

2024

**CST**

**Sustainability  
Report**



# Table of Contents

---

## Introduction

Message from the CEO	6
At-a-Glance	8
About Us	9
CST's Sustainability Evolution	14

## Employee Well-Being

CST's Workforce	17
Health & Safety	18

## Environmental Sustainability

Greenhouse Gas Emissions	22
Sustainable Operations	23

## Ethical Governance

Board of Directors	25
Ethics and Compliance	26

## Appendix

References	27
------------	----

# Purpose of the Report

Welcome to CST Industries' (CST) inaugural Sustainability Report, which showcases CST's commitment to environmental sustainability, our employees' wellbeing, and responsible business practices. The data and insights included are intended to provide stakeholders with a clear understanding of where CST is on our sustainability journey and our ambitions as we continue to evolve in this area.

*All data featured in this report is companywide and for CST's fiscal year 2024, from January 1, 2024 to December 31, 2024, except where otherwise noted.*



## Introduction



# Message from the CEO



The year 2024 marked a pivotal chapter in CST Industries' long and proud history as the Global Storage Product Leader. As the world continues to face environmental and social challenges, we formally embarked on a focused mission to integrate sustainability into the core of our business strategy. This sustainability report reflects our first comprehensive effort to measure, communicate, and drive progress in the areas that matter most to our team members, our stakeholders, our customers, and our planet.

For over 130 years, CST brand has delivered engineered storage and cover solutions that support critical infrastructure across the globe. In 2024, we took deliberate steps to align our operations and services with a more sustainable future, enhancing efficiency across our manufacturing network, investing in cleaner technologies and strengthening our sustainable business practices, while collecting and analyzing our environmental, social and governance data.

Our products—such as glass-fused-to-steel tanks, bolted and factory-welded tanks and

aluminum geodesic domes—are built for longevity, recyclability, and low environmental impact. Just as we help our customers meet their sustainability goals, we are holding ourselves to the same high standards.

Looking ahead, the world's growing demand for solutions that enable clean water access, renewable energy, resilient agriculture, and even the infrastructure behind digital technologies like data centers, will only accelerate. CST is uniquely positioned to meet these challenges. But it will require strong partnerships with organizations that share our commitment to sustainable innovation, as well as a diversity of ideas and perspectives that fuel creativity and progress.

## Responsible Manufacturing

Responsible manufacturing is central to CST's sustainability mission and plays a critical role in reducing our environmental impact. Across our global network of facilities, we have made significant investments in energy efficient technologies to reduce our environmental footprint. We have also strengthened our supply chain partnerships to prioritize sustainable sourcing and increased our use of recycled and recyclable materials across our product lines.

The way we manufacture and install our products reflects our commitment to environmental stewardship and operational excellence. This is why we have set an ambitious environmental strategy and are applying the investments, ingenuity, and determination needed to achieve them. We take pride in being an environmental leader in our industry, and we never lose sight of our most important responsibility: protecting the health, safety, and well-being of our employees and the planet at large.

## Ongoing Commitment

As we move forward, our confidence in what we can accomplish together has never been stronger. I am honored to reaffirm our dedication to advancing sustainability and encourage you to review this report, which highlights the considerable progress we have made while recognizing the ongoing efforts required to reach our long-term objectives.

This report provides an honest and transparent account of our collective efforts, presenting meaningful data that displays how far we have come and assists in guidance on the path ahead. I invite you to recognize these accomplishments with us and

“The future of CST Industries lies in building upon our legacy of durability while advancing our formal sustainability program.”

Jeff Mueller  
CEO

collaborate as we work toward a more sustainable future—for CST, our communities, and the planet we all depend on.

I am genuinely proud of our team's commitment as we embark on this important journey and remain confident that together, we will continue to advance with purpose and resolve.

Jeff Mueller  
Chief Executive Officer  
CST Industries, Inc.

