



The following Corporate Citizenship and Sustainability Report features data and stories from the former Worthington Industries (NYSE: WOR). In December 2023, Worthington Industries separated its Steel Processing business in a transformational effort to drive long-term growth and shareholder value.

The resulting standalone companies are known today as Worthington Enterprises (NYSE: WOR) and Worthington Steel (NYSE: WS). Worthington Enterprises is comprised of the former Worthington Industries' Building Products, Consumer Products and Sustainable Energy Solutions businesses. Worthington Steel is comprised of the former Worthington Industries' Steel Processing business.

The new companies anticipate reporting separately on their respective corporate citizenship and sustainability initiatives in late 2024.



# CORPORATE CITIZENSHIP & SUSTAINABILITY REPORT 2023



# TABLE OF CONTENTS

|   |           |  |           |   |           |                          |           |
|---|-----------|--|-----------|---|-----------|--------------------------|-----------|
| <b>INTRODUCTION</b>                               |           | <b>CORPORATE CITIZENSHIP</b>                     |           | <b>ENVIRONMENTAL PROTECTION</b>                   |           | <b>APPENDIX</b>          |           |
| <b>MESSAGE FROM PRESIDENT &amp; CEO ANDY ROSE</b> | <b>4</b>  | <b>CHAPTER 4: PHILANTHROPY AND VOLUNTEERISM</b>  | <b>29</b> | <b>CHAPTER 9: ENVIRONMENTAL MANAGEMENT SYSTEM</b> | <b>52</b> | <b>ESG DATA TABLES</b>   | <b>72</b> |
| <b>WHAT MAKES WORTHINGTON</b>                     | <b>5</b>  | <b>CORPORATE GOVERNANCE</b>                      |           | <b>CHAPTER 10: GHG AND NON-GHG EMISSIONS</b>      | <b>55</b> | <b>GRI CONTENT INDEX</b> | <b>79</b> |
| <b>ABOUT THIS REPORT</b>                          | <b>10</b> | <b>CHAPTER 5: BOARD GOVERNANCE AND OVERSIGHT</b> | <b>39</b> | <b>CHAPTER 11: WASTE AND WATER MANAGEMENT</b>     | <b>59</b> | <b>SASB TABLES</b>       | <b>87</b> |
| <b>OUR CULTURE: PEOPLE FIRST</b>                  |           | <b>CHAPTER 6: ETHICS AND INTEGRITY</b>           | <b>42</b> | <b>CHAPTER 12: PRODUCT SAFETY AND INNOVATION</b>  | <b>63</b> | <b>TCFD TABLE</b>        | <b>89</b> |
| <b>CHAPTER 1: HUMAN CAPITAL MANAGEMENT</b>        | <b>12</b> | <b>CHAPTER 7: RISK MANAGEMENT</b>                | <b>45</b> |   |           |                          |           |
| <b>CHAPTER 2: DIVERSITY, EQUITY AND INCLUSION</b> | <b>18</b> | <b>CHAPTER 8: RESPONSIBLE SUPPLY CHAIN</b>       | <b>48</b> |   |           |                          |           |
| <b>CHAPTER 3: OCCUPATIONAL HEALTH AND SAFETY</b>  | <b>23</b> |  |           |   |           |                          |           |



# INTRODUCTION

## MESSAGE FROM PRESIDENT AND CHIEF EXECUTIVE OFFICER

I am pleased to welcome you to Worthington's Corporate Citizenship and Sustainability Report for fiscal 2023, highlighting our continued progress in our environmental, social and governance (ESG) initiatives. As Makers of Better, we are focused on continuously improving our ESG performance to achieve goals that will benefit all stakeholders.

During the year, we committed to reducing the environmental impact of our manufacturing operations by investing in systems and technology to improve energy efficiency, reduce waste sent to landfills and conserve water. Through Worthington's Green Star Initiative we ensure all employees participate in achieving our environmental goals and are rewarded for innovation.

Our social initiatives leverage Worthington's people-first culture to promote an inclusive and supportive workplace. Our highest priority remains protecting the health and safety of our employees while providing career development programs to increase employee engagement. We made strong progress in implementing our diversity, equity and inclusion (DEI) strategy, including the establishment of four new Employee Resource Groups. We are committed to building a diverse talent pipeline to fuel our growth, including participation in community workforce development programs.



We were proud to be recognized as one of Newsweek America's Most Responsible Companies 2023 and Investor's Business Daily 100 Best ESG Companies 2022.



