



# *Progress with purpose.*

**2025** Corporate Impact Report





# Table of Contents

- 03 Message From Our CEO
- 04 Lindsay At-A-Glance
- 05 Our Commitment
- 06 Investing in Sustainable Technologies
- 12 Striving for Operational and Environmental Excellence
- 18 A Great Place to Work
- 24 Supporting Communities
- 27 Operating with Integrity

## Message From Our CEO

At Lindsay, our work is grounded in delivering solutions that conserve natural resources, expand our world’s potential and improve quality of life. In fiscal 2025 (FY25), we made meaningful progress across our business while staying focused on supporting our customers, strengthening our operations and investing in our employees.

Our teams in irrigation and infrastructure continued delivering reliable solutions to real-world challenges in a dynamic global environment. From risk management and governance to operational excellence, we found new ways to work more effectively while protecting our employees, systems and business priorities. We enhanced digital capabilities across our operations and introduced innovations designed to improve efficiency and long-term performance.

Throughout the year, we continued to advance how we operate as a business through our focus on safety, accountability and engagement. This work supports consistency, improves execution and helps us deliver better results over time. It also strengthens our corporate citizenship. We were proud to be named United Way of the Midlands’ Corporate Partner of the Year, an honor that reflects our employees, our shared sense of commitment and our impact on the communities we serve.

### ***In all of our endeavors, we kept the people behind our successes—our employees—front and center. Because of them, our impact in FY25 included:***

- + Launching TowerWatch™, part of Lindsay’s SmartPivot™ Solutions, to give growers real-time visibility into the performance of their pivot irrigation systems.
- + Releasing our new TAU-M Wide™ 72” Crash Cushion, which expands protection for wider hazards such as bridge piers, toll plazas, and road medians commonly found along roadways.
- + Rolling out our next generation of Zimmatic™ systems featuring Non-Directional Radial Tire (NDRT) technology to enhance traction in changing field conditions and reduce soil compaction.
- + Attaining 95% participation in the Gallup Q12 Employee Engagement Survey.
- + Achieving an engagement score in the top decile of our peer group.
- + Implementing safety improvement goals to drive accountability across operations and launching a global EHS software system that provides on-demand visibility into progress against those goals.
- + Achieving our lowest total recordable injury rate (TRIR) in over a decade.
- + Enhancing cybersecurity controls with expanded oversight of third-party risk, more proactive remediation, and improved incident response readiness across the business.

These efforts contribute to the long-term resilience of our organization and reinforce the trust placed in us by our customers, partners and stakeholders. They also reflect the long-term view we have always taken at Lindsay focusing on experience, staying disciplined in our operations and investing where it matters most.

We are proud of the progress we made in FY25, and remain focused on the challenges and opportunities ahead. Thank you to our employees, customers and partners for the role you play in our impact. Together, we will continue moving Lindsay forward.



**Randy Wood**

President & Chief Executive Officer

## Lindsay At-A-Glance

Lindsay Corporation (NYSE: LNN) is a global market leader in irrigation and infrastructure solutions. Since 1955, we have innovated to meet the world’s growing food, fuel, fiber and transportation needs. We create value through irrigation and infrastructure technologies that enable customers to operate more efficiently around the globe. Our data-driven irrigation solutions help growers improve yields while conserving resources, and our infrastructure equipment keeps roads safer while saving energy and helping to reduce emissions.



**Lindsay’s agricultural irrigation solutions** include center pivot and lateral-move systems, remote irrigation management and scheduling technology, and Industrial Internet of Things (IIoT) solutions.



**Lindsay’s infrastructure segment** manufactures equipment to improve road safety and keep traffic moving on roads, bridges and tunnels in the U.S. and around the world.

### Key FY25 Statistics

FY25 Revenue Mix

- Infrastructure
- U.S. Irrigation
- International Irrigation

Founded in	<b>1955</b>
Employees	<b>1,275</b>
Market Cap	<b>\$1.2B</b>
Total Annual Revenue	<b>\$676.4M</b>

Lindsay has global manufacturing locations across

# 10 countries

All data as of 8/31/25



Irrigation



Infrastructure



\*For a comprehensive list of all our brands and partnerships, please visit our website.

## Our Commitment

Our commitment is reflected in how we operate every day through our priorities, partnerships and One Lindsay values. From manufacturing and sourcing to meeting customer needs around the globe, we believe in delivering sustainable solutions that conserve natural resources, expand our world's potential and enhance the quality of life for people.

Irrigated agriculture plays a vital role in feeding the world, and our infrastructure products help keep motorists, road crews and communities safe. To deliver innovations that make a meaningful difference, our teams focus on optimizing the lifespan of our solutions and developing technologies that enable customers to achieve more with fewer resources. This includes ongoing investments in our teams, facilities and operations to reach new levels of results.

Grounded in this approach, we build partnerships that expand capabilities on farms and roadways, supported by digital tools for real-time decision-making. This work matters because it helps customers meet their most important goals and support a better way of life in their communities. Together, these efforts underscore our commitment to growing a better world through innovative irrigation and infrastructure solutions.

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*Lindsay's purpose is to conserve natural resources, expand our world's potential and enhance the quality of life for people.*



Georgia grower Trevor Cobb and Georgia Lindsay Dealer, Foster Brett with L.A. Brett & Sons.

## Investing in Sustainable Technologies

### ***Our Management Approach***

We invest in technologies that enable our irrigation and infrastructure customers to accomplish more with fewer resources and solve real problems. Our innovations focus on making a meaningful impact, helping address food insecurity and climate challenges and extending the life of critical roadways. In FY25, we introduced and expanded precision irrigation and traffic management systems that conserved water and improved road safety in a world facing greater resource and mobility challenges.



*For more content on our management approach to developing leading edge, sustainable technologies, visit [Lindsay.com](https://www.lindsay.com)*



## Cleantech at Lindsay

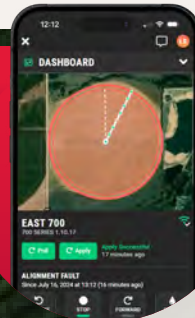
By “cleantech,” we mean products and systems that improve performance while reducing the use of water, energy, and other resources. In irrigation, this includes tools that help growers apply the right amount of water at the right time, improving yields while minimizing waste. In infrastructure, it includes solutions that improve traffic flow and safety, extend the life of roads, and help reduce congestion and emissions.

