF WOMEN IN MANAGEMENT POSITIONS - US ONLY	% OF WOMEN IN EXECUTIVE POSITIONS – US ONLY
2023	16%	19%
2024	16%	15%

*Management is defined as Senior Leadership, Vice Presidents, and all other Manager-levels, Executive is defined as Vice Presidents and above. To determine above percentages, the following methodology was used: # of women in management/executive positions divided by the total # of management/executive positions for men and women.

2023 + 2024 AGE (GLOBAL)

GROUP	UNDER 30 YEARS OLD	30-50 YEARS OLD	OVER 50 YEARS OLD
2023	19%	47%	34%
2024	17%	47%	36%

GLOBAL TURNOVER AND NEW HIRES

YEAR	TURNOVER RATE	NEW HIRES
2023	26%	1,254
2024	29%	1,114

Turnover rates are calculated for the year ending December 31 and include both voluntary and involuntary personnel change.

Astec's annual turnover rate continues to be below the U.S. Bureau of Labor Statistic's 2023 and 2024 rates of 31.2% and 30%, respectively, for Manufacturing – Durable Goods.



BUILT TO LEAD

With the right culture, great leaders can emerge from every corner of our organization. Our goal is to make space for growth, empowering our employees to thrive and drive meaningful change together.

HIGH PERFORMANCE CONVERSATIONS

Astec encourages open dialogue through our High-Performance Conversations – annual career development discussions held across the organization. In 2023, 92% of eligible global team members participated in these meetings, with 88% participation in 2024. Through these one-on-one discussions, we identify high-performers ready for the next step in their careers or those who may benefit from specialized training to ensure a long-lasting, fulfilling career with us.

ASTEC LEARNING

Launched in 2022, Astec Learning is our dynamic learning and development platform, continuously evolving to meet the needs of our people. It offers a diverse catalog of over 580 courses focused on:

BUILT TO LEAD Leadership development aligned with our Leadership Competency Model, which defines the 10 essential traits of Astec leaders across four levels of leadership seniority	E³ TALENT DEVELOPMENT Engaged, Empowered, and Enabled	WELLNESS AND WELL-BEING	ENHANCING OUR CUSTOMER'S EXPERIENCE	ASTEC POLICIES AND COMPLIANCE TRAINING
--	--	--------------------------------	--	---

We offer a variety of ways to learn specialized to each employee's career journey, so everyone has the flexibility to follow their own path.

01 Self-led Courses Structured around our leadership competencies, these courses are designed to build skills at every level of leadership.	03 Leadership 101 and 201 In-person training focused on peer coaching and delivering high impact feedback.
02 Live Virtual Trainings Astec instructor-led sessions on topics such as conflict resolution and executing strategy at the front line.	04 LeaderConnect Our newest addition, LeaderConnect is a quarterly series of recorded conversations moderated by senior and executive leaders, covering employee-chosen topics of interest.  LEADERCONNECT EMPOWERING LEADERS, ENGAGING TEAMS

Through these initiatives, we are not only investing in our people, but we are also building the next generation of Astec leaders.

TRAINING METRICS

COURSE	2023	2024
Code of Conduct <i>Includes human rights and ethics training</i>	100% completion rate of eligible employees	
Leadership Development	5345 total enrollments since 2023 over 62 available courses	
Wellness	5227 total enrollments since 2023 over 4 available courses	



ASTEC LEAN CERTIFICATION PROGRAM

In 2023, we launched our in-house Lean Certification Program to educate cross-functional team members with hands-on training in Lean manufacturing principles, tools, and techniques. The program has been a huge success, equipping participants with the skills to identify the eight wastes that impact lead time and efficiency, and to apply data-driven problem solving at their own sites. By designing and delivering the program internally, we not only strengthen operational performance but also inspire continuous improvement rooted in Astec's specific values and goals.

The program continues to grow year over year. In its first year, 36 team members across 9 sites earned certification. As of this report, that number has more than doubled to 78 graduates, expanding our internal network of Lean leaders across the globe.



IS GROUP WELDING SCHOOL

Initially created to address the shortage of qualified welders, the Astec Welding School aims to enhance the skills of our existing workforce and support career advancement through extended welder qualifications. Over time, it has become a strategic tool for developing our men and women's capabilities, by offering a pathway for welders to grow into leaders within Astec.

Kicked off in 2019, the program emphasizes hands-on learning, career-long applicability, and internal mobility. Since 2022, the program has trained 325 participants over 7 facilities across the United States, with even more training in the future.

EMPLOYEE SPOTLIGHT



JERMEY FRANCIS
WELDING ENGINEERING
TECHNICIAN II

Jeremy was my lead trainer and has now moved into a projects roll.



DAVID THOMPSON
WELDING ENGINEERING
TECHNICIAN II

David was the assistant trainer and has now moved into the lead trainer position.



THOMAS BATE
WELDING ENGINEER

Thomas is now executing much of our training at other facilities.

ENGAGED EMPLOYEES

We're committed to transforming vision into reality, where every solution is a pathway to change lives. That loyalty extends to how we care for our people. Through programs that support physical safety, mental health, and financial well-being, we're building a culture where individuals feel valued and supported on and off the job.