We strive to make a positive impact in the communities where we live and work through the Worthington Industries Foundation and employee volunteer efforts. For example, we challenged our team in Central Ohio to donate 100 volunteer hours in one month in honor of what would be the 100th birthday of Worthington's founder John H. McConnell. We are pleased to report that we volunteered 136 hours for various local organizations.

Our Board of Directors remains committed to ensuring transparency and accountability regarding our ESG performance. In this report, we expanded our reporting to include the Task Force on Climate-related Disclosure (TCFD) framework, which is a recognized framework for disclosure of climate-related risks and opportunities. We look forward to keeping you updated on our progress and thank our stakeholders for your support as we move forward with an exciting new chapter for our Company with our Worthington 2024 plan.

A handwritten signature in black ink that reads "Andy Rose".

**Andy Rose**  
**PRESIDENT & CEO**

## WHAT MAKES WORTHINGTON

At Worthington Industries, we are Makers of Better. From 1955 to today, one thing has remained constant – our people make better possible. Makers of Better is a reflection of Our Philosophy and culture in action. It comes through in how we interact with one another, how we talk about ourselves and how our communities view us. It sets us apart and makes us uniquely Worthington.



### OUR VISION

To be the transformative partner to our customers, a positive force for our communities and earn exceptional returns.



### OUR FOUNDATIONAL PRINCIPLE

We have a people-first culture with Our Philosophy as our foundation for decision making. We work as one company, with one purpose, on one team.



## OUR PHILOSOPHY

Our Philosophy is based on the Golden Rule; we treat our customers, employees, investors and suppliers, as we would like to be treated. We encourage our employees to live Our Philosophy by contributing in the communities where they live and work.

### PEOPLE

- We are dedicated to the belief that people are our most important asset.
- We believe people respond to recognition, opportunity to grow and fair compensation.
- We believe that compensation should be directly related to job performance and therefore use incentives, profit sharing or otherwise, in every possible situation.
- From employees we expect an honest day's work for an honest day's pay.
- We believe in the philosophy of continued employment for all Worthington people.
- In filling job openings, every effort is expended to find candidates within Worthington, its divisions or subsidiaries.

### ORGANIZATION

- We believe in a divisionalized organizational structure with responsibility for performance resting with the head of each operation.
- All managers are given the operating latitude and authority to accomplish their responsibilities within our corporate goals and objectives.
- In keeping with this philosophy, we do not create excessive corporate procedures. If procedures are necessary within a particular company operation, that manager creates them.
- We believe in a small corporate staff and support group to service the needs of our shareholders and operating units as requested.

## EARNINGS

The first corporate goal for Worthington Industries is to earn money for its shareholders and increase the value of their investment.

We believe that the best measurement of the accomplishment of our goal is consistent growth in earnings per share.

### CUSTOMERS

- Without the customer and their need for our products and services we have nothing.
- We will exert every effort to see that the customer's quality and service requirements are met.
- Once a commitment is made to a customer, every effort is made to fulfill that obligation.

### SUPPLIERS

- We cannot operate profitably without those who supply the quality materials we need.
- We ask that suppliers be competitive in the marketplace with regard to quality, pricing, delivery and volume purchased.
- We are a loyal customer to suppliers who meet our quality and service requirements through all market conditions.

### COMMUNICATION

- We communicate through every possible channel with our customers, employees, shareholders, suppliers and financial community.

### CITIZENSHIP

- Worthington Industries practices good citizenship at all levels. We conduct our business in a professional and ethical manner.
- We encourage all our people to actively participate in community affairs.
- We support worthwhile community causes.

# THE EVOLUTION OF BETTER WORTHINGTON 2024

In fiscal 2023, Worthington Industries announced its “Worthington 2024” plan to separate its Steel Processing business and create two standalone public companies by early calendar 2024. “New Worthington” will be comprised of our Building Products, Consumer Products and Sustainable Energy Solutions segments. “Worthington Steel” will be our Steel Processing segment.

Through Worthington 2024, one great company will evolve into two distinct, market-leading companies specialized and fit-for-purpose with enhanced prospects for growth. Both will continue to operate by our people-first philosophy and utilize the Worthington Business System of Transformation, Innovation and Acquisitions to drive growth and shareholder value. Both companies will also remain committed to our corporate citizenship and sustainability goals, including plans to set greenhouse gas (GHG) emissions reduction targets that are aligned with limiting global warming to 1.5 degrees Celsius above pre-industrial levels.