## FY25 Irrigation Cleantech Highlights

Our irrigation business is cleantech because it helps growers meet the rising demand for food while reducing the water and energy needed to produce it. We have long invested in mechanized irrigation solutions because these systems are the most efficient way to deliver water precisely where it is needed. In FY25, this work included new products and updates to enhance the benefits of existing technology, improving outcomes for customers and communities.

## Our FY25 innovations and updates include:

**OPTIMIZED CORNER IRRIGATION.** Updates to our [corner irrigation systems](#) further improved precision at the edges of irregular fields, where water application is most challenging. These FY25 upgrades help growers expand irrigated acreage while maintaining consistent coverage and reducing overapplication. These enhancements also optimize water use across the entire field, particularly in areas that are often overwatered or missed.



**LAUNCHED NEW TOWERWATCH™ PRODUCT.** [TowerWatch™](#), part of Lindsay’s SmartPivot™ Solutions, gives growers real-time visibility into pivot performance. This new technology instantly identifies a faulted tower so growers don’t lose time walking their fields. With significantly faster response times, they conserve water and energy while keeping operations running efficiently.

**RELEASED NON-DIRECTIONAL RADIAL TIRE (NDRT).** In 2025, we rolled out our next-generation of Zimmatic™ systems featuring [NDRT technology](#) to enhance traction across changing field conditions and reduce soil compaction. These improvements support more consistent irrigation and help protect long-term soil health. The tires provide up to 20% more contact area than standard tires and spread weight more evenly, reducing pressure on the soil and improving traction.



**EXPANDED METOS WEATHER STATIONS, POWERED BY PESSL INSTRUMENTS.** We expanded our work with [METOS weather stations](#) to bring growers more local, real-time data for their irrigation decisions. With this advanced combination of up-to-the-minute weather conditions and farm insights, they can make smarter, faster irrigation decisions as conditions change. This helps improve operating efficiencies while supporting more consistent crop outcomes.

# Irrigation & Efficiency Solutions



## SmartPivot™ Solutions updates

Continuous enhancements to our [SmartPivot Solutions](#) improve system visibility and control, helping growers monitor and manage irrigation more efficiently.



## Zimmatic™ machine health

Powered by [FieldNET™ technology](#), our machine health tools provide 24/7 remote monitoring and predictive diagnostics to prevent irrigation system downtime.



## FieldNET™

This [advanced agronomics platform](#) integrates real-time field and weather data to help growers make informed irrigation decisions across their operations.



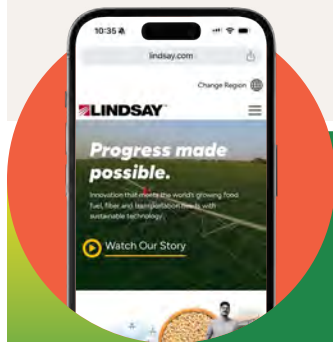
## Award-Winning FieldNET Advisor™

Recognized by the American Society of Agricultural & Biological Engineers with a 2025 AE50 Award, [FieldNET Advisor™](#) uses artificial intelligence that enables growers to view soil moisture farm-wide and apply water with greater precision.



## FieldWise™ solutions

By enabling remote monitoring and control of key irrigation assets, our [FieldWise technologies](#) equip growers to apply real-time insights that improve their efficiency.



See [Lindsay.com](#) for our full suite of irrigation and efficiency solutions.

**SPOTLIGHT STORY**

**Sustainability: One crop, one generation at a time**

On 32,000 acres in southeast Idaho, generations of Wada Farms growers have long taken pride in their potatoes that end up in grocery stores and restaurants across the country. As one of the largest fresh U.S. potato growers, they leave little to chance. “We have different growing conditions and field types, and irrigation is non-negotiable,” says CEO Brian Wada. “We’ve got to have it on our farms, even when times are tough.”

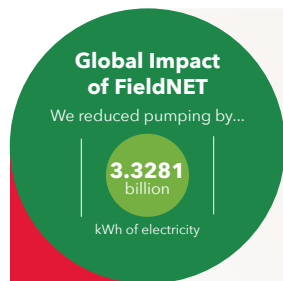
On Wada’s Michaud farm, that includes pairing Zimmatic™ pivots with FieldNET™. Michaud farm manager Kirk Fisher explains: “I like things simple, and the Zimmatic™ machinery and technology is just easy to manage. And with FieldNET™, it’s a game-changer.” The operation works closely with Lindsay to bring more precision to how water is applied across thousands of acres of potatoes and other crops.

This approach is also critical to their commitment to sustainable farming and to the Fort Hall Shoshone-Bannock Reservation, where they lease and farm the fields. “We work with the tribes every way we can to protect their heritage and their land,” says Fisher. “This ground is sacred to them, and it’s sacred to us. We want to farm sustainably for the tribe and for our family for generations to come.”



**“ I like things simple, and the Zimmatic™ machinery and technology is just easy to manage. And with FieldNET™, it’s a game-changer. ”**

**Brian Wada**  
Wada Farms | Southeast Idaho



**Tracking FieldNET™ Global Impact**

Incremental savings contribute to meaningful progress. We track real-time estimates of the energy and water savings enabled by FieldNET™ on [Lindsay.com](https://www.lindsay.com).

