



2023

CORPORATE SUSTAINABILITY REPORT



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SAFE HARBOR

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 or 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.

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A MESSAGE FROM OUR PRESIDENT AND CEO

JACO VAN DER MERWE | CEO AND PRESIDENT



I am pleased to share our inaugural Corporate Sustainability Report (CSR). As a company, we celebrated our 50th anniversary in 2022, and we are experiencing many firsts in our OneASTEC journey. We launched the OneASTEC business model internally and rebranded our image two years ago at the start of our journey to become OneASTEC. Coming together with a common purpose – Built to Connect – makes us a stronger, more efficient company positioned for growth.

OUR ONEASTEC JOURNEY.

Astec is evolving to meet the needs of our customers and the demands of the market. At the center, we remain committed to our employees, customers, and shareholders. We win by creating a culture of continuous improvement and accountability. We secure the future for the next generation through sustainability. We leverage our Rock-to Road™ portfolio and the passion and expertise of our diverse workforce, differentiating us from our competition.

Guided by our Core Values – Safety, Devotion, Integrity, Respect, and Innovation – we strive to do what is right for our customers, employees, and the communities in which we operate. Combined with our Simplify, Focus, and Grow strategy, Astec is moving forward with a goal of long-term sustainable growth.

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) IS EMBEDDED IN OUR BUSINESS MODEL.

Over the years, we have had many programs and activities that would fall under the ESG umbrella. Now, our cohesive ESG strategy is consistent with our OneASTEC business model, directly connecting with accountability, sustainability, talent, and diversity as well as to our Core Values. ESG initiatives are important to the overall health and financial success of our business.

We have a very strong foundation in terms of people, product safety, human rights, and compensation. Our entire team is dedicated to advancing ESG initiatives throughout Astec and we have action plans across the business to build off of our strengths and identify new opportunities.

We are pleased to share this inaugural report that evidences our commitment to continuous improvement in our ESG practices. It is not only good for business, but the right thing to do.

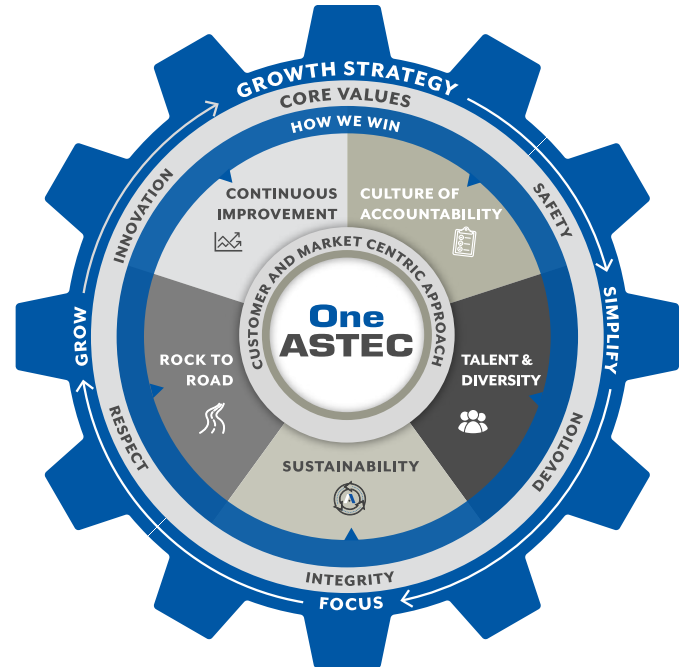
Best,

Jaco van der Merwe
President & CEO

ABOUT OUR COMPANY

Founded in 1972, Astec is a leading manufacturer of equipment for asphalt road building, aggregate processing, and concrete production. Products include rock crushing and screening plants, hot mix asphalt facilities, concrete plants, milling machines, asphalt pavers, and material transfer vehicles.

Our OneASTEC business model provides strategic direction to stay focused on the activities that drive long-term profitable growth. It starts at the very center which is our Purpose – Built to Connect. Purpose gives us meaning and is what motivates us to action. Our equipment builds the infrastructure that connects family, friends, and communities. Our Purpose and Core Values unite more than 4,200 employees as we work toward our shared Vision.



OUR LOCATIONS

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



ABOUT THIS REPORT

We are proud to formalize our ESG actions and commitments within Astec's first Corporate Sustainability Report. Although we have practiced environmental and social responsibility for years, we have established internal processes for evaluating our progress. As OneASTEC, we are pleased to highlight our accomplishments thus far along with our evolving ESG strategy.

OUR APPROACH TO REPORTING

Our ESG efforts are aligned with the interests of our employees, customers, and investors. To ensure our reporting practices are sound, this report is prepared with reference to the GRI 1: Foundation 2021 standard.

Reported metrics and performance indices are based on data from the 2021 and 2022 calendar years, which also align with Astec's fiscal year. However, in some cases, the scope of reporting takes a more forward-looking approach on topics of importance to represent a holistic viewpoint. Internally, we combine like business operations into "Groups" for reporting purposes. These Groups are on the following page and continue throughout the report.



ADDITIONAL INFORMATION

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

Steve Anderson

Senior Vice President

email: sanderson@astecindustries.com



ASTEC INDUSTRIES BUSINESS GROUPS

| GROUP | BUSINESS UNIT | FACILITY LOCATION |
|--------------------------|---------------------|---|
| Corporate and Other | Corp | Shepherd Road, Chattanooga, Tennessee, USA Encompass Drive, Chattanooga, Tennessee, USA Airport Drive, Chattanooga, Tennessee, USA |
| | MINDS/Astec Digital | Duffel, Belgium Saint-Alphonse-De-Granby, Quebec, Canada Suffolk, United Kingdom Le Montat, France Sandusky, Ohio, USA Kelowna, British Columbia, Canada |
| Infrastructure Solutions | IS | Airport Rd., Eugene, Oregon, USA Manufacturers Road, Chattanooga, Tennessee, USA Riverside Drive, Chattanooga, Tennessee, USA Acacia Ridge, Australia Ahmedabad, India Audubon, Iowa, USA Blair, Nebraska, USA Burlington, Wisconsin, USA Jerome Ave., Chattanooga, Tennessee, USA Marienville, Canada Parsons, Kansas, USA Prairie Du Chien, Wisconsin, USA Rossville Blvd., Georgia, USA St. Bruno, Canada Wilson Road, Chattanooga, Tennessee, USA Presidente Riesco, Chile West Columbia, South Carolina, USA |
| Materials Solutions | MS | Bangkok, Thailand Belo Horizonte, Brazil Johannesburg, South Africa Franklin Blvd., Eugene, Oregon, USA Omagh, Northern Ireland, United Kingdom Sterling, Illinois, USA Thornbury, Canada Yankton, South Dakota, USA |

MATERIALITY

To determine ESG topics material to Astec's operations, we evaluated internal priorities, sustainability frameworks, and the industry landscape to identify high-priority topics. As our work continues to develop in the ESG space, we will continue to monitor evolving trends and assess stakeholder expectations to align our priorities in each future report.

ETHICAL OPERATIONS THROUGH CORPORATE GOVERNANCE

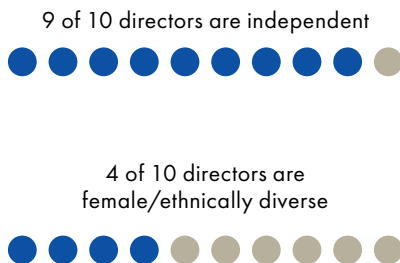
We believe in honest and ethical work practices that strengthen our reputation and trust in our company. With Integrity as a Core Value, we require everyone associated with Astec to act accordingly within our governance framework.

ESG OVERSIGHT

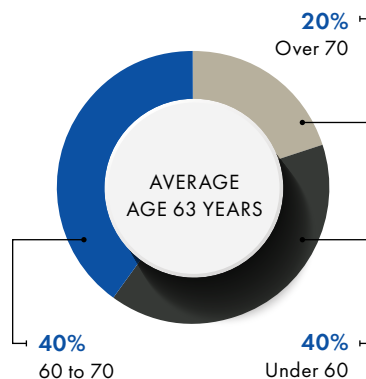
Astec's management of ethical operations and governance adopts a collaborative approach, with advice and guidance from the Board of Directors. Our directors' varied viewpoints and independent-mindedness enhance the quality and effectiveness of our operations. Directors are selected via nomination by the Company's Board or by a shareholder, followed by evaluation by the Nominating & Corporate Governance committee which then recommends qualified candidates to the Board, putting those recommendations to a shareholders' vote at the annual Proxy meeting.

