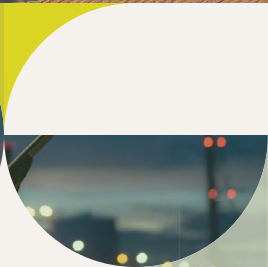
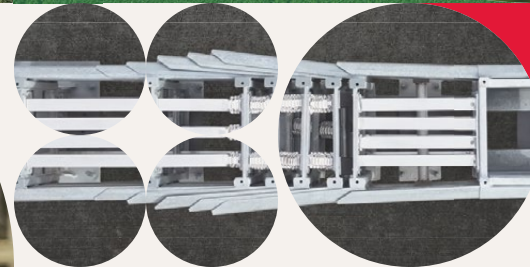




***Progress
made
possible.***

2024 Corporate Impact Report



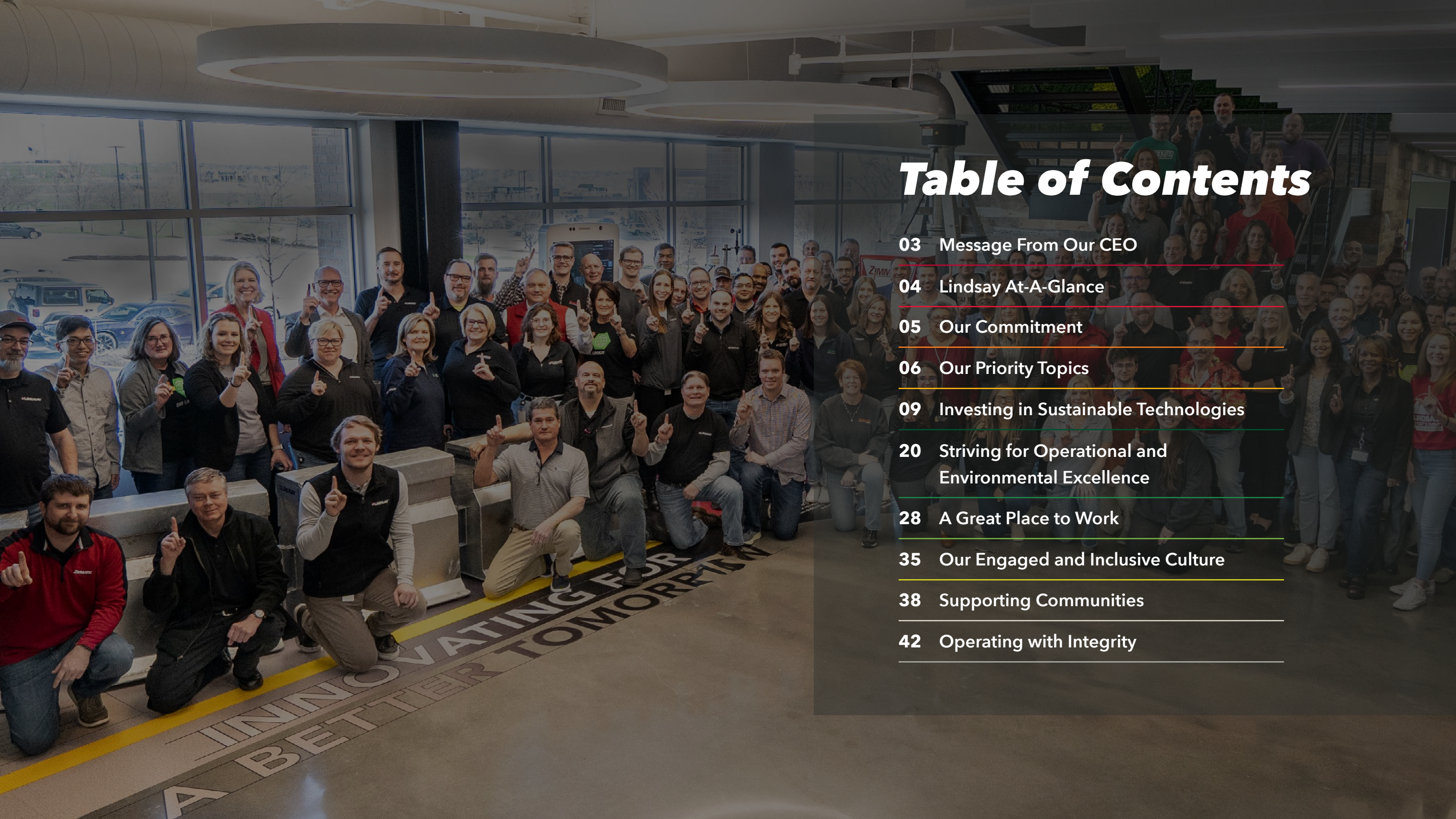


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Message From Our CEO

At Lindsay, making the most of critical resources is the cornerstone of everything we do. We built our company by helping farmers grow more with less water and land, and by creating infrastructure solutions that keep people moving safely and efficiently on roadways. I’m proud to say that in fiscal 2024 (FY24), we advanced our business while driving sustainability rooted in our purpose: conserving natural resources, expanding our world’s potential and enhancing the quality of life for people around the world.

As customers faced ongoing resource challenges and global uncertainty, our teams delivered cleantech and safety tech to meet their needs. In the Middle East and North Africa (MENA) region, we secured a \$100 million order focused on transforming desert land for local food production—the largest irrigation project in our company’s history. We also launched our TAU-XR™ crash cushion, designed for rapid installation and repair to enhance safety while improving resource efficiency. Lindsay employees achieved these and other milestones by innovating as one unified team across diverse countries and cultures.

Innovation is one of our key differentiators, and we’re investing in our capacity to develop new solutions for customers. We announced a \$50 million expansion of our largest global manufacturing facility in Lindsay, Nebraska, accelerating our ability to design and deploy technologies that help feed people and keep communities safe. Already in FY24, our teams integrated more upgrades and efficiencies into our products, further streamlined processes and introduced our solutions to growers and transportation networks in new regions.

Our sustainability actions and progress in FY24 included:

- + Achieving a 96% participation rate in the Gallup Q12 Employee Engagement Survey, increasing our overall engagement score by six percentage points.
- + Meeting with team members for *One Lindsay Voice* discussions in five locations globally, where small groups of employees engaged with senior leaders to discuss our work and share their perspectives.
- + Deepening the impact of our global safety framework, CARES—Caring And Respecting Employee Safety—to support our Pathway to Zero initiative and reinforce a shared sense of accountability.
- + Completing our acquisition of a 49.9% minority interest in Austria-based Pessl Instruments, a partnership that enables us to integrate Pessl’s in-field data advances with our FieldNET™ platform.
- + Upgrading our FieldNET™ interface with Artificial Intelligence (AI), thousands of field data points, and satellite images for remote visualization and updates to inform real-time irrigation decisions.
- + Introducing a slow-speed, high-torque motor for our corner pivots designed to help growers use land and water more efficiently, increasing irrigated crop acreage by 20 to 25%.
- + Deploying our TAU-XR™ crash cushion system, designed to protect motorists from hazards and enable fast repairs with less congestion, reduced emissions and fewer road crews.
- + Expanding training and development—from entry-level roles to emerging and senior leaders—to ensure we’re building on employees’ individual and collective strengths and talents.
- + Fostering an inclusive and engaged workplace, including outreach through our Emerging Leaders Employee Resource Group (ERG) and new ERG, GROW—Guiding Resilient Outstanding Women.

Thank you for supporting our sustainability journey as we build on our progress and remain driven to shape a more sustainable and equitable future.



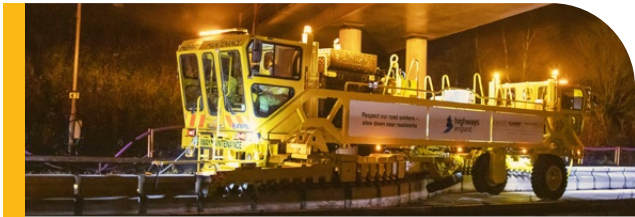
Randy Wood
President & Chief Executive Officer

Lindsay At-A-Glance

Lindsay Corporation (NYSE: LNN) is a global market leader in irrigation and infrastructure solutions. We innovate to meet the world’s growing food, fuel, fiber and transportation needs with sustainable technology. Our core irrigation and infrastructure business units create value through market-leading advances. Lindsay’s data-driven irrigation solutions improve growers’ yields while conserving resources, and our advanced 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 the world’s roads, bridges and tunnels.

Key FY24 Statistics

FY24 Revenue Mix

Infrastructure

U.S. Irrigation

International Irrigation

Founded in

1955

Employees

1,280

Market Cap

\$1.4B

Total Annual Revenue

\$607M

Lindsay has global manufacturing locations across

10 countries

All data as of 8/31/24

Irrigation Brands

Infrastructure Brands

2024 Lindsay Corporate Impact Report | 4

Our Commitment

Commitment to ourselves, the world, and each other

Lindsay is committed to contributing to a more sustainable future for our customers, partners, employees, and communities. We believe that prioritizing sustainability strengthens our business strategy and enhances our operations with new ways of working that accomplish more with fewer resources. As sustainable practices become more essential to our purpose, we are deepening our engagement with customers and partners around shared sustainability objectives.

