

### CEO MESSAGE ON CORPORATE RESPONSIBILITY

Kadant is a global supplier of technologies and engineered systems that drive Sustainable Industrial Processing®. Several of our businesses have been in operation for over 100 years and we have demonstrated a strong history of commitment to the values of quality, service and fair dealing with our employees, customers, suppliers and investors. These values are fundamental to our business relationships and our continued success in the marketplace.

Our corporate integrity is one of our most treasured assets, and the key to maintaining that integrity lies with all of us. We all have a responsibility to act consistently with our values and the law. Our Code of Business Conduct and Ethics has been designed to state our values and outline appropriate business conduct. It is important that you take the time to read and understand it.

We expect all of our employees to follow our Code of Business Conduct and Ethics in performing your responsibilities and to speak up, seek guidance and report concerns if you witness unethical or illegal conduct. We encourage you to raise questions and seek guidance from your supervisors and subsidiary management, but there may be situations when you wish to report your concern directly to the most senior levels of management or a government entity. We have established an Ethics and Compliance Hotline that allows you to report these concerns using a number of tools including a hotline telephone number or through a dedicated web portal. Please note that no provision of the Code of Business Conduct and Ethics prohibits or restricts you from (i) communicating with government agencies without notice to or approval from Kadant about possible or actual violations of the law or (ii) making disclosures or communications to engage in protected, concerted activity or otherwise exercising rights under Section 7 of the National Labor Relations Act (each, a Permitted Activity).

How to report concerns using our hotline is explained in our Ethics and Compliance Hotline Policy posted on our website, [www.kadant.com](http://www.kadant.com), under the heading Corporate Governance. You will not be retaliated or discriminated against for reporting a concern unless it is determined that the report was made with knowledge that it was false.

We each have individual and corporate responsibility to uphold our Code of Business Conduct and Ethics. It applies to all our employees, contract or temporary workers, and directors. Our continued dedication to the values embodied in our Code of Business Conduct and Ethics enhances our corporate reputation for excellence and quality and enables us to be proud of our Company and ourselves.

Sincerely,



Jeffrey L. Powell  
President and Chief Executive Officer