



Conserving resources  
and improving life.

**+** THAT'S THE VALUE WE ADD.

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# Improving life through sustainability.

## Our journey.

From the first center pivot that helped farmers conserve water, to the energy transition needed to fulfill the promise of tomorrow's technology, Valmont has been innovating, engineering and manufacturing sustainable solutions for some of the world's biggest challenges. We create infrastructure that helps feed an ever-growing population, provide resilient power-grids that hold up to the effects of climate change, support connectivity between communities and people, and make roads safer and more easily traveled. Through nearly 80 years of collaboration, innovation and expertise across many industries, we stand positioned to make life better, today and tomorrow, by creating a more sustainable, connected and prosperous world for all.



# A message from leadership



“We are on a journey that requires continuous improvement today, tomorrow and the next day.”

Everything Valmont does conserves resources and improves life — it’s our purpose as a company. Sustainability is at our core, influencing all decision-making as we shape the future by creating vital infrastructure and advancing agricultural productivity to meet the world’s most significant challenges.

For nearly 80 years, our focus on sustainability has clarified our purpose as a company, promotes efficiency and creates long-term value for our stakeholders. Simply put, sustainability improves the bottom line for Valmont and helps us feed and connect the world.

We are on a journey that requires continuous improvement today, tomorrow and the next day. Within this report are several stories of the significant strides we are taking in reaching our ambitious 2025 sustainability goals.

Valmont has significantly reduced our manufacturing facilities’ environmental footprint in the past five years, reducing energy and normalized emissions by 43% and combustion fuel mobile source emissions by 27%. In that same period, revenues at Valmont have increased by nearly \$1.6 billion dollars. We also continue growing a robust, inclusive and diverse culture, highlighted by increasing 18.7% in people of color (BIPOC) and an increase of 21% in female leadership representation within our U.S. workforce over the last five years.

Valmont will continue taking Environmental, Social and Governance (ESG) seriously. By measuring impacts and using that knowledge to define our forward-looking commitment, our actions strengthen our leadership role in providing sustainable infrastructure and agriculture solutions to the world.

I’m proud of the lasting value we’ve created on this sustainability journey. To continue our progress, digital solutions and emerging technologies will play a critical role. Our emphasis on digital transformation in 2023 will increase productivity and efficiency and make our solutions more resilient and responsive, all while improving lives.

We’ve been meeting the increasing demands of an ever-changing world since 1946. We’ve made good progress, and there is still a long way to go. We remain committed to doing more with less by saving resources, reducing impact and improving tomorrow for future generations. That’s the value we add.

A handwritten signature in black ink that reads "Stephen G. Kaniewski". The signature is fluid and cursive.

Stephen G. Kaniewski  
President and Chief Executive Officer

# A message from leadership



“Continuous improvement drives innovation, and making sustainability initiatives a priority is a critical component of our strategic plan that is good for business — and the world.”

Valmont’s ardent pursuit of and progress toward aligning with environmental, social and governance principles honor founder Robert B. Daugherty’s legacy and dedication to agriculture and water conservation. That enduring commitment to conserving resources and improving life inspires the board of directors as we partner with company leaders to find new and better ways to help Valmont reach its goals and achieve its purpose.

Continuous improvement drives innovation, and making sustainability initiatives a priority is a critical component of our strategic plan that is good for business — and the world. The board is encouraged by the sustainability results Valmont has already achieved and its pursuit of delivering more innovative solutions that set standards in our industries and among our peers.

To support these efforts, the board formed an ESG Committee in 2021. The committee assists the board in fulfilling its responsibilities relating to oversight of policies and controls of environmental, health and safety, and social risks and opportunities.

The board looks forward to ongoing communication with Valmont’s leadership to keep a pulse on our efforts in *Conserving Resources. Improving Life.*®

A handwritten signature in black ink that reads "Mogens C. Bay". The signature is written in a cursive, flowing style.

Mogens C. Bay  
Chairman of the Board

VALMONT AT A GLANCE

# Global Green Team Champion Contributions

(Numbers are cumulative of 2017-2022 winners)

3.56 M kWh  
electricity saved

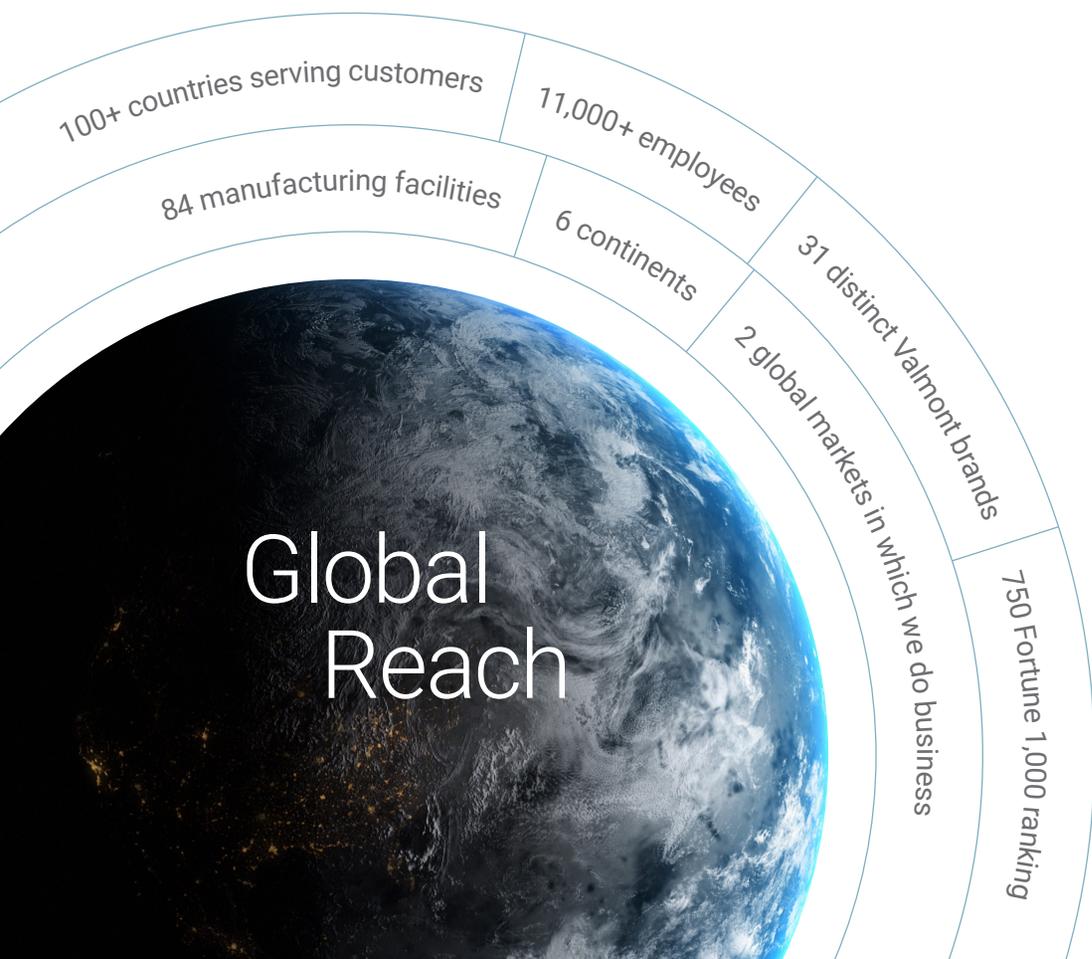
170,257 lbs  
waste not  
sent to landfills

27,549 gal  
fuel saved

1.7 Mgal  
water saved

2,549.7 MT  
CO<sub>2</sub>e reduced

22,000+ hrs  
community service



## Stats & Facts



**BOARD DIVERSITY**  
30%  
female  
board members



**RESOURCE GROUPS**

7  
Employee  
Resource Groups (ERGs)



**FINANCIALS**  
\$4.3B  
annual sales FY2022

84  
Global Green Teams

**SUSTAINABILITY HIGHLIGHTS**

## Operating Sustainably



## Supporting Sustainability Outcomes



**7K GWh**  
Our solar solutions support 7K GWh, equal to keeping over 1.1 M cars off the road for an entire year.



**96%**  
Percentage of Valmont utility structures sold in North America are used to harden the electric grid, helping to combat the \$169.8B impact caused by climate-related events in 2022.



**715M**  
More people gained access to the internet from 2020 to 2022.



**617K MT of CO<sub>2</sub>**  
Valmont EV charging structures support zero emission buses. These buses have helped save 671K MT of CO<sub>2</sub> in 2022 (U.S.), equal to taking nearly 145K cars off the road for an entire year.



**4T gal**  
Water saved globally each year with Valley® center pivots.



**21 K MT of CO<sub>2</sub>**  
CO<sub>2</sub> reduced annually by remote connected devices, equal to over 23M pounds of coal burned.

# Purpose

Conserving Resources.  
Improving Life.®

In an ever-changing world, we have one constant: *Conserving Resources. Improving Life.®* We are fully invested in sustainable solutions, innovative digital transformation, and attracting and retaining a robust, inclusive and diverse culture. Investments in sustainability, technology and our people bolster our ability to provide sustainable infrastructure and agriculture solutions to the world. Sustainability is at the heart of everything we do, in alignment with the United Nations Sustainable Development Goals (SDGs). For details, see page 9.



## THE VALUES WE LIVE:

PASSION | INTEGRITY | CONTINUOUS IMPROVEMENT | DELIVER RESULTS

## SUSTAINABILITY MANAGEMENT STRATEGY

# Leading with sustainability every day

Sustainability takes an active and mindful approach from people dedicated to the task. At Valmont, we have groups at all levels of our organization supporting our ESG operations, which is critical for managing sustainability.



### BOARD ESG COMMITTEE

This group oversees all ESG matters. The committee, established in 2021, is responsible for providing leadership for environmental, health, safety and social factors and reporting to officers and other groups.

All other committees (HR, Governance and Nominating, and Audit) report ESG matters to this committee.



### ESG TASK FORCE

This CEO-led group regularly meets with senior corporate leaders and stakeholders to discuss ESG strategy, cross-functionality and how we can continue to apply ESG throughout the company.



### ESG TEAM

Ongoing management, sustainability and disclosure rest with a cross-functional team led by the senior vice president, investor relations and treasurer. The team includes a full-time ESG manager and ESG analyst.



### KEY STAKEHOLDERS

Internal key stakeholders represent their functional areas and provide feedback and data to the ESG Team and the ESG Task Force. Key stakeholders include Human Resources, Health and Safety, Environmental, Finance, Supply Chain, IT and Legal Teams.

External key stakeholders include customers, suppliers, investors and other business partners who are interested in data and documents on ESG objectives and progress.

**SUSTAINABILITY MANAGEMENT STRATEGY**

# Meeting the world’s sustainability goals

The United Nations has 17 Sustainable Development Goals (SDGs) that serve as a framework to create a more environmentally friendly and inclusive world by 2030. These goals enable us to bolster collaboration with a cross section of industries, communities, governments and the social sector.

Further, Valmont is uniquely poised to help achieve these goals through the responsible and mindful management of our internal operations, supply chain, social responsibility programs, and diversity, equity and inclusion practices. Not to mention, our products, solutions and services.



Of the 17 SDGs, we impact 16, but our primary focus is on four key areas to help transform our world:



We’re committed – and have been since our founding – to working toward 0% world hunger.



We continue to make clean energy more efficient and affordable.



We’re developing reliable and sustainable infrastructure to support economic development and human well-being.



And finally, we’re reducing the environmental impact of cities by making them safer, more accessible and more resilient against climate disasters.

For more, visit [un.org/sustainabledevelopment](https://un.org/sustainabledevelopment)

## SUSTAINABILITY MANAGEMENT STRATEGY

# Climate strategy

Our approach to climate change is reflected in these five guiding principles:

- 1 We believe that robust economic growth and prosperity, particularly in the developing world, is essential to mitigating and adapting to climate change's effects.
- 2 We believe that climate-proofing through better and more resilient infrastructure development should be the cornerstone of our climate adaptation strategy.
- 3 We believe that technical innovation is critical to transitioning the world to lower carbon-emitting energy sources and ensuring that they are affordable, reliable and increasingly available across the globe.
- 4 We believe that the efficient use of large-scale mechanized irrigation is essential to feeding a growing global population and is a critical tool for farmers to adapt to changing weather and growing seasons, and to protect sensitive aquifers through greater water efficiency.
- 5 Addressing climate change is a strategic priority across our business. This not only correlates to the elevation of our ESG commitments, but also, it's the right thing to do.



## ESG PORTFOLIO

# ESG Portfolio Summary

As part of our ongoing commitment to adhere to the highest ESG standards, we continually monitor for ESG issues that may impact the company. This exercise was designed to help identify and understand specific ESG and sustainability issues. In identifying these areas, we applied the sustainability management criteria from the Resource Transformation: Industrial Machinery and Goods specified by the Sustainability Accounting Standards Board (SASB) Materiality Map.\* The results are shared on pages 12 and 13.

