CST

Sustainability Report

2025

Purpose of the Report

This 2025 Sustainability Report marks CST Industries' (CST) annual look at how we are advancing environmental stewardship, supporting the well-being of our employees, and operating our business with integrity. The following information is designed to give stakeholders a transparent view of the progress we have made on our sustainability journey and a clear sense of where we are headed next as this work continues to mature.

Unless otherwise noted, all data presented throughout this report is companywide and reflects CST's fiscal year 2025, covering January 1, 2025 through December 31, 2025.

Table of Contents

Introduction

Message from the CEO

> *"We remain true to the principle CST was founded on – engineering products that last."*

2025 was a year of remarkable growth and meaningful progress for CST. One year after formally embarking on our mission to integrate sustainability into the core of our business strategy, our second annual Sustainability Report demonstrates that our commitment is delivering results.

For more than 130 years, CST has delivered engineered storage and cover solutions that support critical infrastructure across the globe. In 2025, that legacy intersected with the rapid buildout of digital infrastructure, one of the most significant trends of our time. We continue to show strength in data center construction, municipal water and wastewater infrastructure, biogas energy solutions, food and beverage processing, and agricultural storage, which drove an approximately 20% increase in total revenue. It also affirmed that the markets of the future are seeking the kind of infrastructure CST is known for — products that are engineered for longevity, recyclability, and low environmental impact.

Safety: Our Highest Priority

Growth means nothing if our people do not go home safe at the end of every shift. As production scaled and total hours worked grew 17%, we sharpened our focus on safety, and the results show it. Days lost to work-related injuries fell from 197 in 2024 to just 28 in 2025. Our Total Recordable Incident Rate (TRIR) of 2.3 remains better than industry averages[1] and we know we can do better. We are working to do just that. In 2025, we moved to formalize corporate environmental health and safety (EHS) standards, giving every facility a consistent framework for managing risk, and we invested in engineering risk out of our operations altogether.

Developing Our People

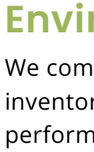
The quality CST is known for would not be possible without our workforce, and investing in their professional growth is among the most important commitments we can make. In 2025, our weeklong and on-site Leadership Development Training reached 71 CST leaders. Customized and tailored to each participant's role, the program builds the coaching and decision-making skills needed to advance and develop the next generation of CST talent. Our online Internal Training Series engaged 269 attendees. Our employee turnover rate of 5.6%, well below industry norms, tells me our people see their future here.[2]

Environmental Progress

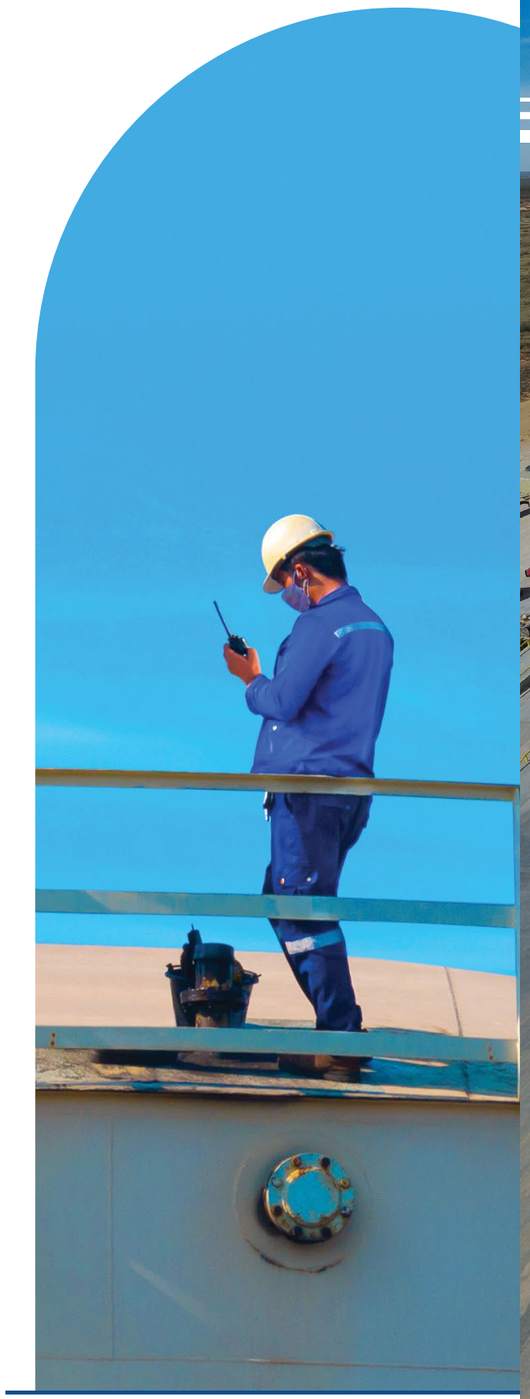
We completed our second consecutive GHG emissions inventory, allowing us to measure year-over-year performance for the first time. While absolute emissions rose with production volume, our emissions intensity improved 4%, and the renewable share of our electricity climbed from 66% to 71%. We recycled 3,181 tons of metal, a 19% increase over 2024. Our products delivered sustainability for the communities we serve as well, from the 3-million-gallon glass-fused-to-steel (GFS) tank we installed for the Village of Northlake, Illinois to the recognition we received from the National Rural Water Association (NRWA) for our long-standing support of rura

Looking Ahead

This report tells you, plainly, where CST is and where we intend to go. The progress on these pages reflects a deliberate strategy, honest measurement, and the work of our associates across every facility and function. We thank our team, customers, and partners for the trust and the effort. I look forward to building on this foundation together in the years ahead, and to sharing what comes next.



Jeff Mueller
CEO
CST Industries, Inc.



At-a-Glance

71%
Renewable Electricity

4%
Reduction in Emissions Intensity

71
Leaders Trained

3,181
Tons of Metal Recycled

2.3
Total Recordable Incident Rate (TRIR)

5.6%
Employee Turnover Rate

About Us

From a single tank shop in Kansas City, Missouri to a globally trusted name in engineered storage, CST's Brands have spent more than 130 years redefining what durable infrastructure can do. Founded in 1893 as the Columbian Steel Tank Company, we have grown into the world's leading manufacturer of factory-coated metal storage tanks, silos, aluminum geodesic domes, and specialty covers. Beyond protecting the materials they hold, our tank and cover designs help limit the release of volatile organic compounds (VOCs) into the atmosphere, excel in biogas production vessels, and are the only vessels in the world to meet stringent NSF International (NSF) 61 drinking water standards. Continuous innovation and an unwavering focus on durability remain the hallmarks of the CST name today.

CST Products Sold Since Our Inception

OVER **400,000** **Bolted Storage Tanks**

OVER **40,000** **Aluminum Domes and Covers**

in **125** **Countries**

Our customers operate across dynamic end markets with durable demand, including municipal water and wastewater, industrial water and liquids, data center liquids, industrial solids and aggregates, and biogas energy. For each, CST tailors storage solutions to exacting application requirements while delivering the safety, sustainability, and longevity our customers have come to expect.