Below are some of the new benefits we've introduced over the past two years to better support our team.

2023

Added 10 days per rolling 12 months paid Parental Leave for both parents for births, adoptions, and foster care placements and increased maternity benefit from 70% to 100% pay for all employees.

Eliminated the working spouse rule which made all spouses, with other coverage available or not, eligible for Astec's coverage.

2024

Changed Employee Assistance Program providers to better address employees' personal and work-related issues.

Dedicated focus on mental health awareness via Town Hall guest speakers, communication campaigns, and free access to SupportLinc, available 24/7/365 to provide advocacy and resources for depression, anxiety, work-related pressures, substances abuse, and more.

Added HRA funding back into the health reimbursement arrangement (HRA) medical plan.

Increased 401(k) company match

EDUCATIONAL ASSISTANCE

Astec encourages continuous learning and professional growth by offering 100% tuition reimbursement for courses taken at accredited universities, colleges, and technical schools. Eligible employees may receive up to \$3,000 annually for undergraduate studies and up to \$5,000 for graduate-level coursework.



PARENTAL LEAVE

We are committed to supporting employees through life's most meaningful moments. From day one, we offer paid parental leave to all parents, whether through birth, adoption, or foster care placement, ensuring both spouses and committed partners can share in this important time.

"Being able to spend that time at home with my family was invaluable."

Getting back to work was easier, and most importantly, it gave my wife that extra time and support needed to welcome our newborn."

- Aaron Schoolfield, Director of Parts Sales

CELEBRATING THE HEART OF ASTEC

We are deeply grateful for the driving force behind our success – our people. Over the past two years, we’ve introduced new and creative ways to show appreciation, whether that’s through peer recognition or a shout out from leadership, to celebrate those moments that reflect the heart of our culture.

BRAVO AWARDS

The Bravo Awards, an annual recognition program, celebrates exceptional performance by employees who embody our company values, vision, and strategy. Kicked off in 2023, 25 recipients every year are awarded equity stock and celebrated in a Global Town Hall meeting. To date, we’ve honored 50 team members for their unwavering inspiration and motivation to strive for excellence in their work.

PEER RECOGNITION AWARDS

The Peer Recognition Awards recognize exceptional employees who embody the true spirit of Devotion to customers, transforming ordinary interactions into extraordinary experiences.

TRUE NORTH BOARDS

It’s often the small, everyday actions that shape and strengthen our culture the most. At several of our sites, “Who Helped You This Week” callouts on True North boards have become a meaningful way to recognize those who go above and beyond - creating a space for gratitude in the bustle of daily work.





CHAMPIONING WOMEN OF ASTEC

We continue to see a rise in the number of women across our global workforce- a reflection of our inclusive culture and deep appreciation for the invaluable contributions of women in every part of our organization.

In celebration of International Women's Day, our teams around the world came together to honor this year's theme: #InspireInclusion. From breakfast tea in Australia to lively celebrations across our U.S. locations, and meaningful gestures like flower distributions in Latin America, each event reflected our shared commitment to recognizing and uplifting women.

In Brazil, our Commission for Accident Prevention (CIPA) team took a proactive role during Breast Cancer Awareness Month, hosting an inclusive educational session focused on self-care, awareness, and prevention for both men and women.

WOMEN OF ASPHALT



Astec is a firm advocate for gender equity in the asphalt sector and a committed supporter of the Women of Asphalt organization. The first event of its kind, we hosted the inaugural Women of Asphalt Executive Seminar at our Jerome training center - a two-day event focused on leadership development, professional growth, and community building. Following its success, a second seminar was held in May 2025, continuing our mission to engage, elevate, and empower women across the infrastructure industry.



CREATING A CULTURE OF EFFICIENCY

Our commitment to sustainability has grown into a broader focus on Responsible Manufacturing - where environmental stewardship aligns with operational excellence. We take pride in being good neighbors, ensuring our facilities are clean, professional, and mindful of their environmental impacts. Building on our legacy of innovative products, we are now turning that same lens inward - enhancing efficiency, resilience, and competitiveness across our global operations. This shift reflects our belief that sustainable practices are both good for business today and for our long-term growth.



OPTIMIZING ENERGY

We continue to prioritize energy efficiency and corporate emissions accountability by measuring and managing our impacts transparently. We evaluated our scope 1 (direct) and scope 2 (indirect) greenhouse gas (GHG) emissions using both the World Resource Institute's GHG Protocol Corporate Standard (2015) as well as ISO 14064-1:2018 – Corporate Level Accounting Standard. All figures below are presented in MT CO₂e.

