



OneASTEC Sustainability Policy

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At Astec, sustainability means operating our business in a way that achieves our strategic business goals without compromising the ability of our industry and its people to thrive in the future. Through adoption and integration of responsible practices, we ensure longevity and resiliency in our business and life-changing careers for our employees.

Astec recognizes the challenges confronting our natural environments and global societies, and the varied impacts our decisions as a business can have on them. Guided by our core values - **safety, devotion, integrity, respect, and innovation** – we are committed to continuing our legacy into the future by prioritizing the well-being of our valued employees and customers, investing in our communities, and taking responsibility for our environmental impacts.

STATEMENT

Astec's sustainability strategy focuses on continuous evaluation of our products, our operations, and our people to appropriately measure and manage our impacts. We strive to exemplify responsible corporate stewardship in our actions every day and are keenly focused on the following areas to ensure long-term success.

INDUSTRY-CHANGING SOLUTIONS

New Product Development

- **Innovate** our products and technologies to help our customers achieve their sustainability goals related to emissions reduction, decarbonization, efficiency, alternate fuels, and recycling.
- Push the boundaries of existing and emerging technologies to disrupt the status quo, continue our legacy, and create the leading products of the future.
- Improve safety, quality, uptime, and profitability of new and existing products while simultaneously reducing their environmental impacts.

Data and Tools

- Empower our **customers** to incorporate efficiency into their business decisions with tools that use sound engineering principles to quantify energy efficiency, operational costs, and carbon footprint.
- Create digital, cloud-connected solutions to deliver real-time data and insights. By identifying patterns and opportunities in both equipment and processes, we can turn sustainability into a way for our **customers** to remain competitive and successful in the industry of the future.



Education and Engagement

- Solidify our position as thought leaders and knowledge experts in our industries, building on our legacy of trust and transformation.
- Demonstrate our leadership in the industry by exceeding environmental and efficiency regulations for our products.
- Strengthen collaboration with strategic industry partners, including our existing recognitions:
 - U.S. EPA's ENERGY STAR program Services and Products Provider: Acknowledges our ability to equip our customers with energy-efficient equipment and best practices.
 - National Asphalt Pavement Association's The Road Forward Partner: Supporting NAPA's goal to produce net-zero carbon emission asphalt pavements by 2050.
 - National Stone, Sand & Gravel Association: Manufacturers & Services member since NSSGA's formation in the early 2000's, actively engaged in promoting sustainable use and supply of aggregate materials.

CORPORATE RESPONSIBILITY

Operational Efficiency

- **Respect** our natural resources and commit to continuously improve tracking and management of Astec's environmental impacts, including our energy use, natural resource consumption, waste streams, and water usage in our facilities and our product lines.
- Strive to decrease the carbon footprint of our global manufacturing operations and processes to minimize our climate change impacts.
- Optimize our capital investments to foster more efficient processes and infrastructure, to reduce our resource use, manage our expenses, and increase resiliency across our global operations.
- Seek alignment with leading partners and programs, such as the Department of Energy's Better Plants initiative, to ensure the highest standards of expertise, drive innovation, and promote accountability in our operations.

Safe and Satisfied Workplaces

- Ensure the **safety** and wellbeing of all employees through universal accountability and adherence to safety rules and standards.
- Audit our sites to ensure compliance with all applicable national, regional, and local environmental laws, regulations, policies, and company standards.
- Uphold employee satisfaction by demonstrating our **devotion** to ethical values, active engagement, and sustainable business practices.
- Monitor key standards addressing social impacts and align our practices to ensure human rights are respected throughout our supply chain.

Effective Corporate Governance

- Assess ongoing risks to our business, including climate-related risks, to ensure shared stakeholder value through adequate and timely risk mitigation.



BUILT TO CONNECT

- Endorse a culture of **integrity** to ensure transparency, accountability, and ethical decision-making at every level of the organization.

IMPLEMENTATION

To promote long-term viability of our sustainability strategy, our internal Sustainability Team will collaborate with site leadership to ensure projects and initiatives are creating business value and supporting our Strategic Business Plan. Key execution efforts include:

- Define specific, measurable, and time-bound goals for sustainability at a corporate level but also at each global site.
- Advocate for necessary resource allocation—funds, technology, and time—to ensure successful policy implementation.
- Provide training, ongoing guidance, and key partnership connections to upskill and engage employees and ensure they have the tools to succeed.
- Regularly monitor progress, track key performance indicators, and report sustainability goals to internal and external stakeholders to ensure initiatives are achieving the desired outcome.
- Foster innovation by encouraging employee suggestions and reviewing policies annually to incorporate evolving sustainability and industry practices.

CONTACTS

Follow our progress at www.astecindustries.com/sustainability or reach out to the Sustainability Team:

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Pioneering innovations today for a sustainable tomorrow.

CHANGE LOG

Date	Revision	Description of Changes	Prepared By:
5/21/25	0	New Policy	Kelley Cureton

APPROVALS

See below.

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