As we embark on an exciting future, it’s also an opportunity to reflect on our rich, nearly 70-year history and all those who’ve been a part of Worthington’s success—our shareholders, employees, customers, suppliers and communities. Here’s to many more years as the evolution of better continues.



“New Worthington’ will be a market-leading designer and manufacturer of value-added products with premier brands in attractive, fast-growing end markets in Consumer Products, Building Products and Sustainable Energy Solutions.”

– **Andy Rose**, President & CEO and future New Worthington President & CEO



“Worthington Steel’ will be a best-in-class, value-added steel processor with a unique capability set, including sophisticated supply chain and pricing solutions and expanded opportunities in lightweighting, electric vehicles and grid infrastructure.”

– **Geoff Gilmore**, Executive VP & COO and future Worthington Steel President & CEO





## MAKERS OF MORE

Worthington Industries is a leading industrial manufacturing company publicly traded on the NYSE. For nearly seven decades, the Company has been delivering innovative solutions to customers spanning industries such as automotive, construction, retail and agriculture.



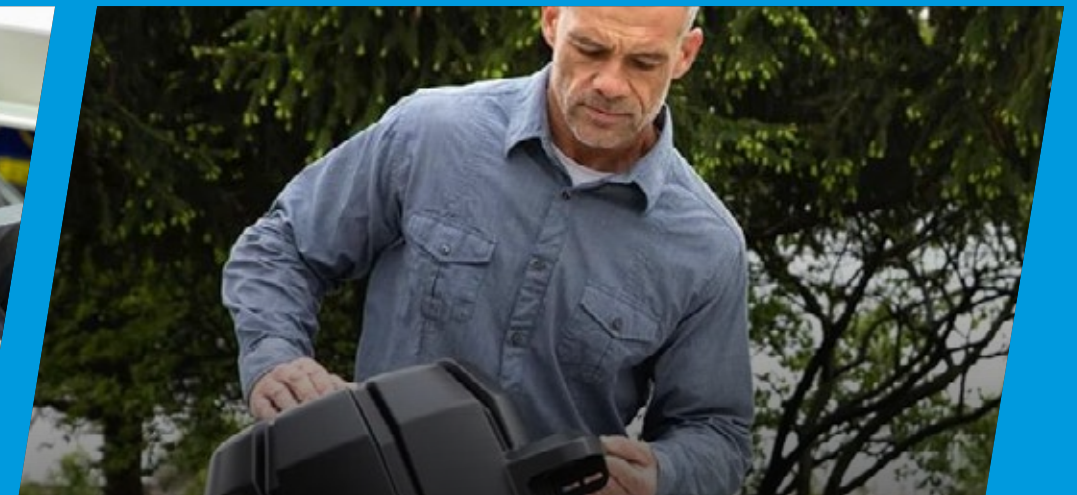
**Consumer Products:** Offers market leading products through 10 unique brands in tools, outdoor living and celebrations categories, with a growing portfolio of innovative new products.



**Steel Processing:** Focuses on value-added steel processing, laser welding solutions, and last year expanded its focus to include electrical steel laminations for the rapidly-growing electrical steel market that includes transformers, machine and electric vehicle motors, and the infrastructure needed to support them.



**Sustainable Energy Solutions:** Provides products that offer cleaner fuel alternatives, including on-board fueling and gas containment solutions for hydrogen and adjacent sustainable energy markets.



**Building Products:** Delivers solutions that save time and labor for commercial and residential construction markets, including heating and cooling offerings, water systems, ceiling solutions and metal framing.

## WORTHINGTON INDUSTRIES' MATERIALITY-BASED APPROACH TO ESG

In 2021, Worthington Industries completed its first ESG materiality assessment. As part of this work, Worthington Industries retained Governance & Accountability Institute (G&A) to perform an independent third-party assessment.

The assessment examined a range of key stakeholders, including investors, employees and ESG rating organizations, as well as a study of industry peers, to conduct a materiality analysis of ESG topics. Topics included each of the Global Reporting Initiative (GRI) Standards topics, the United Nations 17 Sustainable Development Goals (SDGs), the elements of the Sustainability Accounting Standards Board (SASB) Iron & Steel Producers Standard, as well as elements of the Industrial Machinery & Goods and Building Products & Furnishings Standards, and other ESG topics of interest to investors and other stakeholders.