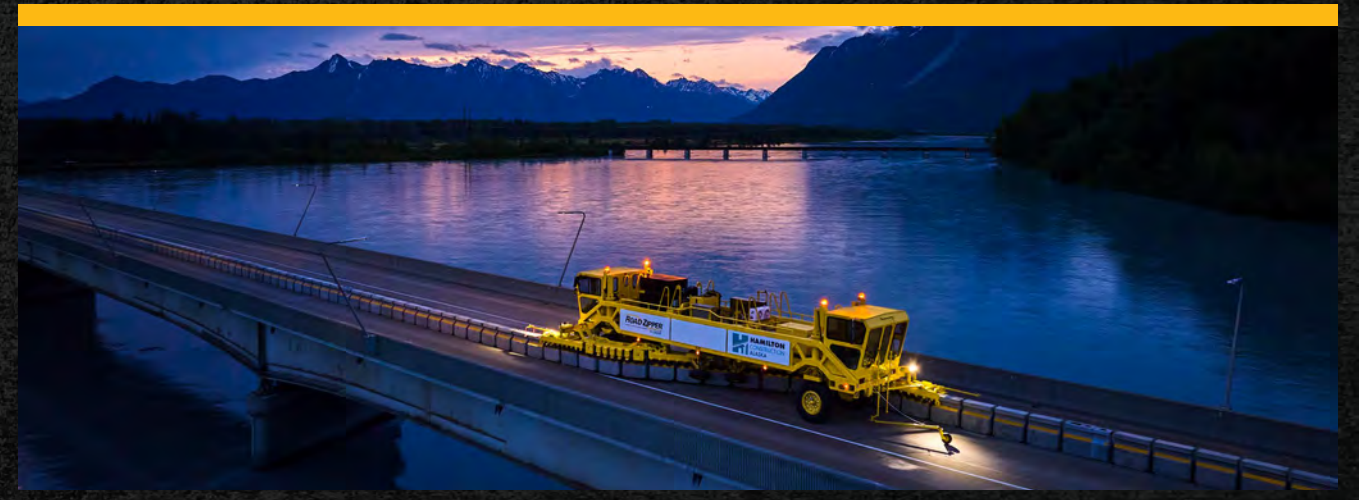
## FY25 Infrastructure Safety Tech Highlights

We design our safety tech solutions to perform where it matters most: in real-world traffic conditions. From reducing the severity of crashes to improving how traffic moves through complex work zones, these innovations address the challenges our customers face every day. The focus is on providing practical, proven tools they can use to protect people, manage risk and keep roads safe.

**Launched new TAU-M Wide™ 72" Crash Cushion.** Our new [TAU-M Wide™ 72" crash cushion](#) expands protection for wider hazards such as bridge piers, toll plazas and road medians commonly found in roadway environments. Designed to absorb impact and reduce collision severity, it helps protect drivers while supporting safer work zones for crews and transportation officials. Its shorter, more efficient design also simplifies installation and maintenance, helping agencies respond quickly to keep traffic flowing safely.

**Ongoing Road Zipper™ Deployments.** Lindsay's [Road Zipper™](#) systems continued playing a central role in helping agencies manage traffic safely in complex work zones. Our FY25 deployments supported projects in the U.S. and internationally, where dynamic lane adjustments helped reduce congestion while maintaining safe distances between traffic and crews. The Road Zipper™ moveable barrier technology allows operators to respond in real time to changing conditions, improving both mobility and safety in high-risk environments.

**Connected Safety Monitoring.** Our technologies further expanded transportation agencies' capacity to monitor and manage roadway safety infrastructure. By delivering timely alerts when crash cushions or barriers are impacted, these systems help crews identify issues quickly and prioritize repairs without relying solely on manual inspections. This reduces time spent on the road for transportation officials while helping ensure that critical safety systems are keeping people safe.



“ The TAU-M Wide crash cushion combines our proven technology with design enhancements to protect motorists and streamline maintenance for road authorities. ”

**Scott Marion**

*President, Infrastructure Business*

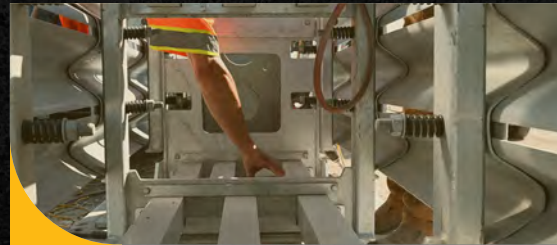
## Safety Tech Solutions



**Light Guard™ Pulse** – A remote streetlight monitoring system that gives road agencies and municipalities full visibility and control over lighting infrastructure.



**RoadConnect™** – Secure, cloud-based remote monitoring of safety infrastructure—with alerts, reporting, and notifications to help streamline DOT management.



**ImpactAlert™** – A wireless impact detection sensor designed to instantly notify road agencies when a safety device like a crash cushion, guardrail, or utility pole needs repairs.



**TAU-XR™** – Our non-gating, redirective crash cushion system designed for high-frequency impact locations with road crew safety in mind.



**Road Zipper System™** – Our moveable barrier technology that allows road authorities to quickly reconfigure lanes, add capacity and improve traffic flow.

Visit [Lindsay.com](https://www.lindsay.com) for our full suite of road safety products and solutions.



## Striving for Operational and Environmental Excellence

### ***Our Management Approach***

In FY25, we made progress across the business through innovations and enhancements that advanced our operational and environmental priorities. Our teams partnered with customers in the field to champion their business and sustainability goals with technologies and solutions built for their needs. The Lindsay Production System (LPS) was central to this work, guiding day-to-day decisions that strengthen safety and improve efficiency. We also expanded real-time insights across our operations to drive quality and consistency in our environmental, health and safety (EHS) performance.



*For more content on our management approach to operational and environmental excellence, visit [Lindsay.com](https://www.lindsay.com)*



*The next generation of Brazilian dealership leaders visited the U.S. for a Lindsay overview and grower tours focused on leadership development and succession planning.*

## FY25 Environment and Operations Highlights

Our teams used digital tools and data-based practices to improve their productivity and resource efficiency. This work reflected our shared commitment to doing things the right way by strengthening what works, seizing opportunities to innovate and supporting customers with solutions they can count on to deliver measurable results.

**Lindsay Production System (LPS).** The LPS continued to anchor our teams as they pursued key objectives across the business. Centered on “Excitement, Engagement and Empowerment,” the approach supports our culture of accountability, sustainability progress and performance success. LPS champions at each Lindsay location serve as a resource to help advance this ongoing effort.

**Energy Efficiency and Monitoring.** We made additional progress with our investment in energy efficiency and monitoring in FY25. In Türkiye, we expanded the use of energy analyzers to cover a greater percentage of equipment and water and gas consumption. Our commitment to solar energy also progressed, bringing us closer to sourcing a greater share of our energy from onsite solar generation. As part of that effort, we made important progress with Lindsay Brazil solar planning and installation.