EMISSION SOURCE ¹	2023	2024
Scope 1 ²	16,151	18,231
Scope 2 (Market-based)	15,371	16,319
Total – Scope 1 and 2 (Market-based)	31,522	34,550
CO ₂ e Intensity - Net Sales ³	23.56 per million USD	26.48 per million USD

1. CO₂e calculations were made based on the best available data at the time of calculation, including primary source data and estimation approaches outlined in the previously mentioned standards. All facilities in operation as of December 31st of the reporting year were assessed.
2. Scope 1 emissions include CO₂e from commodities natural gas, acetylene, propylene, propane, diesel, gasoline, carbon dioxide, and refrigerants. Emissions calculated for scope 1 using the EPA's Emission Factors for Greenhouse Gas Inventories. We also added fleet estimates to our 2023 and 2024 inventories using EPA and IPCC emission factors.
3. This calculation represents emissions as a number relative to business activity, in this instance, net sales. Scope 1 and 2 emissions were evaluated based on the calendar years' net sales – 1.305 million USD for 2024 and 1.338 million USD for 2023.



We're a proud partner of the Department of Energy's Better Plants program, with a commitment to reduce the energy use intensity of our U.S. operations by 25%.

MANAGING ENERGY PERFORMANCE

As part of our ongoing energy optimization journey, we've focused on improving data quality, partnering with utilities to uncover opportunities, and building actionable plans to enhance efficiency across our sites.

- Over the past three years, we've achieved 98% primary data collection for electricity and natural gas, allowing us to make informed decisions based on real usage rather than estimates.
- In 2023, we began tracking fleet emissions for the first time and are currently onboarding new software to better understand usage and costs, ultimately to help us quantify our full scope 1 impacts and identify areas for reduction.

- Recognizing that our value chain is our major source of indirect emissions, we've started identifying key categories through our scope 3 and implementing processes to measure and manage them with third-party support.
- Looking ahead to 2025, we've launched an energy optimization pilot to strategically plan projects that reduce costs, minimize downtime, improve working conditions, and strengthen long-term resilience against utility fluctuations.

ISO	FACILITY
14001	Omagh, Northern Ireland; Johannesburg, South Africa; Belo Horizonte, Brazil; Thornbury, Ontario
9001	Omagh, Northern Ireland; Johannesburg, South Africa; Belo Horizonte, Brazil; Thornbury, Ontario; St. Bruno, Quebec
45001	Omagh, Northern Ireland; Johannesburg, South Africa; Belo Horizonte, Brazil; Thornbury, Ontario; Acacia Ridge, Australia

SMARTER LOGISTICS FOR COST AND CARBON SAVINGS

One way we're actively reducing emission and driving cost savings is by rethinking logistics. Our team has launched several initiatives:



SHIPMENT AGGREGATION

Transitioning from parcel to less-than-truckload (LTL) and LTL to truckload shipments, resulting in:

- Parcel shipments (same-day, same-origin) reduced from 46.6% to 45.3%
- LTL shipments reduced from 15.1% to 14.3%



SUPPLIER COORDINATION

Partnering with suppliers to consolidate deliveries and enable full truckloads to optimize shipping costs and impacts.



EXPANDING OUR RENEWABLE ENERGY PORTFOLIO

Our Belo Horizonte, Brazil site is now home to Astec's second renewable energy project - a 500 kW rooftop solar installation. This system is expected to offset 95% of the site's electricity costs and save over 960,000 kWh annually. It's a strong example of our commitment to identifying energy solutions that enhance resiliency while protecting against energy fluctuations.

WATER

While most of our manufacturing processes are not water-intensive, we remain deeply committed to responsible water stewardship.

We recognize the importance of preserving this vital natural resource and have implemented systems to monitor, manage, and transparently report our water usage across all operations.

At select global sites where water plays a more critical role in production, we have established specialized protocols for wastewater treatment and discharge. These facilities maintain detailed records of water output, ensure compliance with local permitting requirements, and regularly report to the appropriate regulatory authorities.

We also assess our sites annually via the World Resources Institute's Aqueduct Water Risk Atlas to pinpoint regions with water stress or water depletion issues. This exercise enables us to maintain an up-to-date understanding of our water-related impacts and to proactively identify opportunities for additional conservation measures when needed.

WASTE

Astec actively manages both hazardous and non-hazardous waste across our global facilities through audits and data collection. We track waste streams, promote reduction strategies, and support recycling and reuse initiatives in both operational and office settings. Hazardous waste generated at our sites is handled in full compliance with local, state, and federal regulatory requirements.

SOLVENT DISTILLERS

Many of our sites with painting operations now use solvent distillers that allow the removal of impurities and residues, separating the volatile components from the contaminants and recovering the solvents in purified form for further use. A win-win, this helps maintain the quality of our painting process while minimizing impacts and saving money along the way.

GLOBAL WATER WITHDRAWAL¹

GROUP	WATER WITHDRAWAL (IN THOUSAND GALLONS)	
	2023	2024
Corporate	293	242
Infrastructure Solution	12,176	11,717
Materials Solutions	4,009	5,277
TOTAL (Enterprise-wide)	16,478	17,236

¹Water metrics used both primary data as well as estimations based on facility square foot using the U.S. EIA's commercial water consumption reports.



SAFETY AS A CORE VALUE

At Astec, safety isn't just a priority; it's a point of pride. We believe every team member deserves to return home safely, every day, and that objective is a collective effort. That's why we invest in comprehensive training, protective measures, and the right resources - empowering our people to thrive. Our safety program reflects this dedication, and the results speak for themselves.

