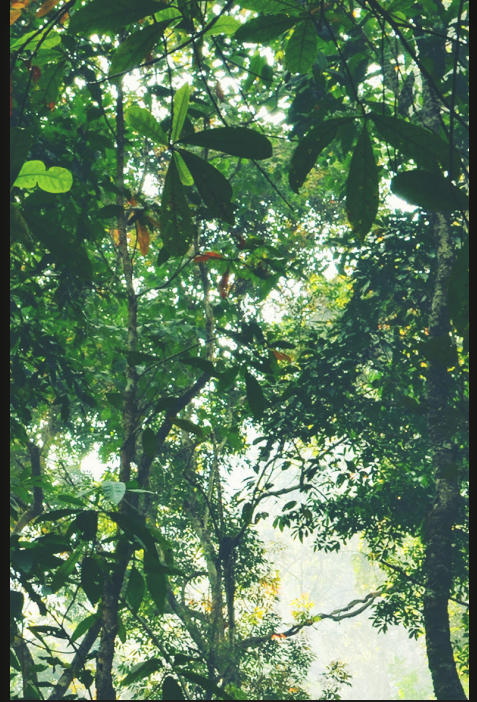
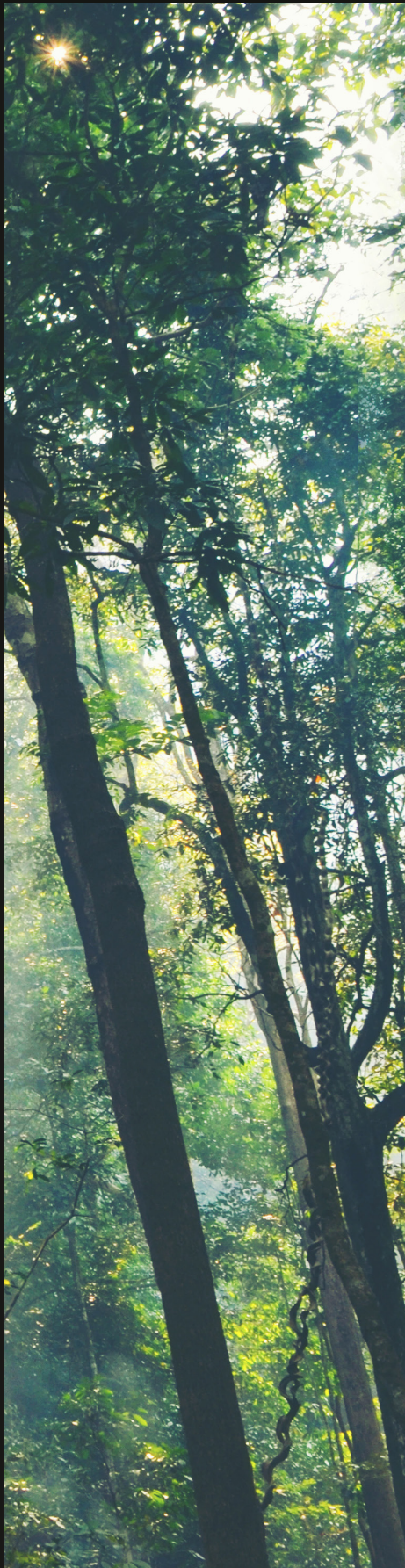




Alamo Group

Sustainability Report

2025

Built for Operators. Trusted Worldwide.



Alamo Group is a leading global manufacturer of high-quality industrial and vegetation management equipment essential for public and private infrastructure maintenance and responsible land management.

2025 Highlights

- **37% Reduction** in Absolute Operational Greenhouse Gas (GHG) Emissions since 2019
- **31% Reduction** in Operational GHG intensity Emissions since 2019
- **23% Reduction** in Absolute Energy Consumption since 2019
- **17% Reduction** in Energy Intensity since 2019
- **\$2 Million** in Operating Cost Savings Due to Energy Efficiency Improvement since 2019



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CEO Message

Thank you for taking the time to review the 2025 Alamo Group Sustainability Report and your continued interest in following our progress towards achieving our sustainability objectives. You will find this report packed with information regarding our sustainability strategies and performance within our own operations and workforce, as well as our collaborations with stakeholders throughout our value chain.

In 2021, Alamo Group set a 2030 goal to reduce its operational greenhouse gas emissions intensity by at least 50% from its 2019 base year levels. It was anticipated that most of this reduction would be achieved by improving manufacturing processes and facility energy efficiencies with the remaining reduction coming from increased utilization of renewable and low-carbon energy sources. In 2025 we hit our interim goal, a 30% reduction below base year emissions, and we remain on track to achieve the 2030 goal. This goal was achieved despite significantly colder winter weather, which drove high heating demand in most of our facilities.

Excluding this weather impact, our energy efficiency improvements and operational emissions reductions would have been well ahead of the pace needed to meet our 2030 commitment.

Alamo Group’s investments in renewable power capacity continue to be focused on our European facilities where high energy costs drive higher returns on investment. In 2025, we further expanded our onsite solar power generating capacity with the installation of a 627-kW rooftop system at our largest UK manufacturing facility. A similarly sized system is planned for our largest French manufacturing plant later in 2026. When complete, we will have tripled our onsite renewable power generation to about 4% of our total electric power consumption.

Employee safety remains a top priority for our team. In 2024, Alamo Group logged the lowest OSHA recordable injury rate in the company’s history, an accomplishment that was 45% below our industry’s average and achieved our 2030 employee safety sustainability goal six years earlier than expected. In 2025, despite the tough comparison, we matched this prior year record result. The ultimate goal remains zero injuries and the challenge to our management teams is to continue building a safety culture to make another significant improvement in that direction. Our sustainability objectives extend well beyond our own operations and workforce.

We engage with our suppliers and customers to reduce environmental impacts, improve workplace safety and increase resiliency throughout our value chain.

The most important collaboration in our value chain is with our customers, many of which have their own sustainability goals to meet. Over the past few years, we introduced a variety of fuel efficient and reduced emissions products, including some with fully electric and hybrid electric power sources, and others incorporating higher strength steel to reduce equipment weight and allow downsizing to smaller prime mover platforms. While there are still cost, performance and infrastructure barriers to overcome with fully electric products, our hybrid and weight reduced products have performed well since their introduction and are providing our customers with more immediate opportunities to improve their fuel efficiency. In the sustainable products section of this report, we discuss further development of our hybrid sweeper products, the introduction of a weight-reduced version of our Tenco Wide Wing System and a new hybrid version of our Mantis prime mover.

Our concern about workplace safety is not limited to our own employees. For over two decades, Alamo Group has provided safety training to the operators of the equipment it manufactures. This training effort has continued to grow and has been extended to include additional product categories as the Company has grown through acquisition. In 2025, we conducted 33 on-site sessions and trained 930 customer employees in the safe operation of our products. These are just some of the highlights of our sustainability performance. In this report we also discuss employee engagement and development, supplier and industry group collaborations, waste reduction and many other aspects of our sustainability initiatives.

Overall, I am pleased our team continued to make progress in 2025 towards our long-term sustainability objectives.



Robert Hureau
CEO



Our Company at a Glance

Headquarters: Seguin, Texas **Employees:** 3,000+

Annual Revenue: \$1.6 Billion **Products Sold:** 100+ Countries

Our Mission

“To provide our customers with innovative equipment solutions.”

We exist to help operators work smarter, safer, and more efficiently through products engineered for real-world performance. Every innovation we deliver is guided by this mission, advancing reliability, sustainability, and productivity for the industries and communities that depend on us.

Our Vision

“To keep our communities clean, safe, and sustainable.”

We build equipment that serves a purpose far greater than its function, enabling the essential work that protects people, preserves environments, and strengthens economies. From the roads we clear to the fields we maintain, everything we do contributes to the health and longevity of the communities we serve.

40+
Global Brands



We organize into two divisions:
Industrial Equipment & Vegetation Management.

Each division focuses on delivering specialized solutions tailored to distinct markets and applications. Within these two divisions there are seven divisional solution groups.

Industrial Equipment

- Excavators & Vacuum Trucks
- Snow & Ice Removal
- Sweepers & Debris Collectors
- Roadway Safety

Vegetation Management

- Municipal Mowing
- Recycling & Tree Care
- Field, Turf & Land

27
Manufacturing Facilities



- North & South America**
- United States
15 Locations
25 Brands
 - Canada
3 Locations
7 Brands
 - Brazil
1 Location
3 Brands
- Europe**
- United Kingdom
3 Locations
5 Brands
 - Netherlands
2 Locations
4 Brands
 - France
3 Locations
4 Brands
- Asia-Pacific**
- Australia
Sales Office
 - China
Sourcing Office



Our Approach to Sustainability

Our sustainable business practices consider our entire value chain and product life cycles. This extends beyond the environmental and social impacts of our procurement, production, and distribution practices as it also includes the impacts of end users operating our products as well as our aftermarket efforts to ensure a long service life. This requires collaboration and innovation throughout our value chain. Upstream, we collaborate with key suppliers to develop innovative sustainable products and measure the environmental and social impacts of our upstream supply chain. Downstream, we engage with dealers, contractors, and end customers to provide product solutions that reduce emissions, increase resource efficiency and circularity, and provide the most effective tools to help end users perform their critical infrastructure, environmental and agricultural services.

Alamo Group’s approach to sustainability is influenced by two important strategic objectives:

First, our customers are responsible for keeping our roadways and power lines clear of encroaching vegetation, clearing debris from our storm sewers, sweeping contaminants from our streets, removing snowfall from our roads, maintaining our forests, and preparing fields for the next planting. Our value chain produces tools and equipment required to do those specific jobs. Whether it be snow cleared from roadways, or debris removed from storm sewers, those functional units of output are the only reasons customers buy our products. Infrastructure maintenance is not optional, and it is our job to provide solutions for our customers to do this necessary work in the most effective and sustainable ways possible. It is what keeps us in business.

Second, we are a for-profit business. Consequently, the sustainability investments we have prioritized benefit all three aspects of the triple bottom line: people, planet, and profits. We believe that sustainability doesn’t come at the expense of reduced shareholder returns, and we will continue to focus our efforts on initiatives that meet all three objectives.

Previous Alamo Group Sustainability Reports are also available on our website at:
alamo-group.com/reports-and-policies

Multiple levels of Alamo Group management actively participate in the development and execution of our strategy, which includes sustainability goals.

Our sustainability strategy is built upon ongoing dialogue with key stakeholders and insights from our annual materiality and risk assessments, which include analysis of climate risks and opportunities. As we have gained greater awareness and understanding of potential climate-related impacts, we have begun to consider climate change-related issues in our strategic planning and enterprise risk management processes. In this report, we have included climate-related disclosures in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), International Financial Reporting Standard (IFRS) S2 and European Sustainability Reporting Standard (ESRS) E1.



Governance

Alamo Group’s governance around climate-related risks and opportunities is described in the Sustainability Governance section of this report (page 7).



Strategy

Disclosure of potentially material climate-related risks and opportunities on Alamo’s businesses, strategy and planning processes are addressed in Materiality & Risk Assessment (page 11) and Sustainable Product Development (pages 25-28) sections of this report.