# At-a-Glance



**132**

Years in Business



**7**

Manufacturing Facilities Worldwide



**125**

Countries Served



**2,705**

Tons of Metal Recycled



**2.1**

Total Recordable Incident Rate (TRIR)



**4%**

Employee Turnover Rate

## Planning Our Future

**5**

High priority topics identified to advance CST's sustainability initiatives

**1**

Sustainability Steering Committee established

**2**

Energy efficiency studies being conducted

# About Us

CST is a world-renowned manufacturer of industrial storage solutions with a legacy dating back to 1893. We have established ourselves as a global leader in the design, manufacturing, and construction of factory-coated metal storage tanks, silos, aluminum domes, and specialty covers. Our design has the added benefit of reducing the release of volatile organic compounds (VOCs) into the atmosphere. Our reputation is built on continuous innovation and dedication to durability.

## CST Products Sold Since Our Inception

**Over 384,000**

Bolted Storage Tanks

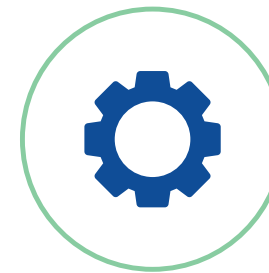
**Over 22,000**

Aluminum Domes and Covers

We serve a range of industries from water management to dry bulk and offer customized storage solutions designed to meet each application requirement while simultaneously providing superior products that are safe and sustainable.

We have a comprehensive product portfolio and proudly manufacture an extensive range of storage solutions to address diverse industrial requirements.

## CST's products are designed to be easily



installed,



modified,



transported,



and repaired.

Our thoughtful approach extends the life of everything we make – resulting in savings for our customers and a boon to the planet.

# Where We Operate



CST has 7 manufacturing facilities in 4 countries and offices in 9 countries.



Mexico



Japan



Canada



Argentina



Vietnam



Germany



Austria



United Kingdom

# CST Products

CST designs and manufactures several types of industrial storage solutions.



## Bolted Storage Tanks

CST's bolted storage tanks support essential environmental services, including clean water storage, wastewater treatment, gray water storage, dry bulk material storage, industrial liquid storage, and facilities fire protection infrastructure while also serving industrial needs. By meeting or exceeding rigorous industry standards, we ensure lasting performance of our tanks.

We precision-engineer each bolted tank to maximize the efficient use of raw materials while meeting site-specific requirements. Our modular design enables installation in environmentally sensitive areas where traditional construction methods aren't viable, reducing site disruption while minimizing storage footprint and construction waste. Our factory-trained installation teams, authorized dealer network, and/or dedicated CST construction services team ensure proper assembly. This combination of advanced engineering, superior materials, and expert installation creates durable infrastructure that can serve communities for generations.

## Aluminum Covers

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

Operating from advanced manufacturing facilities and technical design centers in Conroe, Texas and Stralsund, Germany, we provide sustainable aluminum structural solutions that combine durability with versatility. Our custom-designed covers serve diverse applications, including the commercial, recreational and industrial sectors, demonstrating our commitment to innovative and adaptable infrastructure solutions.





## Bioenergy Solutions

As the world's only comprehensive provider of complete storage solutions for bioenergy applications, CST delivers integrated systems that support energy production through anaerobic digestion, biofuels storage, and biomass processing. Our offerings include advanced tank designs with a complete spectrum of cover technologies, ranging from glass-fused-to-steel tanks to dual membrane gas holders, and from epoxy-coated to stainless steel solutions. This unique ability to customize complete storage systems enables us to optimize solutions for any bioenergy process, supporting the transition to renewable energy sources.

## Aluminum Domes

CST leads the industry in innovative aluminum structures. Our specialty covers and domes grace major hotels, theme parks, sports stadiums, airports, churches, and museums - combining architectural beauty with practical functionality. The choice of aluminum over steel provides a crucial advantage, offering superior strength-to-weight ratio and natural corrosion resistance while remaining virtually maintenance-free. The bolted design allows for easy repair.



## Case Study: CST Water Tanks Still Standing after Hurricane Helene

When Hurricane Helene hit in September 2024, our product design's resilience was put to the ultimate test. 29 of our water storage tanks, located in the hurricane's direct path, remained fully operational throughout the disaster. While most conventional water systems and water storage tanks failed as a result of the hurricane,

CST's tanks continued to provide fresh, clean drinking water to local residents. These tanks proved so dependable that they became lifelines not only for their intended communities but for neighboring areas whose water systems had failed as a result of the hurricane.

This real-world stress test demonstrated how our commitment to manufacturing durable infrastructure, including aluminum-domed tanks, directly supports community resilience and wellbeing.