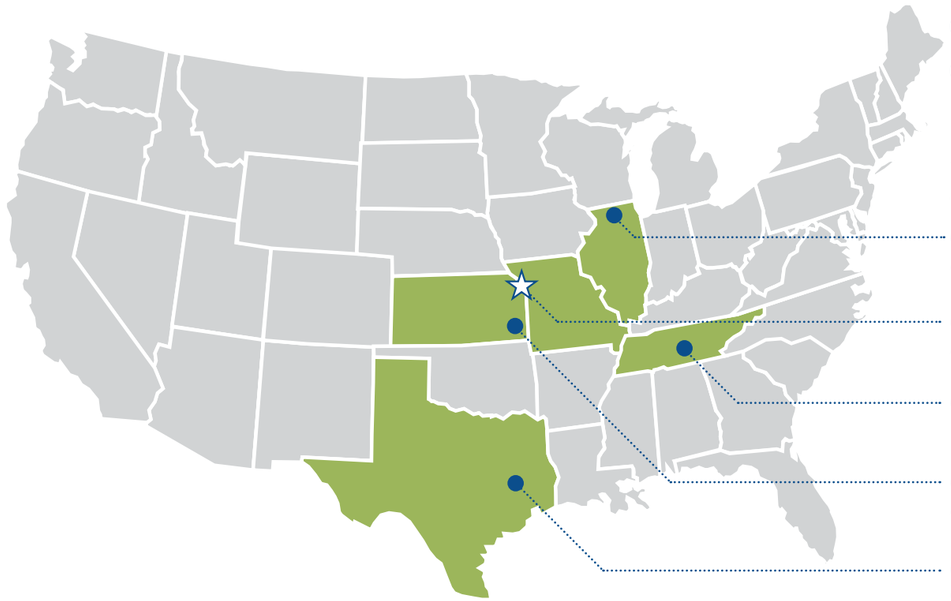
Our product portfolio is broad by design. With one of the most extensive ranges of engineered storage solutions in the industry, CST is positioned to address virtually any industrial storage challenge anywhere in the world.

CST's products are engineered to be easily

installed, ▸ **modified,** ▸ **transported,** ▸ **and repaired.**

This thoughtful, lifecycle-oriented approach extends the useful life of everything we make, generating savings for our customers and meaningful benefits for the planet.

Where We Operate




Mexico


Japan


Canada


India


UAE


Vietnam


Germany


United Kingdom


Austria


Singapore

CST has 7 manufacturing facilities in 4 countries and offices in 11 countries.

CST Products

CST designs and manufactures a comprehensive lineup of industrial storage solutions, each engineered for the unique demands of the industries we serve.

Bioenergy Solutions

CST is the world's only comprehensive provider of complete storage solutions for bioenergy applications. Our integrated systems support energy production through anaerobic digestion, biofuels storage, and biomass processing. Offerings range from advanced tank designs paired with a full spectrum of cover technologies, including GFS tanks, dual membrane gas holders, epoxy-coated tanks, and stainless steel solutions. This rare ability to customize complete storage systems allows us to optimize for any bioenergy process while supporting the broader transition to renewable energy.

Aluminum Covers

CST is the global pioneer in custom bolted aluminum covers and structures. Our portfolio spans domes, vaults, extruded flat covers, formed flat panel covers, truss-supported covers, and space frames — each engineered to meet specific architectural, environmental, and industrial requirements.

From our advanced manufacturing facility and technical design center in Conroe, Texas, we deliver sustainable aluminum structural solutions that pair durability with adaptability. Our custom-designed covers serve commercial, recreational, and industrial sectors alike, reflecting our commitment to inventive, flexible infrastructure.

Bolted Storage Tanks

CST's line of bolted storage tanks supports essential environmental infrastructure worldwide, including potable water storage, wastewater treatment, gray water containment, dry bulk material storage, industrial liquid storage, and fire protection systems, while serving a broad range of industrial applications. AQUASTORE by CST® GFS bolted tanks use our proprietary Vitrium® glass coating to encapsulate each steel panel, creating an inert, corrosion resistant barrier for long-term potable water and wastewater storage. TecTank by CST® bolted epoxy tanks pair our proprietary OptiBond® process with Trico Bond EP® epoxy powder coating, setting the industry standard for epoxy durability and corrosion protection.

Every CST bolted tank is precision-engineered to optimize material efficiency for each installation. Its modular design enables construction in environmentally sensitive and logistically challenging locations where conventional methods may not be practical, reducing site disturbance, construction waste, and overall project footprint. Combined with factory-trained installation crews, an experienced global dealer network, and dedicated CST Construction Services professionals, our storage solutions deliver resilient, long service life infrastructure that helps communities manage vital resources safely and sustainably for generations.

Aluminum Domes

CST sets the global standard for innovative aluminum structures. Our specialty covers and domes top major hotels, theme parks, sports stadiums, airports, churches, and museums — pairing architectural elegance with practical performance. Choosing aluminum over steel offers a meaningful advantage: a superior strength-to-weight ratio, natural corrosion resistance, and a virtually maintenance-free service life. And because our domes use a bolted design, any repairs that may be needed are straightforward.

Employee Well-being

CST's Workforce

CST's global success is built on the dedication and expertise of our skilled workforce from our manufacturing teams and field technicians to our engineers and business professionals. We prioritize the well-being and development of our employees through competitive benefits, annual merit increases, an internal promotions policy, comprehensive workplace safety programs, professional growth opportunities, and a collaborative culture that values innovation and excellence.

Our end-of-year employee count of 740 increased as production scaled to meet customer demand.

740

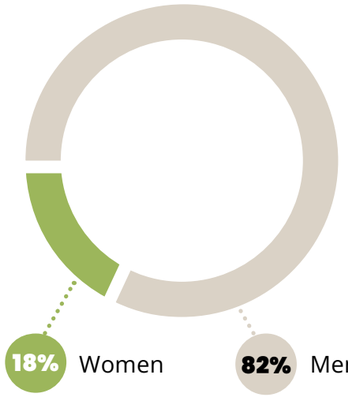
End-of-Year Employee Count

5.6%

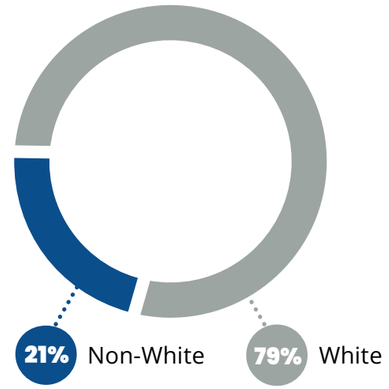
Employee Turnover Rate

Our employee turnover rate was well below typical industry levels and a continued reflection of our strong workplace culture.

Female Representation at CST



Non-White Representation at CST

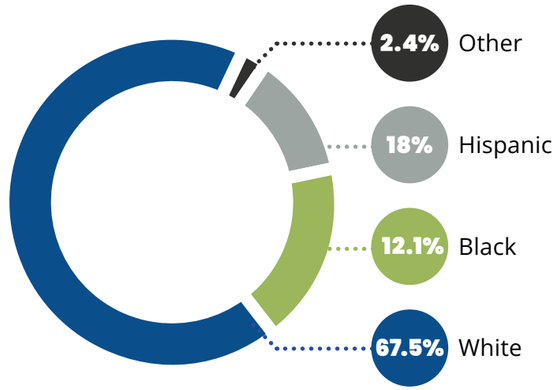


* The non-White count reported for 2025 reflects U.S. and select international locations only.