Risk Management

Discussion of how Alamo identifies, assesses, and manages climate-related risks is included in the Materiality & Risk Assessment section of this report (pages 11-12).



Metrics and Goals

Disclosures of the metrics and goals we use to assess and manage climate-related risks and opportunities are included in the 2025 Sustainability Highlights and Goals (pages 13-14), as well as environmental, safety and other metrics throughout the subsequent pages of this report.



Sustainability Governance

The Alamo Group Board of Directors, acting through its Nominating and Governance Committee, maintains ultimate responsibility for overseeing sustainability matters. The Company’s Executive Sustainability Team, Corporate Sustainability Team, business unit leadership and Green Teams deployed at every Alamo Group company are responsible for the implementation of sustainability policies and strategies, and the reporting of relevant results.

Board Sustainability Oversight

Board of Directors

Chair, Nominating & Governance

Chief Executive Officer

The Alamo Group Board of Directors, its Nominating and Governance Committee, and the Chief Executive Officer receive sustainability updates at least quarterly, review and approve the publication of sustainability goals and reports, and provide strategic oversight and guidance regarding sustainability matters, including company sustainability strategy, climate change risks and opportunities, and the development of sustainability goals and reports.

Executive Sustainability Team

EVP, Corporate Development & Investor Relations

VP, Corporate Human Resources

Under the direction of the Board of Directors and Chief Executive Officer, the Sustainability Executive Team is responsible for the communication and deployment of the Company’s sustainability strategy.

Corporate Sustainability Team

Sustainability Reporting & Compliance, Technical Affairs & Safety

Human Resources

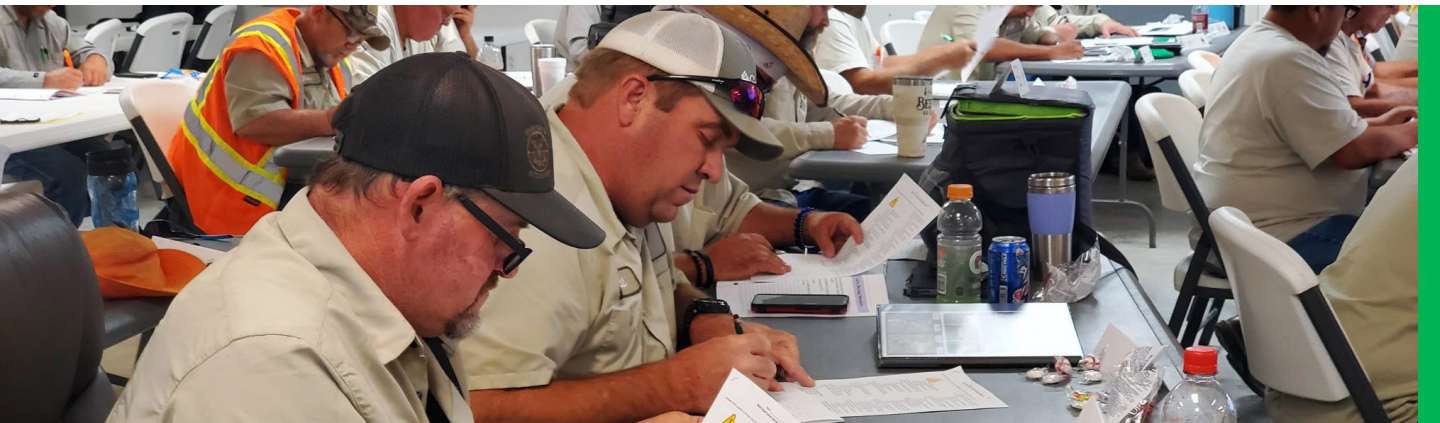
The Corporate Sustainability Team engages regularly with local leaders and Green Teams to share ideas and best practices, facilitates sustainability accountability and provides sustainability performance reports to executive leadership at least quarterly.

Operations Level

Division & Business Unit Leadership

On-Site Sustainability Leaders & Green Teams

Business unit leaders and Green Teams at each facility are responsible for planning and implementing sustainable business practices at the local level, as well as the monthly reporting and analysis of sustainability metrics.



Stakeholder Engagement

As part of our strategic management, we regularly engage in dialogue with our stakeholders to develop solutions for environmental, social, and business challenges. We value open and honest communication with our investors, customers and suppliers regarding sustainability issues. Employee insights are also critical. We empower them to provide input on our local approach to employee engagement and our overall sustainability initiatives.

Stakeholder	Ways We Engage	Stakeholder Priorities	Examples of Engagement
Investors	- TCFD/SASB-aligned sustainability disclosures - Investor meetings and conferences - Quarterly conference calls	- Long-term revenue and earnings growth - Sustainable shareholder value - Legal and ethical compliance	Management directly engages shareholders through quarterly conference calls, investment conferences, and one-on-one meetings.
Employees	- Training programs and support - Town hall meetings, company-wide engagement surveys - Whistleblower mechanism	- Competitive compensation and benefits - Safe and healthy workplace - Equal Opportunity, and Non-discrimination	In 2025, Alamo Group completed a company-wide employee engagement survey. The results of this survey reflect a strong foundational culture where employees feel respected and inform goaled 2026 employee engagement action plans at both the corporate and subsidiary company levels.
Customers	- Direct collaboration with customers on product design and specifications - Customer events, product demonstrations and trade shows. - Providing operator safety training	- Providing products that help customers perform their vital work efficiently, safely and sustainably - Product quality, safety, and efficiency - Operator training, product repair, maintenance, refurbishment, and circularity	Customer engagement led to new and further development of existing hybrid electric and weight-reduced products to more immediately meet customer fuel efficiency and emissions reduction goals. These developments are discussed further on pages 25-28 of this report.
Suppliers	- Direct collaboration with suppliers on product design and specifications - Supplier onboarding - Supplier risk assessment and performance reviews - Supply chain transparency inquiries	- Fair and competitive terms - Opportunities for collaboration - Seek green solutions for delivering source materials and products	Alamo Group is working with key suppliers and other equipment manufacturers to develop an automated technology-supported process for tracing the origins and attributes of materials used in our products. These efforts are discussed further on pages 23-24 of this report.
Communities	- Fundraisers and philanthropy - Volunteering with local organizations - Local hiring initiatives	- Community partnerships - Employment opportunities for community members - Mitigation of issues like noise and pollution	We engage in our communities through employee service events such as tree plantings and other community service activities. We also support community education by partnering with local student groups like the National FFA Organization.
Government	Participation in mutually beneficial government and industry partnership programs.	- Public policy implementation for the benefit of constituents - Public safety	The company continues to work with local governments, regulatory authorities, and industry members to advance safety standards for the manufacture and operation of its products. See page 40 of this report for further discussion.
Industry	- Corporate memberships - Leadership in committees and working groups - Participation in conferences and group events	- Sharing of best practices - Collaboration on industry issues - Engagement on public policy issues	We remain engaged with Industry groups, such as the Association of Equipment Manufacturers (AEM). Today, Alamo Group sustainability team members participate in AEM working groups engaged in advancing a wide variety of sustainability initiatives.



Materiality, Risk Assessment & Strategic Opportunity

Using information obtained from both internal and external sources, as well as our stakeholder engagement, the Corporate Sustainability Team conducts regular materiality assessments. We also utilize external tools, such as the SASB Materiality guidance, to reason check our findings.

Last year, we hired outside consultants and conducted a formal Double Materiality Assessment in preparation for compliance with the European Union’s Corporate Sustainability Reporting Directive (CSRD). The consultants interviewed and surveyed a full scope of internal and external stakeholders, including board members, large shareholders, senior management, middle management, hourly employees, union representatives, customers, suppliers, government officials, and community leaders.

The most material sustainability issues identified by our internal assessments, the SASB guidance, and the above-mentioned Double Materiality Assessment are remarkably consistent. These continue to be energy management, employee health & safety, product design & lifecycle management, and materials sourcing & efficiency. Our materiality assessments continue to support the following nine sustainability priorities for Alamo Group.



Environmental

- Improve operational emissions and energy efficiency
- Improve materials sourcing strategies to manage risk and reduce environmental impact
- Enhance product development to help customers operate efficiently and lower their operational emissions



Social

- Improve employee health & safety
- Enhance workforce opportunities
- Employee development & retention
- Protect value chain workers by enhancing product safety and providing operator safety training



Governance

- Enhanced cybersecurity
- Continue to grow and improve economic performance

Climate-related Risks and Opportunities

Climate-related risks and opportunities continue to be a focus of our reporting, strategy, and management practice. Climate change risks directly impact several of our material sustainability topics, so measuring and managing them is essential to our ongoing sustainability progress.

In 2021, Alamo’s sustainability team identified relevant climate risks using the Task Force for Climate-related Financial Disclosures (TCFD)’s. The information below provides details regarding the results of this process.

Transitional Climate Risks

Markets for our products transition to lower carbon technology

- Time horizon: Long-term
- Likelihood: Likely
- Magnitude: Medium

Governments impose mandates, carbon taxes or some other carbon pricing mechanism on our production inputs, customers, or us directly.

- Time horizon: ranging from short to long-term
- Likelihood: likely
- Magnitude: low in the short-term ranging; high in the long-term

Based upon recent regulatory actions in some of the markets we serve, like Europe and California, we believe that transitional risks are likely to impact us on both near and long-term time horizons. The financial impacts may include higher operating costs or negative effects on demand for our traditional products. On the positive side, we are well positioned to develop low carbon solutions for our customers, and this could drive sales growth.

Product development for energy transition has already begun in the product ranges where operating power requirements can be accommodated by existing scalable technologies and we believe it will eventually progress to products with higher energy requirements as product design enhancements and new alternative power technologies are developed and converge.

Examples of how we are already collaborating with suppliers and customers to meet these challenges are included on pages 25-28 of this report.

Physical Climate Risks

Increased severity and frequency of extreme weather events, such as heat waves and storms, and risks caused by extreme variability in precipitation and weather patterns, such as chronic coastal flooding or increasingly severe droughts.

- Time horizon: Long-term
- Likelihood: Likely
- Magnitude: Low to Moderate

In this analysis, both acute and chronic physical risks are considered. We believe most of this risk resides with a few of our upstream supply chain members and the end users of our vegetation management equipment. The potential financial impact would result from supply chain disruption or a decline in end-user demand. Our opportunity is that many of our products, particularly specialty excavators, vacuum trucks and tree care equipment are heavily used for critical tasks such as clean-up after extreme weather events and creating fire breaks to prevent spreading wildfires. We believe that our net financial exposure to physical risks is low with respect to our own operations and upstream supply chain members, and moderate with respect to end users in the vegetation maintenance side of our business.

Climate Mitigation and Adaptation Strategies

We are actively collaborating with our suppliers and customers to mitigate climate risks and capitalize on related market opportunities. Examples of these supplier and customer collaborations are provided on pages 34-39 of this report.

Climate Risk Assessment and Management

Assessments of climate risks and related strategic opportunities are integrated into Alamo Group’s annual risk assessment and strategic planning processes. This comprehensive analysis of the company’s risk and opportunities is presented to the Company’s Board of Directors annually.