Our teams are highly engaged and focused on the connection between our work and the difference we can make. Irrigated agriculture plays a vital role in feeding the world and our infrastructure solutions help keep people and communities safe. Working side by side with customers to implement sustainable technology, we see their capacity to conserve resources deepen as their success grows. It is our responsibility and privilege to develop products they can use to improve their lives and businesses now and in the years ahead.

The synergy between innovation and our commitment to sustainability is shaping our future and generating ideas that drive progress to help ensure our planet's long-term well-being. In this work, we believe in the power of partnership to create smarter, more scalable and resource-efficient innovations in less time. As of FY24, we are engaged in nine strategic partnerships to accelerate our delivery of advanced cleantech and safety tech solutions with the innovative technology customers need to meet their goals.

We continue to provide quarterly performance updates to our Board of Directors, which is responsible for oversight of our sustainability efforts.

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



Lindsay team volunteering at Tri-Faith Gardens.

Our Priority Topics

To guide our sustainability reporting, we identify and prioritize topics that are most relevant to our business. We believe these topics will have the greatest impact on our performance and on delivering long-term sustainability across our operations. As we make progress on our sustainability journey, we are committed to engaging with stakeholders to reevaluate and update the priority topics we report on each year. For ongoing transparency, we will continue expanding the company’s disclosures over time.



Investing in Sustainable Technologies

- + Sustainable product innovation & development
- + Strategic partnerships



Striving for Operational and Environmental Excellence

- + Energy efficiency & emissions reduction
- + Water consumption
- + Waste reduction & materials efficiency



Being a Great Place to Work

- + Workplace culture
- + Inclusion & engagement
- + Employee health & safety



Supporting Communities

- + Employee volunteering & nonprofit board-level engagement
- + Community investment



Operating with Integrity

- + Corporate governance
- + Ethics & anti-corruption compliance
- + Responsible supply chain
- + Cybersecurity & data privacy



The Nebraska LEAD Program visited Lindsay to learn more about sustainable precision agriculture.



Alignment with UN SDGs

The United Nations Sustainable Development Goals (UN SDGs) are a set of interconnected goals that address global challenges with the aim of ending poverty, fighting inequality and injustice, and tackling climate change by 2030. We align our efforts with seven UN SDGs in action areas where we can make the most positive and measurable impact. As we expand our capacity to innovate with new technologies that drive resource efficiency, we will continue increasing our contributions to these UN SDGs and building a better and more sustainable future.

UN SDG



End hunger, achieve food security and improved food nutrition, and promote sustainable agriculture

UN SDG Target

2.4 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production that help maintain ecosystems, strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.

Lindsay's Key Programs Supporting the Goal

Our irrigation solutions use less energy and water while helping improve field yields for more sustainable food production, including in climate-challenged regions. **p.13**

We're partnering on a multi-year project to provide growers in the MENA region with advanced irrigation solutions that conserve resources and support local food production. **p.13**

UN SDG



Ensure healthy lives and promote well-being for all at all ages

UN SDG Target

3.6 By 2030, halve the number of global deaths and injuries from road traffic accidents.

Lindsay's Key Programs Supporting the Goal

Our infrastructure products move people safely and efficiently on roadways and help reduce fatalities and injuries resulting from road traffic accidents. **p.14**

UN SDG



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

UN SDG Target

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

Lindsay's Key Programs Supporting the Goal

We offer tailored training and skills development opportunities for our team members. In FY24, our progress included:

Expanding our StrengthsFinder and Boss to Coach programs across Lindsay, reinforcing our strengths-based approach to performance and employee development. **p. 33**

Supporting the personal and professional development of our U.S. employees and international employees through Educational Assistance Programs. **p.33**

UN SDG



Achieve gender equality and empower all women and girls

UN SDG Target

5.1 End all forms of discrimination against all women and girls everywhere.

5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.

Lindsay’s Key Programs Supporting the Goal

Our actions toward gender equality focused on:

The launch of our new Employee Resource Group (ERG) Guiding Resilient Outstanding Women (GROW). **p.36**

Ongoing enforcement of our Global Anti-Discrimination and Equal Employment Policy. **p.35**

Continued implementation of our strategy and initiatives for promoting an engaged and inclusive workplace for all employees. **p.34**

UN SDG



Ensure availability and sustainable management of water and sanitation for all

UN SDG Target

6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and significantly reduce the number of people suffering from water scarcity.

6.5 By 2030, implement integrated water resources management at all levels, including through transboundary cooperation as appropriate.

Lindsay’s Key Programs Supporting the Goal

In our ongoing work to increase the positive impact of Lindsay products, we:

Enhanced FieldNET NextGen™ with AI, satellite imagery and field data, and Variable Rate Integration for precision irrigation, maximizing soil and water use. **p.12**

Expanded FieldNET NextGen™ functionality that allows farmers to see where water is needed and target their irrigation, minimizing the water needed to grow crops. **p.12**

Integrated more data-driven and AI-assisted tools into our cleantech for optimizing water use while supporting improved yields. **p.12**

Completed our acquisition of a minority interest in Pessl Instruments, enabling further integration of in-field data with our water-conserving solutions. **p.13**

UN SDG



Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation

UN SDG Target

9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.

Lindsay’s Key Programs Supporting the Goal

To leverage and expand our innovations for greater impact, we:

Announced a \$50 million investment in our capacity to produce advanced clean tech and safety tech at our largest global facility in Lindsay, Nebraska. **p.21**

Expanded global adoption of our Road Zipper System™ in critical infrastructure projects, supporting reduced traffic congestion and significant resource savings. **p.18**

Improved energy efficiency and road crew and driver safety through increased uptake of our RoadConnect™ and ImpactAlert™ technology for roadside barriers. **p.14**

Designed products for quality and durability to extend the useful life of our products. **p.14**

Grew total revenue from our Irrigation and Infrastructure businesses through sustainable solutions that use less water and energy and save lives. **p.19**

UN SDG



Ensure sustainable consumption and production patterns

UN SDG Target

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

Lindsay’s Key Programs Supporting the Goal

Our approach to further reducing and preventing waste included:

Implementing Lean manufacturing principles and practices to make further impact in waste reduction. **p.22**

Conducting Kaizen events to identify opportunities to improve the sustainability of our operations. **p.22**

Investing in Sustainable Technologies

Our Management Approach

Innovation is a top priority, empowering people, their businesses and projects to excel. Our irrigation and infrastructure customers are continuously adapting to global challenges that directly impact their companies and communities. From food insecurity and climate change to economic disruption and congestion growth, they face realities that require sustainable solutions. In FY24, our commitment to customer success included the largest investment in our history—a \$50 million project to expand and modernize our largest global manufacturing facility in Lindsay, Nebraska.



Read more about our historic expansion project in **Striving for Operational and Environmental Excellence.**



Nebraska Governor Jim Pillen joined Lindsay to celebrate the groundbreaking of its manufacturing facility’s expansion and modernization in Lindsay, Nebraska.

Advocating For Our Customers

From congested roadways to growing fields, we stay closely connected to our customers and help them remain resilient in the face of change or challenges. The foundation of this outreach is partnership. Whether we're working alongside family farmers or large Departments of Transportation (DOTs), the evolving needs of our customers call for remaining agile and informed about regulatory shifts and economic opportunities.

We partner with customers as they adapt to new laws and regulations, advocate for policies that support their competitiveness globally, and advise them on business and sustainability practices.

- + **Partnership** – Lindsay partners with customers to offer guidance on more sustainable solutions for their farms and infrastructure agencies.
- + **Policy** – We advocate for laws and regulations that support our customers' ability to compete in global markets and support them in navigating new laws and regulations.
- + **People** – Our teams listen to customers' concerns and needs, helping inform strategic decision-making and sustainable practices for growing fields and transportation systems.



Preserving Pipes and Water Quality

In FY24, we helped growers save approximately \$12 million* worth of irrigation pipes from corrosion by offering poly-lined pipes to those facing water quality issues. Poor water quality causes corrosion, which leads to pipe damage, higher repair expenses, more frequent pipe replacements, and water loss through leaks. Poly-lined pipes help farmers conserve water, cut costs and lower their carbon footprint by preventing leaks, minimizing crop losses from downtime, reducing the need for pipe repairs and replacements, and extending pipe lifespans.

**Figures are based on the average cost of a standard galvanized span.*

Advocacy Spotlight: The Lazy Z Makes A Comeback

On the small-town slopes of Oregon’s Cascade Mountains, the oldest ranch around is known for its advanced regenerative practices. The iconic Lazy Z Ranch – homesteaded in the 1880s and sold in 2020 after decades of land overuse – has been restored to life. Alongside aging log fences, high-efficiency irrigation pivots with wireless GPS are ushering in the Lazy Z’s next era.