2025 U.S. Hiring

Although our reported workforce demographics shifted modestly due to the expanded data scope, CST continued to expand the diversity of our talent pipeline through active recruiting in 2025. Across our U.S. operations, almost one-third of our new hires identified as Black or Hispanic. We are committed to fair hiring practices that build the varied perspectives that drive innovation in metal storage design, manufacturing, and construction.

2025 U.S. New Hire Breakdown by Race/Ethnicity



CST's workforce demographics are consistent with the talent pool where our facilities are located. We utilize fair hiring practices and remain committed to attracting diverse talent across our operations. By maintaining recruitment strategies that reflect industry standards while continuously seeking opportunities to broaden our talent pipeline, we ensure our teams benefit from varied perspectives that drive innovation across design, manufacturing, and construction.

Health & Safety

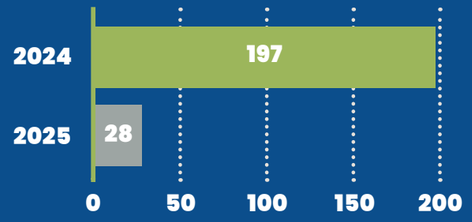
At CST, we believe that nothing matters more than ensuring our people go home safe at the end of every shift. Our commitment to health and safety extends across every part of our business, from our manufacturing facilities and construction sites to our offices around the world. Building on the foundation of our Safety Forward program and Six Pillars of Safety, we continued in 2025 to invest in training, hazard identification, supervisor development, and the systems that empower every employee to speak up, identify risks, and act on them before they become incidents.

Each of our U.S. facilities safety committees began meeting with our corporate safety steering committee, which includes the CEO, each month to further embed the Six Pillars of Safety. We strengthened facility-level inspection protocols, embedded employee health and safety (EHS) more deeply into daily operations, and continued to refine the standards, tools, and culture that keep our workforce protected. Most significantly, 2025 marked a shift from a largely manufacturing facility-driven approach to an enterprise EHS framework that encompasses both our U.S. operations and international subsidiaries. This was accomplished through the development of corporate standards, greater visibility into corrective actions, increased operational ownership, and greater consistency across facilities and represents a meaningful evolution in how we manage risk as a company.

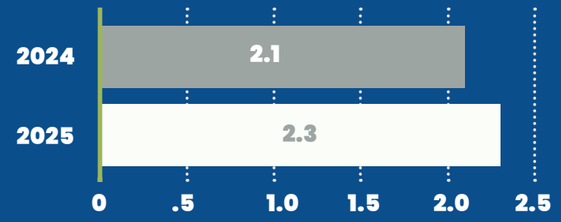
In 2025, we also developed the CST Corrective and Preventive Action (CAPA) Safety Plan, mapping the current state of safety across the enterprise alongside the initiatives we are pursuing to advance safety practices and the tools needed to embed them consistently. Sharing the plan with our customers has strengthened those relationships, and we have seen several customers adopt the principles it lays out for their own operations. Workplace safety is a shared responsibility, and our progress reflects the dedication of every CST associate to look out for one another and for the contractors, dealers, and partners who work alongside us.

Companywide Safety Statistics

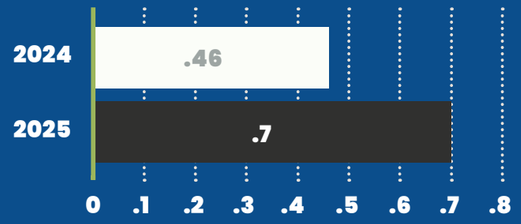
Days Lost to Work-Related Injuries



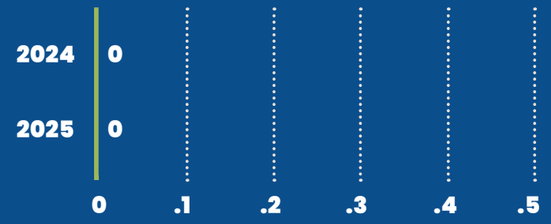
TRIR



Lost Time Incident Rate



Fatalities



Across CST's expanding workforce, total hours worked grew 17% year over year as production scaled to meet customer demand. This year's data also broadened our reporting scope beyond our U.S. operations to include our international subsidiaries, capturing all of our global operations.

Even as exposure increased and coverage widened, the severity of incidents declined meaningfully. Notably, the number of days lost to work-related injuries fell from 2024 to 2025, despite this expanded scope, reinforcing the impact of our prevention-focused programs and earlier intervention efforts. Against this backdrop of growth, increased exposure hours, and expanded data scope, modest year-over-year increases in some lagging indicators are expected. The more telling signal is the significant improvement in severity-related outcomes, most notably the sharp reduction in days lost to injury.

Engineering Out Risk

New Robotic Installation

In 2025, CST installed a **Fanuc M900 robot** at our DeKalb facility to automate the heavy material-handling step on our vertical plate rolling line. The robot picks the top sheet from a horizontal stack of steel plate up to 3/16" thick, rotates it to vertical, and places it into a conveyor that moves it to the vertical plate roller which forms the curve required for each tank's diameter before the curved sheet is hung on the line to be coated. Previously, an aging hydraulic machine controlled by relays (many of which had failed) required operators to handle heavy sheets and run the machine manually, with significant troubleshooting and maintenance overhead.

The new system lifts up to 1,500 pounds and travels at 2,000 millimeters per second, using a 10-cup vacuum tool whose suction cups grip independently so a single cup failing doesn't compromise the lift. A laser sensor measures stack height and sheet thickness for safe, precise pickups. Three laser safety scanners continuously monitor the cell to confirm the area inside the safety fence is clear of personnel, and a locking door interlock prevents access until the robot has come to a full stop.

Importantly, the installation did not reduce the workforce on this line. The robot delivered the reliability and ease of use that allowed operators to work more efficiently and eliminated the daily strain of manual sheet handling, freeing the team from constant troubleshooting of the old machine. Production immediately set new throughput records following the installation, rising roughly 25%. The line's energy footprint also dropped sharply. The old machine drew 28,000 watts at idle and 40,000 watts processing, while the new robot uses just 350 watts and 6,000 watts respectively — a step-change in both safety and energy efficiency on this production line.

Danly Press Safety Upgrades

In 2025, CST completed a controls upgrade to our Danly 2500 Ton Press at our DeKalb facility. The press generates all bolt holes, corner notching, and part-number stamping on our medium- and light-gauge tank shell sheets in a single stroke. The press had been running on a mechanical relay-based control system. Over time, many of the relays had failed, forcing operators to run the machine manually. Manual running was slow and mistake-prone, and exposed operators more frequently to the press point of operation than reliable automatic operation would.

To resolve the reliability problem, CST's automation team installed a Programmable Logic Controller (PLC) governing both the loader and the unloader. Both now run automatically, allowing the press to cycle complete stacks of material with minimal operator input. The PLC also provides clear visibility into the status of inputs, outputs, and processing results, supporting earlier identification of issues before they become incidents. Future operational changes can be made through software updates rather than rewiring the machine.