SAFETY STATS

CATEGORY	2023	2024
Total Recordable Injury Rate (TRIR)	1.27	1.66

The above safety metrics were calculated using recordable incidents defined by OSHA's Form 300 from January 1-December 31 of the reporting year with associated total yearly labor hours.

Astec is proud to report that our yearly recordable incident rate compares favorably to the U.S. Bureau of Labor Statistics' 2023 industry average of 3.7 for construction machinery manufacturing.

STRENGTHENING SAFETY THROUGH INNOVATION

Over the past two years, we've continued to elevate safety culture - launching Velocity in 2024, a comprehensive platform designed to streamline and strengthen how we manage safety across our operations. Aligning with our core value of safety, Velocity empowers our teams to:

- Quickly report and respond to unsafe conditions
- Conduct thorough safety audits
- Track compliance deadlines
- Analyze safety and environmental data
- Perform detailed job safety analyses

We believe that proactive engagement is key to prevention. That's why we require all safety observations to be addressed within 24 hours and actively encourage reporting. Every voice matters in creating a safer workplace.



We also encourage all employees to actively participate in continuous improvement through the Workplace Improvement Now (WIN) program. Tapping into our collective expertise of our teams, we're able to drive innovation, operational excellence, and long-term success.

Launched in 2021, the Infrastructure Solutions Group has received approximately 3,000 WIN submissions across seven sites, resulting in nearly \$6 million in validated savings. A significant number of these submissions have focused on enhancing safety, underscoring our employees' engagement in building a safer, smarter workplace.



SAFETY & SPECIALIZED TRAINING INITIATIVES

Consistent and clear training ensures our leaders, and their teams, are equipped to protect each other and perform at their best, helping us meet our operational and safety goals. Our skilled Environmental, Health and Safety Managers lead the charge, coordinating weekly, monthly, and specialized trainings to keep our employees knowledgeable and alert.

In 2024, we launched our Safety Training program through Astec Learning, marking a significant step forward in our commitment to workplace safety and continuous education. To date, over 571 team members have enrolled across 32 distinct courses, reflecting strong engagement and a shared dedication to safe practices.

In addition to our core safety curriculum, we offer a range of specialized training programs designed to address critical safety competencies:

CPR
CERTIFICATION

OSHA 10 &
OSHA 30
TRAINING

ARMED
INTRUDER/
ACTIVE SHOOTER
PREPAREDNESS

MENTORSHIP-
BASED SAFETY
ONBOARDING



OCCUPATIONAL HEALTH INITIATIVES

To support employee wellbeing and reduce workplace injuries, we've implemented on-site occupational health services at several of our manufacturing locations. At our Blair facility, a full-time Physical Therapist has been instrumental in identifying ergonomic improvements through direct engagement with employees, resulting in significant benefits to both safety and productivity.

Additionally, we maintain on-site nursing staff at our Yankton location, with a rotating nurse supporting our Chattanooga, Tennessee facilities. By focusing on early intervention and ergonomic design, we aim to shift from reactive care to a proactive, preventative approach that supports long-term employee health.



BRAZIL PREVENTING ACCIDENTS BEFORE THEY HAPPEN

Brazil's Accident Commission, known as CIPITAS, is made up of team members, elected by their peers, to champion workplace safety. Working closely with the EHS department, the Commission identifies risks with independent inspections and surprise safety blitzes and promotes awareness via educational talks.



CELEBRATING SUCCESS

Liberty Mutual Worker's Compensation insurance carrier recently recognized Astec again with three Gold, two Silver, and three Commendation safety awards for exceeding Bureau of Labor Statistics industry standards.



TRAFFI GLOVES

Several of our sites now use Traffi Gloves - the first carbon-neutral safety glove. This smart sourcing choice reduces environmental impact while delivering reliable protection for our employees.



ETHICAL OPERATIONS THROUGH CORPORATE GOVERNANCE

Effective governance is a cornerstone of our values, cultivating a culture in which our decisions build both trust and lasting value for all stakeholders. Through strong leadership, well-defined policies, and robust accountability structures, we ensure that our operations remain something we can take pride in.