Approximately 10% of CST's annual production is bioenergy solutions.

## CST's Brand History<sup>1</sup>



**1910s**

CST began manufacturing "horseless" tanker trucks



**1937**

CST was the primary manufacturer of iron lungs to treat polio



**1962**

CST sells our first geodesic dome



**2025**

Whiskey distiller, Jack Daniels relies on 29+ CST tanks for its process



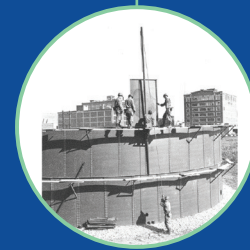
**1893**

CST (then named Columbian Steel Tank) began manufacturing horse-drawn tanker trucks



**1920s**

CST began manufacturing tanks and water towers



**1939-1945**

During World War 2, CST manufactured bolted tanks for the United States government



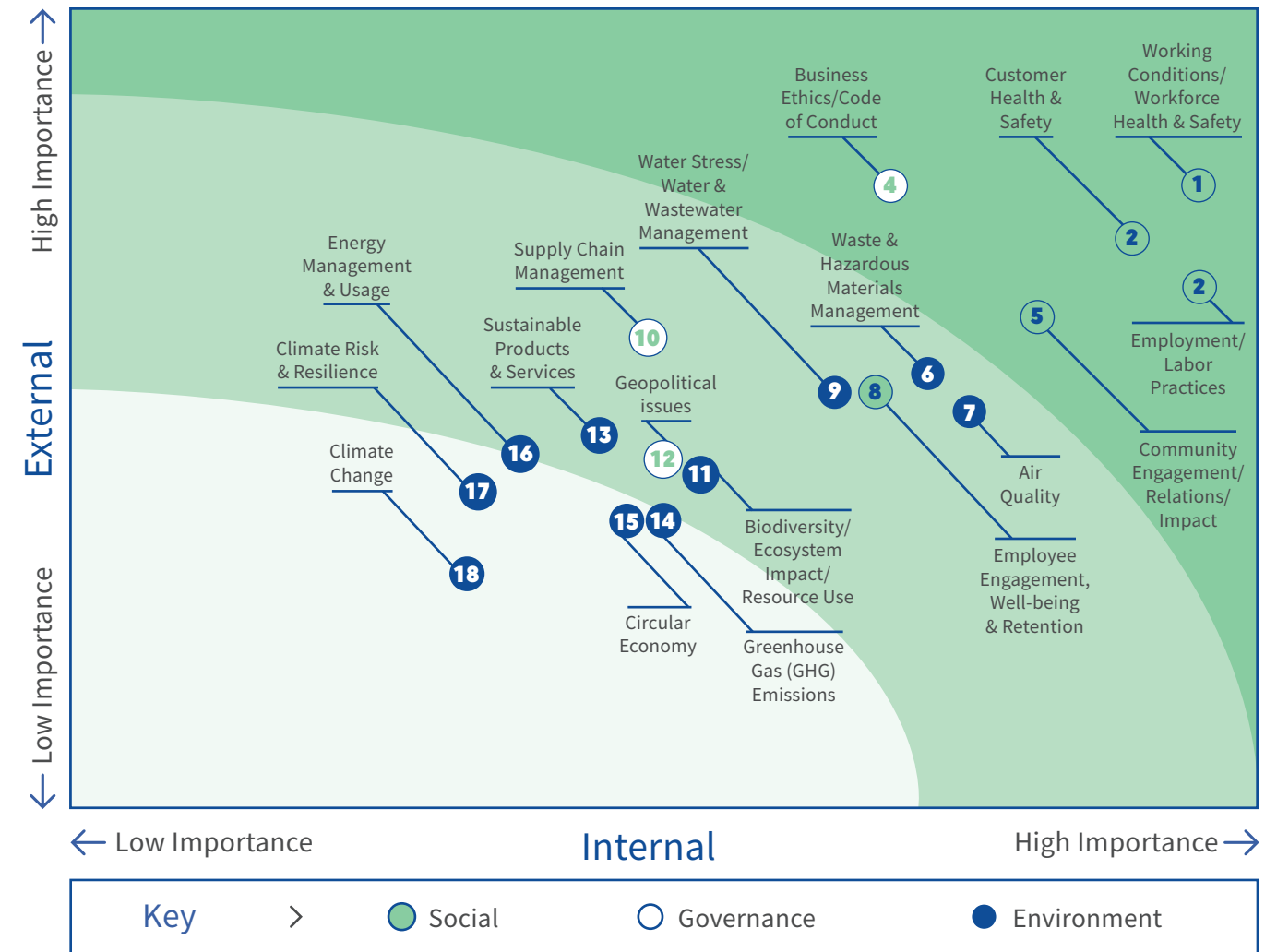
**1971**

CST designs and installs the South Pole Station Dome



## Materiality Assessment

To bolster our sustainability efforts, we conducted our first comprehensive materiality assessment in the spring of 2025. This process involved identifying our top sustainability-related priorities by engaging with both internal and external stakeholders to evaluate the perceived internal and stakeholder impacts of each priority under consideration. We plan to utilize these results as we continue to build our sustainability program in the coming years.



# CST's Sustainability Evolution

## Commitment to Sustainability

CST's commitment to sustainability has been woven into our design philosophy since the company's founding. Through thoughtful material selection, efficient manufacturing processes, and an emphasis on product longevity, CST has consistently made choices that minimize environmental impact while maximizing value for our customers. This approach has manifested in everything from

our early adoption of recycled materials to our longstanding focus on creating products that are both durable and repairable rather than disposable.

Building on this foundation, CST is now taking our environmental stewardship to the next level by formalizing our sustainability program. CST has established a Sustainability Steering Committee

