

Conserving resources. Improving life.



**2025 VALMONT
SUSTAINABILITY REPORT**

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Advancing sustainability for long-term growth

Founded in 1946, Valmont® Industries, Inc. is a global leader in infrastructure and agriculture products and solutions that support communities and sustainable growth. Sustainability is central to Valmont's purpose: *Conserving Resources. Improving Life.*®

Guided by core values of passion, integrity, continuous improvement and delivering results, Valmont integrates sustainability into every aspect of its operations. From optimizing resource efficiency to advancing climate-smart infrastructure, the company remains committed to creating lasting value for stakeholders and the planet.



PASSION



INTEGRITY

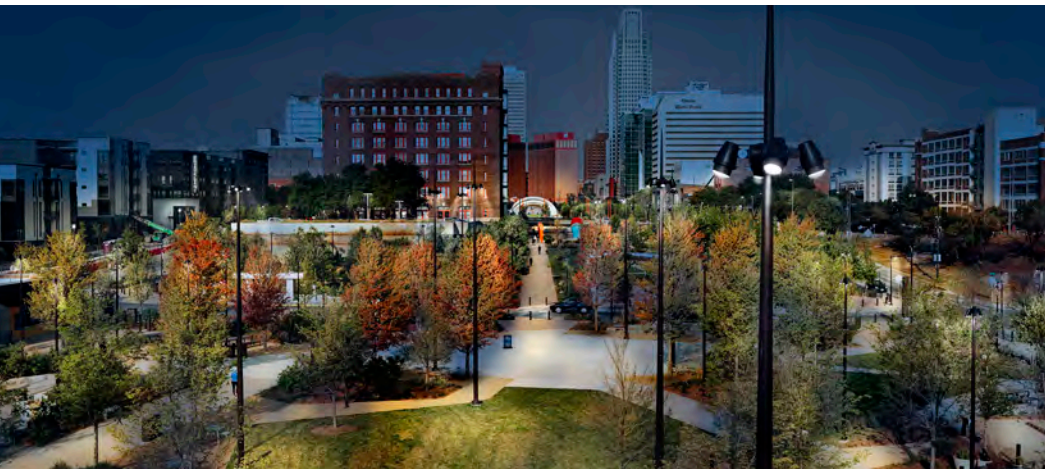


CONTINUOUS
IMPROVEMENT



DELIVER
RESULTS

CORE
VALUES



Infrastructure

Providing vital infrastructure solutions that transform everyday life, and meeting the demands of the ever-changing world in a sustainable and efficient way.

- Utility
- Lighting & Transportation
- Coatings
- Telecom
- Solar



Agriculture

The leader in efficient use of water for agriculture, allowing growers around the world to produce more with less.

- Irrigation
- Ag Tech


\$4.1B
 in annual sales
 FY 2024


100+
 countries
 of operation


21
 countries with
 Valmont facilities


83
 manufacturing
 facilities


~11,000
 employees


79 years
 of conserving resources
 and improving life

A Message from Our President & CEO



AVNER M. APPLBAUM

President & Chief Executive Officer

At Valmont, sustainability is inherent to the way we operate. Our products are the framework for the world's critical infrastructure, engineered and produced to last longer and withstand more intense weather conditions. Our center pivot irrigation solutions provide farmers and growers tools to manage water efficiently, getting more from the resources available. Everything we do is in service to a more sustainable world.

Every day, our 11,000 employees around the world bring energy to our purpose of *Conserving Resources. Improving Life.*[®], and live out our core values of passion, integrity, continuous improvement and delivering results. Their dedication shines through in this report, which highlights our efforts to support our people and protect the planet. It contains more detail on work we're doing globally, such as:

- **Supporting stronger, more resilient infrastructure.** Our engineered products help to rebuild and strengthen infrastructure after natural disasters. Rebuilding and repairing the electrical grid with urgency following a storm makes a meaningful difference in people's lives.
- **Improving food security through precision irrigation.** As many areas of the world strive to enhance food security by growing their own food and relying less on imports, Valley[®] Irrigation center pivots bring automation and smart water management to areas of the world that would otherwise struggle to grow a reliable food supply.
- **Leading with our values and putting our people first.** Valmont's culture is driven by our people, who live our core values every day. We're building a safety-first culture, enhancing our talent development, finding more internal career opportunities for our teams and providing benefits that focus on our employees' well-being, because our people are the foundation of our success.

This report also provides an update on our progress against the goals we set for ourselves in 2018. Going forward, we're focused on sustainability priorities that allow us to leverage our expertise and talent to improve efficiency, reduce risk and conserve resources.

Valmont is committed to business processes that help to build a better, stronger future because it's essential to our continued success and our role as a top employer, community builder and an economic driver. We are focused on the long term, striving to make a positive impact on society and the environment while delivering a strong financial performance. I hope this report gives you the same confidence in Valmont's future that I have.

A handwritten signature in black ink that reads "avner applbaum". The signature is written in a cursive, lowercase style.

Avner Applbaum

President & Chief Executive Officer

About This Report

This report provides data and highlights covering the 2024 Valmont fiscal year, which runs from December 31, 2023, to December 28, 2024, and is supported by disclosures including GRI, TCFD and SASB. Statistics in the Environmental section of this report include both normalized and non-normalized carbon emissions and electricity usage; also featured are non-normalized water withdrawal, fuel usage, and both hazardous and nonhazardous waste generation. We will continue to improve our data collection while working to align with frameworks and standards to enhance the scope of our approach and performance.

This report and accompanying documents contain forward-looking statements, within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements are based on assumptions that management has made in light of experience in the industries in which Valmont operates, as well as management's perceptions of historical trends, current conditions, expected future developments and other factors believed to be appropriate under the circumstances. As you read and consider this report, you should understand that these statements are not guarantees of performance or results. They involve risks, uncertainties (some of which are beyond Valmont's control) and assumptions. Although management believes that these forward-looking statements are based on reasonable assumptions, you should be aware that many factors could affect Valmont's actual financial results and cause them to differ materially from those anticipated in the forward-looking statements. The levels of environmental, social and governance goals and objectives that Valmont seeks to achieve that are described throughout this report are aspirational and there are no guarantees that any will be achieved at the levels so described. Any third-party environmental, social or governance information presented in this report is believed to be reliable, although Valmont does not guarantee the accuracy or completeness of such information. These factors also include, among other things, risk factors described from time to time in Valmont's reports to the Securities and Exchange Commission, as well as future economic and market circumstances, industry conditions, company performance and financial results, operating efficiencies, availability and price of raw materials, availability and market acceptance of new products, product pricing, domestic and international competitive environments, geopolitical risks, and actions and policy changes of domestic and foreign governments. The company cautions that any forward-looking statements included in this report are made as of June 12, 2025, and the company does not undertake to update any forward-looking statement.



CONTACT

For more information or to provide feedback, please contact
Renee L. Campbell, Senior Vice President, Investor Relations & Treasurer,
at investorrelations@valmont.com.

Sustainability Management Strategy

Leading with a mindful and active approach to sustainability requires a dedicated team. At Valmont, groups at all levels of our organization integrate Environmental, Social and Governance (ESG) principles into their operations.

BOARD ESG OVERSIGHT

The Governance and Nominating Committee oversees all ESG matters. This committee is responsible for overseeing environmental, health and safety, and social risks as well as overseeing sustainability matters, including climate change, energy management, water standards and carbon management.

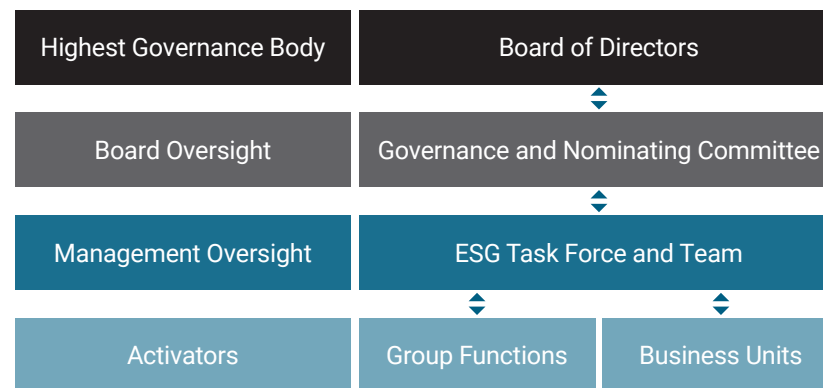
ESG TASK FORCE AND TEAM

Ongoing management, sustainability and disclosure are the responsibility of a cross-functional Task Force. The team meets regularly with senior corporate leaders and stakeholders to discuss ESG strategy and how we can continue to apply ESG principles throughout the company.

GROUP FUNCTIONS AND BUSINESS UNITS

Valmont’s commitment to sustainability is embedded across our internal functions and business units. Teams work collaboratively with the ESG Team and ESG Task Force to identify risks, implement initiatives, provide feedback and share data that drive continuous improvement in sustainable practices. These groups include Sustainability, Environmental, Health and Safety, Supply Chain, Human Resources, IT, Legal, Marketing, Communications and Finance.

HOW VALMONT ESG TEAMS INTEGRATE



External key stakeholders include customers, suppliers and investors, who receive data and documents on ESG objectives and progress.

Supporting the Sustainable Development Goals

The United Nations has 17 goals to protect the planet and reduce inequalities by 2030. We impact many of them, but our primary focus is on four key areas:



We optimize the performance of agriculture operations through irrigation and technology. Our solutions help farmers achieve higher crop yields while minimizing inputs – all to improve water efficiency and feed a growing population.



We add efficiency and resiliency to power grids through longer-lasting, innovative utility structures. Our reliable and modern renewable-energy products contribute to the increasing share of clean energy worldwide.



We upgrade infrastructure with higher-quality, more reliable and more resilient structures and materials. As we do, we're committed to continually improving operational efficiency and increasing quality by embracing innovation to achieve better outcomes while minimizing waste and environmental impact.



Our products improve accessibility for people worldwide. We're proud to help cities stand stronger and safer against natural disasters through improved infrastructure. This work extends to supporting developing countries in building better lives with sustainable infrastructure and agricultural solutions.



Disclosures & External Evaluations

As part of our ongoing commitment to ESG, we continually assess impacts that may influence the company's operations. This process is designed to identify and evaluate specific ESG and sustainability opportunities.



FRAMEWORKS

Representing our 2024 business activities, Valmont sustainability disclosures include:

- **Global Reporting Initiative (GRI)** — Sustainability Reporting Standards
- **Sustainability Accounting Standards Board (SASB)** — Resource Transformation: Industrial Machinery and Goods
- **Task Force on Climate-Related Financial Disclosures (TCFD)**



RATING FIRMS AND ASSESSMENTS

Valmont recognizes the importance of third-party assessments and evaluations of our sustainability practices while acknowledging that sustainability and ESG ratings are evolving. We regularly evaluate our goals and initiatives against these frameworks:

- **Institutional Shareholder Services (ISS)** — ISS provides diversified data to investors, who together form a more inclusive and comprehensive story of Valmont governance, environmental and social risk, and performance.
- **S&P Global** — The S&P Global Corporate Sustainability Assessment (CSA) helps us evaluate our sustainability practices. The results are a comprehensive resource and can be widely used by many stakeholders.
- **CDP** — CDP helps us measure, manage, disclose and ultimately reduce our environmental impacts. This enables us to track our progress toward environmental stewardship through benchmarking and comparison with peers to continuously improve our climate resilience and water governance.
- **EcoVadis** — EcoVadis is a globally recognized ESG assessment that allows us to quantify our activities, benchmark performance against our sector and communicate our ESG performance to customers.

ESG Topics

The ESG topics presented in this report were identified in discussion with Valmont stakeholders and have been instrumental in guiding our ESG efforts. Recognizing the dynamic nature of ESG topics, we are committed to evaluating and updating our materiality assessments. As part of this commitment, we are planning to complete a review of our ESG topics, in which we will expand the involvement to affected stakeholders. This assessment will help us identify the most significant ESG topics impacting our business and stakeholders.

ESG TOPIC	DESCRIPTION	EXAMPLE
ENVIRONMENTAL		
Climate Stewardship	Supporting climate resiliency and responsible resource use	As of 2024, we have reduced carbon intensity from 78.13 CO ₂ e MT/\$M to 42.23 MT/\$M. Surpassing our original goal.
Energy Management	Reducing energy use and fossil fuels across operations	In 2024, we completed our Project 90/90 initiative. With the goal of converting 90% of Valmont manufacturing facilities to use 90% LED lighting, we completed the year by achieving 92%.
Waste Management	Reducing waste while advancing the responsible use of materials	We are aligning our waste management program with GRI standards to support environmental footprint reduction.
Water Stewardship	Advocating responsible water use through stewardship and thought leadership	In 2024, we continued to make progress on our initiative to adopt low-flow water fixtures in all non-production areas of our manufacturing facilities.
Circularity	Ensuring sustainability through the entire production cycle, from sourcing to recycling	In 2024, Valmont recycled over 11,400 MT of industrial zinc compounds, such as dross, skims and crystals from our galvanizing process. Some of these materials are then reprocessed for other uses.

*MT equals one metric tonne, or 1,000 kg.

ESG TOPIC	DESCRIPTION	EXAMPLE
SOCIAL		
Community Impact	Nurturing the relationship between Valmont and the communities in which we operate	In 2024, our team volunteered more than 31,000 hours in their local communities.
Health and Safety	Ensuring our manufacturing sites have the knowledge, skills and ability to protect employees	We are committed to codifying a safety-first culture and implementing best practices to ensure a safer and healthier work environment for all.
Inclusion	Developing a culture of inclusion and access to opportunity for a global employee base	We continued to expand the reach and impact of Valmont Employee Resource Groups (ERGs), with events garnering more than 5,200 total attendances, including repeat attendees in 2024.
Employee Experience and Success	Understanding the needs of our employees and providing the necessary tools for them to feel valued and be effective	Valmont is committed to executing an employee listening strategy, including an all-employee engagement survey every 12-18 months, and using the insights to drive improvements that benefit both employees and the organization.
Product Quality and Safety	Designing and delivering resilient, reliable products and services that prioritize safety and add value for customers	Valmont develops and regularly reviews product quality and safety policies, communicating them to customers and stakeholders.
GOVERNANCE		
Business Ethics	Operating our business responsibly and ethically to align with our values	Valmont provides annual Code of Business Conduct training for roles in the organization that allocate company resources and/or engage with external audiences.
Board Structure	Providing oversight of strategy, employee experience and success, operations and company culture	The Audit, Governance and Nominating, and Human Resources Committees are an integral part of our overall governance and oversight.
Supply Chain	Communicating our <i>Global Supplier Guide</i> to a diverse supplier base	Valmont's Supplier Relationship Management (SRM) system asks companies to acknowledge our <i>Global Supplier Guide</i> and Human Rights Policy .
Data Privacy	Providing oversight of a strategic risk-based approach using a standard operating model aligned with the General Data Protection Regulation (GDPR)	Our data privacy team conducts internal assessments and sets benchmarks for data privacy framework.
Cybersecurity	Protecting networks, devices and data from unauthorized access or illegal use, and ensuring confidentiality, integrity and availability of information	Valmont implements policies and practices to mitigate risks to organizational data and operational processes.