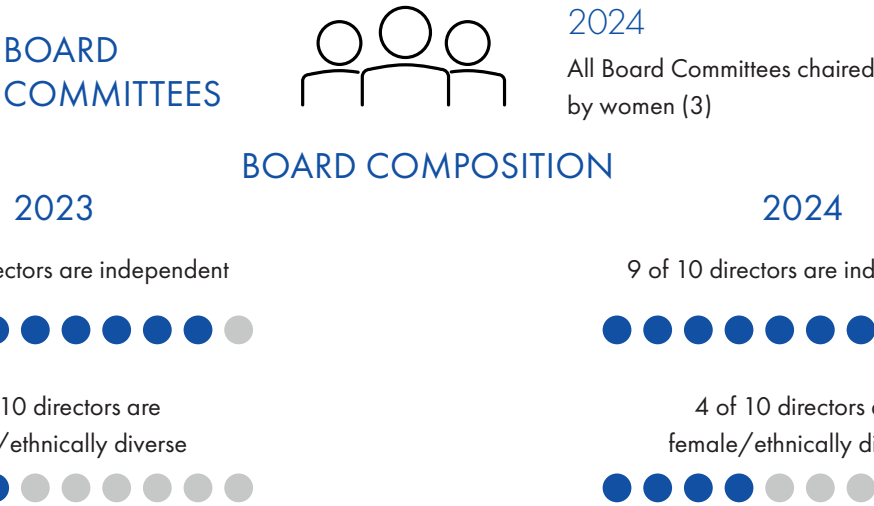
LEADERSHIP

Astec’s Board of Directors remains committed to advancing sustainability across the organization. Central to this effort is the Nominating and Corporate Governance Committee (NCGC), which provides oversight and guidance on sustainability-related matters. The NCGC works in close partnership with the ESG Steering Committee, reviewing progress and priorities both annually and as needed, to ensure that initiatives are effectively aligned with the Board’s broader strategic objectives and corporate priorities.

The ESG Steering Committee is comprised of key members of executive leadership, including the Chief Executive Officer, Senior Vice President of Administration and Investor Relations, Group Presidents of Infrastructure Solutions and Materials Solutions, and our General Counsel, who also serves as the Chief Compliance Officer and Corporate Secretary. This committee meets at least four times annually and is responsible for overseeing Astec’s sustainability strategy, ensuring our performance and goals remain agile while aligning with the long-term vision.

Below is a snapshot of our Board of Directors for 2023 and 2024. Additional details on Directors’ tenure, demographics, and expertise are available in the [2023](#) and [2024](#) Proxy filings

[Board of Directors Updated Corporate Governance Guidelines \(as of 2024\)](#)





DATA INTEGRITY

Reflective of our business practices, it's critical that our data is gathered and reported with integrity and transparency to align with investor and stakeholder expectations. To formalize these efforts, we established an ESG Data Governance Policy through inter-department collaboration to ensure we have adequate checks and balances in place. This proactive approach ensures we're well-equipped to adapt to changing regulations and confidently stand by the information we share publicly.

To ensure quality, accuracy, and integrity, data follows a strict approval process outlined below:



ETHICS IN ACTION

At Astec, doing business the right way starts with a strong ethical foundation. Our [Global Code of Conduct and Ethics \(Code\)](#), amended and restated in 2023, serves as a practical guide for how we live our values of Integrity and Respect every day.

Available in multiple languages to unite our global workforce, the Code outlines expectations for ethical behavior across our global operations and for all third parties acting on behalf of the company, including suppliers, customers, and distributors.

Key aspects of the Code include:

- Fair and consistent enforcement, regardless of position or location.
- Clear procedures for reporting concerns confidentially, with zero tolerance for retaliation against good faith reports.
- Adaptability to local legal requirements while maintaining core values.

Core topics covered in the Code include:

- Conflicts of Interest
- Fair Competition
- Anti-Corruption
- Political Contributions and Lobbying
- Technology Use and Privacy
- Social Media
- Human Rights and Human Trafficking
- Conflict Minerals

Ethical behavior isn't just a principle; it's a daily practice. As part of our commitment to doing business with integrity, all new employees complete training on our Code of Conduct and Ethics through the Astec Learning platform during onboarding, with annual refresher training to reinforce our shared values.

In 2023, **100% of our eligible global workforce completed conduct and ethics training**, either as new hires or retrained on our renewed Code. In 2024, we also achieved a 100% completion rate for eligible employees, reflecting our continued focus on fostering a OneASTEC culture of accountability and trust.

When questions or concerns arise, our employees are empowered and equipped to speak up. We provide clear guidance on how to report potential violations, and we back that up with strong whistleblower protections. Retaliation or discrimination against those who report in good faith is strictly prohibited, and we take swift, appropriate action to ensure their protection.

We offer multiple channels for reporting, including direct conversations with managers, General Managers, or HR representatives, as well as our 24/7 third-party Whistleblower Hotline, accessible globally by phone or online. Beyond self-reporting, our Internal Audit team proactively monitors for potential misconduct or fraud, with findings reported directly to our Audit Committee on a quarterly basis.

All reported concerns are taken seriously and reviewed under the leadership of our General Counsel and Chief Compliance Officer. In cases involving fraud or similar violations, the Audit Committee is engaged to determine next steps and appropriate actions. At Astec, we believe that doing the right thing is at the heart of Building Connections that last.

ENVIRONMENTAL COMPLIANCE AND TRANSPARENCY

We are devoted to full compliance with all applicable environmental and safety regulations across the countries, regions, and communities where we live, work, and play. To support this commitment, we leverage a third-party compliance management system that helps us monitor and track our performance across environmental, labor, and safety areas.

In both 2023 and 2024, we are thrilled to report that we experienced no environmental violations that required disclosure.



DATA PRIVACY AND CYBERSECURITY

As our industry revolutionizes with digital transformation, we recognize our responsibility to adapt quickly while safeguarding both company and customer data. Our teams use proactive tools and strategies to protect our systems from external threats, secure confidentiality, and protect our intellectual property and proprietary technologies—core assets that have always differentiated Astec in the market and given us a competitive edge.