**Manufacturing Execution System (MES) Expansion.** In FY25, we expanded MES from Türkiye to Brazil as part of a broader effort to advance digitalization across operations. The system provides real-time visibility into production performance, equipment status and key performance metrics, giving teams greater insight into operations while reducing reliance on manual tracking. Linking this data directly to daily operations allows the MES to support more informed decision-making across facilities. This work continues in FY26 with a focus on improving material tracking and process efficiency.

**SPOTLIGHT STORY**

**Lindsay Brazil Makes An Impact with Green Seal**

In Brazil, our focus on improving how materials are managed is delivering key operational and environmental benefits. Through our Green Seal initiative, the team has taken clear, practical steps to reduce waste and make better use of resources. Launched in August 2023, the project achieved supplier certification in FY25 marking an important milestone that will serve as the foundation for future productivity and sustainability gains.

A key advancement made possible by Green Seal is our circular approach to cable reels. Through reverse logistics, used reels are returned to the manufacturer and a partner that refurbishes them for reuse. This reduces material waste and helps manage costs more effectively. This hands-on, site-wide initiative was led by our purchasing team in close collaboration with the logistics team.

**Lindsay China: A Record Year in Results and Efficiency**

In China, our team delivered landmark progress in FY25 with record total revenue and improved performance in quality and efficiency.

**These FY25 improvements were driven by:**

- + The Lindsay Production System (LPS)
- + Focused employee training and development
- + Investment in employee wellbeing and engagement
- + A strong culture of continuous improvement



*“ This started as a way to better manage materials, but it’s grown into something bigger. We’re reducing waste, keeping resources in use longer and seeing real operational benefits along the way. ”*

**Vinicius Carmacio**  
*Purchasing Team Leader*

*“ To meet our customers’ needs with high quality and on-time delivery, we’ll continue emphasizing safety and ensuring quality to fulfill our production targets and contribute to Lindsay’s success. ”*

**Terry Zhou**  
*Managing Director, China*

**3T Pivotal in China Results**

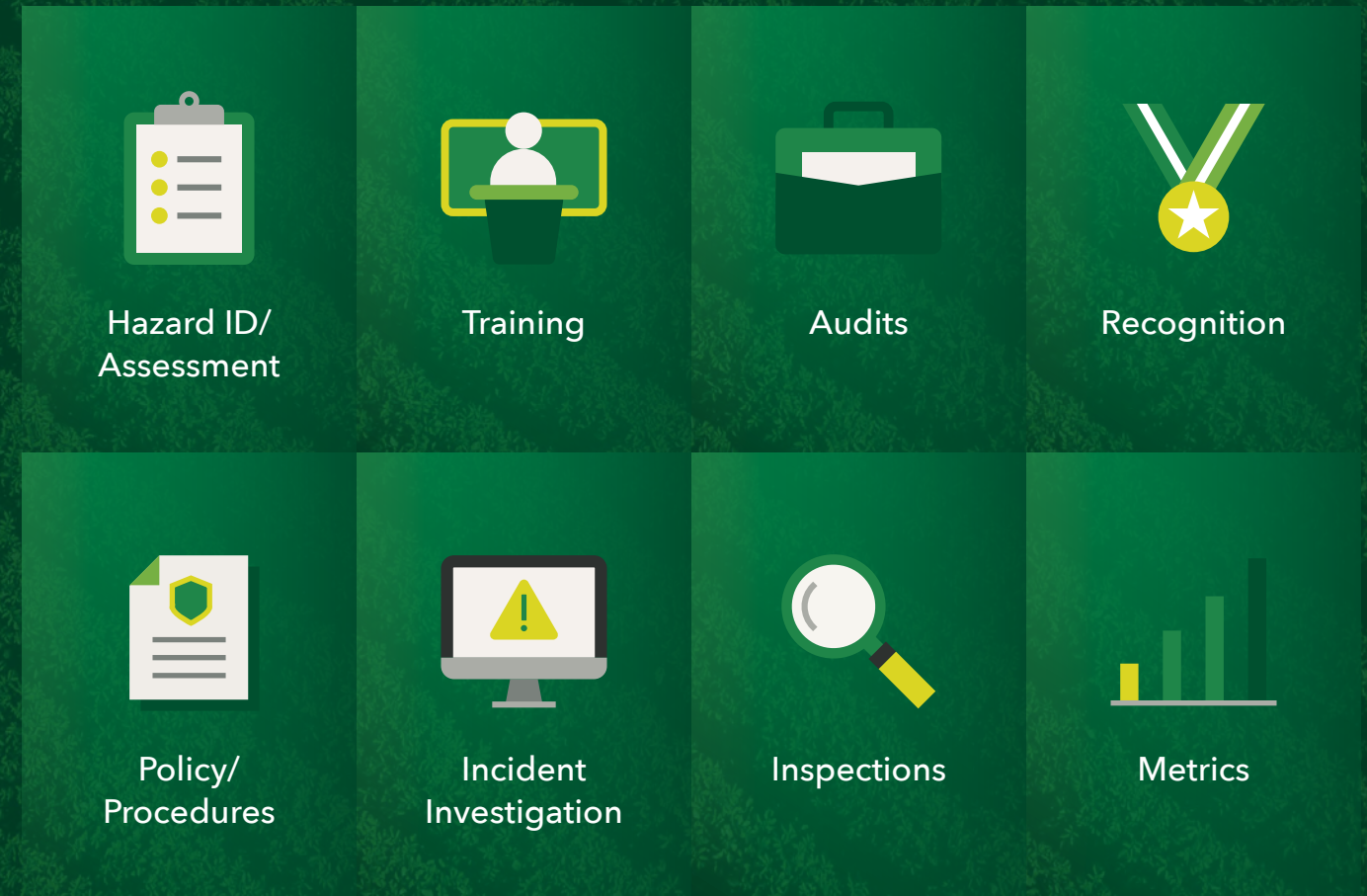
Our 3T initiative—Total Safety Management, Total Quality Management and Total Productive Maintenance—played a central role in China’s FY25 results. Introduced by Lindsay China in FY24, our 3T practices are reinforced by cross-functional action teams focused on systematic and sustainable improvement in employee safety, product quality and equipment capability.