Honors and Awards



2024 Coolest Thing Made in Nebraska

The Valley Irrigation Center Pivot was named the 2024 “Coolest Thing Made in Nebraska” at the 2024 Manufacturing Summit, an accolade presented by the Nebraska Manufacturing Alliance and the Nebraska Chamber of Commerce and Industry.



Excellence in Hot-Dip Galvanizing Award

Valmont Coatings® received the Excellence in Hot-Dip Galvanizing Award in three categories: International, [Bridge & Highway](#) and Building & Architecture, adding to the 78 other American Galvanizers Association (AGA) Awards earned over the past 28 years.



Digi Green Tech Award

Valley Irrigation was honored with the Digi International 2024 Green Tech Award in the Smart Irrigation category, recognizing its dedication to technology-driven sustainability and environmental stewardship.



MACOG Annual Clean Air Award

Valmont received the 2024 Partners for Clean Air Award from the Michiana Area Council of Governments (MACOG) for opening our sustainability-focused concrete utility pole manufacturing facility in Bristol, Indiana – a first for the Northwest/Midwest region.



Most Innovative Company Award

Valmont Solar® was awarded the Lorenzo Cagnoni Innovation Award for “Most Innovative Company” at the KEY Energy Transition Expo in Rimini, Italy, recognizing its long-standing commitment to solar technology and sustainable development.



Vanguard Award

Valley Irrigation was honored with a Vanguard Award for transforming 25,000 acres of underutilized farmland in Arkansas into a top farming operation, reducing energy and maintenance costs while advancing food security and resilience.

PRODUCT CASE STUDIES : **INFRASTRUCTURE**

Sustainable infrastructure for a connected, climate-resilient future

Valmont is transforming infrastructure to meet the demands of a changing world by delivering innovative, long-lasting solutions that conserve resources and improve lives. Within the infrastructure segment, Valmont serves five key markets: Utility, Lighting and Transportation, Telecom, Solar and Coatings. From replacing aging systems with sustainable alternatives to strengthening power grids and expanding renewable energy, Valmont creates safer, more-connected and climate-resilient communities.



CASE STUDY 1 : UTILITY



Rebuilding stronger, more resilient transmission after hurricane

In October 2024, Hurricane Milton, a Category 3 storm with winds reaching 120 mph, made landfall on Florida's west coast. The storm caused widespread devastation, including severe flooding, storm surges and power outages affecting millions of residents and businesses. One of the critical failures was a major transmission line in Sarasota, Florida, leaving approximately 48,000 customers without power.

Florida Power & Light (FPL) immediately mobilized efforts to repair the damaged grid. Recognizing the urgency, Valmont collaborated with FPL to supply a spun-concrete transmission structure for the failed line. Our facility in Bartow, Florida, swiftly coordinated a team to load and transport a 40-kip, 100-foot, two-piece flange structure. Within 24 hours of notification, the necessary materials were on-site, enabling FPL crews to begin immediate restoration efforts.

Valmont's rapid response and high-quality infrastructure played a crucial role in minimizing downtime and restoring power to thousands of homes and businesses. This collaboration underscores Valmont's commitment to building resilient, sustainable infrastructure that strengthens communities and enhances disaster resilience.

CASE STUDY 2 : LIGHTING & TRANSPORTATION

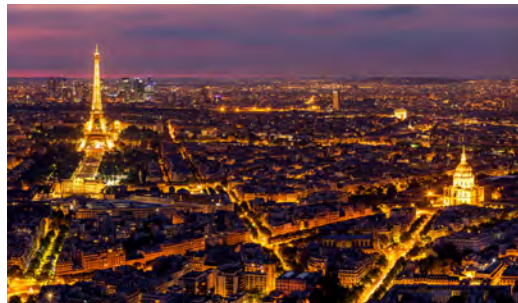


Supporting Olympic-sized sustainability in Paris

The 2024 Paris Olympic Village set a new benchmark for sustainability, showcasing an innovative approach to resource conservation and regeneration. Developers aimed for a 50% reduction in carbon emissions compared to previous Olympic Villages through heavy repurposing, recycling and using existing materials. Valmont engineers contributed to this vision, developing 36 highly customized light poles using existing, unused customer inventory. These galvanized steel poles, equipped with energy-efficient LED lighting, were built to endure extreme weather with minimal maintenance. After the Games, the Village was transformed into a vibrant neighborhood for 6,000 residents. We are proud to have contributed to a project that supported the Summer Games and provides a historical legacy of sustainability, regeneration and product circularity.



Project supervisor: CONCEPTO Agency
Project owner: SOLIDEO
Contractor: BOUYGUES ES



CASE STUDY 3 : COATINGS



Coatings for long-lasting infrastructure

In Cape Breton, Nova Scotia, the Mira Gut bridge, a century-old community landmark, had fallen into disrepair, leaving the region divided for five years. To restore this vital connection, we participated in a \$6 million project to bring this bridge back to life with sustainability and longevity in mind.

Our hot-dip galvanizing was key to the project. Sustainability benefits of galvanizing include exceptional corrosion resistance, minimal maintenance, reduced material waste, fewer environmental impacts from repairs and a lifespan of nearly 100 years. The matte finish also enhanced the bridge's visual appeal.

Valmont Coatings ensured the project stayed on schedule, collaborating with Algonquin Bridge to deliver a durable, environmentally conscious solution that reconnected the community. Recognized for its innovation and quality, the Mira Gut bridge project earned the *Excellence in Hot-Dip Galvanizing Award* from the American Galvanizers Association, standing as a model for sustainable infrastructure.



The Mira Gut bridge won the 2024 *Excellence in Hot-Dip Galvanizing Award* – Bridge & Highway sector

CASE STUDY 4 : TELECOM



Enhancing connectivity, preserving landscapes

In a remarkable blend of telecom innovation and environmental sustainability, Larson Camouflage, a Valmont company based in Tucson, Arizona, creates camouflaged cell towers that seamlessly integrate into natural landscapes, such as Arizona's iconic saguaro cacti. These realistic replicas, crafted with input from botanists, feature intricate details like hand-carved ribs, simulated scars and Gila woodpecker activity. By bridging form and function, they preserve the desert's visual integrity while supporting wireless infrastructure.

When Crown Castle needed to upgrade nearly 200 sites in its existing wireless infrastructure to offer 5G service in several areas of Phoenix, they required structures that not only blended into the environment, but also fit onto existing foundations to minimize construction impact on the fragile Sonoran Desert. Optimized for radio frequency compatibility, these Larson Camouflage structures provide seamless connectivity while meeting the growing demand for enhanced wireless networks, without compromising the environment.

CASE STUDY 5 : SOLAR



Image courtesy of Enel Green Power



6.2 GW* of solar energy around the world is supported by Valmont Solar products.

A green future powered by the sun

The Trino photovoltaic park in Northern Italy has transformed a former nuclear and thermoelectric plant site into the region's largest solar farm, supporting Italy's sustainability and decarbonization goals. With Valmont Solar as a key partner, the Trino solar farm is expected to produce around 130 GWh annually. This renewable energy is expected to meet the needs of about 47,000 households, while reducing CO₂e emissions by ~56,000 tons and saving ~29 million cubic meters of gas each year.

These 160,000 bifacial panels are equipped with Valmont Solar trackers to maximize sunlight capture. The trackers follow the sun along a predefined axis and are designed to enhance the efficiency and reliability of the solar farm.

*Valmont Solar trackers and solar piles' year-one capacity.

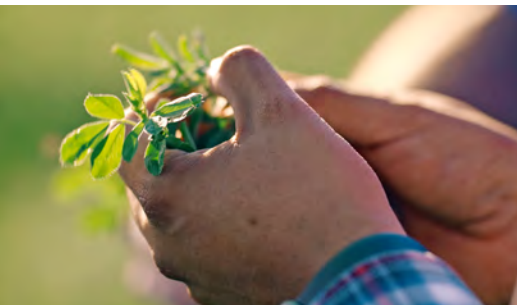


PRODUCT CASE STUDIES : **AGRICULTURE**

Agricultural innovation to feed a growing world

Valmont is a leader in agricultural innovation, helping growers meet the increasing demand for food production in a world of more than eight billion people. By focusing on efficient water use and sustainability, Valmont enables farmers to produce more with less. Our integrated technology helps growers remotely manage operations and optimize the performance of Valley center pivots, boosting crop yields while reducing environmental impact, saving time and lowering costs. Through these efforts, Valmont continues to drive agricultural productivity, conserve resources and improve lives worldwide.

CASE STUDY 6 : IRRIGATION – NORTH AMERICA



Conserving water in the desert

The Navajo Agricultural Products Industry (NAPI), owned and operated by the Navajo people, has transformed high-desert farming through its partnership with Valley Irrigation, a Valmont company. Faced with limited water resources, NAPI utilizes over 670 Valley center pivots to conserve water, optimize soil moisture, and ensure consistent yields.

This collaboration not only supports sustainable water use, but also trains a skilled Navajo workforce to manage advanced irrigation technologies, preserving the land for future generations. By combining cultural heritage with innovative farming practices, NAPI provides fresh, locally grown produce to its community while contributing to global food systems. Together, NAPI and Valley exemplify how innovation and sustainability can overcome environmental challenges and drive agricultural success.

CASE STUDY 7 : IRRIGATION – GLOBAL



According to the Agriculture Census by the Brazilian Institute of Geography and Statistics (IBGE), only 10% of Brazil's agricultural land is irrigated, with the potential to expand nearly six-fold, unlocking significant opportunities for growth in the irrigation industry.



Improving food productivity in Brazil





Located in the Brazilian cities of São João da Ponte and Jequitaiá, Fazenda Carapreta is a model of agricultural innovation and sustainability. The farm currently operates 40 Valley center pivots, irrigating an area of 2,600 hectares. Facing the challenges of a semi-arid climate with scarce and irregular rainfall, Fazenda Carapreta needed to optimize water usage. By implementing Valley's precision irrigation, automation and smart water management technologies, the farm significantly improved its productivity. The production of sorghum silage rose from 28 tons per hectare (dryland) to 40 tons per hectare (irrigated). Additionally, automated irrigation has enabled up to three harvests per year.

As part of its broader sustainability efforts, Fazenda Carapreta has also implemented a circular-economy model that delivers multiple co-benefits. Nutrient-rich water from aquaculture is repurposed as fertilizer, reducing reliance on chemical inputs. The farm's corn production serves as feed for cattle, while animal waste is processed in biodigesters to generate biogas and electricity, as well as digestate, which is used for fertigation. Furthermore, by-products from meat processing are used as raw materials for fish feed – an integrated circular-economy system that strengthens sustainability.

ENVIRONMENTAL

2025 Environmental Goals

Valmont has made measurable progress in improving our environmental performance. We continually assess how we use natural resources, raw materials, energy and water, as we improve our processes to enhance operational efficiency, reduce costs and drive stronger economic outcomes. Our efforts to better quantify and reduce emissions, effluents and waste reflect our commitment to environmental stewardship and continuous improvement. We remain dedicated to complying with all applicable environmental and sustainability laws and regulations.

<p>CARBON INTENSITY</p> <p>Ten percent reduction in CO₂e per million in revenue, guided by a scientifically-based carbon goal benchmark. Reduction from 78.13 CO₂e MT/\$M revenue to 70.65. Other specifics on our greenhouse gas (GHG) emissions are found in our <i>CDP Disclosure</i> and in the <i>Sustainability Annex</i> of this report.</p> 	<p>ENERGY REDUCTION</p> <p>Ongoing efforts to reduce normalized electricity usage. Overall reduction from 67.8 MWh/\$M revenue to 56.9.</p> 	<p>COMBUSTION FUEL – MOBILE-SOURCE SCOPE 1 EMISSIONS</p> <p>Nineteen percent reduction in global combustion fuel mobile-source emissions. Overall reduction from 7.8 CO₂e MT/\$M revenue to 6.3.</p> 	<p>WATER STANDARD</p> <p>One hundred percent of Valmont’s global manufacturing facilities to adopt low-flow water fixtures for non-production areas by 2025. See page 27 for updates to this goal.</p> 
<p>PROGRESS AS OF 2024:</p> <p>Reduction in carbon intensity from 78.13 CO₂e MT/\$M to 42.23 MT/\$M – surpassing our original goal.</p>	<p>PROGRESS AS OF 2024:</p> <p>Forty-seven percent reduction in normalized electricity usage – 36.0 MWh/\$M revenue – surpassing our original goal.</p>	<p>PROGRESS AS OF 2024:</p> <p>Reduction in carbon intensity of combustion fuels from 7.8 CO₂e MT/\$M revenue to 4.2 CO₂e MT/\$M – surpassing our original goal.</p>	<p>PROGRESS AS OF 2024:</p> <p>Sixty-two percent* of fixtures are compliant with our low-flow initiative.</p>