As a company, we have made a conscious effort to refresh our board both in terms of diversity and ESG experience. Our board now has 30% female leadership and 10% ethnic diversity. All directors except for Jaco van der Merwe, Astec President and CEO, are independent, including the Chairman of the Board.

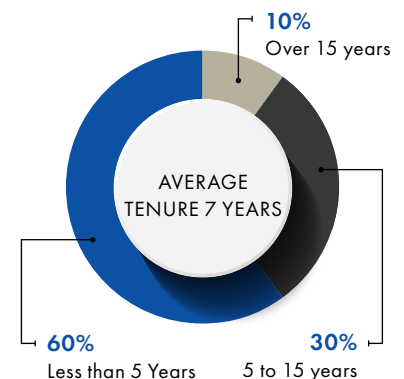
BOARD COMPOSITION



AGE DIVERSITY



BOARD TENURE



ESG STEERING COMMITTEE MEMBERS



Jaco van der Merwe
President & CEO



Steve Anderson
SVP of Administration and
Investor Relations



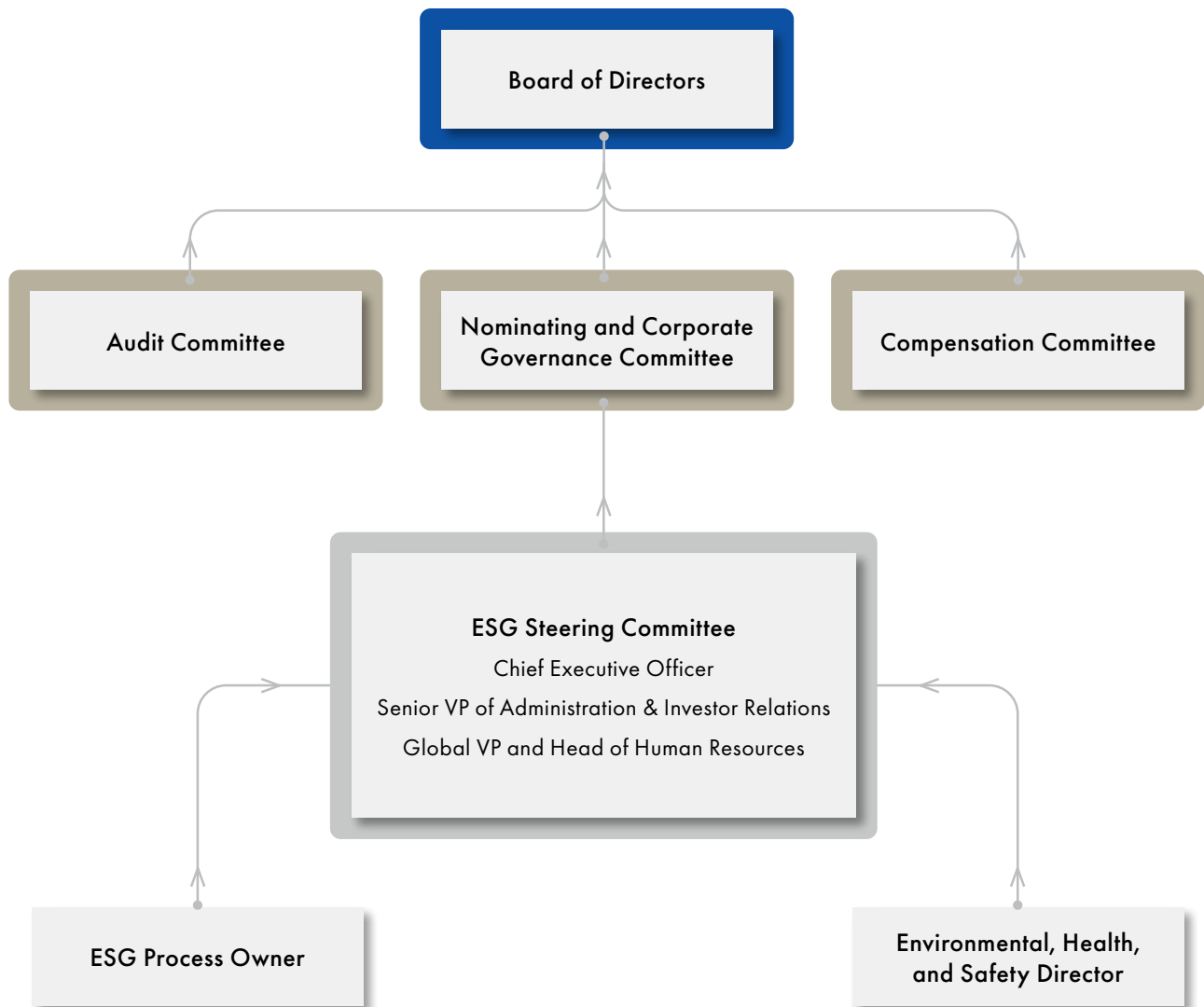
Aletheia Silcott
Global Vice President and
Head of Human Resources

Astec's Board includes three committees – Audit, Compensation, and Nominating & Corporate Governance (NCG) – with the latter responsible for ESG policy and oversight. Showcasing our commitment to sustainability, we formed an ESG Steering Committee in 2021 to

formalize our internal dialogue and ensure that our strategy is cohesive within our departments. The ESG Steering Committee identifies and manages Astec's economic, environmental, and community impacts, in turn reporting directly to the Board's NCG Committee quarterly.

As OneASTEC our corporate governance surrounding ESG policies and practices follows a comprehensive reporting and accountability structure:

ESG REPORTING STRUCTURE



ESG STEERING COMMITTEE RESPONSIBILITIES

Establish ESG Initiatives



The ESG Steering Committee is responsible for establishing and reporting on these matters to the NCG Committee.

Determine Baselines and Set Goals



Committee members are responsible for determining the baselines and key metrics for their respective areas.
Environmental- Jaco van der Merwe
Social - Aletheia Silcott
Governance - Steve Anderson

Communicate Initiatives to Stakeholders



Communicate and cascade initiatives and results throughout Astec and to external stakeholders. Channels utilized to date: Astec website, 2023 Proxy Report, Investor Presentations, Astec Connect e-newsletter, and CEO Town Hall Meetings.

To manage our ESG Initiatives including climate-related risks and opportunities, we implemented the ESG Disclosure Process. This process formalizes approval and buy-in from leadership within Astec, while also ensuring checks and balances.

THE ESG DISCLOSURE PROCESS CONSISTS OF THREE LEVELS:

LEVEL 1: IDENTIFIED

- ESG disclosure opportunity is identified.
- Required disclosure language is created.
- Supporting documentation is gathered.

LEVEL 2: VALIDATED

- Disclosures and supporting documentation are submitted to the ESG Steering Committee for approval.

LEVEL 3: PUBLISHED

- Approved ESG disclosures are published externally.

INTEGRITY THROUGH OUR CODE OF CONDUCT AND ETHICS

Treating customers, vendors, and fellow colleagues with Integrity is fundamental to who we are. We conduct our business in an ethical manner abiding by our Corporate Code of Conduct and Ethics and in accordance with our Core Values.

Astec and its employees, officers, and directors must comply with all local laws of the countries in which the company conducts business, applicable international and intergovernmental regulations, and U.S. laws that apply to international activities. Included in Astec's Code of Conduct and Ethics are formalized policies on conflicts of interest, anti-bribery, and anti-trust laws domestically and within all countries in which we operate.

Our employees are expected to abide by the Code of Conduct and Ethics both in letter and in spirit. To accommodate our diverse employees worldwide, the Code of Conduct is translated into four languages and is updated as needed to align with evolving industry expectations. Furthermore, we are steadfast in the enforcement of our expectations, requiring employees to report possible violations immediately either to their Supervisor, the Compliance Officer, or through a 24/7 third-party anonymous hotline.