## FRAMEWORKS

Valmont has aligned with the following sustainability frameworks and has publicly disclosed reports representing our 2022 business activities:

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

## RATING FIRMS

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

- **Institutional Shareholder Services (ISS)** – ISS provides diversified data to investors, who together form a more inclusive and comprehensive story of Valmont governance, environmental and social risk, and performance.
- **S&P Global** – The S&P Global Corporate Sustainability Assessment (CSA) helps us evaluate our sustainability practices. The results are an important resource and can be widely used by many stakeholders.
- **CDP Disclosure Insight Action (formerly known as the Carbon Disclosure Project)** – The CDP helps us measure, manage, disclose and ultimately reduce our greenhouse gas emissions. Water usage categories require attention to reach higher scoring levels. This enables us to track our progress toward environmental stewardship through benchmarking and comparison with peers to continuously improve our climate change and water governance.

\*Valmont does not sit squarely within SASB's industry code, so additional inputs were considered.

## ESG PORTFOLIO

## ESG Topics

ESG TOPIC	DESCRIPTION	EXAMPLE
<b>ENVIRONMENTAL</b>		
Climate Change Solutions	Valmont products and solutions that support resiliency to climate change and responsible use of resources	Valmont Solar's Convert™ Single-Axis Tracker has an up to 25% performance increase compared to a 1 MW project using fixed-in-place solar racks. In addition, after two months, all carbon emissions in the life cycle of the solar racks alone will be offset.
Energy Management	Reducing energy use and fossil fuels across operations	Valmont has established a Vehicle Purchasing Standard that has identified the most cost- and environmentally efficient vehicle type, fuel and ownership model.
Waste Management	Reducing waste while advancing the responsible use of materials	In 2022, Valmont recycled over 9,000 MT of industrial zinc compounds such as dross, skims and crystals from our galvanizing process.
Water Stewardship	Responsible use of water with stewardship advocacy and thought leadership	We've adopted a 100% requirement for low-flow water fixtures in all non-production areas by the end of 2025.
Supply Chain	Quantifications of emissions and an advocacy tool requiring our suppliers to comply with our Code of Business Conduct	Valmont's Supplier Relationship Management (SRM) system was deployed to have suppliers acknowledge adherence to our Code of Business and Vendor Conduct.
Production Circularity	Sustainability through the entire cycle of production, from sourcing to recycling	Initiation of pole refurbishment services that allow the reuse of existing poles in the EMEA region.
Physical Impacts	Declining water supplies, reduced agricultural yields and increased wildfires due to climate change	Valmont completed a comprehensive risk assessment across our global manufacturing footprint.

ESG TOPIC	DESCRIPTION	EXAMPLE
<b>SOCIAL</b>		
Diversity, Equity and Inclusion	Development of a diverse employee base, culture of inclusion and access to opportunity	We continued to expand the reach and impact of Valmont Employee Resource Groups (ERGs), growing in the number of events and individuals impacted.
Health and Safety	Valmont is committed to ensuring that each of our manufacturing sites is equipped with the knowledge, skill and ability to protect employees and the environment	This commitment was demonstrated through a series of global workshops. Throughout 2022, our corporate leadership team engaged with over 140 Employee Health and Safety (EHS) specialists throughout eight workshops in six countries.
Employee Experience and Success	Developing a workforce that nurtures a sense of belonging and the tools required for success	Valmont is committed to executing an employee listening strategy, including an all-employee engagement survey every 18-24 months and acting on what matters most to our employees.
Community Impact	Management of the relationship between Valmont and the communities in which we operate	In 2022, our team donated more than 20,655 hours to 370+ organizations.
Product Quality and Safety	Production and management of resilient, reliable and beneficial products and services	Valmont develops and regularly reviews product quality and safety policies as well as communicates them to customers and stakeholders.
Supply Chain	Promotion of human and labor rights and fair wages through a diverse supplier base	Valmont's Supplier Relationship Management (SRM) system requires companies to acknowledge their human rights and labor policies.
<b>GOVERNANCE</b>		
Business Ethics	Operating our business responsibly and ethically to align with our values	Valmont requires employees to annually complete training and to understand and adhere to the Code of Business Conduct regardless of their position in the company.
Board Structure/Oversight	Provides oversight of strategy, employee experience and success, operations and company culture	The Governance and Nominating, Audit, Human Resources and ESG committees are integral parts of our overall governance and oversight under the supervision of our board of directors.
Data Privacy and Security	Provides oversight of a strategic risk-based approach using a standard operating model aligned with the General Data Protection Regulation (GDPR)	Our Privacy group conducts internal assessments and sets benchmarks for privacy framework.
Cybersecurity	Cybersecurity is the art of protecting networks, devices and data from unauthorized access or illegal use and ensuring confidentiality, integrity and availability of information	Valmont implements policies and practices to mitigate risks to organization data and operational processes.

## SUSTAINABILITY BUSINESS STRATEGY

# Transforming business to increase sustainability from the inside out

Valmont has embarked on a digital transformation journey — implementing intelligent and interconnected production practices through state-of-the-art technology and leading-edge processes.

While embracing this fourth industrial revolution, known as Industry 4.0, we're simultaneously focusing on Organizational Lean Transformation to support growth and synergy throughout the company. Our grassroots-driven, lean culture is guided by strategic initiatives and drives us toward creating the highest value for customers with world-class, sustainable, efficient operations.

Industry 4.0 digital transformation is evident everywhere in Valmont. Here are just a few examples:

- Cobots and industrial robots streamline and add efficiency to the production floor, which have a manufacturing industry average of a 40% internal rate of return (IRR).
- The Valmont Coatings Connector (VCC Max) program allows customers to track the entire production process through automated updates, resulting in nearly 2,000 recovered workdays by reducing time spent updating customers.
- Augmented reality (AR) brings on-the-job training to life for team members. Artificial intelligence (AI) provides data-driven, real-time insight to help streamline and enhance operations.

This ongoing innovation shows how Valmont uses today's interconnected technology to elevate quality, heighten safety and decrease waste.



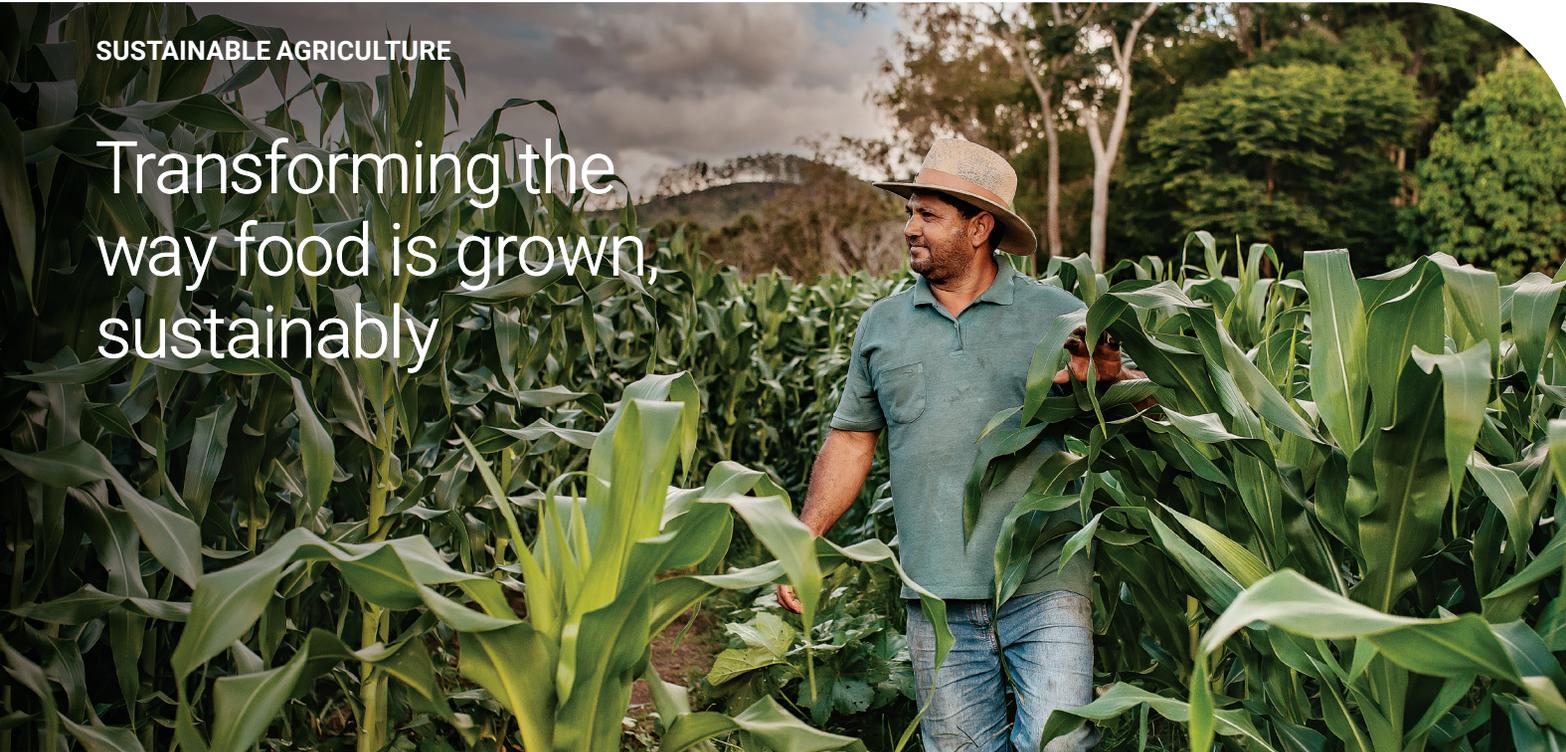


# Sustainable Agriculture

More connectivity. Better precision. Sustainable outcomes.

## SUSTAINABLE AGRICULTURE

# Transforming the way food is grown, sustainably



In 2022, the global population reached 8 billion, a 220% increase over 1950.\*

\*UN Global Population Data

We see endless opportunities to bring more food to the table while being more mindful of water use in times of severe drought, lower productivity due to scarcity of labor, and the environmental impacts of current agricultural practices.

Through hundreds of thousands of connected devices, Valley® and Prospera Technologies (both Valmont companies) have paired sustainable infrastructure with breakthrough technology to help growers see issues before they become problems. This fusion has also cleared a path for the development of new agriculture areas.

Cameras and sensors on center pivots and smart poles are essential on-farm, in-field infrastructure that bring in a constant stream of data and alerts that provide actionable insight into the health of crops and livestock, help conserve water and save on valuable inputs.

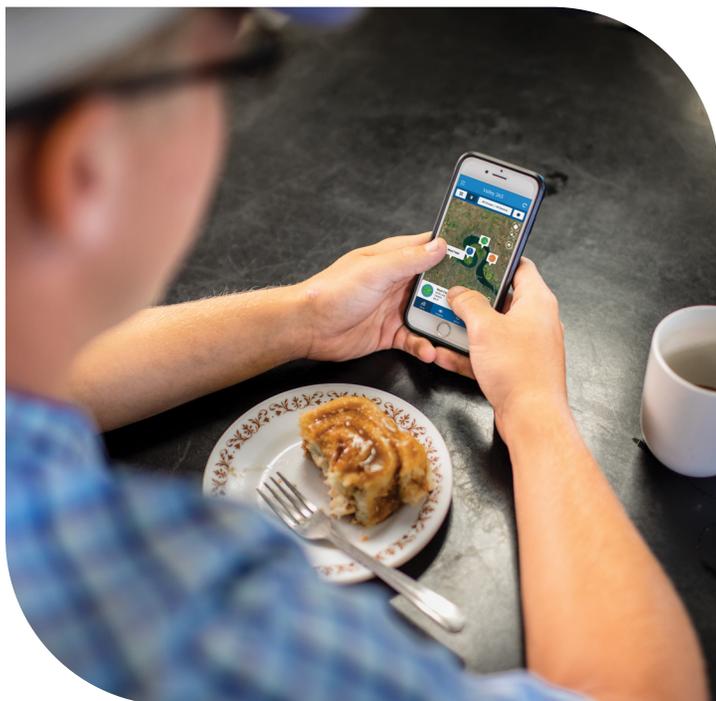
As time, labor and emissions continue to be major agricultural challenges, Valmont has increased resource conservation and efficiency with timesaving, affordable, sustainable solutions for farmers, ranchers and other companies.

**228,000+**  
Valley center pivots globally

**146,000**  
connected devices  
in 63 countries

**4T gal**  
gallons of water  
saved annually

## SUSTAINABLE AGRICULTURE : AG PRODUCTIVITY



## Data-driven agriculture, 24/7/365

Center pivots are much more than simply a water delivery system. As the only infrastructure on the farm that's continually in the field every day of the year, they can become a complete crop management tool.

For example, 365 by Prospera is an application that helps growers make better decisions using data from integrated devices and sensors on the center pivot and in the field. The resulting data stream helps growers monitor and control irrigation equipment to deliver water more precisely, conserving valuable resources and improving crop yields. The same technology can be used to deliver chemicals and fertilizer more precisely as well, resulting in a better, more sustainable way to manage application of inputs.