### Our Management Approach

Protecting the health and safety of our employees is embedded in our values and workplace culture. Across our facilities and operations, safety is built into our teams' daily decisions, processes and expectations. We take a continuous improvement approach to reinforcing the importance of safety and well-being everywhere our employees work, with a chief objective of ensuring every team member returns home safely.

- + **Lindsay Quality System (LQS)** - The LQS aligns our quality and safety practices through consistent standards and processes across operations. It supports disciplined execution and continuous improvement, helping ensure our teams work safely and efficiently. Key components include structured product design reviews, field and lab testing, and in-depth product and process audits.
- + **Lindsay Safety System (LSS)** - Our LSS guides safety oversight and management throughout our operations. Eight core elements of the LSS define how we identify, manage, and reduce risks at all Lindsay locations, setting clear expectations and emphasizing shared accountability. Our global EHS management system supports the LSS with incident tracking, corrective action follow-up and a learning management system module.

### The Eight Core Elements of Our Lindsay Safety System (LSS)



## FY25 Safety Highlights

Notable investments in safety awareness and performance improvement included:

**Global Launch of EHS Software.** In FY25, we implemented EHS safety management technology globally, establishing a single, standardized EHS system for all Lindsay teams. The system manages EHS data across our operations while enabling paperless, on-demand visibility into key metrics such as recordable incidents, first aid, near misses and safety improvements. Its adoption will help drive behavior improvements that reinforce our safety culture companywide through a One Lindsay approach.

**Safety Goals Add Up.** To drive accountability, we continued implementing structured safety improvement goals across operations in FY25. Our facilities are expected to record 200 safety improvements each quarter, with changes ranging from plant layout enhancements to added protective features. These efforts are supported by weekly safety meetings and monthly training, as well as regular safety exercises. Enhancements to our Learning Management System, slated for completion in FY26, will support consistent safety training throughout the company.

**AI Safety Expansion.** Following a successful deployment in Türkiye, we expanded our Safety AI platform to Brazil in FY25. The technology uses camera-based monitoring and real-time analytics to identify unsafe behaviors and recognize safe practices on the plant floor. When risks are detected, employees are notified through audio prompts and visual cues that call attention to risks and encourage immediate action. Early results show reductions in safety gaps, and future rollouts are planned for other global facilities.

**Caring And Respecting Employee Safety (CARES).** Now in the third year of our five-year global safety program, this comprehensive training initiative continued to build employee connection and trust through shared safety goals. CARES is the next generation of our Pathway to Zero initiative, designed to increase accountability for fundamental safety principles at all our facilities. It includes one-on-one conversations, online resources and a recognition program that features a traveling Lindsay Global Safety Award.



## Health & Safety Performance Metrics

Protecting the health and safety of everyone working in Lindsay facilities is our top priority. In FY25, we achieved our lowest TRIR in over a decade, extending our positive safety trend with results well below the industry average.

### H&S Performance Metrics

	FY23	FY24	FY25
<b>Global Total Recordable Incident Rate (TRIR)</b>	2.3	1.5	<b>1.14</b>
Industry Average TRIR*	4.7	4.4	See footnote to this table
<b>Global work-related fatalities</b>	0	0	0
<b>Facilities that went without recordable injuries for 365 days</b>	Italy, California, China, Kansas	Italy, California, China, Kansas	Italy, China, Kansas, Brazil

\*U.S. Bureau of Labor Statistics. The latest available data is from 2024, with 2025 data scheduled for release in November 2026.

## A Great Place to Work

### Our Management Approach

At Lindsay, we understand that an engaged, unified workforce is the best path to strong performance. That starts with attracting and retaining top talent. Our talent strategy and programs support and develop employees in a workplace defined by our core values: safety, quality, integrity, collaboration and creativity.

From our small-town roots to our global reach, Lindsay's culture has always been built on people showing up for one another. We encourage accountability and accomplishment, with the belief that teams excel when collaboration thrives. Our success is driven by employees who come to work each day ready to make a difference, and we support them with programs that reflect what matters most in their careers and lives. United with a shared sense of purpose, we innovate for sustainability, help make communities safer and support growers feeding the world.



### The Lindsay Way

Our shared approach to performance and accountability

#### Vision

Be the innovation and market leader in our core segments.

#### Purpose

Conserve natural resources, expand our world's potential and enhance the quality of life for people.

#### Values

**Safety**

**Quality**

**Integrity**

**Collaboration**

**Creativity**

For more content on our management approach to building high-performance teams and fostering employee engagement, see our visit [Lindsay.com](https://www.lindsay.com)

## Building High-Performance Teams

Lindsay employees at every stage of their careers have opportunities to learn and grow. This includes access to tailored programs like Gallup’s Boss to Coach and StrengthsFinders that help build skills, expand capabilities and encourage continuous learning. From recruitment through our leadership pipeline, our training and development efforts focus on helping people develop their talents and contribute to strong performance.

## FY25 Training and Development Highlights

**Developed local skills through Lindsay Brazil Training Opportunity.** In Brazil, we expanded our workforce development efforts with a new technical training initiative designed to build local skills and strengthen long-term talent pipelines. In partnership with a regional technical school, the program trained welders from the surrounding community, bringing together men and women to develop practical, job-ready capabilities. The effort reflects our commitment to creating opportunities that extend beyond Lindsay’s operations, helping prepare people for careers and advancement while supporting the communities where we operate.

**Increased engagement through Boss to Coach.** When managers have meaningful conversations with employees about their roles, it increases engagement and leads to development that makes a difference for career growth and job satisfaction. In the third year of our Boss to Coach initiative, managers continued building their leadership capabilities, with additional participants completing the training so they can apply these practices in their day-to-day roles.



**Leveraged CliftonStrengths to build high performing teams.** We continued offering CliftonStrengths assessments and training to expand employees’ understanding of their individual strengths and how to leverage them in their work. This approach includes best practices for performance discussions and development planning, helping managers become better leaders and apply their strengths to drive high performance.

**Built succession through Next-Generation Lindsay Partners.** We hosted dealer successor delegations from our global teams at Lindsay headquarters in Omaha, Nebraska, to discuss our vision for the future of irrigation. Participants from the next generation of Lindsay dealers engaged in sessions on market trends, product innovation and business strategy while gaining a deeper understanding of our values and long-term commitments.



