



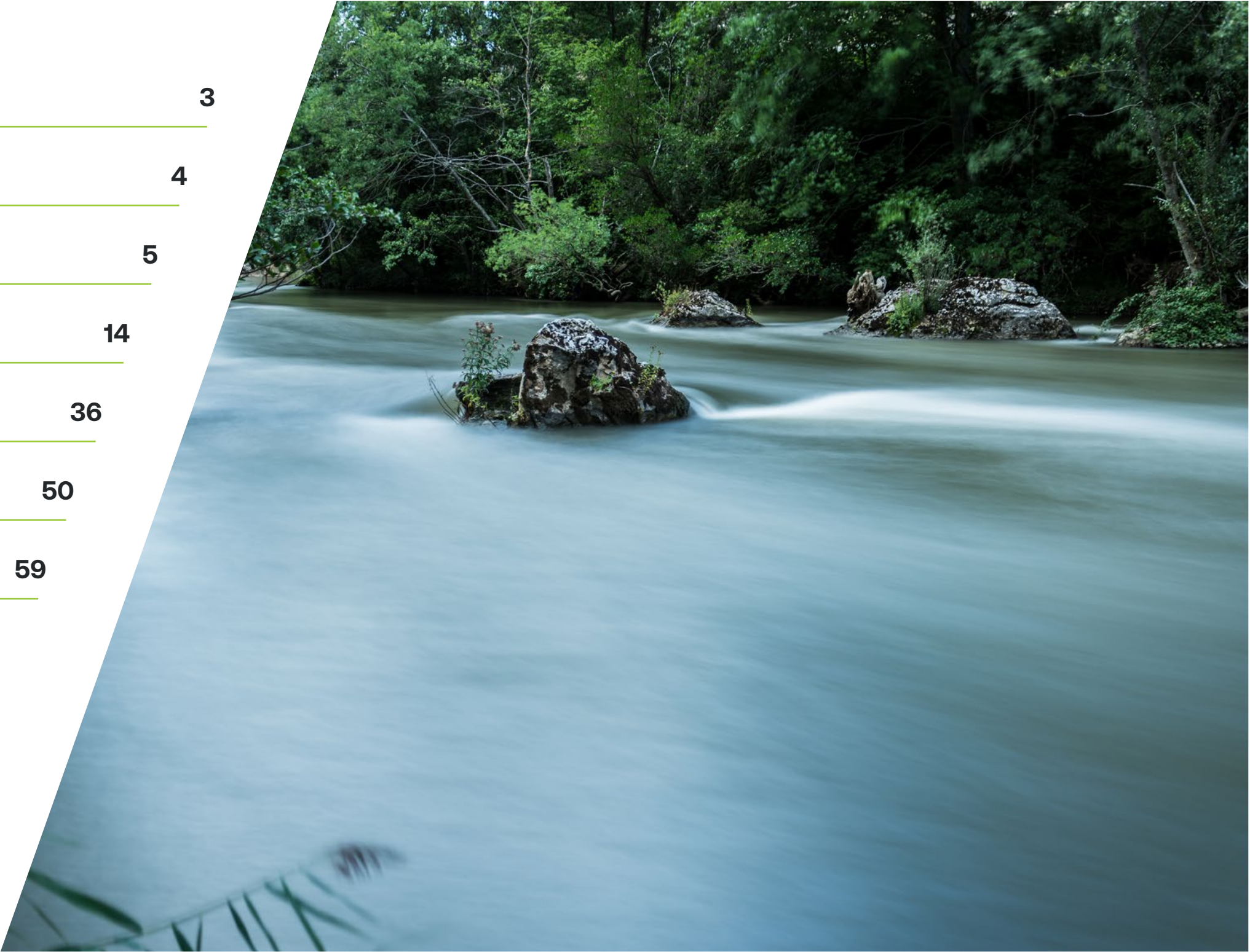
Fiscal Year 2025

Sustainability Report



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A Letter from our CEO

At Advanced Drainage Systems, our reason is water®. We protect and manage water through sustainable solutions that safeguard the environment and build resiliency in communities nationwide.

We remain committed to driving the industry forward through innovative new solutions to solve water management challenges. In October 2024, we opened ADS' new Engineering and Technology Center, the world's largest and most advanced stormwater research facility in the world, adjacent to our corporate headquarters in Hilliard, OH, which will enable us to invest in material science; developing and accelerating commercialization of new products; and manufacturing and engineering excellence. This facility was integral in the Fiscal 2025 launch of the EcoStream™ stormwater biofiltration product, as well as the Arcadia™ hydrodynamic stormwater separator product launched in early Fiscal 2026, which has industry leading performance.

Elsewhere in the business, we continued to develop innovative new products that assist communities across the U.S. with advanced water handling and treatment, including two new Infiltrator tanks for decentralized wastewater treatment that provide contractors additional flexibility in product selection. ADS also launched two new stormwater storage chambers, a new larger diameter capture product, and we expanded the stormwater offering through partnerships with a plastic storage crates provider and two capture product offerings.

Building on our wastewater capabilities, we acquired Orenco Systems, Inc. in October 2024. Integrated into the Infiltrator business, Orenco is a leading manufacturer of advanced decentralized wastewater treatment products. Advanced wastewater treatment systems are specialized technologies designed to provide a higher level of water purification than traditional passive systems. These systems are crucial for areas with high population density, sensitive ecosystems, or stringent environmental regulations. By adding the Orenco suite of products to the existing advanced treatment products at Infiltrator, we became the leading provider in a highly fragmented and fast-growing segment of the market.

ADS and Infiltrator products help mitigate the impact of climate change, but we recognize that sustainable business practices are equally as important as driving innovation and industry growth. In August 2024, the Science Based Targets Initiative approved ADS' targets to reduce Scope 1 and 2 emissions by 50.4% from the Fiscal 2022 baseline, and Scope 3 emissions by 30%. Already, we are making progress toward these targets by increasing efficiency of our manufacturing operations and transportation assets. On average, ADS pipe production on a per line basis has increased by over 20% since 2020 due to our focus on growing capacity, rebuilding lines and investing in planning programs while taking inefficient equipment out of the network.

In addition, this year we completed a climate scenario analysis and developed a Climate Adaptation and Resilience Plan that follows the recommendations of the Task-force for Climate-related Financial Disclosure (TCFD). The process gave us the framework to identify both risks and opportunities for ADS under several different plausible future scenarios, both to improve our internal planning and risk mitigations strategies as well as prepare ADS for compliance with future reporting rules, including the California Climate reporting rule.

We believe these updates, as well as others you will find in this report, further underpin our commitment to sustainable business practices and transparency in reporting.

I thank you for taking the time to learn more about the great work ADS is doing to integrate sustainable practices throughout the business, reduce our environmental impact and increase our positive contributions to society. As always, we look forward to further building on the sustainability programs we have established in the years to come.

Sincerely,



D. Scott Barbour
President & CEO



A Letter from our Sustainability Chairperson

As Chairperson of the ADS Sustainability Committee of the Board of Directors, I am proud to present our Fiscal 2025 Sustainability Report. This year’s report reflects our continued commitment to responsible business practices and our dedication to creating lasting, positive impact across the environment, society, and the communities we serve.

ADS continues to make meaningful progress toward our 10-year sustainability goals. In Fiscal 2025, we achieved significant milestones, including the consumption of over 500 million pounds of recycled plastic, a 9% reduction in Scope 1 and 2 greenhouse gas emissions from our Fiscal 2022 baseline, and continued reduction in TRIR. These actions demonstrate our belief that sustainability is not just a goal—it is integral to our operations and our long-term strategy.

We are especially proud of our efforts to enhance transparency and accountability. For the second year, we achieved limited assurance on our Scope 1 and 2 emissions and we continued to embed our Supplier Code of Conduct into contracts to ensure ethical standards across our value chain. Our Climate Adaptation and Resilience Plan, developed through scenario analysis, positions ADS to proactively manage climate-related risks and opportunities.

The ADS Foundation remains a cornerstone of our community engagement. In Fiscal 2025, the Foundation contributed over \$1.2 million to charitable causes, with a focus on clean water, recycling, education, mental health and housing. Our employees also demonstrated their

commitment to social impact, raising \$226,000 for cancer research through Pelotonia and participating in numerous volunteer initiatives.

As we reflect on our progress, we recognize that there is always more work to be done. We remain committed to pushing boundaries, innovating, and collaborating with stakeholders to achieve our goals. I extend my heartfelt gratitude to our employees, partners, customers, and shareholders for their continued support. Together, we are building a resilient and sustainable future for generations to come.

Thank you for taking the time to review our Sustainability Report. We invite you to join us on this journey toward a brighter, more sustainable future.

Sincerely,



Michael B. Coleman
Sustainability Chairperson





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Our Reason is Water®

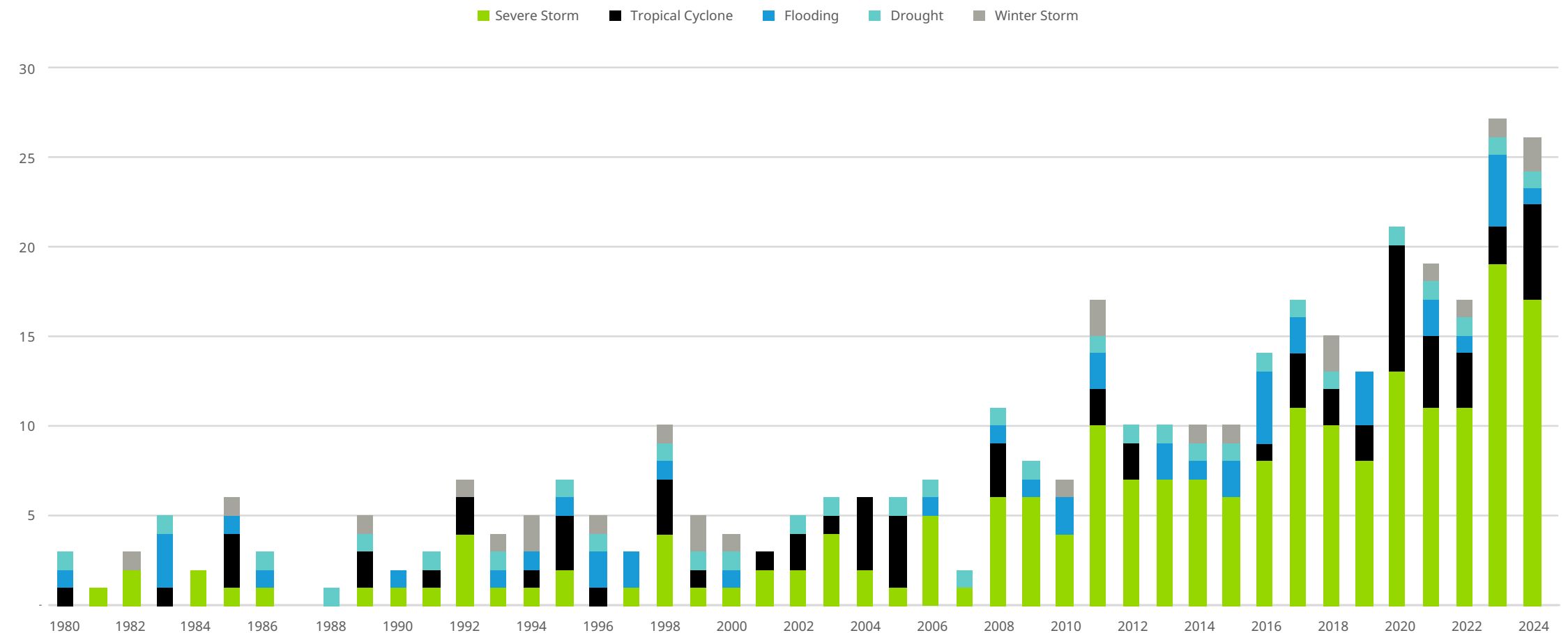
We are committed to developing solutions that assist communities as they plan for and recover from increasingly frequent storm events and unprecedented rainfall, while simultaneously reducing the environmental impact of our own operations. As the climate warms the atmosphere can hold more water, leading to heavier rainfall and an increase in the frequency and intensity of severe storms.

As shown in the following chart, the frequency of billion-dollar stormwater management related disasters, particularly severe storms, continues to increase. In July 2024, Hurricane Beryl became the earliest storm in the Atlantic Ocean to intensify to a level 5 hurricane. However, it was not Beryl but rather Hurricanes Helene and Milton that together caused over a billion dollars in damage across the southeastern United States last year.

ADS' stormwater products help communities address problems associated with this threat and help keep their residents safe from flooding and other problems resulting from increased rainfall. We believe that by taking proactive steps, we can increase our positive impact through enhancing stormwater management in communities nationwide.

For more information on how ADS helped communities recover from these deadly storms please see the [Partnerships & Collaboration](#) section of this report.

Billion Dollar Stormwater Related Disasters in the U.S. since 1980
1980 to 2024



Source: NOAA National Centers for Environmental Information (NCEI) U.S. Billion-Dollar Weather and Climate Disasters (2025). <https://www.ncei.noaa.gov/access/billions/>.

Lifecycle of a Raindrop

ADS provides stormwater solutions that manage the lifecycle of a raindrop. From the moment that raindrop hits the ground until it is returned to the environment, the ADS product portfolio is built around capturing, conveying, storing and treating before returning that raindrop back to the environment. Proper stormwater management helps prevent flooding, pollution, destruction, erosion and many other environmental and health issues.

Global population growth results in increased construction of buildings, homes, roads and highways, all of which disrupt the natural ability of stormwater to infiltrate the ground.

ADS' solutions provide for safe and efficient stormwater management with products that have a lower carbon footprint than competing products and allow communities to be resilient in both planning for the future and recovering from major storm events.



Capture

Customizable solutions designed to manage water, the world's most precious resource. Basins efficiently capture stormwater and channel it away from buildings and critical infrastructure, keeping communities safe.



Conveyance

14+ billion feet of ADS pipe are installed around the world. To prevent flooding and protect communities, ADS pipes, fittings, and other products safely convey water away from neighborhoods.



Storage

The current footprint of installed StormTech retention detention chambers can infiltrate nearly 4 billion gallons of stormwater runoff. Our chambers capture and filter stormwater, allowing it to gradually absorb into the ground. In detention systems, runoff is temporarily stored before being safely conveyed to our water quality products for further treatment.



Treatment

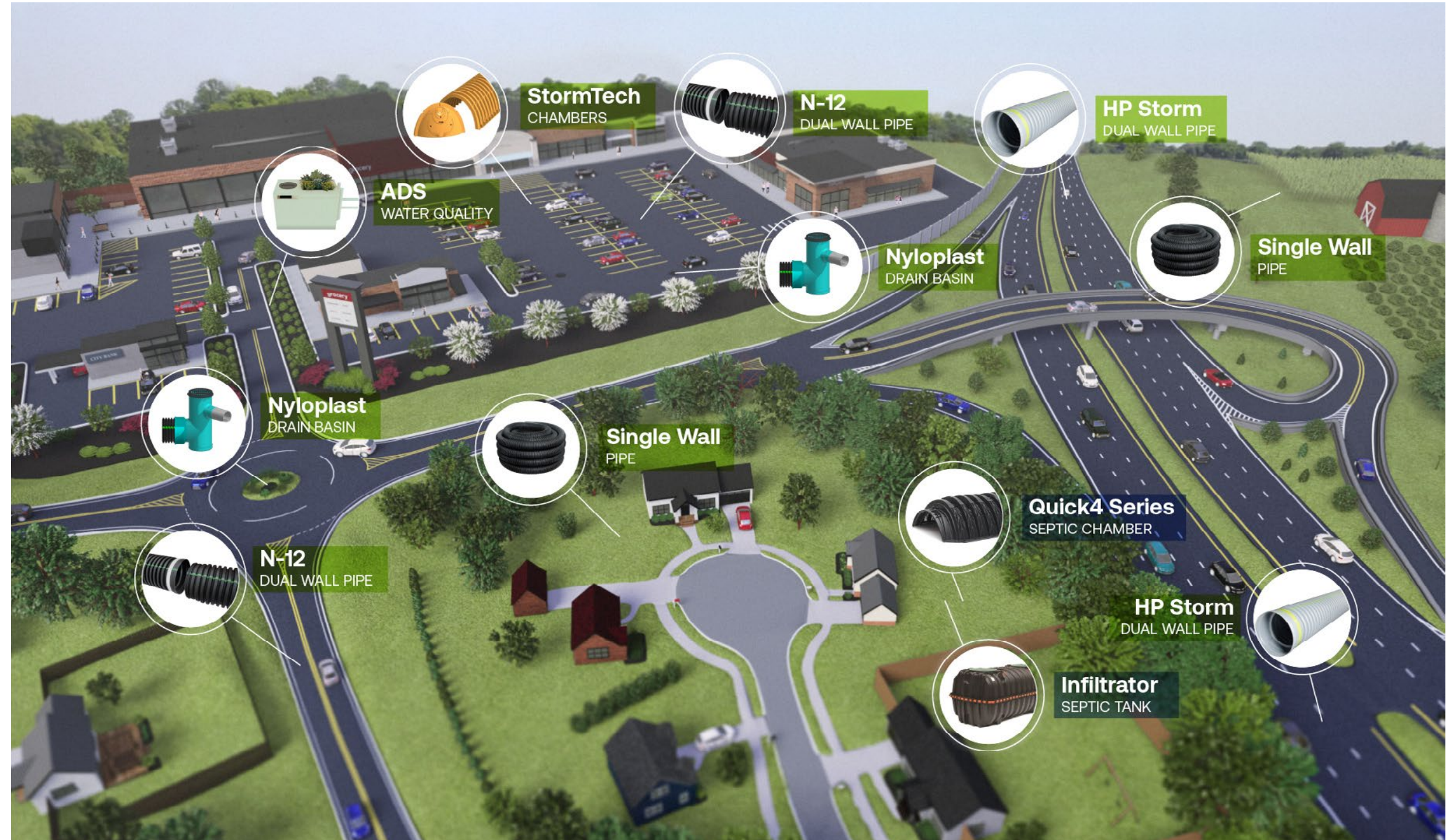
ADS water quality separators in place can manage 11+ million gallons of water per minute during storm events. ADS water quality products remove trash, debris, and pollutants from stormwater, ensuring that only clean water is returned to our environment.

Business Overview

Advanced Drainage System, Inc. (ADS) is a leading manufacturer of sustainable stormwater and onsite wastewater solutions, with headquarters in Hilliard, Ohio, USA. Our operations spread across the United States, Canada, Mexico and South America.

We provide a comprehensive suite of water management products and superior drainage solutions for use in the underground construction and agriculture marketplace. ADS' broad product portfolio includes corrugated high-density polyethylene (HDPE) and polypropylene (PP) pipe, retention/detention chambers, catch basins and water quality units, as well as leachfield chambers and tanks. Our products are generally lighter, more durable, more cost-effective, easier to install, and have a lower carbon footprint¹ than comparable alternatives made from traditional materials.

We serve a large and active customer base of around 16,000. This includes national and independent waterworks distributors, major retailers of drainage products, and buying groups and cooperatives across the U.S. that support the construction, agriculture, plumbing, hardware, irrigation, and landscaping markets.



1. Life Cycle Analysis on stormwater pipe conducted by Plastic Pipe Institute (PPI), 2021.

Business Footprint

In addition to our U.S. manufacturing and distribution facilities, we operate plants in Canada to serve that market. We also reach other international markets, primarily in Mexico and South America, through joint ventures with local partners. This strategy provides regional access to key markets such as Mexico, Brazil and Chile, where our joint ventures and international subsidiaries manufacture pipe and related products for sale within their respective regions.





Business by the Numbers				
Scale of the Organization	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025 ¹
Net Sales (\$ in millions)				
United States	\$2,564	\$2,851	\$2,667	\$2,710
Canada	\$132	\$135	\$126	\$119
Other International	\$73	\$85	\$82	\$75
Total	\$2,769	\$3,071	\$2,874	\$2,904
Manufacturing Plants				
United States	57	53	51	52
Canada	5	5	5	5
Mexico ²	4	4	4	3
South America ²	4	4	4	3
Total	70	66	64	63
Distribution Centers				
United States	24	27	29	26
Canada	4	4	4	4
Mexico ²	4	3	2	2
South America ²	5	5	5	6
Other ³	1	1	1	1
Total	38	40	41	39

1. Data for Fiscal 2025 includes results and operations acquired through our purchase of Orenco Systems, Inc.
2. Manufacturing plants and distribution centers in Mexico and South America are owned or leased by our joint ventures.
3. The other facility is located in the Netherlands.



Awards & Recognition



America's Most Responsible Companies in 2024 by Newsweek

For the third consecutive year, ADS achieved a spot on the annual list of America's Most Responsible Companies, recognizing our commitment to environmental, social and corporate governance efforts. The ranking is based on three pillars of ESG and the analysis is based on KPI research and a public survey of over 26,000 consumers. The final list recognizes the top 600 companies in the United States for their commitment to making a positive global impact.



2024 Encouraging Environmental Excellence Awards

ADS was named a "Platinum Level" honoree by the Ohio Environmental Protection Agency (EPA) in the 2024 Encouraging Environmental Excellence (E3) Awards, in acknowledgment of our achievements in reducing our greenhouse gas (GHG) emissions intensity, positive contributions to recycling and circular economy through use of over 500 million pounds of recycled material, commitment to our ten year goals and charitable contributions. The Ohio EPA E3 Platinum Level recognizes organizations that have comprehensive environmental stewardship programs. ADS was evaluated based on 15 environmental stewardship criteria that include pollution prevention, stormwater best management practices, sustainable materials and purchasing and others.



Our Approach to Sustainability



At ADS, we understand that sustainability is an ongoing journey. We continue to make incremental progress in advancing our sustainability program and achieving our Fiscal 2032 goals, maintaining a continuous improvement mindset.

This past fiscal year, ADS conducted Climate Scenario Analysis and developed our Climate Adaptation and Resilience Plan. This plan will facilitate ongoing management of climate-related risks and opportunities.

ADS reaffirmed its commitment to the UN Global Compact, the world's largest corporate sustainability initiative. This partnership enables us to align our strategies with other forward-thinking companies to advance the shared goal of building a more sustainable future.

Additionally, we periodically conduct a materiality assessment to confirm our objectives remain focused on areas most important to our business from both a stakeholder and financial impact perspective. The results of the most recent materiality assessment (conducted in Fiscal 2023) are presented in this report and provide an important foundation to inform future areas of focus.

Progress towards our 10-Year Goals

Over the past twelve months, ADS continued to take action towards achieving our long-term goals. The table outlines progress in each of the six areas of focus based on our tagline — **REASON**.