2025 Sustainability Highlights and Goals



In 2025, the Company made progress toward meeting most of its 2030 sustainability goals. We came close to achieving our 2025 operational (Scope 1 & 2) greenhouse gas emissions reduction goal despite having to overcome an average 14% drop in cold weather temperatures which caused us to fall short of our 2025 energy intensity goal.

Regarding employee safety, our ultimate goal is always zero injuries, but we consider nearly matching our record low 2024 recordable injury rate that met our original 2030 goal six years ahead of plan to also be a strong performance. In the spirit of continuous improvement, we revised our 2025 and 2030 goals to reflect continuous improvement from last year's record setting level. While we didn't meet the revised 2025 goal, we remain committed to achieving the more aggressive 2030 goal.



In 2025, we generated more landfill waste than expected. We knew that business consolidations, exiting facilities and moving activities would cause temporary increases in landfill waste streams, but we really had no good way to segregate or forecast this impact. After the dust settles from this rationalization of our production capacities, we believe that we will be back on track toward achieving our original 2030 landfill waste reduction and recycling goals.

Note: Our current and prior years waste results and goals have been adjusted upward to reflect a scope expansion to include the waste stream of several non-manufacturing facilities in our sustainability metrics. Also, our current and prior year calculations and goals for the percentage of renewable energy taken from the electric grid have also been adjusted to reflect a change in calculation methodology. The year-to-year changes remain consistent with prior reports. The 2030 goal for the percentage of renewable electric energy was reduced from 50% to 40% to reflect a lower reliance on changes in the grid energy mix, a variable we do not control. These changes do not impact on our energy efficiency or greenhouse gas emissions goals.



	2019	2022	2023	2024	2025	2025 Goal	2030 Goal
Energy Consumption & Intensity							
Gigajoules (Gj)	702,975	665,130	647,084	565,263	544,742	-	-
% Change from 2019 Base Year	-	-5%	-8%	-20%	-23%	-	-
Gigajoules/1000 Hours Worked	90	81	78	75	75	72	61
% Change from 2019 Base Year	-	-10%	-13%	-17%	-17%	-20%	-33%
% Renewable Electricity							
On-Site	1.0%	1.0%	1.0%	1.2%	2.4%	2.5%	10.0%
Purchased	1.3%	4.2%	8.2%	8.5%	8.0%	7.5%	7.5%
From the Grid	20.4%	21.4%	20.4%	20.9%	20%	21.0%	22.5%
Total	21.8%	26.5%	29.6%	30.6%	30.4%	31.0%	40.0%
Operational Emissions (Scopes 1 & 2)							
mtCO2e Emissions	52,877	43,343	42,183	36,259	33,484	-	-
% Change from 2019 Base Year	-	-18%	-20%	-31%	-37%	-	-
mtCO2e/1000 Hours Worked	6.64	5.30	5.09	4.78	4.60	4.54	3.35
% Change from 2019 Base Year	-	-20%	-23%	-28%	-31%	-32%	-50%
Water Use							
Water Use Intensity (m3/1000 Hours Worked)	13	10	11	11	10	10	9
Operational Waste							
Non-Hazardous Landfill Waste (kg)	3,024,131	2,380,358	2,582,892	2,314,900	2,491,067	-	-
Non-Hazardous Landfill Waste Intensity (kg/1000 Hours Worked)	388	291	312	305	343	275	240
% Total Non-Hazardous Waste Recycled	82%	84%	82%	81%	79%	80%	81%
Safety							
Recordable Injuries per 100 employees	4.10	2.44	2.40	1.93	1.95	1.80	1.50



Sustainability Investments

Since 2019, Alamo Group has made substantial investments in more sustainable technologies in its own operations and in its new product development activities. Most of our capital investments serve multiple business objectives including cost reduction, capacity expansion, and maintenance needs. For this analysis, we summarize the spending on projects that have a material impact on the sustainability metrics included in this report even if that impact is only a small part of the overall project justification. For example, our investments in upgraded welding and metal cutting technologies are primarily justified based upon improved labor efficiency, increased throughput and quality, but such investments also significantly reduce electricity consumption per unit of output. In the table below, we provide an updated summary of our capital expenditure approvals since our base year which we determined have, or will have, a significant impact on our sustainability performance.

Capital Authorizations with Sustainability Impact	2020-25 Project Approvals (\$ millions)
LED Lighting and Energy Management Systems	\$3.6
Welding Technology Upgrades	\$3.4
Laser Cutting Technology Upgrades	\$12.4
Onsite Renewable Energy Facilities	\$2.1
Low Emissions Vehicle Development	\$1.2
Energy Efficient Building Improvements & Other	\$7.3
Facility Footprint Consolidation	\$10.6
Total Capital Authorized or Planned	\$40.6

During the past six years, over \$40 million of our capital spending authorizations have been determined to have a materially positive impact on our sustainability performance. These projects included energy efficiency improvements of our facilities and production processes, shrinking the physical footprint of our manufacturing operations through facility consolidations, and investing in the self-generation of renewable energy where installation costs relative to projected energy savings make sense. Continuing investments in these types of projects are anticipated to have the greatest prospective impact on our ability to stay on track to achieving our 2030 sustainability goals.

Note: Most of our new product development expenditure is not capitalized but rather expensed as Research & Development in the period in which it is incurred. Only capital spending is reflected in the table above.

Environmental Responsibility

Alamo Group’s environmental responsibilities and accountability include identifying, measuring, and reducing greenhouse gas emissions; air, water, and soil pollution; hazardous waste; and other potentially harmful substances in the materials we source. New regulatory requirements and voluntary disclosure requests are increasing rapidly, and the need to collaborate with value chain partners to meet these expectations has never been greater.

Our sustainability efforts are focused on the environmental impacts of our own operations and the collaborative work of sourcing, manufacturing, and selling more sustainable products. To address impacts in our operations, we make investments to reduce our energy consumption, water use and waste we send to landfills, as well as investments in renewable energy. Alamo Group currently has 1 out of 27 facility that is ISO14001 certified. We also make a positive environmental impact by leading and participating in conservation and sustainability projects within the communities where we work and live. It is our goal to not only reduce the environmental footprints of our operations but to also help create positive environmental impacts throughout our value chain. We work to limit the downstream and upstream footprints of our products through environmentally friendly sourcing initiatives, waste recycling, circularity, and product use practices to preserve biodiversity in our green spaces.

In this report, the discussion of our environmental performance and commitments include:

- Energy Management
- Operational Greenhouse Gas Emissions
- Renewable Energy Sourcing
- Value Chain Greenhouse Gas Emissions, including:
 - Upstream Value Chain Emissions
 - Downstream Value Chain Emissions (Sustainable Product Development)
- Pollution Reduction
- Water Conservation
- Preserving Biodiversity and Ecosystems
- Resource Use, Waste and Circularity



Energy Management

In 2025, Alamo Group reduced its absolute energy use by 4% from the prior year, an outcome that now puts us 23% below base year consumption. In terms of energy intensity, the company was flat to the prior year, and down 17% compared to the base year.

The energy intensity results fell short of our 3% and 20% reduction goals, respectively. Over the past three years, we have invested heavily to improve the winter heating efficiency of our manufacturing facilities, consolidated operations to better utilize our physical footprint, and sold our least energy efficient manufacturing plant. Still, heating during the winter months accounts for most of our annual natural gas and propane use. In 2025, we faced much colder winter conditions, as reflected by a 14% year-over-year weighted average increase in Heating Degree Days (HDD) across our global facilities. HDD statistics are independently calculated using published weather service data and can be found at www.degreedays.net.

We estimate that if weather conditions had been consistent with the two prior years, our energy intensity would have improved 5% compared to prior year and 22% compared to base year, both ahead of our 2025 goals. In the remaining categories, better utilization of manufacturing footprint contributed to continued reductions of electric power consumption and sales force consolidations led to a 20% reduction of fleet fuel use. Fleet fuel reductions are an integral part of achieving our energy efficiency and emissions targets. Fleet fuel reduction will help us meet our 2030 energy & emissions targets through sales force efficiencies, virtual meetings, and expanded use of energy efficient and low emissions vehicles. Alamo Group continues to actively pursue opportunities to reduce fuel consumption across its fleet operations.

	2019 Base Year	2022	2023	2024	2025	
Total Company Energy Consumed (gigajoules)						
Natural Gas	408,093	413,107	403,527	343,715	333,537	
Electricity	196,080	177,288	170,693	152,333	149,075	
Propane Gas	26,936	23,424	20,696	19,366	21,415	
Diesel & Gasoline - Onsite	27,472	15,374	14,255	14,075	12,296	
Diesel & Gasoline & Ethanol - Fleet	44,067	35,606	37,621	35,636	28,398	
All Other	325	331	292	137	22	
Total Energy Consumption	702,975	665,130	647,084	565,263	544,742	
% Change from 2019	-	-5%	-8%	-20%	-23%	
	2019	2022	2023	2024	2025	2030 Goal
Total Company Gigajoules Consumed per 1,000 Hours Worked						
Total Energy Intensity	90	81	78	75	75	61
% Change from 2019	-	-10%	-14%	-17%	-17%	-33%

Energy Management Story

In Ludlow, UK

Over the past few years, Alamo Group has been improving building envelopes across the company to reduce its energy consumption for wintertime heating. In 2025, these investments helped the company to overcome significantly colder weather conditions to reduce its natural gas consumption. One of the strongest heating efficiency improvements occurred at our Ludlow facility in the UK, which completed a comprehensive roof renovation in conjunction with the installation of a roof mounted solar energy system at their 160,000-square-foot site. In addition to providing structural support for the renewable energy system, the project enhanced the building envelope by eliminating seal penetrations and increasing insulation, thereby improving overall thermal performance and heat retention.

In 2025, we realized the operational benefits of these improvements. Natural gas consumption decreased by more than 30%, eliminating approximately 3.7 million cubic feet of usage. At prevailing delivered gas rates, this reduction avoided nearly \$90,000 in energy costs. With energy prices remaining high and volatile across Europe, investments that improve the energy efficiencies of our facilities in that region are a critical component of our cost and carbon management strategy. While building envelope improvements may be less visible than other energy initiatives, they often yield better financial returns alongside meaningful emissions reductions.



Operational Greenhouse Emissions — Scope 1

Scope 1 greenhouse gas (GHG) emissions correlate highly with the energy consumption sans electricity. Most of our Scope 1 GHG emissions are from natural gas and propane usage for heating our facilities, paint drying ovens, and other production-related processes. For 2025, we estimate about 70% of natural gas and 60% of propane usage was for facility heating. Fleet vehicles, product testing and product demonstration units account for our consumption of diesel and gasoline. All Other Sources of Scope 1 emissions include ethanol consumed by fleet vehicles in Brazil, propylene and acetylene used in production processes and fugitive emissions of CO2 gas used in welding operations. To achieve a 50% reduction of Scope 1 & 2 GHG emissions intensity by 2030, we believe that improved energy efficiency needs to drive a corresponding 40% reduction of Scope 1 emissions intensity.