From land productivity to increasing sustainability in operations, Valmet and Prospera combine long-lasting infrastructure with agronomic, environmental and equipment data to cover the full spectrum of today's agricultural operations.

## CASE STUDY 1 :

# Remote and nearly autonomous crop management

Maximizing the capacity and efficiency of farmland is critical in today's world. When Goldcrest Farm Trust Advisors acquired 25,000 acres of farmland in Arkansas, it partnered with Valley® to come up with state-of-the-art farming infrastructure. The goal was to introduce sustainability while increasing yields for farmers who would lease the land in the future. With a nearby river and a good amount of annual rainfall, Valley provided Goldcrest Farms with a heavily tech-infused infrastructure ecosystem to tap into the existing natural resources and get optimal results.

With a steady data flow, this cohesive infrastructure framework helps farmers manage overall operations, crop health and water use. It includes weather stations, pumps, center pivots, sensors and monitors. With this 360-degree view of operations 365 days a year, the operation amplifies production and sustainability through a full continuum of precision agriculture, including recapturing and reusing water from pumps, and using rainwater for irrigation. This is especially important as global warming causes more extreme weather and increases the value of water.



With Valley center pivots, farmers can gain remote access and control operations on smartphones or tablets, avoiding costly time and labor to control irrigation manually.

## CASE STUDY 2:

# Spotting irrigation problems faster

In just 12 years the global population increased from seven to eight billion people, causing in turn a rising concern for food scarcity. Combined with the arid climate of South Africa at the Uitdraai Farm, the need for efficient irrigation to maximize crop production was amplified.

Irrigation Insights by Prospera was just what they needed. They witnessed the platform's power firsthand in 2022 when it sent a notification pointing out multiple clogged sprinkler nozzles, a problem that could potentially cost hundreds of bushels.

Irrigation Insights detects pivot irrigation issues and notifies farmers before crops are significantly impacted. The service sends alerts and imagery to show where the issue is occurring. The alerts help farmers address problems caused by over- or under-watering due to issues such as clogged nozzles or leaky gaskets.

The platform serves as a virtual field scout, using AI technology and spectral analysis (True Color and NDVI) of satellite images to identify issues related to water application. The technology empowers farmers to conserve resources by quickly finding and fixing irrigation issues, which aids in higher production levels for feeding people and livestock.

Irrigation Insights is proven to save time and resources and increase yields and overall agriculture productivity.



**CASE STUDY 3 :**

## The results speak for themselves

Data-driven farming delivers results that directly impact feeding the world. Alsum Farms, Inc., located in Arena, Wisconsin, grows, sources and packages fruits and vegetables for a national network of grocery stores. By implementing Plant Insights technology onto their Valley® center pivots, the farm monitors crop health at the leaf level. In just one season, Plant Insights helped spot the emergence of weeds in a field and identified harmful pests. Early detection of these issues helped the farm decide where and when to spray to prevent further problems, which reduced chemical use and the impact on the environment.



Adding to the power of technology and data, agriculture operations also gain immense long-term results from Valmont's galvanized equipment and infrastructure. Hot-dip galvanizing protects the steel from corrosion, resulting in an extremely abrasion-resistant coating that can last for decades. Even after a long, durable life, galvanized Valley pivots remain 72% recyclable.

## CASE STUDY 4 :

# Increasing agricultural productivity around the world

As mentioned on the previous pages, our complete suite of precision ag technology solutions allows farmers and ranchers to use resources more efficiently with the data hubs created by trusted technology systems. While this is widely available in places like the U.S., other countries have adopted modern agriculture technology and equipment at a slower pace due to availability, cost and government regulations. However, that's changing quickly, as a new generation has taken to tech and broken down barriers.

For example, Eduardo Burck de Sousa Costa dealt with extreme drought conditions in three of his first five growing seasons, prompting him to add three Valley® center pivots and Valley Scheduling™ technology for a portion of his operation. The upgraded equipment and Valley Scheduling's easy-to-understand irrigation recommendations helped him make better and more timely decisions, resulting in increased yields. So much so, Costa was honored at the national level for his efforts toward more efficient irrigation and farm management.

25%↑

Over average crop yield

How much did Eduardo Burck de Sousa Costa increase his yield?  
25% over the average crop yield in Brazil.



**CASE STUDY 5:**

## Renewable energy powers smart farming

As countries across the globe seek renewable energy sources to curb climate impact, Brazil is among those turning to photovoltaic (PV) systems. Unlike traditional solar panels that convert solar radiation into heat, PV arrays convert thermal energy into electricity. For JCN Group Farms, a large Brazilian farming organization, reducing its carbon footprint and saving on energy costs were the driving factors in the recent reimagining of a portion of its operation. JCN partnered with Valley® to implement Valley PV arrays to power new center pivots, also provided by Valley, on over 8,000 acres (3,237 hectares) of farmland. The group also started using our remote irrigation management software to streamline operations. The new, closed-loop modern farming system conserves valuable resources and reaches new, previously inaccessible farm areas, increasing agricultural productivity. JCN Group also will see a faster-than-anticipated return on investment through its reduced energy costs and has a toolkit full of viable solutions for overcoming looming drought conditions in the area.



JCN Group Farms saw energy costs rise by 60% over the last four years and as a result, turned to renewable energy solutions to help save costs.

**CASE STUDY 6 :**

## Bridging the gap: Universal access to agriculture and clean water

Valmont has proudly helped install renewable solar energy for agriculture in several areas without reliable electricity grids. In 2022, this effort went a step further, as Valmont and Valley® worked alongside non-government organizations and partners in Senegal to bring drinking water to a rural village at no cost. Before the solar-powered pump system was installed, villagers traveled roughly 10 kilometers (six miles) round trip to get drinking water, bringing back as much as they could carry on foot. The self-sustained solar power system produces approximately 24,000 liters (6,340 gallons) of filtered drinking water daily, enough for the 400 villagers to thrive. When the water was turned on for the first time, the ear-to-ear smiles on the faces of the village's schoolchildren were a strong sign that the new pump would improve lives for generations to come.



Globally, one in every three people lacks access to safe, clean drinking water. Unsafe drinking water is often the culprit for preventable, deadly waterborne illnesses.\*

\*UNICEF/World Health Organization

**SUSTAINABLE AGRICULTURE : SMART AG**

## Smart poles increase ranching efficiency

Livestock production, primarily cattle, produces 14.5% of global greenhouse gas emissions.\* This has been a growing problem as the effort to increase sustainable food production has become more acute. Valmont is dedicated to being part of the solution. As leaders in infrastructure poles, we're perfectly positioned to integrate the latest technology directly into feedlot infrastructure.

Using smart poles outfitted with various sensors will decrease the global greenhouse gas emissions of cattle production. The ability to reduce waste, measure real-world emission impacts, and offer transparency for producers will make a significant impact.

There are many current approaches to optimizing cattle operations, but most are labor intensive. Instead, imagine all that data being gathered automatically with cameras, artificial intelligence (AI), air quality sensors, weather monitors and more. Now imagine that same data being easily accessible and easily managed on a single digital platform — a platform that synthesizes data from all these monitors and provides a seamless stream of insights, allowing ranchers to manage their operation with less labor, fuel and guesswork, and most importantly, less impact on the planet.

Bottom line, vertical poles have the capability to produce elevated sustainable metrics, including compliance reporting, cattle management workflow and animal health reporting.

In short, the future of conditions monitoring has arrived to help conserve resources and improve life for all.

\*PBS News



Methane emissions from cattle can total 7,200 pounds (3,266 kilograms) per head annually. With approximately 100,000 head per herd, the environmental impact adds up quickly.



# Sustainable Infrastructure

The framework for a transforming world.

## SUSTAINABLE INFRASTRUCTURE

# The foundation for change



As natural disasters loom and the needs of our communities evolve, we can attempt to exist with older, failing systems and conventional ways of doing things, or we can look forward and foster resilience and embrace proactivity now.

How? By taking the steps to implement infrastructure that can endure a changing climate, conserve resources and last long into the future.

It's all part of the ongoing energy transition, which refers to the change to a new energy system that not only stands up to climate change, but also contains the interconnectivity to support EV charging and help bring more affordable, sustainable energy to the community.

To this end, Valmont is taking the long-lasting, sustainable infrastructure we're known for to help the world usher in more digital transformation and reach ESG goals. As a trusted leader in the telecommunication, utility, public lighting, transportation and solar industries, we've addressed some of the world's biggest challenges by providing solutions that are grounded in sustainability and allow communities to thrive and people to prosper.

## SUSTAINABLE INFRASTRUCTURE : LIGHTING AND TRANSPORTATION



## Moving at the pace of change

As societies step into a new era, Valmont is well-positioned to deliver lighting and traffic solutions to help millions reach their desired destination while saving valuable resources along the way. For example, our electric vehicle charging structures enable cities to go greener; smart lampposts can be used to grow vines, creating a habitat for animals and literally a greener environment for the community; and bridge solutions deliver shorter installation times with longer-lasting results. Every step we take is intended to empower today's technology and build a better tomorrow.

## CASE STUDY 1 :

# A bridge for the future

Currently, there are more than 617,000 bridges in the U.S. alone that are at least 50 years old and are considered structurally deficient. So, it was no surprise when the Imperial County Department of Public Works, a vital water source in California, called about replacing a bridge that was sinking due to a gravity-fed irrigation system. Taking the bridge out of service for a long time for a full replacement stood to bottleneck this thriving, growing region and would negatively impact sustainable food and fiber production. Valmont partnered with the Imperial Irrigation District (IID) to design and deliver our Valmont U-BEAM™ bridge system with a precast concrete deck. The new bridge was built to elevate over time — hydraulic jacks can lift it to accommodate future subsidence. With shortened installation time, longevity and future usability as critical measures of success, the complete bridge system was installed in as little as a week, allowing the agriculture community's more than 300,000 acres to get back to business.



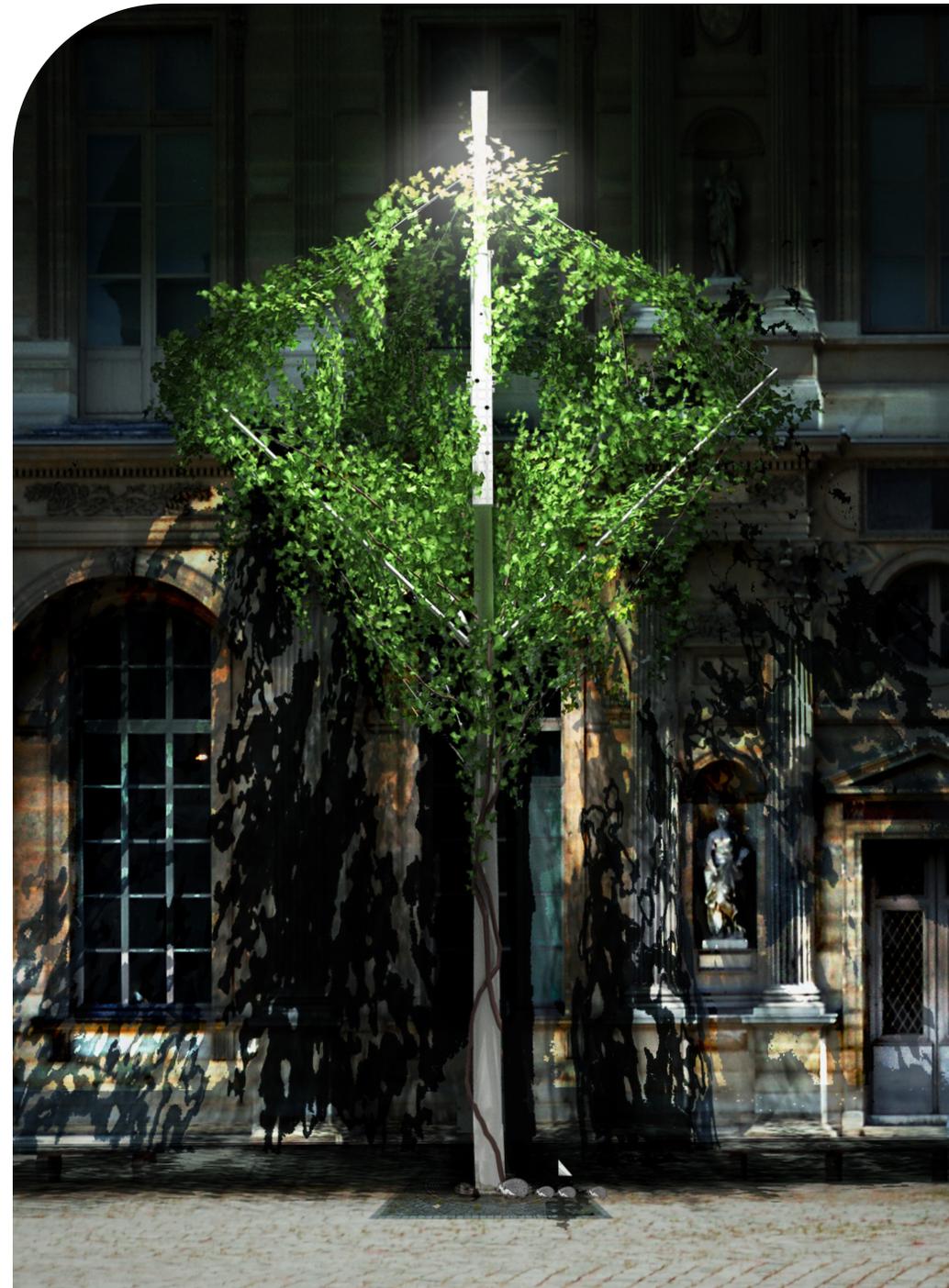
## CASE STUDY 2:

# Lighting the way for greener cities

Cities tend to be concrete jungles, which results in hotter days and higher pollution. To integrate trees or large enough plants – nature’s filters and air purifiers – Valmont and Linné Paysage, a French start-up company, have partnered on a patented solution for cities to “go greener” without majorly impacting infrastructure. The Linné lamppost encourages plant life to climb from the base and across its four arms to form a tree-like shape. Since climbing plants do not have as deep or widespread roots as trees, they’re an ideal option for introducing more shade and vegetation in urban areas where trees are impossible to grow. An optional nesting box adds even more habitat for insects, birds and small animals. Creating biodiversity through commercial lighting structures is just one example of how we partner with companies to support innovation.