The Board of Directors is responsible for IT security, underscoring its importance within our overall governance and risk management approach. Senior leadership provides quarterly briefings to the Board on information security matters to ensure alignment, accountability, and transparency.

To support a strong security culture, all employees are required to complete annual information security training, through Astec Learning. As part of internal audit's annual assessment for SOX compliance, our data privacy and cybersecurity practices are evaluated to confirm they align with leading information security standards. Protecting our data assets is a critical component of how we operate, and a responsibility that we take seriously at every level of the organization.



SUPPLY CHAIN INTEGRITY

Our commitment to responsible sourcing and ethical supply chain practices is embedded in our [Supplier Code of Conduct \(SCoC\)](#), which outlines clear expectations for current and potential suppliers, including our expectations around sustainability efforts.

We maintain a 100% audit rate for strategic suppliers, incorporating both self-assessment surveys and on-site assessments depending on their tenure with Astec. Every audit, regardless of status, includes a comprehensive scoring of the suppliers' environmental, health, and safety (EHS) policies, environmental compliance, ISO or EMAS certifications, and corporate social responsibility initiatives. These assessments are continuously improved to ensure relevance and effectiveness with stakeholder and industry expectations. Legacy suppliers are required to complete a self-assessment form, and we conduct on-site audits for new suppliers, particularly for those providing substantial materials or products. In 2023, 18 new suppliers were assessed, and in 2024, that number increased to 27. To date, over 75 suppliers have been evaluated through this robust process.

Although a formal re-audit plan is still under development, if any issues are flagged during a self-led or on-site audit, we maintain a Rolling Action Item List of considerations and re-audit suppliers as necessary to ensure alignment with our SCoC.

ADAPTING TO CHANGING LANDSCAPES

Our SCoC also includes policies on conflict minerals and raw material procurement. These policies are designed to ensure responsible practices throughout our supply chain, including indirect assessments of forced labor risks through our conflict minerals due diligence process. For further details, we invite stakeholders to review our publicly available statements, including our [Statement on Conflict Minerals](#) and our disclosure under the [California Transparency in Supply Chains Act](#).

As a global organization, we continue to evolve in alignment with industry expectations and regulatory developments. We are actively enhancing our data collection and reporting capabilities, particularly around per- and polyfluoroalkyl substances (PFAS) and Country of Origin information. In addition, we are in our second year of reporting to [Canada's Bill S-211: Fighting Against Forced Labour and Child Labour in Supply Chains Act](#), reinforcing our dedication to transparency and respecting and promoting human rights across our operations.

HANDS-ON COMMUNITY IMPACT

At Astec, building strong connections is at the heart of who we are. That's why in 2024, we launched the Community Impact Committee to help us focus our outreach where it matters most. We've zeroed in on four key areas:



Workforce Readiness in STEM & Innovation

Supporting STEM education and other skills training to prepare someone for a specific job, with a focus on skills needed for jobs within Astec.



Health & Human Services

Supporting health, welfare and other basic needs of a society such as food, water, housing, clothing, and physical and mental healthcare education.



Economic & Infrastructure Development

Improving the standard of living and increase wellbeing within the community via investments in job creation, infrastructure and education.



Environmental Sustainability

Promoting sustainability and the preservation of the natural environment.

These focus areas reflect our values and align with our business, allowing us to make the biggest impact in the communities we serve. Whether it's volunteering, hosting school groups, or improving local infrastructure, we're committed to helping people thrive.

On the following pages, we highlight a few initiatives that support our community impact areas.



TRAIN THE TRAINERS: TEACHER EXTERNSHIP

As part of our ongoing partnership with Hamilton County's Future Ready Institutes, we hosted a Teacher Externship at our Jerome Ave location in Chattanooga, TN. Educators from the Institutes of Architecture & Engineering Design and Robotics & Welding gained real-world insights to help shape project-based learning experiences for their students.

This collaboration allows us to contribute directly to workforce development by informing teaching practices aligned with industry needs.



LENDING A HELPING HAND FOR HURRICANE RELIEF

In the wake of Hurricane Helene's devastating impact across the Southeast United States, our employees demonstrated compassion and commitment to community support. Leveraging company time and resources, our team came together in Black Mountain, NC to prepare and serve nourishing meals, feeding nearly 200 people daily.

"The devastation and loss is hard to believe, but the outpouring of care is amazing." - Transportation Director Michael Warnock

Our equipment played a vital role in both volunteer-led and contracted hurricane cleanup operations. In Georgia, a long-standing Peterson customer relied on our machinery to accelerate debris removal, enabling quicker road clearance and more efficient coordination of additional relief resources.





ASTEC EUGENE: UPLIFTING LIVES THROUGH COMPASSION

Astec Eugene employees are making a meaningful difference through their ongoing partnership with Sparrow Clubs, a nonprofit that supports children facing medical challenges. Since sponsoring Willamette Valley's first Sparrow in 2022, the team has remained deeply engaged, volunteering at events, collaborating with local schools, and helping raise funds to support Sparrow families. The Eugene team has embraced this cause with heart, showing how compassion and community spirit can come to life through employee-driven action.