LEARN MORE ABOUT OUR GOVERNANCE PRINCIPLES AND POLICIES

Human Rights Policies and Values
Code of Conduct and Ethics
Corporate Governance Guidelines
Nominating and Governance Committee Charter

[CLICK ABOVE TO VIEW](#)

ENSURING INFORMATION SECURITY

Astec recognizes our responsibility to protect both company data and customer data as our industry continues moving toward digitization. Our teams leverage tools to proactively protect our systems from external attacks, while also protecting the confidential information of customers, employees, and suppliers. Just as important, it is critical that we secure our competitive information and intellectual property to keep our technologies safe from competitors. We have put great effort into innovating our technical services and offerings and must ensure the information remains proprietary for our loyal customers.

To ensure we are effectively protecting our systems, Astec completed an external Cyber Security Assessment in 2022 to identify potential gaps in coverage. Learnings from the assessment are integrated into our core security policy, and various improvements have been implemented across our global operations. These improvements include a global standard security patching tool, a managed threat response solution, and employee phishing testing plus quarantine adjustments, the latter effort resulting in an 81% reduction in our employees clicking on potentially malicious content during 2022.

ASSESSING CLIMATE RISK

Our business operates in several locations globally and includes the manufacturing of high carbon-intensive units that requires significant inputs of energy from fuels and electricity. Given our diverse landscape and core product offerings, it's imperative that we understand both physical risks at our locations, as well as transition risks and opportunities that may impact our future as we progress to a lower-carbon economy.

In 2022, we completed our first TCFD-aligned Climate Risk Assessment to evaluate our direct operations and identify hot spots within our portfolio. We also evaluated how these climate-related risks and opportunities may evolve and the potential implications under different conditions through scenario analysis. We have reviewed these results internally to assess potential business, strategic, and financial implications, and plan to continually update the assessments.

SAFETY AS A CORE VALUE

Safety is a Core Value embedded within our OneASTEC business model. Astec works tirelessly to nurture a culture of safety both for our employees and our customers, with an unyielding desire to “Strive for Zero Harm.” We do so through stringent safety protocols in our manufacturing processes as well as design features in our equipment.

“Ensuring the safety of our employees is the foundation of our success as a company.”

Cody Buell, Environmental, Health, and Safety Director

ENSURING EMPLOYEE WELL BEING

Safety is everyone’s responsibility at Astec, and it is our desire that employees return home safely each day. Our safety procedures are designed to protect our employees through comprehensive training, continuous improvement, risk reduction, and good ergonomics.

Throughout our global operations, safety starts, first and foremost, with comprehensive and frequent operational training. Beginning with new hires, Astec employees must first attend orientation training and pass proficiency tests before going to work in our manufacturing and service environments. These training programs include:

SAFETY SOFTWARE

HOISTS AND CRANES (OVERHEAD)

MACHINE LOCK-OUT/TAG-OUT PROCEDURE

FORKLIFT TRUCK TRAINING

HAZARD COMMUNICATION

HEARING CONSERVATION

RESPIRATORY PROTECTION

RIGGING TRAINING

Many sites also require new hires to wear a red hat during the probationary period to ensure extra attention can be given during their onboarding.

Additionally, management conducts workplace safety inspections and works directly with each site’s Safety Manager to identify any potential issues and create proactive solutions through ongoing in-person training. We also promote our Speak Up! Listen Up! safety communication program worldwide, where employees

are empowered to hold management and each other accountable by proactively pointing out concerns and providing input for improvement.

Committed to employee well-being, Astec sites follow local, state, and international occupational safety and health regulations aligned with the site’s geographic location. In the United States, sites comply with OSHA standards.



Astec employees are also covered under an enterprise-wide OHS System, with safety data tracked in real-time through safety management software. Safety related work observations are required to be submitted via safety management software, and Safety Managers have 24 hours to remediate any issues or near misses. The data then translates into our safety Key Performance Indicators (KPIs), which are discussed at all levels of the business from

pre-shift huddles on the shop floor to our weekly executive meetings. Our Safety Managers also use the data in monthly "Toolbox Talks" to identify issues, develop solutions, and share safety prevention best practices. To ensure our policies and practices are in line with industry standards, we regularly participate in third-party audits and seek out new ideas to enhance safety protocols.

MANUFACTURING SITES WITH ISO CERTIFICATIONS

Vespasiano, Brazil 9001 and 45001
Johannesburg, South Africa . . 9001 and 45001
Omagh, Northern Ireland 9001 and 45001

St. Bruno, Canada 9001
Thornbury, Canada 9001 and 45001



AWARENESS WEDNESDAYS AT STERLING

At our facility in Sterling, Illinois, our front-line employees take safety seriously. After noticing that safety incidents were more common on Wednesdays, the team started "Awareness Wednesdays" with employees donning pink shirts weekly to bring attention to safety.

"Safety does not always have to push from the top down. It's a culture of everyone working together to improve workplace health, safety, and organizational performance."

-Kellie Culler, EHS Coordinator



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

SAFETY AT A GLANCE

| CATEGORY | 2022 | 2021 |
|---|------|------|
| Astec Total Recordable Injury Rate (TRIR) | 1.96 | 1.71 |
| Fatality Rate | 0 | 0 |

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' 2021 industry average of 4.8 for construction machinery manufacturing.

DESIGNING SAFETY INTO OUR EQUIPMENT

Our safety awareness does not end when our products leave the production floor. Customer safety while utilizing our products and services is important and we design safety into our equipment, continuously looking to improve safety features through consumer feedback.

MATERIALS SOLUTIONS



ASTEC MOBILE CONE CRUSHERS



Tramp Iron Relief System



Our patented tramp iron relief system helps protect the crew and crusher if an uncrushable item passes through the cone.



Easy Maintenance and Access

ROCK BREAKER SYSTEM CONTROLS



Long distance controls allow operators to stay a safe distance away from the machine. Perimeter Restriction and Collision Avoidance options can help eliminate on-site accidents.

TITAN™ CONE CRUSHER



The main shaft on Titan™ cone crushers is fixed into the lower mainframe, and the countershaft is positioned below the main gear. This design enables producers to remove components from the top instead of the bottom for enhanced safety.

