



Let's build a stronger,
safer world.

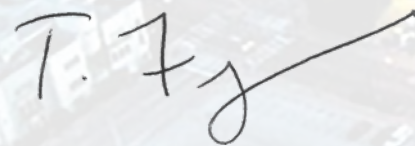


Live Today Inspired!

From technology and science to relationships and values, we all sense the pressure of today's rapidly changing world.

As CEO, I'm extremely proud that AZZ's mission and core values remain steadfast; we believe in building a supportive and safe working environment through servant leadership while creating exceptional products and services on a global scale. Our business thrives through constant innovation and adaptable leadership, but an unwavering commitment to our people is a hallmark that will never change.

Together, we are creating a superior work culture that encompasses an all-embracing stewardship, a deep commitment to "TRAITS" values, and boundless opportunities for growth.



Tom Ferguson

Chief Executive Officer



**OVER 50
LOCATIONS**
*strategically located
across four continents.*

**FOR OVER
60
YEARS**

*AZZ has been developing
innovative products and
services to address the
challenge of aging
infrastructure.*

Serving the growing needs of critical infrastructure

AZZ is a leading provider of products and services which meet the increasing demand for maintaining and building critical infrastructure. Our innovative technology provides the precision and strength required for the power generation, transmission and distribution, and industrial markets. AZZ is the company the world depends on for safety, reliability, and sustainability.



AZZ Metal Coatings

As North America's largest provider of hot-dip galvanizing, along with the unmatched protection of our comprehensive surface technologies, AZZ is committed to building a stronger, safer world.

- Hot-Dip Galvanizing
- Surface Technologies
- Galvabar™



AZZ Energy

With resources and solutions focused on enhancing critical infrastructure, AZZ Energy provides specialized products and services supporting industrial and electrical applications.

- Enclosure Systems
- High Voltage Bus Systems
- Medium Voltage Bus Systems
- Lighting Systems
- Switchgear Systems
- Field Services
- Tubular Products
- Specialty Welding

Creating a culture through values

All employees want their work to be personally fulfilling, to be treated with respect, and to work for a company they are proud of. AZZ understands the importance of employees who feel valued and united through shared beliefs and guiding principles. Our values shape our culture, attract amazing people, amplify their abilities, and help them live and work their best.

Our Mission

AZZ will create superior value in a culture where people can grow and TRAITS matter.

We are diverse, collaborative, and service-minded, operating in a culture of Trust, Respect, Accountability, Integrity, Teamwork, and Safety.



Guiding Values

We Value Our Dedicated Employees and their communities by fully training and equipping them, and providing a safe environment to grow spiritually, personally, and professionally.

We Value Our Customers by reliably providing high-quality products and services with outstanding customer service.

We Value Our Shareholders by consistently providing outstanding returns above our peer group and, preferably, above all industrial indices.

Enhancing the well-being of our employees

At AZZ, our employees' well-being is an important aspect of the company. We take pride in offering incentives that recognize your effort and programs to help improve your quality of life through an all-embracing stewardship and management that encompasses servant leadership practices.

Compassion in the workplace

AZZ provides opportunities for our employees to grow spiritually by offering Marketplace Chaplains. This personalized and proactive employee care service is voluntary to use, neutral from company operations, and strictly confidential. Our Chaplains offer many services, including emotional and spiritual counseling.

Available 24/7 for help with life issues and crisis events, workplace chaplains are available to all employees and their families no matter what their religious affiliation or beliefs may be. Choose if, when, where, and what to talk about.

What you can expect at AZZ

To help improve your work experience, we focus on key initiatives and necessary tools to ensure each employee, on every level, understands how their role is pivotal to the success of AZZ.

We do this by providing a clear vision of our company's objectives and communicating what each employee can expect at AZZ:

- To be treated fairly and in accordance with our Code of Conduct
- The opportunity to grow professionally, personally and spiritually
- To understand your leader's view of performance in relation to expectations
- The opportunity to improve your performance if falling short of expectations
- The tools, training, direction, and support needed to meet or exceed expectations
- To understand your benefits and compensation
- To understand how your business unit is doing on a quarterly basis



Appreciation for you, our greatest asset

Our company wide recognition program, Acclaim, offers redemption points to acknowledge everything from outstanding actions to demonstrating AZZ's core values. The program is designed around the key behaviors of trust, respect, accountability, integrity, teamwork, and safety.

The Acclaim Rewards and Recognition Program also celebrates employees' dedicated service to the company. From merchandise, to gift cards and travel incentives, Acclaim rewards our greatest asset— you.



Together, we can make a difference

The AZZ Cares Foundation provides charitable support and assistance to AZZ employees and their families when an emergency, disaster, or personal hardship occurs. The Foundation also provides generous support to other 501(c)(3) organizations that serve the communities in which AZZ employees live and work. To learn more, visit AZZCaresFoundation.org



Making a positive impact

AZZ's commitment to the world around us drives our sustainability efforts. With over 50 locations strategically located across four continents, we strive to reduce the environmental impact in our processes, ensure the health and safety of our employees, and invest in the people of AZZ and the communities where they live and work.



Environmental Sustainability

A cornerstone of our commitment is to provide products and services that support sustainable infrastructure development while striving to reduce the amount of raw materials, energy, and waste used during the manufacturing process.



Community Involvement

Through philanthropic programs, increased volunteerism, and our employees' continued generosity, we are using our resources to help make a positive difference in our communities. Caring is an important part of our culture.



Workplace Health and Safety

Ensuring the health and safety of our employees are top priorities and guide daily operations through a focus on continuous improvement to better protect our workforce.

EVERY DAY, OVER
3,000
AZZ EMPLOYEES
*around the globe
work to create
a world where
structural assets
are inherently
safe, sustainable
and efficient.*

100%
RECYCLABLE

*steel is the
most recycled
material on the
planet. Combined
with naturally
abundant zinc,
galvanized steel
represents a
highly sustainable
and cost-effective
material solution.*



We measure success by the value we create and take great pride in the roles we play to ensure our continued growth.

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