In the U.S. alone, urban areas with fewer trees and vegetation, also known as heat islands, can cause an increase in temperatures up to 7 degrees F.\*

\*U.S. Environmental Protection Agency



**CASE STUDY 3 :**

## Charging forward with cleaner, greener transportation

In the U.S. alone, diesel-burning buses release an estimated 50 million metric tons of CO<sub>2</sub> annually, which can remain in the atmosphere for up to 1,000 years. To counter this, Valmont has been a steadfast leader in developing smart, sustainable charging infrastructure. In 2022, Valmont took its bus-charging structures a step further to help reimagine bus depots. As a result, our gantry-style charging pod has several hooded charging structures to charge multiple electric buses simultaneously. Additionally, charging structure installations have become more efficient using a temporary hinge we developed. With this innovation, the charging units are more compact, use fewer parts, are prefabricated with technology and wiring, and are transported with up to four units on a single vehicle. Valmont also developed fully customizable charging poles for consumer-grade, zero-emission electric vehicles with added smart features such as lighting, sensors, monitors and more. It's all part of our commitment to provide the EV charging infrastructure needed to meet future demand.



## SUSTAINABLE INFRASTRUCTURE : CONNECTIVITY



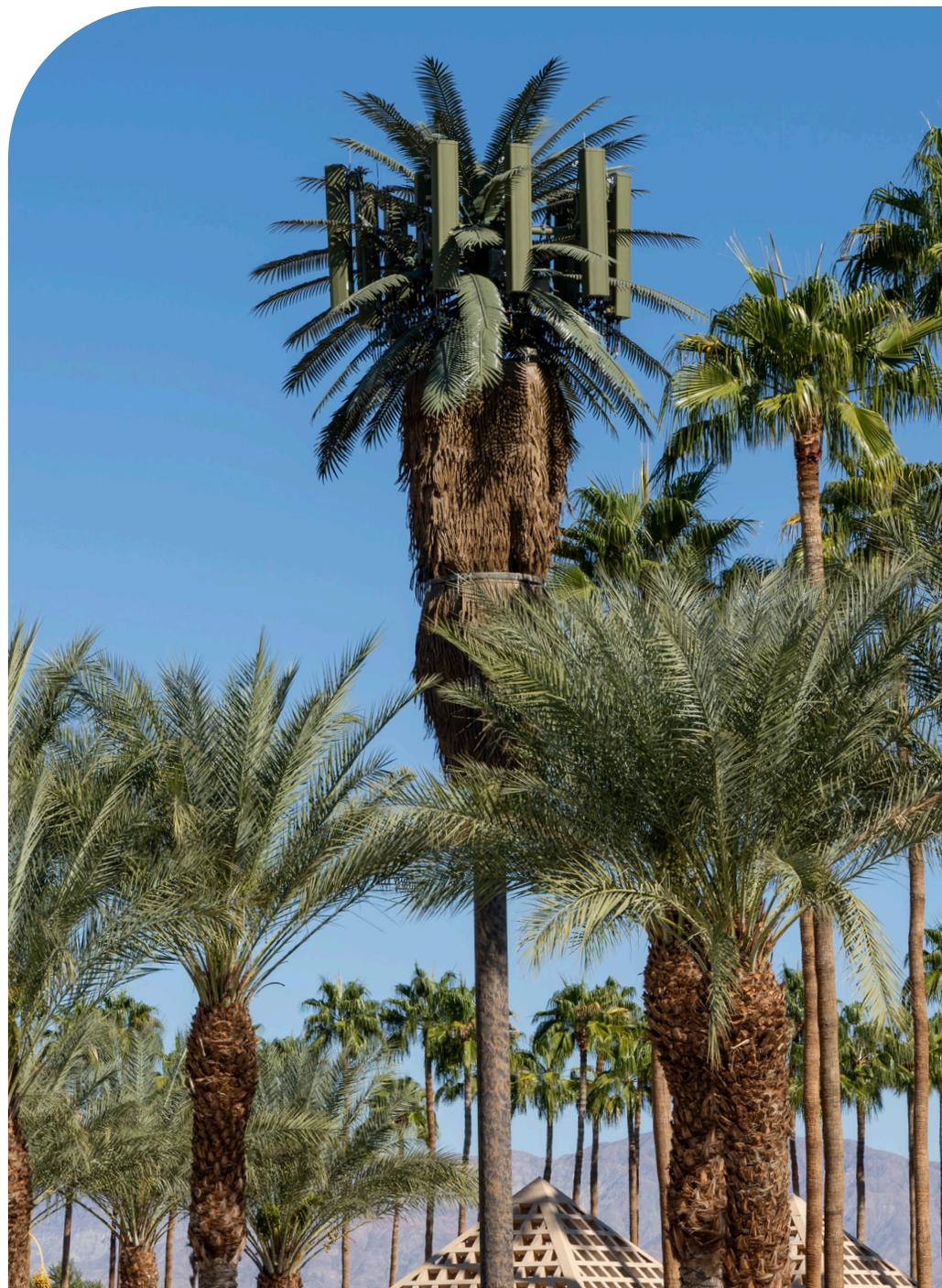
## Closing the connectivity gap

Our world is now so digitally connected, it's easy to forget that there are communities around the world that are still lacking high-speed internet, causing setbacks in businesses, education and basic lifestyle. Even as satellites increasingly interlink our world from above, ground-level structures remain the backbone for bringing sophisticated digital communication technology to all. As such, Valmont is a go-to source for providing sound strategy and long-lasting infrastructure to upgrade and establish sophisticated digital networks. The result is elevated emergency services, improved safety and wider access to digital communication technology, thereby improving lives.

**CASE STUDY 1 :**

## Strategic solutions for more connection

DISH® Network wanted to expand its coverage across the U.S. Valmont helped by providing insight into how they could co-locate on existing cellular towers to save time. We also provided telecom solutions, including Site Pro 1® wireless site components and Larson™ concealment products. Ultimately, our extensive experience in supporting the expansion of wireless connectivity, combined with our nationwide presence and innovative approach, is helping partners like DISH Network achieve their expansion goals and bring affordable connectivity to the entire nation.



**CASE STUDY 2 :**

## Strengthening networks to save lives

Every second counts in an emergency, and clear communication is key. In North Dakota, the time had come for a major public safety network upgrade to keep pace with current service needs and replace technology no longer serviced by vendors and manufacturers. In 2022, we collaborated with Motorola to supply more than 40 cell towers to connect first responders and improve emergency services. The new towers connect land-mobile radios that serve 20,000 users and devices and 23 public safety answering points (PSAP, dispatch or 911 call centers) distributed across all 53 counties in North Dakota. The three-plus-year project helps the state meet its evolving needs to update older systems for increased reliability, performance and interoperability for emergency communication.



**CASE STUDY 3 :**

## Bringing communities up to speed

Several regions in the U.K. have either one or no providers for high-speed wireless connectivity, creating inequitable access. For example, less than half of Scotland could receive 4G service before the Shared Rural Network (SRN) plan came online. The complex and collaborative SRN solution to expand wireless network coverage is being executed by the U.K. government and four major service providers, resulting in 95% coverage by the end of 2025. The SRN plan infuses sustainability and uses existing infrastructure to aid in minimizing the impact on the natural landscape whenever possible. Valmont Telecom Small Cell Solutions are making all this possible by enabling multiple providers to use a single pole. In doing so, the need for additional infrastructure is greatly reduced, which in turn preserves the natural landscape and reduces the resources needed to fulfill project goals. Overall, the expanded access will cover an additional 280,000 households and businesses.



## SUSTAINABLE INFRASTRUCTURE : ENERGY INFRASTRUCTURE



# Solutions that harden the grid and increase energy security

At Valmont, we've been helping communities through the energy transition, the change to the future of energy generation, transmission, distribution, integration and connectivity. Specifically, by planning and implementing infrastructure solutions to mitigate risk to the power grid. Our galvanized steel utility towers and distribution poles have stood tall and strong through the toughest weather conditions for decades. And what's more, they're fully recyclable. Meanwhile our concrete poles perform well in cold weather climates, withstanding fire and standing up to the most rigorous freeze/thaw testing standards. And our drone inspection services and self-diagnostic technology provide real-time data that regularly saves utilities countless hours, resources and expenses. In a world where the weather can be increasingly intense and sustainability remains paramount, strong, long-lasting and smarter energy solutions pave the way for improved lives.

**CASE STUDY 1 :**

## Standing up to hurricanes

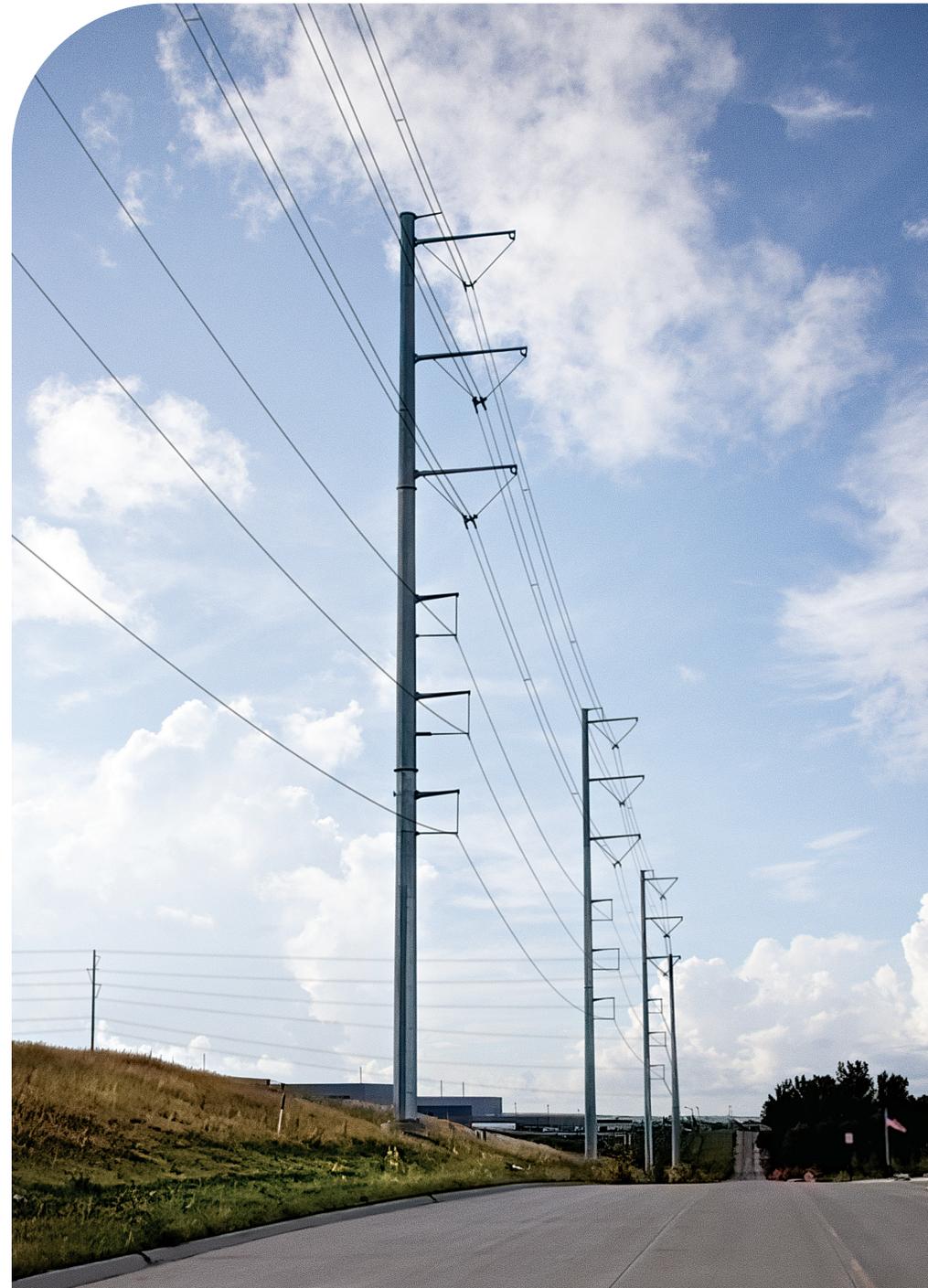
Weather experts predict that over the next 70 years, tropical storms in the U.S. Gulf Coast region will increase in frequency and velocity — allowing less time between storms to recover. In New Orleans' recent history, several devastating weather events have occurred. When Entergy, a large-scale utility company, set out to further strengthen its grid, it turned to Valmont for a more weather-resistant solution. The problem was that the power line had to stretch across the entire Mississippi River. So, during the summer and fall of 2022, Valmont built two 475-foot (145-meter) PyraMAX® galvanized steel towers to replace existing lattice towers. The new structures, the largest we've ever produced, are designed, built and tested to harden the power grid by withstanding wind speeds up to 175 mph (282 kph), delivering more security and reliability to people in the area.