PIONEER® JAW CRUSHER

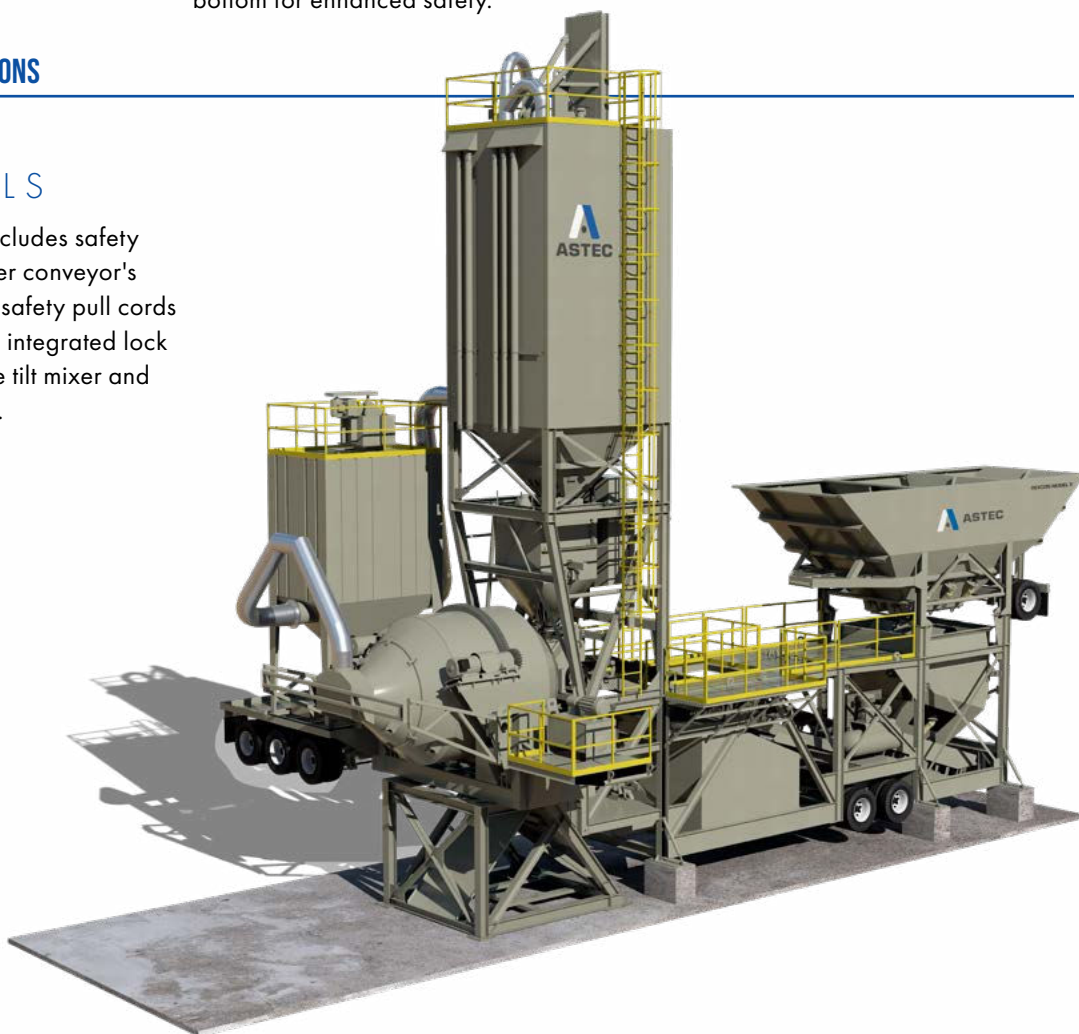


A hydraulic dual wedge system on the Pioneer Jaw Crusher eliminates cumbersome manual shims, providing enhanced safety and quick closed-side setting adjustment.

INFRASTRUCTURE SOLUTIONS

REXCON® MODEL S

The REXCON Model S includes safety guarding around the lower conveyor's moving parts, along with safety pull cords on conveyor belts and an integrated lock out tag out process on the tilt mixer and batch belt junction boxes.



REXCON® MOBILE 12



The REXCON Mobile 12 includes safety guarding around lower conveyor section with hinged doors for easier access for maintenance. It also has a safety pull cord with a lock out tag out on the batch belt junction box.



TILT MIXER

The tilt mixer includes a lock out tag out on the junction box. It is also equipped with a grease system and an auto ring gear greaser so the operator does not need to climb around on the equipment to apply grease.

HORIZONTAL GRINDERS

Our impact cushion systems, thrown-object safety guards and high-visibility safety rails provide a safer environment for operators.



A TALENTED AND ENGAGED WORKFORCE

Called out specifically in our OneASTEC business model, Talent & Diversity is core to our values, and we are committed to improving our employee experience to not only meet our goals but continuously provide the highest quality products for our customers.

TAKING A HYBRID APPROACH TO ENGAGEMENT

We conduct global employee engagement surveys periodically to gain perspective, track progress, and evolve our people strategy. With an 81% response rate in 2022 (up from 73% in 2021), our employees provided valuable feedback which identified areas in which to focus our efforts, including communication, performance management, and diversity.

We evaluated the survey results from a top-down and bottom-up approach by marrying engagement survey feedback with site-specific feedback obtained through "Town Halls", CEO roundtable sessions, and tailored outreach. Analyzing the overall outreach results on a site-specific basis, we in turn created the Change Agent Network to empower volunteers at all Astec locations to review their specific site's results and develop local plans with their local leadership.

HARNESSING THE POWER OF A DIVERSE WORKFORCE

Our future depends on attracting and retaining a diverse workforce. While we are at the initial stages of developing our Diversity, Equity, and Inclusion (DEI) strategy, we realize the value of assessing where we are in our journey, developing an action plan, and following through on our commitments. This strategy encompasses the comprehensive assessment of the complete employee lifecycle, which involves recruiting, performance management, talent development, retention, compensation, and succession planning.

By assessing our diversity metrics, we are able to identify areas of opportunity for internal improvements along the entire employee development process. The following charts provide an overview of our U.S.-based diversity metrics for 2022.

The following data utilizes end-of-year employee counts to calculate percentage metrics and represents Astec employee numbers domestically. End of year employee counts = 3,320.

EMPLOYEE DEMOGRAPHICS 2022

| GROUP | FEMALE | MALE | UNDER 30 YEARS OLD | 30-50 YEARS OLD | OVER 50 YEARS OLD |
|-----------------------------|--------|------|-----------------------|--------------------|----------------------|
| Corporate | 2% | 4% | 1% | 4% | 2% |
| Infrastructure Solutions | 7% | 64% | 15% | 33% | 23% |
| Materials Solutions | 3% | 20% | 4% | 10% | 8% |
| Total | 12% | 88% | 20% | 47% | 33% |

EMPLOYEE DEMOGRAPHICS 2022

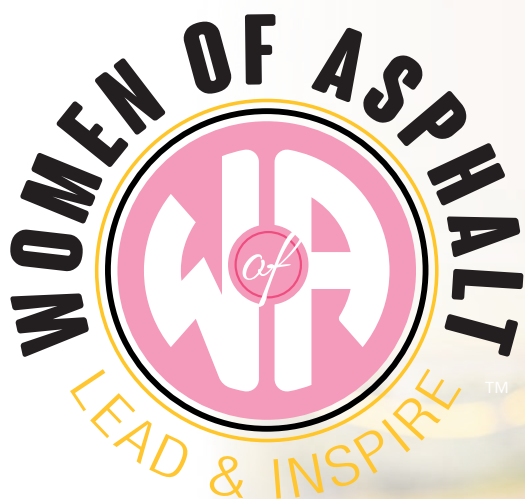
| GROUP | AMERICAN INDIAN | ASIAN | BLACK OR AFRICAN AMERICAN | HISPANIC OR LATINO | NATIVE HAWAIIAN OR PACIFIC ISLANDER | WHITE | TWO OR MORE RACES | NOT DISCLOSED |
|--------------------------|-----------------|-------|---------------------------|--------------------|-------------------------------------|--------|-------------------|---------------|
| Corporate | 0.03% | 0.35% | 0.47% | 0.28% | 0.00% | 4.94% | 0.03% | 0.09% |
| Infrastructure Solutions | 0.32% | 0.38% | 3.80% | 2.22% | 0.16% | 56.27% | 0.82% | 7.31% |
| Materials Solutions | 0.16% | 0.16% | 0.09% | 0.73% | 0.22% | 15.58% | 0.22% | 5.35% |
| Total | 0.51% | 0.89% | 4.37% | 3.23% | 0.38% | 76.78% | 1.08% | 12.76% |

EMPLOYEE DEMOGRAPHICS 2022

| | FEMALE | | MALE | |
|------------------|--------|------|------|------|
| Employment Level | 2022 | 2021 | 2022 | 2021 |
| Top-Management | 14% | 11% | 86% | 89% |
| Management | 17% | 13% | 83% | 87% |
| Non-Management | 11% | 11% | 89% | 89% |

Top Management = Executive Leadership + Senior Leadership Vice President, Management = All managers other than top level, Non-Management = all other employees





Astec is a Platinum Partner supporting Women of Asphalt and their mission to help promote, educate, and empower women within the asphalt industry.

GOALS

AWARENESS

Increasing awareness of opportunities in the industry.

KNOWLEDGE

Elevating knowledge through education and resources.

COMMUNITY

Providing platforms to create supportive relationships and growth.

As we formalize our evolving Diversity, Equity, and Inclusion strategy, we are concentrating on creating partnerships and programs that will help us meet our internal goals. We are proud to highlight a few of those efforts over the last couple of years on the following pages.

JOIN, STAY, AND GROW WITH US

Talent and performance management is an enterprise-wide focus area. We strive to foster a consistent and supportive employee experience focusing on career development and continuous improvement. We want our employees to enjoy long-lasting careers and reach their full potential.

JOIN: *Recruiting through a DEI Lense*

Attracting and retaining a skilled workforce continues to be a challenge for many businesses across a variety of industries. We are addressing the challenge by rolling out intentional initiatives, site-specific partnerships, and an evaluation of our benefits to position Astec as an employer of choice worldwide.