## Fostering Employee Engagement

Consistently engaged employees are the force behind what we accomplish every day as a company—across teams, functions and geographies.

Leaders throughout Lindsay are focused on fostering a workplace where people are respected, supported, and empowered to do their best work. We make this possible through policies and investments that help employees grow in their roles and contribute to our objectives. Clear expectations, open communication and a sense of accountability reinforce a culture where engagement leads to our strongest results.

### Lindsay policies that reinforce these efforts and our core value of integrity and respect for all include:

- + **Code of Business Conduct and Ethics** - Provides guidance to employees, officers, and directors worldwide in conducting business with the highest ethical, moral and legal principles
- + **Global Anti-Discrimination and Equal Employment Policy** - Outlines our commitment to preventing unlawful discrimination or harassment and providing a workplace where employees are treated with courtesy, respect and dignity
- + **Human Rights Policy** - Defines our standards for maintaining a safe, collaborative and trusting work environment for all employees and partners in our value chain

At Lindsay, we understand that engagement and accountability are key drivers of employee satisfaction, retention and business performance. In the fourth year of our employee engagement plan, we gained greater understanding of employees’ perspectives while also leveraging our engagement survey as an opportunity to bring teams together for important conversations about their roles in productivity and results.



## FY25 Employee Engagement Highlights



### Employee Engagement Survey Results At A Glance

**95%**  
Participation Rate

**4.33** OUT OF 5.0  
Overall Engagement Score

**TOP DECILE**  
of Peer Group

**Engagement Champions Make an Impact.** Our Engagement Champions comprised of individuals from across the globe amplify the importance of employee engagement year-round and play a lead role in sharing our Gallup Q12 Employee Engagement Survey results. We began building our community of Engagement Champions in FY22 when we launched the Q12 survey, with the aim of having at least one champion at each Lindsay location. Their FY25 efforts included events with our teams in Italy and Türkiye.

+ **Lindsay Italy:** Action For Our Strengths-Based Culture. Our Italy team members took part in a StrengthsFinder workshop featuring conversations about their Gallup Strengths profiles in the context of collaboration and productivity. The event also included a Gallup Action Planning Day designed to help participants align their talents with Lindsay's broader purpose and goals.

+ **Lindsay Türkiye:** CliftonStrengths & Survey Kickoff. Our Türkiye team engaged in a full-day workshop that combined a StrengthsFinder assessment with a Q12 survey kickoff for FY25. The event underscored the importance of safety, active engagement and using individual strengths to promote individual and team growth. It also showcased the company's commitment to fostering a culture of continuous improvement.

**Survey Findings Highlight Top-Performing Teams.** 95% of Lindsay team members participated in our Gallup Q12 Employee Engagement Survey in January 2026, placing our overall engagement score in the top decile of our peer group. One big win was a 7% increase in top quartile teams, with 46 teams scoring in the top 25% of employee engagement. In FY26, these top-performing teams and their managers will share best practices and provide coaching to teams that are still working their way to the top quartile.



## FY25 Employee Engagement Highlights (cont.)

**Scaling What High-Performing Teams Do Well.** In FY25, we increased our emphasis on identifying what drives strong engagement at the team level and sharing those practices more broadly. High-performing teams are helping shape how we communicate, collaborate and manage day to day, offering practical examples others can apply. This work reinforces a culture where strong performance is visible and repeatable. It also complements how we recognize standout achievements, including through the Lindsay Way CEO Award.



*The Lindsay Way CEO Award recognizes outstanding project achievements that significantly advance the company's strategic priorities and align with our vision, purpose and values. Featured here: the winning cross-functional global team.*

### **Lindsay CEO Award Recognizes High Performance Team.**

We recognized the global team behind our NDRT solution with the fifth annual Lindsay Way CEO Award. The award process included 21 global submissions, followed by a peer evaluation, with final selection by the Senior Leadership Team (SLT). This new technology is the result of a cross-functional effort involving team members worldwide. Our NDRT tire enhances traction in changing field conditions and reduces soil compaction, allowing customers to operate more efficiently while supporting long-term soil health. It is also designed to resist environmental deterioration from ozone and UV exposure, extending service life.





### **Launched in FY25: Community Perspectives in Omaha**

Community Perspectives is a series of panel-led sessions developed by the One Lindsay Council to bring employees and community members together. The events feature moderated panels with time for questions, offering thought-provoking discussions designed to educate, inspire and foster connections across the workplace and broader community.

With panelists ranging from Omaha Mayor John Ewing to local business and nonprofit leaders, discussions on topics such as community and adversity have elicited wide-ranging conversations. By offering a platform for diverse perspectives, the series creates a unique opportunity for reflection and engagement that helps strengthen workplace culture and connections.

### **Supporting Employee Well-Being**

As we strive for meaningful engagement, we view employee well-being through a holistic lens and tailor our workplace benefits to reflect team members' personal, career and financial priorities. Our benefits and well-being resources range from educational assistance and retirement planning to mental health counseling and ongoing opportunities for development.

### **FY25 Employee Well-being Highlights**

**Mental Health Training.** We partnered with Region 6 Behavioral Healthcare to offer employees an eight-hour Mental Health First Aid course. The training teaches participants how to identify and respond to someone living with a mental health issue and gives them tools to help a friend, family member, coworker or someone else in their community. Employees who complete the course are certified in Mental Health First Aid for three years.

**Workplace Flexibility and Resources.** Lindsay supports employee well-being through flexible work arrangements and programs that help team members balance personal and professional responsibilities. In FY25, this included expanded flexibility across roles and locations with hybrid work options, flexible scheduling and time-off practices. Employees also have access to resources that support both their day-to-day needs and longer-term well-being. These efforts reflect our commitment to creating a workplace that supports employees both at work and beyond.

*For more information about our benefits and employee resources, see the **Career Benefits** page of Lindsay.com.*



## Supporting Communities

### ***Our Management Approach***

Our commitment to community engagement reflects how we operate every day through our employees, our values and the work we do. This includes volunteerism, charitable contributions, and support for education in the towns and cities where we live and work. These efforts align with our company values and the unique needs of the communities we serve.

Lindsay's approach to supporting communities is grounded in local connection. Across regions, our teams identify opportunities to give back through hands-on outreach in underserved communities and through organizations that address critical needs. Charitable giving remains an important complement to this work.