ASTEC YANKTON: INSPIRING THE NEXT GENERATION OF WELDERS

Astec Yankton hosted its first Weld Competition & Career Day, welcoming over 130 high school students from 11 schools across the region. The event gave students a chance to showcase their welding skills in both functional and artistic categories, while also learning about career paths in welding through hands-on sessions and a shop tour. Astec employees played a key role, volunteering, engaging with students, and helping organize a successful day filled with learning, creativity, and community connection. Thanks to their efforts and support from sponsors, the event was a hit, and plans are already underway for next year.



ASTEC THORNBURY'S DAY OF RECONCILIATION

To honor National Day for Truth and Reconciliation—also known as Orange Shirt Day—employees at Astec Thornbury wore orange as a symbol of remembrance and reflection. This day, first observed in 2013, raises awareness about the lasting impact of Canada's residential school system on Indigenous communities. By participating, the Thornbury team showed their support for survivors, families, and communities, and their commitment to learning and acknowledging this important part of history.





BUILDING A CULTURE OF STEWARDSHIP

Earth Day remains a key moment of global participation across Astec – a chance to step back and give back. Each site chose its own way to reduce waste and support a cleaner environment, demonstrating that even small, local actions can drive meaningful impact, one project at a time.

Astec Thornbury's team cleared the neighborhood, waterfront, part of the Georgian Trail, and the back property, collecting over 500 pounds of trash and 40-50 pounds of scrap metal for recycling.

The Green Team at our Eugene Airport Road site put initiatives into action to support a cleaner and greener workplace:



Green Commuter Program

Employees were encouraged to reduce their carbon footprint by carpooling, using public transit, biking, and other sustainable options, while earning prizes.



E-Waste Recycling

Team members were also encouraged to gather old electronics and other approved items from home and work for proper disposal through our e-waste collection program.



GLOBAL REPORTING INITIATIVE (GRI) INDEX

STATEMENT OF USE

Astec Industries, Inc. has reported the information cited in this GRI content index for the period January 1 to December 31 of the reporting years 2023 and 2024, with reference to the GRI Standards.

References made throughout refer to this document, our [2024 Proxy Statement](#), [2025 Proxy Statement](#), [OneASTEC Sustainability Policy](#), [Human Rights Policy](#), [Astec Code of Conduct and Ethics](#), and our [Supplier Code of Conduct](#).

GRI 1 USED

GRI 1: FOUNDATION 2021

SECTOR STANDARD

NOT CURRENTLY AVAILABLE

GRI STANDARD	DISCLOSURE	LOCATION/ RESPONSE
GRI 2: General Disclosures 2021	2-1 Organizational details	ASTEC at a Glance, page 5.
	2-2 Entities included in the organization's sustainability reporting	Astec Industries Business Groups, page 8.
	2-3 Reporting period, frequency and contact point	About this Report, page 7.
	2-4 Restatements of information	Astec Industries, Inc. has not made any restatements in the reporting periods.
	2-5 External assurance	This report has not been externally assured.
	2-6 Activities, value chain and other business relationships	ASTEC at a Glance, page 5. About this Report, page 7. Astec operates in two reportable segments - Infrastructure Solutions and Materials Solutions.
	2-7 Employees	2023 Gender (Global) and 2024 Gender (Global) Tables, page 13.
	2-9 Governance structure and composition	Ethical Operations through Corporate Governance, pages 28-32.
	2-10 Nomination and selection of the highest governance body	2025 Proxy Statement, page 25.
	2-11 Chair of the highest governance body	2025 Proxy Statement, page 19.
	2-12 Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement, pages 23-25.
	2-13 Delegation of responsibility for managing impacts	Ethical Operations through Corporate Governance, pages 28-32.
	2-14 Role of the highest governance body in sustainability reporting	The ESG Steering Committee is responsible for reviewing and approving all sustainability disclosures, as well as the Corporate Sustainability Report.

GRI STANDARD	DISCLOSURE	LOCATION/ RESPONSE
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	2025 Proxy Statement, page 26.
	2-16 Communication of critical concerns	Ethics in Action, page 30.
	2-17 Collective knowledge of the highest governance body	2025 Proxy Statement, pages 15-16.
	2-18 Evaluation of the performance of the highest governance body	2025 Proxy Statement, page 16.
	2-19 Remuneration policies	2025 Proxy Statement, pages 32-57.
	2-20 Process to determine remuneration	2025 Proxy Statement, pages 32-57.
	2-21 Annual total compensation ratio	2023: CEO pay to median employee pay was 51:1 2024: CEO pay to median employee pay was 53:1 References: 2024 Proxy Statement, page 47. 2025 Proxy Statement, page 49.
	2-22 Statement on sustainable development strategy	2025 Proxy Statement, page 9-11.
	2-23 Policy commitments	Astec Code of Conduct and Ethics, Supplier Code of Conduct, OneASTECSustainability Policy.
	2-26 Mechanisms for seeking advice and raising concerns	Supplier Code of Conduct, page 10. Violations or concerns can be reported directly to the General Counsel.
	2-27 Compliance with laws and regulations	In 2023 and 2024 we had \$0 in losses from environmental regulations that required disclosure.
	2-28 Membership associations	National Asphalt Pavement Association (NAPA), National Stone Sand & Gravel Association (NSSGA), Association of Equipment Manufacturers (AEM), American Road and Transportation Builders Association (ARTBA), National Demolition Association (NDA), American Concrete Paving Association (ACPA), Association of Equipment Distributors (AED), Asphalt Institute, Consortium for Asphalt Pavement Research and Implementation (CAPRI), Concrete Plant Manufacturers Bureau (CPMB), National Ready Mix Concrete Association (NRMCA)
GRI 3: Material Topics 2021	2-29 Approach to stakeholder engagement	Evaluating our Culture and Workforce, page 13; Supply Chain Integrity, page 32.
	2-30 Collective bargaining agreements	Astec has active collective bargaining agreements in three sites worldwide, including Belo Horizonte, Brazil; Parsons, Kansas, USA; and Johannesburg, South Africa, covering 508 employees (12%) as of December 2024.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality, page 8.

