



Vermeer®



IMPACT REPORT 2025

FINDING A BETTER WAY

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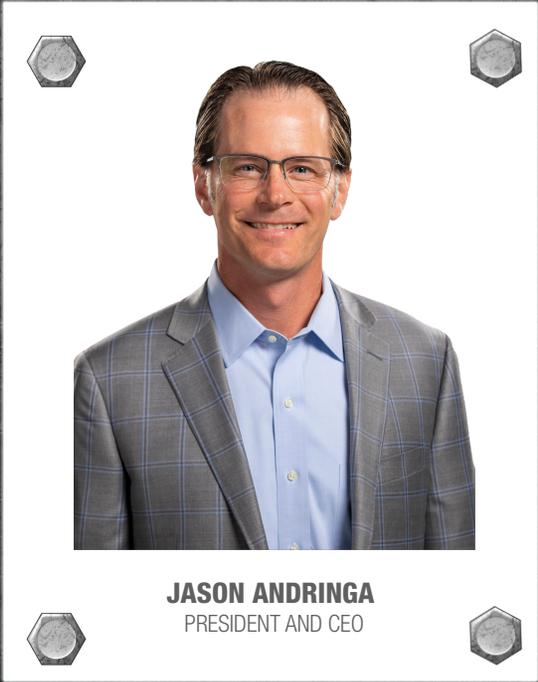
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Vermeer



For more than 77 years, finding a better way has been a refrain that has inspired the way Vermeer does business. Our 4P philosophy (principles, people, product and profit) set the foundation for how we treat others and the world around us. For over 25 years, we've also been guided by a spirit of continuous improvement that has extended through every part of our operations.

Combining our 4P foundation with our continuous improvement spirit, we strive to make purposeful improvements in stewardship and sustainability impacts as we build, distribute and support Vermeer equipment doing important work around the world. Taking care of others and the world around us is at the core of our 4P philosophy and has built the culture and brand we are today. As we work with our customers who are equipped with Vermeer machines to help feed and fuel our communities, manage natural resources and connect people to life's necessities, we are committed to finding a better way to care for our environment, people and business around the world.

ABOUT VERMEER



FOUNDED IN 1948



HEADQUARTERED
IN PELLA, IA



U.S. MANUFACTURING
FACILITIES



INDEPENDENTLY OWNED
GLOBAL DEALERSHIPS



GLOBAL
TEAM MEMBERS



SERVING 6 CONTINENTS

WHO WE ARE

As a leading manufacturer of industrial and agricultural equipment, Vermeer has a team of over 4,300 team members working to make a real impact. Around the world, Vermeer team members are rolling up their sleeves to design, build and support tough yellow iron. Built for customers doing important work, our equipment connects people to the necessities of life, helps manage natural resources and feeds and fuels communities.

Vermeer equipment is made to equip our customers to do more across a diverse group of important markets including underground construction, infrastructure, surface mining, tree care, environmental and agriculture. The equipment we design, build and support helps everyday activities happen.

Headquartered in Pella, Iowa, U.S., Vermeer employs team members globally, with manufacturing facilities across Iowa, South Carolina, Florida and South Dakota within the United States, as well as the Netherlands, China and Australia; with regional offices in the Netherlands, Brazil and Singapore and more than 600 independent forage and industrial dealers located around the world.

We're not just proud of what we do, we're proud of how we do it: putting others first, we build the best and we give back. Built upon a legacy of innovation and grit, Vermeer has continued to listen to, and meet, the needs of customers across the globe for more than 77 years. We are rooted in our 4P philosophy — principles, people, product and profit — and these are the core values that drive our culture, determine how we treat others and steer our business.

WHAT WE DO



FEED AND FUEL COMMUNITIES



MANAGE NATURAL RESOURCES



CONNECT PEOPLE TO THE NECESSITIES OF LIFE



FEEDING AND FUELING COMMUNITIES

Vermeer plays a vital role in feeding and fueling communities by designing and manufacturing equipment that supports essential industries like agriculture and infrastructure. From its invention of the large round hay baler, which revolutionized forage production, to advanced bale processors and wrappers, Vermeer enables farmers to efficiently harvest and store feed for livestock, ensuring a stable food supply chain. These innovations allow producers to work smarter and conserve resources, ultimately strengthening the systems that provide food and energy worldwide.

In addition to agricultural advancements, Vermeer fuels communities by supporting infrastructure development. Vermeer equipment is critical for installing pipelines and utilities that deliver energy to homes and businesses. By enabling efficient underground construction with minimal surface disruption, Vermeer helps cities expand essential infrastructure while preserving the environment. This commitment to innovation and sustainability reflects the broader mission: to equip customers with tools that make a real impact on the world, ensuring communities have access to food and fuel for generations to come.



MANAGING NATURAL RESOURCES

Vermeer plays a critical role in managing natural resources through innovative equipment designed for industrial and environmental applications. Its solutions help contractors and specialists reduce and manage waste, recycle materials and support renewable energy initiatives like biomass and wind. By engineering durable machines such as grinders, stump cutters and compost turners, Vermeer enables efficient waste management and resource recovery, minimizing environmental impact while promoting sustainability. These efforts are reinforced by a commitment to responsible sourcing, lean manufacturing and circular economy principles, ensuring that every stage of the product lifecycle — from design to end-of-life — prioritizes stewardship and waste reduction.

In addition to environmental solutions, Vermeer provides infrastructure equipment that connects communities to essential services while preserving natural resources. Equipment like horizontal directional drills, trenchers and vacuum excavators allow for the installation of utilities with minimal surface disruption, reducing ecological footprint during construction while facilitating the infrastructure that empowers our communities.