From a health and safety perspective, the benefits are direct. With the press cycling autonomously, operators are no longer compelled to repeatedly intervene at the point of operation — reducing exposure to the crush and pinch hazards that drive the most severe injuries in metal stamping work and easing the ergonomic and attention burden of long production runs.

Safety Forward and the Six Pillars of Safety

Our Safety Forward program remains the foundation of CST's safety culture, rooted in our commitment to care for our employees and to design systems that anticipate mistakes and prevent harm. Safety Forward is organized around the Six Pillars of Safety, which guide investment and execution across every facility. The 2025 standardization work strengthens each of these pillars by giving them a shared corporate framework rather than relying on site-by-site interpretation.

A Culture of Care

CST's commitment to every employee, every shift

Training	Policies & Procedures	Hazard ID & Control	Inspections	Incident Management	EHS Engagement
Role-specific instruction & skills development	Site-specific safety protocols & standards	Proactive risk identification & mitigation	Systemic evaluations, conducted regularly	Prevention-focused response & education	Two-way safety dialogue & collective ownership

Safety Forward - Our Foundation

Strengthening Our EHS Program in 2025

Throughout 2025, CST continued to advance our EHS priorities while also evolving the program toward a more standardized, enterprise-wide approach to risk management. Where prior efforts emphasized site-specific activity management, 2025 saw an intentional shift toward formalized corporate EHS standards, sharper visibility into corrective actions and risk trends, and stronger reporting and tracking processes across every facility.

Key advancements in 2025 included:

- **Formalized corporate EHS standards.** We codified expectations that previously varied by site, creating a consistent baseline for how CST identifies, manages, and reports on EHS risk across the enterprise.
- **Improved visibility into corrective actions and risk trends.** Enhanced reporting and tracking tools now give leadership clearer line-of-sight into emerging issues, status of corrective actions, and patterns that warrant proactive intervention.
- **Clearer alignment of EHS expectations within daily operations.** EHS responsibilities are increasingly embedded in routine production decision-making rather than treated as a parallel workstream.
- **Reinforced operational ownership at the plant level.** Plant leaders are accountable for proactive risk identification, driving greater consistency and earlier intervention before issues become incidents.

Near Miss Program

Our Near Miss Program continues to require all employees and third parties working on CST operations to immediately report any incident or hazard that could have caused injury even when no injury occurred so that management can investigate and take proactive action. Near-miss data remains one of the most important leading indicators we track, and we are working to increase reporting beyond 2025 levels by strengthening expectations, engagement, and follow-up.

116

Near Miss Frequency Rate

Employee Highlight: Jean Thompson

Jean Thompson, a Back-Up Team Lead on the paint line at CST's Parsons facility, was nominated this year for safety excellence and her approach makes clear why. Jean's day-to-day is grounded in verifying personal protective equipment (PPE), checking hooks and weight limits, and pausing to coach the moment she sees a shortcut. When she recently spotted hooks holding material outside specification, she stopped the work, retrained the team, and built sharper awareness across the floor. For Jean, safety isn't just a procedure. It's a commitment to making sure every CST employee gets home the way they arrived.

"My goal is to make sure every employee goes home in the same condition they arrived. Getting people safely back to their families each day is my highest priority."

CST's Roadmap to a Safer Workplace

2023

- Trained EHS Coordinators across our domestic facilities
- Strengthened hazard control programs and key performance indicators (KPIs)

2024

- Refreshed CST's hazard identification and incident management systems
- Updated safety policies
- Launched executive-level safety training and quarterly reviews

2025

- Developed formalized corporate EHS standards to drive enterprise consistency
- Strengthened reporting, tracking, and corrective-action visibility processes
- Strengthened plant-level inspection protocols and supervisor training
- Reinforced operational ownership of EHS at the plant level
- Further embedded EHS into daily operations

2026 Goals

- Strengthen enterprise consistency in EHS execution
- Improve performance visibility and utilization of leading indicators
- Continue program standardization efforts
- Further integrate EHS into broader operational risk management processes

Employee Development Programs

Investing in the growth and development of our workforce is central to CST's long-term success. In 2025, we delivered structured leadership development, internal training across operational and cultural topics, and specialized programs in quality, hiring, and customer engagement — building the capabilities our employees need at every level.

Leadership Development

CST's Leadership Development Training provides three-day intensive sessions that build the core competencies our supervisors and managers need to coach effectively, make sound operational decisions, and develop the next generation of CST talent. In 2025, the program reached 71 CST leaders.

269 internal training attendees

7 virtual internal training sessions

71 leaders trained

"When a company invests in their employees, that's one of the best things they can do. You take those tools, put them in your tool belt, and you make the company better."

Employee Highlight: Michelle Silva

Michelle Silva, Sr. Director, Treasury & Risk Management, was among the leaders selected for CST's 2025 Leading on Purpose program. The three-day cohort opened with a PRISM Portrait self-assessment that sharpened Michelle's view of her own leadership style and how to flex it for the people around her. She left with intentional goals, including listening more, recognizing her team's wins, and asking better questions. She also has seen cross-plant collaboration take off as leaders who once rarely interacted now pick up the phone, jump on calls, and problem-solve together.

Professional Growth
Leaders gain self-awareness, sharpened communication, and the tools to develop the next generation of CST talent.

Corporate Growth
Stronger leaders drive stronger business results, fueling CST's continued growth trajectory.

Collaboration
Cross-plant relationships and shared language make it easier to pick up the phone, problem-solve, and move as one team.

Leadership Development

Internal Training Series

Complementing our leadership program, CST runs an Internal Training Series of virtual sessions available to leaders at all levels — ensuring shared understanding of our systems, policies, and culture across our growing global organization. In 2025, the series engaged 269 live attendees across seven sessions.

Building a Team Training

In October 2025, 45 CST leaders participated in a dedicated Building a Team training session, a practical toolkit for hiring talent aligned with CST's values, set within our broader framework of planning, performance management, succession planning, and talent development.

Behavioral-based interviewing
Leaders practiced structured, evidence-based techniques rooted in the principle that past behavior is the best predictor of future performance. Sessions covered core competencies (self-motivation, integrity, team orientation, customer focus) and leadership competencies (visionary, courageous, resilient, inspirational, servant leader), with example questions for each.

Complementary assessments
Leaders learned to combine behavioral interviews with Caliper assessments — moving from gut-based to data-driven hiring while simultaneously balancing teams by pairing complementary strengths.

Building a Team Training

Interview dos and don'ts
A practical review of appropriate, job-related question categories alongside off-limits topics tied to protected characteristics under federal law.

Scorecards for consistency
Structured interview scorecards promote fairness, objectivity, and alignment with CST's culture across every hiring decision.

Grounding in CST's culture
Strong teams align around a shared purpose, and culture is modeled, not memorized. CST can train procedures and technical skills, but integrity, drive, and accountability must already be present — qualities the hiring process is designed to uncover.

Quality and Industry Certifications Training

CST manufactures storage solutions for industries where reliability is non-negotiable. In 2025, we delivered comprehensive training covering the full Quality Management System framework, including leadership commitment, risk-based thinking, process control, operations, performance evaluation, and continual improvement to the structured workflows we rely on daily.