Strategic Partnerships:

- Joining high schools in Bradley County to offer co-op training through Tennessee County School's Partnership in Industry and Education program
- Chamber of Commerce Programs

Compensation:

- Offering sign-on and retention bonuses as appropriate
- Additional pay for second shift work

Advertising Job Opportunities:

- Increased outreach in traditional media
- Investing in targeted social media

STAY: *Supporting Employees On and Off the Job*

We regularly conduct market reviews and adjust our compensation and benefits programs to ensure we are providing a robust offering for our current and future employees.

We are proud to offer competitive pay and benefits to employees worldwide. In addition to salaries, our global programs include annual bonuses and share-based compensation awards for certain individuals. Furthermore, all employees working necessary hours are eligible for Total Rewards including:

- Healthcare and insurance benefits for employees and eligible dependents including health and dental coverage, as well as life and accidental death insurance.
- Paid time off with no waiting period after the hire date.
- Employee assistance programs including family support, legal guidance, and confidential emotional support services.
- Astec provides tuition assistance to support employees continuing their education and obtaining an advanced degree.
- Family leave, family care resources, and adoption and surrogacy assistance.

Beyond benefits, we strive to provide ergonomically healthy workplaces that employees feel proud of and are motivated in. We have reinvested in several of our facilities to provide brighter and safer work environments for our employees.

At our Wilson Road site, we invested in upgrades including facility repaving, painting, translucent wall window panel replacement, shop restroom renovation, and new Astec branded signage. With overwhelmingly positive feedback, we have seen an uptick in employee engagement reflecting the site's enhancements.

Our Johannesburg facility recently remodeled its break room. Employees are happy with the additions and are able to enjoy their lunch and other social functions in a clean and organized environment.

GROW: Establishing an Evergreen Talent Environment

One of our key talent philosophies is to develop talent from within so that our employees adopt a deep understanding of our business, products, and customers. To make these opportunities more visible, we developed and launched a new global framework in 2022, Career Journeys, which advertises internal job profiles and career paths.

GLOBAL TURNOVER RATES 2022

| GROUP | 2022 TURNOVER RATE |
|--------------------------|--------------------|
| Corporate | 16% |
| Infrastructure Solutions | 25% |
| Materials Solutions | 26% |
| Total | 25% |

Turnover rates are calculated for the year ended December 31, 2022, and include both voluntary and involuntary personnel change.

Astec is proud to report that our annual turnover rate is below the U.S. Bureau of Labor Statistic's 2022 industry average of 34.8% for Manufacturing - Durable Goods.

Throughout all stages of our employees' careers we provide both formal and informal professional development opportunities. At Astec, we utilize a High-Performance Model and Performance Management Process that combines SMART Goals with our Winning Behaviors and Core Values.

In 2022, we formalized our first organization-wide performance evaluation with an 80% coverage rate. Using SMART goals, we are able to both measure performance (The What), while also ensuring the work is being done in accordance with our Winning Behaviors and Values (The How). Combining these elements through our reviews ensures we are building a high-performance culture that identifies underutilized talent and assesses gaps in training opportunities.

TRAINING

Astec offers training programs to employees and customers encompassing a wide range of topics, including management, safety, customer service, code of conduct and ethics, procurement, and much more. Our online training system offers a variety of courses, where employees self-select courses of interest, while also taking company-or-manager-suggested courses for their specific role. We also host in-person training schools and seminars directly with our customers to support their success journey. Most schools are held on-site at our locations and are multi-day events that include lectures, demonstrations, and hands-on training.



SPOTLIGHT

SBONISO NDLANGAMANDLA

Sboniso Ndlangamandla, an IT Audit Coordinator based in Johannesburg, South Africa, first joined Astec in 2016 on a short-term contract. While he had technical skills, Sboniso wanted to expand his knowledge of the field, and through Astec's learning and development program he was granted the time and resources to achieve this goal. Graduating cum laude with his Bachelor of Commerce in Information and Technology Management degree, Sboniso has advanced from IT Tech at the Johannesburg site to IT Audit Coordinator reporting directly to Astec Corporate.

"I'm grateful for the opportunities Astec has provided me. And I think I have a long future with the company."

Sboniso Ndlangamandla – IT Audit Coordinator

IN THE COMMUNITY

We believe in the power of purpose. We are proud to make the equipment that builds the infrastructure connecting families, friends, and communities. Just as important is our connection to the cities and towns where we operate. We want to be good neighbors through our daily operations and by giving back to the communities that our employees call home. Through a combination of monetary donations, volunteer hours, and in-kind donations, we are committed to making a meaningful and lasting impact.

We focus our support on four areas:

- Health & Human Services
- Workforce Readiness & STEM-focused Education (Science, Technology, Engineering, and Mathematics)
- Environment
- Economic Development

In addition, members of our executive team have volunteered their time as members at nonprofit organizations.



Steve Anderson
Bethel Bible Village
Chamber of Commerce
United Way Public Policy Committee
(Chattanooga, Tennessee)



Michael Norris
The Bethlehem Center
(Chattanooga, Tennessee)



Aletheia Silcott
Chattanooga Chamber of Commerce,
Chattanooga Girls Leadership Academy,
UTC School of Business Dean's Advisory, and
American Heart Association Circle of Red
(Chattanooga, Tennessee)

PROGRAM SPOTLIGHTS



A PLACE TO PLAY HOOPS

The Bethlehem Center is a nonprofit center in Chattanooga, Tennessee that works with children, adults, and families in the local community that need assistance in breaking the cycle of poverty. Our Senior Vice President of International & Aftermarket Sales, Michael Norris, sits on the board and spearheaded a project to create a new basketball court so the children have a safe place to play. Astec, with the help of other area businesses, donated time, money, and equipment to complete the project.

PROGRAM SPOTLIGHTS

PROVIDING A SAFE AND CONDUCIVE LEARNING ENVIRONMENT

The students at the Paradise Primary School in the Mokopane Province in South Africa lacked some of the basic necessities for learning until Astec Johannesburg jumped into action. Through an ongoing partnership, the team has helped renovate school buildings and provided laptops, lockers, desks, whiteboards, stationery, teaching aids, and dictionaries. They have even helped the school with a basic need that most of us take for granted – water. Astec donated a 10,000L Jo-Jo tank to the school which pumps water when available and stores it for future use. The tank permitted the school to stay open during an 8-day water hiatus in town, ensuring that the children could continue learning in a healthy environment.



BEFORE

AFTER

ASTEC BRAZIL PARTNERS WITH ESPAÇO TRANSFORMAR

Partnering with Espaço Transformar, a local organization providing essential resources for kids, our employees in Brazil hosted classes for children and teenagers in their community. Employees worked on helping the students develop both hard and soft skills including focus and concentration, along with additional resources for literacy, computer skills, ballet, and more.



SUPPORTING FIRST RESPONDERS FOR A SAFER COMMUNITY



Our teams in Parsons, Kansas showed their appreciation to local firefighters and police officers by building a new training door for their departments to use on proper forced entry techniques. Our employees were proud to give back to those serving and protecting their community and continue to find ways to support their community with time and resources.

WOMEN SUPPORTING WOMEN OF ALL AGES

American manufacturing is seeing a rise in women joining the workforce, but according to the U.S. Census Bureau's 2022 Community Survey, they still only make up about 29% of the 16 million people working in manufacturing. We at Astec recognize our responsibility to raise awareness for the opportunities women have at the company, along with the industry in general.



MENTORING TEENAGE GIRLS IN STEM

Joining forces with Chattanooga Girls Leadership Academy, Astec welcomed thirty-two 10th grade students to tour one of our asphalt manufacturing sites. These future leaders explored the details of asphalt plant production, along with the long-term career opportunities afforded in the manufacturing industry. Students also received mentoring on the hard and soft skills needed to succeed at Astec and how to best prepare themselves to be future employees.

"Diversity, Equity, and Inclusion are business imperatives that give way to innovation and enrich our communities.

Through partnerships with the Chattanooga Girls' Leadership Academy and other organizations, we expose students to manufacturing and the many careers the industry offers. Having a diverse workforce at Astec allows students to see people who look like them and create a sense of belonging."

– Aletheia Silcott, Global Vice President & Head of Human Resources

EXPANDING OUR REACH WITH UNITED WAY

United Way brings people together to build strong, equitable communities where all can thrive, which aligns with our Purpose – Built to Connect and our giving platform.