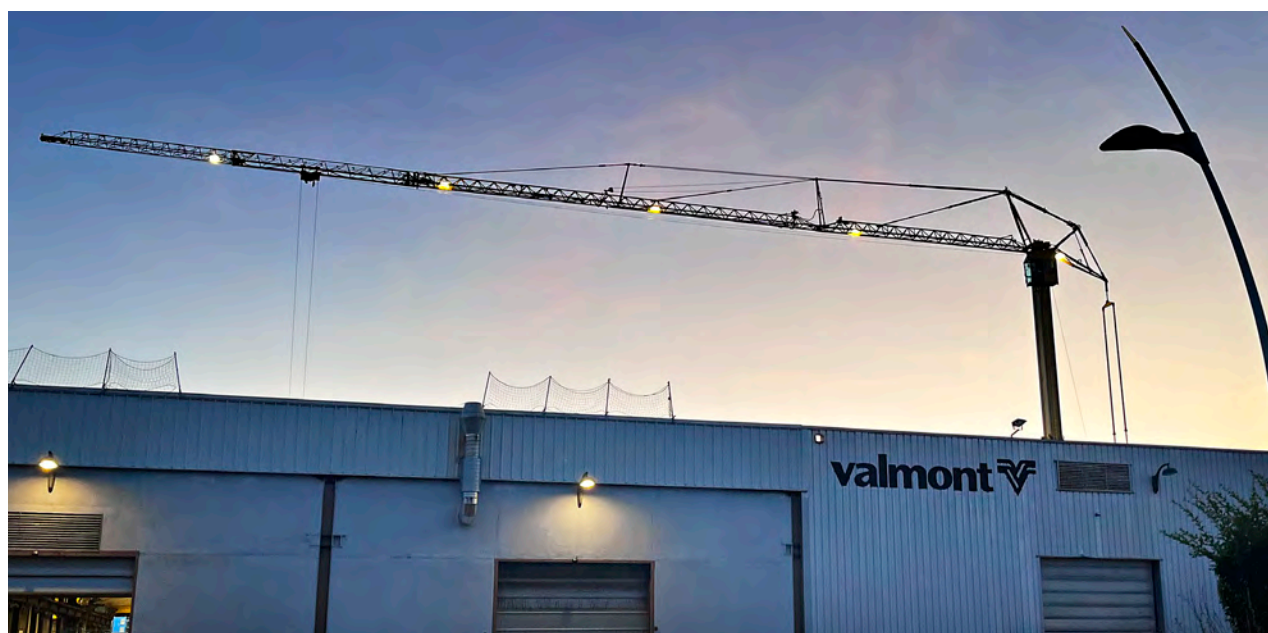
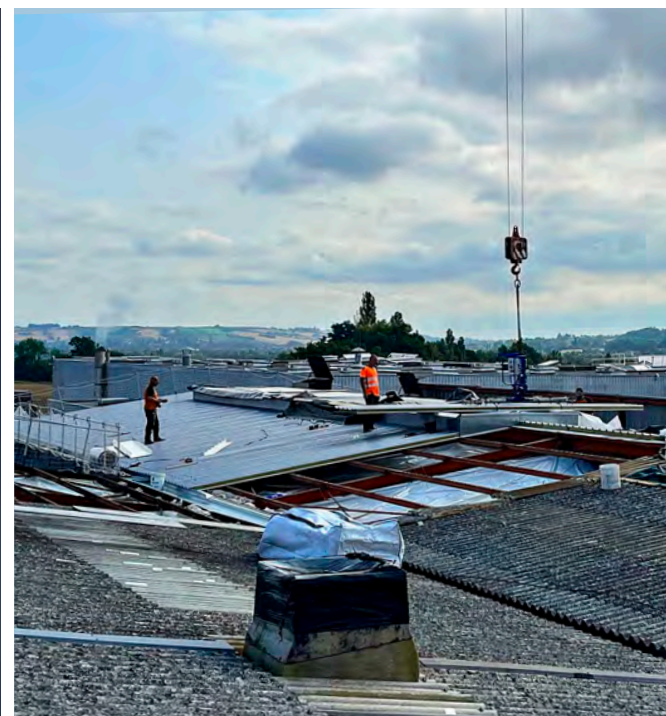
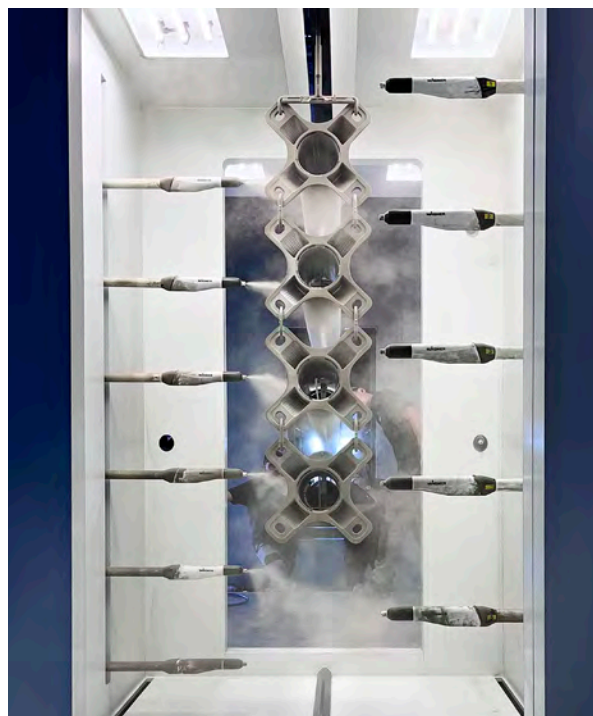
*In 2024, we re-baselined our data, taking into consideration different global standards for low-flow and implementing higher standards for compliance.

ENVIRONMENTAL

Sustainability Board Award

Each year, Valmont's board of directors recognizes outstanding grassroots sustainability efforts through the Board of Directors' Excellence Award for Sustainability. The award celebrates organic innovation and employee engagement. This year, our team in Charmeil, France, received this prestigious award, reflecting their commitment to environmental progress.

To further optimize operations, the Charmeil team actively engaged third-party experts to identify and recommend optimization opportunities – an approach that reflects best management practices and can be shared with other Valmont facilities for broader impact. A new installation now treats chemical waste directly on-site during the painting process, and is estimated to eliminate 45 tonnes of liquid hazardous waste annually. The replacement of an end-of-life roof improved insulation by 62%, enhancing both the employee work environment and energy efficiency. Additionally, two diesel forklifts were replaced with electric models, reducing emissions and contributing to cleaner operations. Finally, a process optimization and energy study in two painting ovens led to a process update, which is estimated to save €45,000 (~\$48,700) in energy costs each year.



ENVIRONMENTAL

Climate Stewardship

Valmont's products and solutions support resiliency to climate change while promoting the responsible use of resources. From precision irrigation that maximizes water efficiency in agriculture to durable infrastructure that withstands extreme weather conditions, our innovations help communities and industries adapt to a changing climate. By embedding sustainability into our operations, we not only reduce environmental impact, but also create a competitive advantage – delivering long-term value for our customers, investors and communities. Our commitment to conserving resources and improving life drives us to develop smarter, more efficient solutions that strengthen global infrastructure, support food security, and contribute to a more sustainable future for all.

Climate goals and global reporting

As a diverse global company, we are actively preparing for sustainability and climate reporting within many regions. We are leveraging a global regulatory monitoring platform to keep us informed and proactive as regulations develop. We are also undertaking extensive work to establish geographic risk-based goals that align with evolving sustainability expectations. To support this effort, we provided GRI training for key personnel to enhance our reporting capabilities and drive meaningful progress in our sustainability initiatives. Meanwhile, we are gathering pertinent data regarding our value-chain partners and performing initial assessments of our material Scope 3 impacts to prepare for future goal setting.

Management system

Our global Environmental, Health, Safety, and Sustainability (EHSS) management system is integral to our commitment to operational excellence and responsible stewardship. The system facilitates comprehensive data collection and reporting across our operations. Employees receive training to effectively utilize the platform, which supports functions including permit management, incident reporting, analytical monitoring, and external disclosures. By integrating EHSS considerations into our corporate strategy, we ensure that sustainability and safety are embedded in our decision-making processes. The system also enables us to track key performance indicators, driving continuous improvement and transparency in our sustainability efforts.



Solar trackers offer significant advantages for renewable energy generation, leading to an increase in power output of approximately 30-40%, according to Energy Evolution.



Hot-dip galvanizing lasts 400-525% longer than paint, according to the American Galvanizers Association.

ENVIRONMENTAL

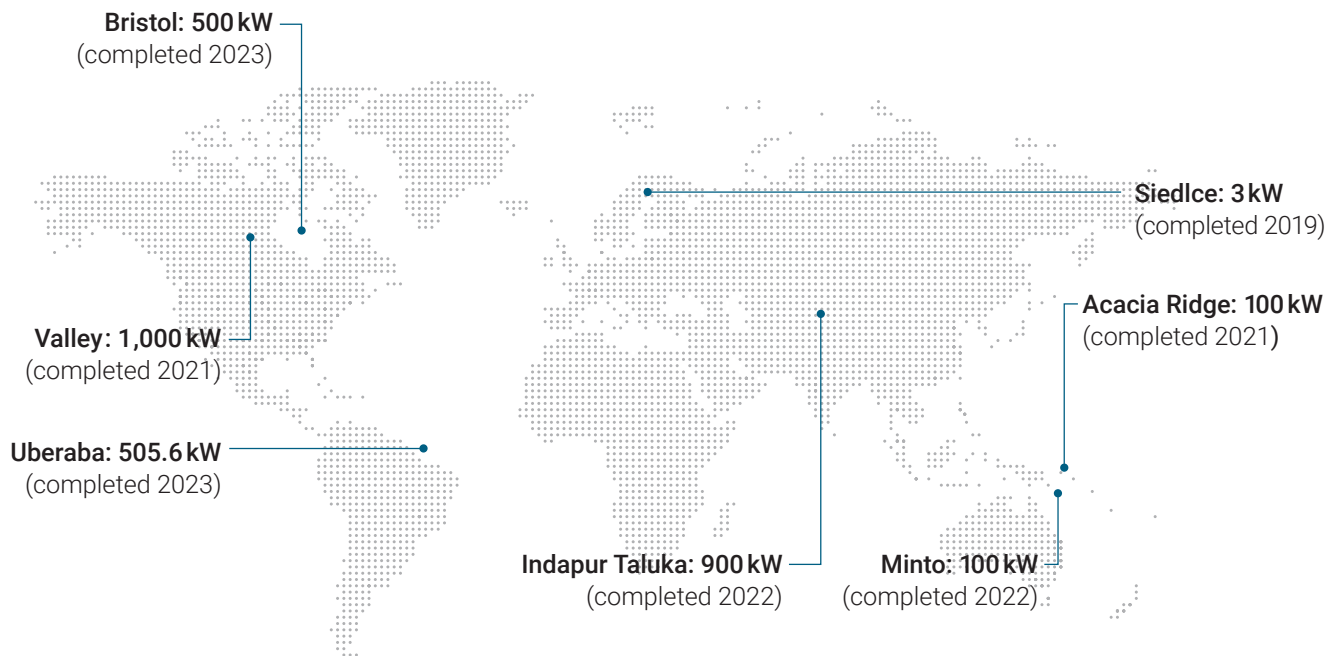
Energy Management

Embracing the new generation of energy

Since 2019, Valmont has installed more than 3,100 kW of on-site solar at seven facilities globally. We continue to analyze our global energy footprint through a detailed energy characterization process. This data is used to identify the best prospective operations for transition to low-carbon or renewable-energy sources.

Valmont’s on-site solar installations at our production facilities generated over 4 M kWh of renewable electricity for our manufacturing operations. This represents roughly 3%* of the electricity used by our manufacturing sites.

ON-SITE SOLAR ENERGY GENERATION



*The 1% increase in renewable-energy generation is largely due to the Bristol, Indiana, solar installation contributing a full year of generation in 2024.



SUSTAINABLE OPERATIONS

In 2024, we completed our Project 90/90 initiative. With the goal of converting 90% of Valmont manufacturing facilities to use 90% LED lighting, we completed the year achieving 92%. This project enhances lighting quality, improves safety and contributes to a more sustainable future by reducing energy consumption and environmental impacts.



RENEWABLE ENERGY AND EMISSIONS

After careful consideration, we are refocusing our corporate-led Green Fleet efforts. The Scope 1 GHG emissions from internal transportation represent a considerably low percentage of our overall emissions, and the market offerings to support this initiative do not meet our current demands. We are instead developing a renewable-energy and low-carbon energy procurement strategy that aligns with our broader sustainability goals. This reallocation of resources will allow Valmont to focus on high-impact carbon reduction projects, while still supporting site-requested renewable vehicle projects that have a clear return on investment, all while meeting operational and safety standards.

ENVIRONMENTAL

Waste Management

Responsible chemical management

We remain committed to reducing waste wherever possible. Product stewardship and responsible chemical management are integral to our sustainability strategy, minimizing environmental impact while maintaining compliance with global regulations. We are strengthening our chemical management efforts by proactively assessing and mitigating risks associated with PFAS across our operations. Additionally, we have provided waste categorization studies and revised training to our manufacturing facilities. Our commitment extends beyond compliance – we actively perform holistic risk management when introducing new chemicals.

Recyclable & sustainable materials

At Valmont, we prioritize the recyclability and sustainability of our products. For example, in 2024, our coatings operations recycled over 11,400 MT of industrial zinc compounds, such as dross, skims and crystals, from our galvanizing process.

Steel, which is used for many of our products, is 100% recyclable and retains its inherent properties.

Aluminum, which is also used in some of our products, is infinitely recyclable due to its ability to be recycled without losing quality. In fact, 75% of all aluminum ever produced is still in use today.

Our Bristol, Indiana, facility developed a proprietary concrete mix for utility transmission and distribution poles. This innovative mix incorporates supplemental cementitious steel slag materials, significantly reducing GHG emissions by lowering the cement content. As we continue to innovate, we are also exploring new programs to encourage responsible sourcing, reuse, recycling and disposal practices, further enhancing the sustainability of our products.



ENVIRONMENTAL

Water Stewardship

According to the United Nations, nearly two-thirds of the global population — about four billion people — face severe water scarcity for at least one month each year. Recognizing this critical challenge, we are dedicated to responsible water use through stewardship advocacy, thought leadership and innovative solutions that drive sustainable impact. At Valmont, this commitment extends to helping our customers conserve water and to improving water efficiency within our own operations.

Low-flow water fixtures

In 2024, we advanced our initiative to implement 100% low-flow water fixtures in non-production areas of our manufacturing facilities, reaching 62% of our target after refining the scope. While we remain committed to water efficiency, we have decided not to pursue full implementation. This decision reflects a broader prioritization of initiatives that most directly support our operational goals and sustainability impact. We believe our teams' efforts are best focused on areas where they can drive the greatest value — both for the environment and our business.

Conserving water with irrigation

Valmont's center-pivot irrigation systems help feed the world while conserving water. More than 250,000 Valley pivots operate worldwide in more than 120 countries, irrigating over 33 million acres with a water savings of about 40% when compared to flood irrigation.



ENVIRONMENTAL

Circularity

Life Cycle Assessments

We conduct Life Cycle Assessments (LCAs) on multiple Valmont products, providing a comprehensive evaluation of their environmental footprint from raw material extraction to end-of-life management. These LCAs not only help us quantify and interpret environmental impacts, but also inform smarter, more sustainable design and production decisions while ensuring we meet customer requirements.



New Circularity Index

Further demonstrating our commitment to sustainability, Valmont Solar is the first solar tracker manufacturer to achieve New Circularity Index (NCI) certification twice from the ICMQ Institute. With 74.75% recyclable materials and 99.49% waste circularity, our renewed certification showcases our unwavering commitment to circular-economy principles.



Sustainability Australia (SSA) Certification

Our Minto, Australia, facility has been proudly recognized with the Steel Sustainability Australia (SSA) certification, demonstrating excellence in sustainable steel manufacturing, environmental management and resource efficiency. This accreditation, renewed in September 2024, supersedes the Environmental Sustainability Charter (ESC) of the Australian Steel Institute and evaluates the environmental and social impact of steel-processing operations.

SOCIAL

Community Impact

As Valmont conserves resources and improves lives worldwide, our employees are also dedicated to making a difference in their communities through meaningful contributions and service. Valmont supports ~150 organizations, and employees volunteered almost 31,000 hours in 2024.



Plant tours with University of Houston Gerald D. Hines College of Architecture and Design



Ronald McDonald House Charities



The RiverFront, Downtown Omaha, Nebraska



Omaha Food Bank for the Heartland

SOCIAL

Community Impact



New water tower in India

We partnered with Planet Water Foundation to install a water tower and filtration system at a local school in Maharashtra, India, to provide safe drinking water access to over 810 students. We are proud to be making an impact in our local communities.