Area of Focus	Goal	Fiscal 2025 Progress
Recycling	<ul style="list-style-type: none">1 billion pounds recycled material used annually by 2032.	<ul style="list-style-type: none">501 million pounds of recycled material purchased in Fiscal 2025.Opened the ADS Engineering and Technology Center, a one of a kind stormwater and materials research center. This facility will help us find ways to incorporate additional recycled material in our products.Continued to partner with The Recycling Partnership, whose goal is to improve recycling across the United States.
Environmental Impact Reduction	<ul style="list-style-type: none">Science-based targets for GHG emissions in line with 1.5°C trajectory.Reduce Scope 1 and 2 GHG emissions 50.4% by Fiscal Year 2032 from a Fiscal Year 2022 baseline.Reduce scope 3 GHG emissions from purchased goods and services by 30% within the same timeframe.	<ul style="list-style-type: none">Science-based Targets (SBTs) were validated by the Science Based Targets initiative (SBTi) on August 28, 2024.Internally, we have developed a path to achieve these targets and will report additional information as progress occurs.Fiscal 2025 scope 1 & 2 GHG emissions demonstrated a 9% decrease from baseline.
Accountability	<ul style="list-style-type: none">Continued transparency in reporting annual progress toward 10-year goals.Implementation of a supplier sustainability program to be a responsible and transparent corporate citizen.	<ul style="list-style-type: none">Conducted Climate Scenario Analysis and developed a Climate Adaptation and Resilience Plan.Continued to incorporate Supplier Code of Conduct into contracts in Fiscal 2025.Signatory to the United Nations Global Compact since Fiscal 2024.
Social Purpose	<ul style="list-style-type: none">Increase focus on Culture and Engagement.Continue supporting communities through the ADS Foundation.Develop and foster community partnerships.	<ul style="list-style-type: none">In Fiscal 2025, ADS demonstrated strong employee engagement, with a 91% response rate to the annual Culture and Engagement survey.Contributed \$1.2 million to charitable organizations, including \$0.7 million through the ADS Foundation.
Operational Excellence	<ul style="list-style-type: none">Reduce Total Recordable Injury Rate (TRIR) to below 1.0 by Fiscal 2032.Commit to Operation Clean Sweep.Implement closed loop water usage at 100% of the Legacy ADS pipe manufacturing locations.	<ul style="list-style-type: none">TRIR was 1.96, a 27.4% improvement from the Fiscal 2022 baseline of 2.7. We continue to focus on safety and lowering the TRIR.Active member of Operation Clean Sweep Blue.100% of the legacy ADS pipe manufacturing facilities utilize closed loop water systems.
News	<ul style="list-style-type: none">We will keep lines of communication open and transparent and will share news of our progress on a regular basis via the ADS website, investor communications and our annual sustainability report.	<ul style="list-style-type: none">Published annual sustainability report.

Materiality Assessment

We believe that continuous stakeholder engagement is crucial to maintain a leading sustainability program. In Fiscal 2023, we conducted a materiality assessment to better understand how our stakeholders view the issues that impact our business. The results are helping ADS integrate these material topics into our risk management and strategic planning while guiding our future sustainability priorities.

Evaluating and Prioritizing Impacts

In collaboration with a third-party consultant, we evaluated ADS' sustainability-related risks and opportunities through the lens of both stakeholder and financial impact. This approach ensures our reporting meets the expectations of all stakeholders and better aligns the company with its long-term business and sustainability goals.

Our assessment reflects guidance from relevant third-party frameworks (i.e., the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI)) as well as an in-depth review of our industry landscape. Following this exercise, we engaged a selection of our internal leaders and external stakeholders (e.g., customers, investors) through in-depth interviews to better understand what mattered most.

The results were shared with stakeholders interviewed and are provided below:

ADS' Material ESG Issues

Enhancing ability to attract and retain talent

Providing solutions to support customer and community resilience to extreme weather and water scarcity

Decarbonizing ADS' own operations and supply chains

Increasing the use of recycled plastics through partnerships and innovation

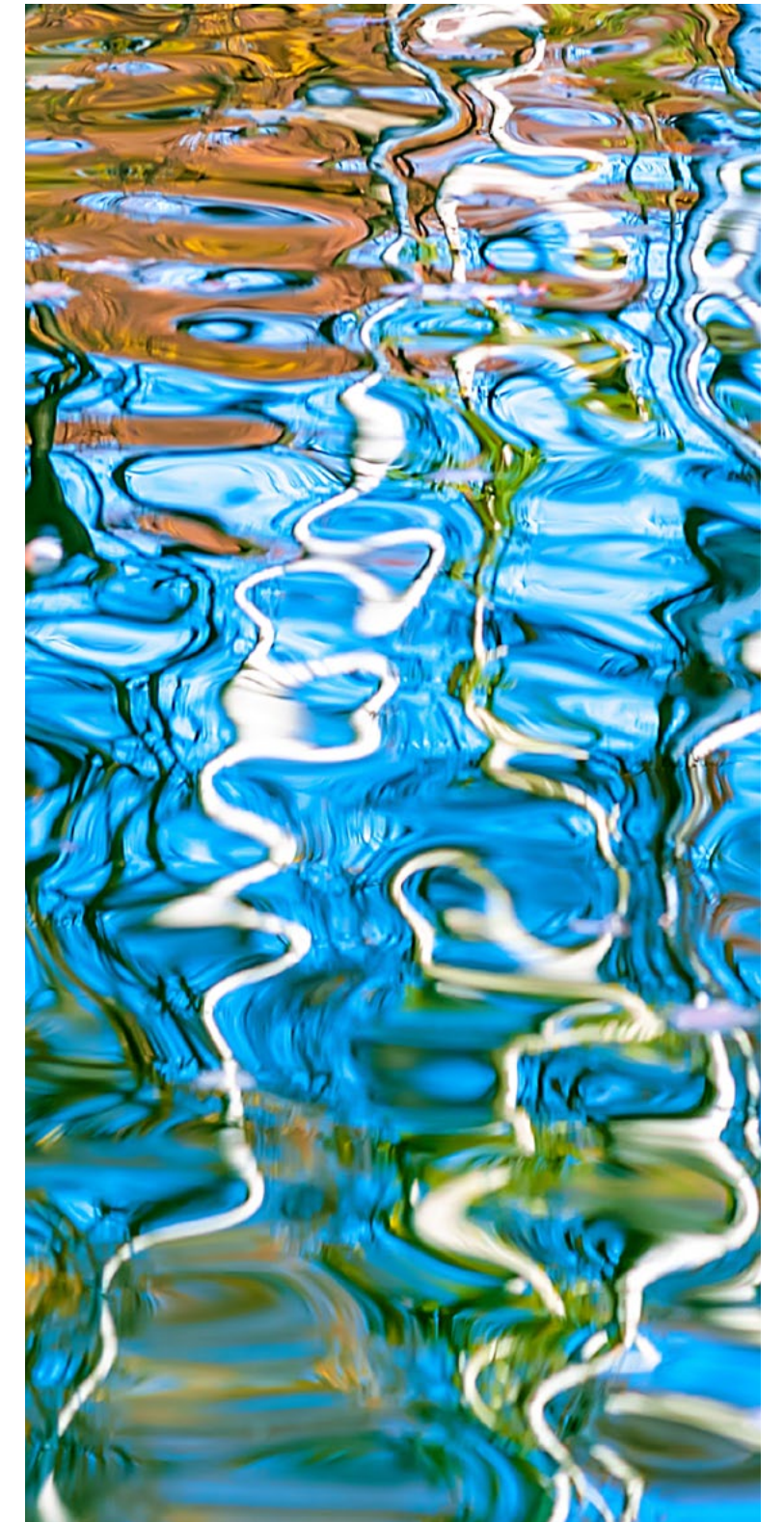
Deploying automation technologies across ADS' manufacturing network

Fostering a culture of inclusivity and engagement

Integrating sustainability-related risks, opportunities, and impacts into ADS corporate governance

Enhancing the measurement and disclosure of ADS' product impact

Building ADS' operational resilience (including supply chain) to extreme weather





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Energy and Emissions

ADS is dedicated to decarbonizing our operations while delivering solutions that help communities worldwide do the same. Our recycled HDPE pipe offers a lower carbon footprint than competing materials, enabling more sustainable stormwater management. Additionally, we are committed to the SBTi for greenhouse gas emissions in line with limiting global temperature rise to 1.5°C. In Fiscal 2025, our GHG emissions reduction targets were validated by SBTi.

Greenhouse Gas Emissions

Scope 1 GHG emissions increased 15.1% over the previous fiscal year, due to a number of factors including: higher fuel usage for fleet and the addition of dyed-diesel usage for our fleet of mobile onsite equipment (Fiscal 2025 was the first time this data was available for reporting) and higher natural gas usage for comfort heating in our facilities. Scope 2 GHG emissions decreased 6.6% (Market Based) and 8.4% (Location Based) over the prior fiscal year, primarily due to a continued shift towards increased renewable generation on the grid.

In Fiscal 2025 we continued to track energy usage and emissions data using Resource Advisor. Fleet emissions data was reported using Smartway as described in the Transportation Efficiency section of the report.

ADS absolute scope 1 & 2 GHG emissions decreased 9.0% over Fiscal 2022 baseline (Market Based). This decrease is primarily attributable to energy reductions across the manufacturing network and greening of the grid. We continue to explore opportunities to advance decarbonization across our operations and supply chain as we work toward our newly established science-based targets. We look forward to sharing more detail on the progress and outcomes of these efforts in future reports.

GHG Emissions ⁴				
Scope 1 Emissions (Metric Tons CO ₂ e)	Fiscal 2022 ⁵	Fiscal 2023 ⁵	Fiscal 2024 ⁶	Fiscal 2025
Fuel	157,884	144,296	134,863	155,374
Natural Gas	6,529	6,424	5,547	6,254
Total Scope 1 GHG Emissions	164,413	150,720	140,410*	161,628*
Scope 2 Emissions (Metric Tons CO ₂ e)	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Total Scope 2 GHG Emissions (Market Based)	174,543	164,855	157,312*	146,975*
Total Scope 2 GHG Emissions (Location Based)	167,434	161,303	154,719*	141,687*
Emissions Intensity (Scope 1 & 2)	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Total GHG Emissions (Scope 1 & 2) (Market Based)	338,956	315,574	297,722*	308,603*
Total GHG Emissions (Scope 1 & 2) (Location Based)	331,847	312,023	295,130*	303,315*
Total Sales (\$, in millions)	2,769	3,071	2,874	2,904
Total GHG Emissions Intensity (Scope 1 & 2) (Market Based/Location Based)	110 / 108	103 / 102	104 / 103	106 / 104
Scope 3 Emissions (Metric Tons CO ₂ e)	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025 ⁸
Scope 3 GHG Emissions by Type				
Purchased goods and services	1,416,223	745,353	597,373	999,775
Other ⁷	114,319	175,414	198,004	130,946
Total Scope 3 GHG Emissions	1,530,542	920,767	795,376	1,130,721

4. Excluding the recently acquired Orenco sites. The data does not include joint ventures facilities in Mexico or Other International, which represent less than 5% of net sales.

5. Fiscal 2022 and Fiscal 2023 Scope 1 & 2 emissions and totals reported in this table have been updated to match the calculations and reporting transparency methods used in Fiscal 2024.

6. The methodology for calculating Scope 1 GHG emissions for Fiscal 2024 includes CH₄ and N₂O emissions in addition to CO₂ emissions previously reported (the sum of CH₄, N₂O and CO₂ comprises CO₂e). Scope 1 Emissions for Fiscal 2022 and 2023 were also updated to use this same methodology.

7. All other scope 3 categories are less than 10% of the total emissions.

8. The methodology for calculating scope 3 GHG emissions changed from spend based to average data based emission factor for purchased goods and services. Data used to calculate remaining scope was also refined in Fiscal years 2022 (baseline) and 2025 to increase accuracy of estimates and replace outdated calculation methods. Special care should be taken when comparing Fiscal 2022 & 2025 data to Fiscal 2023 & 2024 data.

* Items denoted with an asterisk (*) have received limited assurance – more information on this can be found in the appendix of this report.



Reducing our GHG emissions

ADS is committed to doing our part to reduce global greenhouse gas emissions in line with the Paris Climate Accord. In Fiscal 2025, ADS’ Science-based targets (SBTs) were validated by the Science Based Targets initiative (SBTi), and the GHG emissions reductions we have set are in line with a 1.5°C trajectory, marking an important step in our decarbonization journey. We recognize that there is more work needed to achieve these ambitious goals and ADS is working to refine our strategy and continue positive progress on GHG emissions reduction while continuing to grow the business.

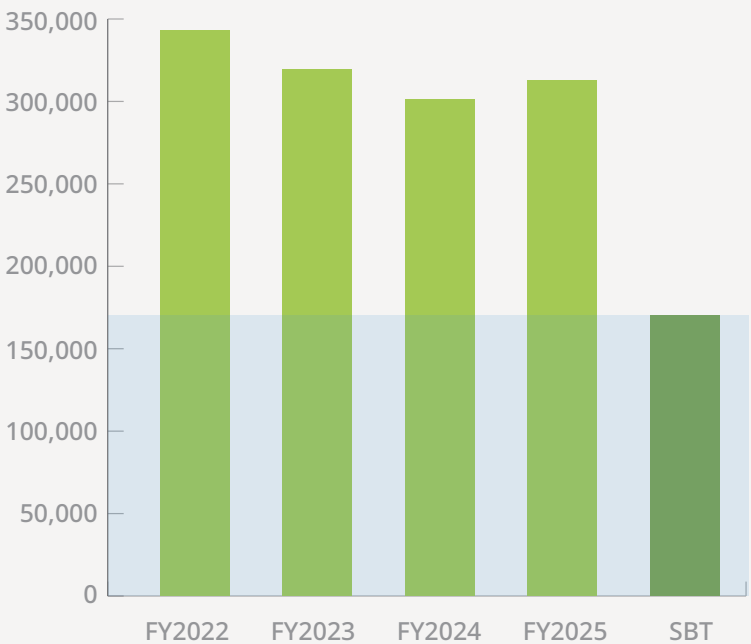
ADS intends to achieve the following by Fiscal 2032:

- / **50.4% reduction** in absolute scope 1 & 2 GHG emissions by Fiscal 2032 from a Fiscal 2022 baseline.
- / **30% reduction** in absolute scope 3 GHG emissions from purchased goods and services by Fiscal 2032 from a Fiscal 2022 baseline.

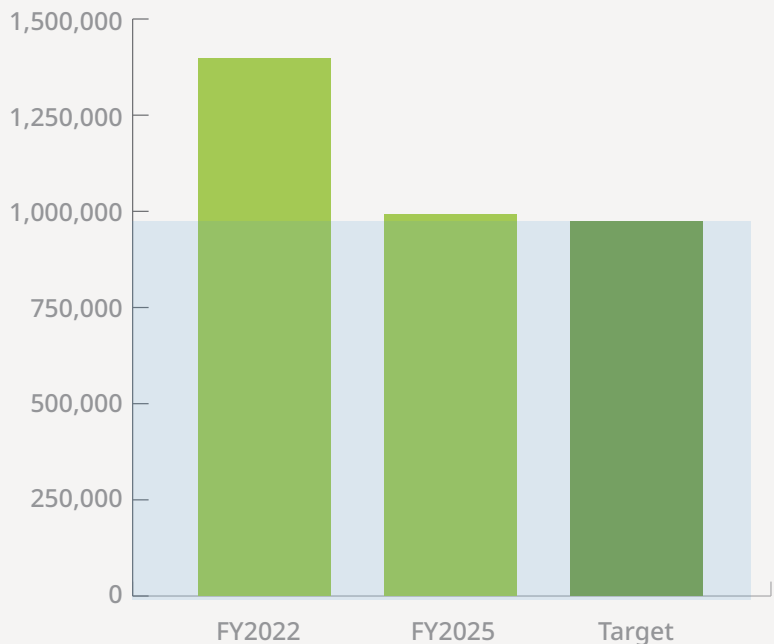
ADS’ strategy to achieve the ambitious targets outlined above include implementing energy efficiency projects and transitioning to renewable energy across the ADS manufacturing network. Achieving our scope 3 GHG emissions target will require ADS to engage with our suppliers and encourage them to set and achieve GHG reduction targets.

ADS is still early in the journey to decarbonize our operations, but we are proud to share the progress made over the past year toward our absolute reduction goals, particularly in reducing Scope 1 and Scope 2 GHG emissions. These results reflect a combination of energy efficiency projects implemented across our manufacturing network and our continued transition to renewable energy. While much work still remains to reach our long-term goals, we are committed to staying the course and making it happen.

Scope 1 & 2 GHG emissions
(metric ton CO₂e)
Actual vs. Science-based target



Scope 3 emissions - purchased goods and services
(metric ton CO₂e)
Actual vs. Science-based target





Energy Use

In Fiscal 2025, ADS continued to track energy and emissions data from our U.S. and Canada operations on a facility level.

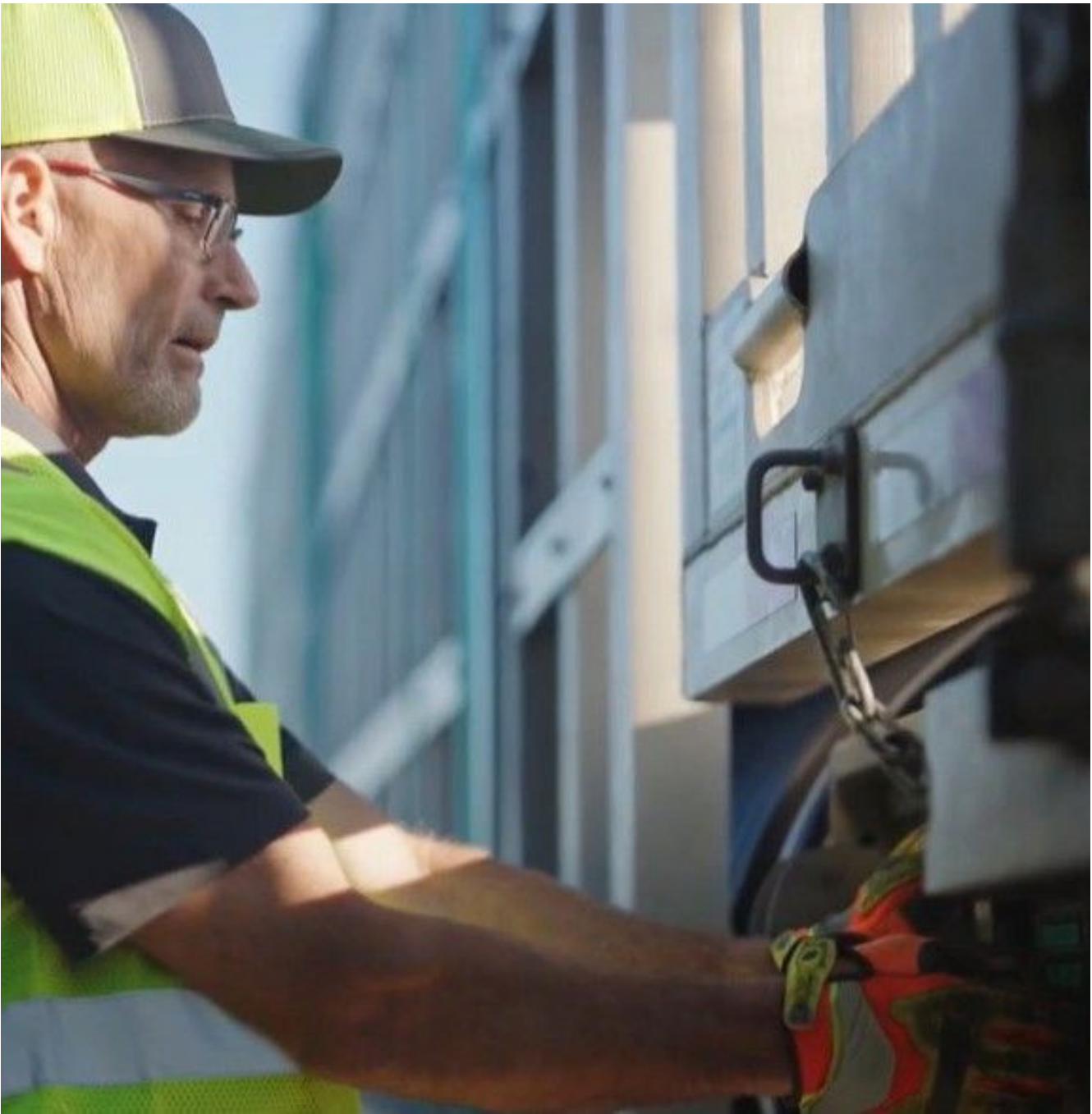
Approximately 99% of our energy is consumed in the manufacturing processes. ADS continues to evaluate opportunities to reduce our energy consumption through adopting more efficient technologies throughout our our manufacturing footprint, including through the reduction of scrap and improvements to equipment efficiency.

Energy Usage ⁹					
Energy Consumption	Unit of Measure	Fiscal 2022	Fiscal 2023 ¹⁰	Fiscal 2024	Fiscal 2025
Purchased Electricity ¹¹	Gigajoules (GJ)	1,653,838	1,582,187	1,488,709	1,501,544
Purchased Natural Gas	GJ	129,691	127,594	110,188	124,224
Total Energy Consumption	GJ	1,783,529	1,709,781	1,598,897	1,625,768
ADS Sales	\$, in millions	\$2,769	\$3,071	\$2,874	\$2,904
Energy Intensity	GJ per million revenue \$	644	557	556	560

9. Fiscal 2025, Fiscal 2024, Fiscal 2023 and Fiscal 2022 data does not include Orenco (acquired in October 2024) the joint ventures in Mexico or other international sales which represent less than 5% of net sales. Fiscal 2024, Fiscal 2023 and Fiscal 2022 data does not include Cultec (acquired in May 2022). In addition, Fiscal 2023 and Fiscal 2022 data does not include Jet Polymers (acquired in December 2021).

10. In Fiscal 2024, ADS refined our data collection, calculation and reporting process and re-stated figures for Fiscal 2022 and Fiscal 2023 to ensure accuracy of methodology across all reporting year data. The re-stated figures are included in this table.

11. 100% grid electricity. We did not intentionally purchase any renewable energy in Fiscal 2025, 2024, 2023 or 2022.





Transportation Efficiency

ADS operates the largest company-owned fleet in the industry, enabling us to deliver optimal customer service. We are dedicated to reducing the environmental impact of our operations and have partnered with SmartWay, a U.S. EPA program that supports companies in advancing supply chain sustainability by measuring, benchmarking and improving freight transportation efficiency. We continually optimize our fleet by tracking vehicle usage, delivery routes and shipping methods to enhance efficiency and reduce environmental impact.

ADS utilizes a wide range of vehicles, including custom drop-side trailers, tractor-trailers, box trucks and flatbeds, all designed to ensure efficient delivery to jobsites. The logistics team chooses the best vehicle for the job depending on products, delivery site and distance. Regardless of the job, our fleet can deliver what the customer needs, when they need it. We continue streamlining our fleet capabilities by more efficiently shipping certain non-core deliveries, including less than full truckload shipments, retail deliveries and certain long-distance or one-way trips, via third-party logistics partners designed with the specific load of trip type in mind.

In Fiscal 2025, fuel economy experienced a slight decline. Over the past two years, ADS has invested significantly in updating its vehicle network by acquiring new trucks, which have shown the anticipated modest improvement in miles per gallon.

Payload efficiency was flat year over year, and fuel consumption increased 3% to 882,470 GJ. The increase in fuel consumption is primarily attributable to increased deliveries in Fiscal 2025 compared to Fiscal 2024.

With a significant investment in fleet modernization and the replacement of 249 trucks over the past two fiscal years, the ADS operations team has been managing multiple operational changes, including transitioning from manual to automated manual transmissions. ADS continues to implement initiatives to increase compliance, improve driver training, and expand the use of monitoring technology.