Our values drive this outreach, which amplifies our impact while giving team members the opportunity to connect with our communities. From the front lines of our manufacturing facilities to executive offices, team members contribute their time, skills and leadership to causes they care about. Members of Lindsay's Global Management Team (GMT) and SLT led the way in FY25, serving on the boards of nine nonprofit organizations.

By working across locations and functions, Lindsay teams are able to contribute locally in meaningful ways.



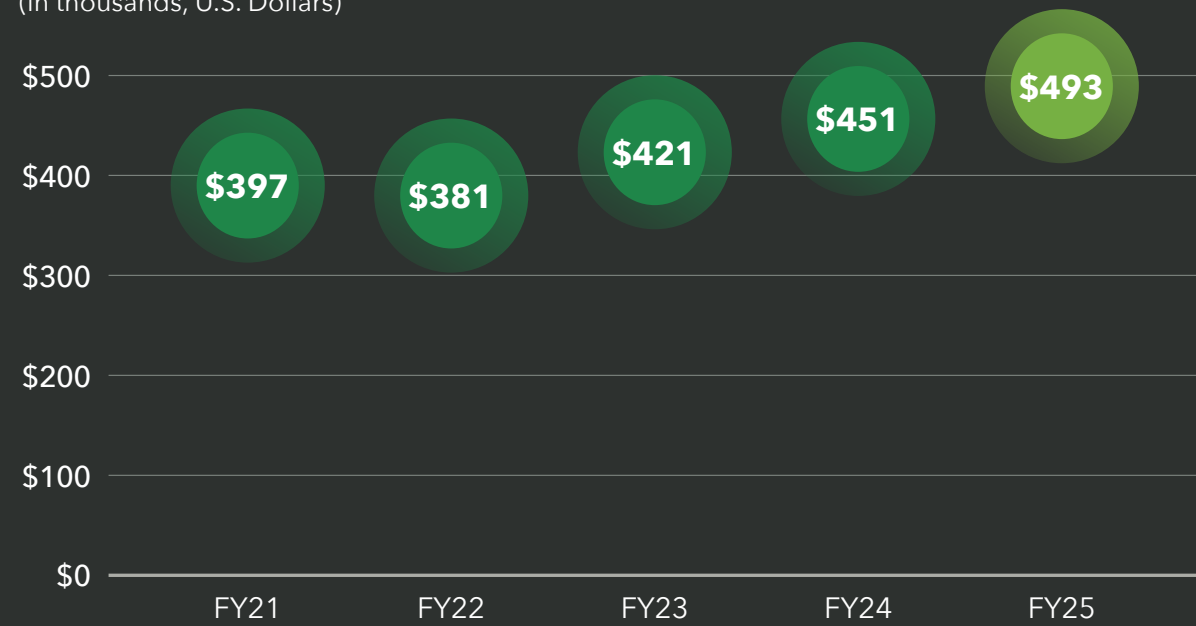
### FY25 Community Highlights

In FY25, our teams continued to engage in a range of community initiatives across our global footprint and contribute financially to causes important to them. Highlights from these employee-led efforts include:

**Increasing our charitable giving for the third year in a row.** In FY25, Lindsay supported organizations working to strengthen communities through high-impact programs and local initiatives.

### Total Charitable Contributions FY21-FY25

(in thousands, U.S. Dollars)



**Amplifying community impact through United Way.** Lindsay was named United Way of the Midlands' Corporate Partner of the Year in the 100-199 employee category, an honor that reflects the generosity and community spirit of our people and their ongoing support for local organizations.



**Serving Nonprofits.** Members of Lindsay's SLT and GMT participated on the boards of nine nonprofit organizations in FY25, helping meet the needs of organizations like the Children's Hospital Foundation, Habitat for Humanity, the Omaha Symphony, and the United Way of the Midlands.



**Responding to local needs through employee-led efforts.** Teams across locations organized donation drives, supported local nonprofit organizations and contributed time to community initiatives, reflecting our local relationships and needs-driven approach to giving back.

## Regional Highlights



### Soccer Uniforms For Kids

We listen to our neighbors and local partners and strive to contribute where it matters most. At our location in Brazil, one of our employees led a team effort at our Mogi Mirim factory to donate soccer uniforms for young athletes. The plant-wide initiative resulted in our donation of 60 soccer uniforms for local children of all ages.



### Supporting Food Security

Employees in Olathe, Kansas, assembled and delivered snack packages for approximately 300 elementary and middle school students through Mission Southside's Back Snack Program, helping ensure children have food on weekends.



### Local History Honored

True engagement involves recognizing and respecting local pride and legacy. In Türkiye, team members participated in the Gallipoli Marathon's 1915 Respect Run. The event honors local soldiers who fought and died during the Gallipoli campaign of World War I, which led to the Turkish War of Independence and later the founding of the Republic of Türkiye.



### School Kits for Local Students

Our commitment to local communities includes supporting access to quality education. In the Sao Paulo, Brazil municipality of Mogi Guaçu, our team donated 100 kits with essential educational supplies to public school students. The school serves more than 300 children from rural areas, with educational challenges that include hour-long daily commutes to attend classes.

## Operating with Integrity

### Corporate Governance

Our corporate governance reflects accountability and transparency in how our leaders guide the business. This approach relies on a framework of Board oversight, executive leadership and companywide standards that shape the way teams are managed and decisions are made. Lindsay's core values of safety, quality, integrity, collaboration and creativity define how team members conduct themselves inside and outside the company.

The Board of Directors oversees strategy and risk management with the support of three standing committees focused on audit, compensation and governance. It includes eight directors with experience relevant to Lindsay's business, including the President and CEO and seven independent directors. Senior leadership directs strategy and operations and provides regular updates to the Board through quarterly reviews of business performance, risk and corporate impact.



For more details on our corporate governance practices, please refer to our [Proxy Statement](#) or visit our [Investor Relations website](#).



\*Board of Directors and Governance Statistics as of EOY FY25

## High Ethical Standards

Operating with integrity is fundamental to how Lindsay conducts business and maintains trust with customers, partners and communities. Employees are expected to act responsibly and with transparency, supported by clear expectations, established policies and ongoing training. This includes complying with applicable laws and regulations in every region where we operate and adhering to company standards that guide ethical decision-making.