GRI STANDARD	DISCLOSURE	LOCATION/ RESPONSE
GRI 3: Material Topics 2021	102-5 Scope 1 GHG emissions	Optimizing Energy, page 22.
	102-6 Scope 2 GHG emissions	Optimizing Energy, page 22.
	102-8 GHG emissions intensity	Optimizing Energy, page 22.
GRI 103: Energy 2025	103-1 Energy policies and commitments	OneASTEC Sustainability Policy
	103-2 Energy consumption and self-generation within the organization	Expanding our Renewable Energy Portfolio, page 23.
	205-2 Communication and training about anti-corruption policies and procedures	Ethics in Action, page 30. Our anti-corruption policy and procedure is included in the Astec Code of Conduct and Ethics. 100% of our eligible workforce complete conduct and ethics training annually.
GRI 207: Tax 2019	207-1 Approach to tax	Omagh, Northern Ireland (Telestack) publishes a tax strategy, which is publicly available on their website here.
	303-2 Management of water discharge-related impacts	Water, page 24.
	303-3 Water withdrawal	Water, page 24.
	306-2 Management of significant waste-related impacts	Waste, page 24.
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Integrity, page 32.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Global Turnover and New Hires, page 15.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Engaged Employees, page 19.
	401-3 Parental leave	Engaged Employees, page 19. All full time employees are eligible for Parental Leave. As of 12.31.2023 – 3461 total eligible employees (432 Females/3029 Males) 2023: 29 total employees took parental leave (1 Female/28 Males)
		As of 12.31.2024 – 3249 total eligible employees (423 Females/2826 Males) 2024: 108 total employees took parental leave (4 Females/104 Males)

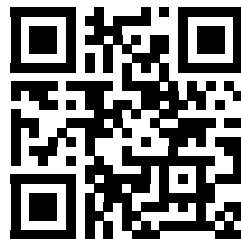
GRI STANDARD	DISCLOSURE	LOCATION/ RESPONSE
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Strengthening Safety through Innovation, page 25.
	403-2 Hazard identification, risk assessment, and incident investigation	Strengthening Safety through Innovation, page 25.
	403-3 Occupational health services	Safety and Specialized Training Initiatives, page 26.
	403-5 Worker training on occupational health and safety	Safety and Specialized Training Initiatives, page 26.
	403-9 Work-related injuries	Safety Stats, page 25.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training Metrics, page 16.
	404-2 Programs for upgrading employee skills and transition assistance programs	Build to Lead, pages 16-21.
	404-3 Percentage of employees receiving regular performance and career development reviews	High Performance Conversations, page 16.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Workforce Insights, pages 13-14.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Supply Chain Integrity, page 32.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain Integrity, page 32.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Hands-On Community Impact, pages 33-35.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Integrity, page 32.



www.astecindustries.com

Certain statements contained in this presentation contain forward-looking statements within the meaning of the Securities Act of 1933, as amended, the Securities Exchange Act of 1934, as amended, and the Private Securities Litigation Reform Act of 1995. Such statements relate to, among other things, income, earnings, cash flows, changes in operations, operating improvements, businesses in which we operate and the United States and global economies. Statements in the presentation that are not historical are hereby identified as “forward-looking statements” and may be indicated by words or phrases such as “anticipates”, “supports”, “plans”, “projects”, “expects”, “believes”, “should”, “would”, “could”, “hope”, “forecast”, “management is of the opinion”, use of the future tense and similar words or phrases. These forward-looking statements are based largely on management’s expectations, which are subject to a number of known and unknown risks, uncertainties and other factors discussed and described in our most recent Annual Report on Form 10-K, including those risks described in Part I, Item 1A thereof, and in other reports subsequently filed by us with the Securities and Exchange Commission, which may cause actual results, financial or otherwise, to be materially different from those anticipated, expressed or implied by the forward-looking statements. All forward-looking statements included in this document are based on information available to us on the date hereof, and we assume no obligation to update any such forward-looking statements to reflect future events or circumstances, except as required by law.

**TO FOLLOW ALONG OUR
SUSTAINABILITY JOURNEY, VISIT US:**



www.astecindustries.com/sustainability