“When we got here, we started asking questions about what the land needed to regain its health for the future,” says John Herman, who now owns the ranch with his wife, Renee. “One of the most important things in a high-desert environment is water,” he points out. That’s how they ended up working with a local Zimmatic™ dealer to irrigate regenerative bee pastures and other drought-resistant crops for a healthier ecosystem. The goal: restore the land while producing their Lazy Z Honey and Lazy Z Ranch Wines.

After installing a system of Zimmatic™ pivots and managing soil and moisture through FieldNET™, the Hermans are meeting both customer demand and their sustainability objectives. Wherever they are on the ranch, they can access the field data points and satellite images they need for remote visualization and irrigation adjustments throughout the day.



“ My wife and I are able to grow much more efficiently and be so much more productive using less water, less energy and most importantly, less time so we can focus on our family and other parts of the business. This is one unique example of using pivots to generate systems of abundance and resource conservation. ”

John Herman
 Lazy Z Ranch | Bend, Oregon

Irrigation Cleantech Highlights

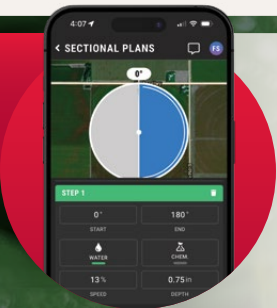
As poverty and food insecurity intensify globally, growers are working to meet rising food needs while also reducing the water and energy required. We have accelerated our pace of innovation for cleantech irrigation solutions that conserve resources to help feed more people around the world. By providing growers with advanced technology, data and insights, we empower them to optimize crop management for higher yields and less water waste.

We have long invested in mechanized irrigation solutions because these systems are the most efficient way to deliver water precisely where it’s needed. Our innovations improve water and land efficiency and offer features like remote access and field visualization, enabling better resource management and higher crop yields. As we continue converting more new ideas into cleantech tools, we’re supporting farmers as they do their part to address food and water scarcity.

Our FY24 innovations and updates include:

NEXT-GENERATION FIELDNET™ INTERFACE

Enhanced with AI, [FieldNET NextGen™](#) integrates thousands of soil, water, and field data points with satellite images for remote visualization and recommendations, informing growers’real-time irrigation decisions and water usage.



INTEGRATED VARIABLE RATE IRRIGATION (VRI)

Our [Zimmatic Precision VRI™](#) solution, which is fully integrated with FieldNET™, allows farmers to direct precise amounts of water and chemicals to each field and type of crop they grow, optimizing farmable land for higher yields.

FIELDWISE™ TARGETED TECHNOLOGY

Lindsay’s subscription-based [FieldWise™](#) irrigation solutions, part of our FieldWise acquisition, provide remote monitoring and intelligent control of key assets so growers can make the right irrigation decisions and increase water efficiency.



OPTIMIZED CORNER IRRIGATION

Our new slow-speed, high-torque motor for corner pivots is designed to help growers better meet crop irrigation needs while making more efficient use of land and water. By targeting typically unused and under-irrigated corners of square fields, our corner pivots can increase irrigated acreage by 20 to 25%.



Lindsay FieldNET Advisor™ Earns AE50 Award from American Society of Agricultural & Biological Engineers

In FY24, Lindsay was honored by the American Society of Agricultural & Biological Engineers with its AE50 Award for the top 50 innovations in the agricultural, food and biological systems sectors. Our water management solution FieldNET Advisor™ earned this recognition for its data-driven approach that simplifies critical irrigation decisions. With farm-wide field updates and visualization, growers can make fast and informed adjustments to irrigation settings. The interface also enables farmers to share data with regulators for analytics that assess their water use and conservation practices.



Corn, Cotton and Peanuts: 80% Higher Yield for a Family Tradition

On Southern Cobb Farms in Bartow, Georgia, fourth-generation farmer Trevor Cobb is building on a family legacy with precision irrigation for his corn, cotton and peanut crops. Since installing 50 Zimmatic™ pivots he operates through a FieldNET™ interface, yields have increased by up to 80%. Yet even with higher-producing crops, Trevor spends less time in the field. “It makes my life easier having FieldNET™; I can run everything from the phone,” he explains. “Knowing the pivots are running and that we can feed the crops when we need to gives us a little extra peace of mind at the end of the day.”



Investing For Food and Water Security: Lindsay in the Middle East and North Africa (MENA) Region

The role of our cleantech solutions in the MENA region expanded in FY24 with a multi-year agreement to provide growers with Zimmatic™ irrigation systems and FieldNET™ remote technology. This commitment is part of a broader regional strategy to support local food production. Valued at more than \$100 million, the project is the largest in our company’s history. We began shipping pivots to the region in late FY24 and expect deliveries to continue through FY25.



Partnership Spotlight

We join forces with partners who share our commitment to sustainability and making a greater impact. In FY24, we completed the acquisition of a 49.9% minority interest in Austria-based Pessl Instruments. As a result of this strategic partnership announced in FY23, growers working to meet global food demands more sustainably can integrate our FieldNET™ remote platform with Pessl’s METOS® weather stations and data-driven products. More than one million Pessl sensors are connected to 100,000 in-field data collection devices around the world.

Tracking Impact

Each drop of water and unit of energy saved leads to meaningful progress. We track real-time estimates of the energy and water savings enabled by FieldNET™ on the [Global Impact](#) page of our website. To date, our water savings could sustain approximately 17 million people for a year, and our energy savings equate to the annual carbon emissions of nearly 268,000 passenger motor vehicles.

Infrastructure Cleantech Highlights

The sustainability of transportation infrastructure is grounded in health and safety. We develop cleantech solutions to provide critical protection for drivers, passengers and pedestrians while supporting the long-term sustainability of bridges and roadways. Our teams are always working to advance the technologies that power our road safety and traffic management solutions, helping customers prepare for the unexpected by safeguarding people and resources.

Safety Tech

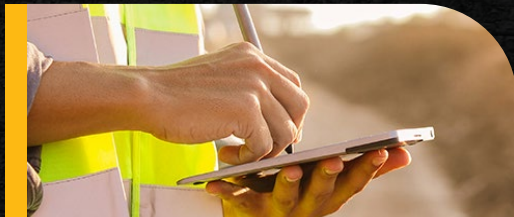
We design our innovations with quality and performance assessments early in the development process to ensure these solutions deliver on key sustainability objectives. From mitigating congestion to implementing speed management strategies and reducing emissions, we develop products and updates that address key infrastructure challenges. Our focus is on putting the power of technology in the hands of customers, providing them with the latest tools to help keep roads and communities safe.



TAU-XR™ - Our low-maintenance, non-gating crash cushion designed to protect motorists and road crews in high-frequency impact locations



The Road Zipper System™ - Moveable barrier technology for maximum protection and flexibility to manage traffic and mitigate congestion



RoadConnect™ - High-efficiency, cloud-based remote monitoring platform for road safety products allowing for immediate incident detection and repair



Light Guard™ Pulse - a pedestal-based connected device that enables remote management of lighting systems through the RoadConnect dashboard



TAU Tube Semi-Wide™ - Our new right or left semi-wide crash cushion equipped with parallel-system technology for safety and versatility



ImpactAlert™ - Real-time notifications and alerts for roadside asset impacts through the RoadConnect dashboard

RoadConnect™

Our cloud-based remote asset monitoring platform RoadConnect™ supports Lindsay’s DOT and construction customers with 24/7 oversight of critical roadway safety infrastructure. In FY24, we continued integrating AI into RoadConnect™ to enable immediate asset status updates and impact alerts. The platform lowers safety risks for DOT teams and curbs emissions by reducing miles traveled for physical inspections.

ImpactAlert™ telemetry hardware optimizes the benefits of RoadConnect™ by providing alerts when a road safety device is impacted, reducing DOT fuel use and road crews’ exposure to traffic. Combined with Light Guard™ Pulse, the RoadConnect™ platform optimizes daylight with remote lighting management and conserves electricity while detecting outages, damage and signs of theft. According to beta and early-use data, DOTs using RoadConnect™ and our add-on technologies have reduced crew risk levels by up to 70%.

A Contractor’s RoadConnect™ Story

After installing RoadConnect™ and ImpactAlert™ on their cable barriers in 2024, construction firm Brown & White shared their experience. When their ImpactAlert™ device detected impact to a cable barrier, Brown & White’s contractor immediately arrived on the scene and quickly assessed the damage, sharing the incident data with the city so they could authorize repairs without delay. Supported by our safety tech solutions, the customer was able to:

Promptly identify the impact and damage, avoiding delays and multiple site visits

Expedite work authorization from the city’s traffic mitigation team

Quickly restore barriers to working condition to support continued, safe traffic flow



The Road Zipper System™ uses **moveable barrier transfer technology** to safely and efficiently manage roadway capacity, congestion and construction around the world. Its innovations provide a flexible, crash-tested barrier between opposing lanes of traffic and between motorists and construction zones, with customer-centric design benefits such as wrap-around windshields for better visibility and a large color display for mounted-camera footage. The safety-focused Road Zipper System™ is designed for three key applications: managed lanes, construction zones, and bridges and tunnels. In managed lane environments, it reallocates road space in real-time to ease congestion and improve traffic flow. In construction zones, it provides a moveable barrier that enhances safety for workers and motorists while minimizing disruption. On bridges and in tunnels—where space is limited and flexibility is critical—it enables dynamic lane management to optimize capacity without expanding infrastructure.