**CASE STUDY 2 :**

## Infrastructure to meet reduced emission goals

In 2022, Omaha Public Power District (OPPD) called upon our team to engineer more than 200 custom transmission line structures for two new natural gas plants, connecting them to the existing electric grid. The new facilities will improve overall grid reliability and allow OPPD to retire old natural gas-fired units and convert the remaining units from coal to natural gas. With a 600-megawatt (MW) power capacity, the new facilities bring lower greenhouse gas emissions than their predecessors and coal-fueled electricity. The project is part of OPPD's Power with Purpose initiative, which includes further development of solar power and supports its goal of net-zero carbon production.



**CASE STUDY 3 :**

## Sustainably stronger against record-setting weather

Arizona's record summer monsoon season resulted in unprecedented power outages. Demand for new power poles to restore electricity to affected homes and businesses skyrocketed. With three times the average seasonal demand for distribution poles, Valmont worked quickly to supply lightweight galvanized steel poles to help crews restore power quickly. Replacing wood poles with galvanized steel poles results in several significant environmental benefits, including lower levels of greenhouse gas and aerosol emissions; a lower burden on critical energy resources; reduced impacts on the habitats of many threatened and endangered species; and reduced impacts associated with hazardous emissions and wastes. And they're 100% recyclable.



An up to 200% increase in normal monsoon season rainfall and high winds created widespread damage and power outages in Arizona.

**CASE STUDY 4 :**

## Drones help get the power back on

In December 2021, wind gusts up to 100 mph (161 kph) left a path of destruction throughout the Midwest, including 60,000 customers in eastern Nebraska who were left without power. In response, the Omaha Public Power District (OPPD) called upon Valmont UAS Drone Services to inspect nearly 160 miles (257 kilometers) of distribution lines. The team immediately deployed drones, capturing high-definition imagery and real-time data. Drones have proved a safer alternative for scouting damage in storm conditions that can endanger field personnel, especially when downed power lines exist. Our battery-operated drones can get as close as 30 feet (9 meters) instead of 300 to 500 feet in a helicopter. They also have zero emissions when up in the air, unlike helicopters and some fleet vehicles. Our teams identified nine issues, providing reporting to direct crews to the right spot and quickly made repairs. Valmont UAS Drone Services regularly partners with utilities throughout the U.S. for inspections, conserving resources with precise, real-time insight.

“Having drones in the field within eight hours meant that we could get crews to the right spot and make repairs that much faster.”

— David Spargo

OPPD Manager of Asset Management and Maintenance

Battery-operated drones reduce carbon emissions by 44% compared to helicopters.



## CASE STUDY 5:

# Distribution poles bring power to those without

In 2022, there were 770 million people around the world without access to electricity. Many of these millions are concentrated in African countries like Niger, Chad, Nigeria and Kenya, who are decades behind industrialized nations regarding grid infrastructure. In the rural reaches of these countries, people use diesel generators as sources of power, which are limited in generation and distribution. As part of an international effort to bring African countries up to industrialized speed, Valmont supplied 5,000 galvanized steel distribution poles in 2022 and is planning to supply thousands more next year and in the coming decades. As the energy transition effort continues, Valmont has plans to supply additional infrastructure, such as transmission structures, substations and renewable energy sources to help bring sustainable and reliable energy to people throughout the continent. This is just the beginning of how we are meeting communities where they are in their energy transition, improving life and creating fair access.



## CASE STUDY 6 :

# Charting new solar terrain

Oregon aims to have half of its electricity come from renewable resources by 2040. However, mountainous terrain and difficult grid infrastructure have been two major challenges. More solar energy sources are starting to come online across the state, thanks, in part, to the help of our advanced technology and engineering. Valmont Solar has completed 10 smaller-scale, or distributed-generation (DG), solar projects by harnessing the adaptability of the Convert-1P Single-Axis Solar Tracker. This highly customizable tracker is ideal because it can adjust for uneven land surfaces and soil, minimizing costly grading. It also can be placed in shorter rows to increase layout density to meet the size and shape of the area, and it tracks with the sun to capture the maximum amount of energy throughout the day. With seven additional solar projects in progress, we will continue to help accelerate solar adoption and increase sustainability across the state.

According to the U.S. Department of Energy's Office of Science, the Lawrence Berkeley National Laboratory, an acre of solar panels producing zero-emissions electricity, saves between 121 to 138 metric tons of CO<sub>2</sub> per year. That's the equivalent of taking about 30 cars off the road each year.



**CASE STUDY 7 :**

## Building a greener, renewable future

Ibitu Energia, one of Brazil's largest renewable-energy generators, is doing its part to help the country reach carbon neutrality by 2050 by building up solar energy sources. And Valmont is helping them do it. Valmont Solar supplied a 252-megawatt peak (MWp) installation in the northeastern region of the country. Our versatile Convert-1P Single-Axis Solar Trackers were easily adapted to the mix of module power classes used at the site. The energy generated with the help of the trackers can reduce carbon emissions by 600,000 tons per year. At the same time, weathering steel provided an alternative to galvanization while offering high strength and low maintenance. With the first fields already generating power and another cluster that came online in February 2023, the project will help further diversify Brazil's sustainable energy resources.



## CASE STUDY 8 :

# Sustainability for the test of time

Valmont produced a hot-dipped galvanized (HDG) steel transmission tower for the Omaha Public Power District (OPPD) in 1969. Over 50 years later, the 120-foot (36.5-meter) tower is still standing as tall and strong as ever.

Using the American Galvanizers Association's Zinc Coating Life Predictor to compare the average atmospheric conditions and recent coating thickness readings, the galvanized coating on the tower still averaged 6.5 mils, far exceeding the minimum industry standard of 3.8 mils.

That strength and durability over time all comes down to chemistry. In the HDG process, steel is dipped in molten zinc, forming multiple metallurgically bonded iron-zinc layers with a layer of pure zinc on top. Zinc is more active than steel and sacrifices itself, protecting the underlying steel from corrosion.

While the initial cost of producing HDG steel is comparable to the cost of paint, painted products' costs add up over time due to paint degradation or undercut rusting, prompting regular maintenance cycles. For example, when the OPPD transmission tower is compared to common paint options, the life cycle for HDG steel has resulted in a cost savings of more than 80% over painted options.

Our analysis shows that the tower could last for another 195 years, well into the early 2200s.

HDG steel also has a 100% reclamation rate and is 100% recyclable. And while HDG steel can be immediately recycled, painted steel must be treated to remove the paint beforehand, resulting in more energy waste.



Valmont has taken the conservation of resources in the HDG process a step further and reduced its zinc usage by 1 million pounds (453,592 kg) annually with GalvTrac®, a digitally transformative, proprietary program that uses artificial intelligence (AI) for more precise zinc measurements. Additionally, in 2022, Valmont recycled nearly 12,000 metric tons of skims, dross and crystals as part of its commitment to sustainable production.

**SUSTAINABLE INFRASTRUCTURE : COATINGS**

# The sustainable finish

Hot-dip galvanizing (HDG) has an impressive track record of durability and sustainability.

more than  
**11,800 MT**  
of HDG process byproducts  
were recycled in 2022

HDG steel has an up to  
**75-year**  
maintenance-free  
longevity cycle

HDG steel has  
**0% emissions**  
after the initial  
production phase

Valmont has reduced  
its zinc use by  
**1M lbs annually**  
with its GalvTrac®  
AI technology

more than  
**500,000 MT**  
of steel was galvanized  
by Valmont in 2022

**70% of all steel**  
**30% of all zinc**  
produced in North America  
today comes from  
recycled sources\*



\*The American Galvanizers Association (AGA) and International Zinc Association (IZA) estimates



# Environmental, Social, Governance

Reducing risk. Increasing returns. With a brighter future for all.

## ENVIRONMENTAL, SOCIAL, GOVERNANCE

# Environmental, Social and Governance: Three steps toward a better world.



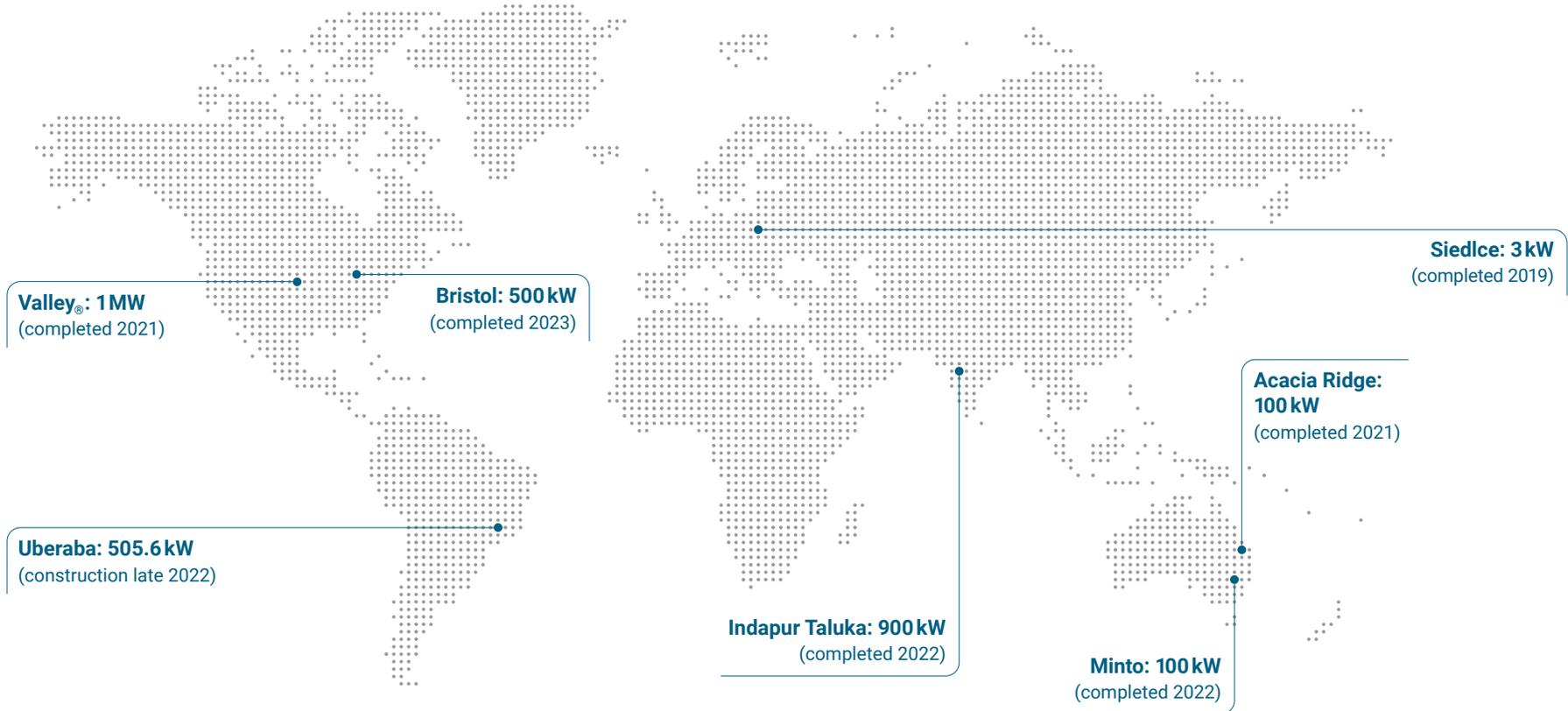
Stakeholders are increasingly looking at Environmental, Social and Governance (ESG) factors to evaluate companies. As the impacts of climate change become more frequent and severe, these metrics will only become more important. At Valmont, we've been mindful of ESG long before it was a term. For nearly 80 years, we've been helping growers do more with less. That experience and mindset have now extended to vital infrastructure, reliable power and connectivity, because we have always viewed our work through its positive impact on people everywhere. We're proud to report approximately 90% of our total net sales support various ESG principles.