CONNECTING PEOPLE TO THE NECESSITIES OF LIFE

Vermeer connects people to life's necessities by equipping contractors and municipalities with advanced infrastructure solutions that enable essential services like fiber connectivity, water systems and energy networks. Through innovations such as microtrenching attachments for urban fiber installation and horizontal directional drills for trenchless utility work, Vermeer helps communities expand broadband access and replace aging water and sewer systems efficiently. These solutions minimize surface disruption, improve jobsite productivity and ensure reliable installation in both congested urban areas and developing regions. By combining rugged equipment with integrated technology tools like Vermeer telematics and planning software, Vermeer empowers customers to manage projects smarter and deliver critical infrastructure that supports modern living.

Beyond connectivity, Vermeer industrial solutions address large-scale energy and resource needs through specialized equipment for pipeline construction, renewable energy projects and surface mining. From pile drivers and vacuum excavation systems to advanced drilling rigs, Vermeer enables contractors to build and maintain infrastructure that powers homes, businesses and emerging technologies. These machines are backed by a global dealer network and lifecycle support, allowing productivity and sustainability across diverse markets. By focusing on innovation, reliability and customer success, Vermeer plays a pivotal role in shaping resilient infrastructure systems that help keep communities functioning and economies growing.

From the invention of the large round baler to cutting-edge trenching and drilling equipment, every breakthrough has reflected the commitment to solving tough problems for customers who do important work.

The Vermeer story of innovation begins in 1948. Gary Vermeer faced a challenge on his Iowa farm: unloading grain was backbreaking work. His solution — a simple wagon hoist — did more than ease the task. It ignited a philosophy that still drives us today: there's always a better way.

From that moment, innovation became the heartbeat of Vermeer.

At Vermeer, progress and responsibility go hand in hand. Guided by our 4P philosophy — Principles, People, Product and Profit — we design solutions that respect resources and reduce waste. Whether it's optimizing manufacturing processes, creating equipment that supports recycling or enabling land management practices that preserve soil health, sustainability is woven into our pursuit of better ways.

Gary's vision wasn't just about building machines — it was about building a better future. Today, that vision inspires every decision we make. Our teams continue to push boundaries, ensuring that innovation serves not only our customers but also the communities and environments where they work.

A LEGACY OF INNOVATION



VERMEER AROUND THE WORLD



VERMEER LOCATIONS:

- PELLA, IA
- AMES, IA
- DES MOINES, IA
- GRISWOLD, IA
- GOLD COAST, AUSTRALIA
- FREEMAN, SD
- OKAHUMPKA, FL
- GREENVILLE, SC
- GOES, NETHERLANDS
- TIANJIN, CHINA

REGIONAL OFFICES:

- VERMEER EUROPE, MIDDLE EAST, AFRICA, GOES, NETHERLANDS
- VERMEER LATIN AMERICA, VALHINOS, BRAZIL
- VERMEER ASIA PACIFIC, SINGAPORE

SOUTH
DAKOTA



1 - PELLA, IA — HEADQUARTERS, MANUFACTURING

2 - DES MOINES, IA — MANUFACTURING

3 - AMES, IA — RESEARCH AND DEVELOPMENT

4 - GRISWOLD, IA — MANUFACTURING

5 - FREEMAN, SD — MANUFACTURING

IN THE UNITED STATES



SOUTH
CAROLINA

6 - GREENVILLE, SC — VERMEER MV SOLUTIONS®, MANUFACTURING

7 - OKAHUMPKA, FL — VERMEER MV SOLUTIONS, MANUFACTURING



FLORIDA

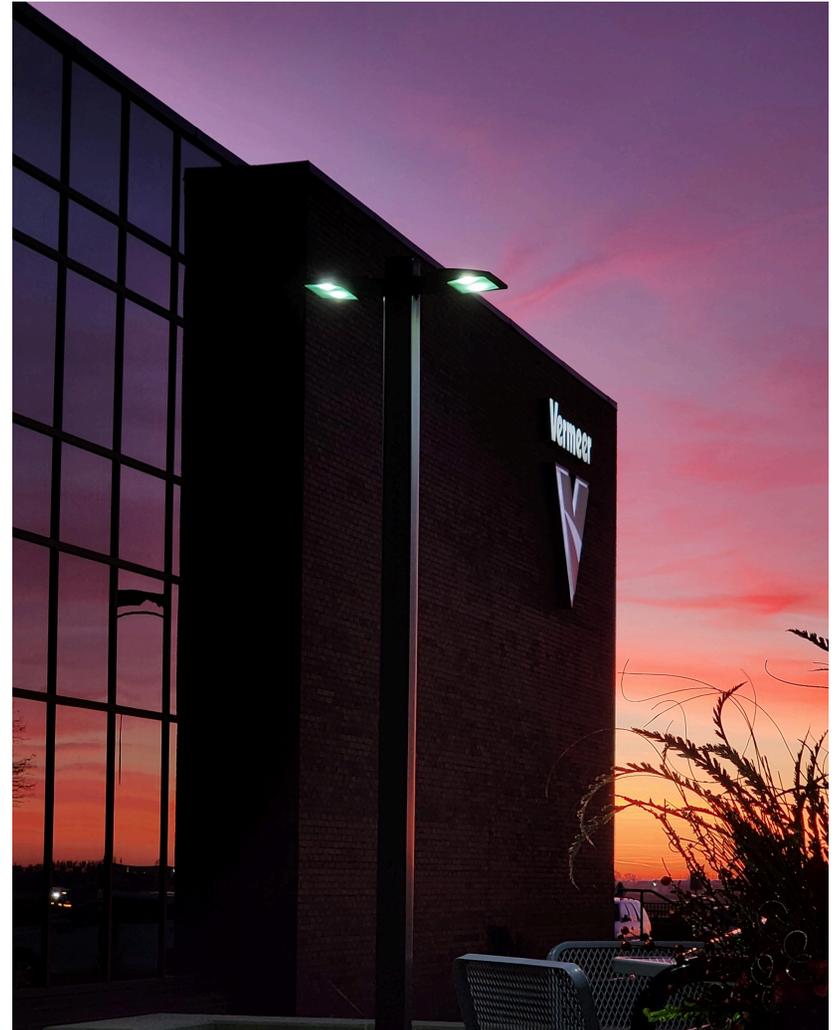
HOW WE'RE LED

Proud to be a family-owned and family-operated company, Vermeer serves as a leading example of successful multi-generational family business. Since 1948, Vermeer has built a strong foundation grounded in values that guide them in pursuit of progress and a heart for others.