Through compliance and training programs, we have increased awareness of route management, load optimization, and other value-added practices. Greater adoption of monitoring technology provides additional oversight of driver performance and enables preventative maintenance strategies.

We see further opportunities to improve efficiency through the adoption of advanced technology solutions, which includes active tire monitoring, self-inflation systems, managed maintenance programs, and training programs focused on reducing idle time, improving miles per gallon, and enhancing engine efficiency. Annual internal targets for payload efficiency continue to drive continuous improvement in route optimization and load maximization.

Fleet Metrics					
Fleet Efficiency ¹²	Unit of Measure	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Fuel Economy ¹³	Miles per gallon (MPG)	6.5	6.5	6.4	6.3
Payload Efficiency ¹⁴	Pounds shipped per miles traveled	23.7	22.0	22.6	22.5
Fuel Consumed ¹⁵	GJ	1,016,622	920,720	854,618	882,470
NO _x emissions ¹⁶	Grams per mile (g/m)	3.25 [4.65]	3.02 [4.03]	2.99 [3.99]	2.92 [2.92]
	Grams per ton mile (g/tm)	0.26 [0.26]	0.29 [0.29]	0.30 [0.30]	0.26 [0.29]
CO ₂ emissions ¹⁶	Grams per mile (g/m)	1,610 [1,510]	1,601 [1,491]	1,558 [1,558]	1,590 [1,457]
	Grams per ton mile (g/tm)	107 [107]	105 [105]	117 [117]	90 [121]
Particulate matter emission ¹⁵	Grams per mile (g/m)	0.0445 [0.0445]	0.0052 [0.0332]	0.0051 [0.0321]	0.0056 [0.0141]
	Grams per ton mile (g/tm)	0.0028 [0.0028]	0.0017 [0.0028]	0.0018 [0.003]	0.0013 [0.0031]

12. Fleet efficiency data is representative of the entire ADS fleet, which operates in the United States and Canada.

13. MPG is defined as total miles traveled divided by total fuel consumed. MPG is tracked through a third-party telematics program. Telematics are installed on all ADS medium and heavy-duty ADS trucks.

14. ADS defines payload efficiency as the total pounds shipped on ADS fleet divided by the total miles traveled on the ADS fleet. ADS uses payload efficiency as a measure of capacity utilization.

15. Fuel is tracked through a third-party telematics program. Converted from gallons to GJ at a rate of 0.14652 GJ per 1 gallon. Dyed-diesel usage for onsite mobile equipment is not included in this number. However emissions from the use of dyed-diesel for onsite mobile equipment are included in the Fiscal 2025 GHG emissions estimates provided in this report.

16. As part of our commitment to the Smartway Program, NO_x, CO₂ and Particulate Matter emissions are tracked on a calendar year basis. Values for Fiscal 2025, represent calendar year 2024 data, Fiscal 2024, represent calendar year 2023 data, Fiscal 2023 values represent calendar 2022 data, and Fiscal 2022 values represent calendar 2021 data. Data in brackets represents data for the ADS fleet in Canada, which is tracked and reported to the US EPA Smartway Program separately.



FISCAL 2025 SUCCESS STORY

ADS Fleet Modernization



ADS continues to modernize our fleet, replacing 249 trucks since the beginning of calendar year 2024. This investment allows ADS to increase efficiency, safety and driver comfort while decreasing our GHG emissions. While many companies are transitioning to electric vehicles, the uniqueness of our delivery model, delivering to construction sites and farm fields, makes the conversion to electric vehicles not viable for our fleet. However, we remain committed to reducing our emissions and are continuously researching evolving technology to find the right fit to decarbonize our fleet.

In the meantime, we are focusing on efficiency and fleet modernization to minimize the greenhouse gas emissions from our fleet. The new trucks will have automated manual transmissions that employ predictive shifting which optimizes necessary torque and power for peak performance and fuel economy. Employing the latest technology to reduce GHG emissions is important to ADS and will help to achieve our science-based targets for GHG emissions.

Position on Climate Change

ADS recognizes climate change as one of the most pressing global challenges affecting the environment, communities and economies worldwide. We believe everyone has a role to play in addressing this challenge, and we are actively contributing by implementing sustainable practices and manufacturing products that protect our most precious resource: water.

Water is integral to the health of communities everywhere, and ADS produces effective, reliable and sustainable water management products and solutions. Further, our products and solutions help address various effects of climate change on the water cycle, such as shifts in precipitation patterns due to a warming atmosphere.

We are well positioned to meet the needs of the many cities, contractors and developers proactively working to improve stormwater management practices as well as protect and restore water quality.

While ADS currently implements a sustainable business model that directly addresses water-related climate change risks, we are also focused on improving our internal operations, procedures and policies to respond to this global challenge.

We are committed to monitoring and managing climate-related risks and opportunities related to our business strategy, product solutions and operations.

Climate-Related Risks and Opportunities

In our assessment of climate-related risks and opportunities, we have identified potential transition and physical impacts across three core areas: our manufacturing, our fleet and the demand for our products and services.

Managing Climate-Related Risks

The transition to a low-carbon economy can raise several risks for our industry. As such, preparing for these potential impacts is important to our overall business. From a regulatory standpoint, the potential introduction of CO₂ prices, limits on emissions and stricter environmental standards may introduce additional costs to our manufacturing processes and to our fleet.

Further, potential shifts in the demand and supply of our key raw materials, including recycled and virgin plastic, could impact the cost of doing business, while stakeholder concerns about the plastics industry may create reputational risks across our value chain.

Additionally, the physical risks associated with climate change, such as extreme weather events and changes to weather patterns may lead to disruptions in our supply chain, the transportation of our products and potential slowdowns in revenue. However, most of these adverse impacts are short-term in nature. Over the long term, our products and services can protect communities against extreme weather events and changes in precipitation patterns, as discussed below.



In the effort to address climate-related risks, we are working hard to reduce our carbon footprint, limit energy consumption and improve fuel efficiency.

In Fiscal 2025, we continued collecting data to monitor our energy and fuel consumption as well as greenhouse gas emissions at our manufacturing facilities, distribution yards and corporate facilities across the United States and Canada. Tracking this information will be essential to achieving our science based targets for GHG emissions, which are included in our 10-year goals.

Seizing Climate-Related Opportunities

As a water management solutions provider, we believe we can help communities mitigate some of the most damaging transitory and physical effects of climate change.

Our innovative solutions preserve the integrity of the natural resource most at-risk to climate change: water. Our stormwater management solutions, particularly storm pipe, retention/detention systems and sediment removal products, are paramount to reducing water runoff, improving water quality and preserving water in communities facing extreme weather events.

Cities, governments, contractors and engineers are more focused than ever on reducing their carbon footprints through the adoption of more energy efficient solutions. Our manufactured products are more energy efficient than traditional materials, requiring less heavy machinery during installation and fewer deliveries per jobsite. Most importantly, ADS' plastic pipe products have a lower carbon footprint than that of traditional reinforced concrete and corrugated metal pipe. Our plastic products are beneficial to the communities we serve and can help these communities achieve their sustainability and climate change-related goals.

Finally, the transition to a low-carbon economy also presents meaningful operational opportunities for ADS. Our strategic manufacturing initiatives currently focus on improving efficiency through reducing downtime and minimizing scrap and our logistics and transportation initiatives are working towards increasing payload efficiency and reducing fleet miles per gallon. Successful execution of these important initiatives will not only reduce our carbon footprint, but also cut future operating costs.

Task Force on Climate-related Financial Disclosure (TCFD) Report

Building upon our broader position on climate change, in this section we outline ADS' approach and performance in relation to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), specifically, aligned with its four key pillars: strategy, metrics and targets, governance and risk management.

We believe water is the world's most precious resource, and as an industry leader, we are committed to protecting and managing water by providing sustainable water management solutions that safeguard the environment and build resilient communities. As storms increase in frequency and intensity and climate patterns change, our stormwater solutions help prevent floods, recharge aquifers, improve food security, mitigate the risk of water scarcity and ensure quality of life in communities.

Due to the market we participate in, climate change presents ADS with both opportunities and risks – as such, in the following pages we outline how climate change may impact ADS' activities and sets our approach to capitalizing on opportunities and mitigating potential climate-related risks.





Strategy

In 2025, ADS used the following climate scenarios to develop insights into climate-related actions over the short, medium and long term.

- Short term – risks present today
- Medium term – risks that may arise by 2032 (target date for ADS’ goals)
- Long term – risks that may arise after 2032 but before 2050

ADS has adopted a process to review climate-related issues on an annual basis prior to the strategic planning process. The table below outlines the climate scenarios used by ADS to inform its identification of relevant climate-related risks and opportunities.

ADS Climate Scenarios

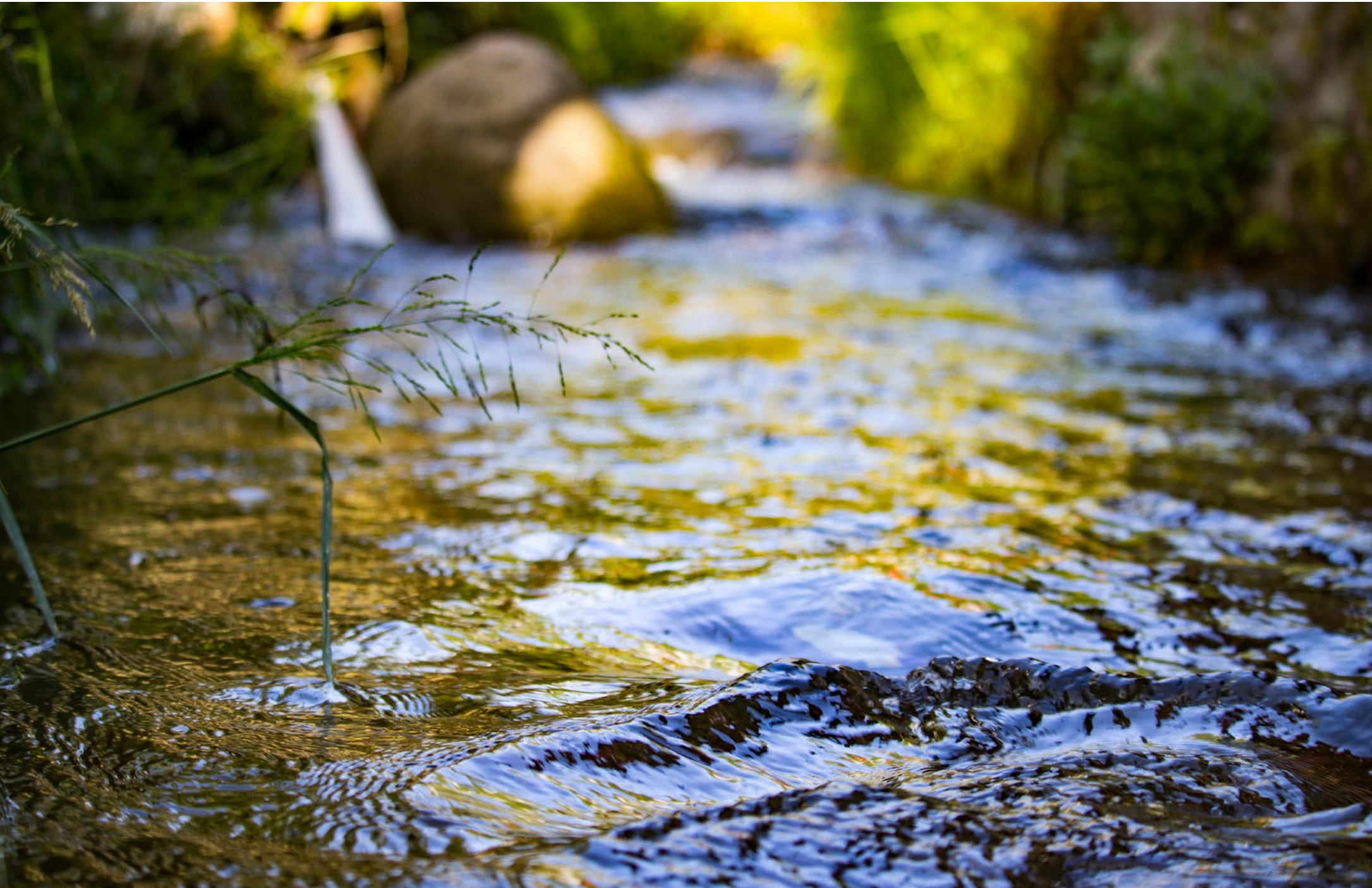
Scenario	Application
Orderly decarbonization scenario aligned with limiting warming to 1.5°C based on Principles for Responsible Investment Required Policy Scenario, the International Energy Agency Net-zero Emissions scenario and the IPCC SSP1-1.9.	Identify climate-related transition risks which may impact business should policy and regulatory action promote a low-emissions future.
Disorderly decarbonization scenario aligned with limiting warming to 2°C based on Principles for Responsible Investment Forecast Policies Scenario and the Network for Greening the Financial System’s Delayed Transition Scenario.	Identify the potential risks associated with decarbonization-related policy and regulatory events which would provide a shock to ADS’ current business and operating model.
A low policy action scenario aligned with exceeding 3°C of warming and based on the Network for Greening the Financial System Current Policies scenario, the Fifth National Climate Assessment and the IPCC SSP5-8.5	Identify and understand geographic distribution and magnitude of physical risks associated with a high-emissions future to ADS’ operations, customers and value chain across the short, medium and long term.



In Fiscal 2025, we completed a climate scenario analysis and developed a Climate Adaptation and Resilience Plan to guide our business’ response to climate-related impacts. Below, we highlight ADS’ key climate-related physical and transition risks at a high level and includes information relevant to TCFD Strategy disclosure recommendations a, b and c.

Climate-related issues and potential financial impacts

Risk	Time horizon	Potential financial impact	How ADS is equipped to manage and monitor risk
Climate-related regulations may increase energy and commodity prices	Long-term	Increased OpEx	ADS is decarbonizing its operations and will continue to assess opportunities to increase efficiency.
Climate-related regulations may increase resources needed for disclosure and compliance	Short-term	Increased OpEx	ADS monitors new regulations on an ongoing basis and has consistently increased its capacity for data collection and regulatory disclosure over several years.
Heat stress may impact labor productivity and availability	Short-term	Increased OpEx	ADS is developing management and oversight processes to ensure employee safety in high heat working conditions.
Extreme weather events may cause supply chain disruptions	Short-term	Increased OpEx	ADS is working to diversify and assess climate readiness among its critical suppliers to provide redundancy in the event of extreme weather events.
Extreme weather events may cause operational down time and facility damage	Short-term	Increased CapEx Decreased Revenue	ADS site risk assessments increasingly consider the potential impacts of climate change, and management engages in ongoing improvement of business continuity and risk management planning.
Opportunity	Time horizon	Potential financial impact	How ADS is equipped to manage and monitor risk
Increasing frequency and severity of floods may increase demand for ADS products	Medium-term	Increased Revenue	ADS continues to expand its capacity to meet demand in key flood-prone regions.



Metrics and Targets

ADS intends to achieve the following by Fiscal 2032:

- **50.4% reduction** in scope 1 & 2 GHG emissions *
- **30% reduction** in scope 3, category 1 emissions*
- **1 billion pounds** of recycled material per year

ADS currently discloses several metrics that can be used to assess and monitor climate-related transition risks and opportunities, which are available for review across our Fiscal 2025 Sustainability Report. We also provide more details on our progress toward SBTs for GHG emissions including fleet metrics and use of recycled material.

Risks associated with GHG emissions primarily relate to regulatory actions, including restrictions on GHG emissions, taxes on GHG emissions and cross-border fees associated with GHG emissions. Reducing GHG emissions across ADS operations reduces our exposure to many climate-related transition risks associated with reducing GHG emissions, including taxes, fees and tariffs related to carbon emissions. Similarly, reducing ADS’ reliance on virgin materials to manufacture products can reduce exposure to climate-related transition risks associated with reducing GHG emissions, including taxes, fees and tariffs related to carbon emissions.

*SBTi has approved ADS’ SBTs for GHG emissions. Baseline for SBTs is Fiscal 2022.



ADS’ roadmap for the future of stormwater management

This summary shows activities ADS is undertaking to support more sustainable stormwater management, including both the decarbonization of our own operation and distribution footprint as well as working to increase our use of recycled material in products. ADS is committed to providing lower carbon products that allow communities to both plan for and recover from storm events of increasing frequency and intensity.

ACTIONS PRE-2022		2022 - 2032	2032 - 2050
Recycled Material	<ul style="list-style-type: none">ADS was an early adopter of using recycled plastic in single wall drainage pipe and has been using recycled plastic for 30+ years.2008 – ADS began using recycled plastic in HDPE dual-wall pipe for the private stormwater market, after issuance of ASTM 2648 standard.2008-2010 – ADS began building internal HDPE recycling capacity with the purchase of the Waterloo recycling facility and began building the Clarion, PA recycling facility.2018 – AASHTO spec, allowing recycled content in public storm sewer, was approved and ADS starting using recycled material in pipe for this market.2019 – 40+ states allow the use of recycled material in storm water pipe and ADS is incorporating over 500 million pounds of recycled material into pipe each year.	<ul style="list-style-type: none">2025 – ADS opens the most advanced stormwater engineering centers in the world. The site will allow ADS engineers to bring new products to market faster. It will also allow the ADS materials science team to figure out how to incorporate novel streams of recycled material into our products and/or increase the amount of recycled material in products.Continue to advocate for open materials competition and the use of recycled material in products.As technology advances, continue to advocate for the removal of limits to the use of recycled material in products.ADS is a funding partner of The Recycling Partnership – a group dedicated to expanding equitable access to recycling across North America.	<ul style="list-style-type: none">Continue to innovate in the use of recycled material in stormwater management products in the drive to reach complete circularity where possible.
Energy Efficiency	<ul style="list-style-type: none">Greater than 50% of ADS sites convert to LED lighting to lessen electrical usage.A few sites complete energy treasure hunts and implement energy saving projects.Engineering team identifies AC to DC motor conversion results in significant energy savings and implements on all new motor upgrades.	<ul style="list-style-type: none">In Fiscal 2025, two ADS sites complete energy treasure hunts and shared learning across the manufacturing network.Increased focus on energy efficiency across the manufacturing and distribution network.	<ul style="list-style-type: none">Continued focus to reduce energy usage across operations and distribution as new technologies emerge.
GHG Emissions Reductions - Scope 1 & 2 - Scope 3	<ul style="list-style-type: none">Fleet team partners with USEPA Smartway program to track fuel usage, payload, and emissions. Implements smart routing to save on fuel usage and decrease emissions.	<ul style="list-style-type: none">2022 – ADS commits to Science Based Targets (SBTs) for GHG emissions.ADS began calculating scope 3 GHG emissions in Fiscal 2022.2024 – SBTi validates ADS’ GHG emissions targets as in line with 1.5°C.2025 – ADS achieves a 9.0% reduction in scope 1 & 2 GHG emissions over Fiscal 2022 baseline (Market Based)2026 – 2032 – ADS will develop & implement decarbonization plan.2026 – 2032 – ADS will partner with suppliers to reduce scope 3 emissions.Fleet team continues to track and evaluate technology available for fleet decarbonization.	<ul style="list-style-type: none">Decarbonize operations and distribution (including ADS fleet).



Governance

Sustainability governance structure

ADS' Board oversees the establishment and execution of corporate strategy. The company's senior leadership team is responsible for developing our sustainability strategy, focusing on priorities and for the company's sustainability performance – and reports to the Board and its committees on ADS' sustainability activities and progress. Ongoing sustainability activities are coordinated by ADS' director of sustainability.

Board oversight of climate-related risks and opportunities

Board oversight of climate-related risks and opportunities at ADS consists of the following:

- At ADS, the Board Sustainability Committee provides oversight for programs, policies and practices pertaining to sustainability and environmental issues and monitor related trends and risks relevant to ADS business activities.
- The Board Sustainability Committee receives quarterly updates regarding ADS' progress toward its environmental and sustainability goals from the management representatives for Sustainability and the Environmental, Health & Safety (EHS) business units.
- Quarterly board updates include information regarding short- and long-term sustainability goals, including policy development, target development, strategic initiatives and progress toward targets.
- Annually, external subject matter experts on corporate sustainability provide educational sessions to the board on key issues facing the business related to reporting and disclosure.

Management oversight of sustainability

Features of ADS management's role in managing climate-related risks and opportunities include:

- ADS' internal sustainability management committee includes executive and vice president level leaders from across the business who are involved in managing climate and sustainability-related business efforts.
- Business functions represented in these efforts include: regulatory, engineering, operations, supply chain, procurement, human resources and sales.

ADS' management level sustainability committee meets quarterly to:

- Discuss progress and coordinate efforts to achieve sustainability-related goals and targets including ADS' decarbonization efforts and recycled material use.
- Provide on-going management of climate-related risks and opportunities, including dissemination of updated climate-related information and updates on climate adaptation and/or resilience activities.
- The Director of Sustainability provides updates from this group to the ADS Board Sustainability Committee regularly.





Risk management

Sustainability governance structure

ADS has a process, led and initiated by the Sustainability function, to review and assess climate-related physical and transition risks at least annually. ADS’ process involves:

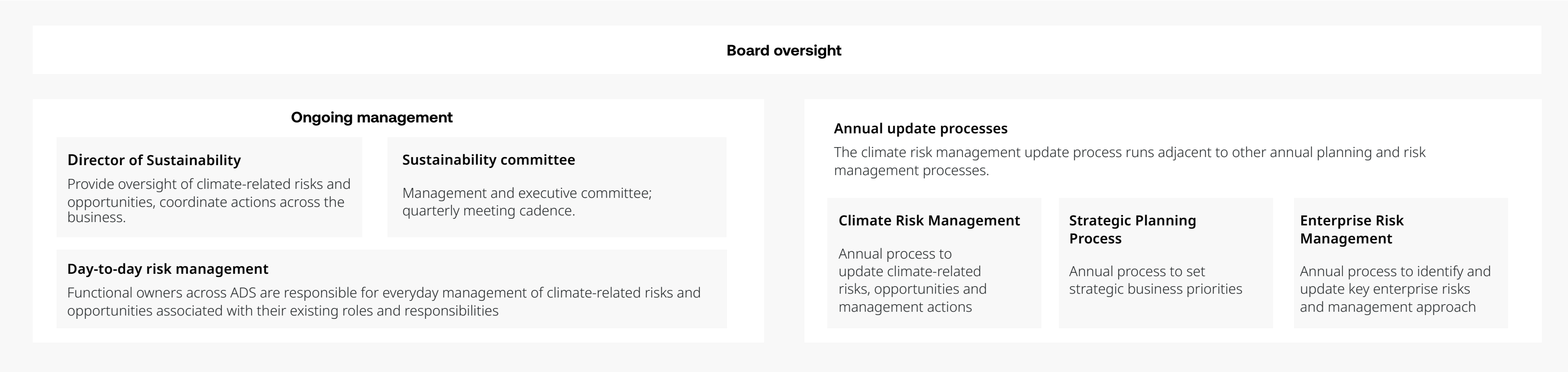
- Using Climate scenario analysis to identify and assess climate-related risks.
- Annual review and update of climate-related risks.
- Engaging internal stakeholders to both increase awareness of climate-related risks across the business, and to inform assessment of risks.