Hurricane relief in Florida

In October, Hurricanes Milton and Helene hit the Southeast United States, impacting hundreds of thousands of people, including some of our Valmont team. Our team in Tuscaloosa, Alabama, packed a truckload of necessities for their impacted teammates, and those supplies were distributed at Fort Meade, Florida, and surrounding sites. Valmont provides annual funding to the American Red Cross and Rapid Response America in support of mobilization efforts after major natural disasters. Following these hurricanes, Valmont also matched employee contributions to support relief efforts.



Flood response in Valencia

Floods in Valencia, Spain, left families devastated, with tragic loss of life and severe material losses. To support the recovery efforts, we provided cleaning supplies to young volunteers working tirelessly to restore homes and streets. We also donated beds and mattresses, sourced from a local business that had also been deeply impacted by the floods.

SOCIAL

Health and Safety

Prioritizing our people

At Valmont, the health and safety of our employees is a top priority. We are committed to codifying a safety-first culture and implementing best practices to ensure a safer and healthier work environment for all. We are on track to achieve this vision with improved performance across several key safety metrics, and we remain committed to continuous, year-over-year improvement.

Safety management

Valmont has a Global Employee Health, Safety and Sustainability (EHSS) management platform, which provides comprehensive oversight of safety-related actions and incident management across 100% of our global footprint. Complementing this system are our Safety Absolutes and Global EHSS Standards, which apply to all locations. We routinely deliver training on various topics to ensure legal compliance and the implementation of best practices. To support our global and diverse workforce, we provide enterprise-wide tools, such as an incident reporting platform and e-learning courses accessible in our core languages.

To monitor and enhance safety performance, we utilize the Valmont Safety Index (VSI). The VSI is a composite score that tracks leading health and safety indicators at each Valmont facility. It balances proactive, leading safety activities with real-time results, offering site management teams a clear, prescriptive roadmap to achieve safety success. We remain committed to driving progress in our safety efforts.

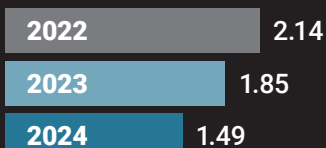
Minimizing risk

Valmont is focused on identifying, assessing and mitigating high-risk activities through proactive risk management. We are continuously improving our risk assessment program to enhance visibility into systemic hazards, improve site engagement, and reduce employee vulnerability.

In 2024, all three of these areas reached a record best for the company:

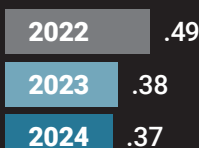
TOTAL RECORDABLE INCIDENT RATE (TRIR)

Twelve-month rolling average of recordable incidents per 200 K hours worked



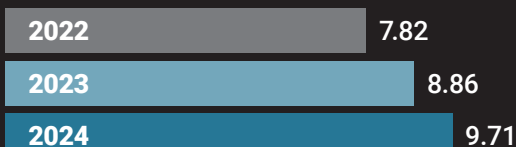
LOST-TIME INCIDENT RATE (LTIR)

Twelve-month rolling average of incidents resulting in missed workdays per 200 K hours worked



NEAR-MISS FREQUENCY RATE (NMFR)*

Twelve-month rolling average of near-miss events per 200 K hours worked



*An increase in near-miss events indicates a strong safety culture, as employees are actively spotting and reporting issues before they lead to actual events.

SOCIAL



Health and Safety

2024 update

Over the past year, we advanced our commitment to a safety-first culture through several global initiatives, including our Safety Absolutes, Critical Risk Assessments, Safety Performance Management, Stop Work Authority, and Milliken employee engagement and behavior-based safety programs at select locations. We also conducted EHSS workshops in the United States and Europe to enhance the skills and competencies of our local EHSS representatives, with additional workshops planned across our global footprint next year.

Additionally, we launched a new internal Compliance Assurance Process (CAP) to strengthen regulatory compliance and continued third-party EHSS compliance audits. Our ongoing investments in AI Vision Systems and the refinement of predictive analytics further demonstrate our dedication to continuous improvement.

Despite our ongoing efforts to maintain safe working conditions, we deeply regret the tragic loss of a contractor in Halol, India, during 2024. An independent investigation team conducted a thorough review to determine the root causes. Based on their findings, we implemented corrective actions and communicated them across the organization to remediate the causes that led to this tragedy.

SOCIAL

Inclusion

Valmont is committed to fostering an inclusive workplace that authentically reflects our global and local footprint. We value diverse perspectives as a catalyst for creativity and innovation. By forging partnerships with local organizations and encouraging open dialogue through employee meetings, we strive to build a workforce that mirrors the rich diversity of the communities we serve.

Learning from each other

Employee Resource Groups (ERGs) serve as dynamic spaces where employees collaborate and share their knowledge, cultures and experiences. These groups have strengthened our workplace by offering support and mentorship, promoting different perspectives, inspiring ideas for change, and expanding our community outreach.

In 2024, our ERGs hosted events with more than 5,200 total attendees, celebrating milestones such as International Women's Day, Diwali, Veterans Day, the YP Summit, Hispanic Heritage Month, Pride Month and more.



Valmont ERGs

WLC

(Women's Leadership Council)

HOLA

(Hispanic Organization for Leadership and Advancement)

YPG

(Young Professionals Group)

PRIDE

(LGBTQ+ Resource Group)

AANT

(African American Network Team)

SALUTE

(Veterans Group)

INDUS

(Business Interest in India)



SOCIAL

Employee Experience and Success

Valmont's approach to health and well-being is built on a foundation of open, two-way communication. We strive to meet the needs of our ~11,000 employees and their families at every stage of life, offering comprehensive benefits and services for whole health and happiness – encompassing physical and emotional health, financial fitness and opportunities for educational advancement.

Benefits

Valmont is committed to providing modern, comprehensive benefits that support the well-being of employees and their families. We continue to provide all U.S. employees working 20 or more hours per week the same benefits as full-time employees, ensuring equitable access to essential resources. Our offerings include paid maternity leave, caretaker leave and leave for part-time active-duty military service. This year, over 250 tuition reimbursements were distributed to Valmont employees through our tuition reimbursement program, which nurtures professional and personal growth.

We have also expanded our benefits to include new resources for managing stress, improving sleep, addressing chronic health conditions (such as cancer, musculoskeletal issues, cardiovascular diseases and diabetes), accessing virtual physical therapy, and supporting women and families through maternity, menopause and midlife health. Employees and their families also have access to confidential, one-on-one mental health support and personalized wellness programs.

Our commitment to employee benefits is grounded in cultivating a workplace where every team member feels valued, supported and empowered to thrive in all aspects of life. This dedication was recognized when Jennifer Paisley, SVP of Human Resources, was named to the 2024 class of BenefitsPRO Luminaries Honorees for her efforts to humanize employee benefits. This prestigious honor underscores our focus on ethical standards, exceptional service and the well-being of our people.



Jennifer Paisley,
SVP of Human Resources

Jennifer was named to
BenefitsPRO's LUMINARIES
Class of 2024.

SOCIAL

Employee Experience and Success

Employee engagement surveys

Gathering feedback from our employees is an essential component of building a positive employee experience. Our surveys allow employees to be heard and are one of our key metrics for measuring progress. We continue implementing an all-employee engagement survey every 12-18 months, with pulse surveys and progress checks in between.

Valmont conducted another employee engagement survey in January 2024, achieving a record response rate of 87%. Among respondents, 82% expressed pride in working for Valmont and felt the company is a good place to work.

Our comprehensive surveys also explore important trends across multiple focus areas: employee well-being, engagement, clarity of direction, confidence in senior management, communication, inclusion, safety culture and performance. Additional categories provide a holistic view of the employee experience, helping us monitor progress in fostering belonging and enhancing our reputation.

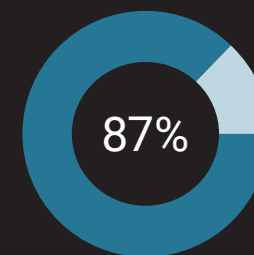
Listening to the insights of our employees has driven meaningful actions across the organization. In response to the survey, leaders rolled out targeted action plans that drive critical outcomes, ensuring employees see tangible results from their feedback. By acting on what matters most to our teams, we are building a stronger, more connected and engaged workforce.

Outcome-based performance management

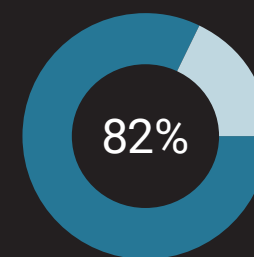
This year, we also launched the Performance Management Process, a transformative initiative designed to align individual and team contributions with our organization's broader objectives. Built on the principles of outcome-based performance management, we seek a sharp focus on achieving measurable results while fostering transparency, clarity in expectations and a high-performance culture. By defining successful outcomes and providing standard work practices, we aim to create a culture of accountability and performance excellence.

In a post-Performance Management Process survey, 82% of employees said that their direct supervisor provided effective feedback — significantly higher than Gallup's national average, where only 21% of U.S. employees strongly agree they receive meaningful feedback. In addition, 80% of managers said that by defining goals at the beginning of the year, they were able to align on expectations with their direct reports.

2024 Employee Engagement Survey



Record 87% response rate



Eighty-two percent of employee respondents are proud to work for Valmont

SOCIAL

Employee Experience and Success

LEED and WELL certified headquarters

Valmont's global headquarters in Omaha, Nebraska, proudly holds Leadership in Energy and Environmental Design (LEED) Gold certification from the U.S. Green Building Council. This prestigious certification recognizes excellence across nine key areas, including integrative design, human health and sustainable material use.

Additionally, our headquarters has a WELL Building Standard™ Gold certification. This performance-based system evaluates, certifies and monitors environmental features that directly impact human health and well-being. These certifications reflect Valmont's steadfast commitment to creating an exceptional, sustainable and health-focused environment for all.



SmartFHR app improves life

Our health and well-being benefits platform, Valmont SmartFHR, is available to 6,000 U.S. employees. Accessible from any location through a connected device, the app centralizes all benefits, communication, and health and wellness services. In 2024, we added over 1,000 new users to the platform.

Valmont health walk

We hosted the Eighth Annual Valmont Health Walk in Uberaba, Brazil. We believe that taking care of the body and mind is essential for a balanced life. Events like these encourage physical activity and strengthen bonds between colleagues.



SOCIAL

Employee Experience and Success

Employee training

At Valmont, our people are our greatest asset, which is why we invest in their growth and development through extensive training opportunities. Valmont University empowers employees to enhance their skills and advance their professional development in alignment with the company's goals and our shared future. This platform offers a wide range of training programs, covering topics such as software tutorials, manufacturing procedures, leadership development and digital acumen, enabling employees to build expertise across diverse, career-advancing subjects.

To ensure our programs remain relevant and effective, we continuously assess the need for new development opportunities. We gather insights through surveys, focus groups and subject matter experts, while also measuring program impact through training evaluations and follow-up assessments. These insights help us refine and enhance content and delivery, ensuring meaningful growth for our employees. This year, we also introduced spotlight trainings to further expand opportunities for personal and professional development.



Valmont Leadership Essentials

Everyone deserves an equal opportunity to lead, learn and thrive in their career. One of our employee training opportunities, Valmont Leadership Essentials, is a foundational leadership development program aligned with our core values and leadership competencies. The program is available to any employee who wants to develop leadership skills for success at Valmont. Since Leadership Essentials began in 2019, 1,428 employees across 22 countries have participated in the program. When providing program feedback, participants, their managers and their direct reports all indicated improvement in overall leadership skills, and 87% of participants indicated that this program increased their engagement in being a leader in the organization. In 2024, we introduced in-person cohorts in India and Malaysia, collaborating with certified facilitators to lead country-specific sessions. We also strive to enroll managers in the program within their first year. This year, we saw a 25% increase in participation across all Valmont leadership programs.



Employee Training Hours

2022 | 13.70 hours per employee

2023 | 14.19 hours per employee

2024 | 19.18 hours per employee



SOCIAL

Employee Experience and Success

Investing in the next generation

At Valmont, we are committed to investing in the next generation of leaders and innovators as part of our broader dedication to social sustainability. Through our comprehensive programs, we aim to equip emerging talent with the skills and experiences needed to thrive in their careers.

Our Internship Program provides students with hands-on experience across various areas of our business. Interns are immersed in day-to-day operations, collaborating with subject matter experts and managing impactful projects from start to finish. With 80% of interns continuing with Valmont as either returning interns or full-time employees, the program reflects our commitment to fostering long-term growth. Following the program, 100% of survey respondents said they enjoyed working at Valmont and felt valued as an intern.

Our Apprenticeship Program is designed to provide hands-on training in specific trades, helping participants develop the technical skills needed for success in their careers. This program is essential for filling critical roles within Valmont and ensuring participants are prepared for long-term success in their fields.



COLLECTIVE BARGAINING AGREEMENT

We compensate employees competitively relative to the industry and local labor markets, and in accordance with the terms of applicable collective bargaining agreements. We require full compliance with applicable wage, work hours, overtime and benefit laws. Approximately 10-20% of our global workforce is protected under a collective bargaining agreement.



SOCIAL

Quality and Customer Satisfaction

Valmont Infrastructure has established a robust Quality Management System (QMS) to assist us in designing, fabricating and delivering high-quality products to our customers. The system touches all aspects of our infrastructure business, incorporating the voice of the customer into everything we do. The QMS provides a foundation for excellence for team members, supporting effective collaboration and continuous improvement. If you'd like to learn more about our commitment to quality and customer satisfaction, please view our [Infrastructure Quality Manual](#).

Valmont Agriculture actively tracks and analyzes customer complaints to identify trends and drive continuous improvement. Our Tubing business conducts customer surveys and collects supplier scorecards from select customers to measure performance and enhance service. These efforts help us create stronger relationships and consistently deliver high-quality products.

Valmont Coatings uses customer feedback as the driving force behind our action plans. Each year, we distribute a customer survey to measure performance, benchmark our results against competitors, and develop improvement plans aligned with our customers' priorities. Our response rate has grown by more than 87%, representing 70% of North American coating sales and 40% of Australia/New Zealand coating sales. By actively addressing customer feedback, we have improved our Net Promoter Score (NPS) from 16 in 2018 to 55 in 2024, demonstrating our unwavering commitment to the voice of the customer.



GOVERNANCE

Business Ethics

At Valmont, we continuously innovate to create products and solutions that support operations and thriving economies. Responsible growth requires principled, transparent governance that sets the standard within our industries and among peers.

Our corporate governance structure serves as both a source of pride and a framework for stakeholders to better understand our operations. It reflects our commitment to operating responsibly and ethically, aligning with our core values.