Vermeer Family Shareholders: From its founder, Gary Vermeer, to now more than 80 family shareholders, Vermeer has a long history of family connection to its business. Today, Vermeer is led by third-generation family members Jason Andringa, president and CEO and Mindi Vanden Bosch, vice president of operations. Vermeer has been repeatedly recognized for its commitment to family governance and its active engagement between the organization and its shareholders.

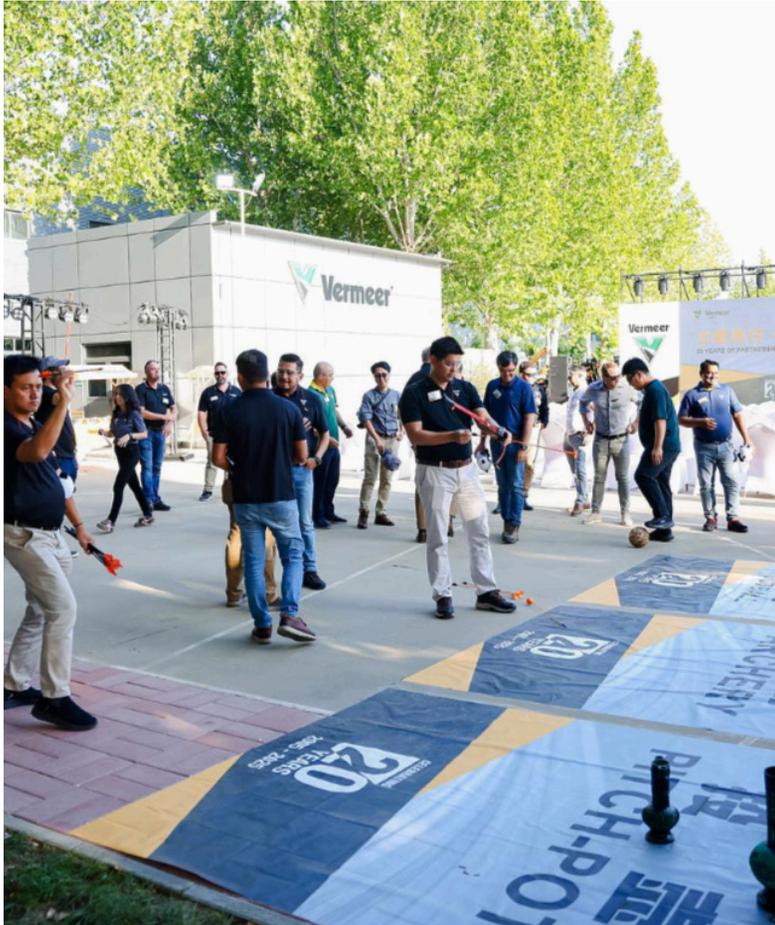
Board of Directors: Vermeer is overseen by a majority-independent board, comprised of family shareholders and outside directors with worldwide experience and expertise across industries. Together, this creates a high-functioning board that can strategically look to the future while preserving the foundational values that have defined Vermeer throughout its history.

Leadership: Vermeer is led by an experienced executive leadership team committed to making our 4P Philosophy a reality in day-to-day life.





ABOUT THIS REPORT



The Vermeer Impact Report highlights how we put our values into action — through our products, operations and people. This report is built with stakeholders, team members and partners in mind. Impact in this report describes how Vermeer shows up and takes action to bring value to the customers, industries and communities we serve.

At Vermeer, we strive to make the world better — not only through the equipment we build, but through the meaningful work our team members, dealers and customers do every day. Our machines help feed and fuel communities, manage natural resources and connect people to the necessities of life.

This report reflects how we use our talents and resources for good—whether it's designing equipment that makes a critical impact in the world or supporting the growth of our customers and communities. It also explores how our manufacturing processes contribute to sustainability and stewardship, as we work to use resources wisely — from time and materials to energy and investment.

At Vermeer, people are at the heart of everything we do. Whether a team member, customer, business partner or visitor, every interaction — from the jobsite to the production floor — is rooted in treating others how we want to be treated. Through leadership roles in industry associations and advocacy efforts, we help shape the future of manufacturing and drive economic development forward in the communities we serve around the globe.

VERMEER QUICK FACTS

10,000+

ONSITE SOLAR PANELS



13%



OF ELECTRICITY USED IN PELLA
IN 2025 WAS PRODUCED WITH
ONSITE INSTALLATIONS

7,114



HOURS OUR TEAM SPENT
VOLUNTEERING IN 2025

17%



REDUCTION IN GREENHOUSE
GAS EMISSIONS SINCE 2023

SUSTAINABILITY AND STEWARDSHIP

At Vermeer, sustainability and stewardship are embedded in our identity and purpose. For more than 77 years, “finding a better way to do important work” has led us forward, and that commitment extends to caring for the environment, people and communities. These responsibilities demand integrity and foresight in every decision, ensuring that operations and products minimize environmental impact while maximizing long-term value for stakeholders.