ADS has developed a climate adaptation and resilience plan to facilitate ongoing management of climate-related risks (and opportunities) in the following ways:

- Provide a centralized platform for ongoing oversight by the Director of Sustainability.
- Ensure that each risk is managed and assigned to an appropriate business function within ADS.
- Track development or changes to risks and opportunities over time.

ADS has also developed a process to review and update its climate-related risks and opportunities annually, while managing existing risks and opportunities on an ongoing basis through its climate adaptation and resilience plan.

- Beginning in 2024, ADS incorporated climate scenario analysis into its climate-risk identification and assessment process.
- ADS has formalized an annual climate risk management update process.
- Insights and outcomes of the climate risk management update process inform annual strategic planning and enterprise risk management processes.



Waste, Materials and Resources

Circularity

The circular economy, or circularity, is an economic system based on the reuse and regeneration of materials or products, especially as a means of continuing production while eliminating waste. The circular economy aims to retain the lifespan of products through repair and maintenance, reuse, redistribution, remanufacturing or recycling.

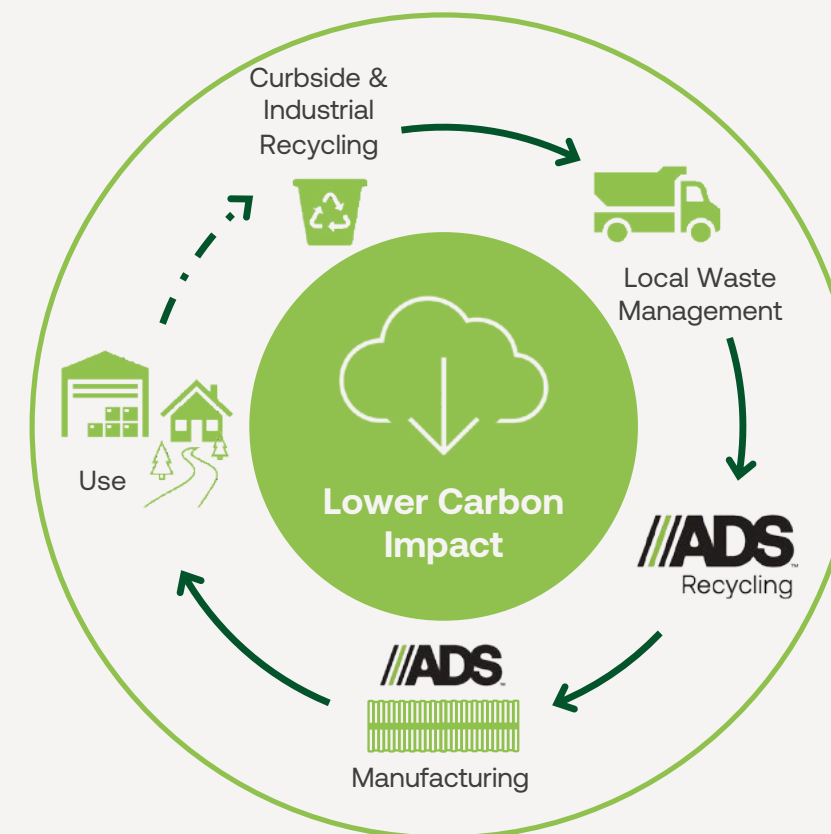
As one of the largest plastic recyclers in North America, ADS is helping drive the transition to a circular economy for plastics. For more than 30 years, our products have incorporated recycled materials, underscoring our long-standing commitment to sustainable manufacturing. In Fiscal 2025, we purchased 501 million pounds of recycled plastic for use in our products. We remain confident that we will reach our ambitious goal to purchase one billion pounds of recycled material per year by Fiscal 2032, as we continue researching ways to increase our use of recycled material.

In the process of our latest materiality assessment, our stakeholders identified promoting the innovative

use of recycled plastics through partnerships as key. As such, the work ADS is doing to promote circularity is more important than ever. We have vertically integrated recycling operations, with ADS Recycling purchasing both post-industrial and post-consumer recycled plastic materials. This material is brought into our recycling facilities where it is sorted, washed, shredded, granulated, blended and extruded into pellets. This material is then used in production to make durable goods that last 25 to 100 years.

We believe in doing our part to help transition the world to a more circular economy. In addition to containing recycled material, many of our products are also recyclable at the end of life. To measure ADS' impact on the circular economy, we calculate and share our remanufactured product revenue from products that contain recycled plastic material. These products primarily include certain pipe product lines such as our single wall pipe, Mega Green N-12 pipe and flexible N-12 pipe, as well as onsite septic wastewater products. Additionally, certain allied products such as pipe fittings include recycled material.

Creating a Circular Economy for Plastics



ADS products are designed to last for decades, significantly extending the life of single use plastics.

Not only does ADS create a solution for plastic waste, using recycled plastic reduces our carbon impact by over 70%.

ADS partners with local waste management companies to source recycled post-consumer plastics.

As a well-known industry partner, ADS also purchases recycled post-industrial plastics, and ADS is a sought-out partner for end-of-life collaboration.

We internally reprocess 57% of the recycled plastics we consume in our products, and source the remainder through other recycling partners.

Our Recycling Process



In Fiscal 2025, we consumed
30%
of the recycled pigmented HDPE
bottles in the United States.

The amount of recycled plastic we consumed in Fiscal 2025
reduced our Greenhouse Gas emissions by over 630 million
pounds, which amounts to taking

61,000
cars off the road.



In Fiscal 2025 we
consumed 30% of the
recycled pigmented
HDPE bottles in the
United States.



These bottles as well
as other plastics and
recyclable materials
are picked up through
curbside recycling
programs and taken to
recycling centers.



At the recycling
centers, materials are
sorted and packed
into bales. The bales
are then taken to our
recycling facilities.



We sort, shred and wash
the material, turning
it into clean plastic
flakes. We test all plastic
material for quality
assurance.



Flake may be further
pelletized and is
then used in the
manufacturing process.



ADS pipe products are
installed in stormwater
systems that are
designed to last over
100 years.

<1
year
LIFE SPAN

100+
years
LIFE SPAN

The percent of total revenue from remanufactured products decreased year-over-year due to a decrease in pipe revenue from remanufactured products. This is primarily due to an increase in the sales mix of HP pipe, a polypropylene based product that is not allowed to contain recycled material due to regulatory standards.

ADS remains committed to maximizing our contribution to the circular economy by converting recycled plastics into durable stormwater and onsite septic wastewater management products with a life span of up to 100 years. ADS is continually looking for ways to increase diversion of plastics from landfill, in particular HDPE, to ensure that recycled material is available for our business. Through our ongoing relationship with The Recycling Partnership, we are helping increase equitable access to recycling across the United States.

Additional information about ADS’ partnership with The Recycling Partnership can be found in the [Partnership & Collaboration section](#) of this report.

Performance Indicators ¹⁷					
Remanufactured Product Revenue	Unit of Measure	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Remanufactured Product Revenue	% of total revenue	57.2%	52.6%	51.1%	49.4%
Percent of revenue from remanufactured products	% of total pipe revenue	60.8%	56.7%	53.7%	50.2%

17. Prior year numbers have been restated to reflect percentage of total revenue.

Investing in the Circular Economy

ADS is a signatory to the United States Environmental Protection Agency’s (EPA) America Recycles Pledge, a commitment to build on the existing efforts to address the challenges facing the United States recycling system and to identify solutions that create a more resilient materials economy and protect the environment. The pledge establishes the goal to increase the national recycling rate to 50% by 2030, and ADS is committed to doing our part to help achieve this goal.

FISCAL 2025 SUCCESS STORY



Revolutionizing Recycling: ADS’ Billion-Pound Vision for a Greener Future

ADS has set an ambitious target of utilizing 1 billion pounds of recycled materials annually by 2032. To propel progress towards this objective, we are significantly enhancing our recycling infrastructure. In Fiscal 2025, ADS broke ground on a \$30 million expansion at our Cordele, GA facility.

The expansion will increase the facility’s total size to 117,000 square feet and will enhance ADS’ ability to provide high quality recycled material to our pipe manufacturing facilities in the Southeast.

The investment includes:

- / 117,000 total square feet of advanced plastic handling and processing capabilities
- / Streamlined testing with an onsite laboratory
- / Proximity to nearby ADS manufacturing sites
- / As many as 50 new jobs



Approach to Materials and Chemical Safety

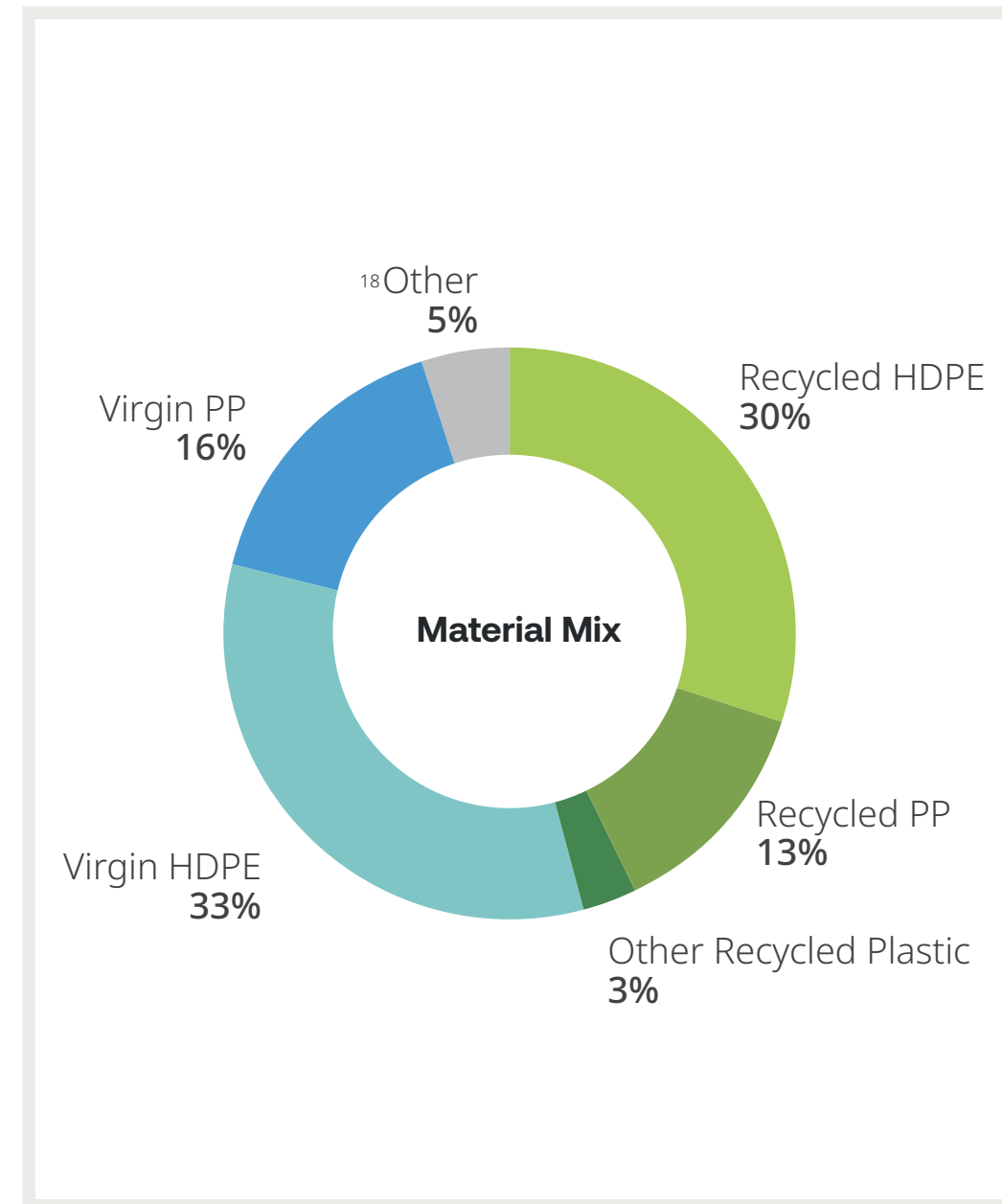
Materials

The primary raw materials used in the production of our products are HDPE and PP resins. Virgin HDPE resins are derivatives of ethylene and propylene, respectively. Ethylene and propylene are derived from natural gas liquids or crude oil derivatives primarily sourced in the U.S. We currently purchase approximately 1 billion pounds of virgin and recycled resin annually. In Fiscal 2025, 501 million pounds, or 46% of the material purchased, was recycled.

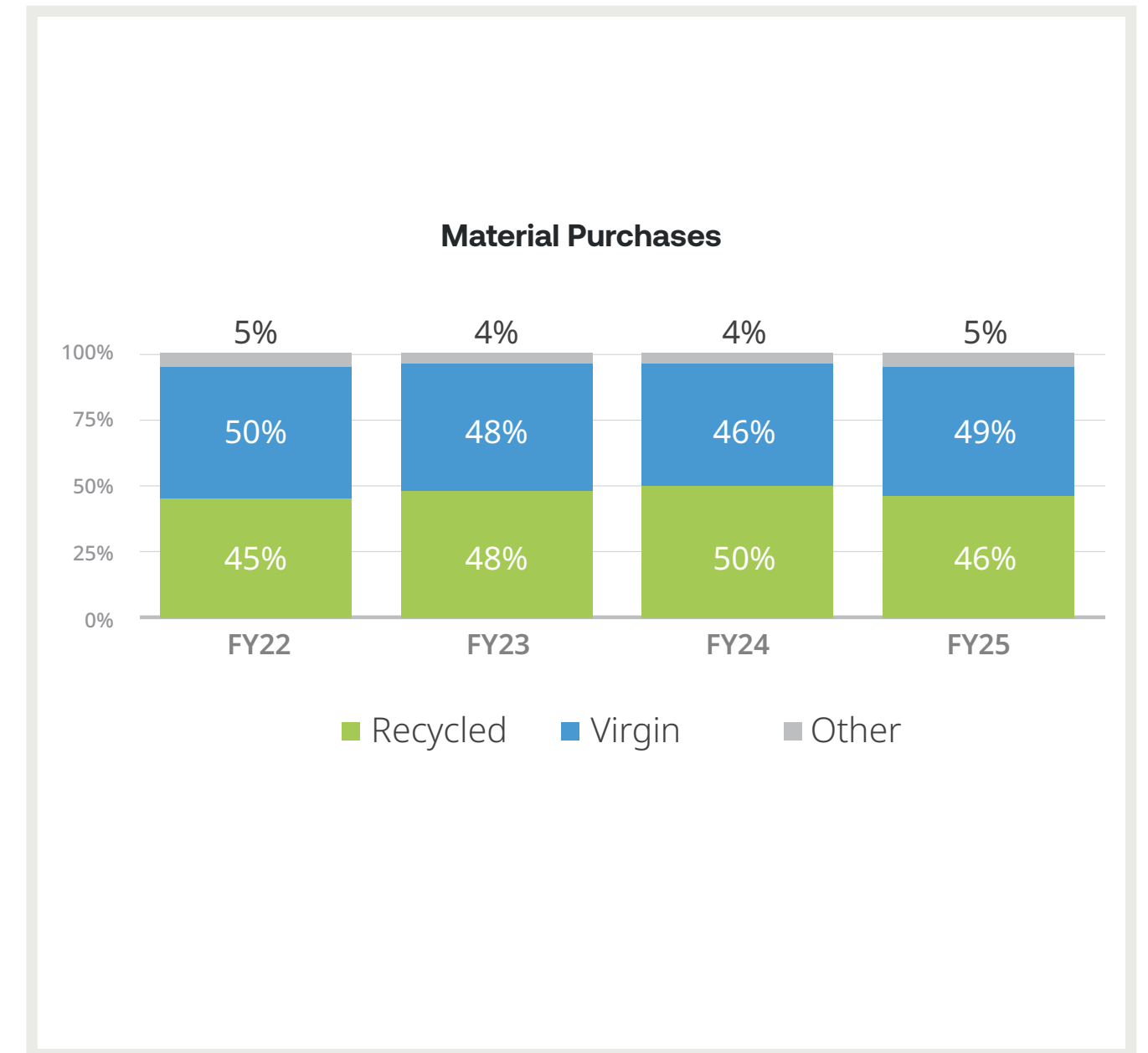
To maintain quality, the recycled material we use in our products goes through rigorous testing procedures including melt index, density, Izod impact and contamination testing. When it comes to managing chemicals of concern in our products, we uphold stringent standards that govern the use of harmful substances, including but not limited to compliance with regulations such as the Toxic Substances Control Act (TSCA) and California Prop 65. We do not incorporate harmful substances in our products.

Additionally, ADS recently released a [position statement on PFAS](#) and a [declaration on microplastics](#). For more information click on the hyperlink to be taken to these documents.

The following chart shows a breakdown of the materials purchased in Fiscal 2025.



18. Other is primarily colorant.



Waste Management

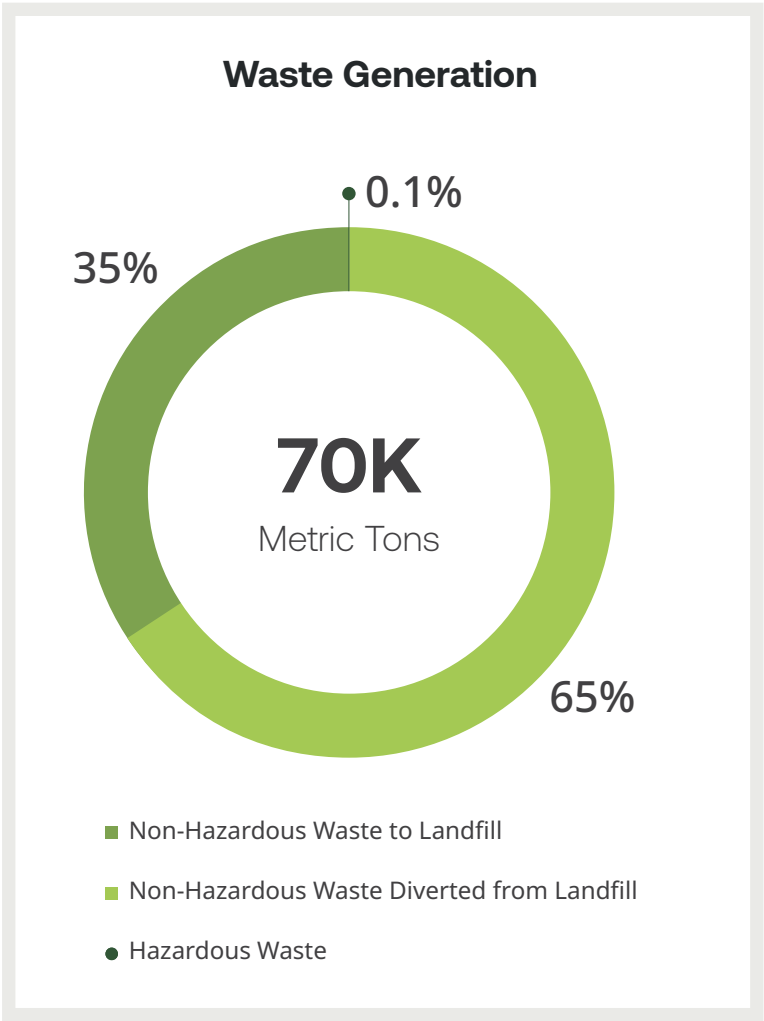
Our approach to waste management focuses on reducing and recycling waste throughout the manufacturing process and diverting waste that cannot be otherwise consumed internally. In Fiscal 2025, we generated approximately 70,068 metric tons of waste, 65% of which was diverted from landfills through internal recycling programs or external partnerships. That represents a 6% reduction in total waste and a 12% reduction in waste to landfill versus previous fiscal year.

Diversion from Landfill

Given the importance of recycling and circularity to our operations, and as part of our efforts to increase transparency with our stakeholders, for Fiscal 2025 we have collected data on our performance on non-hazardous waste disposal. The durable goods manufactured by ADS provide a proven market for the use of recycled materials, however, with that recycled material we also introduce a waste stream into our facilities that requires close management.

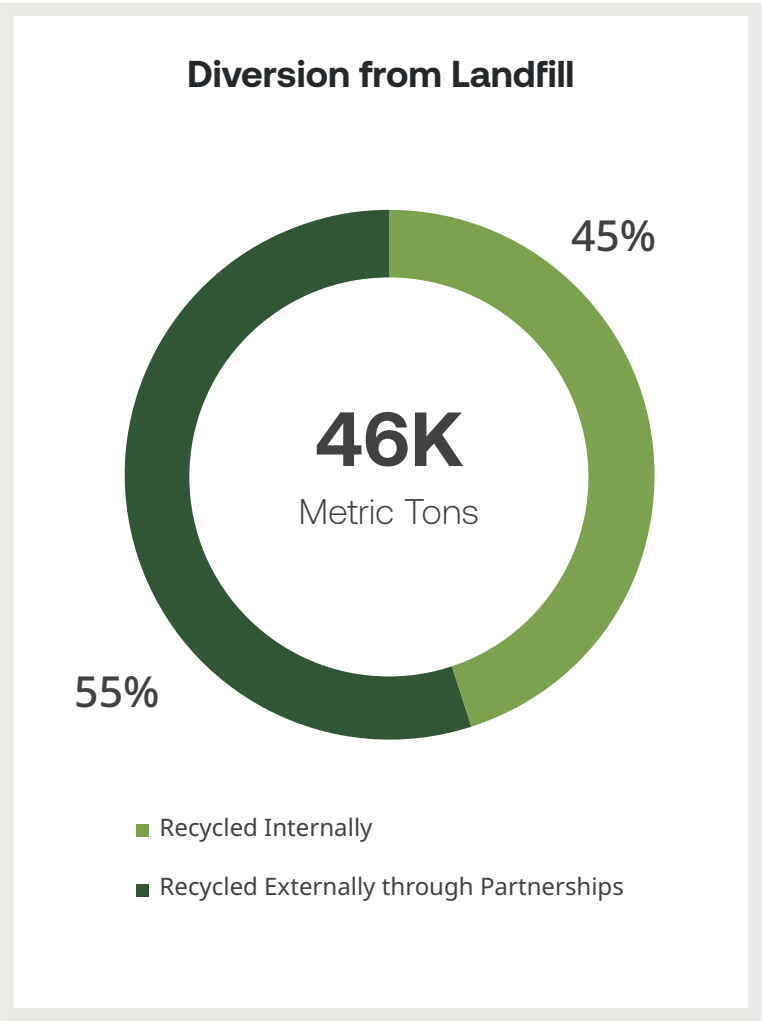
In Fiscal 2025, on average ADS facilities achieved 65% diversion from landfill.

Infiltrator manufacturing facilities achieved 92% diversion from landfill



Pipe manufacturing facilities achieved 70% diversion from landfill

The recycled material ADS purchases is primarily postconsumer and post-industrial HDPE and PP plastics. Post-consumer material comes into ADS recycling facilities from over 500 material recovery



facilities (MRFs) across North America. After which we complete a secondary sort of all recycled materials to identify any unwanted materials and remove them before washing, shredding, mixing and pelletizing the plastic for use in our pipe manufacturing facilities.

Typically the bales we receive have contamination rates of approximately 20%. While this material could end up as waste from our recycling process, our teams work diligently to find new outlets for this material, thereby increasing our rate of diversion from landfill.