In 2025, we reduced our Scope 1 absolute emissions by 6% and carbon intensity by 2% from the prior year. The 2% year-to-year improvement in Scope 1 carbon intensity was achieved despite significantly colder winter weather which caused a 14% year-to-year weighted average increase in Heating Degree Days affecting our facilities. This weather-related increase in heating energy demand was more than offset by the favorable effects of facility footprint reduction and recent investments we have made to make heating efficiency improvements in our remaining facilities. Sales force consolidation and the timing of new product testing helped reduce our 2025 diesel and gasoline consumption from prior year levels.

	2019 Base Year	2022	2023	2024	2025
MT CO2eq emissions					
Natural Gas	21,312	21,574	21,074	17,950	17,419
Propane	1,487	1,293	1,142	1,069	1,182
Diesel & Gasoline - Onsite	2,372	1,384	1,384	1,212	852
Diesel & Gasoline & Ethanol - Fleet	2,972	2,402	2,529	2,395	1,903
All Other Sources	482	476	439	298	117
Total Scope 1 Carbon Emissions	28,625	27,130	26,569	22,925	21,474
% Change from 2019 Base Year	-	-5%	-7%	-20%	-25%

	2019 Base Year	2022	2023	2024	2025	2030 Goal
MT CO2eq Emissions per 1,000 Hours Worked						
Total Scope 1 Carbon Intensity	3.68	3.32	3.21	3.02	2.95	2.21
% Change from 2019 Base Year	-	-10%	-13%	-18%	-20%	-40%

Operational Greenhouse Emissions — Scope 2

In 2025, we reduced our absolute consumption of electricity by 905 MWh. This 2% absolute reduction was mainly due to a reduction in operating activity. Electric energy intensity (kWh per 1000 hours worked) was essentially unchanged compared to the prior year. Compared to 2019, the baseline year, our absolute electric power consumption is now down 24% and remains 21% below base year levels as measured in terms of electric power intensity.

Our location-based Scope 2 emissions decreased 6% from the prior year in absolute terms and about 2% in carbon intensity. Compared to our baseline year, our absolute location-based Scope 2 emissions are now down 10,258 metric tons of CO2 equivalents, or about 44%, while our market-based Scope 2 emissions are down 12,241 metric tons, or about 50%. Adjusted for activity, our location-based Scope 2 carbon intensity

is down 41% and market-based Scope 2 carbon intensity is down 47% from the baseline year.

While electric energy efficiency did not show improvement in 2025, Scope 2 emissions reductions were helped by our expanded onsite renewable power generation at our UK facilities, as well as favorable changes in total output grid emissions factors outside of the US and residual grid factors used to compute Market-based emissions. Market-based emissions were favorable to our 2025 goal and showed greater improvement than Location-based results mainly due to improvements in recently published residual grid emissions factors which usually lag the corresponding EPA total output factors by a year. As of the date of this report, the US EPA has not released updated total output power grid emissions factors used to compute location-based emissions.

	2019 Base Year	2022	2023	2024	2025	2025 Goal	2030 Goal
MT CO2eq emissions Absolute Measurements							
Total Electricity Consumed (MWh)	54,472	49,251	47,415	42,315	41,410	-	-
% Change from 2019 Base Year	-	-10%	-13%	-22%	-24%	-	-
Scope 2 GHG Emissions - Location Based (mt CO2 equivalent)	23,083	18,456	16,507	13,646	12,825	-	-
% Change from 2019 Base Year	-	-20%	-28%	-41%	-44%	-	-
Scope 2 GHG Emissions - Market Based (mt CO2 equivalent)	24,252	16,213	15,614	13,330	12,011	-	-
% Change from 2019 Base Year	-	-33%	-36%	-45%	-50%	-	-

Measures of Intensity: kWh or mtCO2e per 1000 Labor Hours Worked							
Electricity Consumed - kWh Intensity	7.00	6.02	5.60	5.52	5.56	5.31	4.57
% Change from 2019 Base Year	-	-14%	-20%	-21%	-21%	-24%	-35%
Scope 2 GHG Emissions - Location Based (mt CO2e Intensity)	2.96	2.26	1.97	1.80	1.76	1.68	1.14
% Change from 2019 Base Year	-	-24%	-34%	-39%	-41%	-43%	-62%
Scope 2 GHG Emissions - Market Based (mt CO2e Intensity)	3.13	1.98	1.88	1.76	1.65	1.67	1.14
% Change from 2019 Base Year	-	-36%	-39%	-44%	-47%	-47%	-63%

Renewable Energy Sourcing

In 2025, we completed another large installation of an onsite company-owned solar power array at our largest UK manufacturing plant. In August, we placed into service a new 627-kW system consisting of 1425 PV modules, spanning 7 roof planes at our Salford Priors facility. This comes on the heels of a similar 443-kW system we installed at our Ludlow plant late last year.

The new array has an estimated annual production of 530 MWh, or approximately 43% of the Salford Priors plant’s total annual electricity consumption. The renewable energy produced by the combined Ludlow and Salford solar power arrays is expected to reduce the company’s location-based annual Scope 2 greenhouse gas emissions (GHG) by nearly 200 metric tons.

Not only do these new systems decrease our GHG emissions, but they avoid expensive energy purchases and provide a hedge against cost escalations in a region where energy prices and inflation risks are high. By the end of 2025, our UK businesses were paying \$US 0.25 per kWh, or about double the US average. We expect the output of these UK systems will avoid more than \$200,000 of electric power purchases in 2026.

Completion of this project moves us closer to the 2030 goal of generating at least 10% of our total power consumption with onsite, company-owned installations. With the addition of the Salford PV installation, Alamo Group now has five locations generating part of the power they consume from such arrays. In 2025, onsite renewable electricity generation totaled 965 MWh, or about 2.4% of our total electricity consumption. This should increase to about 3.5% in 2026 once we have a full year of the Salford system’s output.

Still to come is a 499-kW rooftop solar power system that was approved in conjunction with an expansion of our Rivard manufacturing facility in France. This added capacity should expand our renewable cogeneration to near 5% of our total consumption by 2027 and keep us on track toward meeting our 2030 goal for onsite renewable power generation.

In 2025, we used 12,177 MWh of renewable energy, accounting for 8.2% of our total energy consumption. We purchased 3,305 MWh of renewable power from third-party sources, which accounted for 8% of our total electricity usage. This is down from last year’s 8.5%, mainly because our UK operations are now self-generating the renewable power they were previously purchasing under an existing power purchase agreement. Regarding renewable power taken from the grid, we have developed new data sources and recalibrated how we calculate this metric.

Renewable grid power as a percentage of total electricity use has not increased since the base year due in part to our expanded use of renewable power purchase agreements and investments in onsite solar power generation. While we expect some marginal help from greener grid power over the next few years, particularly outside of the US, we have adjusted our 2030 goal to one we can realistically achieve given our renewable onsite generation and power purchase agreement goals.

	2019	2022	2023	2024	2025	2030
	Base Year					Goal
Grid and Renewable Power Mix - % of Total Electricity Consumed						
Electricity Taken from Grid	99.9%	99.0%	99.0%	98.8%	97.6%	90.0%
Renewable Power from Onsite Generation	0.1%	1.0%	1.0%	1.2%	2.4%	10.0%
Renewable Power from Power Purchase Agreements	1.3%	4.2%	8.2%	8.5%	8.0%	7.5%
Renewable Power from the Grid	20.4%	21.4%	20.4%	20.9%	20.0%	22.5%
Total Renewable Power Consumed	21.8%	26.5%	29.6%	30.6%	30.4%	40.0%



Reducing Value Chain GHG Emissions - Upstream

Alamo Group collaborates with industry groups and upstream supply chain partners to address the sustainability initiatives we share with these members of our value chain. While most of this collaboration has been recently focused on the joint development of low and zero-emission products to address customer climate concerns, we are also pushing for supply chain transparency and accountability for a wider range of environmental issues, including greenhouse gas emissions.

The Large Impact of Steelmaking on Upstream Value Chain Emissions

Steel production is undoubtedly the largest GHG footprint in our upstream supply chain as 85% to 95% of the weight of our finished products is accounted for by ferrous metals. Primary steel making in an integrated blast-basic oxygen furnace, including the mining and reduction of the iron ore it uses, produces about 2 kilograms of CO2 equivalent (CO2e) emissions per kilogram of steel produced. Secondary steel making in an electric arc furnace using 100% recycled steel scrap is about 400 grams of CO2 equivalent emissions per kilogram of steel produced. Worldwide, primary steelmaking accounts for over 75% of total production, while in the United States, about 70% is from secondary steelmaking. Not counting the steel weight of the fabricated components that we buy from third party suppliers, we purchase over 40 million kilograms of standard sized steel plates, bars, and tubing for steel component production in our own facilities. Just this part of our material purchases represents more than 80,000 metric tons of CO2e emissions annually, more than double our operational emissions.

Reducing Upstream Value Chain Emissions on Purchased Steel

Our initiatives to reduce upstream value chain emissions embodied in purchased steel products include the following:

- Reducing steel scrap rates – See page 34 for further discussion under Waste Reduction and Circularity in Our Value Chain
- Using high strength steel in product designs to reduce the amount required to manufacture functionally equivalent equipment – See page 27-28 for further discussion under Sustainable Product Update and Products in the Market
- Automating the collection, accounting and analysis of mill source data to shift more purchases towards sources with lower emissions

Tracing Steel Purchases to Mill Source Data

One of the most difficult challenges equipment manufacturers face is the complexity and opacity of their far-flung supply chains. These supply chains often run between 10 and 20 tiers deep, involving thousands of suppliers and hundreds of thousands, if not millions, of unique parts. Companies cannot justify expensive human resources to comprehensively manage this complexity without the assistance of technology.

Last year, the U.S. Administration implemented new tariffs on non-U.S. sourced steel and aluminum, later expanding those tariffs to include downstream steel-intensive products. Around the same time, a similar scope expansion was proposed under the European Union's Carbon Border Adjustment Mechanism (CBAM).

These developments created a strong business case for establishing systemic and verifiable traceability of purchased steel materials back to the original mill of “melt and pour.” Without primary mill source data, importers are automatically subject to the highest applicable tariff or carbon price associated with their transaction.

The deeper tiers of the steel supply chain are characterized by universally recognized material standards, a relatively low variety of products, high volume, high value and high environmental impact. Every standard steel product sold intact by a mill or a steel service center has a Mill Test Report (MTR). MTRs provide the time and place the corresponding “melt and pour”, also known as a heat run, as well as wealth of other data including engineering specs and testing results. Standard mill products almost always have their heat run number physically etched onto their surface.

The routine sharing of digital MTR data is standard practice between the mills, their distributors and building contractors who must comply with strict building codes and contractual obligations to use only materials which meet well defined material specs.