The 4P Philosophy — Principles, People, Product and Profit — anchors the approach to sustainability. Principles guide our actions, rooted in ethical governance and the Golden Rule: “treat others the way you want to be treated.” This mindset drives decisions that prioritize climate responsibility, resource efficiency and continuous improvement.

Vermeer equipment reflects the commitment to sustainability in tangible ways. From reclaiming drilling fluids in horizontal directional drilling projects to reducing emissions and fuel consumption in surface mining applications, Vermeer designs solutions that help customers achieve environmental goals without sacrificing productivity. Innovations like integrated recycling systems in reclaimers and efficient wood chippers for vegetation management enable contractors and utilities to reduce waste, recycle materials and lower carbon footprints. These advancements demonstrate how stewardship and performance can coexist, delivering real impact on jobsites worldwide.

Sustainability at Vermeer is a journey of continuous improvement. Internally, lean practices and Kaizen events drive waste reduction and operational efficiency, while externally, partnerships and charitable initiatives strengthen community resilience. By embedding stewardship into business — from governance to product development — Vermeer remains a trusted partner in helping build a better, more sustainable future.

SUPPORTING SOLAR

The Vermeer on-campus solar panels are driving a major sustainability transformation. One of the most notable projects is at the Global Parts Distribution Center in Pella, which features 6,465 solar panels generating 3.1 MW (3,196 kWp) of power. This is one of three installations on the Pella campus. Other installations include 3,518 panels, producing 1,584 kWp. This renewable energy initiative helps offset a significant portion of the campus' electricity needs, reducing greenhouse gas emissions and supporting climate goals. In just one year, solar energy production jumped from 1.7 million kWh in 2023 to nearly 4.9 million kWh in 2024, tripling output and reducing greenhouse gas emissions. These installations reflect the commitment to sustainability and operational efficiency, aligning with stewardship principles.

Beyond using solar power, Vermeer also supports the industry through its equipment, making solar projects possible worldwide. The lineup includes pile drivers with GPS and automation for precise installation, mini loaders, track loaders for material handling and horizontal and tub grinders for recycling wood waste during construction. These machines streamline every phase of solar farm development — from driving piles and assembling racking to managing site cleanup — while improving efficiency and reducing environmental impact.



ADVANCING CLEAN AIR IN MANUFACTURING

Vermeer has made significant strides in creating a cleaner work environment through innovative air quality initiatives.

Recognition for clean air leadership

In 2025, Vermeer earned a National Filter Association Clean Air Award, a distinction typically reserved for hospitals and schools rather than industrial manufacturers. This achievement reflects years of proactive steps Vermeer has taken to improve air quality for team members across its facilities and the investment in advanced filtration systems for air quality improvements, positioning Vermeer as an industry leader in workplace environmental health.

Plant 7 innovations

After rebuilding Plant 7 post-2018 tornado damage, Vermeer integrated patented air diffuser systems designed in-house. These systems not only cool the air but also filter weld smoke and other pollutants, providing cleaner air for team members. The system pushes used air out, filters it and reuses it—creating a clean air cycle.

Continuous improvement culture

Vermeer embeds environmental responsibility into its Lean and Kaizen practices, focusing on waste elimination and process efficiency. These principles extend to air quality initiatives, ensuring that improvements are not one-off projects but part of an ongoing strategy. An example of this is the participation in the EPA Performance Track program and committing to exceed legal regulatory requirements for environmental compliance.





MATERIALITY ASSESSMENT

Vermeer is committed to making a real impact — on the jobsite, in communities and around the world. As part of that commitment, a double materiality assessment was conducted to gain a holistic view of the organization. This framework is used in sustainability reporting to evaluate material topics from two perspectives: financial materiality and impact materiality.

Financial materiality looks at how environmental, social and governance (ESG) issues could affect a company's financial performance. Impact materiality examines how the company's operations influence society and the environment.

This dual lens ensures that Vermeer not only consider risks and opportunities that affect the bottom line but also the broader responsibility to stakeholders and the planet. This milestone aligns with global sustainability reporting, promoting transparency and purposeful decision-making.