made up of key executives to spearhead this new initiative. We have calculated our first greenhouse gas (GHG) inventory to understand our baseline emissions. We have also conducted our first materiality assessment to gain insight into what's important to our internal and external stakeholders. We plan to continue this work and further mature our sustainability program in the years ahead.

## Top 5 Sustainability-Related Priorities



Working Conditions/  
Workforce  
Health & Safety



Customer  
Health & Safety



Employment/  
Labor Practices



Business Ethics/  
Code of Conduct



Community  
Engagement/  
Relations/Impact

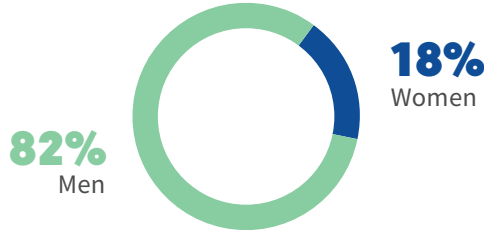


# CST's Workforce

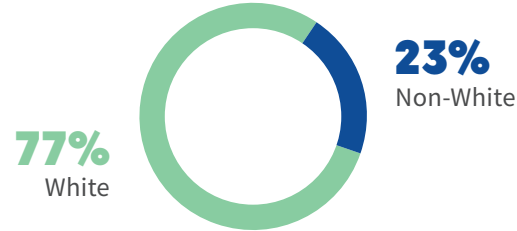
CST's global success is built on the dedication and expertise of our skilled workforce - from our manufacturing teams and field technicians to our engineers and business professionals. We prioritize the wellbeing and development of our employees through competitive benefits, annual merit raises, comprehensive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

In 2024, CST Industries maintained a notably low employee turnover rate of 4% compared to our industry average - reflecting our strong workplace culture and commitment to employee satisfaction.<sup>2</sup>

### Female Representation at CST



### Non-White Representation at CST



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



## Employee Well-being



# Health & Safety

CST is committed to health and safety in every aspect of our operations. We maintain comprehensive safety protocols across our manufacturing facilities, construction sites, and offices to protect our employees. Our commitment includes ongoing safety training, regular workplace assessments, proper protective equipment provisions, and continuous improvement

of our safety programs. We foster a culture where every employee is empowered to identify and address potential safety concerns, ensuring that workplace safety remains a shared responsibility. Through proactive risk management and adherence to stringent safety standards, we can keep our incident rates low while we continue to strive to maintain an injury-free workplace.