Given the financial incentives, the relatively high value and low complexity of the steel supply chain, as well as the precedent for sharing MTR data with downstream supply chain members, Alamo Group has teamed up with a major steel maker, a well-known construction industry equipment manufacturer and a technology provider to standardize and automate the conveyance of MTR data, along with other predefined attributes like embedded carbon declarations for CBAM compliance, from the originating steel mills through to the fabricators of steel components. The team is also working on developing a mass balance allocation application that will pass some of these attributes, like the weight of non-US steel content or CO2 equivalent emissions, through to the wide variety of fabricated steel parts used in the equipment manufacturers' assemblies. Data verifiability will be facilitated by an immutable blockchain application to ensure the data will meet regulatory requirements. The team is currently working together on a 2026 pilot project to develop the applications and prove the concept.



Reducing Value Chain GHG Emissions - Downstream

Sustainable Product Development – A Focus on Hybrid Electric

In 2025, we continued to see high customer interest in electric and hybrid electric products. Customers are not only seeking better fuel efficiencies to lower their operating costs, but many are still committed to previously set sustainability goals. Fully electric products that require high levels of stored energy just to complete a normal work shift have proven to be very expensive, and government incentives for customers to buy such technologies have been reduced or completely withdrawn in the markets we serve. Consequently, customer focus has shifted to hybrid electric products which can achieve 20-50% fuel efficiency improvements without a high price tag.

Alamo Group has been developing and selling hybrid electric products for several years, including electrically powered cutting heads on European boom-mounted mowing products, and a clever marriage of an under 25HP diesel engine, electric generator and capacitor bank to produce a cost-effective hybrid wood chipper which has also sold well in several urban European markets.

For the past two years we have developed both fully electric and hybrid-electric prototypes and testing units to address customer needs in the municipal and contractor sweeper markets. Two of these products, the Schwarze hybrid-electric M6 mechanical street sweeper and the NiteHawk hybrid-electric mid-size regenerative air sweeper have moved to production phase given the current market opportunities.

The Hybrid Electric Schwarze M6 Mechanical Street Sweeper

The Hybrid M6 combines our electric sweeper unit, originally developed for the fully electric model, with a conventional diesel chassis. Testing indicates approximately a 30% improvement in fuel efficiency compared to traditional sweepers.

This configuration is designed for customers seeking the economic and environmental benefits of electric sweeping without the higher upfront cost of a fully electric chassis or the need to install charging infrastructure. Although the hybrid unit includes a plug-in feature, the diesel chassis provides enough power during operation to recharge the sweeper batteries. As a result, some customers involved in testing have chosen not to plug in overnight.

The Hybrid M6 has moved into the production phase, with initial units dedicated to customer demonstrations in advance of anticipated orders in 2026.



The Hybrid Electric Nitehawk Raptor Regenerative Air Sweeper

Regenerative air sweepers require significantly more power than mechanical sweepers. Given current battery technology limitations, development efforts focused first on the smaller end of the air sweeper product range.

Two years ago, we introduced a hybrid electric prototype of the NiteHawk Raptor and have since refined it to meet or exceed the performance of the conventional model. The hybrid Raptor delivers an estimated 38% improvement in fuel efficiency. The product has now entered the production phase, with initial units allocated for demonstrations, customer evaluations, and technical training ahead of a planned full commercial launch in 2026.



The Mantis 100X Our Newest Hybrid Electric Product

At ConExpo 2026, Alamo Group introduced the Mantis 100X, a new hybrid electric version of its Mantis prime mover. Equipped with a 22-foot hydraulic boom mower, this hybrid model addresses customer demand in the municipal vegetation management market for improved fuel efficiency, reduced noise and vibration, and enhanced operator ergonomics.

The system pairs a 75-horsepower diesel engine with a 25-horsepower electric motor as an alternative to the traditional 100-horsepower diesel motor with DEF system. This hybrid design lowers maintenance and operating costs, while reducing machine downtime.



Sustainable Product Update

Products in the Market

Alamo Group currently produces and sells a variety of fully electric, hybrid electric, weight reduced and technology enhanced products to help customers improve fuel efficiencies and reduce emissions. The fully electric products included sales of highway safety products mounted on fully electric truck chassis, as well as fully electric mowing boats, dredgers and remote-control mowers. Our hybrid-electric category included sales of hybrid versions of our woodchippers and power arm mowers. Weight-reduced and higher functional output products include the lower weight McConnel PA4830 power arm which can mount to smaller fuel-efficient tractors, the Tenco Wide Wing System which plows more lane-miles with fewer trucks and fuel consumed, and the lighter more fuel-efficient sugar transshipment products we produce in collaboration with a key chassis supplier and customer in Brazil. In the table below, we track the sales of those products, in total and as a percentage of total company sales.

	2023	2024	2025
Sustainable Product Sales With > 20% GHG Emissions Reduction			
Fully Electric - Zero Emissions Equipment	\$1.8	\$1.3	\$0.1
Fuel Efficiency from Hybrid Electric Products	\$2.4	\$1.8	\$1.8
Fuel Efficiency from Weight Reduction and Functional Output	\$21.5	\$14.6	\$16.2
Fuel Efficiency from Other Design Enhancements	\$8.9	\$5.7	\$4.6
Total	\$34.6	\$23.4	\$22.7
Percentage of Total Alamo Group Sales	2.0%	1.5%	1.4%

The year-to-year decline in the sales of these products is primarily due to significantly lower sales of fully electric products. Customer adoption of these products has been dramatically impacted by their prohibitively high price tags combined with the reduction and withdrawal of government incentives designed to support such development across all of the markets we serve. Conversely, we see resiliency and market growth in the products achieving fuel efficiencies through weight reduction, greater functional output relative to fuel consumption and hybrid electric power. These three areas represent our current sustainable product market opportunities and are the current focus of our new product development efforts.

Our Newest Sustainable Product Launch the Tenco Wide Wing System “Junior”

Our popular Tenco Wide Wing System (WWS) platform uses thinner gauges of high strength steel to mount equipment that increases the snow plowing path of a single truck chassis to a width of 27 feet. This replaces two to three snowplow trucks working in tandem to achieve the same work output. This product has been very popular with customers tasked with plowing multilane highways, but its growth has been limited by the heavy-duty tri-axle truck chassis it requires. Because snow plowing is seasonal and most of our customers repurpose truck chassis during the warmer months, we saw a market opportunity for a WWS version that mounted to a conventional standard duty vocational chassis. The Tenco WWS Junior utilizes thinner gauges of high strength steel to expand the plowing path of a conventional snowplow to 21 feet, replacing the need for multiple passes or two conventional snowplows working in tandem to clear the same road area in one pass. Its development was completed in 2025, and we shipped the first production units to customers this past December.



Pollution Reduction

Alamo Group is committed to mitigating the negative impacts related to air, water, and soil pollution, including prevention and control. To manage harmful chemicals and noxious substances both in the manufacturing process and wherever our products are being used, Alamo Group companies use best practices in compliance with the most stringent regulations for health and safety, and environmental protection. In alignment with EPA guidelines, we define hazardous materials as solid waste containing known hazards and exhibiting at least one of the following properties: ignitability, corrosivity, reactivity, or toxicity. Mixtures, fuels, solvents, paints, and dusts are all considered hazardous chemicals or materials that may be present in our facilities.

Pollution Reduction in Our Operations

Our facilities manage the hazardous waste disposal process while facilitating a safe work environment that complies with local, state, and federal regulations. Alamo Group provides extensive employee training to help workers identify hazardous chemicals and noxious substances; assess and control their risks in the workplace; understand the regulatory requirements and safely store and transport these materials to ensure their proper containment and safe handling. At each of our facilities, onsite environmental and safety leads actively monitor all waste streams (air, liquid, and solids) to ensure regulatory compliance. Hazardous waste is properly handled in our facilities, following appropriate safety protocols, and hauled away by licensed operators for recycling or disposal.

Volatile Organic Compounds

Within our operations, most of our hazardous waste generation is tied to volatile organic compounds (VOCs) associated with wet paint and related solvents. VOCs and the combustion of fossil fuels account for nearly all of our air emissions. Many of our manufacturing facilities have converted to dry-powder-coat paint systems, which have reduced our absolute VOC emissions over time. In 2025, our VOC emissions were 344,052 lbs., down 9% from the prior year.

Pollution Reduction Within Our Value Chain

Alamo Group works with its suppliers to reduce air, water and soil pollutants throughout the value chain and phase out the use of potentially hazardous substances. In recent years, new government

regulations have changed how we identify and manage such material to ensure product safety. For example, we make regular inquiries with our suppliers to comply with regulations which require that we list certain substances in a public database for products imported into and sold in the European Union. The process of identifying and replacing these substances faces some headwinds. Manufacturers of synthetic polymers consider the additives they use as trade secrets and resist disclosure.

Some of the more recently identified substances of concern, like PFAS and PIP 3:1, are fire retardants, and suitable replacements need to be found to avoid other product safety concerns. We will continue to work with our suppliers to meet all of these challenges.

We will also create positive environmental impacts by continuously improving product designs to reduce the use of pollutants in their manufacture and help our customers more efficiently use our products to reduce pollution in their communities. For example, transitioning from diesel to electrified products not only reduces air pollution, the replacement of fluid power systems with electric circuits can also significantly reduce the use of synthetic polymers and eliminate the need for hydraulic oil. Our products often perform important roles in protecting the environment. For example, street sweepers remove pollutants from city streets, reducing the runoff of pollutants into storm drains and water systems, and hydro-excavation vacuum trucks are often used in soil remediation projects.

Water Conservation

According to survey using the World Resources Institute’s Aqueduct tool, our manufacturing operations are not located in high water risk areas, nor do our production processes require large quantities of water use. Nevertheless, we act to conserve water resources through rainwater harvesting, recycling water in our production processes, and repairing leakage in our plumbing systems.

Water purchased from utilities in 2025 decreased by 10% and our water consumption drawn from our own wells decreased by 7%. Both results are improvements compared to prior year both in absolute terms and intensity (adjusted for hours worked). Overall, we met our 2025 water intensity goal of 10 cubic meters per 1000 hours worked. While our water use is light and opportunities to reduce it are limited, we will continue to work on its conservation to achieve our 2030 reduction goal.

Water Conservation Within Our Value Chain

Downstream in our value chain, our vacuum truck products use significant amounts of water for hydro-excavation and sewer cleaning. We have, for several years, offered water recycling filtration systems as an option for this equipment, allowing our customers to increase equipment utilization and reduce water and fuel costs.

In our Double Materiality Assessment, some stakeholders identified the water used by our customers as a sustainability concern. While it fell below the overall materiality threshold we set for CSRD reporting, we will continue working with our French vacuum truck manufacturing business to determine if customer water usage can be effectively measured, reported and affected by us via cost effective water recycling /reuse functionality in our products.