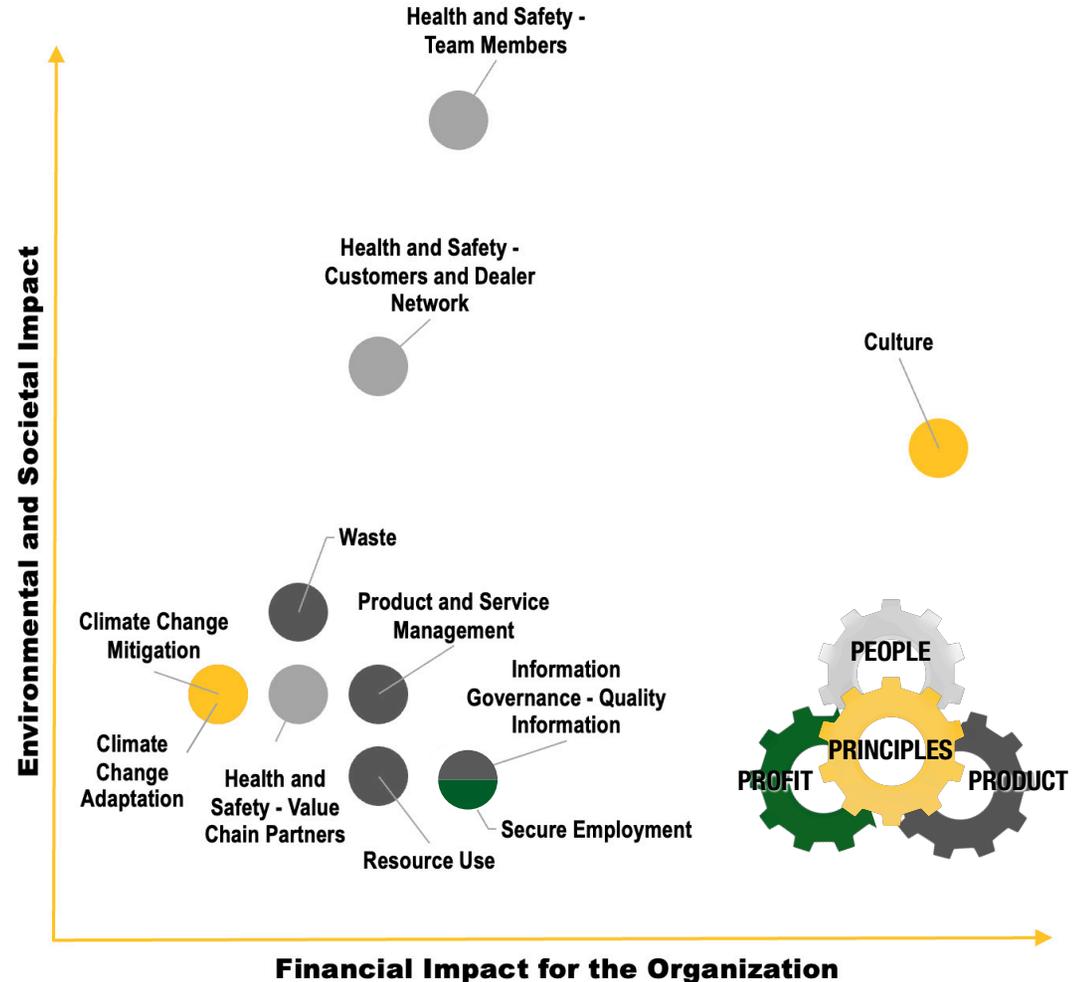
MATERIALITY RESULTS

METHOD:

The Double Materiality Assessment (DMA) uses a qualitative scoring system to assess sustainability issues. The process involves surveying cross functional internal and external stakeholders in discussions and surveys to assess direct and indirect impacts, risks and opportunities of these topics, in alignment with reporting standards.

STAKEHOLDERS:

Team members, Vermeer leadership, suppliers, customers, local communities and groups, business partners and authorities are included in the assessment to ensure each perspective is considered.



WHAT MATTERS MOST

The outcome of this assessment, includes topics shaped by the input from team members, customers, suppliers and other key stakeholders, both internal and independent from Vermeer. It highlights the topics most relevant to business. Each of these topics align closely to the 4P philosophy — Principles, People, Product and Profit — driving meaningful impact for Vermeer and those served.



PRINCIPLES

- Culture
- Climate Change
 - Adaptation
 - Mitigation



PEOPLE

- Health and Safety
 - Team members
 - Partners
 - Customers and Dealer Network
- Secure Employment



PRODUCT

- Circular Economy
 - Resource Use
 - Waste
 - Products and Services Management



PROFIT

- Information Governance
 - Quality Information for Customers
- Serving Communities with Excellence



PRINCIPLES

Principles are at the center of the 4P Philosophy and are the guiding characteristics and behaviors that define how business is conducted. Principles are lived out by the Golden Rule: “treat others the way you want to be treated.” Principles are the foundation for doing important work the right way — serving as an anchor for the Vermeer identity.

Treating others how we'd like to be treated includes thinking of the generations ahead, thus, caring for our environment. Vermeer prepares for ever-changing climate-related disruptions by assessing the risks to our operations and customers, while also working to mitigate the environmental footprint. Mitigation activities range from efficiency implementation to employing technologies and processes in operations and equipment that can reduce greenhouse gas emissions.

CULTURE



CARING CULTURE

The Vermeer caring culture emphasizes treating others as you want to be treated by fostering effective communication and building trust based relationships. It also focuses on empathy, recognition and continuous growth, encouraging team members to learn, support one another and champion each other's success.

THE VERMEER IMPACT

The Vermeer culture evolves by the shared values, beliefs and behaviors that shape how Vermeer pursues goals and makes decisions, guiding daily actions and fostering a consistent, purpose-driven work environment.

HOW IT'S DONE

Caring culture is guided by a code of conduct, Characteristics and Behaviors, a culture of Continuous Improvement, transparency and confidence through anonymous reporting and Employee Resource Groups (ERGs).



EMPLOYEE RESOURCE GROUPS

ERGs at Vermeer are designed to make the workplace a space where team members can bring their whole selves.

Key advantages include:

- Authentic Connection: ERGs foster genuine relationships among coworkers, creating a sense of community and belonging.
- Learning and growth: Team members gain access to internal and external learning opportunities and mentorship.

CLIMATE CHANGE



EXTREME WEATHER EVENTS

Vermeer manufactures equipment that assists during extreme weather recovery, such as low speed shredders, brush chippers for tree removal and mini loaders for moving debris, empowering customers and communities for climate resilience. As part of the caring culture, Vermeer is prepared to protect and support team members and their communities during and after extreme weather events.

THE VERMEER IMPACT

Climate adaptation is how Vermeer prepares for and responds to climate-related challenges to help protect our team members, operations, supply chain, customers and communities.

Climate mitigation are the steps Vermeer takes to discover efficiencies and future reduction of negative environmental impacts across facilities, processes and partnerships — we encourage long-term environmental responsibility.

HOW IT'S DONE

Adaptation: Vermeer builds through industry collaboration, business continuity processes, protecting team members from extreme weather events, empowering customers for climate resilience, transparency and Continuous Improvement.

Mitigation: Efforts begin by measuring scope 1 and 2, with scope 3 on the horizon, renewable energy investments and supplier engagement on emissions.