Our Road Zipper™ solutions contribute to safety, resource efficiency and sustainability by:

- + Maximizing construction efficiency and roadway capacity to avoid carbon footprint while reducing congestion due to construction
- + Optimizing traffic flow to address peak period congestion for shorter travel times, fewer delays and lower emissions to meet air quality and sustainability goals
- + Increasing safety by preventing vehicle crossover and mitigating the danger of head-on collisions and work zone intrusions
- + Increasing safe travel options on high-traffic bridges with barrier-protected bike and pedestrian paths
- + Enhancing quality of life with improved travel times through work zones and reduced environmental impact



Road Zipper™ In Action



[▶ VIEW CASE STUDY](#)

Easing Congestion, Ensuring Safety & Reducing Costs: Route 220 Bridge Improvement - Lycoming County, Pennsylvania

- For this multiple bridge improvement and replacement project, the Road Zipper™ helped deliver:
- + Time savings from reducing construction duration by one season
 - + Streamlined traffic flow and management and more efficient work zones
 - + Improved safety for roadside crews and motorists



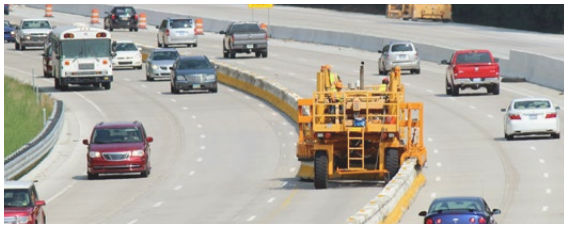
Maximizing Project Efficiency, Resource Use & Budget: US 131 - Grand Rapids, Michigan

- For this pavement rehabilitation project, four miles of Road Zipper™ contributed to:
- + A 50% reduction in project duration
 - + Two lanes open for peak traffic times
 - + Millions saved through accelerated construction



Road Zipper™ Traffic Control for Bridge Work Zones: NEXCO-East projects across Japan

- We partnered with toll road agency NEXCO-East to implement highway bridge renewal projects credited for:
- + Extending the service life of essential bridge structures
 - + Reducing traffic congestion during construction
 - + Ensuring safety for motorists and transportation crews



“Using the Road Zipper System,™ we were able to eliminate an entire construction season and have the project completed in half the time.”

Tanya Pawlukiewicz
Assistant Construction Engineer | Michigan DOT

From Australia to Italy: Critical Infrastructure Projects Deploy Road Zipper™

Off-peak efficiencies. Marking an infrastructure first for Australia, the Road Zipper System™ is helping accelerate a major upgrade to one of the country’s busiest roadways. The Warringah Freeway Upgrade will make travel faster and safer in Sydney, NSW by creating a bypass that relieves congestion and improves reliability for all road users, including public transport passengers. Crews are deploying Road Zipper™ barrier immediately at the start of off-peak hours to maximize construction and project progress.

“This technology enables us to rapidly mobilize barriers, separating live traffic and our workers just after peak periods for our work during the night,” says Project Director Steven Clark. “We can work right up to that peak and mobilize the barrier back quickly to maximize our night shift productivity.”

Peak-hour advances. In northwest Italy, our Road Zipper System™ is expediting two tunnel rehabilitation projects to transform the A26 expressway connecting Milan and the port of Genoa. Lindsay is partnering with local agencies to improve traffic and work zone safety on the high-speed, high-volume A26 by using Road Zipper™ barrier to protect road crews and motorists. Project managers are strategically deploying Lindsay’s moveable barrier technology on crucial arteries of the expressway to maximize traffic flow and safety during peak hours. To date, our Road Zipper™ technology has helped facilitate:

80%

reduction in traffic congestion

50,000

vehicle travel hours saved

35,000

hours of road crew exposure to traffic eliminated



16 weeks of roadwork in two: Warringah Freeway crews using moveable Road Zipper™ barrier during a year-end holiday break reported completing 16 weeks of traditional roadwork in two weeks.



“Tunnels and bridges offer additional challenges for maintaining traffic mobility and safety,” explains Smita Sharma, Senior Manager, Applications Engineering, Lindsay. “Flexible lane management using the Road Zipper™ is a crash-tested solution for reducing work zone impacts and improving overall safety.”

Safety Tech Spotlight: TAU-XR™

Lindsay introduced the TAU-XR™ Xpress Repair non-gating crash cushion in FY24, installing the first system in Las Vegas, Nevada, at the intersection of Highways 91 and 93. We designed this solution to protect motorists from hazards, particularly in high-frequency impact locations. The TAU-XR™ can be repaired in 45 minutes or less, enabling DOTs to make faster and more efficient repairs with less congestion and reduced roadside crew exposure to traffic. The system's durability and safety innovations support our sustainability goals by enabling crews to rapidly address crash site damage, including on multi-lane highways that can be dangerous when under repair.

Designed For Durability

Our teams innovate to increase durability, prevent or delay the need for repairs, and reduce lifetime equipment costs. This work begins at the design stage so we can engineer new and next-generation solutions with long-lasting materials that minimize waste through extended lifecycles. The advanced dipping method we developed for galvanizing metal increases our capacity to conserve raw materials and energy while using significantly less zinc. In FY24, our galvanizing process innovations saved resources, time and money by contributing to a 5% reduction in zinc used.

We continually assess opportunities to develop new road safety products that address customer needs and help save the lives of the traveling public and roadside crews. The TAU-XR™ Xpress Repair crash cushion has been tested to MASH (Manual for Assessing Safety Hardware) Test Level TL-3 standards and approved in 17 U.S. states with more approvals in progress.

In keeping with our rigorous barrier system quality standards, the TAU-XR™ meets or exceeds all applicable independent industry and regulatory performance criteria.



Striving for Operational and Environmental Excellence

Our Management Approach

Our teams delivered progress across the business in FY24 with innovative solutions for operational and environmental challenges. We empowered customers to achieve their business and sustainability goals through enhanced products and technologies, with service reflecting our One Lindsay values. The Lindsay Production System (LPS) that guides our day-to-day decisions and actions was central to this work, fostering deeper adoption of lean and safe practices. Grounded in The Lindsay Way—our performance and accountability approach—we realized greater consistency in our environmental, health and safety (EHS) system companywide.



Read more about One Lindsay and The Lindsay Way in **A Great Place to Work.**



The South Africa team participated in a One Lindsay Voices session, contributing valuable insights and perspectives.

FY24 Environment and Operations Highlights

Innovation is our key differentiator, and the LPS serves as a roadmap for our teams as they adapt to meet ambitious business objectives and evolving sustainability needs. An LPS Champion at each Lindsay location manages our Lean manufacturing initiative, promotes awareness and serves as a resource in our drive for continuous improvement. The pillars of this approach—Excitement, Engagement, Empowerment—are essential to our all-company focus and engagement, from plant floors to executive offices.

As we continue to raise the bar for our operational and environmental advances, we encourage every employee to think and act like an owner, adapting to address sustainability challenges and finding new ways to help customers succeed. In FY24, we made a commitment to accelerate our capacity for bringing innovations to market with greater resource efficiency, announcing plans to invest more than \$50 million over the next two years at Lindsay Nebraska, our largest global manufacturing facility.



**Committed To CleanTech:
Our Historic Investment**

Our latest innovations are in demand around the world at a time when cleantech is essential for our customers who rely on sustainable technologies. To bring our technology-based solutions to market faster, we are investing more than \$50 million over the next two years at our flagship facility in Lindsay, Nebraska. The expansion includes innovations in analytics, AI, and new automation tools and robotics.

“ Lindsay has grown to become a worldwide force in irrigation and infrastructure, all from small-town Nebraska. This historic investment will continue to drive innovation, improve efficiencies, and enhance products that will benefit agriculture and infrastructure projects across the globe. ”

Jim Pillen
Nebraska Governor

Lean Manufacturing and Kaizen

We made important progress with Lean Leadership Training in FY24, advancing our rollout of level 1 Lean principles with all managers and floor supervisors. We also completed preparations to begin level 2 Lean programming in FY25, as well as training for company facilitators to lead regional Kaizen events.

Outcomes of FY24 Kaizen Events

Lindsay’s Lean and Kaizen events provide our teams an opportunity to identify and implement process improvements through data collection and collaboration. With participation broadened to include more people and teams, Lean principles are emerging as a core part of our culture. FY24 initiatives and outcomes that continued improving our productivity, resource efficiency and safety included additional progress in digitalization and robotic welding.

Manufacturing Execution System (MES)

Digitalization. Following a successful project launch in FY23, we took the next steps in our MES digitalization initiative with system training across Lindsay Türkiye. MES digitizing processes allow us to track and analyze each step of production, from machine performance to labor efficiency, material use and product quality. We are implementing this approach to make operations more transparent in order to ensure product quality, reduce costs and optimize resources.