Astec Latin America employees built a community garden at Rayen Mahui Kindergarten in La Pincoya, Chile in partnership with United Way Chile.

In 2021 we established our partnership with United Way of Greater Chattanooga in a pilot giving campaign. In that first year, we met our fundraising goal.

In 2022, we expanded the giving campaign across our U.S. based sites. Our employees got creative with their fundraising activities, and thanks to their generosity, employee donations once again exceeded the campaign target.

All funds raised stay in the community, benefitting each United Way chapter and the countless number of charitable organizations they help support.



Dena Fairley

VP of Internal Audit
and United Way
Campaign Leader

"This year's campaign success was only possible thanks to the generosity of our employees and to the hard work of site ambassadors and their teams who organized numerous fundraising activities and events to raise donations and create awareness. It's truly been a joy watching these teams thrive and achieve success."

SUPPORTED BY UNITED WAY'S LOCAL CHAPTERS, HERE ARE A FEW EXAMPLES OF SPECIAL EVENTS AND COMPETITIONS THAT HELPED US MEET OUR FUNDRAISING GOAL:

- In Parsons, Kansas, employees participated in the "Toss Like a Boss" cornhole tournament benefiting United Way of Southwest Missouri & Southeast Kansas. Their campaign surpassed their initial site goal through the fun event which had 17 teams competing with representatives from all departments.
- Astec's Blair, Nebraska site had a Pie in the Face challenge and Soup War to raise money for the Freemont Area United Way.
- In Prairie du Chien, Wisconsin, employees raised funds for Great Rivers United Way through raffles, bake sales, a chili cook off, and more.
- Astec corporate offices helped United Way of Greater Chattanooga celebrate 100 years of service to the Chattanooga community with an online auction and Chili Cook Off.

CREATING CONNECTIONS AND CAREERS

The Astec Women in Leadership group launched in 2022 aimed at connecting women within the company to elevate and support each other both professionally and personally. During the first gathering, Chief Financial Officer, Becky Weyenberg, shared her experiences and advice with Astec representatives from corporate and manufacturing. Piloting the program at our headquarters, we hope to expand these networking opportunities to additional sites worldwide to cultivate our female team members and help promote women's representation in the manufacturing industry.



Becky Weyenberg
Chief Financial Officer

EMPLOYEE SPOTLIGHT



Avril Watt, general manager in Eugene, Oregon, leads a team of over 200 people, manufacturing crushing and screening heavy equipment. She recently participated in a Women in Trades Q&A session at Lane Community College to showcase the important role women play in the manufacturing industry.

"Manufacturing is not the same as it was 30 or 40 years ago. Advanced technologies and automation have made the industry much more accessible and exciting. I tell young women that they don't have to be as physically strong as a man, just have an insatiable curiosity to learn."

DR. J. DON BROCK ASTEC INDUSTRIES, INC. MEMORIAL SCHOLARSHIP

Astec is proud to offer a 4-year scholarship annually through an agreement with the University of Tennessee Foundation, Inc. in honor of our founder Dr. J. Don Brock. Administration of the scholarship is through the University of Tennessee Alumni Association.

The scholarship is for children, grandchildren, stepchildren, or step-grandchildren of current employees of Astec who are currently enrolled or admitted to the University of Tennessee at Knoxville or the University of Tennessee at Chattanooga. Additionally, the scholarship is limited to the pursuit of an undergraduate degree in Science, Technology, Engineering or Math.

Presley Williamson, daughter of Astec Regional Sales Manager Adrian Williamson, won the 2022 scholarship and is pursuing a degree in mechanical engineering.



An aerial photograph of a dense, green forest covering a hillside. A paved road winds through the forest, curving from the lower right towards the upper left. The trees are tall and closely packed, creating a textured green canopy. In the far distance, more forested hills and a small town are visible under a clear sky.

OUR COMMITMENT TO OUR ENVIRONMENT

We are committed to continually advancing our environmental initiatives. With sustainability as an essential part of our OneASTEC business model, we are able to utilize our talented workforce to identify efficiency opportunities, cultivate strategic partnerships, and innovate products and services that aid us along our journey. We cannot improve what we do not assess, so our first phase in developing our environmental strategy is to evaluate where our company currently stands.

"Sustainability is a key component of our OneASTEC business model. It's important that we do our part in protecting the environment through our own operations and by helping our customers achieve their sustainability goals."

Jaco van der Merwe, President and CEO

CALCULATING OUR CARBON FOOTPRINT

To better understand the carbon footprint of operations under our control, Astec evaluated our scopes 1 and 2 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, we assessed our direct (scope 1) and indirect (scope 2) emissions for 2021 and 2022. All figures below are presented in MT CO₂e.

| EMISSION SOURCE ¹ | 2022 | 2021 |
|--|-----------------------|-----------------------|
| Scope 1 ² | 15,446 | 12,853 |
| Scope 2 (Market-based) ³ | 14,316 | 15,135 |
| Scope 2 (Location-based) ³ | 15,000 | 13,454 |
| Total – Scope 1 and 2 (Market-based) | 30,091 | 27,988 |
| CO ₂ e Intensity - Net Sales ⁴ | 23.61 per million USD | 25.55 per million USD |

- 1 CO₂e calculations were made based on the best available data at the time of publication, 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, excluding MINDS locations per the GHG Protocol's acquisition grace period as well as Bangkok, Thailand, as it is a small sales office used infrequently and immaterial to Astec's overall carbon footprint.
- 2 Scope 1 emissions include CO₂e from natural gas, acetylene, propylene, propane, diesel, gasoline, carbon dioxide, and refrigerants. CO₂e emission calculations for scope 1 emissions using the EPA's Emission Factors for Greenhouse Gas Inventories.
- 3 Market-based emissions factors consider the emissions intensity of local energy providers if known. The location-based emissions factors consider regional emissions based on the EPA's eGRID Power Profiler.
- 4 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 – 1,274.5 million USD for 2022 and 1,095.5 million USD for 2021.

MANAGING ENERGY USE WORLDWIDE

Calculating our energy use enterprise-wide, as well as by business unit, helps us to better understand our unique impacts and opportunities. As we are constantly innovating our products and services, it is crucial that we similarly commit to assessing, disclosing, and improving our own operational efficiencies.

| GROUP | ENERGY CONSUMED ¹ | | PERCENTAGE GRID ELECTRICITY | | PERCENTAGE RENEWABLE ELECTRICITY ² | |
|-------------------------|------------------------------|---------|-----------------------------|------|---|------|
| | 2022 | 2021 | 2022 | 2021 | 2022 | 2021 |
| Corporate | 2,190 | 2,190 | 100 | 100 | 0 | 0 |
| Infrastructure Solution | 345,145 | 286,914 | 48 | 54 | 0 | 0 |
| Materials Solutions | 235,756 | 184,774 | 40 | 49 | 1 | 1 |
| TOTAL (Enterprise-wide) | 583,091 | 473,878 | 45 | 52 | 0 | 0 |

1. Energy consumption includes energy from all sources – purchased electricity, self-generated electricity, diesel, gasoline, natural gas, propane, propylene, and acetylene. All figures are represented in gigajoules (GJ) and follow SASB's disclosure guidelines (RT-IG-130a.1).
2. Sourced from Johannesburg, South Africa's 400kW solar project that went online at the end of 2021.

MANAGING OUR ENVIRONMENTAL IMPACTS

First, our goal was to establish company-wide data tracking procedures and calculate baseline metrics to understand our energy and commodity use across the enterprise. Our next course of action is deciding where to focus our efforts and develop process improvements. As we utilize our collected data to develop our long-term strategy, we are proud to highlight a few recent initiatives that we expect to drive down our environmental footprint.

In October 2021, we conducted an audit at two of our largest manufacturing sites. The audits helped us identify opportunities to increase efficiency and reduce waste and energy consumption. We have been refining and implementing those recommendations, particularly via LED lighting projects and enhanced recycling processes, with the intent to share them across our network as best practices.

We installed energy-saving LED lighting in 90% (18 of 20) of our manufacturing site shop floors and offices to-date with ongoing plans to retrofit our remaining sites. This switch not only reduces our carbon footprint by lessening our

energy use, but also promotes good lighting ergonomics for our employees.