Examples of our strategies to minimize our waste footprint include:

Strategies to reduce waste

- / **Engineer waste out:** Reduce waste intensity by improving operational efficiency, process design and product design.
- / **Reuse & Recycle:** Identify solutions to reuse and recycle waste back into our own processes.
- / **Partnerships:** Divert waste from landfills to other markets through external partnerships.

6% decrease in waste generated vs. previous fiscal year

12% decrease in waste sent to landfill vs. previous fiscal year



Driving to Zero Waste in Winchester, KY

In Fiscal 2025, our Infiltrator manufacturing site in Winchester, KY undertook a targeted approach to reduce the amount of waste they send to landfill. They started by developing a detailed work instruction, which specified a goal of zero waste to landfill, identified the various recyclable waste streams in the facility and color coded the streams and collection points for ease of collection. To enhance adherence, a training video was developed for review by every employee at the location, and this video will be included as required training for all new employees. As a result of these efforts, the facility was able to reduce their waste to landfill by 80%, from an average of 150 metric tons per month to 30 metric tons per month, achieving a 92% diversion from landfill. Congratulations to the Winchester, KY facility for achieving this milestone!

Hazardous Waste

Nearly all waste generated by ADS is non-hazardous, and our estimated hazardous waste accounts for 0.001% of the total waste generated. Our facilities that do produce hazardous waste are primarily Very Small Quantity Generators (VSQGs). Hazardous material generated by ADS generally includes cleaning agents and clean up generated from diesel fuel spills into containment.

In Fiscal 2025, ADS improved our collection and reporting for hazardous waste data and was able to collect actual hazardous waste disposal data from each facility through the vendors we use for hazardous waste disposal. The results demonstrate that ADS’ actual hazardous waste generation rate is ten times less than estimated and reported for previous years (Fiscal 2023 & Fiscal 2024). Prior to Fiscal 2025, ADS did not have a system to collect the hazardous waste manifests directly and relied on data provided by the plants in addition to estimates for the remaining manufacturing locations. The Environmental Health and Safety team continues to work to improve the data collection process and eliminate hazardous waste generation where possible.

Waste			
Waste Generated (metric tons)	Fiscal 2023	Fiscal 2024	Fiscal 2025
Total hazardous waste generated ¹⁹	45	45	3
Total non-hazardous waste generated	77,590	73,985	69,518
Total waste generated	77,635	74,030	69,521
Ratio: Hazardous waste / Revenue (metric tons/million revenue \$)	0.01	0.02	0.001
Ratio: Non-hazardous waste / Revenue (metric tons/million revenue \$)	25.26	25.74	23.94
Waste Disposal (metric tons)	Fiscal 2023	Fiscal 2024	Fiscal 2025
Non-hazardous waste to landfill	26,118	27,978	24,590
Non-hazardous waste recycled externally	26,609	25,779	24,732
Non-hazardous waste recycled internally	24,862	20,228	20,196
Total non-hazardous waste generated	77,589	73,985	69,518
Ratio: Non-hazardous waste to landfill/Revenue (metric tons/million revenue \$)	8.50	9.73	8.47
Ratio: Non-hazardous waste diverted from landfill/Revenue (metric tons/million revenue \$)	16.76	16.01	15.47

19. Fiscal 2025 Hazardous Waste data was collected from hazardous wastes manifests for all manufacturing facilities. For Fiscal 2023 and 2024 hazardous waste data is an estimate based on manifests collected at the facilities in Fiscal 2023 and estimated based on the weight of water.





Water Management

We believe that tracking and sharing our water data and analysis with stakeholders increases transparency and highlights the efforts we undertake to lessen our impact. For example, we have made efforts to reduce our water consumption through implementation of closed-loop water systems at our manufacturing facilities. We use water during our pipe production process to cool certain pipe during the extrusion process, with no water consumed in the pipe production process.

We utilize a closed-loop cooling process in **100%** of the legacy ADS pipe production facilities, which means water is reused multiple times in the cooling process before discharging.

In Fiscal 2025, we completed an update of our water risk analysis across all our manufacturing facilities. The water risk analysis was conducted using Aqueduct Water Risk Atlas, developed by the World Resources Institute. As water scarcity is one of the defining issues of the 21st century, we are focused on being mindful of water consumption, particularly in areas of extremely high and high water stress.

The results of our analysis are provided in the tables to the right. Baseline water stress is defined as a measure of the ratio of total water withdrawals to available renewable surface and groundwater supplies.

We are using the results of the water risk analysis to begin reducing our impact in a mindful way.

Baseline Water Stress		
Baseline Water Stress	Percent of ADS Water Usage in each category	Number of ADS Manufacturing Facilities
Extremely High	5%	5
High	8%	5
Medium-High	12%	13
Low-Medium	29%	17
Low	39%	14

Water Consumption Data					
Water Consumption	Unit of Measure	Fiscal 2022	Fiscal 2023	Fiscal 2024 ²⁰	Fiscal 2025
Total Water Intake ²¹	Megaliters	517	493	482	459

20. Data for Fiscal Year 2024 was revised to reflect an overstatement due to an error in tracking for a newly added site, the adjustment for which was made during Fiscal Year 2025.

21. Water intake data is not yet available for the following: Joint Ventures in Mexico and South America, domestic facilities that utilize well water, and offices or distribution centers where water is included in the lease.



Approach to Biodiversity

ADS is committed to the communities where we live, work and play, and recognizes that human activities have directly caused ecological degradation and a significant decrease in biological diversity, resulting in negative environmental, economic and social consequences requiring amelioration through collective and conscious effort. This commitment was reinforced with the launch of our Biodiversity Policy.

We are cognizant of the risks that manufacturing poses to biodiversity, as well as the risks that climate change and decreasing global biodiversity pose to our operations and manufacturing processes, and as such have set out this policy to serve as a comprehensive outline for implementing the conservation and advancement of biodiversity into ADS' operations.

We will uphold the objectives outlined in our Biodiversity Policy to limit ADS' negative impact on biodiversity and mitigate the negative impacts that global climate change and threatened biodiversity have on our operations, and look forward to providing more updates in the future to showcase how we are acting to support biodiversity through our activities. For more information, please read ADS' Biodiversity Policy on our [website](#).



* Photo courtesy of ADS employee David Sparks, Process Technician, Harrisonville, MO



Employees, Safety and Partnerships

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* Photo courtesy of ADS employee Dena Pagett, Freight Administrator, Clarion, PA



Culture & Engagement: Building a Foundation for the Future

At ADS, we believe that fostering a culture of belonging, deepening employee engagement and building meaningful relationships with our communities and partners are essential to long-term success.

Throughout Fiscal 2025, we remained committed to cultivating a culture of belonging, one where every employee feels valued, heard and respected

Culture and Engagement

We’ve moved beyond aspiration to action, embedding inclusion into the fabric of our company. Over the past three years, we’ve aligned our culture and engagement strategy with our core values: Safety, People, Process and Performance. From our manufacturing floors to our Board of Directors, we’ve worked intentionally to make our commitment visible in how we operate every day.

In Fiscal 2025, we honored employees who exemplify our values through the Culture ICON Award, recognizing those who consistently uphold and advance our Culture Statement. Understanding that culture requires ongoing care and intention, we convened the Culture Exchange Council (CXC), a diverse group of over 20 employees from across the organization. This council serves as a safe space for sharing experiences and shaping our culture and engagement priorities. Our efforts are reflected in strong employee engagement. In our annual Culture and Engagement Survey, we achieved a 91% response rate, with 91% of employees responding favorably - closely aligned with the Best Place to Work Manufacturing benchmark of 92%. These results affirm our progress and the trust our workforce places²² in shaping ADS’ culture.

CULTURE STATEMENT

At ADS, passion, innovation and continuous improvement will always be at the heart of our work.

We believe it’s this spirit that positions us to be an industry leader.

We value diverse perspectives because they lead to better ideas

Better ideas lead to better processes

Better processes lead to better performance

Better performance leads to more opportunities for all

We believe our employees are the enablers of our success, and each of us has an important role in creating a more diverse and inclusive environment at ADS

Together we commit to creating a workplace where every employee:

- / Feels valued, heard and respected
- / Can bring their whole self to work
- / Carries a personal responsibility to be an active participant in our culture
- / Influences others to drive positive impact
- / Trusts we are a company that lives what we believe
- / Understands how we collectively contribute to tomorrow

22. Benchmark data is based on companies in the manufacturing sector across the United States that participate in BPTW competitions as provided by Quantum.



Employee Information

As of March 31, 2025, in our domestic and international operations, the Company and its consolidated subsidiaries had both hourly personnel and salaried employees.

Employees	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Full-time ²⁴				
Male	4,530	4,630	4,565	4,400
Female	720	860	850	900
Total	5,250	5,490	5,415	5,300
Part-time				
Male	20	15	20	20
Female	15	30	10	10
Total	35	45	30	30
By Region ²³				
United States	4,945	5,195	5,100	5,330
Canada	340	340	345	345
Other	350	335	260	325
Total	5,635	5,870	5,705	6,000

23. Includes U.S. and Canada employees at ADS, Infiltrator, Jet Polymers and Cultec, Inc.

24. Overall training hours decreased in Fiscal 2024 due to a decreased number of participants in kaizen events and a change in how participation in these events is calculated for training hours in comparison to the previous fiscal year. In general, training hours in other areas increased year over year.

Talent Development

	Fiscal 2023	Fiscal 2024 ²⁴	Fiscal 2025
Total training hours	94,000	73,500	52,555
Training hours per employee	16	13	9

ADS’ metrics for training hours are a conservative estimate and do not include training that was completed but not documented in Fiscal 2023, 2024 & 2025. For example, ADS training in the operations area has transitioned to a train-the-trainer approach and only those hours completed on training trainers are included in our estimates. The hours of training given by those trainers is not captured in the numbers reported above. In the area of leadership training, ADS focused on early up-skilling of leaders which has led to an overall decrease in the amount of training needed in that area on an annual basis. There was also a change between Fiscal 2023 and subsequent Fiscal years with respect to kaizen events. In Fiscal 2023 kaizen events included a training element. As the program progressed that is no longer the case, so those hours were not included in training hours beyond Fiscal 2023. Additionally, ADS’ turnover rate decreased by 17% from Fiscal 2024 to Fiscal 2025, meaning there were less new employees that required initial training in Fiscal 2025.

Attracting and Developing Future Leaders

Advanced Drainage System’s multi-year Developing Leadership Program gives recent college graduates the opportunity to hone leadership and functional skills while preparing for an operations management career. The faceted

rotational program supplements a structured training plan with mentorship by senior managers and hands-on experience across our many manufacturing facilities.

Participants will develop their operations and project management skills before advancing to focus on financial fundamentals and talent management, all while transitioning through a variety of supervisory and managerial roles.

Within the first two years in the Program, participants will be leading teams within key functional areas, becoming active members of leadership committees and leading corporate global-impact projects. At the end of the Developing Leadership program, they will possess the skills to:

- / Work with people of differing backgrounds, generations and personalities;
- / Assess and leverage the talents of their teams;
- / Set clear expectations and manage team performance;
- / Manage change, conflict and critical conversations; and
- / Develop and coach teams toward extraordinary achievements.

We are dedicated to building a best-in-class team at ADS and our Developing Leadership Program provides a strong foundation for successful future leaders at ADS.



Development for Leaders

At ADS, growing strong leaders is core to executing our mission and living the values articulated in our Culture Statement. Through three highly interactive and challenging leadership development programs, “Stepping Up to Leadership”, “The Fan” and “Advancing Leadership”, operations leaders receive instruction and training on a variety of topics. These include performance management, coaching, behavioral styles, leading change and influencing. These programs have helped reduce turnover, improve team performance and create a better work environment.

Educational Assistance Program

ADS believes in promoting education and professional certification for employees and offers a tuition reimbursement program to qualifying employees. We believe this will help us attract and retain talent and offers our employees another avenue for professional growth, ultimately a benefit for both the company and our employees.



Manufacturing Certification Program

We have a manufacturing certification program for employees seeking to achieve a greater level of expertise in their role. Employees complete role-based curriculum and at least 90 days of on-the-job training before starting the certification test. To encourage participation in this training program, the employee receives a financial reward in the form of an hourly increase and/or lump sum amount, as applicable once the certification is successfully completed. This certification pay is intended to reward an employee for achieving certification of certain skills and is considered separate from their regular pay increases. Further, employees may be certified for a role that is not their primary role, promoting education on the manufacturing process outside of day-to-day activities.

ADS Employee Policies & Benefits

Workplace Flexibility and Benefits

At ADS, we understand the importance of work life integration and invest in our culture focused on supporting the diverse needs of our employees and their families.

Where possible, we allow employees the flexibility to work with their managers to establish schedules to meet their needs. In addition, manufacturing positions offers 8-hour and 12-hour shifts — in first, second and third rotations — to provide flexibility and address employee needs during evening hours.

We have established a Remote Work policy for emergencies or adverse situations, such as weather, unsafe working environment or public health emergencies. These policies are approved on an as needed basis.

We also offer employees the flexibility to transition between full-time to part-time roles across all departments when opportunities are present and/or if the employee is seeking this arrangement.

Our benefit programs and practices are designed to look at all aspects of employees' lives, from workplace safety to physical, mental and financial wellbeing. Here are some highlights of our programs. More details can be found at <https://www.adspipe.com/legal>.

/ Bereavement Leave: ADS provides bereavement leave to employees, as necessary. If additional time is needed by an employee due to extended travel or other personal needs, including supporting family members or friends, their manager may approve as appropriate.

/ Family Medical Leave Act (FMLA): ADS abides by all FMLA rules and offers intermittent leave as necessary (including dependent care).

/ Global Anti-corruption Policy: ADS is committed to conducting business fairly, honorably, with integrity, and in compliance with all applicable laws. Standards apply to all employees, officers and directors of ADS and its subsidiaries with respect to the U.S. Foreign Corrupt Practices Act and anti-corruption laws.

/ Health & Welfare Programs: We offer our employees access to competitive, comprehensive health and welfare benefits which include medical, wellness, dental, vision, disability and life insurance.

/ Military & Reserve Policy: ADS supports its military employees by providing up to 5 years of leave with subsidized pay to active-duty employees. ADS is a proud member of the Employer Support Guard and Reserve Group, which encourages cooperation, understanding and flexibility between members of the Army National Guard® and Reserves as well as their civilian employers.

/ Open Door Policy: It is ADS' philosophy to maintain an open and free exchange of information, problems and complaints between managers and employees. No supervisor or manager should discourage employees in any way from discussing their problems with a higher level of supervision or from seeking a review of any decision at a higher level, or at the corporate level.

/ Parental Leave: ADS offers a parental leave policy which provides paid leave for new parents (in addition to short-term disability, as appropriate). Parental leave is available to all employees with at least one year of service and includes benefits for both birth and adoptive parents.

/ Personal Leave: ADS offers time off for reasons outside of listed policies, as needed, in 30-day increments. Multiple increments may be approved depending on circumstances.

/ Retirement Assistance: ADS is invested in the financial wellbeing of our employees; both in the short and long term. We offer employees a competitive retirement program with a match feature, along with company paid access to certified financial expert resources to assist in short, mid and long-range planning.

/ Vacation Policy: ADS' vacation policy addresses employees' need to take time off.

/ Whistleblower Policy: ADS' policy encourages reporting of any suspected violations of accounting, securities and other laws, rules, regulations, policies and standards and of ADS' various Codes of Ethics. ADS has a third-party operated confidential ethics hotline and online reporting site that allows for anonymous reporting. Any person who, in good faith, reports a suspected violation is protected against retaliation as provided by law.



Collective Bargaining

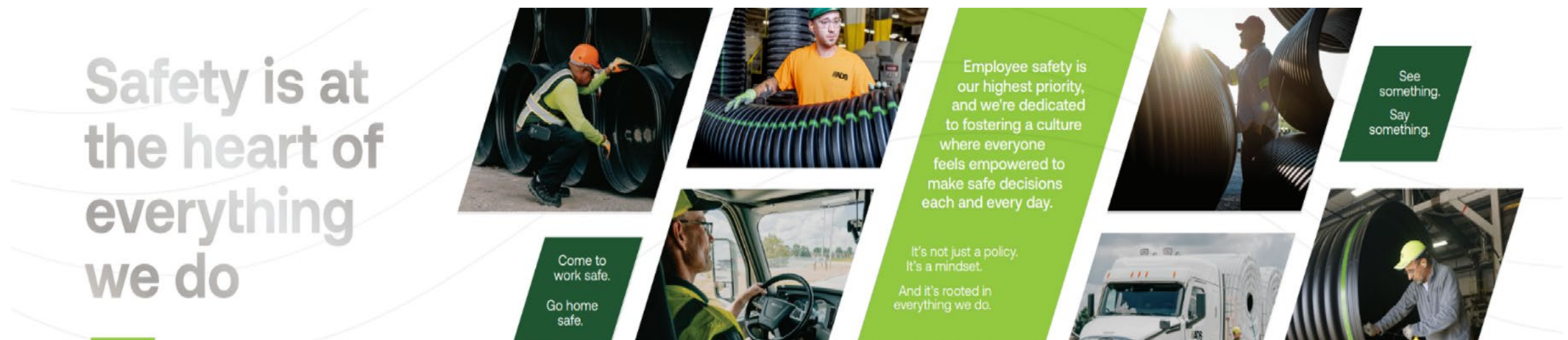
Advanced Drainage Systems prides itself on being a good corporate citizen and respects the rights of its employees, including the right to exercise freedom of association and collective bargaining. Our company policies and procedures adhere to all applicable laws concerning freedom of association and collective bargaining, nondiscrimination, forced labor and underage workers in the workplace. We have not identified any operations in which employee rights to exercise freedom of association and collective bargaining have been violated or are at significant risk. As of March 31, 2025, approximately 200 hourly personnel in our Mexican joint venture were covered by collective bargaining agreements. Five employees at one US location negotiated a collective bargaining agreement in Fiscal 2025.



Health & Safety

Fiscal 2025 finished strong, resulting in exceeding multiple EHS milestones across the enterprise. Our operations follow a comprehensive, proactive safety and health management system that includes a collaborative process to prevent, find and fix workplace hazards prior to injury occurrence. Our U.S. facilities follow Occupational Safety and Health Act (OSHA) safety and health standards and Environmental Protection Agency, as required by law; and our Canadian facilities follow the Canadian Centre for Occupational Health and Safety (CCOHS), and Canadian Federation of Construction Safety Association (CFCSA) Certificate of Recognition (COR) program, as required by law.

In Fiscal 2025, ADS invested \$13.1 million in automation projects aimed at advancing environmental, health and safety (EHS) outcomes across manufacturing and logistics. These initiatives were strategically selected to address high-risk processes—specifically those involving manual operations, inconsistent repeatability and elevated workforce turnover.



Ensuring a Safe Workplace

Downstream manufacturing processes are some of our biggest safety challenges. To mitigate this concern, we are focused on automating these systems to improve both safety efforts and employee retention in addition to preparing for future workforce composition. We do this with the participation of our employees, who are encouraged to share their automation and other improvement ideas through our sharing operational improvements program.

Automation continues to be a cornerstone of EHS excellence at ADS. Fully automated equipment has proven to virtually eliminate injury risk, and our broader automation strategy has delivered a minimum 50% reduction in operational risk. These results reflect our commitment to building a resilient, forward-thinking safety culture—where innovation directly safeguards people and performance.

The ADS Environmental, Health and Safety (EH&S) Team

The Environmental, Health and Safety (EHS) function is led by the Vice President of EHS, who partners directly with the Chief Executive Officer to shape our safety culture, ensure regulatory compliance and guide strategic capital investments.

The EHS team is composed of cross-functional leaders, including:

- Directors of manufacturing operations and auditing/compliance
- A business leader overseeing freight and logistics
- A dedicated data analyst supporting safety insights and reporting

Regional Safety Managers report to the Director of Safety and are responsible for deploying the EHS strategy across multiple facilities in their respective regions. At larger locations, a site-specific EHS

leader provides direct oversight. Additionally, each facility maintains an active safety committee—an essential component of our proactive safety culture.

These committees convene at least monthly to:

- Identify emerging safety trends
- Review incidents and injury data
- Drive corrective and preventive action planning

This multilayered structure ensures that safety is embedded throughout our operations, enabling consistent execution and meaningful engagement at every level. The EHS team is dedicated to enhancing safety outcomes by emphasizing Human and Operational Performance (HOP). This approach centers on simplifying work environments to minimize the number of decisions employees must make, creating tasks that are easy to perform, repeatable in execution and safe by design.



We proactively reduce risk by:

- Making known safety controls clearly visible and accessible
- Leveraging continuous improvement programs to refine high-risk processes
- Conducting detailed task risk assessments to inform safer operations
- Implementing automation where it is feasible to eliminate hazards and improve consistency
- Applying engineering solutions to systematically remove risk from workflows

Through HOP, we drive smarter process design and safer operations, building a resilient safety culture that empowers people while protecting performance.

Improvement in our safety performance is demonstrated in the data we collect. Equally important as engineering safety in our processes is the focus on human operational performance and its impact on safety.



Hazard Identification, Risk Assessment and Incident Investigation

The first factor in our safety program is hazard identification.

ADS uses a web based EHS Management system to analyze hazard identification, behavior risk observations and incident investigation. The system offers advanced analytics, empowering us to better identify trends, proactively prevent incidents and enhance our incident management capabilities. Another key benefit is the integration with other core business systems which improves data accuracy and efficiency. All employees are encouraged to report hazards directly in the system or by a paper form submitted to the plant supervisor.

In addition to hazard identification, ADS performs regular risk assessments to ensure a safe work environment for employees.

In conjunction with the facility risk assessment, all historical injury and near miss data were collected to facilitate task risk assessments and identify risk mitigation. We plan to phase in these risk assessments across all facilities to ensure appropriate actions are being taken and best practices are being shared across all groups.

We continued the Stop Work Program during Fiscal 2025, transitioning to Stop Work Obligation. This program empowers every ADS team member, visitor or contractor with the authority, responsibility and obligation to initiate a Stop Work intervention when the control of safety, health and environmental risks are not clearly established.

We authorize the stoppage of unsafe work by any observer—including employees, contractors and visitors — and have a strict policy of non-retaliation for doing so. Further, work is not resumed until the risk has been mitigated and it is safe to continue.

Worker Participation, Consultation and Communication

Employee safety is under constant review, and we operate under a continuous improvement mindset for safety practices. EHS Management System gap assessments reviews were conducted in Fiscal 2025, driving continuous improvement in risk management and leadership accountability. Each location has an active safety committee comprised of employees from different departments with leadership support. We believe the best way to establish effective solutions to safety issues is to include employees in creating mitigation actions. Interviews with injured employees are conducted following an incident and employees are involved in designing practices and procedures to mitigate risk.

Safety Training

New Hire Training

All new hires and position changes are assigned curriculum-based training courses and hands-on activities, as applicable, specific to their position. New hires are also assigned general safety onboarding, which include day 1, 2, 30, 60 and 90 day safety training requirements as well as a no touch period. The training department with support of EHS rolled out a Bootcamp 2.0 program with a strong emphasis on risk reduction. This program is live at over 30% of manufacturing locations and a proven success rate of reducing new employee injuries. Annual refreshment courses on relevant topics are required for all employees of hazards or safe practices related to a specific job. They are intended to supplement formal training and are a good way to promote safety culture and facilitate discussions onsite.