Ethical standards and commitment to human rights

Integrity is the foundation of everything we do at Valmont. This commitment applies to all employees, officers and directors, as well as our business partners, including agents, contractors, consultants, dealers, distributors, suppliers and vendors.

While first following local regulations and situational circumstances, Valmont respects internationally recognized human rights standards, guided by the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights and the Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises. Our Human Rights Policy reflects this commitment, ensuring respect, equality and human dignity across all operations. Key resources related to corporate governance are shared publicly on our website and linked on the right.

VALMONT POLICIES ▶

- Governance Principles
- Corporate Social Responsibility
- Code of Ethics for Senior Officers
- Code of Business Conduct
- Conflict Minerals Policy Statement
- Human Rights Policy
- Political Contributions Policy



GOVERNANCE

Business Ethics

Code of Business Conduct program

Valmont provides comprehensive training during onboarding and annually through the Code of Business Conduct program. These sessions emphasize ethical conduct, human rights and compliance with company policies and legal standards.

Training highlights include:

- **Code of Business Conduct:** Ethical business conduct and navigating/reporting unethical behaviors.
- **Workplace Ethics:** Practical guidance for maintaining ethical operations.
- **Workplace Harassment:** Identifying and addressing harassment in the workplace.

Valmont provides annual Code of Business Conduct training for roles in the organization that allocate company resources and/or engage with external audiences. In 2024, approximately 2,700 employees completed the training as part of our proactive approach to promoting ethical practices and minimizing risk.

Anti-corruption and bribery

Valmont strictly adheres to the Foreign Corrupt Practices Act (FCPA), which prohibits offering anything of value to public officials to gain business advantages. Employees are trained to recognize, refuse and report any bribery-related activities to the Compliance Officer, ensuring ethical business practices at all levels.

Confidentiality and anti-retaliation

We foster a transparent, open-door culture that encourages employees to report violations of the Global Code of Conduct, company policies or laws without fear of retaliation. Employees can make confidential reports through Valmont's Compliance Reporting System.

Retaliation against individuals who report concerns or violations is strictly prohibited and is grounds for disciplinary action, up to dismissal. This promotes an environment where employees feel safe and supported in raising concerns.



GOVERNANCE

Board Structure

Integrity is one of our four core values, and we uphold it with the utmost seriousness. With engaged oversight from our board and leadership, we ensure that we act responsibly and hold ourselves to the highest standards.

Board overview

Valmont is governed by a board of directors. The Board's leadership structure consists of a Chairman and a Lead Director. All directors are independent, other than the current Chief Executive Officer.

OUR BOARD OF DIRECTORS

Mogens C. Bay, Chairman

Catherine James Paglia, Lead Director

Avner M Applbaum

Deborah Caplan

K.R. Den Daas*

Ritu Favre

Dr. Theodor W. Freye

Richard Lanoha

James B. Milliken

Daniel P. Neary

Joan Robinson-Berry

BOARD COMMITTEE CHARTERS ▶

- Audit Committee Charter
- Human Resources Committee Charter
- Governance and Nominating Committee Charter

*Retired in April 2025.

GOVERNANCE

Supply Chain

Managing the supply chain

Valmont is dedicated to collaborating with our supply chain partners to ensure optimal sustainability practices. We hold our suppliers to the same high standards and policies as our own workforce.

As a result, our Global Supplier Guide is designed to minimize risk and drive continuous improvement. This guide outlines a code of conduct that sets expectations for suppliers regarding integrity, alignment with Valmont's core values, ESG initiatives and more. For more information, please refer to our [Global Supplier Guide](#).

Valmont's Supplier Relationship Management (SRM) system provides a baseline for assessing the current state of our global supply chain and identifying the next steps in building strong partnerships with suppliers. The system monitors suppliers across selected global databases and scores* them based on four main criteria:

1. Regulatory and Legal
2. Environmental and Social
3. Operational
4. Financial Risk

In 2024, Valmont partnered with almost 13,000 global suppliers, 45% of whom are currently monitored through our SRM system, and 13% have shared ESG information through an online survey. Valmont will continue to monitor and gather responses from our global suppliers.

While the SRM system tracks supply chain conditions and partnerships, we conduct regular supplier audits for added oversight. We've implemented a sustainability section into our supplier audits to evaluate ESG criteria. This will assist us in helping suppliers identify areas to improve in this space.

*Human rights violations are captured and factored into these scores.

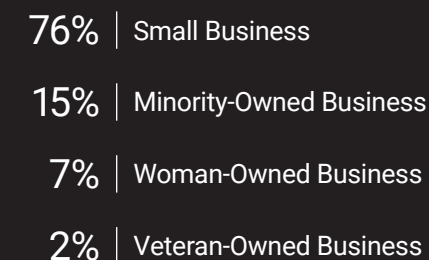


Supporting diverse-supplier relationships

Valmont tracks material and service purchases from diverse suppliers in North America, including small businesses and minority-, woman- and veteran-owned organizations. Our percentage of diverse spend has continued to increase over the last few years.

2024 DIVERSE-SUPPLIER SPENDING

Diverse spending comprised approximately 9% of total Valmont material and service purchases in 2024:



Supplier numbers are continuously evolving. Numbers on this page represent activities as of January 2025.

GOVERNANCE

Data Privacy

Advancing data privacy

Valmont's Global Data Privacy Program (GDPP) considers the risks and benefits of privacy-driven spending. The operating model follows the General Data Protection Regulation (GDPR) requirements and is adjusted for specific location requirements. GDPP is scalable to manage strategic, operational, legal, compliance, and financial risks and benefits. It uses technology to automate portions of the program, such as data subject access requests and consent and preference management. We've also implemented controls for customers to manage data shared with Valmont, adhering to local data privacy laws.

We strive to advance GDPP maturity company-wide and have made positive progress in all areas. Additionally, our membership on the Data Privacy Board, a group composed of some of the world's largest companies with a mission to help members engage in confidential, leader-level discussion, provides opportunities for unbiased benchmarking and support from peers in various industries. For more information, please refer to our [Data Privacy Policy](#).



GOVERNANCE

Cybersecurity

Risk management and strategy

Our information security program covers a range of cybersecurity activities with a primary objective of maintaining the confidentiality, integrity and availability of information for our business and customers. The program and our systems are designed to identify and mitigate information security risks and data privacy breaches. Our risk mitigation processes include a cybersecurity incident response plan that is regularly exercised through tabletop exercises, security awareness training with attack simulations to reinforce the training, cybersecurity risk assessment integrated with technology acquisition processes, and utilization of third-party partnerships for threat intelligence, incident response and escalation, and attack surface monitoring.

We measure our security performance using the International Organization for Standardization (ISO) 27001 Framework and Enterprise Risk Management strategies. We implement policies and practices to mitigate risks to organization data and operational processes.

We work with third-party vendors to enhance our processes against the occurrence and impact of unauthorized access to our network, computers, programs and data. Risk is inherent in risk management and strategy for cybersecurity.





Appendix & ESG Disclosure Index

Sustainability Annex

Valmont is committed to conserving resources and improving the lives of our shareholders, employees, communities and customers. That is why we are continuously working to increase the transparency and quality of our data. This Sustainability Annex provides a snapshot of our global energy and resource usage for the 2018–2024 period. This data includes both enterprise-wide as well as Valmont business units, which are referred to as segments. Valmont reports results in two segments: Infrastructure and Agriculture. While Valmont has gained assurance on the basis of its 2018 carbon footprint, the raw data presented in this Sustainability Annex is unaudited.

Valmont uses the data that we gather to develop goals and programs to increase our energy efficiency and reduce the carbon intensity of our operations. The information in our *Sustainability Report* serves as the basis of our reporting to various leading reporting frameworks, including TCFD, SASB and GRI.



SUSTAINABILITY ANNEX : ENTERPRISE-WIDE ENERGY USE

DATA TYPE	NON-NORMALIZED USAGE 2018	NORMALIZED USAGE 2018
Electricity	187.1 M kWh	67,863.6 kWh/\$M Revenue
Water*	705.94 M liters/186.5 M gal	256,053.28 liters/\$M Revenue
Fuel Oil No 2 Diesel	4.58 M liters/1.21 M gal	1,661.23 liters/\$M Revenue
Liquid Petroleum Gas	5.47 M liters/1.4 M gal	1,984.04 liters/\$M Revenue
Motor Gasoline	365.98 K liters/97 K gal	132.75 liters/\$M Revenue
Fuel Oil No 6	1.3 K liters/343 gal	0.47 liter/\$M Revenue
Natural Gas	1.98 M mmBtu	718.17 mmBtu/\$M Revenue
Wood 13% Moisture	6 K mmBtu	2.18 mmBtu/\$M Revenue
Non Hazardous Waste to Landfill	15.5 K MT	5.62 MT/\$M Revenue
Hazardous Waste to Landfill	14.2 K MT	5.15 MT/\$M Revenue

DATA TYPE	NON-NORMALIZED USAGE 2019	NORMALIZED USAGE 2019
Electricity	172.4 M kWh	62,305.75 kWh/\$M Revenue
Water	712.73 M liters/188.28 M gal	257,581.6 liters/\$M Revenue
Fuel Oil No 2 Diesel	4.49 M liters/1.2 M gal	1,621.08 liters/\$M Revenue
Liquid Petroleum Gas	5.2 M liters/1.4 M gal	1,879.29 liters/\$M Revenue
Motor Gasoline	302.7 K liters/80 K gal	106.18 liters/\$M Revenue
Fuel Oil No 6	0	0
Natural Gas	2.01 M mmBtu	726.42 mmBtu/\$M Revenue
Wood 13% Moisture	6 K mmBtu	2.17 mmBtu/\$M Revenue
Non Hazardous Waste to Landfill	15.7 K MT	5.67 MT/\$M Revenue
Hazardous Waste to Landfill	14.7 K MT	5.31 MT/\$M Revenue

DATA TYPE	NON-NORMALIZED USAGE 2020	NORMALIZED USAGE 2020
Electricity	168.7 M kWh	58,286.95 kWh/\$M Revenue
Water	647 M liters/170.92 M gal	223,488.77 liters/\$M Revenue
Fuel Oil No 2 Diesel	4.8 M liters/1.27 M gal	1,658.03 liters/\$M Revenue
Liquid Petroleum Gas	4.4 M liters/1.16 M gal	1,519.86 liters/\$M Revenue
Motor Gasoline	248.7 K liters/65.7 K gal	85.91 liters/\$M Revenue
Fuel Oil No 6	0	0
Natural Gas	1.92 M mmBtu	663.25 mmBtu/\$M Revenue
Wood 13% Moisture	6 K mmBtu	2.07 mmBtu/\$M Revenue
Non Hazardous Waste to Landfill	16.4 K MT	5.66 MT/\$M Revenue
Hazardous Waste to Landfill	17.5 K MT	6.04 MT/\$M Revenue

DATA TYPE	NON-NORMALIZED USAGE 2021	NORMALIZED USAGE 2021
Electricity	170.97 M kWh	48,826.95 kWh/\$M Revenue
Water	709.2 M liters/187.3 M gal	202,457 liters/\$M Revenue
Fuel Oil No 2 Diesel	4.8 M liters/1.28 M gal	1,381.2 liters/\$M Revenue
Liquid Petroleum Gas	5.07 M liters/1.33 M gal	1,449 liters/\$M Revenue
Motor Gasoline	191.7 K liters/50.6 K gal	54.74 liters/\$M Revenue
Fuel Oil No 6	0	0
Natural Gas	1.99 M mmBtu	568.40 mmBtu/\$M Revenue
Wood 13% Moisture	6.5 K mmBtu	1.87 mmBtu/\$M Revenue
Non Hazardous Waste to Landfill	13.5 K MT	3.85 MT/\$M Revenue
Hazardous Waste to Landfill	16.2 K MT	4.63 MT/\$M Revenue
Resource Recycling	392.1 K MT	111.98 MT/\$M Revenue

SUSTAINABILITY ANNEX : ENTERPRISE-WIDE ENERGY USE

DATA TYPE	NON-NORMALIZED USAGE 2022	NORMALIZED USAGE 2022
Electricity	167.62 M kWh	38,577.54 kWh/\$M Revenue
Water	695.2 M liters/183.6 M gal	160,015.7 liters/\$M Revenue
Fuel Oil No 2 Diesel	4.84 M liters/1.28 M gal	1,114.69 liters/\$M Revenue
Liquid Petroleum Gas	4.15 M liters/1.1 M gal	955.19 liters/\$M Revenue
Motor Gasoline	154.1 K liters/40.7 K gal	35.47 liters/\$M Revenue
Fuel Oil No 6	0	0
Natural Gas	1.99 M mmBtu	458 mmBtu/\$M Revenue
Wood 13% Moisture	6.5 K mmBtu	1.5 mmBtu/\$M Revenue
Non Hazardous Waste to Landfill	16.3 K MT	3.75 MT/\$M Revenue
Hazardous Waste to Landfill	16.7 K MT	3.85 MT/\$M Revenue
Resource Recycling	169.2 K MT	38.95 MT/\$M Revenue

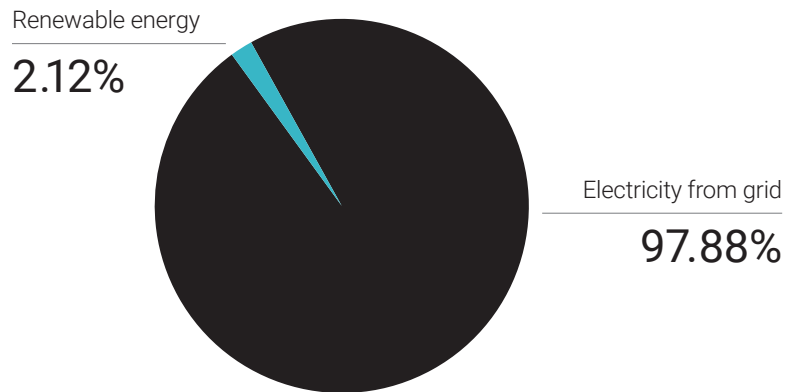
DATA TYPE	NON-NORMALIZED USAGE 2023	NORMALIZED USAGE 2023
Electricity	152.24 M kWh	36,464.99 kWh/\$M Revenue
Water	682.0 M liters/180.2 M gal	163,354.0 liters/\$M Revenue
Fuel Oil No 2 Diesel	4.67 M liters/1.23 M gal	1,118.24 liters/\$M Revenue
Liquid Petroleum Gas	3.51 M liters/0.93 M gal	841.23 liters/\$M Revenue
Motor Gasoline	176.8 K liters/46.7 K gal	42.33 liters/\$M Revenue
Fuel Oil No 6	0	0
Natural Gas	1.89 M mmBtu	452.1 mmBtu/\$M Revenue
Wood 13% Moisture	6.4 K mmBtu	1.5 mmBtu/\$M Revenue
Non Hazardous Waste to Landfill	20.2 K MT	4.84 MT/\$M Revenue
Hazardous Waste to Landfill	14.0 K MT	3.35 MT/\$M Revenue
Resource Recycling	124.3 K MT	29.77 MT/ \$M Revenue