RENEWABLE ENERGY

Vermeer equipment supports renewable energy infrastructure by providing specialized equipment for solar, wind and biomass projects that enable efficient installation and site preparation.



HEALTH AND SAFETY



HEALTH SERVICES

The Vermeer Clinic, operated by Premise Health, provides in-person and virtual health services for team members and their eligible dependents, often at reduced or no cost. The onsite Vermeer Pharmacy, partnered with Walgreens, offers prescriptions, over-the-counter products and consultations for team members and their families, with convenient mail-order options for those outside Pella.

THE VERMEER IMPACT

Team members: Vermeer is committed to providing a safe and healthy work environment for all team members.

Partners: Supporting safe and healthy work conditions for suppliers, contractors and other partners across our operations is a priority for Vermeer.

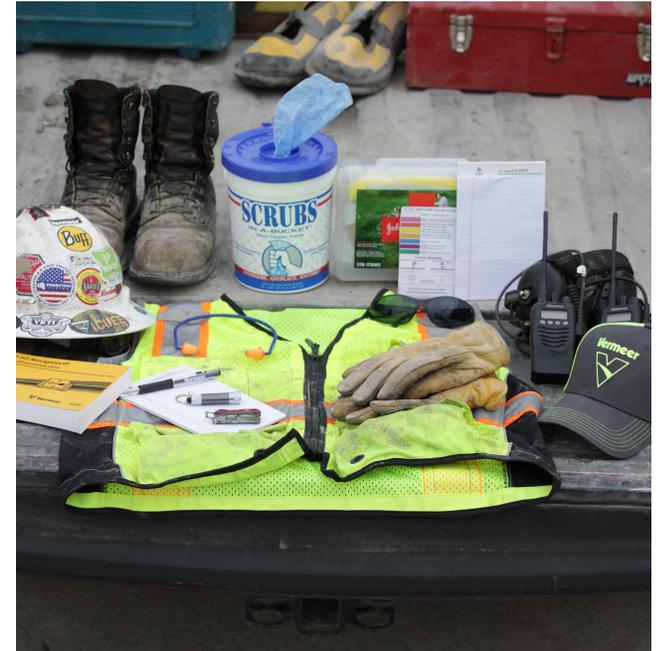
Customers and dealer network: Through the design and delivery of products, Vermeer prioritizes safety while helping protect the health and well-being of customers, communities and those within the Vermeer dealer network.

HOW IT'S DONE

Team members: Safety is prioritized through policies, onsite health services and regulatory compliance.

Partners: Workplace safety standard education is conducted for suppliers and contractors.

Customers and dealer network: Product safety, regulatory compliance and equipment user support tools promote safety on the job and in the field.



WORKPLACE SAFETY STANDARDS

Vermeer prioritizes the health and safety of its workforce through robust occupational safety policies, preventative health services and a strong culture of compliance. Vermeer also promotes proactive programs like early intervention and ergonomics to help reduce injury risks so team members leave work in the same or better condition than when they arrived.

SECURE EMPLOYMENT



WORKING CONDITIONS

Vermeer provides world-class manufacturing environments in Pella that are bright, clean and designed for safety, featuring expansive spaces with natural light and conditioned air for comfort. Following the rebuild of Plant 7 in 2018, Vermeer went beyond industry standards by incorporating advanced air quality systems, ergonomic break areas and open layouts to ensure team members work efficiently and securely.

THE VERMEER IMPACT

Vermeer cares about fostering stable and fair employment, respectful treatment while at work, safe working conditions and opportunities for growth and development.

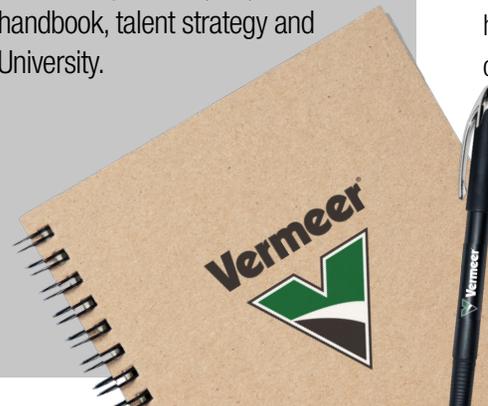
HOW IT'S DONE

Team members are highly valued at Vermeer. Because of the care we have for every individual, Vermeer prioritizes working conditions, social protections, training opportunities and the development of the Employee Value Proposition (EVP), Team member handbook, talent strategy and Vermeer University.



VERMEER UNIVERSITY

Vermeer University empowers team members with diverse learning opportunities, offering courses that build technical expertise and strengthen soft skills for career growth. It's team members' gateway to continuous development, helping them stay equipped and confident to take on new challenges.





PRODUCT

Gary Vermeer famously said, “Find a need. Fill that need with a product built to last. And simply build the best!” That vision has driven our commitment to building innovative, high-quality equipment that customers can rely on and it has led Vermeer to build products that compete successfully in markets around the world.

Our commitment to innovation, quality and equipment lifecycle enables progress everywhere. We strive to meet the needs of our customers, to get a job done and take on tough tasks more efficiently. We design products with safety in mind.

This approach embraces circular economy strategies by sourcing materials responsibly, designing for durability and managing waste throughout the product lifecycle. Vermeer empowers customers with transparent, secure and accessible product information, enabling informed decision-making and reinforcing trust.

CIRCULAR ECONOMY



RESPONSIBLE SOURCING

The Vermeer approach to responsible sourcing emphasizes ethical practices, quality assurance and continuous improvement throughout the supply chain. All new suppliers undergo a rigorous approval process overseen by a supplier assessment team to confirm their commitment to ethics, quality and customer satisfaction. Suppliers are expected to maintain robust quality management systems and demonstrate transparency in compliance processes. This framework ensures that sourcing decisions align with the Vermeer values of integrity, sustainability and long-term partnership.