In response to our high dependency on grid electricity, we have integrated solar arrays into our Johannesburg, South Africa site to reduce our costs while increasing our sourced renewable energy. This 400kW plant came online in 2021 with another solar project in the works.

As each site is unique, all manufacturing sites have environmental managers who have established Green Teams responsible for developing and implementing action plans to improve their environmental performance. One such task is tracking and implementing waste reduction strategies around our most used materials including steel, wood, paper, and cardboard.

Several of our sites have also integrated ISO standards to better manage their environmental systems and impacts. Our teams in South Africa, Northern Ireland, Brazil, and Thornbury, Canada are all ISO 14001 certified, with other sites following their lead and pursuing certification.

WATER

The majority of our manufacturing processes are not heavily reliant on water. Regardless, we recognize the value of this precious natural resource and have integrated protocols to thoroughly track and report our water usage.

Certain global sites house operations that require specialized treatment and management of water. These sites keep records of their wastewater and sewer emission, stay current on permitting, and report them to the appropriate authorities.

GLOBAL WATER USAGE 2022

| WATER CONSUMPTION (GALLONS) | |
|--------------------------------|------------|
| GROUP | |
| YEAR | 2022 |
| Corporate | 289,506 |
| Infrastructure Solution | 11,887,322 |
| Materials Solutions | 4,958,128 |
| TOTAL (Enterprise-wide) | 17,134,956 |

Water consumption for 2022 used both primary consumption data as well as estimations based on facility square foot using the U.S. EIA's commercial water consumption reports.

WASTE

Astec tracks both hazardous and non-hazardous waste in our facilities worldwide. Currently, we utilize our Waste Management and Recycling policy to inform our strategy and expectations for both reporting and reducing our waste streams at each of our sites.

Our non-hazardous waste is separated into operational and traditional office waste streams. In our operations, our main streams include steel, wood, and packaging waste and we are actively engaging in programs to recycle and reuse other operational waste from our sites. In the offices, our Green Teams are charged with finding creative

opportunities to reduce their day-to-day waste, including utilizing on-site recycling bins where available.

Hazardous waste is a byproduct of manufacturing at some sites, and we comply with local, state, and federal regulations on the proper recording, management, and disposal. The majority of sites with hazardous waste utilize solvent distillation processes to separate out the hazard from the blending material so that the non-hazardous components can be reused, and the chemicals can be disposed of properly.



OMAGH RECOGNIZED FOR RECYCLING EFFORTS

Recognized by RECYCO, their local waste management company, our team in Omagh, Northern Ireland received a Zero Waste to Landfill Certificate. The site's Green Team actively discusses creative ways to reduce waste throughout their operations and offices, even sharing excess items with other community businesses and organizations to prevent their useful waste from going to landfill.

Green Team: Francis O'Brien, Poraic McSorley, Laura Colhoun, Gareth Lyons and Daire Gallagher

SUSTAINABLE PRODUCTS AND SERVICES

Astec has a decades-long history of introducing products and services that advance sustainability. Within the changing regulatory landscape, our customers are increasingly interested in lower-impact solutions that reduce their own greenhouse gas emissions. We are committed to being at the forefront of innovation when it comes to providing products and services that meet our customer's evolving needs, whether that's through decarbonizing our products through design or scaling technologies to adapt to the lower-carbon economy transition.



SUSTAINABLE NEW PRODUCT DEVELOPMENT

Beyond our current offerings, Astec engineering teams have created a collection of projects spanning new product development, continuous improvement, and research with the goal of using our collective expertise to decarbonize asphalt plants. The initiative lead by our Sustainability Product Manager, was conceived out of a desire to spark true innovation internally and continue to lead the industry with innovative solutions in the carbon and sustainability fields.



ASPHALT PLANT SUSTAINABILITY

We are proud to highlight products and features in our asphalt plant design that provide advanced, productive, durable, and environmentally friendly options to our customers.



- | | | |
|-----------------------------------|------------------------------|-------------------------|
| 1. Stockpile Moisture Management | 5. Electric Heating Systems | 9. Low Emission Burners |
| 2. High RAP Capability | 6. Warm Mix Asphalt | 10. Vent Condensers |
| 3. Alternative Fuels | 7. Blue Smoke System | 11. Charcoal Scrubbers |
| 4. Real-time Moisture Measurement | 8. Variable Frequency Drives | |

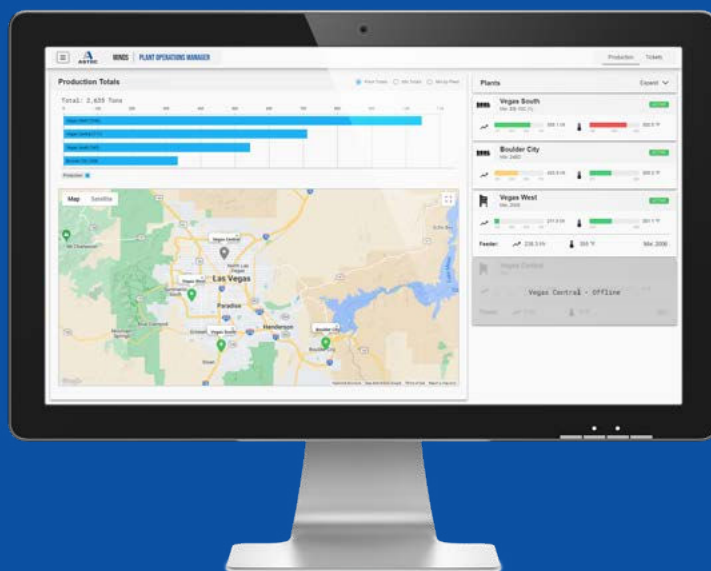
ADDITIONAL PRODUCTS AND SERVICES

Below includes a selection of products with sustainability features:

- Double Barrel drum mixer which allow operators of asphalt plants to use one fuel source to pre-heat aggregate and heat the mixing drum. This “drum inside a drum invention” eliminates the need for separate fuel sources and separate drums in which to heat and mix the aggregate.
- Double Barrel Green System expands liquid asphalt as it enters the mixing section of the asphalt plant. This process allows the production of asphalt at much lower temperatures and permits the use of higher amounts of recycled material, eliminating the smoke and smell, and reducing fuel consumption.
- Cold planers remove and grinds the old asphalt pavement for use in new mixes.
- Cold-in-place recyclers and stabilizers recycle material, eliminating the trucking of materials to a central site.
- Firestorm® water heaters have a high thermal efficiency and are used in the production of concrete, asphalt storage tanks, and terminals and other applications. This provides major savings in fuel costs compared to heating water storage tanks.
- Crushing equipment that crushes recycled asphalt, increases the amount of recycled material used in the mix and significantly reduces the need for virgin oil products.
- GT205 tracks screening plants and uses hybrid power consisting of electricity and fuel to reduce fuel usage.
- Track-mounted wood chipping and recycling equipment is used to produce mulch and compost from waste wood. The unit not only reclaims fiber, but it removes material from the waste stream that fills our landfills, which extends the life of existing landfills.
- Tier 4 Final emissions technology that reduces particulate matter and NOx emissions to protect construction workers and improve air quality on site.
- Electric and hybrid equipment that reduces our customer’s dependence on fossil fuels to power our machinery, namely many horizontal grinder models, portable screening and crushing plants, as well as hybrid mobile track plants.

ASTEC DIGITAL

As we continuously innovate our products and services, it’s vital that our technologies keep up. We recently launched Astec Digital to formally join together our company-wide technical efforts that are integrated throughout all departments globally. Our single-vendor technology solution for Astec’s Rock to Road value chain, Astec Digital is a best-in-class solution for our customers, merging expertise in controls and automation, data and process intelligence, telematics, and robotics.



OPTIMIZING OUR SUPPLY CHAIN

A safe and responsible supply chain is essential for the success of our business and the health of our employees, our suppliers' employees, and the environment. Astec expects supplier partners to promote an environment of respect for individuals worldwide and to operate in a manner that imposes honor and integrity in all aspects of our business.