DATA TYPE	NON-NORMALIZED USAGE 2024	NORMALIZED USAGE 2024
Electricity	146.60 M kWh	35,975.79 kWh/\$M Revenue
Water	608.8 M liters/160.9 M gal	149,404.61 liters/\$M Revenue
Fuel Oil No 2 Diesel	4.59 M liters/1.21 M gal	1,126.29 liters/\$M Revenue
Liquid Petroleum Gas	3.65 M liters/0.96 M gal	896.27 liters/\$M Revenue
Motor Gasoline	171.7 K liters/45.4 K gal	42.14 liters/\$M Revenue
Fuel Oil No 6	0	0
Natural Gas	1.8 M mmBtu	441.83 mmBtu/\$M Revenue
Wood 13% Moisture	6.6 K mmBtu	1.62 mmBtu/\$M Revenue
Non Hazardous Waste to Landfill	15.3 K MT	3.75 MT/\$M Revenue
Hazardous Waste to Landfill	44.7 K MT	10.97 MT/\$M Revenue
Resource Recycling	291.2 K MT	71.45 MT/\$M Revenue

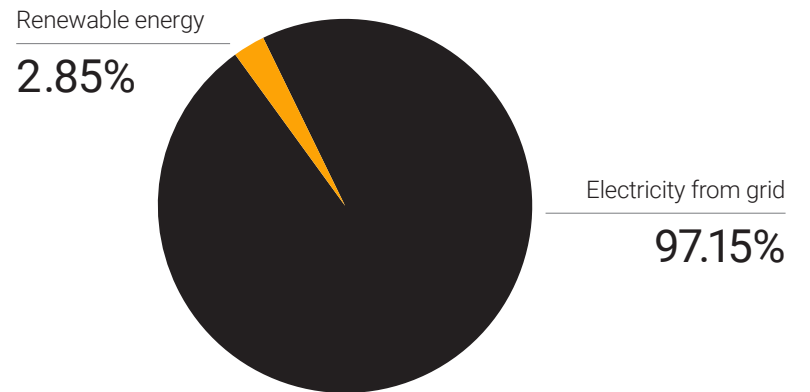
SUSTAINABILITY ANNEX : ENTERPRISE-WIDE ENERGY USE

Valmont consumed ~4.3 M kWh of renewable energy with ~146 M kWh coming from the grid. As of 2024, we have on-site solar installations at the following manufacturing locations: Siedlce, Poland; Valley, Nebraska; Bristol, Indiana; Acacia Ridge, Australia; Minto, Australia; Indapur Taluka, India; and Uberaba, Brazil.

ELECTRICITY 2023



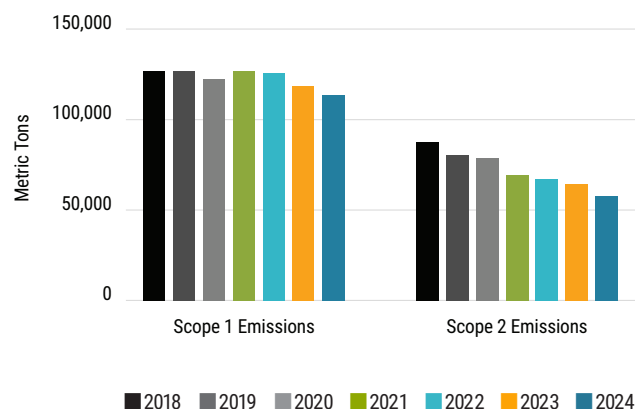
ELECTRICITY 2024



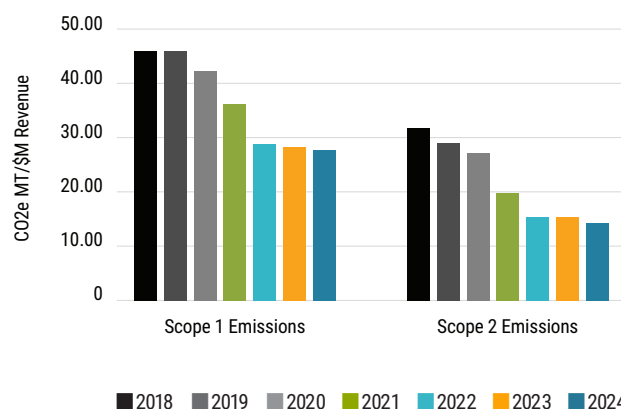
SUSTAINABILITY ANNEX : ENTERPRISE-WIDE SCOPE 1 AND SCOPE 2 EMISSIONS

Valmont does not include other GHG emissions, such as Kyoto Protocol gases, as those emissions equate to less than 1% of Valmont’s CO2e emissions, which we consider immaterial. In an effort to reduce our GHG emissions, Valmont is primarily focusing on our carbon-intensity goal.

Non-normalized CO2e Emissions



Normalized CO2e Emissions

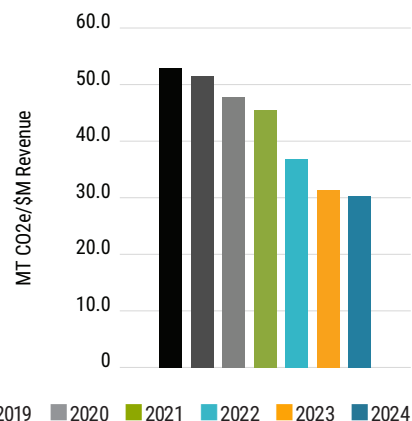


NON-NORMALIZED	2018	2019	2020	2021	2022	2023	2024
Scope 1 Emission	127,187	127,622	122,912	127,491	126,033	118,872	113,872.74
Scope 2 Emission	88,212	80,673	79,015	69,560	67,343	64,772	58,221.66
TOTAL	215,399	208,295	201,927	197,051	193,376	183,644	172,094

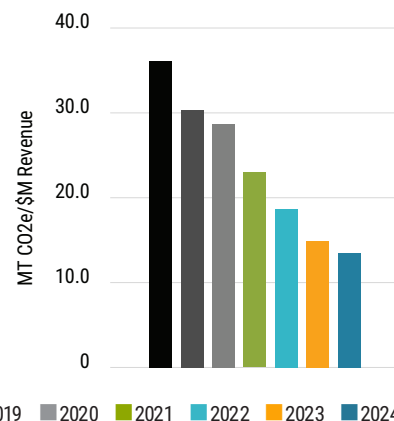
NORMALIZED	2018	2019	2020	2021	2022	2023	2024
Scope 1 Emission	46.13	46.12	42.46	36.41	29.01	28.47	27.94
Scope 2 Emission	32.00	29.16	27.29	19.87	15.50	15.51	14.29
TOTAL	78.13	75.28	69.75	56.28	44.51	43.98	42.23

SUSTAINABILITY ANNEX : INFRASTRUCTURE SEGMENT SCOPE 1 AND SCOPE 2 EMISSIONS

Normalized Scope 1 Emissions – Infrastructure



Normalized Scope 2 Emissions – Infrastructure



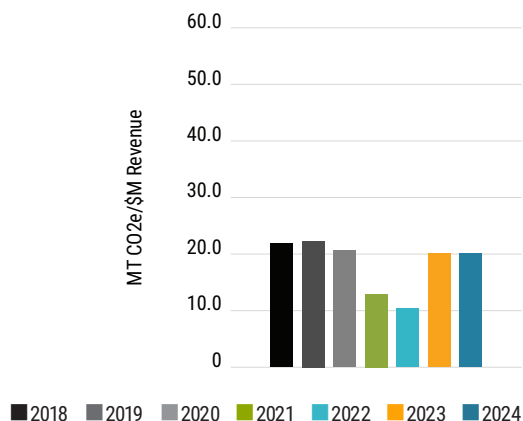
ENERGY TYPE	USAGE 2018	USAGE 2019	USAGE 2020
Electricity from Grid	142.5 M kWh	129.8 M kWh	125.01 M kWh
Electricity from Renewable	0 kWh	0 kWh	1.99 M kWh
Water	554.85 M liters/146.6 M gal	588.5 M liters/155.5 M gal	492.6 M liters/130.1 M gal
Fuel Oil No 2 Diesel	3.9 M liters/1 M gal	3.95 M liters/1.033 M gal	3.96 M liters/1.05 M gal
Liq Petroleum Gas	5.06 M Liters/1.34 M gal	4.87 M liters/1.27 M gal	3.85 M liters/1.02 M gal
Motor Gasoline	241.7 K liters/63.85 K gal	172.8 K liters/45.65 K gal	120.9 K liters/31.9 K gal
Natural Gas	1.55 M mmBtu	1.57 M mmBtu	1.5 M mmBtu
Wood 13% Moisture	6 K mmBtu – only Parikkala	6 K mmBtu – only Parikkala	6 K mmBtu – only Parikkala
Non Hazardous Waste to Landfill	14.23 K MT	14.4 K MT	14.93 K MT
Hazardous Waste to Landfill	13.75 K MT	13.64 K MT	16.62 K MT

ENERGY TYPE	USAGE 2021	USAGE 2022	USAGE 2023	USAGE 2024
Electricity from Grid	122.29 M kWh	121.3 M kWh	127.9 M kWh	123.18 M kWh
Electricity from Renewable	651.5 K kWh	513.4 K kWh	3.3 M kWh	3.68 M kWh
Water	512.3 M liters/135.3 M gal	522.6 M liters/138.06 M gal	487.5 M liters/128.8 M gal	419.2 M liters/110.8 M gal
Fuel Oil No 2 Diesel	3.89 M liters/1.03 M gal	3.86 M liters/1.02 M gal	3.72 M liters/982.8 K gal	3.67 M liters/969.0 K gal
Liq Petroleum Gas	4.48 M liters/1.18 M gal	3.46 M liters/914.4 K gal	2.87 M liters/759.5 K gal	3.11 M liters/821.0 K gal
Motor Gasoline	115.4 K liters/30.5 K gal	114.6 K liters/30.3 K gal	115.6 K liters/30.5 K gal	117.5 K liters/31.0 K gal
Natural Gas	1.604 M mmBtu	1.57 M mmBtu	1.51 M mmBtu	1.44 M mmBtu
Wood 13% Moisture	6.5 K mmBtu – only Parikkala	6.5 K mmBtu – only Parikkala	6.4 K mmBtu – only Parikkala	6.6 K mmBtu – only Parikkala
Non Hazardous Waste to Landfill	11.7 K MT	14.8 K MT	19.0 K MT	14.3 K MT
Hazardous Waste to Landfill	14.81 K MT	15.3 K MT	13.1 K MT	44.5 K MT

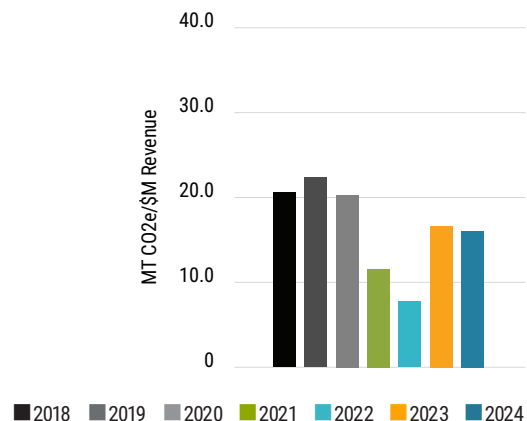
Beginning in 2023, we modified our process for reporting and are now integrating our Valley, NE, facility emissions into their respective segments. Historical emission totals by segment do not include our Valley, NE, facility.

SUSTAINABILITY ANNEX : AGRICULTURE SEGMENT SCOPE 1 AND SCOPE 2 EMISSIONS

Normalized Scope 1 Emissions – Agriculture



Normalized Scope 2 Emissions – Agriculture



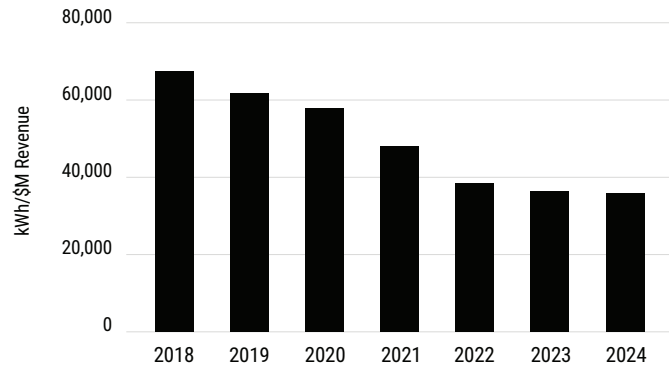
ENERGY TYPE	USAGE 2018	USAGE 2019	USAGE 2020
Electricity from Grid	11.2 M kWh	10.82 M kWh	11.1 M kWh
Electricity from Renewable	0 kWh	0 kWh	0 kWh
Water	150.64 M liters/39.8 M gal	123.9 M liters/32.7 M gal	154.4 M liters/40.8 M gal
Fuel Oil No 2 Diesel	478.8 K liters/126.5 K gal	570.9 K liters/150.8 K gal	866.4 K liters/228.9 K gal
Liq Petroleum Gas	422.5 K liters/111.6 K gal	403.3 K liters/106.5 K gal	560.06 K liters/147.95 K gal
Motor Gasoline	118.7 K liters/31.4 K gal	129.8 K liters/34.3 K gal	127.8 K liters/33.8 K gal
Natural Gas	157.8 K mmBtu	158.4 K mmBtu	141.5 K mmBtu
Wood 13% Moisture	0 mmBtu	0 mmBtu	0 mmBtu
Non Hazardous Waste to Landfill	1.3 K MT	1.2 K MT	1.5 K MT
Hazardous Waste to Landfill	379 MT	613.81 MT	841.34 MT

ENERGY TYPE	USAGE 2021	USAGE 2022	USAGE 2023	USAGE 2024
Electricity from Grid	13.48 M kWh	12.45 M kWh	24.35 M kWh	23.42 M kWh
Electricity from Renewable	0 kWh	0 kWh	0.14 M kWh	0.63 M kWh
Water	196.9 M liters/52.01 M gal	172.6 M liters/45.6 M gal	194.4 M liters/51.4 M gal	189.6 M liters/50.1 M gal
Fuel Oil No 2 Diesel	950.4 K liters/251.1 K gal	979.4 K liters/258.7 K gal	948.9 K liters/250.7 K gal	922.0 K liters/243.6 K gal
Liq Petroleum Gas	629 K liters/166.1 K gal	688.8 K liters/182 K gal	637 K liters/168.4 K gal	544.9 K liters/144.0 K gal
Motor Gasoline	76.2 K liters/20.1 K gal	39.5 K liters/10.4 K gal	61.2 K liters/16.1 K gal	54.3 K liters/14.3 K gal
Natural Gas	138.8 K mmBtu	145.4 K mmBtu	379.6 K mmBtu	361.6 K mmBtu
Wood 13% Moisture	0 mmBtu	0 mmBtu	0 mmBtu	0 mmBtu
Non Hazardous Waste to Landfill	1.7 K MT	1.5 K MT	1.2 K MT	968.8 MT
Hazardous Waste to Landfill	1.3 K MT	1.4 K MT	856.86 MT	208.69 MT

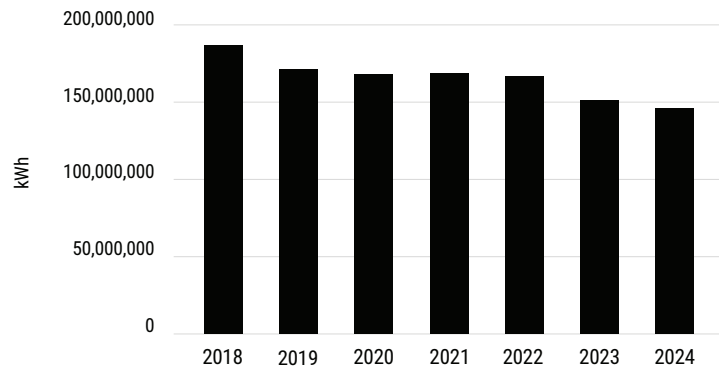
Beginning in 2023, we modified our process for reporting and are now integrating our Valley, NE, facility emissions into their respective segments. Historical emission totals by segment do not include our Valley, NE, facility.