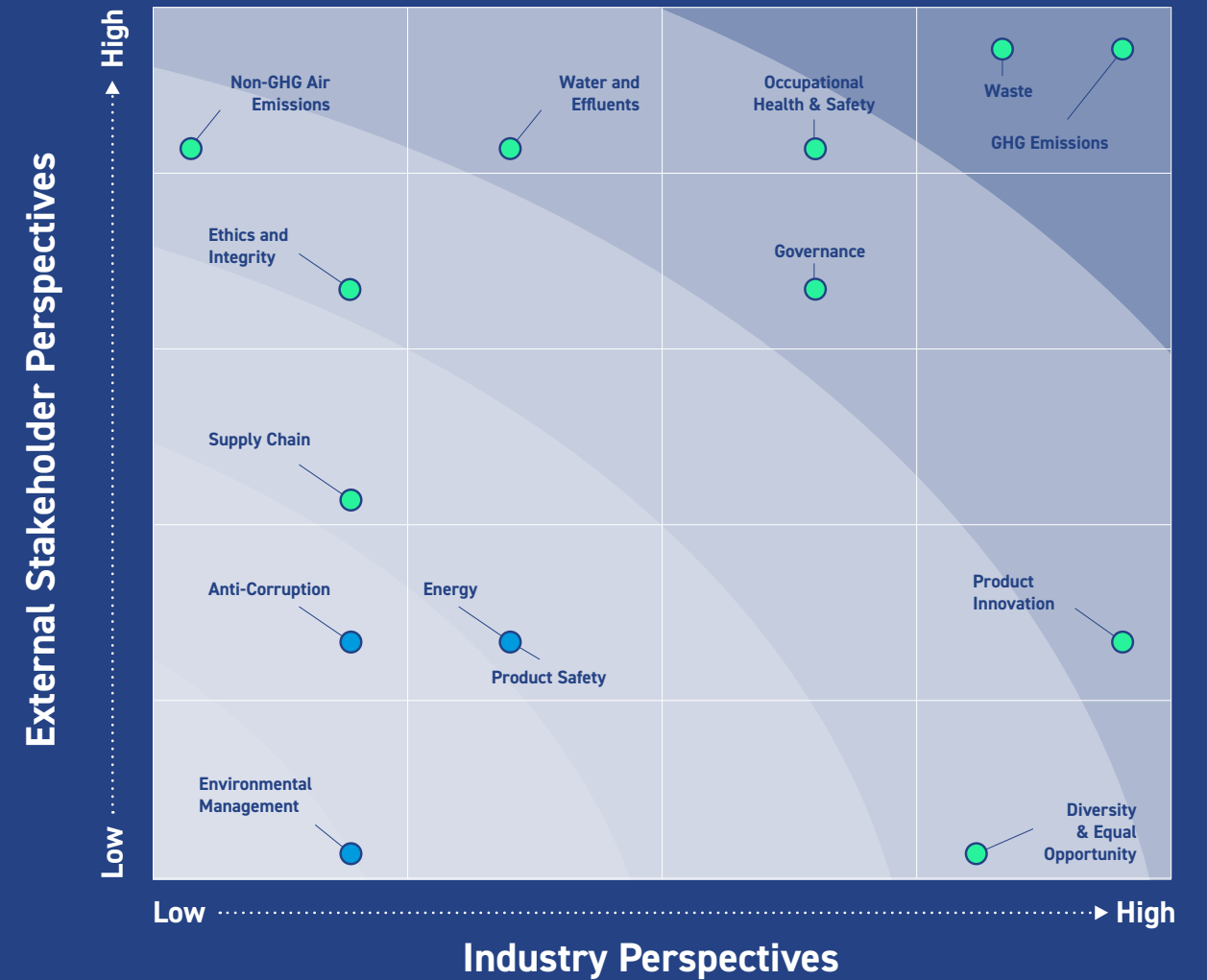
Based on the findings, we mapped sector-specific identified ESG topics to the GRI Standards topics. For material ESG topics identified that did not map directly to a GRI Standards topic, an additional "Non-GRI Material Topic" was added to the materiality analysis and included in the GRI Content Index. This initial step produced a list of 40 topics of interest to different groups of stakeholders.

We then conducted a deeper analysis to prioritize these issues starting with an assessment of a selection of highly-rated ESG industry peers and clients. We also examined the methodologies of leading ESG investor raters and institutional investors. We reviewed their strategic selection of material ESG topics for inclusion in their sustainability disclosure, rating methodologies, investment decision making, goal setting and strategy. In addition, G&A conducted a series of interviews with senior leadership at Worthington Industries, gaining further insight into the key ESG issues for the company.