	2019 Base Year	2020	2021	2022	2023	2024	2025	2026 Goal	2030 Goal
Water Drawn from Wells	14,622	14,844	14,162	15,728	13,280	6,795	6,297	-	-
Water Purchased from Utilities	90,747	83,007	84,485	69,227	76,835	77,959	67,472	-	-
Water Recycled	-	-	-	2,406	2,574	3,717	3,347	-	-
Water Discharged	105,096	97,851	98,647	84,955	90,115	84,755	73,769	-	-
Net Water Used/ 1000 Hours Worked	13	14	12	10	11	11	10	10	9

Preserving Biodiversity & Ecosystems

Our sustainability strategy is centered on minimizing the environmental footprint of our operations and products throughout our value chain. While our actions that address climate action, pollution reduction and water use also directly benefit the preservation of biodiversity and ecosystems, over the past several years we have developed and our customers have deployed several of our products to specifically address conditions affecting the preservation of biodiversity and ecosystems. Our engagements with employees, customers and other stakeholders have also resulted in direct contributions to biodiversity and ecosystem preservation in many communities where we operate and where our products are used.

Products Contributing to Biodiversity and Ecosystem Preservation

Many of our wood processing products play a significant role in advancing soil health and biodiversity. Morbark® horizontal and tub grinders are integral to sustainable organic waste management and compost production. By reducing particle size and homogenizing diverse organic feedstocks, these machines accelerate decomposition, optimize carbon-to-nitrogen ratios, and enable the production of nutrient-rich compost and soil amendments. Their extensive deployment and high processing capacity support large-scale diversion of organic waste from landfills, reducing greenhouse gas emissions and promoting circular resource use. The resulting materials enhance soil structure, moisture retention, and nutrient availability, strengthening ecosystem resilience.



Our street sweeper products were deployed by local authorities as the most cost-effective method for reducing the amount of nitrogen and phosphorus in stormwater runoff that were contributing to the eutrophication of the Chesapeake Bay.

We produce several products in the Netherlands, like the Eco Chopper and the Harkboot, which are designed to perform their vegetation management tasks, including the removal of invasive non-native fauna, while minimizing impacts on the insect and aquatic life that play vital roles in their respective ecosystems.

Preserving Biodiversity and Ecosystems through Stakeholder Engagement

We further support biodiversity through responsible land stewardship and product education. Over the years, our company has sponsored and our employees have lead tree plantings, pollinator habitat initiatives, and community clean-up projects contribute to local ecosystem health. In Europe, our Rousseau business promotes ecologically responsible hedge management practices to protect vital hedgerow habitats, reinforcing our global commitment to biodiversity conservation.



Waste Reduction & Circularity in Our Value Chain

Sustainability is about eliminating waste. It is not narrowly defined as waste sent to a landfill, but broadly defined as any waste of materials, energy, labor, financial resources, and capacity embodied in the products and services provided to end customers. We believe that waste reduction isn't limited to the more efficient use of resources to produce a linear output, but that it should also become more circular in nature. Circularity can be achieved throughout our value chain, from the development of returnable dunnage with suppliers to refurbish existing equipment for our customers. The objective of circularity is to preserve both raw materials and the value we add to our products, keeping both in use to avoid the demand for new resources for as long as possible.

	2019 Base Year	2022	2023	2024	2025	2025 Goal	2030 Goal
Operational Waste Reduction & Recycling							
Non-Hazardous Landfill Waste (kg)	3,024,131	2,380,358	2,582,892	2,314,900	2,491,067	-	-
Non-Hazardous Landfill Waste Intensity (kg/1000 Hours Worked)	388	291	312	305	343	275	240
% Change from Base Year	-	-25%	-20%	-21%	-12%	-	-
Non-Hazardous Waste Incinerated (kg)	14,621	224,913	241,286	247,315	182,030	-	-
Non-Hazardous Waste Recycled (kg)	13,731,748	14,103,081	13,268,328	11,060,339	10,094,322	-	-
Total Non-Hazardous Waste (kg)	16,770,500	16,708,352	16,092,506	13,622,554	12,767,419	-	-
Total Non-Hazardous Waste Intensity (kg/1000 Hours Worked)	2,154	2,043	1,942	1,797	1,756	1,626	1,433
% Change from Base Year	-	-5%	-10%	-18%	-19%	-24%	-33%
% Total Non-Hazardous Waste Recycled	82%	84%	82%	81%	79%	80%	81%
Hazardous Waste per EPA Guidelines (kg)	-	445,032	460,794	483,388	321,095	-	-

Alamo Group companies are responsible for designing and implementing waste reduction strategies that are tailored to their operations, their geography, and their product lines. Each facility approach includes waste minimization through waste studies, careful selection of incoming materials, a focus on reuse, and recycling, and safe disposal of waste products. Our facilities remain committed to our sustainability efforts by recycling scrap steel, plastics, and cardboard from our factories as well as aluminum, plastics, and paper from our offices. At our facilities, most of our landfill waste stems from packaging, pallets, and other shipping

materials. Facility consolidations have driven higher landfill waste for three consecutive years, with the scale of these initiatives increasing each year as larger facilities were exited. While these efforts have contributed to the achievement of other sustainability targets, they have also increased our landfill waste, largely due to additional dunnage generated by moving activities and the disposition of materials that were not moved to the continuing operation. Consequently, our 2025 landfill waste increased by 7% in absolute terms, and by 12% in terms of intensity, over 2024 levels.

Our recycled waste metric represents about 80% of our total waste stream by weight and is overwhelmingly driven by the recycling of steel scrap. As we discuss further in Waste Reduction and Circularity in Our Value Chain section below, reducing metals scrap rates produces superior financial and environmental benefits as compared to recycling it. In future reports, we will separate metals recycling from non-metals recycling and set separate goals for each metric, as appropriate.

Waste Reduction and Circularity in Our Value Chain

The largest environmental impact in our upstream value chain is the production of steel and iron used to manufacture most of the components found in our finished products. These ferrous materials usually account for 85-95% of the total mass of the equipment we produce. While the steel waste we produce in our operations is nearly 100% recovered and recycled, we still incur a financial loss and a negative environmental impact for every pound of purchased steel does not end up embedded in our final product.

The financial loss is due to the difference between the price we pay the steel supplier and the price we receive from the scrap purchaser, about \$0.40 per pound, over the past two years. The negative environmental impact results from the energy required to recover, transport, process, remelt, and

remanufacture the steel materials we purchase from our steel suppliers. In terms of greenhouse gases, this accounts for about 400 grams of CO2 equivalent emissions per kilogram of scrap steel.

In last year's sustainability report, we attributed 1.2 million kg of our year-to-year steel scrap reduction to improved steel plate and sheet yields in laser cutting operations. That more efficient utilization of purchased steel provided an estimated \$0.8 million net cost savings, and an approximate 1,800 metric ton reduction in value chain greenhouse gas emissions. In 2025, these comparisons are obscured by the consolidation of manufacturing operations. One of the facilities we exited was nearly 100% insourced for steel plate and sheet cutting while the operation now producing those products has nearly 100% outsourced these operations. While an outsourced laser cutting specialist handling a high volume for multiple customers would likely have significantly better scrap rates than a manufacturer cutter only for their own immediate needs, we have not had access to the data needed to make this comparison for 2025.

In 2025, we have continued to measure progress at one of our large plants unaffected by the recent consolidation initiatives. Our plant producing excavators and vacuum trucks in Ohio reduced its steel scrap by 2.3% despite a 3.6% increase in manufacturing activity. This scrap rate improvement at that facility alone saved the company an estimated \$117,000 and avoided 124 metric tons of CO2 equivalent greenhouse gas emissions in 2025. Steel scrap reduction remains an opportunity to improve both our financial and environmental outcomes. We will reset and refocus these initiatives in the coming months.

Note: In 2025, we expanded the scope of our waste reporting to include non-manufacturing operations which not had been previously measured in our waste numbers. Accordingly, we increased the current year and each prior year's waste totals by about 116,000 kilograms. We also exclude some non-recurring, non-operating waste from our comparative numbers shown above. In the years presented, these exclusions total about 250,000 kilograms. In 2025, we excluded demolition and construction debris from our Salford Priors solar and roof renovation project.

Employee Safety

Every Employee Matters

The safety, health, and welfare of our employees is a top priority at Alamo Group and will greatly affect the success of Alamo Group companies. Alamo Group is committed to providing a safe working environment and a culture that empowers all employees to communicate, escalate, and resolve safety issues and concerns.

Our employees are the experts at what they do – their voices and opinions matter. All employees are encouraged to identify and communicate any concern related to safety in a timely manner. Their inputs are respected and valued, and positive consideration and necessary investment are made to prevent and correct any safety issues.

Positive open communication and trust will continuously improve the working environment and build a “culture of safety” where everyone feels a sense of purpose and contribution to the overall success of the company.

All Alamo Group employees THINK, WORK and LIVE safely!

Every employee is trained to always think in advance about the tasks to be performed, ensure that they are properly trained, and have adequate written work procedures to avoid hazards before starting a job. If an employee does not feel comfortable performing a task, they are encouraged to ask for assistance. All work at Alamo Group companies must be performed in the safest manner possible using the proper tools, assistance devices, and written procedures. Issues or concerns must be reported, and corrective actions must be developed. Employees are empowered to report all issues and concerns.

Oversight, auditing, and general support are provided by the corporate safety team, including goaled programs which address specific hazards such as hand safety awareness, eye protection, housekeeping initiatives, and ergonomic assessments.

Every employee is provided with training and knowledge to perform their jobs safely, identify hazards, and provide input on safety practices or workplace improvements. Training includes monthly safety topic information sessions, daily toolbox talks, and a 10-hour safety certification program. In addition to extensive employee safety training, each Alamo Group operation provides additional training based upon the risks and opportunities of their specific operations. Such training programs range from the proper handling of hazardous materials to improving manufacturing efficiency.

Each employee can contribute and engage in the workplace safety process through mandatory safety committees, safety teams, and other structures. Supervisors and leaders are also regularly trained in communication techniques, employee engagement, and hazard awareness to ensure a positive working environment.

Improving the safety culture at all Alamo Group companies by empowering employees to identify hazards, provide meaningful corrective actions, and avoid injuries has been a key management priority for many years. Management at the company facilities is expected to engage the employees on the plant floor with a focus on safety and process improvements daily.



Recordable Injuries

Avoiding injuries has been a top management priority for many years. As one of our key sustainability performance indicators, recordable injuries are consistently measured throughout all our operations as defined by the Occupational Safety and Health Administration (OSHA) Recordable Injury Rate (RIR) rate calculations. Progress regarding these metrics and detailed discussion of any incident is provided to all management levels and employees every month. Recordable injuries reported by our member companies have been consistently declining every year up to 2025 and remain well below the Bureau of Labor Statistics reported recordable injury rates for similar manufacturing companies.

In 2024, Alamo Group’s annual recordable injury rate improved significantly, dropping to 1.93 injuries per 100 employees. This was, by a large margin, the lowest injury rate ever recorded by the company, and we met our original 2030 OSHA RIR goal six years earlier than previously expected.

In 2025, we essentially matched that record performance by logging an OSHA RIR of 1.95. While this result did not meet the revised 2025 OSHA RIR goal reset after the 2024 record result, we have confidence in our process and progress, and we remain committed to achieving our 2030 OSHA RIR goal of 1.50.