## U.S. Safety Statistics\*



**2.1**

TRIR



**0.46**

Lost Time Incident Rate



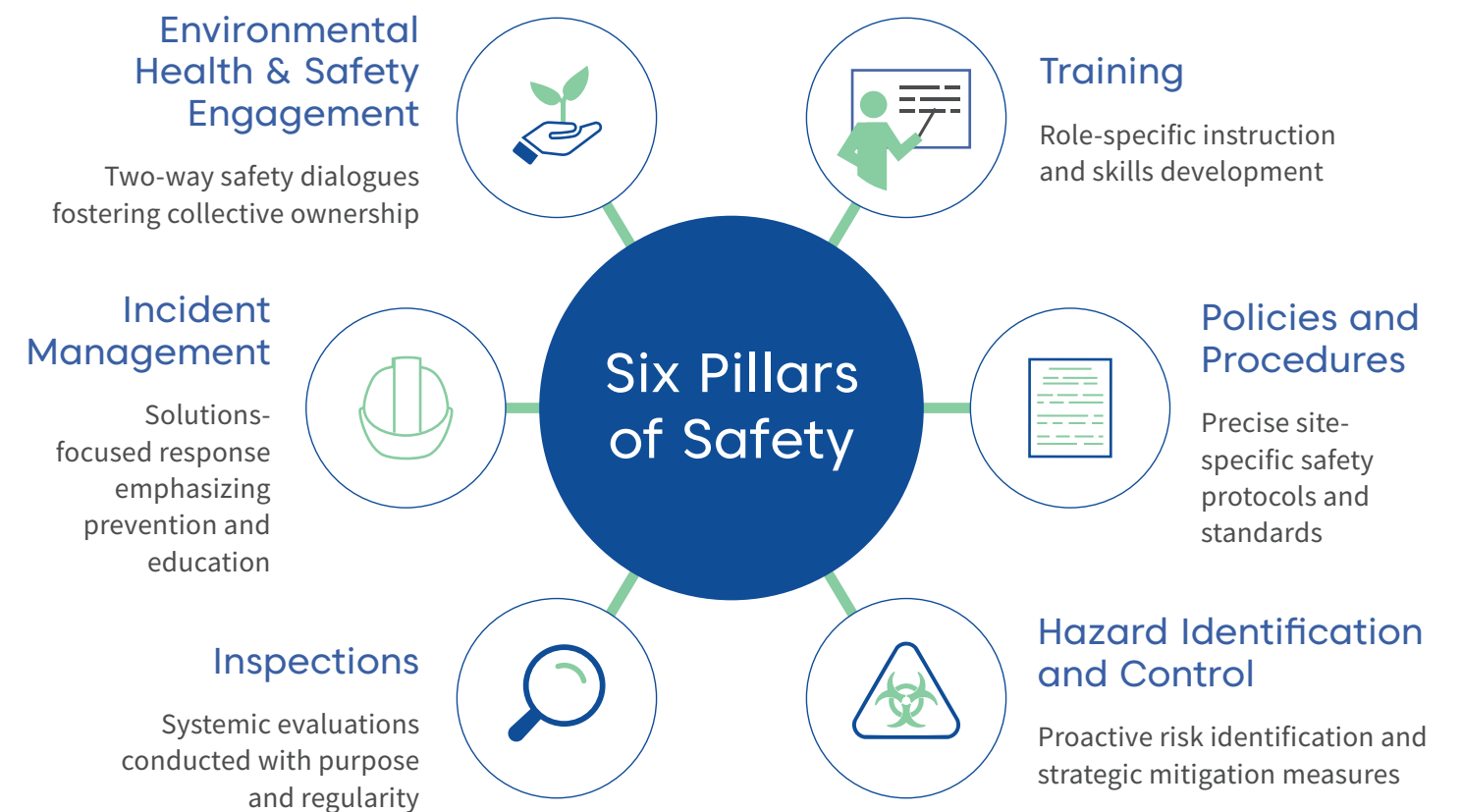
**0**

Fatalities

\* CST safety data reflects U.S. operations only. Global subsidiary data will be integrated in future reporting.

## CST's Safety Forward Program – A Culture in Motion

CST's Safety Forward Program (Safety Forward) is rooted in our ambition to care for our employees while designing safety systems that anticipate mistakes and prevent harm. Safety Forward is focused on CST's Six Pillars of Safety—the core practices that will enable CST to prioritize workforce safety and continue to advance towards an even safer workplace.