Robotic Welding. Building on previous progress with a data-driven approach to robotic welding, our production team in Türkiye completed a Kaizen project focused on a drive tube fixture designed and assembled for robotic welding processes. As a result, we identified production approaches that minimize forklift use, eliminate spot welding needs and reduce work-in-process inventory. Improvements like these are part of our companywide commitment to equipment effectiveness and operational efficiency.





“ The 3T program is a long-term management system enhancement initiative for the China facility. Through ongoing implementation, we are committed to a strong quality and safety culture, comprehensive risk control and excellent onsite execution. ”

Terry Zhou
Lindsay China Managing Director

3T Management Rollout

In China, we launched 3T—a comprehensive management approach that integrates TSM (Total Safety Management), TQM (Total Quality Management) and TPM (Total Productive Maintenance). Our objective with this program is to establish a systematic and sustainable management system through continuous improvement in employee safety, product quality and equipment capability. The work completed in FY24 will serve as the foundation for broader implementation of 3T across Lindsay China in FY25. Our next steps include additional capability training, the appointment of onsite quality representatives, and ongoing process optimization.

Over the course of FY24, we achieved measurable progress in all three facets of 3T:

- + **TSM:** Completed 20 safety trainings and 133 safety improvement cases
- + **TQM:** Generated and analyzed 23 quality improvement recommendations
- + **TPM:** Implemented two demonstration projects that will serve as templates for our full-scale rollout

Our Evidence-Based Approach to Irrigation

Science drives advances in central aspects of our operations such as irrigation efficiency. Lindsay's Senior Manager of Digital Agronomy, Justin Gibson, was the lead author of an [October 2024 article](#) on reduced irrigation pumping and water savings published in *Water*, a peer-reviewed journal focused on water science and technology. His findings confirmed that soil mapping and geostatistics can effectively predict percolation rates in irrigated fields and identified significant opportunities for water savings in irrigated agriculture compared to municipal or facility-based conservation approaches.

“ This work utilized hydrogeophysics, chemical tracer analysis, advanced soil moisture modeling, geospatial statistics and soil analysis to illustrate how field-level irrigation practices can impact the watershed—highlighting factors critical to efficient water use. ”

Justin Gibson

PhD, Senior Manager of Digital Agronomy

Understanding Our Environmental Footprint

We invest in collecting high-quality, accurate environmental data so we can better understand and reduce our environmental impact. Based on our analysis of Scope 1 and 2 greenhouse gas (GHG) emissions data tracked internally since FY16, Scope 1 emissions remain our most direct opportunity to reduce our company's environmental impact. Our initiatives to optimize progress in curbing emissions include renewable energy installations and transitioning equipment from gas to electric power.

To ensure we are making informed decisions that contribute to a more sustainable future, our teams continue to assess our energy, water and materials use across our facilities and report internally on this data along with our GHG inventory data.



Supporting Renewable Energy

Lindsay is committed to increasing renewable energy consumption, and in FY24 we laid the groundwork for a solar installation project in Türkiye. In South Africa, two years after installing solar panels on the roof of our facility there, the energy generated continues to meet 40% of our local needs. As a result of this investment, we are experiencing reduced downtime during load-shedding power interruptions common in South Africa.



Employee Health & Safety

Our Management Approach

Lindsay prioritizes a strong safety culture, emphasizing continuous improvement and our top objective: protecting the health and well-being of every individual at each Lindsay facility. Lindsay employees are the force behind our sustainability journey, and our systemic strategy equips teams with tools and a common language to support our ongoing health and safety advances. We view this approach as a significant advantage for our teams and business, including the synergies created between employee safety and our Lean projects focused on efficiency.

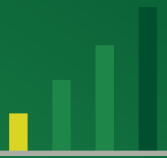
Lindsay Quality System (LQS)

Our teams lead the way in proactively reducing the potential for defects by implementing comprehensive quality safeguards, from mistake-proofing to process monitoring. The Lindsay Quality System provides a unified framework for upholding our high manufacturing standards, with guidelines that help employees implement quality assurance processes. Our LQS processes include product design reviews, field and lab testing and in-depth product and process audits.

Lindsay Safety System (LSS)

The Lindsay Safety System anchors the companywide policies and practices that ensure safety at our facilities. Its eight core action areas outline our safety expectations and standards for all Lindsay employees, who understand they have an essential role in ensuring safety at our facilities. 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) are:

 Hazard ID/ Assessment	 Training	 Audits	 Recognition
 Policy/ Procedures	 Incident Investigation	 Inspections	 Metrics

FY24 Safety Highlights

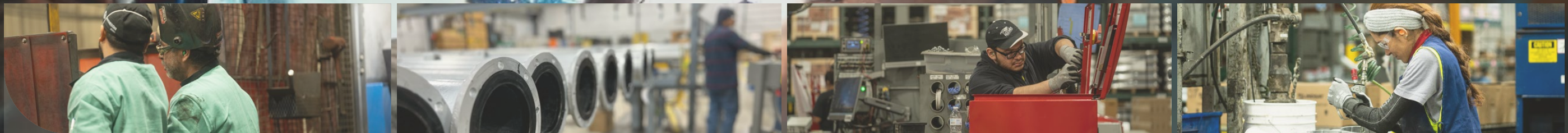
To amplify safety awareness and results, our progress included the following:

Visible Felt Leadership (VFL). An FY24 priority was Visible Felt Leadership, part of our ongoing efforts to promote better safety behaviors and decision-making. The VFL approach emphasizes engagement and personal connections to help create safer workplaces, with benefits that include improved two-way communication between employees and leadership, increased efficiencies and a stronger safety culture.

Collaboration for behavior change. We partnered with the award-winning environmental software firm VelocityEHS to develop enhancements to our employee health and safety system in FY24. The improvements adapted for our workforce are designed to help drive ongoing behavior improvements and reinforce our safety culture companywide, with implementation expected to begin in FY25.

Safety improvement goals and management. Each Lindsay facility is expected to implement at least 200 safety goals per quarter, with areas of improvement ranging from electrical safety and chemical handling to ergonomics and improved signage on plant floors. We reinforce these initiatives with weekly safety meetings and standardized monthly safety training that includes group exercises and discussions. Our ongoing safety enhancements will soon be supported by a piloted learning management system slated for full implementation in FY25 and FY26.

Caring And Respecting Employee Safety (CARES). This five-year global safety program is the next generation of our Pathway to Zero initiative to strengthen accountability for fundamental safety principles through comprehensive training. It features one-on-one conversations that build connection and trust through shared goals, online resources and a CARES recognition program that includes a traveling Lindsay Global Safety Award trophy. In the second year of CARES implementation, our FY24 Total Recordable Incident Rate (TRIR) decreased to 1.5.



Positive Safety Trend

In year two of our CARES global safety program, Lindsay’s FY24 TRIR dropped to 1.5, our best record over the last decade – and more than 68% better than the industry average.* With employees taking greater ownership and shared accountability for safety, we’re excited to report that our team in Italy has achieved their fifth consecutive year without a recordable injury.

H&S Performance Metrics

	FY22	FY23	FY24
Global Total Recordable Incident Rate (TRIR)	2.3	2.3	1.5
Industry Average*	4.7	4.7	See footnote to this table
Global work-related fatalities	0	0	0
Facilities that went without recordable injuries for 365 days	Italy	Italy, California, China, Kansas	Italy, China

* U.S. Bureau of Labor Statistics. The latest available data is from 2023, with 2024 data scheduled for release in November 2025.

A Great Place to Work

Our Management Approach

At Lindsay, we know that a thriving workplace drives the best results. We prioritize attracting and retaining top talent to build teams with the expertise to tackle tough challenges through innovation that makes an impact. Our talent strategy and programs support, engage and develop people in a culture defined by our core values: safety, quality, integrity, collaboration and creativity.

As a global company with small-town beginnings, we take pride in fostering a culture where employees show up for each other and collaborate to advance our purpose. We encourage accountability and accomplishment with the expectation 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. Together with our shared vision, we innovate for sustainability, help make communities safer and support growers feeding the world.



“ The best part about my job in finance is that I get to be creative as we’re always looking for efficiencies, and it does take a level of creativity to think outside of what the current process is and how we can make ourselves better. ”

Mindi Wendel
 Senior Manager, Shared Services | Omaha

ONE LINDSAY

One Lindsay

How we see our business, one another and our place in the world

Connected

We are connected even though we are miles apart

Proud

We share a collective sense of pride in our purpose

Committed

We are committed to making a difference around the world

“Aligning personal values with the company’s goals is important to me. And knowing that working at Lindsay, I’ll be a part of a bigger goal, of a safer and more sustainable future is what inspired me.”

Smita Sharma
Sr. Manager,
Applications
Engineering
Omaha



The Lindsay Way

Our shared approach to performance and culture

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

The Lindsay Way is our guiding north star, helping to shape each decision and action we take.