THE VERMEER IMPACT

Resource use: Selecting and sourcing materials with care — Vermeer aims to use resources efficiently, reducing negative environmental impact.

Product and service management: We put consideration of environmental and social impacts throughout the product lifecycle, from design to end-of-life.

Waste: Vermeer works to reduce waste at every stage — from design to production — promoting reduction of new materials, reuse, recycling and responsible recovery in our operations.

HOW IT'S DONE

Resource use: Our products are designed for quality. We practice responsible sourcing, choose durable components and regularly engage with suppliers.

Product and service management: Maintenance and repair services are done through the Vermeer dealer network.

Waste: Waste and recycling initiatives, recycling equipment partnerships, Lean product development and manufacturing in the Vermeer culture of Continuous Improvement.

♻️ WASTE AND RECYCLING ♻️

In addition to recycling cardboard, clear plastic and paper, we implement specialized processes to minimize waste and reuse materials. Solvent from paint operations is recycled and pallets are sorted for reuse or ground into mulch when no longer usable. Machining coolant is recycled onsite, while scrap steel and used oil are sent offsite for further recycling.



DESIGNED FOR QUALITY

Every product is engineered to deliver durability and long-term value for customers. This means selecting robust materials, applying rigorous testing and leveraging lean manufacturing practices to minimize waste. By building equipment that lasts, Vermeer helps customers maximize productivity allowing them to tackle jobs efficiently.



PROFIT

Our profit finances our growth long into the future. It allows Vermeer to advance technologies and improve facilities. It allow us to pursue resources to explore, create, test and provide new solutions. A solid financial foundation also allows for profit-sharing with team members and contributing to communities and causes important to Vermeer.

Profit never comes at the expense of the Vermeer values. Doing business the right way — ethically, legally and with integrity — is non-negotiable. Vermeer serves stakeholders best when principles are upheld in every decision. Profit is a tool for stewardship: using resources wisely, eliminating waste and making decisions with current and future needs in mind. By aligning profitability with stewardship, Vermeer ensures that financial success supports long-term resilience, environmental stewardship and shared value for all stakeholders.

INFORMATION GOVERNANCE



VERMEERONE™ PLATFORM

VermeerOne platform is a transformative digital platform designed to simplify equipment management and strengthen connections between equipment owners, dealers and Vermeer. It consolidates tools into one hub, giving users instant access to manuals, warranty details, service records and real-time machine data. This means operators can monitor equipment health, track location and receive fault alerts, enabling proactive maintenance and maximizing efficiency.

By providing actionable insights and seamless dealer support, VermeerOne platform empowers customers to make informed decisions, optimize fleet performance and boost productivity.

THE VERMEER IMPACT

Vermeer provides the product and experience that matters most to customers and dealers through the investment of clear, accurate and accessible product and policy information and tools that empower them to make informed business decisions.

HOW IT'S DONE

VermeerOne platform provides support for equipment owners, operators and dealers.

A SUCCESS STORY

When one of our landscaping customers in Arizona was away for their wedding and upon return discovered their machines had gone missing, VermeerOne platform became a game-changer. Its advanced data visibility and real-time tracking allowed the customer and dealer to quickly pinpoint the exact location and recover the equipment. This is an example of our commitment to protecting assets and supporting customers — even when life takes them away from the jobsite.



SERVING COMMUNITIES WITH EXCELLENCE



VOLUNTEER TIME OFF

Vermeer offers a Volunteer Time Off (VTO) program that provides team members with paid time off to volunteer with qualifying organizations or activities. This initiative encourages team members to give back to their communities and make a positive impact while representing the Vermeer values.

THE VERMEER IMPACT

Prioritizing reinvestment in our team members and their communities, because a life well lived is a whole life, in and outside of work.

HOW IT'S DONE

Vermeer Charitable Foundation (VCF) donations and scholarships, year-end profit sharing for team members, Volunteer Time Off (VTO) sponsoring community events and annual Family Fun event sponsorship.



VERMEER CHARITABLE FOUNDATION

The Vermeer Charitable Foundation provides assistance for a variety of projects that enhance the quality of life for Vermeer team members and their communities — inspiring them to utilize their skills and resources to create a positive impact.

PROFIT SHARING

Vermeer profit sharing reflects the commitment to reward team members for collaboration and performance over the year, reinforcing the philosophy of reinvesting in people and communities. This program aligns with our 4P Philosophy by sharing financial successes with team members while supporting sustainable growth and responsible business practices.

APPENDIX

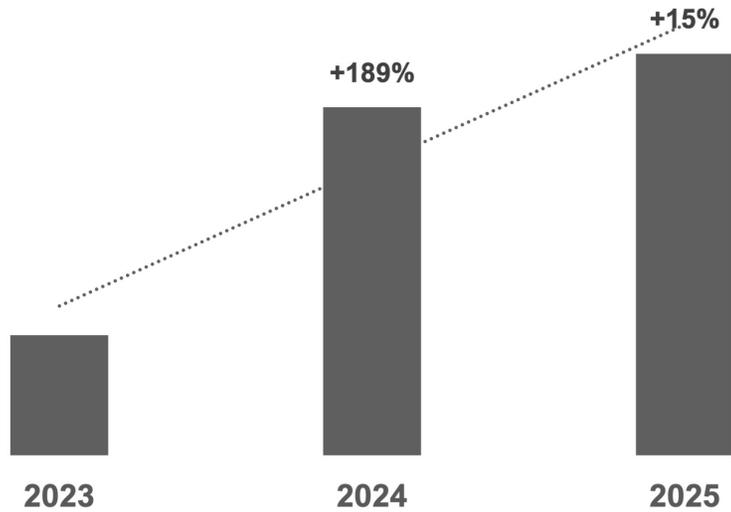
An aerial photograph of a construction site. A large, light-colored pile of sand or gravel dominates the upper half of the frame. Below it, a yellow excavator is positioned, and a blue tractor is visible in the lower right quadrant. The ground is uneven and shows signs of heavy machinery activity.

