ASTEC

2026 | CORPORATE SUSTAINABILITY HIGHLIGHTS

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

JACO VAN DER MERWE | CEO AND PRESIDENT

A MESSAGE FROM OUR PRESIDENT AND CEO

2025 was an important year for Astec as we continued to execute our growth strategy. We welcomed TerraSource Global to the Astec family in July 2025 and built on that momentum with the addition of CWMF in early 2026. Together, these acquisitions strengthen our solutions portfolio, expand our capabilities, and enhance the value we deliver to customers around the world.

Growth does not change our standards. Every business that joins Astec is expected to operate with the same commitment to safety, integrity, environmental responsibility, compliance, and accountability that defines our culture. At the same time, we continue to look inward, investing in our people, evaluating our benefits and workplace practices, and identifying opportunities to reduce our environmental impact.

The highlights that follow reflect our progress across environmental stewardship, our people, and corporate governance during 2025. Guided by our vision to build industry-changing solutions that create life-changing opportunities, we remain focused on disciplined execution, responsible growth, and creating long-term value for all our stakeholders.

Thank you for your continued trust and partnership as we build a stronger Astec for our customers, employees, shareholders, and communities.

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

HIGHLIGHTS AT A GLANCE

This summary covers the 2025 calendar year, which aligns with our fiscal year reporting cycle. This report has been prepared with reference to GRI 1: Foundation 2021.

Following the acquisition of TerraSource Global in July 2025, applicable data has been incorporated into reported metrics where available and noted in the data description.

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

Kelley Cureton
Director of Environmental, Social, and Governance
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OUR PEOPLE AND CULTURE

WORKFORCE DEMOGRAPHICS

The following data utilizes end-of-year employee counts to calculate percentage metrics in 2025 = 4,366. All employees referenced in this report are considered full-time if they work 30 or more hours per week. Unless otherwise noted, employee demographics include data from the acquisition of TerraSource Global.

EMPLOYEES

NEW EMPLOYEES HIRES – 1,344

EMPLOYEE TURNOVER RATE – 22.61%

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

2025 GENDER AND AGE % (GLOBAL)

GROUP	FEMALE	MALE	<30	30-50	50+
Corporate	2	3	<1	3	2
Infrastructure Solutions	5	47	10	23	19
Materials Solutions	6	36	7	20	15
Total	13	87	18	46	36

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

WOMEN IN MANAGEMENT POSITIONS (GLOBAL)

% OF WOMEN IN MANAGEMENT POSITIONS	% OF WOMEN IN EXECUTIVE POSITIONS
17	16

Internally, 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.

2025 ETHNICITY % (US AND THORNBURY, CANADA ONLY)

GROUP	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	TWO OR MORE RACES	WHITE	NOT DISCLOSED
Corporate	<1	<1	<1	<1	<1	0	5	0
Infrastructure Solutions	<1	<1	3	2	<1	<1	55	0
Materials Solutions	<1	<1	1	2	<1	<1	25	3
Total	1	2	4	4	<1	<1	85	3

Percentages represent the ethnicity count in each group divided by the total end-of-year employee count for U.S. sites and Thornbury, Canada. We are actively adding demographic data to our global employee database.

OUR PEOPLE AND CULTURE

EMPLOYEE EXPERIENCE

PARENTAL LEAVE:
As of 2025, there are no updates to the plan and 10 days parental leave is offered.

TOTAL # OF EMPLOYEES entitled to parental leave by gender:	**399 Females** **2864 Males**
TOTAL # OF EMPLOYEES that took parental leave during 2025 by gender:	**9 Females** **93 Males**

Our global engagement survey (Voice of OneAstec) is performed every two years. The last survey was completed in 2024 with an 83% participation rate across our global workforce.

VOICE OF **ASTEC**

As of December 31, 2025, 371 (8.5%) of total employees are covered by a collective bargaining agreement. This includes team members from Brazil; Johannesburg; Parsons; Kansas.

TRAINING METRICS

ASTEC LEARNING

Total Completion Hours	7350
Courses Offered	585
Code of Conduct Training Completion Rate	100%

89% of our U.S. and 69% of our global employees received a performance and career development review.

WOMEN ON THE BOARD OF DIRECTORS	3 = 30%
Women in Board Leadership Roles	All three committees are chaired by women.

All Board of Director metrics are as of 2025 Proxy publish date.

ENVIRONMENTAL COMPLIANCE

We disclose total monetary losses from environmental law violations and associated legal proceedings if that violation is above our materiality thresholds outlined in our 10-Q. In 2025 we had $0 in losses from legal proceedings associated with environmental regulations.

SAFETY

ANNUAL RECORDABLE INCIDENT RATE: 1.40

Annual RIR does not include data from acquisitions during 2025.

OUR ENVIRONMENT

2025 CARBON EMISSIONS (IN MT CO2e)

EMISSION SOURCE[1]	2024	2025
Scope 1[2]	18,231	19,139
Scope 2 (Market-based)	16,319	13,004
Total – Scope 1 / 2 (Market-based)	34,550	32,143
CO_2e Intensity - Net Sales[3]	26.48 per million USD	24.2 per million USD

Renewable Energy Production from our South Africa and Brazil photovoltaic systems produced: 1,037 MWh = 3% of Total Energy Use.

MANAGING ENERGY PERFORMANCE

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

GLOBAL WATER WITHDRAWAL

GROUP	WATER WITHDRAWAL A (IN THOUSAND GALLONS)
YEAR	2025
Corporate	539
Infrastructure Solution	9,089
Materials Solutions	6,428
TOTAL	16,056

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

SUPPLIER ENGAGEMENT

In 2025, 13 new strategic suppliers were assessed using environmental criteria.

We maintain a 100% audit rate for strategic suppliers, incorporating both self-assessment surveys and on-site assessments.

[1] Scope 1 and 2 greenhouse gas (GHG) emissions evaluated using both the World Resource Institute's GHG Protocol Corporate Standard (2015) as well as ISO 14064-1:2018 – Corporate Level Accounting Standard.
[2] Scope 1 emissions include CO2e from natural gas, welding fuels and gases, on-site and fleet combustion fuels, and refrigerants.
[3] Scope 1 and 2 emissions were evaluated relative to a business activity - 2025 net sales (excluding TerraSource Global) equal to 1.326 million USD.