SUSTAINABILITY ANNEX : VALMONT GLOBAL ELECTRICITY PROGRESS

Normalized Global Electricity



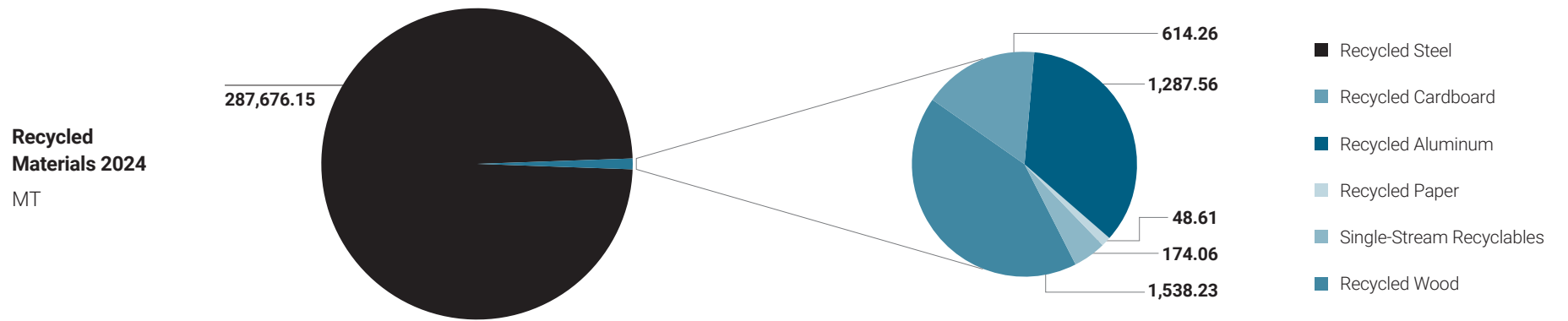
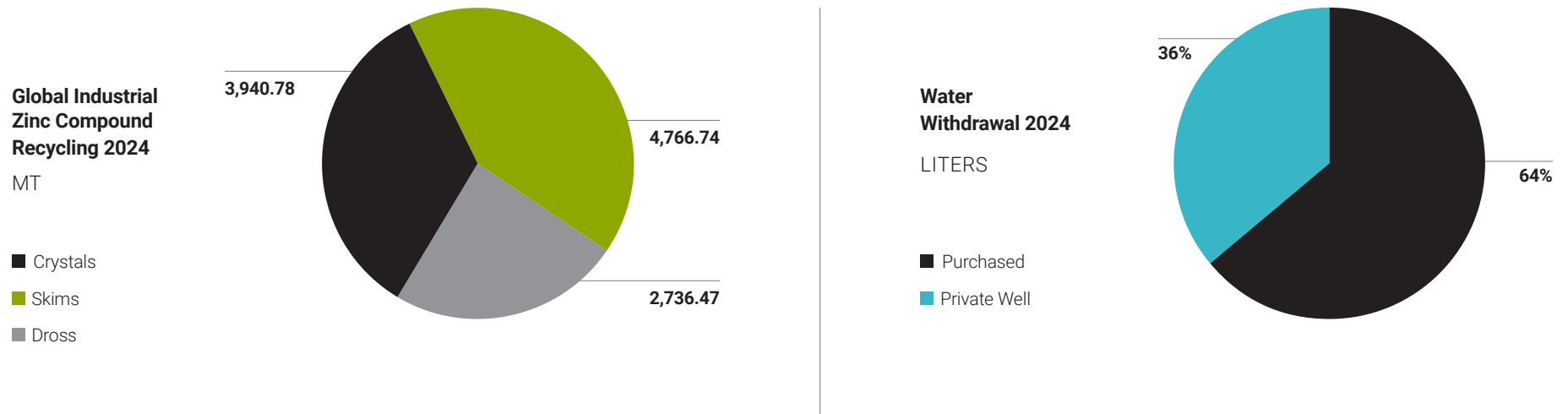
Non-normalized Global Electricity



SUSTAINABILITY ANNEX : RECYCLING

Production zinc compounds

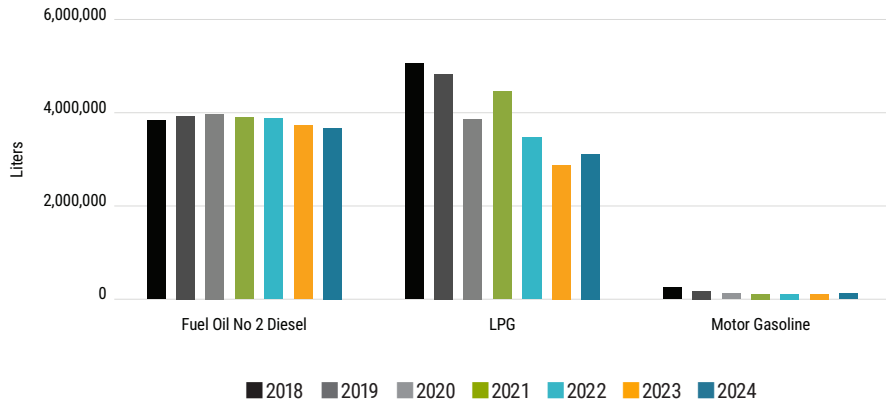
The galvanizing process generates recyclable products: Zinc oxide skims are periodically removed from the surface of the galvanizing bath; zinc-iron alloy dross is removed from the bottom of the galvanizing bath; and ferrous sulfate crystals are precipitated from the sulfuric pickling solution.



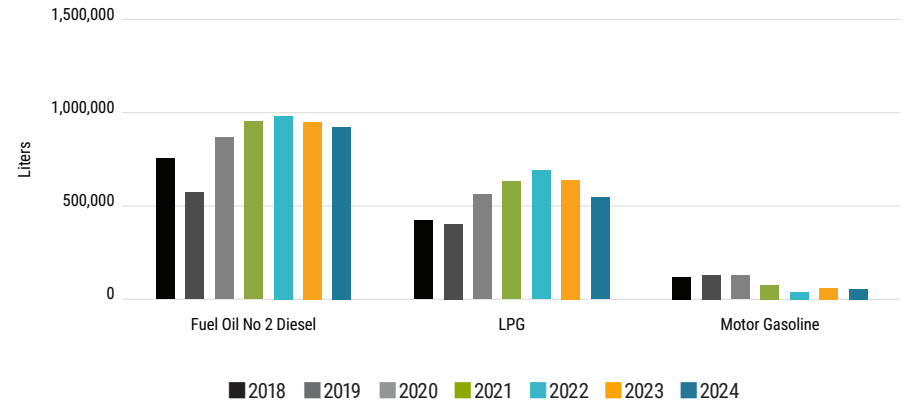
Waste Disposal and Recycling data is voluntarily reported by our in-scope manufacturing locations. Variability is due to changes in local waste and recycling programs.

SUSTAINABILITY ANNEX : COMBUSTION FUEL

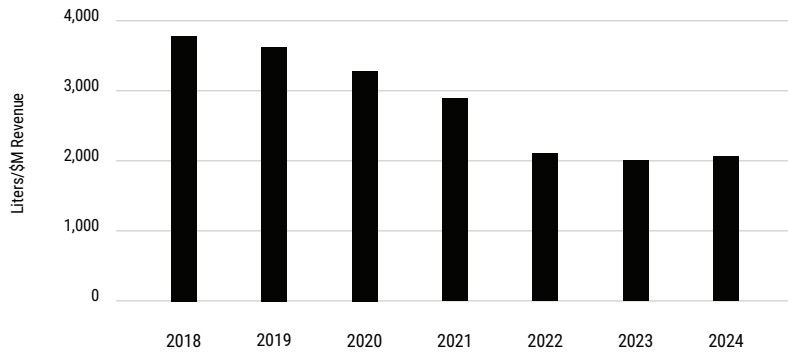
Infrastructure Fuel Consumption



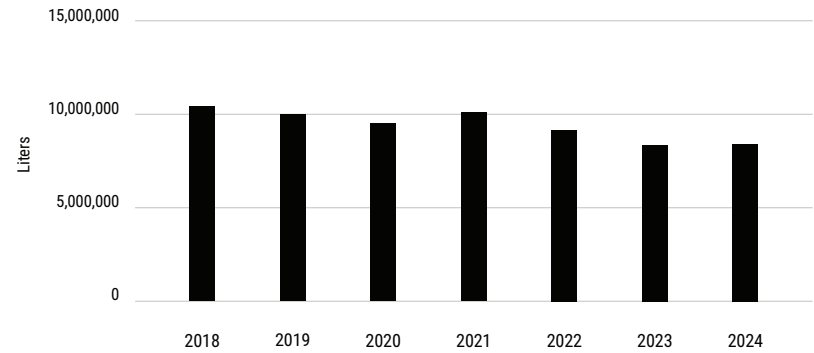
Agriculture Fuel Consumption



Mobile-Source Combustion Fuel – Normalized



Mobile-Source Combustion Fuel – Non-normalized



SUSTAINABILITY ANNEX : MANAGEMENT SYSTEMS COVERAGE

As of December 2024, 35% of our manufacturing locations have a management system that is third-party certified under an established protocol. Management system certification is an additional step to ensure that our company delivers results in operations. Below is information on facilities certified to ISO 14001, ISO 45001, and ISO 9001. A location can be certified to multiple standards. For the most accurate information on management systems and for copies of certifications, contact your business partner directly.

CERTIFICATION	NUMBER OF MANUFACTURING LOCATIONS	CERTIFIED %
ISO 14001	13	15%
ISO 45001	13	15%
ISO 9001	27	30%

This chart does not include other relevant standards, such as SSA (referenced on [page 28](#)) and AISC.

EEO-1 Report

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) | 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)

EEOC Standard Form 100 (SF 100) | Revised 08/2023
OMB Control Number: 3046-0049 | Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT: CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID: 0451088

EMPLOYER NAME: VALMONT INDUSTRIES, INC.

ADDRESS: 15000 VALMONT PLZ

CITY/TOWN: OMAHA

STATE: NE

ZIP CODE: 68154

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID:

HEADQUARTERS OR ESTABLISHMENT – LEVEL NAME:

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

CITY/TOWN

STATE

ZIP

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN): 470351813

SECTION E-EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer Is Federal Contractor) YES (Multi-Establishment Employer Is Federal Contractor) YES (Headquarters Is Federal Contractor)
 YES (Non-Headquarters Establishment Is Federal Contractor) YES (One or More Non-Headquarters Establishments Is Federal Contractor)

SECTION G – NAICS INFORMATION

331210 – Iron and Steel Pipe and Tube Manufacturing from Purchased Steel

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	RACE/ETHNICITY														
	HISPANIC OR LATINO		NOT HISPANIC OR LATINO												
			MALE						FEMALE						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaskan Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaskan Native	Two or more races	
Executive-/Senior-Level Officials and Managers	4	1	71	1	8	0	0	0	20	0	0	0	0	0	105
First-/Mid-Level Officials and Managers	46	12	407	25	8	0	3	7	132	14	6	0	0	2	662
Professionals	21	15	287	12	31	0	4	5	170	12	20	0	0	2	579
Technicians	25	8	182	9	2	0	2	1	42	4	1	0	3	1	280
Sales Workers	7	11	83	4	0	0	0	1	68	12	2	1	0	0	189
Administrative Support Workers	7	13	55	1	0	0	0	2	96	8	2	1	2	0	187
Craft Workers	65	14	319	46	18	0	14	0	5	10	8	0	1	0	500
Operatives	710	75	1,392	519	55	1	91	28	125	40	2	1	2	4	3,045
Laborers and Helpers	255	35	126	194	16	3	7	9	31	10	14	0	3	3	706
Service Workers	3	3	16	3	1	0	2	0	5	2	0	0	0	0	35
CURRENT 2024 REPORTING YEAR TOTAL	1,143	187	2,938	814	139	4	123	53	694	112	55	3	11	12	6,288
PRIOR 2023 REPORTING YEAR TOTAL	978	210	2,804	794	88	7	124	52	691	80	23	2	10	15	5,878

SECTION I – WORKFORCE SNAPSHOT PERIOD: 10/20/2024 – 10/26/2024

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional): Not Applicable

SASB Disclosure Report

At Valmont, sustainability is essential to our shareholders, customers, team members and the communities where we live and work. This report aims to connect investors to topics about accounting metrics, energy management, employee health and safety, fuel economy and emissions in use-phase, materials sourcing, and remanufacturing design and services. All data shared is for fiscal year 2024 unless noted otherwise

SASB INDEX

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2024
Energy Management	Total Energy Consumed	Quantitative	Megawatt Hour	RT-IG-130a.1 1	150,908
	Percentage Grid Electricity	Quantitative	% of Total Energy	RT-IG-130a.1 2	97.15%
	Percentage Renewable Energy	Quantitative	% of Total Energy	RT-IG-130a.1	2.85%
Employee Health & Safety	Total Recordable Incident Rate (TRIR)	Quantitative	Rate per 100 Employees	RT-IG-320a.1	1.49
	Fatality Rate	Quantitative	Rate per 100 Employees	RT-IG-320a.2	1
	Near-Miss Frequency Rate (NMFR)	Quantitative	Rate per 100 Employees	RT-IG-320a.3	9.71