### Case Study: CST's Safety Committees

CST has Safety Committees at all U.S. manufacturing facilities. Made up of representatives from a broad range of departments, the Safety Committees review and assess CST's safety policies and procedures and work to actively identify and address safety hazards, implement preventative measures, and foster a culture of safety awareness among all CST employees.



### Near Miss Program

In addition to Safety Forward, CST has a stringent Near Miss Program at our U.S. facilities, which requires all employees and third parties involved in any aspect of CST operations to immediately report any workplace incidents or hazards that they believe could have caused injury but didn't, enabling management to investigate and take proactive action.

### CST's Roadmap to a Safer Workplace

<p><b>2023</b></p> <ul style="list-style-type: none"> <li>• Trained Environmental Health &amp; Safety Coordinators</li> <li>• Strengthened hazard control programs and KPIs</li> </ul>	<p><b>2024</b></p> <ul style="list-style-type: none"> <li>• Refreshed CST's hazard identification and incident management systems</li> <li>• Updated safety policies</li> <li>• Launched executive-level safety training and quarterly reviews</li> </ul>	<p><b>2025 Efforts</b></p> <ul style="list-style-type: none"> <li>• Strengthen our plant-level inspection protocols and supervisor training</li> <li>• Continue to embed Environmental Health &amp; Safety into daily operations</li> </ul>
--	---	---



# Environmental Sustainability

# Greenhouse Gas Emissions

CST enlisted a third party to help us calculate our first greenhouse gas (GHG) emissions inventory for calendar year 2024. This inventory will serve as our baseline going forward and inform our efforts to increase our energy efficiency so we can not only decrease our carbon footprint but also benefit our bottom line through cost savings. We are in the process of conducting energy audits at our U.S. facilities and heat loss studies on our U.S. furnaces and look forward to sharing progress in future reports.

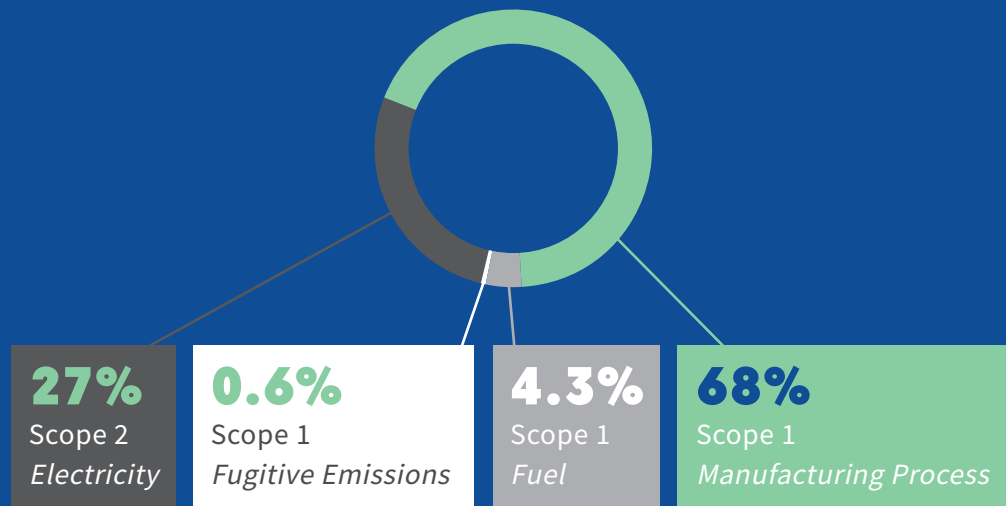
In 2024, 66% of the energy CST consumed came from carbon-free sources.

The majority of CST's emissions come from our manufacturing process and our electricity usage.

### Key

**Scope 1**  
Direct emissions from operations

**Scope 2**  
Indirect emissions from purchased electricity



## 2024

Scope	Type	Emissions Category	Metric tons of carbon dioxide equivalent
Scope 1	Direct	Fuel	531
	Direct	Stationary Combustion	8,369
	Direct	Fugitive Emissions	76
<b>Total Scope 1</b>			<b>8,976</b>
Scope 2	Indirect	Purchased Electricity	3,324
<b>Total Scope 2</b>			<b>3,324</b>
<b>Total Scope 1 &amp; 2 Emissions</b>			<b>12,300</b>

# Sustainable Operations

CST has always prioritized sustainability and has invested in multiple projects to decrease our carbon footprint.