Fleet Safety Trainings

In addition to our manufacturing and distribution footprint, ADS operates the industry's largest company-owned fleet, and the safety of the drivers of this expansive fleet is important to us. To aid in driver hazard recognition and reduce the risk of injury, we provide Worklete training tailored to out of the cab work. We also communicate daily



safety messages to every driver to reinforce the importance of every employee leaving work in the same condition they showed up in, every day. Over two thirds of the fleet have been updated including new safety features and lighter trailers. Our newest agricultural vehicles have been engineered to significantly reduce risks while loading and unloading coils.

Training Through Supervisors

Shift supervisors start each shift with a current safety-related topic. Plant Supervisors provide weekly safety action items from the Focus of the Week distribution to be completed by the plant

employees as well as periodic updates to safety procedures. On a monthly basis, we provide the required virtual training and require a documented toolbox talk. A toolbox talk is a short, informal safety meeting that heightens awareness.

Safety Performance

The primary cause of recordable injuries is related to strains and sprains in specific employee groups; primarily related to highly manual tasks and new employees. While we continue to conduct training and awareness to reduce risk, the goal is to mitigate risk where feasible, including automating processes and updating equipment to reduce touchpoints.

The EHS team focused on reducing high-risk tasks at the plants and is working with the manufacturing engineering team to develop engineered solutions to mitigate risk. Focus Few was a response to over 50% of injuries occurring in 10% of locations. As we concluded the fourth year of the Focus Few, we made the decision to sunset the program due to reduced concentration of injuries but continue the strategy for high risks locations in a more agile fashion. Our current automation efforts are focused on downstream automation for our stick pipe products (gasket application, trimming, length adjustments), automated coiling machines for our more flexible pipe products, automated stacking for chamber products and other machinery to simplify operator tasks and circumvent risk.

In Fiscal 2025, ADS achieved a Total Recordable Incident Rate (TRIR) of 1.96, significantly outperforming both the industry average for Plastics Pipe and Pipe Fitting Manufacturing (3.2) and the overall manufacturing sector (2.8). This achievement reflects our sustained investment in risk-reduction strategies, including automation, Human and Operational Performance (HOP) and robust safety governance.

Our performance demonstrates that proactive safety leadership, process innovation and strong cultural engagement can deliver measurable impact—protecting our workforce while advancing operational excellence.

We continued to make progress across key health and safety metrics in Fiscal 2025 and remain dedicated to ensuring our facilities are operating to the highest safety standards. **We focused on the following strategic initiatives:**

- 1 Initiate resource and risk strategy for high-risk sites, regions, positions, and anticipated patterns. Follows the prior practice of Focus Few, but more agile.
- 2 Daily management of effectively closing hazard identifications, actions from behavioral risk observations, stop work events and near misses.
- 3 Short service employee onboarding and 30, 60 and 90 day follow-up.
- 4 Full and light automation strategic alignment.

Employee Health and Safety ^{25, 26}	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Total Recordable Injury Rate ²⁷	2.7	2.6	2.1	1.96
Fatality Rate	0.00	0.02	0.00	0.00
Near Miss Frequency Rate ²⁸	9.5	9.4	11.7	19.68

25. Safety statistics are representative of the ADS Legacy operations in the United States and Canada and Infiltrator. Jet Polymers and Cultec data is included starting in Fiscal 2023. The data does not include joint ventures in Mexico or Other International, which represent less than 5% of net sales.

26. Rates are calculated as: (Statistic count x 200,000) / hours worked.

27. TRIR: A work-related injury or illness is considered a recordable incident if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. Additionally, a significant injury or illness diagnosed by a physician or other licensed health care professional is considered a recordable incident, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.

28. Near Miss Frequency Rate: A work-related near miss is defined as an unplanned incident in which no property or environmental damage or personal injury occurred, but where damage or personal injury easily could have occurred but for a slight circumstantial shift.





Safety Performance



In Fiscal 2025, our **recordable injury rate** (the number of injuries x 200,000/ total labor hours) was: **1.96**



50% of our facilities were **injury-free** in Fiscal 2025



This is **39% below the industry average*** as reported by the Bureau of Labor Statistics for 2024



The severity of our incidents, measured by our lost-time injury rate (lost workday cases 200,000/total labor hours), was **0.59**

*Reference for metric <https://www.bls.gov/web/osh/table-1-industry-rates-national.htm>

Injury-free Performance

20 facilities
1- 3 years
Injury-free

8 facilities
3-5 years
Injury-free

20 facilities
5+ years
Injury-free



Partnerships & Collaboration

The ADS Foundation

Founded on a vision to lead the way for organizations and communities in preserving clean water, promoting recycling and advancing quality of life through new opportunities, the ADS Foundation continued to give back in Fiscal 2025.

The ADS Foundation has five pillars: Recycling, Education, Mental Health, Housing and Water. We are committed to collection and reuse of plastic waste to promote a circular economy, professional and technical skill development for the workforce of tomorrow, resources that assist with emotional, psychological and social well-being, the comfort of a safe and affordable home and clean watersheds for enjoyment and conservation.



[Visit the ADS Foundation page to learn more.](#)

Mission Statement

Improving quality of life by building resilient and sustainable communities that strengthen access to recycling, education, mental health, housing and water.

Fiscal 2025 Donations



The ADS Foundation donates to **The University of Minnesota Duluth's** Advanced Materials Center.



The ADS Foundation donates to **The Nature Conservancy** to aid in water conservation efforts in four states: California, Florida, North Carolina and Texas.



In Fiscal 2025, ADS entered the third year of a 3-year, \$500,000 commitment by the ADS Foundation to The Nature Conservancy to support water conservation efforts in 4 key states: California, Florida, North Carolina and Texas. Specifically, the gift will support work to create water project demonstration sites, enhance freshwater resources, engage community stakeholders, forge equitable access to water, restore natural infrastructure and foster volunteer employee engagement opportunities with ADS and other companies in those regions. The ADS Foundation is committed to protecting and enhancing the communities we live, work and play in and these four states are key regions where many of our employees call home. **At ADS, our reason is water®, and we work to preserve it both through our stormwater management solutions and key donations that can make a positive impact in our communities.**



ADS is also a member of The Recycling Partnership's Polypropylene Coalition to help advance polypropylene collection and recycling. The recycling process is complex and not all plastics are accepted for reprocessing despite the inherent value to companies like ADS.

ADS currently uses over 500 million pounds of recycled material each year and is always pushing the boundaries of what is possible with recycled materials. As previously mentioned, ADS has set an ambitious goal to recycle a billion pounds of material a year by 2032. **Our cooperation with The Recycling Partnership, both through ADS and the ADS Foundation, are critical to increasing the amount of post-consumer recycled plastic available in the United States to help ADS achieve our long-term recycling goals.**



In Fiscal 2025, ADS continued to be the official sustainability partner of the Columbus Blue Jackets and the presenting sponsor of the Blue Jacket's participation in NHL Green Week, with teams across the league showcasing and promoting environmentally conscious and sustainable activities.

ADS also continues to be the presenting sponsor of the hockey club's "Between the Pipes" fundraising initiative. As part of the initiative, ADS donates \$5 for every regulation save and \$10 for every shootout save by Blue Jackets goaltenders during the season. Donations benefit the Blue Jackets Foundation, dedicated to promoting and supporting youth health and wellness in central Ohio.



In Fiscal 2025, Infiltrator donated over 33 septic systems, with a value of over \$110,000, to 19 different Habitat for Humanity partners across 10 states. Septic system donations from Infiltrator are used in both new homes built by Habitat and to help existing homeowners complete necessary repairs to their septic systems through Habitat for Humanity's home repair program. In addition to financial and environmental benefits, septic tanks also help reduce the risk of exposure to unhealthy drinking water, infections or disease. The partnership between Infiltrator and Habitat has been growing for the past five years and is a natural fit. **Infiltrator shares Habitat's commitment to empowering more families with eco-friendly, cost-effective, affordable housing solutions.**

→ PELOTONIA®



Together as one, riding for a cure: ADS peloton rides again

For the sixth consecutive year, ADS employees came together as one with the central Ohio community to participate in Pelotonia. Simply put, Pelotonia is a community that is passionate about ending cancer by accelerating funding for innovative cancer research and raises funds through annual cycling associated events. Pelotonia directs 100 percent of every dollar raised by participants to cancer research at The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute, including the Pelotonia Institute for Immuno-Oncology.

In Fiscal 2025, the 126 employees participating in the ADS Peloton raised \$226,000 for cancer research (total includes a \$100,00 donation from the ADS Foundation). ADS Peloton members rode on ride weekend, rode on gravel day, volunteered during the events and set challenges for those who were unable to attend in person.

Pictured on this page are members of the ADS Peloton the night before the event at the kick-off ceremony. A large group of employees from the Infiltrator facility in Winchester, KY also participated as ADS Peloton challengers.



UNIVERSITY OF MINNESOTA DULUTH

Driven to Discover™



THE OHIO STATE UNIVERSITY

SUSTAINABILITY INSTITUTE

Empowering Innovation: ADS Foundation's Million-Dollar Boost for Advanced Materials at University of Minnesota Duluth.

In Fiscal 2024, the ADS Foundation announced a generous \$1 million multi-year donation to the University of Minnesota Duluth's Advanced Materials Center. The donation will be disbursed in four annual installments of \$250,000 each, allocated as follows:

- /\$125,000 annually for start-up funds supporting research projects.
- /\$65,000 annually for direct scholarships to students of the Advanced Materials Center.
- /\$60,000 annually allocated to an endowment, ensuring a minimum of \$10,000 per year in perpetuity for scholarships.

The Advanced Materials Center (AMC) aims to lead interdisciplinary research, training and outreach to foster the development and

application of innovative, sustainable and resilient materials. This initiative benefits students, faculty and regional industrial partners, while also promoting the conservation and protection of natural resources for future generations.

Past and ongoing student research projects cover a wide range of topics, including Life Cycle Analysis (LCA), new polymer blends for pipe manufacturing, additive manufacturing, sustainable concrete materials, recycled materials, polypropylene degradation mechanisms and new test methods for the plastic pipe industry. This donation is aligned with the five pillar of focus for the ADS Foundation: recycling, education, mental health, housing and water.

ADS continued our collaboration with The Ohio State University in Fiscal 2025, as a founding member of The Sustainability Institute. Through this collaboration with The Ohio State University, ADS is working with students, faculty and staff to support stormwater management research, enhance student learning and make campus more sustainable.

In Fiscal 2025, ADS gifted multiple Ecostream units to OSU. The units were installed and students are analyzing results from data collection associated with these units to further knowledge on pollutants and pollutant removal from stormwater runaway associated with parking lots on campus.





Corporate Governance and Ethics

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Corporate Governance

Corporate governance serves as the foundation for how we do business, providing a necessary framework for the roles, responsibilities, processes and procedures across the organization. Our corporate governance framework allows us to better address the needs of our stockholders, employees, customers, suppliers and communities.

ADS’ Corporate Governance guidelines define the core elements of our governance framework, which covers the Board’s role, director nomination and independence, Board leadership, performance evaluations for both the Board and management, executive and director compensation philosophy and our approach to stockholder engagement.

Most importantly, honesty and professionalism define who we are and serve as the foundation of our Code of Business Conduct and Ethics. This code applies to all members of our organization, including employees, managers, executives and Board members. You will find these documents along with other information regarding our corporate governance practices on our [website](#).

Board of Directors

Our Board of Directors serves as the cornerstone of our corporate governance structure. The Board oversees and provides guidance on the business and affairs of ADS. Additionally, the Board oversees our strategic and business planning processes and monitors corporate performance as well as the integrity and effectiveness of our controls, legal, ethics and compliance programs. The Board is also responsible for appointing Board leaders, the Chief Executive Officer and other directors and officers.

Board Leadership

We believe that strong and independent leadership at the Board level is essential to the success of our corporate governance program. ADS’ stockholders are currently served by separate Chair and CEO roles, which promotes balance between the Board’s independent authority and oversight of the business and management, while allowing the management team to focus on day-to-day operations and responsibilities.

Separating the Chair and CEO roles also fosters accountability, creating an environment that is more conducive to objective evaluation of management’s performance and enhances the effectiveness of the Board as a whole. Currently, D. Scott Barbour serves as our Chief Executive Officer and Robert Eversole serves as the Chair of the Board.

Board Committees

Our Board has established the following five key committees:

- 1. Audit Committee
- 2. Compensation and Management Development Committee
- 3. Nominating and Corporate Governance Committee
- 4. Executive Committee
- 5. Sustainability Committee

All members of our Board committees are independent directors. Our Board has adopted written charters that outline the roles and responsibilities of the Audit Committee, the Compensation and Management Development Committee, the Nominating and Corporate Governance Committee and Sustainability Committee. You can find these charters on our [website](#). Read more about committee composition, roles and responsibilities in our [2025 Proxy Statement](#).





Board Composition

Our Board comprises of a group of diverse, highly qualified and accomplished individuals in their respective fields, each bringing a wealth of skills, experience, knowledge and valuable expertise. All Board members, except for the CEO, are independent directors per New York Stock Exchange (NYSE) listing rules and in accordance with our Corporate Governance Guidelines. Currently, our Board includes three female directors and three directors of a diverse racial background.

Our directors bring a wealth of knowledge and expertise to the board, including skills and experiences that are relevant for our strategy development and long-term sustainable performance. Many of our directors have extensive executive leadership experience, with several having served as CEOs of public companies, and additional experience in mergers and acquisitions, strategic planning and operations. Further, several of our board members have direct knowledge and experience related to the industrial sector both in terms of technical knowledge and in relation to the markets we operate. Additional skills and backgrounds of our directors that bring significant value to our board include accounting and finance, engineering and innovation, public policy and government contracting and international operations.

Board Members				
Individual	Role	Years on Board	Other Public Company Boards	Gender
D. Scott Barbour	CEO and Director	8	1	Male
Anesa Chaibi	Independent Director	5	1	Female
Michael B. Coleman	Independent Director	7	0	Male
Robert M. Eversole	Board Chair	17	0	Male
Alexander R. Fischer	Independent Director	11	1	Male
Tanya D. Fratto	Independent Director	12	0	Female
Kelly Gast	Independent Director	3	0	Female
Mark A. Haney	Independent Director	11	0	Male
Luther C. Kissam	Independent Director	1	2	Male
Manuel Perez de la Mesa	Independent Director	6	1	Male
Anil Seetharam	Independent Director	4	0	Male

Board Self-Evaluation Process

We believe that a robust Board evaluation process is critical to maintaining an effective and dynamic Board. Our nominating and corporate governance committee authorizes our Board Chair to conduct an annual evaluation of the overall performance of the Board and each of its members. In addition, each committee conducts an annual performance evaluation. These performance evaluations, along with an assessment of the Board’s compliance with Corporate Governance principles as well as areas of potential improvement, are presented to the Board in a report annually.



Director’s combined skills, experiences and backgrounds

As the leading manufacturer of innovative water management solutions in the stormwater and onsite septic wastewater industries, ADS benefits from a Board with a diverse and expansive set of skills, experiences and backgrounds. We are confident that our director nominees offer an effective mix of relevant experience and skills to assist the Board with executing its duties and generating value for ADS shareholders. Below is a list of select skills and experiences that we consider to be important for our Board to possess:



Executive Leadership Experience

Directors with significant leadership experience, including as chief executive officers, contribute to the Board a practical understanding of how to effectively lead an organization, develop a culture to fit the organization's goals, as well as means by which to drive towards strategic goals. Further, their own significant leadership skills and experiences enable them to help identify and develop other leaders.



M&A/Strategy

Directors with a background in setting and implementing a company's business strategy, along with navigating unforeseen circumstances, and reviewing and executing on transactions in the context of a Company's strategic direction provide the Board with necessary expertise as it oversees ADS' long-term strategy. These directors have in depth understanding of the capital markets environment and possess experience developing and overseeing an organization's inorganic and organic growth, in addition to evaluating, financing, executing and implementing transactions as part of an overall capital allocation strategy.



Accounting & Finance

Directors who possess an understanding of accounting and financial reporting processes, particularly in large, global businesses, provide the Board with valuable insights into the financial planning needed to lead ADS. ADS employs several financial targets to measure its performance, and accurate financial reporting is critical to ADS legal compliance and overall success. Directors with financial experience are essential for ensuring effective Board oversight of the ADS financial measures, reports, internal controls and financial planning for investments in new projects and other items.



Operations & Logistics

Directors with a background in operations add valuable perspective to the Board as it provides oversight to management as it operates the business, looking to drive efficiencies where possible. Directors with expertise in strategizing, supervising and implementing logistics management systems can provide useful insights to the management team as it is responsible for ADS' distribution footprint.



Industry-Relevant Experience

Directors with a background in operations add valuable perspective to the Board as it provides oversight to management as it operates the business, looking to drive efficiencies where possible. Directors with expertise in strategizing, supervising and implementing logistics management systems can provide useful insights to the management team as it is responsible for ADS' distribution footprint.



Engineering & Innovation

Directors with experience in engineering and innovation have experience designing, improving and implementing new products, materials, systems and technologies. This provides to the Board unique insights as it oversees ADS' efforts to continue to innovate and deliver consistent, high-quality customer products.



Enterprise Risk Management

Directors with experience implementing and adopting practices to identify, monitor and manage the most significant risks facing a company is critical to the Board's role in oversight and protecting shareholder value. These individuals bring important perspectives when assessing and mitigating competitive, regulatory, legal, cybersecurity or technological risks across an enterprise. Directors with this experience play an integral part in the Board's oversight of risk management processes.



ESG

Directors who possess a background in advancing and implementing ESG strategy, programs, policies and practices provide valuable insight to the Board as it looks to ensure ADS operates in a socially and environmentally responsible manner. Directors with a keen understanding of ESG issues, such as human capital, environmental stewardship such as recycling and corporate governance offer the Board critical expertise. In-depth knowledge of corporate governance gained through public company Board experience is particularly important to the Board as it enables the Board to support management accountability, transparency and protection of shareholder interests.



Our Board’s annual self-evaluation process allows us to assess the effectiveness of the Board in fulfilling its duties and responsibilities related to strategy development, the review of business plans and the monitoring of operational and financial performance and compliance with laws and regulations. In addition, the annual self-evaluation process gives the Board an opportunity to review the effectiveness of the administrative process, such as the number and duration of Board meetings, the amount, quality and timing of information that directors receive and the agenda and conduct at Board meetings. Further, the annual evaluation helps the Board assess its strategic needs related to Board size, Board composition, Board renewal and relevant skills and expertise.

Fiscal 2025 Board Characteristics	
Size of Board	11
Number of Independent Directors	10
Average Age of Directors	62
Average Director Tenure (in years)	8
Annual Election of Directors	Yes
Mandatory Retirement Age	No
Gender and Diversity	55%
Majority Voting in Director Elections	Yes
Independent Presiding Director	Yes
Code of Conduct for Directors, Officers and Employees	Yes
Supermajority Voting Threshold for Mergers	Yes
Proxy Access	Yes
Shareholder Action by Written Consent	No
Shareholder Ability to Call Special Meetings	No
Poison Pill	No
Stock Ownership Guidelines for Directors and Executive Officers	Yes
Anti-Hedging and Pledging Policies	Yes
Clawback Policy	Yes



Board Oversight of Sustainability

Since Fiscal 2022, our Board has had a Sustainability Committee to oversee our programs, policies and practices pertaining to sustainability and environmental issues, as well as monitor sustainability and environmental trends and risks impacting our business activities. For more details on the Board Sustainability Committee's Oversight of Sustainability, please refer to the [TCFD report](#).

Shareholder Engagement and Governance Improvements

Our commitment to good governance practices extends to building trusting relationships and partnerships with our stockholders through continued engagement and accountability.

Our engagement with our stockholders serves a crucial role in preserving a robust and effective corporate governance program that serves their long-term interests and positions us for sustainable growth. We engage with our stockholders regularly to understand their perspective and ensure that our practices are aligned with expectations. Over the past year, we continued to engage with investors around the effectiveness and development of our corporate governance program and our sustainability efforts. We continue to value the views of our stockholders as we strive for continuous improvement across our corporate governance practices and processes.

Management Incentives

Our Board and management team believe in a strong performance culture, and we strive to regularly adopt compensation practices that reflect our commitment to performance-based pay. Importantly, by rewarding performance that meets or exceeds the goals established by our Compensation Committee and the Board, our compensation programs also align our executives' interests with those of our stockholders. Our compensation programs aim to: attract, retain and motivate top talent; drive the performance culture as well as Company values; reward sustained performance; align compensation with stockholders' interests; and link compensation to Company, functional and individual accomplishment. To achieve these objectives, we are guided by our compensation principles, which seek to structure compensation within a competitive market range, place emphasis on at-risk, variable pay and link executive compensation to sustainable stockholder value using equity awards. Read more about ADS' compensation program in our [2025 proxy statement](#).



Ethics and Compliance

ADS Code of Business Conduct & Ethics

ADS expects all employees to adhere to the ADS Code of Business Conduct and Ethics (the “Code”). To be fully transparent, our Code of Business Conduct and Ethics is linked [here](#).

All ADS employees are required to complete training on the Code of Business Conduct and Ethics on an annual basis. The Code covers the following topics:

- / Equal Employment Opportunity
- / Non-discrimination
- / Non-retaliation
- / Conflicts of Interest
- / Social Media
- / Using Company Assets
- / Intellectual Property
- / Insider Trading

Sustainability across our Value Chain

We recognize that sustainability requires collective effort from companies, governments, and individuals. For example, with nearly 90% of ADS’ scope 3 greenhouse gas emissions coming from our supply chain, we must partner with our suppliers to achieve our science-based targets. While many of our suppliers already have science-based targets, we aim to work with all our suppliers to collectively reduce GHGs across the supply chain.

One of ADS’ ten-year goals under Accountability is to involve our suppliers in our business transformation. As such, in Fiscal 2024 we launched a [Supplier Code of Conduct](#) that reflects the same ethical standards expected of ADS employees. In Fiscal 2025, we continued to include this code in new supplier agreements to ensure compliance.

This code is the first step in our supplier engagement process, setting the stage for future collaboration.

Cybersecurity

In the conduct of our business, we collect, use, transmit and store data on information systems, which are vulnerable to disruption and an increasing threat of continually evolving cybersecurity risks. Cybersecurity incidents across industries are sophisticated and frequent and may range from uncoordinated individual attempts to targeted measures. These incidents include but are not limited to, malicious software or viruses, including “ransomware” attempts to gain unauthorized access to, or otherwise disrupt, our information systems, attempts to gain unauthorized access to business, proprietary or other confidential information and other electronic security breaches that could lead to disruptions in critical systems, unauthorized release of confidential or otherwise protected information and corruption of data. New developments in the fields of generative artificial intelligence (“AI”), machine learning and robotics may create new vulnerabilities and cybersecurity risks. Cybersecurity failures may be caused by employee error, malfeasance, other corporate or governmental actors, system errors or vulnerabilities, including vulnerabilities of our vendors, suppliers and their products.

While we have been subject to cybersecurity incidents in the past that (based on information known to date) did not have a material impact on

our financial condition or results of operations, we may experience such incidents in the future, potentially with more frequency or sophistication which may have a material impact on our financial condition or results of operations. The occurrence of any of these events could adversely affect our reputation and could result in litigation, regulatory action, financial loss, project delay claims and increased costs and operational consequences of implementing further data protection systems.