SASB INDEX

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2024
Fuel Economy & Emissions in Use-Phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Quantitative	Gallons per 1,000 ton-miles	RT-IG-410a.1	Not Applicable
	Sales-weighted fuel efficiency for non-road equipment	Quantitative	Gallons per hour	RT-IG-410a.2	Not Applicable
	Sales-weighted fuel efficiency for stationary generators	Quantitative	Watts per gallon	RT-IG-410a.3	Not Applicable
	(1) nitrogen oxides (NOx), and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	Quantitative	Grams per kilowatt-hour	RT-IG-410a.4	Not Applicable
Remanufacturing Design & Services	Revenue from manufactured products and remanufacturing services	Quantitative	Reporting currency	RT-IG-440b.1	Value is immaterial

SASB INDEX

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2024
Material Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	N/A	RT-IG-440a.1	<p>At Valmont, we manufacture machinery, structures and support products that are integrated with technology, allowing our customers to better conserve resources and improve lives. To create these products, we work with suppliers around the globe to source raw materials, components and parts that are incorporated into our manufacturing process. We do not source conflict minerals directly from smelters or mines. However, we do evaluate our product lines to determine which components of our products supplied by third parties contain tin, tungsten, tantalum and/or gold. We have policies and processes in place to manage risks related to the supply of these materials, including risks related to availability and access, price volatility, human rights practices throughout the supply chain, and geopolitical uncertainty. These key processes and policies include:</p> <ul style="list-style-type: none"> • Multi-supplier sourcing strategies, utilized where available to mitigate risk of availability and access related to a single supplier • Multi-location sourcing strategies, utilized to mitigate risk of geopolitical uncertainty • Raw materials specifications are rooted in American Society for Testing and Materials (ASTM) industry standards, allowing for designs based on performance rather than material availability. Alternative materials can be used to mitigate risk related to availability and access • Long-term agreements negotiated with key suppliers to mitigate the risk of price volatility • Education of suppliers about Valmont's expectations with respect to the integrity of its supply chain, including requiring adherence to the Valmont Global Supplier Guide • Robust supplier audit program with follow-on diligence processes, involving the following critical components: (1) Formal supplier selection, classification and audit; (2) Supplier risk is evaluated in two tiers, based on spend and component criticality; (3) We have deployed a supplier relationship management tool (SRM) to support ongoing supplier collaboration and life cycle management <p>Please see the Valmont Conflict Minerals Policy Statement for additional background on how we manage our supply chain and critical materials.</p>

SASB INDEX

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	2024
Number of units produced by product category	Quantitative	Number	RT-IG-000.A	Proprietary
Number of employees	Quantitative	Number	RT-IG-000.B 6	10,986

Contact Point: Renee L. Campbell
Senior Vice President, Investor Relations & Treasurer
+1 402.963.1057
investorrelations@valmont.com

Report Profile: Data is as of fiscal year 2024

GRI Report

Statement of use: Valmont Industries, Inc. has reported in line with the GRI Standards for our Fiscal 2024 year.

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
2-1	Organizational details	Valmont Industries, Inc. Refer to the 2024 10-K , page 11
2-2	Entities included in the organization's sustainability reporting	All manufacturing facilities (83 locations)
2-3	Reporting period, frequency and contact point	Refer to the 2025 Sustainability Report , page 6
2-4	Restatements of information	No restatement was required since publication of the 2025 Sustainability Report
2-5	External assurance	This report was not externally assured
2-6	Activities, value chain and other business relationships	Refer to the 2024 10-K , page 2
2-7	Employees	Refer to the 2024 10-K , page 4
2-8	Workers who are not employees	The organization does not publicly disclose details on workers who are not employees.
2-9	Governance structure and composition	Refer to the 2025 Proxy Statement , pages 4-9 and 15-17
2-10	Nomination and selection of the highest governance body	Refer to the 2025 Proxy Statement , pages 16-17
2-11	Chair of the highest governance body	Refer to the 2025 Proxy Statement , pages 15-17
2-12	Role of the highest governance body in overseeing the management of impacts	Refer to the 2025 Proxy Statement , pages 15-17
2-13	Delegation of responsibility for managing impacts	Refer to the 2025 Proxy Statement , pages 15-17
2-14	Role of the highest governance body in sustainability reporting	Refer to the 2025 Sustainability Report , page 7
2-15	Conflicts of interest	Refer to the Code of Business Conduct , page 21
2-16	Communication of critical concerns	Refer to the Audit Committee Charter

GRI REPORT | **Statement of use:** Valmont Industries, Inc. has reported in line with the GRI Standards for our Fiscal 2024 year.

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
2-17	Collective knowledge of the highest governance body	Refer to the 2025 Proxy Statement , page 9
2-18	Evaluation of the performance of the highest governance body	Refer to the 2025 Proxy Statement , page 11
2-19	Remuneration policies	Refer to the 2025 Proxy Statement , pages 18-20
2-20	Process to determine remuneration	Refer to the 2025 Proxy Statement , pages 18-19 and 42
2-21	Annual total compensation ratio	Refer to the 2025 Proxy Statement , pages 20-23
2-22	Statement on sustainable development strategy	Refer to the 2025 Sustainability Report , page 5
2-23	Policy commitments	Refer to the 2025 Sustainability Report , page 40
2-24	Embedding policy commitments	Refer to the 2025 Sustainability Report , page 40
2-25	Processes to remediate negative impacts	Refer to the Code of Business Conduct
2-26	Mechanisms for seeking advice and raising concerns	Refer to the Code of Business Conduct
2-27	Compliance with laws and regulations	Refer to the Code of Business Conduct , page 8
2-28	Membership associations	Refer to the Political Contributions Policy
2-29	Approach to stakeholder engagement	Refer to the 2025 Sustainability Report , page 6
2-30	Collective bargaining agreements	Refer to the 2025 Sustainability Report , page 38
3-1	Process to determine material topics	Refer to the 2025 Sustainability Report , page 7
3-2	List of material topics	Refer to the 2025 Sustainability Report , pages 10-11
3-3	Management of material topics	The organization does not publicly disclose details related to management of material topics.
201-1	Direct economic value generated and distributed	Refer to the 2024 10-K , starting on page 21
201-2	Financial implications and other risks and opportunities due to climate change	Refer to the 2024 10-K , pages 9 and 16
201-3	Defined benefit plan obligations and other retirement plans	Refer to the 2024 10-K , pages 65-66
201-4	Financial assistance received from government	Refer to the 2024 10-K , pages 2, 4, 6 and 11
203-1	Infrastructure investments and services supported	Refer to the 2024 10-K , pages 9-16

GRI REPORT | **Statement of use:** Valmont Industries, Inc. has reported in line with the GRI Standards for our Fiscal 2024 year.

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
203-2	Significant indirect economic impacts	Refer to the <i>2024 10-K</i>
205-1	Operations assessed for risks related to corruption	The organization does not publicly disclose details related to internal risk assessments.
205-2	Communication and training about anti-corruption policies and procedures	Refer to the <i>2025 Sustainability Report</i> , page 41 and the <i>Code of Business Conduct</i>
205-3	Confirmed incidents of corruption and actions taken	The organization does not publicly disclose details related to confirmed incidents.
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Refer to the <i>Code of Business Conduct</i>
301-1	Materials used by weight or volume	Refer to the <i>2025 Sustainability Annex</i>
301-2	Recycled input materials used	Refer to the <i>2025 Sustainability Annex</i>
301-3	Reclaimed products and their packaging materials	Refer to the <i>2025 Sustainability Annex</i>
302-1	Energy consumption within the organization	Refer to the <i>2025 Sustainability Annex</i>
302-2	Energy consumption outside of the organization	Refer to the <i>2025 Sustainability Annex</i>
302-3	Energy intensity	Refer to the <i>2025 Sustainability Report</i> , page 22
302-4	Reduction of energy consumption	Refer to the <i>2025 Sustainability Report</i> , page 22
302-5	Reductions in energy requirements of products and services	Refer to the <i>2025 Sustainability Report</i> , page 24
303-1	Interactions with water as a shared resource	Refer to the <i>2025 Sustainability Report</i> , page 27
303-2	Management of water discharge-related impacts	Refer to the <i>2025 Sustainability Report</i> , pages 21-23
303-3	Water withdrawal	Refer to the <i>2025 Sustainability Annex</i>
303-4	Water discharge	Refer to the <i>2025 Sustainability Annex</i>
303-5	Water consumption	The organization does not publicly disclose water consumption.
305-1	Direct (Scope 1) GHG emissions	Refer to the <i>2025 Sustainability Annex</i>
305-2	Energy indirect (Scope 2) GHG emissions	Refer to the <i>2025 Sustainability Annex</i>
305-3	Other indirect (Scope 3) GHG emissions	Refer to the <i>2025 Sustainability Annex</i>

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DISCLOSURE	DISCLOSURE TITLE	RESPONSE
305-4	GHG emissions intensity	Refer to the 2025 Sustainability Report , page 22
305-5	Reduction	Refer to the 2025 Sustainability Report , page 22 and the 2025 Sustainability Annex
305-6	Emissions of ozone-depleting substances (ODS)	The organization does not publicly disclose details on these emissions.
305-7	Nitrogen oxides (Nox), sulfur oxides (Sox) and other significant air emissions	The organization does not publicly disclose details on these emissions.
306-1	Waste generation and significant waste-related impacts	Refer to the 2025 Sustainability Annex
306-2	Management of significant waste-related impacts	Refer to the 2025 Sustainability Annex
306-3	Waste generated	Refer to the 2025 Sustainability Annex
306-4	Waste diverted from disposal	Refer to the 2025 Sustainability Annex
306-5	Waste directed to disposal	Refer to the 2025 Sustainability Annex
308-1	New suppliers that were screened using environmental criteria	Refer to the 2025 Sustainability Report , page 44
308-2	Negative environmental impacts in the supply chain and actions taken	The organization does not publicly disclose these details.
401-1	New employee hires and employee turnover	The organization does not publicly disclose these details.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Refer to the 2025 Sustainability Report , page 34
401-3	Parental leave	Refer to the 2025 Sustainability Report , page 34
403-1	Occupational health and safety management system	Refer to the 2025 Sustainability Report , page 27
403-2	Hazard identification, risk assessment and incident investigation	Refer to the 2025 Sustainability Report , pages 31-32
403-3	Occupational health services	Refer to the 2025 Sustainability Report , page 31
403-4	Worker participation, consultation and communication on occupational health and safety	Refer to the 2025 Sustainability Report , pages 27-28
403-5	Worker training on occupational health and safety	Refer to the 2025 Sustainability Report , pages 31-32
403-6	Promotion of worker health	Refer to the 2025 Sustainability Report , page 36
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Refer to the 2025 Sustainability Report , page 44

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DISCLOSURE	DISCLOSURE TITLE	RESPONSE
403-8	Workers covered by an occupational health and safety management system	Refer to the <i>Code of Business Conduct</i>
403-9	Work-related injuries	Refer to the <i>2025 Sustainability Report</i> , pages 5 and 32
403-10	Work-related ill health	Refer to the <i>2025 Sustainability Report</i> , pages 31-32
404-1	Average hours of training per year per employee	Refer to the <i>2025 Sustainability Report</i> , page 37
404-2	Programs for upgrading employee skills and transition assistance programs	Refer to the <i>2025 Sustainability Report</i> , pages 34 and 37
404-3	Percentage of employees receiving regular performance and career development reviews	Refer to the <i>2025 Sustainability Report</i> , page 33
405-1	Diversity of governance bodies and employees	Refer to the <i>EEO-1 Report</i> and the <i>2025 Sustainability Report</i> , page 3
405-2	Ratio of basic salary and remuneration of women to men	Refer to the <i>EEO-1 Report</i>
408-1	Operations and suppliers at significant risk for incidents of child labor	Refer to the <i>Global Supplier Guide</i> , page 8
413-1	Operations with local community engagement, impact assessments and development programs	Refer to the <i>2025 Sustainability Report</i> , pages 29-30
413-2	Operations with significant actual and potential negative impacts on local communities	The organization does not publicly disclose these details.
414-1	New suppliers that were screened using social criteria	Refer to the <i>2025 Sustainability Report</i> , page 44
414-2	Negative social impacts in the supply chain and actions taken	The organization does not publicly disclose these details.
415-1	Political contributions	Refer to the <i>Political Contributions Policy</i>
416-1	Assessment of the health and safety impacts of product and service categories	Refer to the <i>Code of Business Conduct</i> , page 14
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	The organization does not publicly disclose these details.
417-1	Requirements for product and service information and labeling	Refer to the <i>Code of Business Conduct</i> , page 23
417-2	Incidents of non-compliance concerning product and service information and labeling	The organization does not publicly disclose these details.
417-3	Incidents of non-compliance concerning marketing communications	The organization does not publicly disclose these details.

TCFD Disclosure

GOVERNANCE | Disclose the organization’s governance around climate-related risks and opportunities.

Describe the board’s oversight of climate-related risks and opportunities

The Governance and Nominating Committee oversees all ESG matters. This committee is responsible for overseeing environmental, health and safety, and social risks as well as overseeing sustainability matters, including climate change, energy management, water standards and carbon management. For more information, refer to the [2025 Proxy Statement](#), page 11.

Describe management’s role in assessing and managing climate-related risks and opportunities

Ongoing management, sustainability and disclosure are the responsibility of a cross-functional Task Force. The team meets regularly with senior corporate leaders and stakeholders to discuss ESG strategy and how we can continue to apply ESG principles throughout the company.

STRATEGY | Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning where such information is material.

Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term

Refer to "Business" in the [Valmont 10-K](#), beginning on page 2.
 Refer to risk factors in the [Valmont 10-K](#), beginning on page 9.

Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning

Risk and opportunities are identified by subject matter experts and discussed with the cross-functional leaders at the reoccurring ESG task force meetings. Notable items are reviewed with the board.

Describe the resilience of the organization’s strategy taking into consideration different climate-related scenarios, including a 2°C or lower scenario

Our strategy maximizes resilience by emphasizing adaptation and resource efficiency. This allows Valmont to mitigate potential increases in energy prices driven by climate-related influences. It also has a focus on improving our infrastructure where warranted.

Describe how risks and opportunities are factored into relevant products or investment strategies, and describe related transition impact

Commercial and operations business leaders are responsible for incorporating the risks and opportunities identified above into their business strategies.

TCFD DISCLOSURE

RISK MANAGEMENT | Disclose how the organization identifies, assesses and manages climate-related risks.

Describe the organization's processes for identifying and assessing climate-related risks

Describe the organization's processes for managing climate-related risks

Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management

Describe how material climate-related risks are identified, assessed and managed for each product or investment strategy

Risk factors are disclosed in the [Valmont 10-K](#), beginning on page 9.

METRICS AND TARGETS | Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process

Categories of metrics: Electricity, Water, Combustion Fuels, normalized and absolute Greenhouse Gas (GHG) emissions.

Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 Greenhouse Gas (GHG) emissions and the related risks

See Valmont's [Sustainability Annex](#) for Scope 1 and Scope 2. Valmont is currently collecting data to calculate relevant categories of Scope 3 emissions.

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets

Refer to the [2025 Sustainability Report](#), page 22. For more information, see Valmont's latest CDP Disclosure.

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