As outlined in our [Supplier Code of Conduct](#), we require that suppliers comply with the expectations detailed in our Core Values, Code of Business Conduct and Ethics, [Conflict Minerals Policy](#), [California Transparency in Supply Chain Act](#), and all other contract terms and conditions. Supplier's must agree to our conditions via onboarding and throughout the



contracting process, and those who do not follow our rigorous standards are not permitted to do business with us. As part of our expectations, Astec requires suppliers to adhere to zero tolerance for human trafficking and illegal labor practices in their own supply chains. To build upon our supply chain management practices, we are in the process of developing and implementing surveys and initiatives to better capture key performance metrics throughout our value chain so we can monitor and disclose our efforts more effectively.

RESPONSIBLE MINERALS SOURCING

Astec is committed to sound ethical practices, including practices in the mining of conflict minerals. We support ending the violence and human rights violations in the mining of Conflict Minerals and are dedicated to supporting the responsible sourcing of Conflict Minerals from the Democratic Republic of Congo (DRC) region and the adjoining countries. As outlined in our Conflict Minerals Policy, suppliers and their partners are required to conform with the Dodd-Frank reporting regulations and must complete Astec's "Conflict Minerals Reasonable Country of Origin Inquiry" questionnaire to ensure compliance with our policies.



CARBON FOCUS

As part of our ongoing efforts to improve energy, productivity, and performance across our manufacturing operations, we have joined the Department of Energy's (DOE) Better Plants program along with U.S. National Asphalt Paving Association's (NAPA) The Road Forward Initiative.

Through the DOE's Better Plants program, Astec joins over 250 partners in voluntarily pursuing energy performance improvements over the coming years. Since joining, we have activated energy assessments via the DOE's Industrial Assessment Centers' partners, Oregon State University, and The University of Nebraska-Lincoln to identify opportunities to improve energy consumption and identify cost savings opportunities. As this program develops, we are excited to share our progress in efficiencies and performance.

We have also joined NAPA's The Road Forward Initiative to join industry-leaders in an effort to produce and construct net zero carbon emission asphalt pavements by 2050. Astec is providing both climate action insights as well as funding ongoing research and education to aid the entire U.S. asphalt industry through the multi-year collaboration and cooperating effort.



"Our partnership with NAPA and The Road Forward reaffirms our goal to design and manufacture heavy equipment that helps promote a healthy environment for generations to come."

Jaco van der Merwe, President and CEO





LOOKING FORWARD

The environmental metrics and information disclosed in this report were derived and calculated from data provided by individuals at each Astec site worldwide as well as our corporate headquarters in Chattanooga, Tennessee. The environmental data was obtained primarily through utility bills, converted to standard units, and normalized for analysis and comparison purposes using the guidance outlined in the World Resource Institute's GHG Protocol Corporate Standard (2015) as well as ISO 14064-1:2018 – Corporate Level Accounting Standard. The information in this report has been prepared to the best of our knowledge and ability to collect, validate, and analyze data and available information. Astec engaged an independent third party, WAP Sustainability, to calculate our scope 1 and scope 2 emissions, as well as provide additional data estimations for water and waste.

The scope of this report includes Astec's operations in all countries in operation during the reporting period unless otherwise noted.

All financial information is presented in U.S. dollars. Note that for the purpose of this report materiality specifically pertains to ESG topics and may differ from material topics identified in Astec's other public financial statements. Any future events, goals, or projects listed in this report are the aspirations and intentions of Astec, however, this report is not a guarantee of any actions, projects, or events that will occur in the future.



BUILT TO **CONNECT**

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 2021 and 2022, with reference to the GRI Standards. References made throughout refer to this document, our [2022 10-K filing](#), [2023 Proxy Statement](#), 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 | 2-1 Organizational details | About our Company, page 3. |
| | 2-2 Entities included in the organization's sustainability reporting | Astec Industries Business Groups, page 5. |
| | 2-3 Reporting period, frequency and contact point | About this Report, page 4. |
| | 2-4 Restatements of information | As this is Astec's first sustainability report, 2-4 is not applicable. |
| | 2-5 External assurance | This report has not been externally assured. |
| | 2-6 Activities, value chain and other business relationships | About this Report, page 4; Astec operates in two reportable segments - Infrastructure Solutions and Materials Solutions. |
| | 2-7 Employees | A Talented and Engaged Workforce, pages 15-16. |
| | 2-9 Governance structure and composition | ESG Oversight, pages 6-8; 2023 Proxy Statement. |
| | 2-10 Nomination and selection of the highest governance body | ESG Oversight, pages 6-8; 2023 Proxy Statement. |
| | 2-11 Chair of the highest governance body | ESG Oversight, pages 6-8; 2023 Proxy Statement. |

| GRI STANDARD | DISCLOSURE | LOCATION/ RESPONSE |
|----------------------------|--|---|
| GRI 2: General Disclosures | 2-12 Role of the highest governance body in overseeing the management of impacts | ESG Oversight, pages 6-8; 2023 Proxy Statement. |
| | 2-15 Conflicts of interest | Astec Supplier Code of Conduct, page 4. |
| | 2-16 Communication of critical concerns | 2022 Form 10-K, pages 11-18 |
| | 2-17 Collective knowledge of the highest governance body | 2023 Proxy Statement, pages 15-16. |
| | 2-18 Evaluation of the performance of the highest governance body | 2023 Proxy Statement, pages 16-17, 34-40. |
| | 2-21 Annual total compensation ratio | 2023 Proxy Statement, page 44. |
| | 2-26 Mechanisms for seeking advice and raising concerns | ESG Oversight, pages 6-8. |
| | 2-27 Compliance with laws and regulations | Integrity Through our Code of Conduct and Ethics, page 8. |
| | 2-28 Membership associations | ARTBA (American Road and Transportation Builders Association), AEM (American Equipment Manufacturers), NSSGA (National Sand, Stone and Gravel Association) |
| | 2-29 Approach to stakeholder engagement | 2023 Proxy Statement, pages 12-13. |
| GRI 3: Material Topics | 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 510 employees as of June 2023. |
| | 3-1 Process to determine material topics | Materiality, page 5. |

| GRI STANDARD | DISCLOSURE | LOCATION/ RESPONSE |
|------------------------------|--|---|
| GRI 302: Energy | 302-1 Energy consumption within the organization | Managing Energy Use Worldwide, page 26. |
| | 302-4 Reduction of energy consumption | Managing our Environmental Impacts, page 27. |
| | 302-5 Reductions in energy requirements of products and services | Sustainable Products and Services, pages 28-30. |
| GRI 303: Water and Effluents | 303-5 Water consumption | Water, page 27. |
| GRI 305: Emissions | 305-1 Direct (Scope 1) GHG emissions | Calculating our Carbon Footprint, page 26. |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Calculating our Carbon Footprint, page 26. |
| | 305-4 GHG emissions intensity | Calculating our Carbon Footprint, page 26. |
| | 306-2 Management of significant waste-related impacts | Waste, page 28. |
| GRI 401: Employment | 401-1 New employee hires and employee turnover | Global Turnover Rates, page 19. |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Join, Stay, and Grow with Us, page 18. |

| GRI STANDARD | DISCLOSURE | LOCATION/ RESPONSE |
|--|--|---|
| GRI 403: Occupational Health and Safety | 403-1 Occupational health and safety management system | Ensuring Employee Well Being, pages 10-11. |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Ensuring Employee Well Being, pages 10-11. |
| | 403-5 Worker training on occupational health and safety | Ensuring Employee Well Being, pages 10-11. |
| | 403-6 Promotion of worker health | Ensuring Employee Well Being, pages 10-11. |
| | 403-8 Workers covered by an occupational health and safety management system | Ensuring Employee Well Being, pages 10-11. |
| | 403-9 Work-related injuries | Safety at a Glance, page 12. |
| GRI 404: Training and Education | 404-2 Programs for upgrading employee skills and transition assistance programs | Join, Stay, and Grow with Us, pages 18-19. |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | Join, Stay, and Grow with Us, page 19. |
| GRI 405: Diversity and Equal Opportunity | 405-1 Diversity of governance bodies and employees | A Talented and Engaged Workforce, pages 15-16. |
| GRI 413: Local Communities | 413-1 Operations with local community engagement, impact assessments, and development programs | In the Community pages 20-24. |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | In the Community pages 20-24. |
| GRI 416: Customer Health and Safety | 416-1 Assessment of the health and safety impacts of product and service categories | Designing Safety into our Equipment, pages 12-14. |



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