Customer Relations Training

Safety

Speed

Price

Sustainability

In November 2025, CST delivered Customer Relations Training to employees across the organization to build shared, customer-centric fluency about who we serve. The training covered CST's diverse customer base with site-specific deep dives.

The session emphasized what customers value most — safety, speed, price, and sustainability — and how CST differentiates on each. By giving every employee a clearer line of sight to the customer, the training reinforces a one-team approach to the service and trust our customers depend on.

Community Engagement & Philanthropy

At CST, we believe our responsibilities extend beyond the products we build to the communities where our associates live and work. Each year, our employees come together to support local charitable organizations, and we are proud of the breadth of giving programs that span our facilities. The following 2025 community engagement activities reflect this commitment.

Anna Dental Charity Golf Tournament

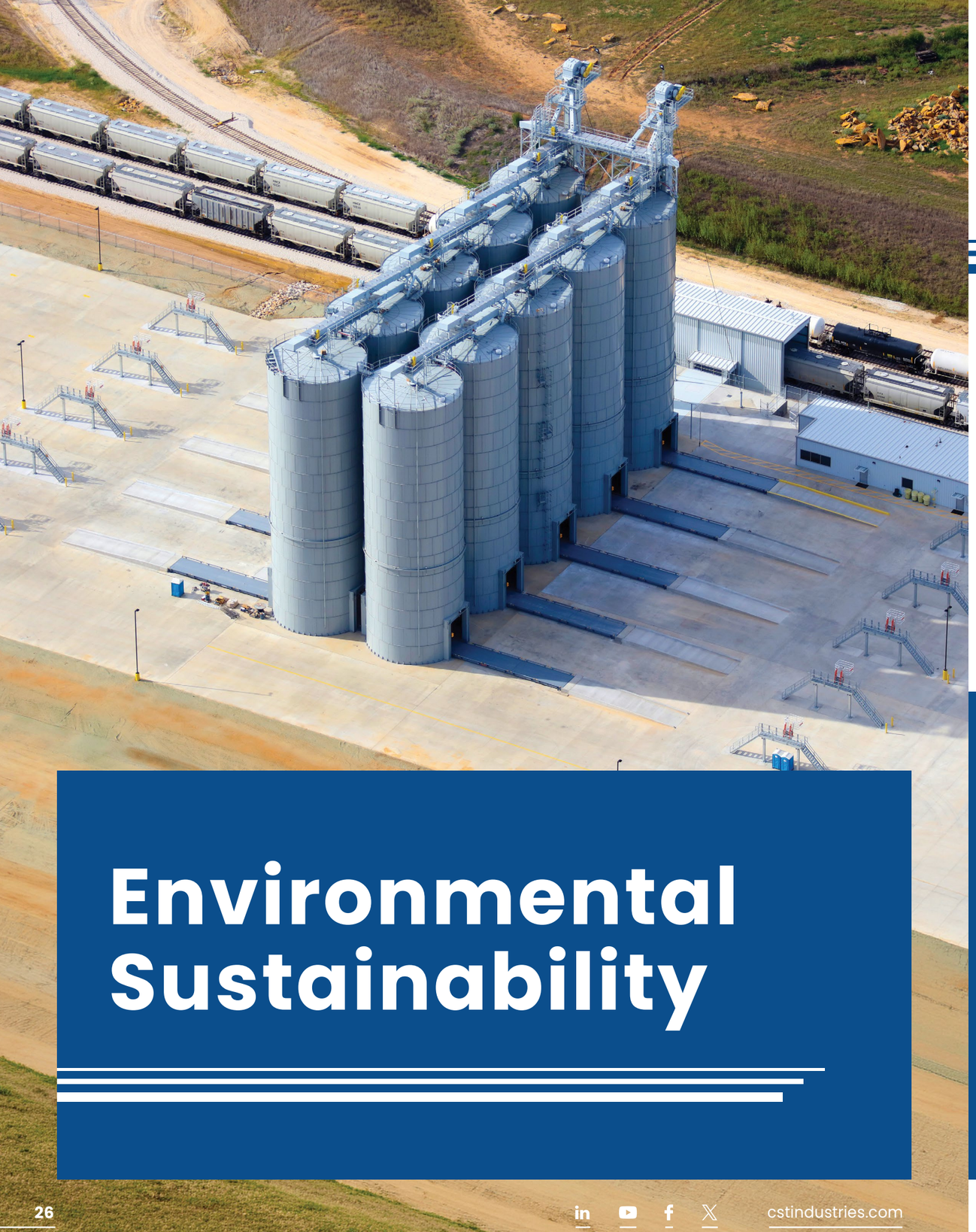
CST sponsored and participated in the Anna Dental Charity Golf Tournament, held at Stonebridge Ranch's Pete Dye Course in McKinney, Texas. Hosted by local dental practice, Anna Dental, the tournament benefits the Anna ISD Education Foundation, which funds scholarships and educational opportunities for students in the Anna, Texas community. The foundation operates entirely through donations and events like this one, making corporate sponsorship a direct contribution to local students' academic and career pathways. CST is proud to support local education and the next generation of leaders in the communities where we operate.

Toys for Tots

Several CST locations participated in Toys for Tots during the 2025 holiday season. Associates contributed toy donations that were either dropped off at designated community sites or picked up by partner organizations.

United Way Angel Tree

During the holiday season, our DeKalb facility supports United Way's Angel Tree program. Employees select gift tags from a holiday tree display, purchase gifts for community members in need, and United Way coordinates pick-up of the wrapped donations for distribution.



Environmental Sustainability

GHG Emissions

Building on the 2024 baseline established in our inaugural 2024 Sustainability Report, CST engaged a third party to measure our 2025 scope 1 and 2 GHG emissions[3]. This second consecutive inventory allows us to evaluate year-over-year performance, refine our emission reduction priorities, and continue building a transparent record of our environmental impact.

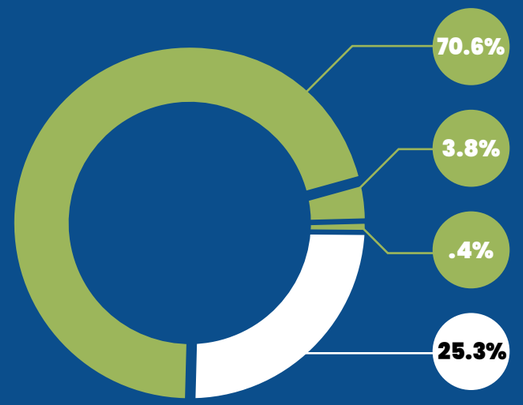
Our 2025 emissions total 14,152 metric tonnes of carbon dioxide equivalent ($MtCO_2e$) under the market-based methodology, a 15% increase over 2024. This increase was driven primarily by higher production volume across our largest manufacturing facilities to support an approximately 20% increase in revenue. Notably, emissions grew at a slower pace than revenue — an early signal of improving efficiency across our operations.

In 2025, 71% of the electricity CST consumed came from renewable sources.