Values

Safety

Quality

Integrity

Collaboration

Creativity

A Great Place to Work

FY24 Culture Highlights

Our culture is guided by The Lindsay Way—our shared approach to performance and accountability—and the One Lindsay outlook that keeps us connected, proud and committed. We strive to ensure every employee has a meaningful role where their contributions are valued, rewarded and supported with opportunities for growth and advancement. Our practices empower a strong collective focus on meeting our business objectives, sustainability priorities and customer commitments.

Creating high-performance teams requires strong employee engagement and continuous development. In FY24, we invested in initiatives to build on team members’ strengths, support and reward innovation, and promote higher levels of employee feedback and insights.



Engagement

We listen to employees so we can learn from their insights, identify areas for improvement and reinforce their high levels of commitment and performance. Participation in our Gallup Q12 Employee Engagement Survey rose to 96% in FY24 with an overall engagement score in the 58th percentile—an 18% increase over two years, up from the 52nd percentile in FY23 and 49th in FY22. Effective employee recognition was our highest-scoring survey category, with feedback on active employee engagement also showing measurable improvement.



Employee Recognition Leads Survey Findings

Our engagement survey results confirmed the impact of our employee recognition strategy. Survey feedback suggests that the ongoing benefits of initiatives like Gallup StrengthsFinder and Boss to Coach were amplified by our FY24 peer-to-peer recognition program, which encourages employees to recognize co-workers for actions aligned with our core values. The scores also reflect the impact of engagement action plans developed by Lindsay’s top leaders companywide.



Expanding CliftonStrengths

We continued to roll out Gallup’s CliftonStrengths training, conducting workshops with team members in Brazil to help employees better understand and maximize their strengths. This is one of several outcomes from our FY23 introduction of CliftonStrengths with Lindsay’s Senior Leadership Team (SLT) and Global Management Team (GMT), including a shared goal and incentive structure for employee engagement and a new expectation that company leaders develop and implement employee engagement action plans.

Engagement Champions Drive Progress

Our Engagement Champions continued to amplify the impact of our Q12 survey insights and the importance of employee engagement. Their FY24 efforts included a survey kickoff campaign with our team in Türkiye. Lindsay’s Engagement Champions have completed Gallup training in strategies for reinforcing collaboration, sharing best practices and supporting managers’ engagement outreach.

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. “Beyond our focus on the survey, our objective was creating a network with the connectivity to support a culture of true engagement,” said Senior Vice President of Human Resources and Chief People Officer, Kelly Staup. More than 30 Gallup-trained Engagement Champions are now driving engagement across Lindsay globally.

CliftonStrengths at Lindsay

Our CliftonStrengths progress since FY23 includes:



Global leadership rollout (SLT, GMT and GMT direct reports)

525+

team members trained

25+

team sessions companywide

4/2

4 U.S.-certified Strengths Coaches & 2 International Strengths Coaches

One Lindsay Voices Across the Globe

Lindsay’s senior leaders held a series of team meetings in five Lindsay locations globally: South Africa, the Netherlands, Italy, Türkiye and our largest manufacturing facility in Lindsay, Nebraska. Their One Lindsay Voice events created opportunities for team members to meet with senior leaders in small groups, providing feedback with visibility into how their opinions count. Leaders discussed how the feedback they received would be incorporated into their FY25 engagement action plans.

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Our award-winning MENA team leaders, recognized here by Lindsay CEO Randy Wood, leveraged our irrigation expertise to develop a historic \$100 million project that will transform desert land for local food production in the region.

Groundbreaking MENA Irrigation Project Earns FY24 Lindsay CEO Award

Our MENA team was recognized with the fourth annual Lindsay Way CEO Award for its role in Lindsay’s \$100 million irrigation project in the region, the largest in our history. The project—part of a broader strategy to support localized food production—will use advanced agricultural practices to irrigate and transform desert land, producing high-quality food while conserving natural resources.

The Lindsay Way CEO Award recognizes a project achievement that advances our strategic priorities and demonstrates a commitment to our vision, purpose and values. In addition to the MENA irrigation project which was selected as this year’s winner, three others teams were honored as finalists for their innovations and teamwork to generate significant cost savings and efficiencies for the business. A committee from our GMT selected three finalists, and the SLT decided the winner.

FY24 CEO Award Finalists

Winner
MENA Irrigation Project

Global Supply Chain Cost Savings

Robotic Process Automation & Savings

FieldNET Advisor™ 2.0 Updates & Efficiencies



Benefits for Employee Well-Being

The concept of a well-lived life varies for each individual, and we offer employees the opportunity to support aspects of well-being that matter most to them. To foster a healthy and engaged workforce, we provide programs and opportunities at each location focused on goals that range from physical and mental health to social, career, and financial well-being. Resources available to our employees include reimbursement for exercise equipment or facilities, mental health counseling, retirement planning, nonprofit volunteer opportunities, continuing education assistance, skills training and developmental opportunities, health fairs and employee family events.

Training and Development

We want all Lindsay employees—from entry-level to emerging leaders—to have opportunities to learn and advance. This means ensuring team members have access to tailored development programs such as our Boss to Coach and StrengthsFinder initiatives, which provide skill-building, career development and continuous learning opportunities.

+ Boss to Coach

It is important that our managers have meaningful conversations with team members to build and sustain employee engagement and development. In FY24, we completed the first phase of our Boss to Coach program, equipping 50 more managers with the skills to effectively coach employees and help build their strengths.

+ CliftonStrengths

We completed the rollout of our CliftonStrengths training, including the certification of additional Lindsay strengths coaches. The program empowers teams to succeed by leveraging each employee’s unique talents and perspectives. This approach reinforces our strengths-based culture while also driving real business outcomes like productivity, performance and retention.

+ Integrated Performance Management

To ensure our processes are aligned with strengths-based training, we have integrated its components into our performance management practices. Our quarterly employee-manager check-ins are structured to foster and track incremental progress on individual goal setting, action plans, development tactics and continuous strengths-based coaching.

Lindsay Brazil Honored as Great Place to Work

For the second consecutive year, Great Place to Work ranked Lindsay Brazil as one of its top employers in the country. The certification is based on an employee Trust Index Survey, a company questionnaire and an independent analysis of workplace dimensions such as leadership, policies and practices, and employee well-being. We have approximately 200 employees at our Brazil headquarters in Campinas and factory in Mogi Mirim.



Building an Engaged and Inclusive Talent Pipeline

Our goal is to attract the best—the brightest, the thinkers and the doers. To achieve this, Lindsay offers a flexible, supportive work environment where the average tenure exceeds six years. We also partner with like-minded universities and charitable organizations not only to make a difference in local communities, but also to attract job candidates who will thrive in our organization. Lindsay employees are provided the resources and opportunities they need to problem-solve and innovate together, enabling them to directly contribute to our shared purpose and success.

[Read more about how we build and develop talent in Our Engaged and Inclusive Culture.](#)

Our Engaged and Inclusive Culture

Our Management Approach

Lindsay is committed to fostering an inclusive workplace where accountability is shared, achievement-driven employees thrive and everyone feels a sense of purpose. We cultivate a positive work environment that supports learning, career growth and cross-cultural understanding. No matter their role, we ensure every employee knows their contributions are valued, and believe our success comes from working together as One Lindsay.

Throughout our 70-year history, we have strived to make our business a place where employees are engaged and feel included. Our One Lindsay Council supports and helps guide this approach. In FY24, employees from our various locations made up the Council’s 72 members. Lindsay policies that reinforce these efforts and our core value of integrity in all our business practices include:

Code of Business Conduct and Ethics - A guide for all employees, officers, and directors worldwide conducting business with the highest ethical, moral and legal principles

Global Anti-Discrimination and Equal Employment Policy – Outlines our commitment to preventing unlawful employee discrimination or harassment and providing a workplace where employees are treated with courtesy, respect, and dignity

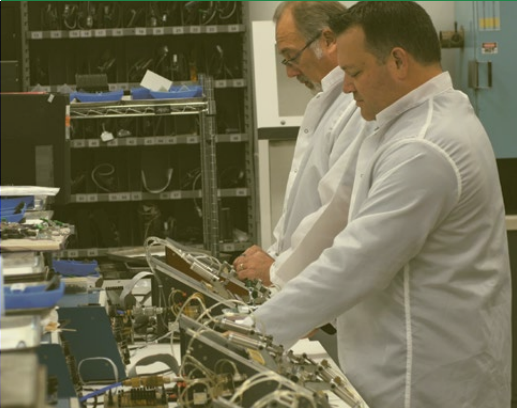
Human Rights Policy - Our standards for fostering a safe, inclusive and trusting work environment for all employees and partners in our value chain



Our Engaged and Inclusive Culture

FY24 Culture Highlights

For inclusion and engagement practices that strengthen our business, our comprehensive strategy involves four action areas: Training and Organizational Development, Recruiting and Talent Management, Community Involvement and Expanding Capacity.