Failures of our IT systems as a result of cybersecurity incidents or other disruptions could result in a breach of critical operational or financial controls and lead to a disruption of our operations, commercial activities or financial processes. Cybersecurity incidents or other disruptions impacting significant customers and/or suppliers could also lead to a disruption of our operations. Our attempts to safeguard our systems and mitigate potential risks may not be sufficient to prevent cyberattacks or security breaches that manipulate or improperly use our systems or networks, compromise confidential or otherwise protected information, destroy or corrupt data or otherwise disrupt our operations. The occurrence of such events could have a material adverse effect on our business financial condition and results of operations.



All of these risks are also applicable where we rely on outside vendors to provide services. We are dependent on third-party vendors to operate secure and reliable systems which may include data transfers over the internet. Any events which deny us use of vital operating or information systems may seriously disrupt our normal business operations. Additionally, our key partners, distributors or suppliers could experience a compromise of their information security due to a cybersecurity incident, which may have an impact on our business and financial performance.

Our Board of Directors has ultimate oversight of the Company's cybersecurity programs and strategy, with the Audit Committee maintaining oversight responsibility in reviewing cybersecurity and other information technology risks. The Audit Committee assess the steps management has taken to monitor, minimize or control such risks or exposures. The Company's Chief Information Officer presents a cybersecurity report to the Audit Committee each quarter. The report includes updates of recent cybersecurity threats, current key performance indicators of security controls and summaries of any recent incidents at the Company.

Human Rights

We are committed to protecting and advancing human rights in accordance with the UN Guiding Principles on Business and Human Rights. ADS recognizes that companies have an important role to play in promoting human rights and urge our suppliers to uphold these same principles within their own organizations. We contribute to the fulfillment of human rights through compliance with laws and regulations wherever we operate, as well as through our policies and programs. Our position on human rights is reinforced in our employment, ethics and procurement policies, which are designed to promote, protect and respect human rights within ADS and our suppliers. Also, our commitment to comply with all human rights laws is captured in our Code of Business Conduct and Ethics, which should be read with our position on human rights.

Our guidelines include:

Commitment to complying with child labor laws and laws prohibiting any form of forced, bonded or indentured labor.

Providing a healthy and safe working environment.

Promoting equal opportunity of all employees and applicants regardless of race, color, religion, sex, age, national origin ancestry, pregnancy status, gender, marital any form of illegal harassment and are dedicated to the prevention of harassment in the workplace.

Protecting individual privacy.

Providing compensation and benefits that are competitive and comply with applicable laws for minimum wages, overtime hours and mandated benefits.

Encouraging open communication between management and employees.

We will continue to evaluate and review how best to strengthen our approach to addressing human rights, including labor rights. We believe that while it is primarily the role of government to safeguard human rights, we also believe that ADS can help to promote respect for human rights through the example of its actions and its values.



Public Policy

ADS established a Political Action Committee (PAC) to provide opportunities for employees to participate in the American political process. The ADS PAC is a nonpartisan organization run and overseen by ADS employees. When choosing to contribute to a candidate, the ADS PAC considers candidates’ views on issues that impact ADS and its employees as well as the presence of ADS facilities or employees in the candidate’s district or state. The PAC executive board made up of ADS employees reviews and approves all recommendations for PAC contributions.

In Fiscal 2025, the Advanced Drainage Systems, Inc. PAC contributed \$74,000 toward political candidates and organizations. Employee contributions to the PAC in Fiscal 2025 were \$46,750. ADS has not contributed corporate funds or dollars to any political institution. Additional information on the Advanced Drainage Systems, Inc. PAC contributions can be found at www.fec.gov.

The ADS PAC has three primary objectives that guide its political donations. The objectives reflect betterment of society, in addition to supporting Advanced Drainage Systems’ interests.

1. FOSTERING OPEN COMPETITION FOR MATERIALS



Current legislation gives states the autonomy to bid and select a single material for culvert pipes (which includes stormwater pipe). Culvert pipes are the only product within the Federal Highway Code to have an exclusion from federal oversight in the procurement process. The ADS PAC supports legislation to fix this anomaly, which causes significant cost disadvantages for developers, municipalities and public agencies. Open competition would remedy this issue as well as promote quality and encourage technological development, which benefits society overall. The ADS PAC supports legislation that defines system performance requirements and requires bidding of all technically qualified materials.

2. ENCOURAGING RECYCLING PROGRAMS AND THE USE OF RECYCLED MATERIAL



With recycling at the heart of ADS’ operations, the ADS PAC advocates for the use of recycled plastic in construction materials, creating a circular economy for plastics. ADS supports legislation that encourages recycling, from educating consumers to improving the recycling material stream, as well as the use of recycled material in construction.

3. INCREASING FUNDING FOR INFRASTRUCTURE



ADS supports federal funding for infrastructure because investments are key to promoting economic growth and job creation. Infrastructure spending results in higher economic output, which in turn leads to many benefits including construction and land development. Additionally, there is a gap in infrastructure needs and available funding, and ADS supports legislation to bridge this gap.



Appendix

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Appendix

SASB Index					
Topic	Accounting Metric	Category	Unit of Measure	Code	Location of Disclosure
Energy Management	Total energy consumed	Quantitative	Gigajoules (GJ), Percentage (%)	RT-IG-130a.1	Fiscal 2025 Sustainability Report, page 17
	Percentage grid electricity				
	Percentage renewable				
Employee Health & Safety	Total recordable incident rate (TRIR)	Quantitative	Rate	RT-IG-320a.1	Fiscal 2025 Sustainability Report, page 44
	Fatality rate				
	Near miss frequency rate (NMFR)				
Fuel Economy & Emissions in Use-Phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Quantitative	Gallons per 1,000 ton-miles	RT-IG-410a.1	Not applicable
	Sales-weighted fuel efficiency for non-road equipment	Quantitative	Gallons per hour	RT-IG-410a.2	Not applicable
	Sales-weighted fuel efficiency for stationary generators	Quantitative	Watts per gallon	RT-IG-410a.3	Not applicable
	Sales-weighted emissions of: (1) nitrogen oxides (NO _x) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	Quantitative	Grams per kilowatt-hour	RT-IG-410a.4	Not applicable
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion & Analysis	N/A	RT-IG-440a.1	Not applicable
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	Quantitative	Reporting currency	RT-IG-440b.1	Fiscal 2025 Sustainability Report, page 30





SASB Index					
Topic	Accounting Metric	Category	Unit of Measure	Code	Location of Disclosure
Greenhouse Gas Emissions (SASB Standards for Road Transportation [TR-RO])	Gross global Scope 1 emissions	Quantitative	Metric tons (t)CO ₂ e	TR-RO-110a.1	Fiscal 2025 Sustainability Report, page 15
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against targets	Discussion & Analysis	N/A	TR-RO-110a.2	Fiscal 2025 Sustainability Report, page 20-25
	(1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewable	Quantitative	Metric tons (t)	TR-RO-110a.3	Fiscal 2025 Sustainability Report, page 15-18

Definitions

The following terms are defined in this report:

ADS – Advanced Drainage Systems, Inc.

CFCSA – Canadian Federation of Construction Safety Association

COR – Certificate of Recognition (related to CFCSA)

EH&S – Environmental, Health and Safety

EPA – Environmental Protection Agency

GHG – Greenhouse Gas

GJ – Gigajoules

GRI– Global Reporting Initiative

HDPE – High-Density Polyethylene

Infiltrator – Infiltrator Water Technologies

kWh – kilowatt hours

LCA – Lifecycle Assessment

MPG – Miles per Gallon

NYSE – New York Stock Exchange

OSHA – Occupational Safety and Health Act

PAC – Political Action Committee

PP - Polypropylene

PPI – Plastics Pipe Institute

SASB – Sustainability Accounting Standards Board

SBTi – Science Based Targets initiative

The Code – the ADS Code of Business Conduct and Ethics

TRIR – Total Recordable Injury Rate

UN SDG – United Nations Sustainable Development Goals





GRI Content Index

GRI 1: Foundation

These tables reflect ADS’ reporting with reference to GRI 1: Foundation 2021

GRI 2: General Disclosures

The Organization and our Reporting Practices

GRI	Indicator	Disclosure / Location of Disclosure
2-1	Organizational details	Advanced Drainage Systems, Inc. Publicly traded (NYSE - WMS) 4640 Truman Blvd. Hilliard, OH 43026 Countries of operation: see Fiscal 2025 Annual Report, page 10
2-2	Entities included in the organization's sustainability reporting	Advanced Drainage Systems, Inc. And all wholly owned subsidiaries are included in our consolidated financial statements, as outlined in our Annual Report.
2-3	Reporting period, frequency and contact point	April 1, 2024 to March 31, 2025 (same as ADS fiscal year). Reports are completed on an annual basis. Contact: Nicole Voss Director of Sustainability sustainability@adspipe.com 614-419-6174
2-4	Restatements of information	There are no restatements.
2-5	External assurance	ADS received limited assurance for scope 1 & 2 GHG emissions for Fiscal 2025. More information can be found on page 77 of this report.

Activities and Workers

GRI	Indicator	Disclosure / Location of Disclosure
2-6	Activities, value chain, and other business relationships	ADS manufacturers stormwater management products that capture, convey, store and treat. Brands include: Sani-tite® HP, HP Storm, N-12®, Mega Green®, Bayfilter™, Ecopure™, Bay Separator™, Barracuda®, StormTech®, Landmax®, Inserta Tee Onefit, Nyloplast®, Duraslot®. ADS also operates a vertically integrated recycling company to provide recycled material for use in our manufacturing operations. ADS operates one of the largest private fleets in the business which allows us to provide superior delivery service to our customers. Our products go to market through our distribution partners.
2-7	Employees	Fiscal 2025 Sustainability Report, page 38
2-8	Workers who are not employees	Fiscal 2025 Sustainability Report, page 38

Governance

GRI	Indicator	Location of the disclosure FY 2024
2-9	Governance structure and composition	Fiscal 2025 Proxy Statement, Corporate Governance, pag 5-13
2-10	Nominating and selecting the highest governance body	Fiscal 2025 Proxy Statement, page 15-16
2-11	Chair of the highest governance body	Robert M. Eversole, Chairman of the Board Managing Partner Stonehenge Partners, Inc.
2-12	Role of highest governance body in overseeing the management of impacts	Fiscal 2025 Proxy Statement, page 17
2-13	Delegation of responsibility for managing impacts	Fiscal 2025 Sustainability Report, page 51





2-14	Role of highest governance body in sustainability reporting	The board sustainability committee meets four times a year. The committee is responsible for providing oversight of ADS' approach to sustainability. Board sustainability committee members are provided the opportunity to review the annual sustainability report prior to issuance.
2-15	Conflicts of interest	See Code of Business Conduct and Ethics.
2-16	Communication of critical concerns	See process for communications with the board of directors.
2-17	Collective knowledge of highest governance body	Fiscal 2025 Proxy Statement, page 7-14
2-18	Evaluating the highest governance body's performance	Fiscal 2025 Proxy Statement, page 15-16
2-19	Remuneration policies	Fiscal 2025 Proxy Statement, page 22-23
2-20	Process to determine remuneration	Fiscal 2025 Proxy Statement, page 23-37
2-21	Annual total compensation ratio	Fiscal 2025 Proxy Statement, page 38-41
Strategy, Policies and Practices		
GRI	Indicator	Disclosure / Location of Disclosure
2-22	Statement on sustainable development strategy	Fiscal 2025 Sustainability Report, page 3
2-23	Policy commitments	see ADS policies at https://www.adspipe.com/legal
2-24	Embedding policy commitments	ADS' board, through the sustainability committee, provides oversight of ADS' approach to sustainability and corporate social responsibility. The integration of specific ESG commitments into ADS' strategies and operational procedures managed internally through quarterly sustainability meetings.

2-25	Processes to remediate negative impacts	To ensure compliance with ADS Code of Business Conduct and Ethics as well as our third party code of conduct, we've adopted straightforward processes for our employees and other business partners to report their concerns including any instances of misconduct.
2-26	Mechanisms for seeking advice and raising concerns	ADS ethics hotline is a 24-hour confidential reporting portal for employees and third parties. Reports can be made anonymously at 1-888-234-4790 or www.ads-pipeline.alertline.com .
2-27	Compliance with laws and regulations	See Fiscal 2025 Annual Report, page 11-12
2-28	Membership associations	Plastics Pipe Institute USEPA Smartway Institute for Sustainable Infrastructure American Public Works Association ARCSA Green Building Council The Recycling Partnership The Nature Conservancy Ohio by-Products Synergy Network Rapid 5 Project Smart Columbus Accelerator Pledge
Stakeholder Engagement		
GRI	Indicator	Disclosure / Location of Disclosure
2-29	Approach to stakeholder engagement	Fiscal 2025 Sustainability Report, page 13
2-30	Collective bargaining agreements	Fiscal 2025 Annual Report, page 10





GRI 3: Material Topics		
GRI	Indicator	Disclosure / Location of Disclosure
3-1	Process to determine material topics	Fiscal 2025 Sustainability Report, page 13
3-2	List of material topics	Fiscal 2025 Sustainability Report, page 13
3-3	Management of material topics	Fiscal 2025 Sustainability Report, page 13
GRI 203: Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	Fiscal 2025 Sustainability Report, page 46-47
203-2	Significant indirect economic impacts	ADS has not yet evaluated significant indirect economic impacts.
Procurement Practices		
GRI 204: Procurement Practices		
GRI	Indicator	Disclosure / Location of Disclosure
204-1	Proportion of spending on local suppliers	ADS does not current track proportion of spend on local suppliers.
Anti-Corruption		
GRI 205: Anti-Corruption		
GRI	Indicator	Disclosure / Location of Disclosure
205-1	Operations assessed for risks related to corruption	Fiscal 2025 Annual Report, page 14-15
205-2	Communication and training about anti-corruption policies and procedures	Fiscal 2025 Sustainability Report, page 40
205-3	Confirmed incidents of corruption and actions taken	None

Anti-Competitive Behavior		
GRI 206: Anti-Competitive Behavior		
GRI	Indicator	Disclosure / Location of Disclosure
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Code of Business Conducts and Ethics
Materials		
GRI 301: Materials		
GRI	Indicator	Disclosure / Location of Disclosure
301-1	Materials used by weight or volume	Fiscal 2025 Sustainability Report, page 31
301-2	Recycled input material used	Fiscal 2025 Sustainability Report, page 31
Energy		
GRI 302: Energy		
GRI	Indicator	Disclosure / Location of Disclosure
302-1	Energy consumption within the organization	Fiscal 2025 Sustainability Report, page 17 and 68
302-2	Energy consumption outside of the organization	Fiscal 2025 Sustainability Report, page 17 and 68
302-3	Energy intensity	Fiscal 2025 Sustainability Report, page 17 and 68
302-4	Reduction of energy consumption	Fiscal 2025 Sustainability Report, page 17 and 68
302-5	Reductions in energy requirements of products and services	Not applicable





Water and Effluents		
GRI 303: Water and Effluents		
GRI	Indicator	Disclosure / Location of Disclosure
303-1	Interactions with water as a shared resource	Fiscal 2025 Sustainability Report, page 34
303-2	Management of water discharge-related impact	Fiscal 2025 Sustainability Report, page 34
303-3	Water withdrawal	Fiscal 2025 Sustainability Report, page 34
303-4	Water discharge	Fiscal 2025 Sustainability Report, page 34
303-5	Water consumption	Fiscal 2025 Sustainability Report, page 34
Emissions		
GRI 305: Emissions		
GRI	Indicator	Disclosure / Location of Disclosure
305-1	Direct (Scope 1) GHG emissions	Fiscal 2025 Sustainability Report, page 15 and 68
305-2	Energy indirect (Scope 2) GHG emissions	Fiscal 2025 Sustainability Report, page 15 and 68
305-3	Other indirect (Scope 3) GHG emissions	Fiscal 2025 Sustainability Report, page 15 and 68
305-4	GHG emissions intensity	Fiscal 2025 Sustainability Report, page 15 and 68
305-5	Reduction of GHG emissions	Fiscal 2025 Sustainability Report, page 15-18 and 68

305-6	Emissions of ozone-depleting substances (ODS)	ADS does not use significant amounts of ozone-depleting substance. We adhere to the Montreal Protocol, administered by the United Nations Environment Programme (UNEP), which maintains the list of ozone-depleting substances that are targeted for reductions and total phase-outs.
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Fiscal 2025 Sustainability Report, page 18
Waste		
GRI 306: Waste		
GRI	Indicator	Disclosure / Location of Disclosure
306-1	Waste generation and significant waste-related impacts	Fiscal 2025 Sustainability Report, page 32 and 33
306-2	Management of significant waste-related impacts disposal method	Fiscal 2025 Sustainability Report, page 32 and 33
306-3	Waste generated	Fiscal 2025 Sustainability Report, page 32 and 33
306-4	Waste diverted from disposal	Fiscal 2025 Sustainability Report, page 32 and 33
306-5	Waste directed to disposal	Fiscal 2025 Sustainability Report, page 32 and 33
Supplier Environmental Assessment		
GRI 308: Supplier Environmental Assessment		
GRI	Indicator	Disclosure / Location of Disclosure
308-1	New suppliers that were screened using environmental criteria	ADS launched a supplier code of conduct in Fiscal 2024.
308-2	Negative environmental impacts in the supply chain and actions taken	ADS launched a Supplier Code of Conduct in Fiscal 2024. The majority of ADS' supply chain is in North America and therefore there is lower risk of negative environmental impacts in the supply chain. However, this risk has not yet been fully assessed.





Employment		
GRI 401: Employment		
GRI	Indicator	Disclosure / Location of Disclosure
401-1	New employee hires and employee turnover	1,832 New employee hires and a turnover rate of 37.8%.
401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees	Benefits are provided to full time employees only.
401-3	Parental leave	Fiscal 2025 Sustainability Report, page 40
Labor / Management Relations		
GRI 402: Labor / Management Relations		
GRI	Indicator	Disclosure / Location of Disclosure
402-1	Minimum notice periods regarding operational changes	ADS does not have a policy in place.
Occupational Health and Safety		
GRI 403: Occupational Health and Safety		
GRI	Indicator	Disclosure / Location of Disclosure
403-1	Occupational health and safety management system	Fiscal 2025 Sustainability Report, page 42-44
403-2	Hazard identification, risk assessment and incident investigation	Fiscal 2025 Sustainability Report, page 43
403-3	Occupational health services	Where required, ADS employees receive an annual hearing test. One on one communication between employee and nurse line ensures maintained confidentiality.
404-4	Worker participation, consultation, and communication on occupational health and safety	Every ADS plant has a functioning safety committee. Hazard identification report systems are in place to identify and eliminate risk at the site.

403-5	Worker training on occupational health and safety	Fiscal 2025 Sustainability Report, page 42-44
403-6	Promotion of worker health	Fiscal 2025 Sustainability Report, page 42-44
403-7	Prevention and mitigation of occupational health and safety management system	Fiscal 2025 Sustainability Report, page 42-44
403-8	Workers covered by an occupational health and safety management system	100% of ADS employees are covered by an OSHA compliant safety management plan.
403-9	Work-related injuries	Fiscal 2025 Sustainability Report, page 44 and 70
403-10	Work-related ill health	Fiscal 2025 Sustainability Report, page 44 and 70
Training and Education		
GRI 404: Training and Education		
GRI	Indicator	Disclosure / Location of Disclosure
404-1	Average hours of training per year per employee	Fiscal 2025 Sustainability Report, page 38
404-2	Programs for upgrading employee skills and transition assistance programs	Fiscal 2025 Sustainability Report, page 38-39
404-3	Percentage of employees receiving regular performance and career development reviews	All employees receive regular performance and career development reviews.
Diversity and Equal Opportunity		
GRI 405: Diversity and Equal Opportunity		
GRI	Indicator	Disclosure / Location of Disclosure
405-1	Diversity of governance bodies and employees	Fiscal 2025 Sustainability Report, page 44 , 52 , and 54
405-2	Ratio of basic salary and remuneration of women to men	ADS does not disclose this data.





GRI 406: Non-Discrimination		
406-1	Incidents of discrimination and corrective actions taken	No substantiated incidents of discrimination.
GRI 407: Freedom Of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Have not evaluated suppliers. Implemented supplier code of conduct in Fiscal 2024. ADS operations are covered by our Code of Business Conduct and Ethics.
GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	None
GRI 409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Code of Business Conduct and Ethics
GRI 410: Security Practices		
410-1	Security personnel trained in human rights policies or procedures	Not applicable
GRI 411: Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of indigenous peoples	None
GRI 412: Human Rights Assessment		
412-1	Operations that have been subject to human rights reviews or impact assessments	None
412-2	Employee training on human rights policies or procedures	Fiscal 2025 Sustainability Report, page 57
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	No significant investment agreements were completed during the reporting timeframe.

GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	ADS plants routinely participate in community engagement via philanthropy in the local community. Impact assessments have not been completed at any ADS manufacturing locations to date.
413-2	Operations with significant actual and potential negative impacts on local communities	Fiscal 2025 Sustainability Report, page 20-25
Supplier Social Assessment		
GRI 414: Supplier Social Assessment		
GRI	Indicator	Disclosure / Location of Disclosure
414-1	New suppliers that were screened using social criteria	To date, ADS has not evaluated suppliers. ADS launched our Supplier Code of Conduct in Fiscal 2024.
414-2	Negative social impacts in the supply chain and actions taken	To date, ADS has not evaluated suppliers. ADS launched our Supplier Code of Conduct in Fiscal 2024.
Customer Health And Safety		
GRI 415: Public Policy		
GRI	Indicator	Disclosure / Location of Disclosure
415-1	Political contributions	Fiscal 2025 Sustainability Report, page 58
GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Not applicable
416-2	Incidents of Noncompliance Concerning the Health and Safety Impacts of Products and Services	None





Fiscal Year 2025 Performance Indicators

GHG Emissions ²⁹				
Scope 1 Emissions (Metric Tons CO ₂ e)	Fiscal 2022 ³⁰	Fiscal 2023	Fiscal 2024 ³¹	Fiscal 2025
Scope 1 GHG Emissions by Type				
Fuel	157,884	144,296	134,863	155,374
Natural Gas	6,529	6,424	5,547	6,254
Total Scope 1 GHG Emissions	164,413	150,720	140,410*	161,628*
Scope 2 Emissions (Metric Tons CO ₂ e)	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Total Scope 2 GHG Emissions (Market Based)	174,543	164,855	157,312*	146,975*
Total Scope 2 GHG Emissions (Location Based)	167,434	161,303	154,719*	141,687*
Emissions Intensity (Scope 1 & 2)	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Total GHG Emissions (Scope 1 & 2) (Market Based)	338,956	315,574	297,722*	308,603*
Total GHG Emissions (Scope 1 & 2) (Location Based)	331,847	312,023	295,130*	303,315*
Total Sales (\$, in millions)	2,769	3,071	2,874	2,904
Total GHG Emissions Intensity (Scope 1 & 2) (Market Based/Location Based)	110 / 108	103 / 102	104 / 103	106 / 104

29. Emissions data is representative of the ADS business in the United States and Canada. The data does not include joint ventures facilities in Mexico or Other International, which represent less than 5% of net sales.