CST generates emissions from two primary sources – our manufacturing process (scope 1) and our purchased electricity (scope 2).

Key

- Scope 1
  Direct emissions from operations
- Scope 2
  Indirect emissions from purchased electricity



Historical Emissions

Scope	Type	Emissions Category	FY2024 ($MtCO_2e$)	FY2025 ($MtCO_2e$)	% of FY2025 Total
Scope 1	Direct	Mobile Combustion	531	538	3.8%
Scope 1	Direct	Stationary Combustion	8,369	9,986	70.6%
Scope 1	Direct	Fugitive Emissions	76	54	0.4%
Total Scope 1			**8,976**	**10,578**	**74.7%**
Scope 2	Indirect	Purchased Electricity (Market-Based)	3,324	3,574	25.3%
Total Scope 2			**3,324**	**3,574**	**25.3%**
Total Scope 1 & 2 (Market-Based)			**12,300**	**14,152**	**100.0%**

Understanding the Year-Over-Year Change

The 15% increase in total scope 1 & 2 emissions was driven primarily by business growth, with three contributing factors:

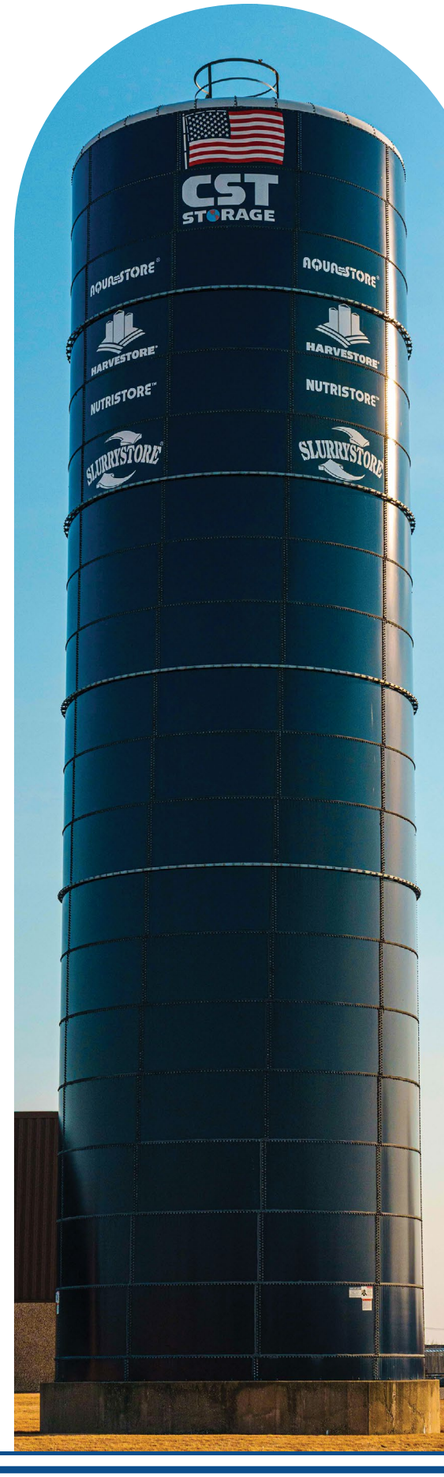
1. **Higher production volume.**
   Revenue grew approximately 20% and headcount rose 7%, pushing company-wide natural gas use up approximately 20%.
2. **A refined scope 2 methodology.**
   For our facilities in Kansas City, Missouri and Stralsund, Germany, we updated how we calculate emissions from purchased electricity to follow newer industry guidance. The updated method reflects what's actually left on the local grid after other customers claim the cleanest, renewable portion through their own energy contracts — meaning the remaining mix is slightly more carbon-intensive. As a result, the reported emissions at these two sites went up modestly, even though our actual electricity usage didn't change.
3. **A small uptick in fleet activity.**
   Fleet fuel use grew 2.4%, driven mainly by an increase in medium- and heavy-duty truck activity.

Encouraging Signs of Efficiency

Even as absolute emissions grew with production, our intensity improved.

- Emissions per $1 million in revenue dropped from 55.5 to 53.4 $MtCO_2e$/$MM (-4%)
- The renewable share of our electricity climbed from 66% to 71%.

Energy efficiency audits underway at our domestic facilities will inform potential targeted reduction projects.

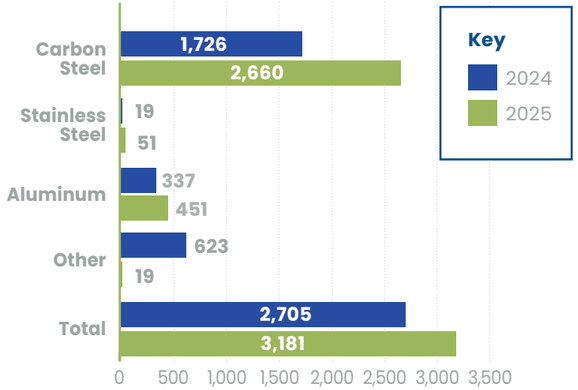


Waste Stream

CST's manufacturing operations primarily generate metal byproducts — the steel trimmings, stainless steel offcuts, and aluminum scraps that are an inherent part of fabricating storage tanks, covers, and domes at scale. Our long-standing strategy has been to keep these materials out of landfill and circulating in the economy. Through strategic partnerships with specialized recycling vendors, we transform what was once a disposal expense into a meaningful revenue stream, a closed-loop approach that reinforces our commitment to responsible manufacturing while offsetting raw material costs.

Metals Recycling

2025 Metals Recycling by Type (tons):



In 2025, across our seven global manufacturing facilities, CST recycled 3,181 tons of metal — a 19% increase over 2024 and the equivalent weight of about 1,500 full-size pickup trucks[4].

Recycling Beyond Metals

Recycled Waste*

Beyond the metals captured above, CST tracks total recycled waste, which includes other recyclable materials handled across our facility recycling programs, such as plastic bottles, electronic equipment, fluorescent lighting, and wooden pallets. 2025 data includes U.S. facilities only. We are working to broaden the scope and consistency of this data over time as our reporting systems mature.

1,832 tons

Landfilled Waste

2025 represents our first year of formal landfill waste reporting and includes U.S. facilities only. We expect data quality and coverage to improve as we extend tracking to our international sites in future reports.

593 tons

*Data scope note: This figure is tracked separately and doesn't include the metals recycling separately reported.

Water Stewardship

2025 Water Consumption

344,168 gallons

across all facilities where utility records are currently available.

Water is one of the most essential resources on the planet and a defining input to many of the industries CST serves, from municipal potable water storage and wastewater treatment to industrial process water and data centers. Our products are designed to protect water assets over decades of service, and we hold ourselves to the same standard of stewardship within our own operations.

We recognize that every gallon matters, and we are continuing to build out our internal data collection so that we can manage and report on water with the same rigor we apply to energy and emissions.

Supporting Rural Communities Through the National Rural Water Association

Beyond our own operations, CST recognizes that we have a meaningful role to play in protecting the water systems that communities across the country depend on. As a longstanding Platinum Sponsor of the NRWA[5], CST partners with an organization whose mission to strengthen, train, and advocate for rural water and wastewater utilities is one of the most direct ways to deliver safe, reliable drinking water to communities that often lack the funding to maintain critical infrastructure on their own.