ENVIRONMENTAL : SOLAR FOOTPRINT

# Expanding solar globally in our facilities

As part of our ongoing carbon mitigation strategy, Valmont is expanding our global solar footprint:



**ENVIRONMENTAL : CLEAN ENERGY**

## Conservation: Circularity in action

Valmont operates with conservation in mind — including reuse and recycling practices — to reduce material waste and energy consumption.

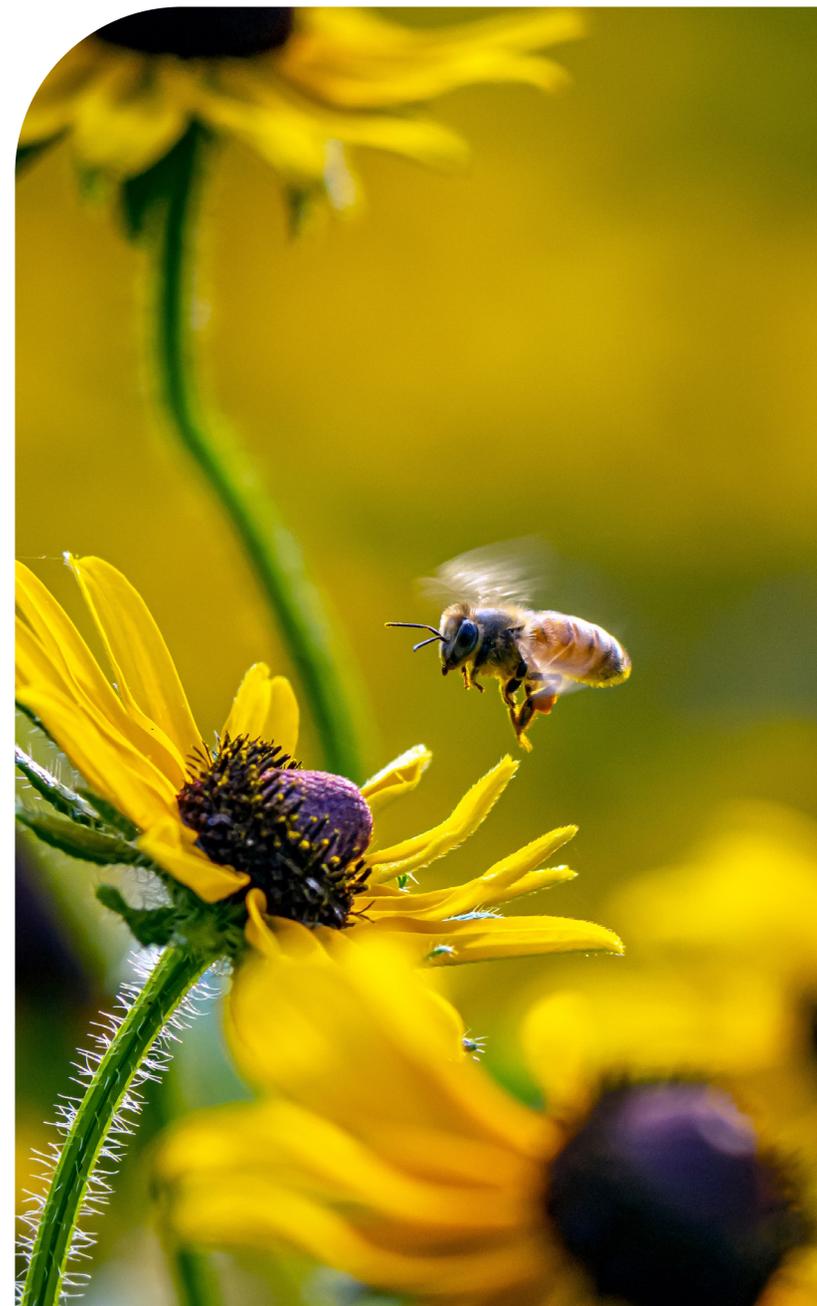
A prime example of how we minimize the impact on the environment is our Tehomet wooden pole production facility in Finland. This is a carbon-neutral factory where we use sustainably sourced wood certified by the Programme for the Endorsement of Forest Certification (PEFC). As part of the PEFC certification, we plant approximately three trees for every one harvested. Additionally, these poles are designed with minimal metallic components, resulting in lower CO<sub>2</sub> emissions.

**A CIRCULARITY STORY**

Circularity refers to a product designed with the end of its useful life in mind. Like all things, metal light poles have a life span. When that time comes, melting costs more energy than reusing. Valmont Netherlands carried out a pilot program to collect, clean and measure poles, then use them again with a new powder coating for a new life. As a result, they are now working on a similar program with several municipalities. In the meantime, we're creating a pool of reusable poles and managing them in a climate-friendly way.

**VALLEY® POLLINATOR HABITAT PROJECT**

Earlier this year, our Valley, Nebraska, facility hydro-seeded a closed impoundment lot located on-site with a mix of native plants, including black-eyed Susan, bluestem grasses, butterfly milkweed, prairie clover and mountain mint. This will provide a habitat for native pollinators such as bees and butterflies. Pollinators are essential for ensuring biodiversity of local flora and help ensure crops such as apples, herbs, okra, watermelon, squash and many more thrive. This planting also reduces mowing and maintenance costs for the impoundment.



**ENVIRONMENTAL : PRODUCT SUSTAINABILITY**

# Product innovation and sustainability

Valmont conducts life cycle assessments on our center pivots, solar tracking arms, and aluminum, steel and wooden poles. These assessments examine the environmental process from raw product to end of life.

**SOIL MANAGEMENT AND CARBON SEQUESTRATION**

Soil moisture can impact near-surface soil temperatures, which can influence the amount of carbon sequestered. Research shows that sprinkler irrigation can increase the sequestration of carbon in arid and semi-arid regions when compared to non-irrigated or flood-irrigated land. One study found an increase in soil organic carbon (SOC) of 14.8%.

**SOLAR RACKING IN USE**

The nominal average power generation for a 1MW solar project using our single-axis tracking solar racks is 1,834 MWh/year, an up to 25% performance increase compared to a same-sized project using fixed-in-place solar racks. That amount of electricity from the average Italian grid mix would generate 878 tons of CO<sub>2e</sub>. After two months, all carbon emissions in the life cycle of the solar racks alone will be offset.

**RECYCLABILITY OF VALMONT PRODUCTS**

Steel is a highly recyclable material and can maintain its inherent properties through the recycling process. The recycling rate for steel machinery is approximately 90%. Our center pivots consist of 80% steel by weight, and our solar racks consist of 99.98% steel by weight. Therefore, nearly our entire product can be recycled at the end of its life.



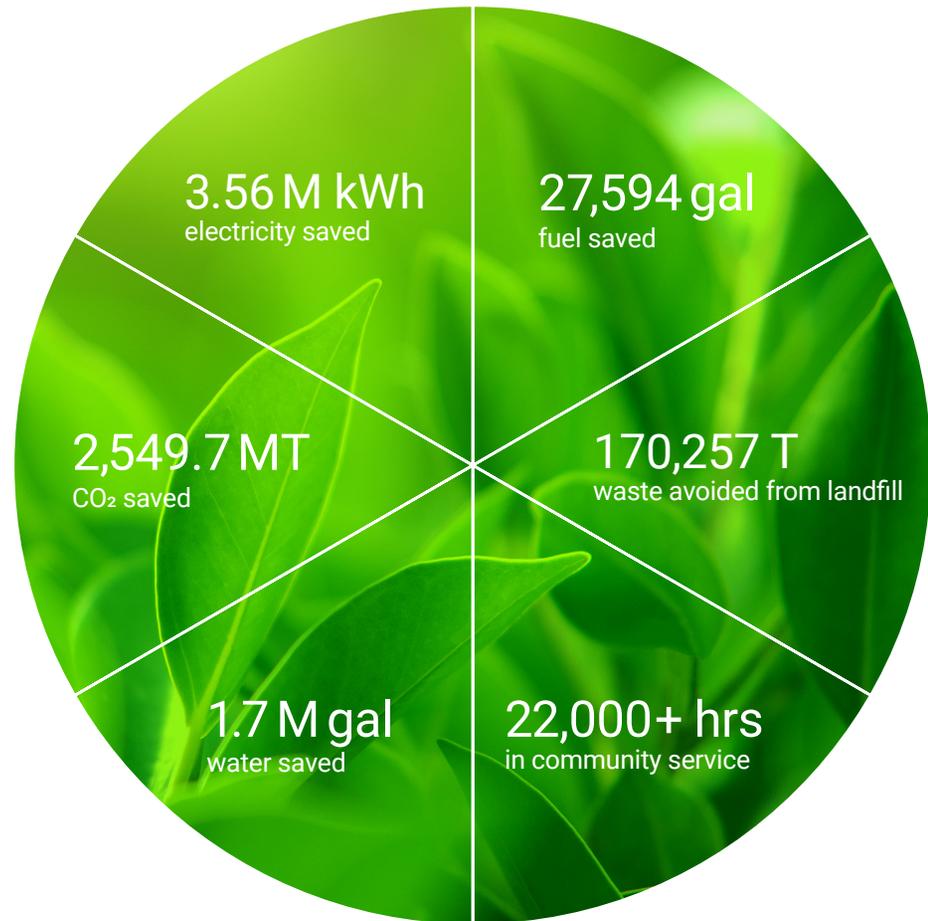
**ENVIRONMENTAL : GREEN TEAMS**

# Green Teams going for the gold

Our Green Teams continue to be a point of pride and highlight not only our site-wide innovation globally, but also our employee engagement and drive for measurable results. Eighty-four cross-functional teams monitor energy and resource use at their individual locations to improve conservation performance. The Corporate Sustainability Team reviews and shares the best ideas across Valmont to recognize achievement – and fuel competition. This grassroots approach to sustainability reflects our commitment to employee engagement and results.

**REWARDING SUCCESS**

The Valmont Sustainability Award is a yearly award recognizing sites that have made significant improvements in the efficient use of water and energy, and in the reduction of wastes associated with the manufacture of products or provision of services. The annual champion team is selected by the Valmont board of directors, which rewards sites that have made measurable and impactful improvements to their resource efficiency while also demonstrating excellent compliance and business performance.



**Resources Saved**

Since 2017, our five champion Green Teams have made outstanding contributions. Shown here is the total impact made by these champions.

**ENVIRONMENTAL : GREEN TEAMS**

# The Champion Green Team

The Acacia Ridge (Ingal EPS), Australia, site was selected as the winner of the 2022 Valmont Sustainability Award. Acacia Ridge's Green Team implemented several sustainability improvements that saved money and contributed to a cleaner environment in the last fiscal year.

A few of the impressive projects include:

- Installation of a 100-kWh solar array that will reduce carbon emissions by 125 MT annually
- Implementation of an aluminum can recycling initiative suggested by employees that captured 100% of this material at the site
- Working with local metals scrap firm to collect and recycle additional steel waste and off-cuts, adding an additional 192 MT of steel recycling annually
- Launching a wood recycling program that diverted 11.8 MT of related waste from landfill

**Project 90/90**

We are committed to illuminating at least 90% of our manufacturing facilities with 90% LEDs by the end of 2023. This initiative will reduce costs and carbon emissions while providing a safer working environment for our employees. At the end of 2022, 75% of our sites were at the 90% installation mark, for a total of over 20,000 LED fixtures.

**Green Fleet Initiative**

In 2022, Valmont implemented its Global Vehicle Purchasing Standard, a component of our Green Fleet Initiative, impacting Valmont's owned and leased/operated global vehicle portfolio. This standard took effect in January 2023, and will reduce costs and emissions while ensuring that we provide the safest vehicles and transportation solutions for employees.

**ENVIRONMENTAL : ENVIRONMENTAL GOALS**

# Selected strategic initiatives for 2023

**LEADERSHIP**

Continue to communicate our goals and lead by example with our approach to climate change. Partnering with our supply chain to track embedded carbon in our steel material for Scope 3 emission calculations.