Training & Organizational Development  New ERG We launched our new women’s ERG, Guiding Resilient Outstanding Women (GROW). At its inaugural meeting of members and supporters, the group established its objectives focused on building a global community of development, resources, networking and mentoring opportunities.	Recruiting & Talent Management  Global Recruitment Building on our FY23 introduction of new digital tools to cast a wider net for qualified job candidates, we launched a global recruitment program in the Asia-Pacific region. The initiative educates hiring managers on best practices for using the platform to recruit talent with diverse skill sets for our inclusive workforce.	Community Involvement  Partnering for People with Developmental Disabilities We teamed up with Develop, Unite, Empower, Together (DUET), a community-based program for Nebraska children and adults with developmental and intellectual disabilities, to support its work guiding people with developmental disabilities toward independent, fulfilled lives.	Expanding Capacity  Mental Health Training In keeping with our core values of safety, quality, integrity, collaboration, and creativity, we conducted mental health training as part of Mental Health Awareness Month—emphasizing the importance of well-being and a shared sense of purpose in fostering high-performance collaboration.
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GROW’s Inaugural Meeting Launches Year of Engagement

After more than a year of planning, our first ERG for women – GROW – began making its mark. Some of the first sessions focused on utilizing AI, leading a women’s shelter donation drive, and participating in the ICAN Women’s Leadership Conference. GROW delivered on a full agenda for its members in FY24 with strong support companywide. “What was surprising about the inaugural meeting was all the individuals in the room, including many from our Senior Leadership Team,” said Chris Cottrell, Talent Acquisition Manager. “Lindsay truly offers a supportive, forward-thinking environment that encourages all of us to thrive.”

Emerging Leaders ERG Makes an Impact



Our Emerging Leaders ERG held a full calendar of events in its second year. In addition to establishing its core set of values as an ERG, the group’s FY24 activities and events included a session on workplace safety, volunteering at a food bank, and an Emerging Leaders Summit. The global network of Lindsay’s next leaders and innovators also conducted a series of lunch meetings to host conversations with members of Lindsay’s SLT. The successful rollout of Emerging Leaders helped inform the launch of our women’s ERG, GROW.



in friends, family, colleagues or communities. Employees completing the course are certified in Mental Health First Aid for three years. We have approximately 40 employees in North America certified in Mental Health First Aid.

Inclusion Spotlight: Mental Health Awareness

A truly inclusive workplace recognizes that mental health is an essential aspect of overall well-being. As Lindsay continued to highlight mental health awareness in FY24, we partnered with Region 6 Behavioral Healthcare for a third consecutive year to offer employees a free course in Mental Health First Aid. Participants in the eight-hour course learned to identify and respond to signs of a mental health problem or crisis



Celebrating International Women’s Day: Global Women’s Panel

In conjunction with International Women’s Day in 2024, Lindsay hosted a Global Women’s Panel featuring leaders who marked the occasion by sharing insights from their impressive careers. The panel included Board members Consuelo Madere and Mary Lindsey, along with Lindsay’s Senior Vice President of Human Resources and Chief People Officer, Kelly Staup and Vice President of Global Marketing and Communications, Tara Meier.

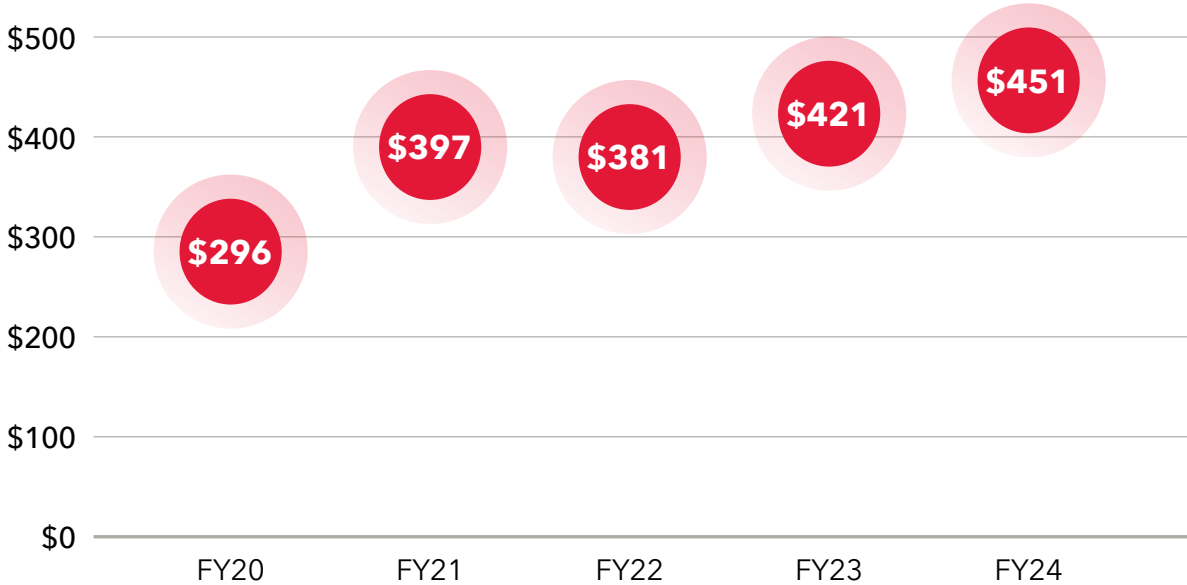
Supporting Communities

Our Management Approach

The way we care for one another and our customers extends to caring for our communities. At Lindsay, we take pride in our legacy as a committed partner in the places where we live and work. We believe our community service reflects our values in action. This means giving in ways that contribute to real impact—from employee volunteering and disaster relief to support for local nonprofits, especially in underserved areas of the regions where we do business.

Total Charitable Contributions FY20-FY24

(in thousands, U.S. Dollars)



Commitment to Engagement

Lindsay’s foundation is built on local engagement, helping farms thrive and keeping communities safe. Our outreach and contributions build on this work with a commitment to the well-being and success of our neighbors in communities around the world. We support our employees who volunteer for and lead causes they care about, including a growing number of team members who serve on local nonprofit boards. In FY24, leaders from Lindsay’s SLT and GMT served on the boards of nine nonprofit organizations.

Nonprofit Boards We Support:



“ I think people don’t recognize the amount of outreach that we do here. I helped build a house with Habitat for Humanity, and the best part is we’re serving the community and we’re having fun doing it. ”

Josh DeBoer
New Product Introduction Principal Engineer | Omaha

FY24 Community Highlights

Our teams made it a priority to support our communities with their time, talent and financial gifts throughout the year.



A Qatar Armed Forces plane arrives in Namibia carrying 42 tons of food aid made with wheat produced with irrigation provided by Zimmatic pivots.

Food Aid in MENA.

Our local Zimmatic™ dealer in the MENA provided food aid for people affected by drought in the region. In addition to supplying the irrigation pivots needed, our MENA team worked with Zimmatic™ and local agencies to develop a plan for growing 5,000 acres of wheat crops using pivots connected to underground water supplies. Lindsay Türkiye began shipping pivots to Qatar-based aid teams in late FY24. The project was part of a broader initiative aimed at improving food security in the region.



Supporting Students in Brazil.

The essential role of quality education in community health and success inspired our team in Brazil to organize a back-to-school campaign. Our volunteers assembled 130 school kits for students at Valério Strang State School, a public school near our Mogi Mirim factory. The back-to-school kits contained backpacks, notebooks, pencils, rulers and other classroom necessities to help set students up for success in the year ahead. In addition to handing out the kits, we hosted a conversation between students and Lindsay team members about how education can expand and shape their future opportunities.



Team members representing Lindsay Africa shared the advanced technology of our corner pivot and FieldNET™ interface at NAMPO’s 56th Harvest Day expo.

Agricultural Community-Building in South Africa.

Lindsay Africa contributed to record-breaking outreach near Bothaville, South Africa, for the annual NAMPO Cape expo that connects exhibitors and educators with local farming communities. Our team demonstrated the resource efficiency of targeted irrigation for growers who were part of the event’s largest-ever crowd of more than 86,000 participants. The agricultural service [Grain SA](#) established NAMPO Harvest Day in 1967 to support the Western Cape farming sector, which faces sustainability challenges such as droughts, floods and infrastructure issues that especially impact small-scale growers.



Since World Environment Day 2024 when we launched a paperless internal dashboard, Lindsay team members have completed nearly 300 training exams using the new platform.

Lindsay Türkiye Eliminates Single-Use Plastic: World Environment Day 2024.

As part of World Environment Day, our team in Türkiye took action that included eliminating single-use plastic in our employee canteen—a move estimated to reduce plastic waste by 800 kilograms per year and lower annual carbon emissions by 1.5 tons. Our team also hosted EHS training sessions, planted trees representing each of our factories in the European Free Zone and introduced a paperless online platform piloted by employees taking a training exam.



Partnership Spotlight: United Way of the Midlands.

We redoubled companywide efforts to support annual fundraising for Omaha, Nebraska-based United Way of the Midlands. Lindsay made one-to-one contributions to match all employee gifts for the 2024-25 campaign as CEO Randy Wood and his wife Candace served as campaign co-chairs. With nearly 50% of employees participating, Lindsay continued its upward contribution trend, surpassing our prior-year total and marking a 40% increase over 2022-23 giving. Lindsay’s 2024-25 contributions of almost \$300,000 demonstrate our commitment to supporting the communities where we operate.