	2019 Base Year	2022	2023	2024	2025	2026 Goal	2030 Goal
Key Leadership Development Programs							
OSHA Recordable Injuries per 100 employees (200,000 employee-hours)	4.10	2.44	2.40	1.93	1.95	1.80	1.50
Employee Fatalities	0	0	0	0	0	0	0
Near Misses per 100 employees (200,000 employee-hours)	-	-	36	51	113	-	-

Near Miss Reporting

Near miss reporting is a key component to building engagement and trust from the workforce by encouraging employees to find and report safety issues. Alamo Group uses near miss reporting as a pro-active metric for identifying and eliminating hazards before they become injuries. In 2025, Alamo Group companies reported 113 Near Misses for every 100 employees (200,000 hours worked). The increase compared to the 2024 numbers indicates a positive trend in employee awareness and injury avoidance.

Employee Training & Development

At Alamo Group, we believe in investing in people and building teams that reflect our values. We are committed to creating a workplace where employees at all levels can grow their skills, take on new responsibilities, and build meaningful long-term careers. Through strong career development, talent growth, and employee engagement programs, we create opportunities for employees to succeed.

Employee Engagement

Employee engagement is essential to building a resilient workforce. In our most recent company-wide engagement survey, the majority of employees participated, providing a robust and representative basis for assessing employee experience and identifying priority focus areas. Employee submissions reflect a strong foundation of workplace culture and respect, with over 79% of respondents indicating agreement or strong agreement that they are treated with respect at work. This outcome supports our commitment to fostering an inclusive work environment aligned with fundamental labor and employee practice principles. Survey results are informing the development of targeted action plans to drive measurable improvement in engagement and organizational performance.

To further align our workforce with Alamo’s values, we foster a culture of communication between employees and management. In 2025, we hosted our first CEO town hall meeting. In the meeting, senior leadership shared progress on company goals and responded to employee questions, creating opportunities for open communication and feedback. These efforts aim to increase employee engagement in our shared vision for Alamo Group.

Leadership and Development Training

As part of our commitment to career development and talent growth, we offer leadership and skill development training opportunities through our Learning and Development Academy. Three of the most significant opportunities include:

- AGILE (Alamo Group Inspiring Leadership Excellence) – a 9-hour foundational Supervisor and Management development program
- Skilled Frontline Leadership Training – A 10. module, 40-hour curriculum conducted by certified Front Line Leadership facilitators enabling leaders to create work environments that foster employee engagement, improve performance, and increase employee satisfaction.
- Core Competency Training: Goaled training programs to enhance essential skills aligned with their roles, ensuring continuous professional growth and operational excellence.

In 2025, employees continued to participate in these trainings, with 30 of our leaders completing AGILE training and 47 managers in the U.S., Canada, U.K., and The Netherlands completing Frontline Leadership Training.

In addition to Learning and Development Academy courses, Alamo offers monthly Leadership Webinars on the following topics: Stay Interviews, Employee Engagement, Employee Onboarding, Employee Retention, Change Management for Leaders, Effective Communication Skills for Supervisors, Building Resilience for Optimal Performance, Emotional Intelligence, Coaching for Improved Performance, Time Management, Developing Positivity in the Workplace. In 2025, 1,123 employees attended these optional Leadership Webinars. Alamo

Group leverages employee feedback to assess the effectiveness of its training programs and guide ongoing enhancements.

Compliance and Risk Mitigation Training

To maintain a safe and compliant workplace environment, Alamo Group requires annual compliance and risk mitigation trainings. In 2025,

- Alamo Group employees worldwide completed mandatory annual training in our Code of Business Conduct & Ethics, with nearly 100% participation of those required to complete it. This training covers Code of Ethics topics including honest and ethical conduct, fraud prevention, anti-trust, insider trading, conflicts of interest, company asset & information protection, anti-corruption, and anti-bribery.
- 2,027 Alamo Group employees worldwide completed mandatory annual cybersecurity awareness training with 100% participation of those required to complete it.

These initiatives, combined with accountability for core competency development integrated into our succession planning process, provide a foundation for the development of our next generation of company leaders.



	2023	2024	2025
Key Leadership Development Programs			
AGILE Training Graduates	312	70	30
Frontline Leadership Graduates	62	45	47

Workers in Our Value Chain

Human Rights in Our Supply Chain

Alamo Group is committed to respecting and upholding the internationally recognized human rights principles of the United Nation’s Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights.

We require our suppliers and others with whom we conduct business to do the same. Our suppliers must not hire any workers that are younger than the minimum age prescribed by the local jurisdiction in which the supplier operates, and in no event shall a supplier hire or employ workers under the age of fifteen. Our suppliers are prohibited from using any forced labor in their operations, whether in the form of prison labor, bonded labor, indentured labor, slavery or otherwise. We hold our suppliers to the same standards that we hold ourselves. Suppliers are required to treat employees with respect and dignity and will not subject any employee to any physical, sexual, psychological, or other form of abuse. Our suppliers must support diversity and equal opportunity in their workplaces and must prohibit discrimination based on race, gender, color, nationality, age, disability, sexual orientation, or marital status. Our suppliers must respect the right of employees to freely associate and to collectively bargain in accordance with applicable laws, comply with applicable wage and hour labor laws and regulations governing employee compensation and working hours, provide a safe and healthy work environment and take appropriate measures to support accident prevention in the workplace. These requirements have been communicated by written policy and are integrated into the contractual terms and conditions of our supplier relationships.

Our direct vendors generally produce industrial goods and services which do not lend themselves to the use of seasonal, migrant or child labor. We frequently visit and physically inspect the facilities of our direct suppliers, regardless of location, and believe that the risks of slavery and human trafficking at this level of the supply chain are very low.

A supply chain for products like ours generally ranges from 8 to over 20 tiers. Our visibility beyond our direct vendors is very limited. If there are human rights issues in our supply chain, they would most likely be at or near the point of mineral resource extraction. In accordance with our Conflict Minerals policy, we make reasonable country of origin inquiries and perform supply chain diligence to determine whether any materials in the products we buy originated in mines controlled by armed groups known to use child and slave labor. In accordance with the Uyghur Forced Labor Prevention Act, we also make inquiries of our Chinese suppliers to ensure the products we source from them do not contain any materials sourced from Xinjiang Province. We have screened our direct suppliers, as well as a selection of their suppliers, using the same denied party screening tool that we have been using to ensure that we do not sell our products to banned individuals and entities.



Operator Safety Training

In 2025, Alamo Group’s Operator Safety Training (OST) program continues to be a recognized platform for delivering effective, hands-on operator safety education. The program combines classroom instruction with practical field training, focusing on hazard identification, pre-operation inspections, and safe, responsible equipment use. These efforts improve operator safety awareness, reduce equipment damage and parts replacement, and support environmentally responsible operations.

The OST program has expanded in recent years with specialized training tracks, including:

- Tractor Mower Operator Safety Training (TMOST)
- Zero-Turn Mower Operator Safety Training (ZMOST)
- Prime Mover Operator Safety Training (PMOST)

All our OST programs are supported by dedicated training videos available through the Alamo Group OST website. Program growth has remained strong, with 33 classes delivered and 930 operators trained in 2025, continuing the upward trend from prior years.

Looking ahead, the 2026 goal is to further expand the OST program by introducing manual chipper machine safety training as an additional offering. This expansion reflects Alamo Group’s ongoing commitment to proactive safety education, risk reduction, and continuous improvement in operator training.

Growth and Impact

The Operator Safety Training program has demonstrated consistent and meaningful growth, reinforcing its role as a cornerstone of Alamo Group’s safety initiatives.

- 2025: 33 classes delivered, 930 operators trained
- 2024: 29 classes delivered, 793 operators trained
- 2023: 16 classes delivered, 372 operators trained

This sustained increase in participation highlights the growing demand for structured safety training and reflects Alamo Group’s continued investment in protecting operators, customers, and the communities they serve.



Supporting Our Communities

Charitable Giving

Contributing to the communities in which we operate is a core element of Alamo Group’s corporate philosophy. We recognize our responsibility to support the local areas where our employees and customers live and work, and we actively seek meaningful opportunities to create a positive impact. Alamo Group companies collaborate with a broad range of local organizations to advance economic development, environmental stewardship, and social well-being. We also promote cross-industry knowledge sharing and best practices to strengthen collective progress and deliver sustainable value in the communities we serve.



Charitable Giving	
2022	\$363,916
2023	\$414,636
2024	\$238,313
2025	\$237,969

MFG Day

Celebrated nationally on the first Friday in October, Manufacturing Day (MFG Day) provides an opportunity for manufactures across the U.S. to inspire future generations by showcasing careers in manufacturing to students, parents, educators, and local communities. Alamo Group proudly participates each year, promoting awareness and appreciation for Careers in Manufacturing.

Partnership with the National FFA Organization

Our Alamo Group AG Americas business partners with The National FFA Organization to support the next generation of leaders and agriculturalists. This year, they participated in a fundraising campaign to help prepare FFA members for premier leadership, personal growth, and career success through agricultural education.



Governance & Ethics

Alamo Group has implemented a strong corporate governance and ethics framework that provides the foundation for all our corporate responsibility efforts and is consistent with our high standards of operational excellence, ethics, integrity, and transparency.

Corporate Governance

Alamo Group believes sound governance practices are fundamental to achieving our long-term sustainable growth objectives. The Alamo Group leadership team, led by our CEO, has responsibility for the day-to-day management of our business while ultimate oversight of the business rests with our Board of Directors. Directors are nominated based on their prior experience, skills, and background. As required by applicable laws and New York Stock Exchange rules, a majority of our Board members are independent. We currently have a nine-member Board with eight independent members, including four women. Alamo Group’s Board has three standing committees:

- Comprised of four independent members of the Board
- For more information about our Board of Directors, executive leadership team, and corporate governance practices, visit our website.

Ethics and Compliance Committee

A strong ethical culture starts at the top. CEO Robert Hureau and the other senior executive leaders at Alamo Group strive to set the right example in the way they behave and the way they encourage others to behave. Our Board members are also deeply committed to meeting the highest standards of ethical and legal conduct in fulfilling their duties.

Business Conduct and Ethics

Our Code of Conduct and our FCPA and Anti-Corruption Law Policy require strict compliance with all applicable laws and regulations, including local laws and regulations of each country where Alamo Group conducts business. It also describes our commitment to, and policies for, doing business with integrity, including, without limitation, corruption, bribery, kickbacks, extortion, embezzlement, and other similar practices.

Political Contributions and Lobbying

Alamo Group does not permit contributions to any individual political candidates or campaigns. The Company does maintain memberships in certain trade associations and business groups, such as the Association of Equipment Manufacturers and the National Association of Manufacturers, that may engage in advocacy on behalf of segments of the business communities where we maintain markets. We are committed to supporting these organizations which champion public policies that contribute to the success and growth of those business communities.