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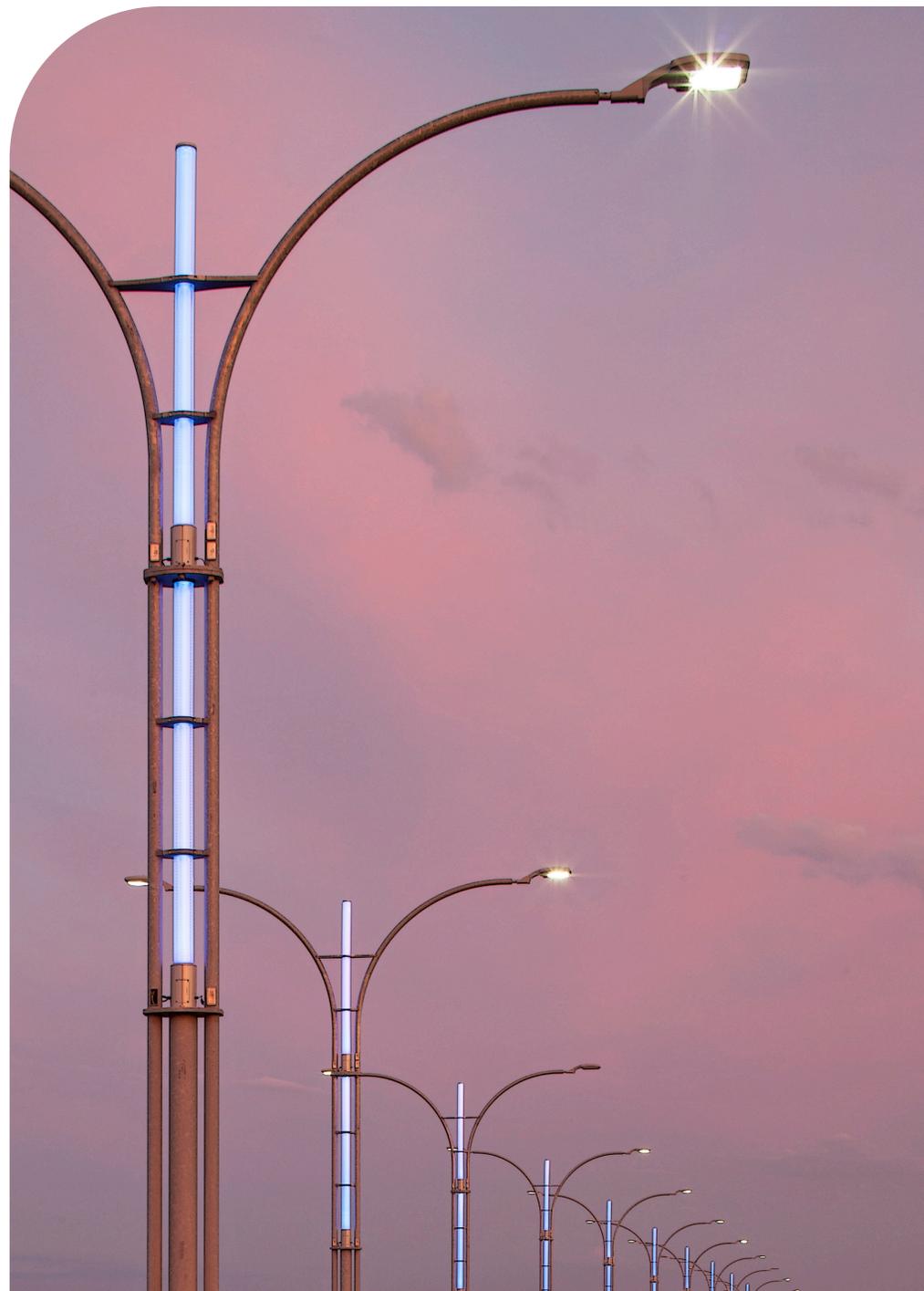
**MARKET DIFFERENTIATION**

Focus on product circularity and the results of life cycle assessments on selected products to push toward more climate-positive solutions across the business.

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**RESOURCE OPTIMIZATION**

Accomplish Project 90/90 LED lighting and implement the Green Fleet Initiative across our global footprint. Complete the Bristol Solar Array to power the entire facility, making it net zero for Scope 2 emissions. Continue to work with sites on global water and groundskeeping standards to conserve water and maintenance for our sites.



**ENVIRONMENTAL : ENVIRONMENTAL GOALS**

## Environmental goals for 2025

Valmont is committed to conserving resources and continuously improving environmental performance. To meet this challenge, we use natural resources including raw materials, energy and water as efficiently as possible with an eye toward continuous improvement. We're working to fully quantify and reduce the emissions, discharges and wastes our operations generate, and we comply with all applicable environmental laws and regulations. Here are our goals for 2025 against a 2018 baseline.

**1. Carbon Intensity**

Ten percent reduction in carbon emissions per million in revenue, guided by a scientifically based carbon goal bench mark. Reduction from 78.13 CO<sub>2</sub> MT/\$M revenue to 70.65. GHG emissions are reported to the CDP.

**2. Energy Reduction**

Twelve percent additional reduction in normalized electricity usage. Overall reduction from 67.8 MWh/\$M revenue to 56.9.

**3. Combustion Fuel – Mobile Source Scope 1 Emissions**

Nineteen percent reduction in global combustion fuel mobile source emissions. Overall reduction from 7.8 CO<sub>2</sub> MT/\$M revenue to 6.3.

**4. Water Standard**

One hundred percent of Valmont global manufacturing facilities to adopt low-flow water fixtures for non-production areas.

**REVOLVING CREDIT FACILITY AGREEMENT**

Our current revolving-credit facility agreement includes potential adjustments to our borrowing rates based on achieving two environmental goals: reductions in carbon intensity and electricity usage.



**SOCIAL : HUMAN NEEDS**

## Social: Saving the planet for the people on it

We see our purpose in human terms, supporting growth and elevating economies, feeding people, supporting our communities and caring for one another. As a business, our values are clear. Across our global culture, we support the health, safety and well-being of our people and value diversity, equity and inclusion.

Our solutions meet human needs by supporting connection and growth through increasingly smarter infrastructure and precision agriculture. The ways we improve life around the world are evidenced in endeavors as diverse as education, strategic partnerships and striving for zero hunger.

**SUPPORTING OUR COMMUNITIES**

At Valmont, we aim to invest 1% of operating income annually into the community. We also encourage our people to devote time, talent and financial resources to organizations and causes near and dear to their hearts.

**GIFTS OF TIME, TALENT AND SUPPORT**

In 2022, our teams gave back to 370 organizations and industry associations, donating 20,665 hours to make an impact outside of their everyday jobs. Also, Valmont made contributions to more than 145 organizations last year alone. Over the last decade, this charitable work has impacted millions of lives.



11,000+  
employees globally

21  
countries across  
six continents

100+  
countries serving  
customers

**SOCIAL : HEALTH AND SAFETY**

# Protecting our people's health and safety

We make the health and safety of our people a priority every day. This focus on health and safety extends to our business partners, our customers, members of the public and everywhere we make an impact across the globe.

**GLOBAL ENVIRONMENTAL HEALTH SAFETY (EHS) WORKSHOPS**

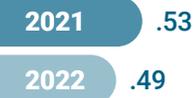
In 2022, functional EHS leadership facilitated a skills development workshop for all EHS professionals. These workshops, held across five continents, focused on building the knowledge, skill and ability to execute the Valmont EHS strategic plan. Our five-year strategy priorities include achieving world-class safety performance by focusing on leading indicators and are validated by a year-over-year reduction in incidents and injuries. We plan on institutionalizing risk management principles into our decision-making process and improving employee engagement through targeted campaigns and sharing best practices across the organization. Our continued focus on these key factors has led to class-leading safety results in 2022 by reducing serious injuries and preventing fatalities. The early success of this program in 2022 has led to an expansion in 2023 to provide additional educational content to front-line supervisors and EHS professions.

**SAFETY IN PLAIN SIGHT**

We maintain a global EHS management system to provide complete visibility of safety-related actions and incident management for 100% of our global footprint, with support in more than five languages. Our Global Safety Advisory Council is responsible for providing direction to the overall EHS strategy as it relates to internal policies and procedures.

**MINIMIZING RISK**

Valmont works to document, assess and validate high-risk activities. This proactive approach to risk management has increased leadership visibility of systematic dangers while improving site engagement and lowering overall employee vulnerability. In 2022, this approach contributed to an 80% year-over-year reduction in serious incidents/fatalities and a 0% fatality rate.

**Total Recordable Incident Rate (TRIR)\*****Lost Time Incident Rate (LTIR)\*****Near Miss Frequency Rate (NMFR)\***

\*Subject to change. Valmont is beginning to track this metric as we shift our attention to leading indicators.

**SOCIAL : DIVERSITY OF THOUGHT**

# Driving progress and positive results

At Valmont, we celebrate diversity with a spirit of inclusion and support. We value differing perspectives and see diversity, equity and inclusion (DEI) as necessary components of the innovation that makes the world, and our business, move forward.

**COMMITTED TO OUR PEOPLE**

Valmont is committed to cultivating and nurturing a thriving organization and culture that cherishes and embodies the individual strengths of every employee. When we embrace the diversity of thought, we gain perspectives and experiences that enrich us all and empower us to deliver innovative and sustainable infrastructure and agriculture solutions.

**LISTENING AND LEARNING**

Valmont is dedicated to listening to our employees and their points of view, and we strive to create an environment where everyone feels valued and heard and a workforce that reflects the world we live and work in.

Our listening strategy includes a full engagement survey every 18-24 months and pulse surveys in between. These tools are helping us to learn and, in the process, identify areas where we can make a meaningful impact. When asked questions about pride in Valmont and engagement, 84.7% of our global workforce responded favorably. We're proud to say we're already delivering results and developing a dynamic organization empowered to innovate.

Our Employee Resource Groups (ERGs) are a stellar example of our progress. Valmont's seven ERGs unite unique groups of employees authentically, fostering a culture of collaboration and inclusivity, driving our strong engagement and productivity. The latest results validate this grassroots approach to creating a culture of inclusion with a double-digit increase in favorability rating by those involved in ERGs. By empowering our people, we create influential brand ambassadors to help us continue attracting top talent to Valmont.

**ERGs at Valmont**


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Women's Leadership Council

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Hispanic Organization for Leadership and Advancement

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Young Professionals

---

PRIDE

---

African American Network Team

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Salute Veterans Group

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INDUS (Bridging employees in India and the U.S.)

## SOCIAL : DIVERSITY OF THOUGHT

### DRIVING PROGRESS

At Valmont, inclusion and diversity of thought are not just a goal but a necessity. We're always striving to build a workplace where every voice is heard, every perspective is valued, and every person can reach their full potential. We've implemented a comprehensive strategy combining vision, planning and action to achieve this. Last year, we took a significant step forward, redoubling our efforts to create an internal ecosystem that nurtures diverse thought. Our goal is to be the preferred destination for world-class talent, regardless of background or demographics. And we're proud to say we're making real progress toward that goal.

Our commitment to developing and promoting our people continues to yield positive results. In the last year, we were able to fill 77% of our roles through promotions, moves or stretch assignments, an example of the talent and potential of our employees. We've also made significant progress in increasing diversity of thought and representation across Valmont. We've seen a 38% increase in emerging female talent and a 21% increase in women advancing into leadership roles. Valmont made significant strides in 2022, but more work is needed here.

50% ↑ POC

As of 2023, 40% of our team are people of color (BIPOC), and we're committed to reaching our goal of a 50% increase by 2025.