Our partnership with the NRWA reflects CST's commitment to rural America and to the utilities, authorized dealers, and member systems that keep clean water flowing. Through the NRWA, rural utilities access hands-on training, technical assistance, and a unified voice in Washington advocating for federal investment in water infrastructure. Each February, the NRWA's annual rally brings utility leaders from every state to meet with their congressional delegations and make the case for the funding rural systems need to deliver safe drinking water — an effort CST is proud to stand behind.

Recognition for a Shared Mission

In recognition of this partnership and our long-standing dedication to rural water infrastructure, CST was honored at the NRWA's 2025 annual conference in New Orleans. The recognition reflects CST's role as a valued partner whose engineered GFS storage tanks, designed to deliver 50+ years of service with minimal maintenance and to be readily expanded as community demand grows, directly support the long-term sustainability of the systems rural utilities depend on. Looking ahead to 2026, CST is deepening this commitment by expanding its sponsorship of the NRWA.

Case Study: Northlake Main Pump Station Supply and Installation

In the first quarter of 2025, CST partnered with our authorized dealer, Cady Aquastore, on a high-profile project in Cook County, Illinois: the supply and installation of a 3-million-gallon GFS bolted storage tank at the Village of Northlake's Main Pump Station. The tank serves as a critical water storage asset for the municipality, supporting reliable distribution and system pressure management for the community.

The selection of GFS technology delivers meaningful long-term sustainability benefits for the Village of Northlake and its water infrastructure.

Exceptional Longevity

GFS tanks are engineered for a service life of at least 50 years, reducing the frequency of full system replacement and the associated material and energy consumption.

Elimination of Hazardous Coatings

GFS tanks require no interior or exterior paint systems, eliminating the use of VOC-emitting coatings and reducing chemical waste over each tank's lifespan.

Minimal Maintenance Footprint

The inert, factory-applied glass lining resists corrosion without ongoing chemical treatment, reducing maintenance-related labor, materials, and site disturbance over decades of service.

Water Quality Protection

The non-reactive glass surface ensures stored potable water remains free from leaching or contamination associated with degrading coatings, supporting public health outcomes.

Reduced Lifecycle Carbon

The bolted modular design minimizes on-site construction activity, heavy equipment use, and field welding, lowering the overall carbon footprint of the installation.

The Northlake Main Pump Station tank represents a long-term investment in resilient, low-impact water infrastructure and is a strong example of how CST products help communities deliver safe, reliable service for generations to come.

Governance

Board of Directors

Chris Brothers

Chairman and Managing Partner

Solace Capital Partners

Jeff Mueller

CEO

CST Industries

Andrew Morris

Managing Director

Solace Capital Partners

David Eastman

Operating Advisor

AOR Consulting

CST's Board of Directors provides strategic oversight and governance for the company's daily operations, helping guide our long-term vision while ensuring responsible management of stakeholder interests. Our Board consists of our CEO along with executives from our private equity partner, Solace Capital[6] and one independent advisor. In 2025, the Board was led by a newly designated Chairman, reflecting an evolution in governance structure as CST continues to grow. The average tenure of our Board members is 7.8 years.

Supplier Risk Management

A resilient supply chain is essential to serving our customers and supporting CST's long-term success. In 2024, we launched a formal Supplier Risk Assessment Program covering approximately 90 key suppliers across our global supply base. Throughout 2025, those assessments remained active and informed supplier oversight, sourcing decisions, supplier scorecards, and risk mitigation efforts.

The program gives us clear visibility into operational, financial, quality, and business continuity risks — helping us identify and address potential supply chain challenges before they reach our customers. By maintaining a structured supplier risk management process, we continue to strengthen the resilience of our supply chain and the reliability of the service our customers depend on.

Certifications

CST's manufacturing facilities operate under internationally recognized quality management standards, providing our customers with consistent assurance that the products and services we deliver meet rigorous specifications and continue to improve year over year.

CST currently operates under two certification types, the International Organization for Standardization (ISO) 9001:2015 and the American Petroleum Institute (API) Spec Q1, 9th Edition. ISO 9001:2015 is the international standard for quality management systems, focused on consistent product quality, customer satisfaction, and continual improvement. API Spec Q1 (9th Edition) is the American Petroleum Institute's quality management standard for organizations supplying the petroleum and natural gas industry.

CST's Current Certifications

Facility	Certification(s)
Conroe, Texas	ISO 9001:2015
DeKalb, Illinois	ISO 9001:2015
Winchester, Tennessee	ISO 9001:2015
Parsons, Kansas	ISO 9001:2015 and API Spec Q1, 9th Edition
Heidenreichstein, Austria	ISO 9001:2015

Policies

Strong governance at CST is grounded in a clear, consistent set of policies that define how we operate, how we treat one another, and how we engage with our customers, partners, and communities. Together, these policies translate CST's values into the day-to-day expectations that guide every associate from the manufacturing floor to the executive office. They provide the framework leadership uses to make sound, ethical decisions.

Our policies are reviewed and refreshed on a regular cadence to stay aligned with evolving regulatory requirements, industry standards, and stakeholder expectations. The policies highlighted below represent the formal governance framework currently in place across CST in 2025.

Code of Conduct

Safety Policy

Substance Abuse & Prevention Policy

Harassment & Discrimination Policy

Environmental Policy

Travel & Entertainment Policy

Foreign Corrupt Practices Act Policy

Hazardous Materials & Chemicals Management Policy

Business Ethics & Conduct Policy

Appendix

Appendix A: GRI Index

GRI STANDARD & DISCLOSURE		LOCATION
	GRI 1: Statement of Use	CST Industries, Inc. has reported the information cited in this GRI content index for the period January 1, 2025 to December 31, 2025 with reference to the GRI Standards.
GRI 2: GENERAL DISCLOSURES 2021		
2-1	Organizational details	CST 2025 Sustainability Report, About Us, Page 8. CST Industries, Inc., manufacturing in 4 countries, offices in 11.
2-2	Entities included in sustainability reporting	CST 2025 Sustainability Report, Purpose of the Report, Page 2. Companywide unless otherwise noted; U.S. only where flagged.
2-3	Reporting period, frequency, and contact point	CST 2025 Sustainability Report, Purpose of the Report, Page 2. FY2025 (Jan 1 to Dec 31, 2025), annual.
2-4	Restatements of information	CST 2025 Sustainability Report, GHG Emissions, Page 29. Refined Scope 2 methodology for Kansas City, MO and Stralsund, Germany.
2-6	Activities, value chain, and business relationships	CST 2025 Sustainability Report, About Us; CST Products; Supplier Risk Management, Pages 8, 10 - 11, 35. CST Products; Supplier Risk Management.
2-7	Employees	CST 2025 Sustainability Report, CST's Workforce, Page 13. 740 associates at year-end 2025.
2-9	Governance structure and composition	CST 2025 Sustainability Report, Board of Directors, Page 34.
2-11	Chair of the highest governance body	CST 2025 Sustainability Report, Board of Directors, Page 34. Chris Brothers, Chairman.
2-22	Statement on sustainable development strategy	CST 2025 Sustainability Report, CEO Statement, Pages 5 - 6. (See also CST 2024 Sustainability Report - CEO Message.)
2-23	Policy commitments	CST 2025 Sustainability Report, Policies, Page 36. CST Code of Conduct (updated April 2024) sets enterprise-wide standards for ethical practices, workplace respect, environmental responsibility, and fair business conduct, with zero tolerance for discrimination, harassment, and retaliation.
2-24	Embedding policy commitments	CST 2025 Sustainability Report, Policies, Page 36. Policies section; Code of Conduct guides associates on environmental stewardship, workplace safety, protection of company assets, fair dealing with stakeholders, conflicts of interest, confidentiality, accurate record-keeping, and open reporting channels.
2-26	Mechanisms for seeking advice and raising concerns	CST 2025 Sustainability Report, Policies, Page 36. CST Code of Conduct establishes open communication channels for raising concerns without fear of retaliation (per 2024 report, Ethics and Compliance section).