Audit Committee

- Assists with oversight of the accounting and financial reporting processes and audits of financial statements
- Comprised of five independent members of the Board
- Audit chairperson is financial expert

Compensation Committee

- Sets and administers policies that govern executive compensation including setting the CEO and Named Executive Officer compensation
- Comprised of five independent members of the Board

Nominating and Governance Committee

- Identifies individuals qualified to become Alamo Group directors
- Recommends nominees to the Board for election at the annual shareholder meetings
- Oversees governance matters including the regular review of the Company’s Code of Conduct
- Oversees the Company’s sustainability program and develops recommendations for the Board’s review and consideration



About This Report

Boundaries and Scope

This is Alamo Group’s sixth annual sustainability report, based on calendar years 2019-2025 data. We follow the World Resource Institute’s Greenhouse Gas (GHG) Protocol and use the former Sustainability Accounting Standards Board (SASB) Industrial Machinery Standard, to guide our reporting boundaries and disclosures.

Data collection for energy and emissions reporting covers all Alamo Group facilities, both manufacturing and nonmanufacturing, except for a few small (one to two-person) operations where either the landlord maintains operational control of the facility, or the emissions are considered too small to justify data collection. The locations excluded from this report consist of seven small service shops in France and a small, now-closed, truck up fitting center in Vermont. Our greenhouse gas inventories include all relevant sources of Scope 1 and 2 emissions. We capture offsite purchases of fuel consumed by company-controlled vehicles through the use of fuel card programs and data from our travel expense reporting system. We exclude purchased fuel that leaves our facilities in sold equipment from our Scope 1 emissions calculations.

In 2025, we expanded the scope of facilities included in the Operational Waste metrics presented on pages 19 and 45 of this report to include landfill waste hauls from some of our non-manufacturing locations previously excluded. The result of this scope expansion is the addition of approximately 100 metric tons of landfill and total waste to each year in our presentation.

Assurance and Verification

Alamo Group believes this report contains information that is accurate, timely, and balanced. In preparing the material for this report, we have completed an internal assessment process to review the contents for accuracy, completeness and clarity, but the report is not externally assured and the data within this report has not been third-party verified.

Restatements and Use of Estimates

Consistent with GHG Protocol and other guidance, we have restated prior year measurements for structural changes, such as mergers & acquisitions. When accounting for mergers & acquisitions and structural changes, we gather data for the comparable pre-acquisition periods when available and material to our results. For smaller facilities, we sometimes estimate pre-acquisition emissions based upon the first twelve months of data collection under our operational control.

When measuring small sources of GHG emissions, and the weight of landfill waste hauls, we occasionally use estimates when actual data is unavailable. We are working to continuously improve the precision and completeness of our measurements. When more precise or complete data is developed, we will report using the more reliable data source and adjust prior year results if comparability is meaningfully enhanced. Material adjustments to prior year results in this year’s report are disclosed in the relevant disclosure and analysis sections of this report.

Measures of Intensity

Some of our environmental measures are at least partially variable to the level of production activity. As a result, we state some amounts relative to an estimate of production output based upon employee hours worked. This base includes permanent and temporary employee hours worldwide.

For More Information

Alamo Group welcomes your feedback, comments, and questions on this report and other sustainability matters.

Corporate Sustainability Team
1-800-638-7213
sustainability@alamo-group.com

Cautionary Statement about Forward-looking Statements

Certain statements in this report relate to future events and expectations and are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Statements that are not historical are forward-looking. When used by or on behalf of Alamo Group, the words “estimate,” “anticipate,” “expect,” “believe,” “intend,” “may,” “will,” “would,” “should,” “could,” and similar expressions generally identify forward-looking statements made by or on behalf of the Company.

These forward-looking statements are not guarantees of future performance and are subject to risks, uncertainties, assumptions, and other factors, some of which are beyond the Company’s control, which could cause actual results to differ materially from those expressed or implied by such forward-looking statements. Additional information concerning forward looking statements and risks impacting the Company is contained in the Company’s filings with the U.S. Securities and Exchange Commission, including, without limitation, the Company’s Annual Report on Form 10-K for the year ended December 31, 2025, filed on March 2, 2026.

Resources

ALAMO-GROUP.COM/REPORTS-AND-POLICIES/

- Alamo Group Sustainability Reports
- Conflict Minerals Policy & Report
- Environmental Policy
- Foreign Corrupt Practices Act and Anti-Corruption Law Compliance
- Labor & Human Rights Policy
- Privacy Policy
- Safety Guidelines & Safety Code of Ethics
- Supplier Code of Conduct

ALAMO-GROUP.COM/CORPORATE-GOVERNANCE/

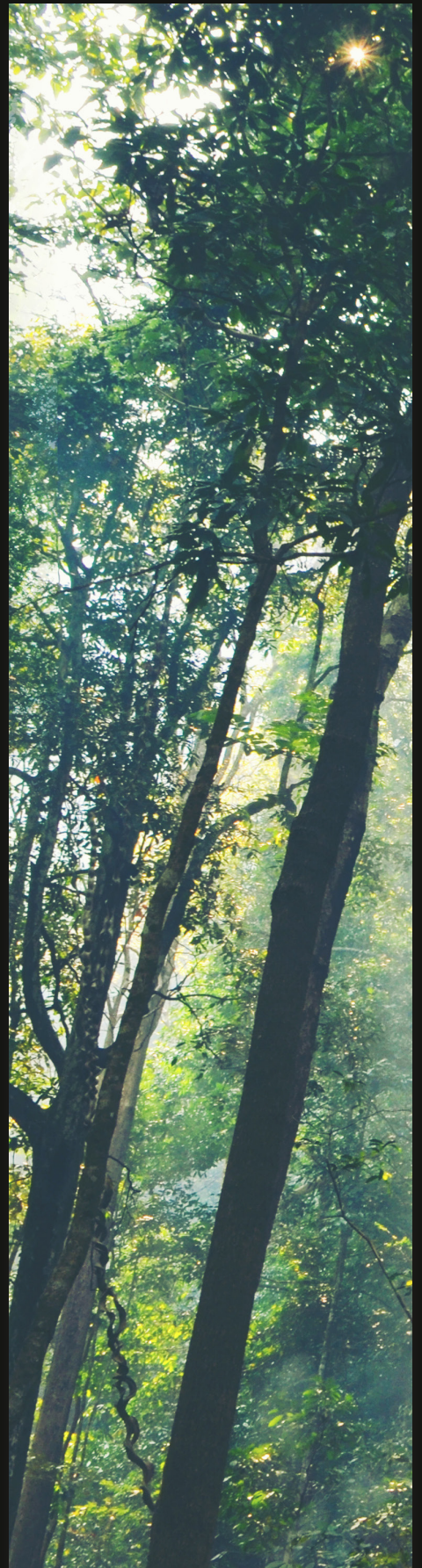
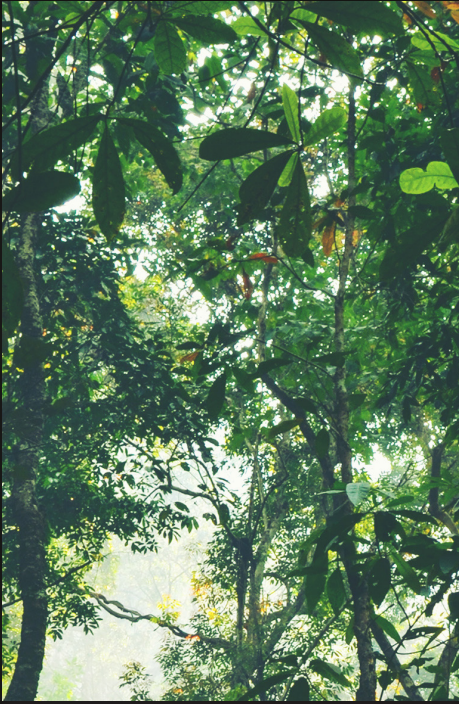
- Business Code of Conduct
- Corporate Governance Guidelines

Tear Sheet

Indicator	UOM	2025	2024	2023	2022	2019 Base Year
Electricity						
Vegetation Management Division	MWh	23,562	26,196	30,891	31,936	31,572
Industrial Equipment Division	MWh	17,573	15,869	16,286	17,130	22,706
Corporate	MWh	275	250	239	186	194
Renewable Energy - Electricity						
Vegetation Management Division	% of total	26.6%	27.9%	26.9%	22.2%	16.9%
Industrial Equipment Division	% of total	33.2%	35.2%	34.7%	34.7%	28.6%
Corporate	% of total	26.3%	26.0%	25.8%	24.6%	18.2%
Natural Gas						
Vegetation Management Division	mcf	164,110	211,140	257,458	256,981	237,966
Industrial Equipment Division	mcf	151,663	114,400	124,777	134,568	148,830
Corporate	mcf	358	238	233	-	-
Total Energy Use						
Vegetation Management Division	gigajoules	295,215	363,361	433,828	435,397	425,573
Industrial Equipment Division	gigajoules	248,161	200,749	212,151	229,064	276,702
Corporate	gigajoules	1,366	1,153	1,105	668	700
Propane						
Vegetation Management Division	mcf	2,730	2,901	3,052	3,208	3,008
Industrial Equipment Division	mcf	4,915	4,013	4,336	5,154	6,609
Diesel						
Vegetation Management Division	US gal	92,751	125,187	143,278	141,350	212,584
Industrial Equipment Division	US gal	57,732	58,904	44,638	50,752	94,660
Gasoline						
Vegetation Management Division	US gal	102,150	128,134	139,107	130,967	137,900
Industrial Equipment Division	US gal	20,062	23,058	24,015	26,718	42,066

Tear Sheet

Indicator	UOM	2025	2024	2023	2022	2019 Base Year
Scope 1 Emissions						
Vegetation Management Division	MT Co2e	11,503	15,032	18,109	17,946	17,780
Industrial Equipment Division	MT Co2e	9,951	7,880	8,447	9,183	10,845
Corporate	MT Co2e	20	13	13	-	-
Scope 2 Emissions (Location-Based)						
Vegetation Management Division	MT Co2e	8,132	9,535	11,966	13,498	15,166
Industrial Equipment Division	MT Co2e	4,599	4,025	4,454	4,888	7,835
Corporate	MT Co2e	94	86	86	69	83
Scope 2 Emissions (Market-Based)						
Vegetation Management Division	MT Co2e	7,370	8,893	10,843	11,503	15,644
Industrial Equipment Division	MT Co2e	4,547	4,350	4,672	4,635	8,514
Corporate	MT Co2e	94	91	99	76	94
Net Water Consumption						
Vegetation Management Division	cubic meters	48,975	59,936	55,781	66,543	60,756
Industrial Equipment Division	cubic meters	23,726	28,517	27,895	31,120	42,768
Corporate	cubic meters	1,067	1,662	1,279	984	1,572
Total Waste to Landfill						
Vegetation Management Division	kg	728,763	871,974	1,276,567	1,138,588	1,475,057
Industrial Equipment Division	kg	1,740,014	1,420,728	1,285,184	1,233,710	1,539,186
Corporate	kg	22,290	22,198	21,141	8,059	9,887
Waste Recycled						
Vegetation Management Division	% of total	84%	83%	84%	86%	86%
Industrial Equipment Division	% of total	75%	80%	81%	82%	73%
VOC Emissions						
Vegetation Management Division	pounds	218,668	257,323	239,530	217,566	167,195
Industrial Equipment Division	pounds	93,169	137,426	137,913	130,724	210,772



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