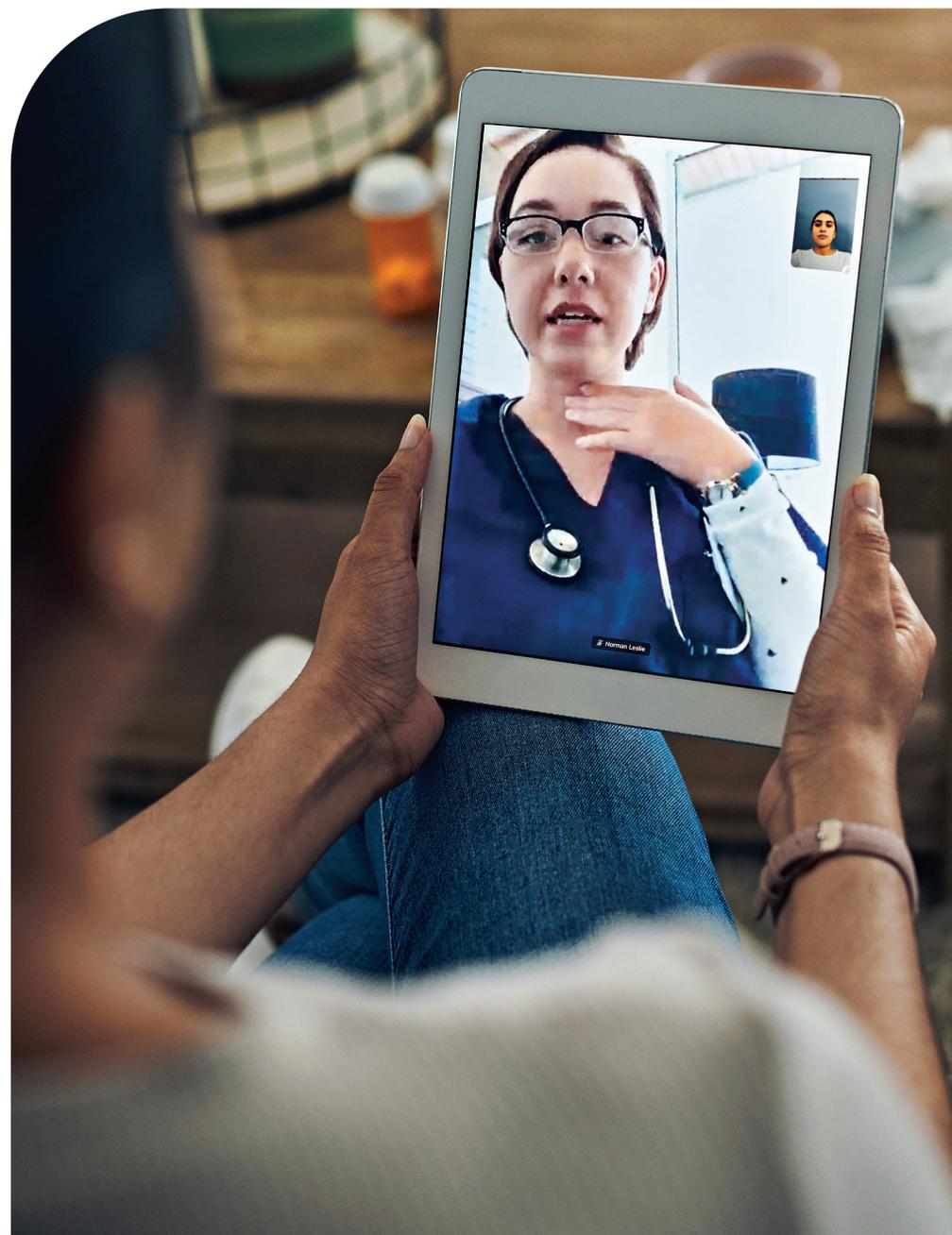
**SOCIAL : WELL-BEING**

## Employee well-being

Nothing is more important to us than the well-being of our people and their families. That's why Valmont focuses on the whole well-being approach to an employee's safety and overall health including physically, emotionally and financially. To support these efforts, we designed a competitive Total Rewards package to promote healthy lifestyles, protect income and build savings. Part of this package is an enhanced digital platform featuring digital therapeutic offerings for sleep (Sleepio) and anxiety (Daylight) via Big Health as well as financial health (Upwise). Valmont maintains a digital resource library focusing on healthy body, professional development, safety and overall well-being along with one-on-one health coaching. These benefits will expand to employees outside of the U.S. in 2023.

Continuing to meet employees where they are, we expanded our telemedicine offering by moving to UnitedHealthcare for 24/7 virtual visits for common urgent care, which allows additional telemedicine support for primary care, behavioral health and specialty care.

Our ongoing equal-pay initiative is an important part of our care and support for employees. We constantly examine pay equity across our business and act to eliminate disparities. Along with gender, we weigh skill level and years of experience while increasing organizational transparency.



## SOCIAL : WELL-BEING

# The modern workplace

The Valmont global headquarters building in Omaha, Nebraska, earned Leadership in Energy and Environmental Design (LEED) Gold certification from the U.S. Green Building Council (USGBC) in 2022. LEED projects earn points by adhering to prerequisites and credits across nine measurements for building excellence, from integrative design to human health to material use. The LEED rating systems work for all buildings at all phases of development



**Just.**

and are meant to challenge project teams and inspire outside-the-box solutions. Our global headquarters is currently pursuing WELL Building Standard® certification and anticipates achieving Gold status. WELL is a performance-based system for measuring, certifying and monitoring features of the environment that impact human health and well-being through air, water, nourishment, light, fitness, comfort and mind.

Included in this process is receiving a Just label from the International Living Future Institute. Just is a nutrition label for socially just organizations. As a voluntary disclosure tool for organizations rather than a certification program, it is a transparency platform for organizations to disclose their operations, including how they treat their employees and where they make financial and community investments.



**SOCIAL : WELL-BEING**

# Employee engagement

Valmont strives for continuous improvement to evaluate how our employees feel. Our surveys provide an opportunity for people to be heard and are one of the key metrics toward measuring progress.

Leadership has committed to implementing an all-employee engagement survey every 18-24 months, with pulse surveys in between. It measures engagement, confidence in management, inclusion, safety and performance.

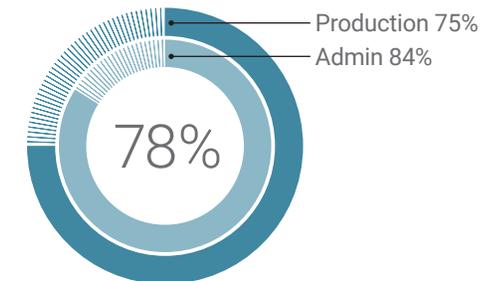
One of the most exciting aspects of the pulse survey this year was that the 78% response rate surpassed the goal of 70%. The survey went out in 24 languages across our global footprint. It's encouraging to hear that Valmont employees love their company, and they consistently say they would recommend Valmont as a good place to work.

**UNIONIZATION**

We compensate employees competitively relative to the industry and local labor markets, as well as in accordance with the terms of collective bargaining agreements. We require full compliance with applicable wage, work hours, overtime and benefit laws. Approximately 10-20% of our global workforce is unionized. We respect the rights of all workers to form and join trade unions or labor associations of their own choosing, bargain collectively and engage in peaceful assembly, as well as respect the right of workers to refrain from such activities.

78% of employees responded to the survey, surpassing goal of 70%

- 10,162 invited to participate
- 7,970 responded
- 11% higher than our vendor's pulse survey average



**SOCIAL : QUALITY AND CUSTOMER SATISFACTION**

## Quality management for happier customers

As an AISC-certified fabricator, Valmont has established a robust Quality Management System (QMS) to help us design, fabricate and deliver high-quality products to our customers. The system touches all aspects of our business, channeling the voice of the customer into everything we do. The QMS provides a foundation for excellence for all Valmont team members and ensures that we work together and continually improve. Standardization systems implemented in 2022 for agriculture are promoting productivity and helping eliminate inefficiency, highlighted by document control; ensuring revisions are made promptly and can be trusted; as well as layered process auditing (LPA) validating training and compliance. If you'd like to learn more about our commitment to quality and customer satisfaction, please visit [valmont.com/qualitymanual](https://valmont.com/qualitymanual).



**GOVERNANCE : SUPPLY CHAIN**

# Managing the supply chain responsibly

Our supply chain stretches around the world, and our suppliers are integral to our success. We hold our suppliers to the same high standards and policies as our own workforce. Consequently, we developed a global guide to minimize risk and foster continuous improvement. This guide establishes a code of conduct outlining expectations for suppliers regarding integrity, shares updates on Valmont's current ESG efforts and more. Please see the [Global Supplier Guide](#) here.

Our Supplier Relationship Management (SRM) system establishes a baseline to understand the current state of the global supply chain and determines the next steps in developing partnerships with our suppliers. The SRM system monitors suppliers on selected global databases and scores them on four main criteria:

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

Human rights violations are captured and factored into these scores.

We track Valmont material and/or service purchases from diverse suppliers, including but not limited to minority owned, woman owned, veteran owned and small business. While monitoring current supply chain conditions and partnerships, Valmont also maintains a strong focus on increasing efficiency and positioning itself for success in the future. Results are achieved through the consolidation of processes, increasing speed and collaboration, and laying the groundwork for future expansion — all while reducing the number of platforms, simultaneously expanding the scope and augmenting governance.

While the last few years have been challenging for us all, we developed strong partnerships with our suppliers and are a customer of choice. These partnerships allow Valmont to secure material and services in a preferential manner that enables mutual success.

**MATERIALS SOURCING**

At Valmont, we manufacture machinery, structures and support products that are integrated with technology, allowing our customers to better conserve resources and improve lives. Please see the [Valmont Conflict Minerals Policy Statement](#) for additional background on how we responsibly manage our supply chain and critical materials.

**GOVERNANCE : LEADERSHIP**

# Governance: Leadership for today and tomorrow

Integrity is one of our four core values, and as such, we take it very seriously with engaged oversight from our board and leadership to ensure we act responsibly and hold ourselves to the highest standards.

**BOARD OVERVIEW**

Valmont is governed by a board of directors. The board's leadership structure consists of a chairman and a lead director. All directors are independent, other than the current chief executive officer.

**Our Board Of Directors**

Mogens C. Bay, Chairman

Catherine James Paglia, Lead Director

K.R. Den Daas

Ritu Favre

Dr. Theodor W. Freye

Stephen G. Kaniewski

Richard Lanoha

James B. Milliken

Daniel P. Neary

Joan Robinson-Berry

**LEADERSHIP COMMITTEES**

[Audit Committee](#) ▶

[ESG Committee](#) ▶

[Human Resources Committee](#) ▶

[Governance and Nominating Committee](#) ▶

**THE FOLLOWING PRINCIPLES HELP TO GUIDE US:**

[Governance Principles](#) ▶

[Corporate Social Responsibility](#) ▶

[Code of Ethics for Senior Officers](#) ▶

[Code of Business Conduct](#) ▶

[Conflict Minerals Policy Statement](#) ▶

[Human Rights Policy](#) ▶

[Political Contributions Policy](#) ▶

**GOVERNANCE : CYBERSECURITY**

## Cybersecurity and data privacy in an increasingly digital world

Valmont's Global Data Privacy Program (GDPP) continues to align with ESG standards and considers both risks and benefits of privacy-driven spending. The program operating model is based on the General Data Protection Regulation (GDPR), which is adjusted for specific local requirements. The operating model is scalable to manage strategic, operational, legal, compliance, and financial risks and benefits, and uses technology to automate portions of the program, such as data subject access requests (DSAR) and consent and preference management (CPM).

Our membership on the Data Privacy Board, a group comprised of some of the world's largest companies with a mission to help members engage in confidential, leader-level discussion, presents opportunities using unbiased bench-marking and support from peers in various industries. We continue to build privacy resilience across international operating environments.

Valmont cybersecurity continued to evolve in 2022. Efforts to continuously improve cybersecurity included:

- Implementation of multi-factor authentication (MFA) on a limited basis.
- Achieving local area network (LAN) segmentation in four locations, with the security framework deployed to 50 additional locations.
- Appointing an IT Governance, Risk Management, Compliance Management role with the following goals:
  - Establish a risk register identifying all major risks as well as owners
  - Assess and document enterprise compliance and risk posture of IT assets and processes
  - Socializing the GRC program to the enterprise
  - Promote and protect Valmont's brand equity



**GOVERNANCE : CYBERSECURITY**

# Security maturity, now and tomorrow

## Mature Controls

**LOG COLLECTION**

Security Information & Event Management (SIEM)

**END POINT PROTECTION**

Gen Anti-Virus, End Point Detection & Response

**MANAGED SECURITY SERVICES**

Provide 24/7 Security Operations Center and Alerting for Events from Logs

**EMAIL PROTECTION**

Targeted Attack Protection, Threat Response, Internal Mail Defense, External Email Protection

**DNS FILTERING/MONITORING**

Expand External Security Provider Services

**NEXT-GENERATION FIREWALLS**

URL Filtering, Anti-Virus, Reputational Services

## Evolving Controls

- ▶ **1 • IDENTITY ACCESS** — Multi-factor access, data classification, cloud security, risk profiling, privileged access management, centralized access administration
- ▶ **2 • REMOTE ACCESS** — Next-gen remote access, including encryption of all network traffic and automated software updates
- ▶ **3 • VULNERABILITY MANAGEMENT** — Centralized patch management, standardized software builds, threat intelligence and countermeasures, expanded vulnerability scanning, security training and security standards for mobile devices
- ▶ **4 • INCIDENT RESPONSE** — Implementation of a cyber-response plan, addressing the seven steps identified in the National Institute of Standards and Technology's (NIST's) framework
- ▶ **5 • ZERO TRUST** — Network segmentation, role-based access and adoption of a Zero Trust VPN framework

# Conserving resources, improving life. Yesterday, today and in the future.

That's the value we add.

At Valmont, we take the promise of technology and make it useful in today's world — and tomorrow's. And sustainability is a big part of that. The challenge is to continue to evolve and provide solutions that support increased productivity while using fewer resources and making fewer environmental impacts. As a leader in infrastructure across multiple markets, we're perfectly positioned to take on that challenge, now and in the future.





## About this report

This report provides data and highlights covering the 2022 Valmont fiscal year, which runs from December 26, 2021, to December 31, 2022, and is supported by the data disclosures in our 2023 GRI Standard report, our 2023 TCFD report and our 2022 SASB report, which are separate documents. When we refer to 2022 in the text, we're referencing our fiscal year. Statistics in the Environmental section of this report include both normalized and non-normalized carbon emissions and electricity usage; also featured are non-normalized water withdrawal, fuel usage, and both hazardous and non-hazardous waste generation. Valmont has secured third-party assurance on selected portions of 2018 baseline data and has conducted an internal audit of its selected 2022 and 2023 data disclosures included in this report. We will continue to expand and refine our data collection and will work to align with additional leading ratings and rankings to further bolster the scope of our approach and performance.

### CONTACT

For more information or to provide feedback, please contact Renee L. Campbell, Senior Vice President, Investor Relations and Treasurer at [investorrelations@valmont.com](mailto:investorrelations@valmont.com).

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