## Case Study: Solar Panel Installation in CST's Austrian facility

In 2023, CST completed installation of three solar panel systems capable of generating up to 348.6 kilowatts of power under peak conditions at our manufacturing facility in Heidenreichstein, Austria. In 2024, this facility generated 24% of the energy it consumed from the sun. We are currently exploring adding battery storage to maximize our renewable energy utilization during non-peak solar hours and provide backup power capacity for critical operations.

## Powering Our Austrian Facility with Bioenergy

While CST manufactures bioenergy solutions for our customers, our Austrian facility is also powered with energy produced from that same bioenergy product – replacing grid electricity with a local renewable resource.

## Metals Recycling at Our Facilities

At CST Industries' manufacturing facilities, sustainability and financial efficiency converge through our comprehensive metal recycling program. Our production teams meticulously collect and sort nearly 100% of the metal byproducts generated during the fabrication process, including steel trimmings, aluminum scraps, and various metal offcuts. Through strategic partnerships with specialized recycling vendors who provide competitive market rates, CST has transformed what was previously a disposal expense into meaningful income that offsets raw material costs. Beyond the financial benefits, this closed-loop approach significantly reduces our environmental footprint and reinforces our commitment to responsible manufacturing practices.



**In 2024, our facilities recycled 2,705 tons of metal - the weight of roughly 492 male African elephants.<sup>3</sup>**

	Carbon	Iron	Stainless Steel	Aluminum	Mixed	Total
<b>Tons</b>	1,726	584	19	337	39	2,705

## Energy Efficiency Improvements

	Dekalb, IL Facility	Parsons, KS Facility
Energy Efficient Lighting Installation	✓	✓
Ultra-high efficiency Heating and Air Conditioning System	✓	



# Ethical Governance



## Board of Directors

CST's Board of Directors provides strategic oversight and governance to CST's daily operations, helping guide the company's long-term vision while ensuring responsible management of stakeholder interests. Our Board consists of our CEO, executives from our private equity partner, and one independent adviser. The average tenure of our Board members is 6 years.

### Members of CST Board



**Jeff Mueller**  
CEO  
CST



**Chris Brothers**  
Managing Partner  
Solace Capital Partners



**David Eastman**  
Operating Advisor  
AOR Consulting



**Andrew Morris**  
Managing Director  
Solace Capital Partners

# Ethics and Compliance

## Code of Conduct

CST maintains a comprehensive Code of Conduct (The Code) that sets rigorous standards for ethical business practices and corporate responsibility. The Code, updated in April 2024, reflects our commitment to operating with integrity across all aspects of our business. It establishes clear guidelines for workplace respect, environmental responsibility, and fair business practices while emphasizing our zero-tolerance approach to discrimination, harassment, and retaliation.

The Code guides our associates in areas including environmental stewardship, workplace safety, protection of company assets, and fair dealing with stakeholders. It provides detailed frameworks for managing conflicts of interest, protecting confidential information, and ensuring accurate record-keeping. Notably, the Code emphasizes our commitment to maintaining safe and healthy work environments, protecting intellectual property, and fostering open communication channels for reporting concerns without fear of retaliation.

## Additional Formal Policies in Place



Safety Policy



Harassment & Discrimination Policy



Environmental Policy



Substance Abuse & Prevention Policy



Foreign Corrupt Practices Act (FCPA) Policy



Travel & Entertainment Policy

# Appendix

## References

<sup>1</sup> In 2017, Solace Capital acquired CST's assets, designs, and operations, beginning a new era.

<sup>2</sup> U.S. Bureau of Labor Statistics. (2024). Job Openings and Labor Turnover. <https://www.bls.gov/news.release/jolts.t16.htm>

<sup>3</sup> Britannica. (2025). How Much Do Elephants Weigh? <https://www.britannica.com/science/How-Much-Does-an-Elephant-Weigh>

[sales@cstindustries.com](mailto:sales@cstindustries.com)



844-44-TANKS



[cstindustries.com](http://cstindustries.com)