DATA

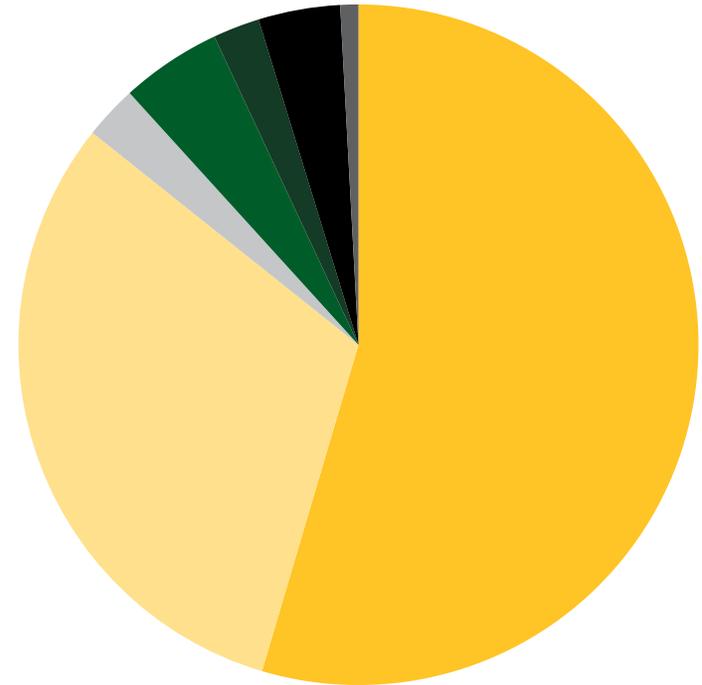
LOOKING AHEAD

GLOSSARY

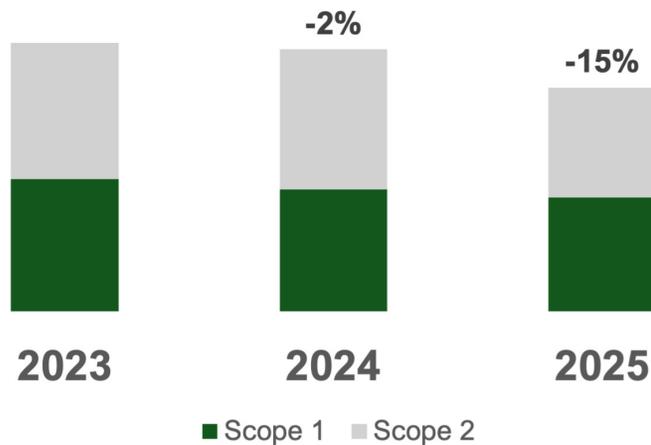
ONSITE SOLAR ENERGY PRODUCTION



2025 ENERGY USAGE



GHG EMISSIONS



- Natural gas (54%)
- Electricity (31%)
- Gasoline (2%)
- Diesel (4%)
- Propane (2%)
- On-site solar (3%)
- Other fuels (Less than 1%)

LOOKING AHEAD

ROADMAP FOR SUSTAINABLE PROGRESS

Looking ahead, Vermeer plans to continue building on sustainability efforts by completion of the Scope 3 emissions inventory, which will help provide a clearer view of our environmental footprint. We aim to focus on key sustainability topics that are most relevant to Vermeer, guided by practical actions and ongoing monitoring through key performance indicators. Additionally, we will proactively align future initiatives with our 4P philosophy, supporting resilience and responsible growth.



**COMPREHENSIVE
GREENHOUSE GAS
INVENTORY.**



**INTEGRATE SUSTAINABILITY
THROUGH OPERATIONS,
PRODUCTS AND
PARTNERSHIPS.**



**ENHANCE SUSTAINABILITY EFFORTS
FOCUSED ON VERMEER'S MATERIAL
PRIORITIES ALIGNED WITH THE 4P
PHILOSOPHY.**

GLOSSARY

Circular economy: A system focused on minimizing waste and maximizing resource use by designing products for durability, repair, reuse and recycling throughout their lifecycle.

Dealer network: A global network of independent, entrepreneurial businesses authorized to sell, service and support Vermeer equipment. The dealer network connects customers to products, maintenance and expertise worldwide.

Double Materiality Assessment (DMA): A process that evaluates sustainability topics from two perspectives: financial impact to Vermeer and how Vermeer operations affect the environment and society. This assessment helps identify the most important sustainability priorities for the company and its stakeholders.

Greenhouse gas (GHG): Gasses like carbon dioxide (CO₂) that trap heat in the atmosphere and contribute to climate change.

Impact: The actions Vermeer takes to support the identified topics. It's how we show up and bring value to our stakeholders.

Material topics: Sustainability issues that are most relevant and important to Vermeer and its stakeholders, identified through the DMA.

Materiality: The significance or relevance of a sustainability topic to the long-term success of Vermeer and to stakeholders.

Scope 1: Direct greenhouse gas emissions from sources owned or controlled by Vermeer, such as company vehicles and on-site fuel combustion.

Scope 2: Indirect greenhouse gas emissions from the generation of purchased electricity, steam, heating or cooling consumed by Vermeer.

Scope 3: All other indirect greenhouse gas emissions that occur in Vermeer's value chain, such as those from suppliers, product use, transportation and waste disposal.

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