Our General Counsel leads oversight of ethics and compliance, with regular reporting to the Audit Committee and the full Board. This structure reinforces accountability at the highest levels of the company and ensures that emerging risks and compliance matters are actively managed. In FY25, we continued to strengthen how these standards are applied in practice, with a focus on risk management, transparency and responsible business practices.

Learn more about Lindsay's [Code of Business Conduct and Ethics](#), [Human Rights Policy](#), [Supplier Code of Conduct](#), [Conflict Minerals Policy](#) and our activities to counteract corruption by visiting our investor relations pages on [Lindsay.com](https://www.lindsay.com).



# 100%

According to an internal audit, in FY25, 100% of employees acknowledged they had read, understood and agreed to abide by the Lindsay Corporation Code of Business Conduct and Ethics.

Throughout FY25, we further strengthened governance and ethics practices through enhanced risk oversight, expanded use of scenario-based planning and ongoing employee training. These efforts reinforced accountability and clarified roles while supporting consistent application of company standards in day-to-day operations. We further refined our cybersecurity governance with clearer reporting, more structured risk management and closer alignment with business continuity planning.

### Enhancing Cybersecurity and Data Privacy

Cybersecurity and data privacy are central to how Lindsay protects its people, data and critical operations. Our approach aligns with the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) and continues to evolve as our program matures. We invest in the people, tools and processes needed to stay ahead of emerging threats while supporting employees in doing their work securely and efficiently. For more details on our management approach, see our FY24 Corporate Impact Report.

We acknowledge that cybersecurity risks are increasing, and cybersecurity incidents are becoming more complex and frequent. While we continue to invest in automation, tooling, protocols and education for our employees and contractors to mitigate potential risks, we cannot guarantee our efforts will be sufficient. For additional information, please review the cybersecurity risk factor included in the company's Form 10-K.

**NO** ATTEMPTED CYBERATTACK HAS RESULTED IN ANY MATERIAL EXPENSES, ADVERSE IMPACT ON OUR OPERATIONS OR FINANCIAL RESULTS, OR ANY PENALTIES OR SETTLEMENTS.



## FY25 Cybersecurity Highlights

Our cybersecurity program is fundamental to how the business operates and we continued to advance its objectives in FY25. Priority efforts included strengthening governance and oversight, improving visibility and responsiveness and expanding employee awareness and engagement. As the program evolves, our emphasis has shifted from establishing foundational controls to improving effectiveness, resilience and integration in our day-to-day operations.



**Strengthened cybersecurity governance and program maturity.** We made additional progress in formalizing our cybersecurity program with clarified governance and reporting structures. Our efforts focused on improving alignment with enterprise risk management and business continuity planning, along with more consistent application of controls across the business. This included building on our foundational capabilities to enhance resiliency, overall effectiveness and integration in day-to-day operations



**Enhanced risk management and security controls.** We strengthened identity and access management practices, expanded oversight of third-party risk and continued reducing vulnerabilities through more proactive monitoring and patching. These efforts improve our visibility into potential risks and support faster, more consistent remediation across systems and environments.



**Improved incident response readiness and coordination.** We continued strengthening our incident response preparedness through scenario-based tabletop exercises involving leadership and external advisors. These exercises were designed to test our responsiveness to potential disruptions while maintaining business continuity. This focus on threats to the business helps to clarify cybersecurity roles across the company, improve coordination and strengthen response capabilities.



**Expanded employee awareness and accountability.** Cybersecurity awareness and engagement continued to grow across the company, supported by increasingly sophisticated phishing simulations and targeted follow-up training. Employees who do not complete required training are subject to access restrictions, reinforcing accountability and shared responsibility for protecting company systems and data. In FY25, 100% of employees with a network account completed required cybersecurity training.

# 100% COMPLETION

*Lindsay employees again achieved 100% completion of cybersecurity training in FY25 among employees with network accounts, from corporate offices to our manufacturing front lines.*

This report includes information pertaining to Lindsay Corporation and all entities presented in our financial statements: All domestic and foreign operations and wholly owned subsidiaries where we retain operational control. The highlights and metrics shared in this report primarily represent our 2025 fiscal year, ending August 31, 2025. Where possible, we provide multi-year data. All financial information is presented in U.S. dollars and on a GAAP basis.

The information provided in this report centers on the priority focus areas of our sustainability program that have been identified through conversations with our Board of Directors, executive leaders, and external stakeholders. We regularly reflect on our performance and review key sustainability topics to ensure they remain consistent with our long-term strategy, and emerging issues and their relevance to our business.

The content in this report is intended for multiple stakeholders, including our investors, employees, customers, business partners and local communities. No significant changes have occurred during the reporting period regarding the scope, boundary or measurement methods applied in this report.

Previous report: FY24.

Please send your comments regarding the information provided in this report or our Sustainability commitments, and activities, to [sustainability@lindsay.com](mailto:sustainability@lindsay.com).

This report contains forward-looking statements that are subject to risks and uncertainties and which reflect management's current beliefs and estimates of future economic circumstances, industry conditions, company performance, and financial results. You can find a discussion of many of these risks and uncertainties in the annual, quarterly and current reports that Lindsay Corporation files with the Securities and Exchange Commission. Forward-looking statements include information concerning possible or assumed future results of operations and planned financing of the company and those statements preceded by, followed by, or including the words "anticipate," "estimate," "believe," "intend," "expect," "outlook," "could," "may," "should," "will," or similar expressions.

Readers should understand that multiple factors could cause future economic and industry conditions, and the company's actual financial condition and results of operations, to differ materially from management's beliefs expressed in the forward-looking statements contained in this report. These factors include those outlined in the "Risk Factors" section of the company's most recent annual report on Form 10-K and subsequently quarterly reports on Form 10-Q filed with the Securities and Exchange Commission, and readers are urged to review these factors when considering the forward-looking statements contained in this report. For these statements, the company claims the protection of safe harbor for forward-looking statements contained in the Private Securities Litigation Reform Act of 1995.

Lindsay Corporation undertakes no obligation to update any forward-looking statement contained in this report.

The numbers and data contained in this report have not been audited.



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