Operating with Integrity

Corporate Governance

We believe in strong corporate governance defined by integrity, ethics and transparency in all of our business practices. Our teams companywide are guided by Lindsay’s core values, acting with respect for one another, our partners, customers and communities. Across the business, our employees work with a shared commitment to upholding the highest standards of ethical conduct.

Our CEO and SLT direct our strategy, oversee our business operations and manage our organizational progress. The Lindsay Board of Directors consists of eight directors with diverse skills and expertise directly relevant to our business, including Lindsay President and CEO Randy Wood and seven independent directors. Senior leaders provide Board members with quarterly organizational updates including but not limited to sustainability-related matters.



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*

8 Board Members



7 Independent Directors

8.25 Years Average Tenure of Board Members

95%

Approval on Executive Compensation



YES

- ✓ Sustainability Oversight
- ✓ Independent Chair and CEO
- ✓ Employee Stock Purchase Plan

3

Standing Board Committees:

- 🔍 Audit
- 💰 Human Resources and Compensation
- 👁️ Corporate Governance and Nominating

25% Female Representation on the Board



37.5% Minority Representation on the Board



*Board of Directors and Governance Statistics as of EOY FY24

High Ethical Standards

Ethics and integrity are embedded in our work every day as we collaborate across our supply chain to make products customers depend on each and every day. Lindsay employees understand that accountability and transparency are essential as we design and deliver solutions that help protect people, improve lives and use resources responsibly. In keeping with our commitment to social responsibility, we comply with applicable laws and regulations in each region where we operate around the world.

Our longstanding commitment to operating with integrity defines our company’s character, starting with our Board of Directors. Lindsay’s General Counsel leads our Ethics and Compliance initiatives, providing regular reports to both the Audit Committee and the full Board. The Board and its committees oversee our sustainability progress and monitor developments that impact the business and influence our role as a corporate citizen.

The Lindsay Corporation Code of Business Conduct and Ethics details the behaviors and actions we expect from our global workforce. All employees, contractors and board members are required to acknowledge they have read, understand, and agree to abide by the letter and spirit of our Code—once during onboarding and again in mandatory annual training. In FY24, 100% of employees, officers and directors completed this training and affirmed their understanding of the Code.

Code of Business Conduct and Ethics

- + **Explained:** Examples and what-if scenarios, including best practices
- + **Translated:** 8 languages
- + **Trained:** 100% of employees acknowledge they have read and understand the Code



We partnered with a third-party expert in FY24 to offer enhanced virtual and on-demand compliance training, including updated onboarding and anti-harassment training.

Knowing the Code: Promoting Employee Awareness

We promote a Compliance Corner through multiple communications channels to reinforce essential compliance topics and the underlying principles of our Code of Business Conduct and Ethics. We amplified this content through our annual whistleblower awareness campaign, highlighting our confidential hotline and email address for submitting anonymous complaints about potential violations of the Code, our Human Rights Policy or any laws or regulations.



Respect for Human Rights

The Lindsay Corporation [Human Rights Policy](#) reflects our commitment to respecting human rights. This policy is part of our Code of Business Conduct and Ethics and our Supplier Code of Conduct. Both Codes outline our channels for reporting suspected human rights violations. Any individual, including a supplier, contractor or dealer, may also report violations through the whistleblower hotline posted on the Lindsay website.

We track and investigate any reports of human rights violations and may gather information from internal and external shareholders in the process. Lindsay prohibits retaliation for reports of human rights violations made in good faith by employees or other stakeholders.



Counteracting Corruption

Conducting business ethically and legally includes counteracting corruption, as we do not tolerate unethical or illegal business practices. All Lindsay employees are required to understand and follow our Code of Business Conduct, International Transactions Compliance Manual and Anti-Corruption Compliance Policy. We strive to comply with all applicable anti-bribery laws and require similar compliance from vendors, suppliers, contractors, subcontractors and their agents. Employees who interact with government officials receive additional training on our anti-bribery policies and practices.

In an evolving regulatory landscape, we regularly update our global compliance training to support our teams. This training addresses changing rules and expectations around international transactions and other business practices. Our compliance training complements other Lindsay training initiatives that support our Code of Business Conduct and Ethics. The Code states our zero-tolerance approach to bribery and corruption.

Dealers and distributors who work with us are required to complete anti-bribery and anti-corruption training every two years. To assess risk and ensure legal compliance, we use an automated Denied Third Party Screening process to check customers, vendors, partners, and suppliers against more than 100 sanction, embargo and other watchlists maintained by the U.S. government and international agencies. If a company, entity or person on the list appears to match a party potentially involved in a transaction, we conduct additional due diligence and, if necessary, cease the transaction altogether.



Responsible Supply Chain

Our responsible business practices extend throughout the Lindsay supply chain, with our [Supplier Code of Conduct](#) outlining the ethical standards we ask our suppliers to adhere to before doing business with us. In FY24, we continued to strengthen our trade compliance efforts through our supplier procurement process and its emphasis on legal and ethical practices. Lindsay's Supplier Code of Conduct, available in nine languages, is regularly featured in our supplier communications globally.

The Lindsay Corporation [Conflict Mineral Policy](#) addresses our commitment to responsibly sourcing tin, tungsten, tantalum and gold for our products. Our General Counsel leads our due diligence efforts and annually evaluates the effectiveness of the company's risk mitigation framework. Lindsay's direct suppliers are expected to assist us with this due diligence, and we require them to disclose information using the standardized EICC/GeSI Conflict Minerals Reporting Template. If we become aware of a supplier whose supply chain includes metals from a conflict source, we take action to remedy the situation in a timely manner, including reassessment of supplier relationships.

Enhancing Cybersecurity and Data Privacy

Cybersecurity is a critical priority reflected in our investments to mitigate business risks and secure systems containing information about Lindsay’s customers, vendors and other third parties. Our teams follow secure development practices to protect product data and we comply with the data privacy laws of the countries where we operate. Our Board of Directors has designated cybersecurity oversight as a full board responsibility to ensure our reporting includes any material cybersecurity incidents and their potential business impact. The Board receives monthly updates on our cybersecurity risk management with detailed dashboard metrics and oversees all related policies, investments and programs.

In FY24, we continued investing in the talent and tools to safeguard systems against vulnerabilities and cyber threats. After completing our FY23 transition to the National Institute of Standards and Technology (NIST) framework for stronger controls and capabilities, we conducted our first third-party assessment of NIST alignment in early FY24. The results were reported to our Board, which reviews our latest cybersecurity actions on a quarterly basis.

As of the date of this report, no attempted cyberattack has resulted in any material expenses, adverse impact on our operations or financial results, or any penalties or settlements. 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.

Ensuring Cyber Readiness: Tabletop Simulation

We conducted a tabletop exercise in FY24 to simulate threats to our business and supply chain. Designed to test and validate our incident responses, the simulation was planned and executed by a cross-functional team that included our legal and cybersecurity experts and CEO Randy Wood.



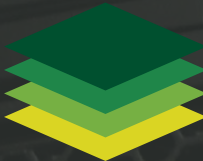
FY24 Cybersecurity Highlights

We invested in further strengthening our product and data security approach in FY24, reinforcing controls while expanding employee training and awareness. Our global cybersecurity progress included the following actions and initiatives.



Stronger controls

We fully implemented NIST Cybersecurity Framework (CSF) 2.0 controls in our network, systems and processes to manage cybersecurity risks. NIST CSF 2.0 provides a structure for our cybersecurity professionals to strengthen our core controls in the areas of governance, identification, protection, detection, response and recovery.



Multi-Layered Training

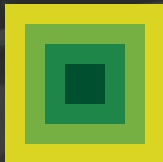
We matched our investments in advanced system defense with cyber education and training for our teams, including these FY24 improvements:

- + **Role-based vigilance.** We deployed tailored cybersecurity training focused on vulnerabilities for specific end users and teams, with content customized for their roles and security requirements.
- + **Increased frequency.** To advance our teams' capacity for addressing threats that arise, we ramped up training frequency with quarterly modules to reinforce skills and protocols, supplemented with weekly TechConnect tips.
- + **Phishing detection.** We increased the difficulty of AI-generated monthly phishing campaigns, with improved outcomes from employees in phishing-prone functions. Anyone failing an exercise is automatically enrolled in cybersecurity refresher training.



Reduced attack surface

To mitigate risks from non-company devices and potential threats in our value chain, we enhanced universal serial bus (USB) controls, reviewed third-party firewall policies and audited third-party connections.



Annual penetration testing

We expanded our product security measures with added layers of risk analysis, including annual penetration testing conducted with third parties to assess internal and external vulnerabilities.



Vulnerability Management

To further operationalize our vulnerability platform that identifies security fixes for internal systems and those accessed by vendors, we expanded protocols to include all IT disciplines while reducing the number of users with elevated privileges.

About this Report.

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 2024 fiscal year, ending August 31, 2024. 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: FY23.

Please send your comments regarding the information provided in this report or our Sustainability commitments, and activities, to 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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