30. Fiscal 2022 and Fiscal 2023 Scope 1 & 2 emissions and totals reported in this table have been updated to match the calculations and reporting transparency methods used in Fiscal 2024.

31. The methodology for calculating Scope 1 GHG emissions for Fiscal 2024 and Fiscal 2025 includes CH₄ and N₂O emissions in addition to CO₂ emissions previously reported (the sum of CH₄, N₂O and CO₂ comprises CO₂e). Scope 1 emissions for Fiscal 2023 were also updated to use this same methodology.

* Items denoted with an asterisk (*) have received limited assurance – more information on this can be found in the appendix of this report

Scope 3 Emissions (Metric Tons CO ₂ e)	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025 ³³
Scope 3 GHG Emissions by Type				
Purchased goods and services	1,416,223	745,353	597,373	999,775
Other ³²	114,319	175,414	198,004	130,946
Total Scope 3 GHG Emissions	1,530,542	920,767	795,376	1,130,721

Energy Usage ³⁴					
Energy Consumption	Unit of Measure	Fiscal 2022	Fiscal 2023 ³⁵	Fiscal 2024	Fiscal 2025
Purchased Electricity ³⁶	Gigajoules (GJ)	1,653,838	1,582,187	1,488,709	1,501,544
Purchased Natural Gas	GJ	129,691	127,594	110,188	124,224
Total Energy Consumption	GJ	1,783,529	1,709,781	1,598,897	1,625,768
ADS Sales	\$, in millions	\$2,769	\$3,071	\$2,874	\$2,904
Energy Intensity	GJ per million revenue \$	644	557	556	560

32. All other scope 3 categories are less than 10% of the total emissions.

33. The methodology for calculating scope 3 GHG emissions changed from spend based to average data based emission factor for purchased goods and services. Data used to calculate remaining scope was also refined in Fiscal years 2022 (baseline) and 2025 to increase accuracy of estimates and replace outdated calculation methods. Special care should be taken when comparing Fiscal 2022 & 2025 data to Fiscal 2023 & 2024 data.

34. Fiscal 2025, Fiscal 2024 and Fiscal 2023 data does not include Cultec (acquired in May 2022) the joint ventures in Mexico or other international sales which represent less than 5% of net sales. In addition, Fiscal 2023 and Fiscal 2022 data does not include Jet Polymers (acquired in December 2021).

35. In Fiscal 2024, ADS refined our data collection, calculation and reporting process and re-stated figures for Fiscal 2022 and Fiscal 2023 to ensure accuracy of methodology across all reporting year data. The re-stated figures are included in this table.

36. 100% grid electricity. We did not intentionally purchase any renewable energy in Fiscal 2025, 2024, 2023 or 2022.





Fleet Metrics					
Fleet Efficiency ³⁷	Unit of Measure	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Fuel Economy ³⁸	Miles per gallon (MPG)	6.5	6.5	6.4	6.3
Payload Efficiency ³⁹	Pounds shipped per miles traveled	23.7	22.0	22.6	22.5
Fuel Consumed ⁴⁰	GJ	1,016,622	920,720	854,618	882,470
NO _x emissions ⁴¹	Grams per mile (g/m)	3.25 [4.65]	3.02 [4.03]	2.99 [3.99]	2.9205 [2.915]
	Grams per ton mile (g/tm)	0.26 [0.26]	0.29 [0.29]	0.30 [0.30]	0.264 [0.288]
CO ₂ emissions ⁴¹	Grams per mile (g/m)	1,610 [1,510]	1,601 [1,491]	1,558 [1,558]	1,590 [1,457]
	Grams per ton mile (g/tm)	107 [107]	105 [105]	117 [117]	90 [121]
Particulate matter emission ⁴⁰	Grams per mile (g/m)	0.0445 [0.0445]	0.0052 [0.0332]	0.0051 [0.0321]	0.0056 [0.0141]
	Grams per ton mile (g/tm)	0.0028 [0.0028]	0.0017 [0.0028]	0.0018 [0.003]	0.0013 [0.0031]

Performance Indicators ⁴²					
Remanufactured Product Revenue	Unit of Measure	Fiscal 2022	Fiscal 2023	Fiscal 2024 ⁴¹	Fiscal 2025
Remanufactured Product Revenue	% of total revenue	57.2%	52.6%	51.1%	49.4%
Percent of revenue from remanufactured products	% of total pipe revenue	60.8%	56.7%	53.7%	50.2%

37. Fleet efficiency data is representative of the entire ADS fleet, which operates in the United States and Canada.

38. MPG is defined as total miles traveled divided by total fuel consumed. MPG is tracked through a third-party telematics program. Telematics are installed on all ADS medium and heavy-duty ADS trucks.

39. ADS defines payload efficiency as the total pounds shipped on ADS fleet divided by the total miles traveled on the ADS fleet. ADS uses payload efficiency as a measure of capacity utilization.

40. Fuel is tracked through a third-party telematics program. Converted from gallons to GJ at a rate of 0.14652 GJ per 1 gallon. Dyed-diesel usage for onsite mobile equipment is not included in this number. However emissions from the use of dyed-diesel for onsite mobile equipment are included in the Fiscal 2025 GHG emissions estimates provided in this report.

Waste			
Waste Generated (metric tons)	Fiscal 2023	Fiscal 2024	Fiscal 2025
Total hazardous waste generated ⁴³	45	45	3
Total non-hazardous waste generated	77,590	73,985	69,518
Total waste generated	77,635	74,030	69,521
Ratio: Hazardous waste / Revenue (metric tons/million revenue \$)	0.01	0.02	0.001
Ratio: Non-hazardous waste / Revenue (metric tons/million revenue \$)	25.26	25.74	23.94
Waste Disposal (metric tons)	Fiscal 2023	Fiscal 2024	Fiscal 2025
Non-hazardous waste to landfill	26,118	27,978	24,590
Non-hazardous waste recycled externally	26,609	25,779	24,732
Non-hazardous waste recycled internally	24,862	20,228	20,196
Total non-hazardous waste generated	77,589	73,985	69,518
Ratio: Non-hazardous waste to landfill/Revenue (metric tons/million revenue \$)	8.50	9.73	8.47
Ratio: Non-hazardous waste diverted from landfill/Revenue (metric tons/million revenue \$)	16.76	16.01	15.47

41. As part of our commitment to the Smartway Program, NO_x, CO₂ and Particulate Matter emissions are tracked on a calendar year basis. Values for Fiscal 2025, represent calendar year 2024 data, Fiscal 2024 values represent calendar 2023 data, and Fiscal 2023 values represent calendar 2022 data. Data in brackets represents data for the ADS fleet in Canada, which is tracked and reported to the US EPA Smartway Program separately.

42. Prior year numbers have been restated to reflect percentage of total revenue.

43. Fiscal 2025 Hazardous Waste data was collected from hazardous wastes manifests for all manufacturing facilities. For Fiscal 2023 and 2024 hazardous waste data is an estimate based on manifests collected at the facilities in Fiscal 2023 and estimated based on the weight of water.





Baseline Water Stress		
Baseline Water Stress	Percent of ADS Water Usage in each category	Number of ADS Manufacturing Facilities
Extremely High	5%	5
High	8%	5
Medium-High	12%	13
Low-Medium	29%	17
Low	39%	14

Water Consumption Data					
Water Consumption	Unit of Measure	Fiscal 2022	Fiscal 2023	Fiscal 2024 ⁴⁴	Fiscal 2025
Total Water Intake ⁴⁵	Megaliters	517	493	482	459

Employees	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Full-time ⁴⁶				
Male	4,530	4,630	4,565	4,400
Female	720	860	850	900
Total	5,250	5,490	5,415	5,300

44. Data for Fiscal Year 2024 was revised to reflect an overstatement due to an error in tracking for a newly added site, the adjustment for which was made during Fiscal Year 2025.

45. Water intake data is not yet available for the following: Joint Ventures in Mexico and South America, domestic facilities that utilize well water, and offices or distribution centers where water is included in the lease.

46. Includes U.S. and Canada employees at ADS, Infiltrator, Jet Polymers and Cultec, Inc

47. Overall training hours decreased in Fiscal 2024 due to a decreased number of participants in kaizen events and a change in how participation in these events is calculated for training hours in comparison to the previous fiscal year. In general, training hours in other areas increased year over year.

Part-time	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Male	20	15	20	20
Female	15	30	10	10
Total	35	45	30	30
By Region ⁴⁷	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
United States	4,945	5,195	5,100	5,330
Canada	340	340	345	345
Other	350	335	260	325
Total	5,635	5,870	5,705	6,000

Employee Health and Safety ^{48, 49}				
	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2025
Total Recordable Injury Rate ⁵⁰	2.7	2.6	2.1	1.96
Fatality Rate	0.00	0.02	0.00	0.00
Near Miss Frequency Rate ⁵¹	9.5	9.4	11.7	19.68

48. Safety statistics are representative of the ADS Legacy operations in the United States and Canada and Infiltrator. Jet Polymers and Cultec data is included starting in Fiscal 2023. The data does not include joint ventures in Mexico or Other International, which represent less than 5% of net sales.

49. Rates are calculated as: (Statistic count x 200,000) / hours worked.

50. TRIR: A work-related injury or illness is considered a recordable incident if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. Additionally, a significant injury or illness diagnosed by a physician or other licensed health care professional is considered a recordable incident, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.

51. Near Miss Frequency Rate: A work-related near miss is defined as an unplanned incident in which no property or environmental damage or personal injury occurred, but where damage or personal injury easily could have occurred but for a slight circumstantial shift.or loss of consciousness.





Greenhouse Gas (GHG) Emissions – Basis of Reporting (Fiscal 2025)

Greenhouse Gas (GHG) Emissions – Basis of Reporting (Fiscal 2025)	
Guidance and Boundary	<p>ADS measures and discloses the company's Scope 1, Scope 2, and relevant categories of Scope 3 emissions in accordance with the following guidance and standards:</p> <ul style="list-style-type: none">• World Resources Institute (WRI)/World Business Council for Sustainable Development's (WBCSD), The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol)• WRI/WBCSD GHG Protocol Scope 2 Guidance• WRI/WBCSD GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard <p>For Scope 1 and Scope 2 location- and market-based GHG emissions, ADS selected an organizational boundary based on operational control. Therefore, only assets or facilities where our business operates and has the ability to directly influence emissions-generating activities are included in our Scope 1 and Scope 2 GHG emissions calculations. Boundaries for Scope 3 categories can vary slightly, as detailed below, but are generally defined as activities upstream from ADS' operational control but limited to Tier 1 suppliers (i.e., those who contract directly with ADS) and downstream from ADS' operational control but limited to transactions made directly by ADS with customers or investees.</p>
Scope 1 GHG Emissions	<p>Scope 1 GHG emissions were measured in accordance with the World Resources Institute (WRI)/World Business Council for Sustainable Development's (WBCSD), The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol). ADS selected an organizational boundary based on operational control and direct emissions sources include stationary and mobile combustion. Fuel sources included in ADS' calculation of Scope 1 GHG emissions include natural gas, propane, diesel, and aviation fuel. ADS obtains primary data from utility invoices, aviation reports, fuel receipts, and fleet telematics. Where primary data is not available, the ADS team uses generally accepted methods to estimate to calculate emissions using a complete and accurate population of data for the reporting period. The following summarizes estimation methodologies used by ADS for Scope 1:</p> <ul style="list-style-type: none">• The Climate Registry - General Reporting Protocol USA Transport Sector 2023 https://theclimateregistry.org/registries-resources/protocols/• For facility-level data gaps, ADS uses historic monthly production values to estimate.• For distribution facility-level data gaps, ADS uses historic monthly consumption values to estimate.• ADS does not currently track or report fugitive emissions associated with refrigerant leaks and/or CO₂ fire suppression systems but plans to do so in the future. <p>As noted above, ADS scope 1 emissions include natural gas, propane, diesel and aviation fuel. Scope 1 Emission Factors:</p> <ul style="list-style-type: none">• 2024 Environmental Protection Agency (EPA) Center for Corporate Climate





Greenhouse Gas (GHG) Emissions – Basis of Reporting (Fiscal 2025)

Scope 2
GHG Emissions

Scope 2 emissions were measured using the location- and market-based methods in accordance with the WRI/WBCSD GHG Protocol Scope 2 Guidance. ADS selected an organizational boundary of operational control. Sources of emissions included in ADS' calculation of Scope 2 GHG emissions include electricity.

- Scope 2 Emission Factors:
- Location-based emission factors
- 2024 International Energy Association (IEA) emission factors
 - 2024 eGRID emission factors
 - Environment Canada 2023 National Inventory Report

- Market-based emission factors
- 2024 Green-e Residual Mix Emissions Rates
 - International Energy Agency (IEA) Emission Factors
 - 2024 EPA e-GRID Emission Factors
 - Electric Edison Institute (EEI) Electric Company Carbon Emissions and Electricity Mix Reporting Database for Customers

Scope 3 GHG Emissions

To improve the accuracy of our scope 3 GHG emissions estimates, there have been changes in our methodology over the previous year. For details on previous year methodology please see our Fiscal 2022, 2023 or 2024 Sustainability report.

Category & Description		Methodology	Emission Factors
1.	Purchased goods and services	FY25 emissions are calculated using an average-based emission factor times the weight of each type of raw material purchased.	UK DEFRA Conversion Factors 2024
2.	Capital goods	Emissions are calculated using a spend-based method.	USEPA EEIO Factors 2.0.1-411 (AR4)
3.	Fuel and energy-related services	Emissions from fuel- and energy-related activities include electricity, fleet fuel and transmission and distribution. Each factor was converted separately using DEFRA emissions factors.	UK DEFRA Conversion Factors 2024
4.	Upstream transportation and distribution	Currently included with scope 3, category 1 emissions. Plan to disaggregate and track in the future to increase accuracy of ADS' scope 3 emissions estimates.	See category 1
5.	Waste generated in operations	Emissions are calculated using an average-based emission factor times the amount of each type of waste generated.	UK DEFRA Conversion Factors 2024





6.	Business travel	Emissions from business travel include air, rail, rental car, hotel rooms and taxi usage by ADS employees when travelling away from their home office as noted in ADS HR system of record. Data for each mode of transportation comes from our travel booking partner's system of record and emissions are calculated based on spend using emissions factors.	UK DEFRA Conversion Factors 2024
7.	Employee Commuting / Telework	Emissions for employee commuting were calculated by the distance between employee's home and work postal codes multiplied by the emission factor. Emissions from telework were estimated using an estimated home office size and emission factor.	UK DEFRA Conversion Factors 2024 & USEPA EEIO Factors 2.0.1-411 (AR4)
8.	Upstream leased assets	ADS does not have any upstream leased assets.	Not Applicable
9.	Downstream transportation and distribution	ADS does not utilize downstream transportation and distribution.	Not Applicable
10.	Processing of sold products	ADS products do not require further processing prior to use.	Not Applicable
11.	Use of sold products	ADS products do not generate any GHG emissions in the use phase.	Not Applicable
12.	End-of-life treatment of sold products	Emissions were calculated based on quantity of material sold and expected end of life treatment methods.	USEPA Emission Factor Hub 2024
13.	Downstream leased assets	ADS does not have downstream leased assets	Not Applicable
14.	Franchises	ADS does not operate on a franchise model	Not Applicable
15.	Investments	ADS is a party to several joint ventures (JVs) outside of ADS' operational control. The expected emissions from ADS' JVs are immaterial (<5%) and have been excluded from calculations.	Immaterial - Excluded





Task Force on Climate-related Financial Disclosure (TCFD) Report

Strategy

Metrics & Targets

Governance

Risk Management

August 2025





Alignment with the United Nations Sustainable Development Goals

As a signatory to the UN Global Compact, we believe it is important for ADS to identify how we can align our operations and impact with the United Nations Sustainable Development Goals (“UN SDGs”), a comprehensive framework created to enable a more sustainable world by 2030. Identifying our alignment with the UN SDGs underscores how we are demonstrating our commitment to be a conscientious corporate citizen and connecting the success of our business with positive impact for communities globally.

On this page, we highlight the SDGs for which our business has the greatest impact.



Sustainable Development Goal 6:

Clean Water and Sanitation

Context: Our reason is water™, and our products play a key role in safely managing stormwater runoff and providing effective drainage and treatment. In addition, we are focused on minimizing the water-related impacts of our own operations.

Actions: In Fiscal 2025, we maintained closed loop water systems at our legacy ADS pipe manufacturing facilities, and have completed an update of our water risk analysis across all manufacturing facilities, allowing us to begin reducing our water impact in a manner that reflects water scarcity in the regions where ADS operates.



Sustainable Development Goal 12:

Responsible Consumption and Production

Context: As one of the largest plastic recyclers in North America, ADS plays a vital role in creating a circular economy for plastics – as such, our operations contribute meaningfully to the creation of a circular economy.

Actions: As one of the largest plastic recyclers in North America, ADS drives measurable progress toward a circular economy. By transforming millions of pounds of plastic into high-performing stormwater products, we extend the life of valuable materials and reduce dependence on virgin resources.



Sustainable Development Goal 9:

Industry, Innovation and Infrastructure

Context: Our long-lasting plastic products are more cost-effective and easier to install than traditional material equivalents, enabling effective installation of stormwater conveyance infrastructure, and our continued investments in innovation and safe manufacturing facilities contribute positively to the communities in which we operate.

Actions: In Fiscal 2025, ADS opened the Engineering and Technology Center in Hilliard, OH, which has played a key role in developing more innovative products that support sustainability infrastructure. We are significantly enhancing our recycling infrastructure, breaking ground on a \$30 million expansion at our Cordele, GA ADS Recycling facility.



Sustainable Development Goal 13:

Climate Action

Context: Our commitment to climate action is two-fold. We are taking meaningful efforts to decarbonize our own operations, including our commitment to set emissions reductions goals in line with limiting global temperature rise to 1.5°C, as verified by the Science Based Targets Initiative. The reduced weight of our products as compared to traditional materials also helps reduce the carbon intensity for new infrastructure installation as well.

Actions: In Fiscal 2025, ADS’ Science-based targets (SBTs) were validated by the Science Based Targets Initiative (STBi), targeting to achieve a 50.4% reduction of our Scope 1 & 2 GHG emissions and 30% reduction in our Scope 3, Category 1 emissions in line with a 1.5°C trajectory.



Fiscal 2025 Board of Directors

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Director, President and Chief Executive Officer, Advanced Drainage Systems

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Craig Taylor
Executive Vice President, Infiltrator Water Technologies

Thomas Waun
Executive Vice President, Engineering and International





Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Advanced Drainage Systems Inc. ("ADS") to provide limited assurance in relation to the Selected Information set out below and presented in the ADS 2025 Sustainability Report (the "Report").

ENGAGEMENT SUMMARY

Scope of our assurance engagement	Whether the following Selected Information for FY2025, as indicated on Fiscal Year 2025 Performance Indicators tables, are fairly presented in the Report, in all material respects, in accordance with the reporting criteria. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.
Selected Information	<ul style="list-style-type: none">• Total Direct GHG Emissions (Scope 1) [metric tons CO2e]• Total Indirect GHG Emissions (Scope 2 location-based) [metric tons CO2e]• Total Indirect GHG Emissions (Scope 2 market-based) [metric tons CO2e]• Total GHG Emissions [metric tons CO2e]
Reporting period	April 1, 2024 – March 31, 2025 (FY2025)
Reporting criteria	<ul style="list-style-type: none">• ADS internal reporting criteria and definitions;• The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015)• GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions)
Assurance standard and level of assurance	We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'. The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.
Respective responsibilities	ADS is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Report. ERM CVS' responsibility is to provide a conclusion to ADS on the agreed assurance scope based on our engagement terms with ADS, the assurance activities performed and exercising our professional judgement.

OUR CONCLUSION

Based on our activities, as described below, nothing has come to our attention to indicate that the Selected Information for FY2025 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

OUR ASSURANCE ACTIVITIES

Considering the level of assurance and our assessment of the risk of material misstatement of the FY2025 Sustainability Report a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Interviewing management representatives responsible for managing the Selected Information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated FY2025 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Conducting in-person visits to New Miami, OH and Findlay South, OH ADS facilities/production sites in the United States to review source data and local reporting systems and controls;
- Evaluating the conversion factors, emission factors and assumptions used;
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.



August 28, 2025
Malvern, PA

ERM Certification & Verification Services Incorporated
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THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to ADS in any respect.



Forward Looking Statements

Certain statements in this report may be deemed to be forward-looking statements. These statements are not historical facts but rather are based on the Company's current expectations, estimates and projections regarding the Company's business, operations and other factors relating thereto. Words such as "may," "will," "could," "would," "should," "anticipate," "predict," "potential," "continue," "expects," "intends," "plans," "projects," "believes," "estimates," "confident" and similar expressions are used to identify these forward-looking statements. Factors that could cause actual results to differ from those reflected in forward-looking statements relating to our operations and business include: fluctuations in the price and availability of resins and other raw materials, new tariff policies, and our ability to pass any increased costs of raw materials and tariffs on to our customers; disruption or volatility in general business, political and economic conditions in the markets in which we operate; cyclicity and seasonality of the non-residential and residential construction markets and infrastructure spending; the risks of increasing competition in our existing and future markets; uncertainties surrounding the integration and realization of anticipated benefits of acquisitions or doing so within the intended timeframe; the effect of weather or seasonality; the loss of any of our significant customers; the risks of doing business internationally; the risks of conducting a portion of our operations through joint ventures; our ability to expand into new geographic or product markets; the risk associated with manufacturing processes; the effects of global climate change and any related regulatory responses; our ability to protect against cybersecurity incidents and disruptions or failures of our IT

systems; our ability to assess and monitor the effects of artificial intelligence, machine learning, and robotics on our business and operations; our ability to manage our supply purchasing and customer credit policies; our ability to control labor costs and to attract, train and retain highly qualified employees and key personnel; our ability to protect our intellectual property rights; changes in laws and regulations, including environmental laws and regulations; our ability to appropriately address any environmental, social or governance concerns that may arise from our activities; the risks associated with our current levels of indebtedness, including borrowings under our existing credit agreement and outstanding indebtedness under our existing senior notes; and other risks and uncertainties described in the Company's filings with the SEC. New risks and uncertainties emerge from time to time and it is not possible for the Company to predict all risks and uncertainties that could have an impact on the forward-looking statements contained in this report. In light of the significant uncertainties inherent in the forward-looking information included herein, the inclusion of such information should not be regarded as a representation by the Company or any other person that the Company's expectations, objectives or plans will be achieved in the timeframe anticipated or at all. Investors are cautioned not to place undue reliance on the Company's forward-looking statements and the Company undertakes no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.



About Advanced Drainage Systems, Inc.

Advanced Drainage Systems is a leading manufacturer of innovative stormwater and onsite wastewater solutions that manages the world's most precious resource: water. ADS and its subsidiary, Infiltrator Water Technologies, provide superior stormwater drainage and onsite wastewater products used in a wide variety of markets and applications including commercial, residential, infrastructure and agriculture, while delivering unparalleled customer service. ADS manages the industry's largest company-owned fleet, an expansive sales team, and a vast manufacturing network of approximately 63 manufacturing plants and 35 distribution centers. The company is one of the largest plastic recycling companies in North America, ensuring over half a billion pounds of plastic is kept out of landfills every year. Founded in 1966, ADS' water management solutions are designed to last for decades. To learn more, visit the Company's website at www.adspipe.com.