GRI 3: MATERIAL TOPICS 2021		
3-1	Process to determine material topics	Cross-reference: CST 2024 Sustainability Report, Sustainability Evolution. Per the 2024 Sustainability Report, CST conducted its first comprehensive materiality assessment in spring 2025, engaging both internal and external stakeholders to evaluate the internal and stakeholder impacts of each potential priority.
3-2	List of material topics	Cross-reference: CST 2024 Sustainability Report, Sustainability Evolution. Top 5 Material Topics (per 2024 report): (1) Working Conditions / Workforce Health & Safety, (2) Customer Health & Safety, (3) Employment / Labor Practices, (4) Business Ethics / Code of Conduct, (5) Community Engagement / Relations / Impact.
3-3	Management of material topics	Across topic sections. Our sustainability strategy is guided by the results of the materiality assessment, along with management considerations, and reflects a diverse range of perspectives from various stakeholders across multiple disciplines.
GRI 205: ANTI-CORRUPTION 2016		
205-2	Communication and training about anti-corruption policies	CST 2025 Sustainability Report, Policies, Page 36. Policies - FCPA Policy and Business Ethics & Conduct Policy. Code of Conduct (updated April 2024) communicated to all associates per 2024 report.
GRI 302: ENERGY 2016		
302-1	Energy consumption within the organization	CST 2025 Sustainability Report, GHG Emissions, Page 27 - 29. FY2025 total electricity consumption: 16,177 MWh (per CST FY2025 Scope 1 & 2 Emissions Assessment). Mobile fuel consumption: 55,770 gallons (medium/heavy trucks 27,115; passenger cars 18,626; heavy plant 6,943; light-duty trucks 3,086). Stationary combustion: natural gas and shop gases (propane, acetylene, CO2). 71% of electricity from renewable sources.
302-3	Energy intensity	CST 2025 Sustainability Report, Encouraging Signs of Efficiency, Page 29. Emissions per $M revenue improved 4%.
GRI 303: WATER AND EFFLUENTS 2018		
303-5	Water consumption	CST 2025 Sustainability Report, Water, Page 31. 344,168 gallons; coverage to be expanded.
GRI 305: EMISSIONS 2016		
305-1	Direct (Scope 1) GHG emissions	CST 2025 Sustainability Report, GHG Emissions, Page 28. 10,578 $MtCO_2e$ (2025).
305-2	Energy indirect (Scope 2) GHG emissions	CST 2025 Sustainability Report, GHG Emissions, Page 28. 3,574 $MtCO_2e$ (2025, market-based).
GRI 306: WASTE 2020		
306-1	Waste generation and significant waste-related impacts	CST 2025 Sustainability Report, Our Waste Stream, Page 30.
306-2	Management of significant waste-related impacts	CST 2025 Sustainability Report, Our Waste Stream, Page 30. Metals recycling, recycling beyond metals, landfill tracking.
306-3	Waste generated	CST 2025 Sustainability Report, Our Waste Stream, Page 30. Recycled Waste 1,832 tons; Landfilled Waste 593 tons; Metals Recycled 3,181 tons.
306-4	Waste diverted from disposal	CST 2025 Sustainability Report, Our Waste Stream / Metals Recycling, Page 30. Metals Recycled (3,181 tons) + Recycled Waste (1,832 tons).
306-5	Waste directed to disposal	CST 2025 Sustainability Report, Our Waste Stream / Landfilled Waste, Page 30. Landfilled Waste - 593 tons (U.S. only).
GRI 401: EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	CST 2025 Sustainability Report, 2025 U.S. Hiring; CST's Workforce, Pages 13 - 14. Turnover 5.6%.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-1	Occupational health and safety management system	CST 2025 Sustainability Report, Health & Safety, Pages 15 - 18. Safety Forward; Six Pillars; CAPA Safety Plan.
403-2	Hazard identification, risk assessment, and incident investigation	CST 2025 Sustainability Report, Engineering Out Risk; Strengthening Our EHS Program; Near Miss Program, Pages 16 - 17, 19.
403-5	Worker training on occupational health and safety	CST 2025 Sustainability Report, Employee Development Programs, Pages 18, 21. Safety Forward.
403-9	Work-related injuries	CST 2025 Sustainability Report, Companywide Safety Statistics, Page 16. TRIR 2.3, LTIR 0.7, Fatalities 0, Days Lost 28.
GRI 404: TRAINING AND EDUCATION 2016		
404-2	Programs for upgrading employee skills	CST 2025 Sustainability Report, Employee Development Programs, Pages 21 - 24. Leadership Development, Internal Training Series, Building a Strong Team, Quality & Industry Certifications, Customer Relations Training.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	CST 2025 Sustainability Report, Employee Demographics, Pages 13, 34. Female 18%, non-White 21%: Board of Directors - 0% female.
GRI 413: LOCAL COMMUNITIES 2016		
413-1	Operations with local community engagement	CST 2025 Sustainability Report, Community Engagement & Philanthropy; Water case studies, Pages 25, 31 - 32.

Appendix B: References

[1] U.S. private-industry and manufacturing benchmarks drawn from the U.S. Bureau of Labor Statistics, Survey of Occupational Injuries and Illnesses. https://www.bls.gov/iif

[2] Manufacturing turnover benchmarks drawn from the U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS). https://www.bls.gov/jlt

[3] GHG emissions were calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Market-based Scope 2 emissions reflect the emissions factors of CST's contractual electricity arrangements; location-based Scope 2 emissions reflect the average emissions intensity of the local grids.

[4] Pickup truck weight equivalency. Based on an average full-size pickup truck curb weight of approximately 4,250 lbs (1,927 kg). 3,181 tons of metal ≈ 6,362,000 lbs ÷ 4,250 lbs/truck ≈ 1,500 trucks. Source: U.S. Environmental Protection Agency, EPA Automotive Trends Report (annual). https://www.epa.gov/automotive-trends

[5] National Rural Water Association is a non-profit federation that strengthens, trains, and advocates for rural and small-community water and wastewater utilities across the United States. https://nrwa.org

[6] In 2017, Solace Capital Partners acquired CST's assets, designs, and operations.

sales@cstindustries.com
844-44-TANKS
cstindustries.com