### MATERIALITY CHART

● Top 10 Material Topics

● Additional Report Topics



### Overview of Material ESG Topics











From this research, G&A calculated an overall materiality score for each ESG topic to help focus our strategy and disclosures in this report. Using this quantitative model, Worthington identified the 10 highest scoring topics as most material to the business. The materiality matrix shows the relative weight of different topics from two perspectives. The X-axis shows each topic's importance to industry participants, while the Y-axis shows each topic's importance to external stakeholders.














## ABOUT THIS REPORT

Our 2023 Corporate Citizenship & Sustainability Report primarily covers data and metrics related to the 2023 fiscal year ending May 31, 2023, unless otherwise noted.

This report was prepared with reference to the GRI Standards and incorporates the SASB Iron & Steel Producers Standard, as well as elements of the Industrial Machinery & Goods and Building Products & Furnishings Standards and the Task Force on Climate-related Financial Disclosures (TCFD). We also mapped our progress on material topics aligned with the United Nations Sustainable Development Goals (SDGs). Content indexes are available from page 79.

Worthington Industries is committed to transparency, engagement and consistent communication of our ESG strategies and programs to stakeholders.

| Chapter                          | Worthington Material Topic(s)     | GRI Topic(s)                                | SASB Topic(s)             | Sustainable Development Goal(s)   |
|----------------------------------|-----------------------------------|---|---------------------------|---|
| <b>Our Culture: People First</b> |                                   |   |                           |   |
| Human Capital Management         | • Diversity and Equal Opportunity | Employment (401)                            |                           |     |
| Diversity, Equity and Inclusion  | • Diversity and Equal Opportunity | Diversity and Equal Opportunity (405)       |                           |     |
| Occupational Health and Safety   | • Occupational Health and Safety  | Occupational Health and Safety (403)        | Workforce Health & Safety |     |
| <b>Corporate Citizenship</b>     |                                   |   |                           |   |
| Philanthropy and Volunteerism    |                                   | Local Communities (413)                     |                           |    |
| <b>Corporate Governance</b>      |                                   |   |                           |   |
| Board Governance and Oversight   | • Governance                      | Governance Structure and Composition (2-9)  |                           |   |
| Ethics and Integrity             | • Ethics and Integrity            | Policy Commitments (2-23 and 2-26)          |                           |   |
| Risk Management                  | • Governance                      | Overseeing the Management of Impacts (2-12) |                           |   |

| Chapter                         | Worthington Material Topic(s)  | GRI Topic(s)   | SASB Topic(s)                              | Sustainable Development Goal(s)   |
|---------------------------------|--|--|--|---|
| Responsible Supply Chain        | • Supply Chain   | Procurement Practices (204)<br>Supplier Environmental Assessment (308)<br>Supplier Social Assessment (414) | Supply Chain Management                    |    |
| <b>Environmental Protection</b> |  |  |  |   |
| Environmental Management System | • GHG Emissions<br>• Waste<br>• Water and Effluents<br>• Non-GHG Air Emissions | n/a  | Energy Management                          |     |
| GHG and Non-GHG Emissions       | • GHG Emissions<br>• Non-GHG Air Emissions                                     | Emissions (305)  | Greenhouse Gas Emissions<br>Air Emissions  |      |
| Waste and Water Management      | • Waste<br>• Water and Effluents   | Waste (306)<br>Water and Effluents (303)   | Water Management<br>Waste Management       |      |
| <b>Innovation</b>               |  |  |  |   |
| Product Safety and Innovation   | • Product Innovation   | Customer Health and Safety (416)   | Product Lifecycle<br>Environmental Impacts |     |

# OUR CULTURE: PEOPLE FIRST

Worthington fosters a people-first culture by building a supportive and inclusive workplace.

Worthington fosters a people-first culture by building a supportive and inclusive workplace environment, engaging our employees and providing pathways for growth. We believe our people are our most important asset, and we prioritize our commitment to health and safety. In fiscal 2023, we were proud to earn recognition as a best place to work based on employee feedback, including Columbus CEO Top Workplaces for the 11th consecutive year, IDG's Computerworld 100 Best Places to Work in IT for the sixth consecutive year and Military Friendly Employer® for the eighth consecutive year.

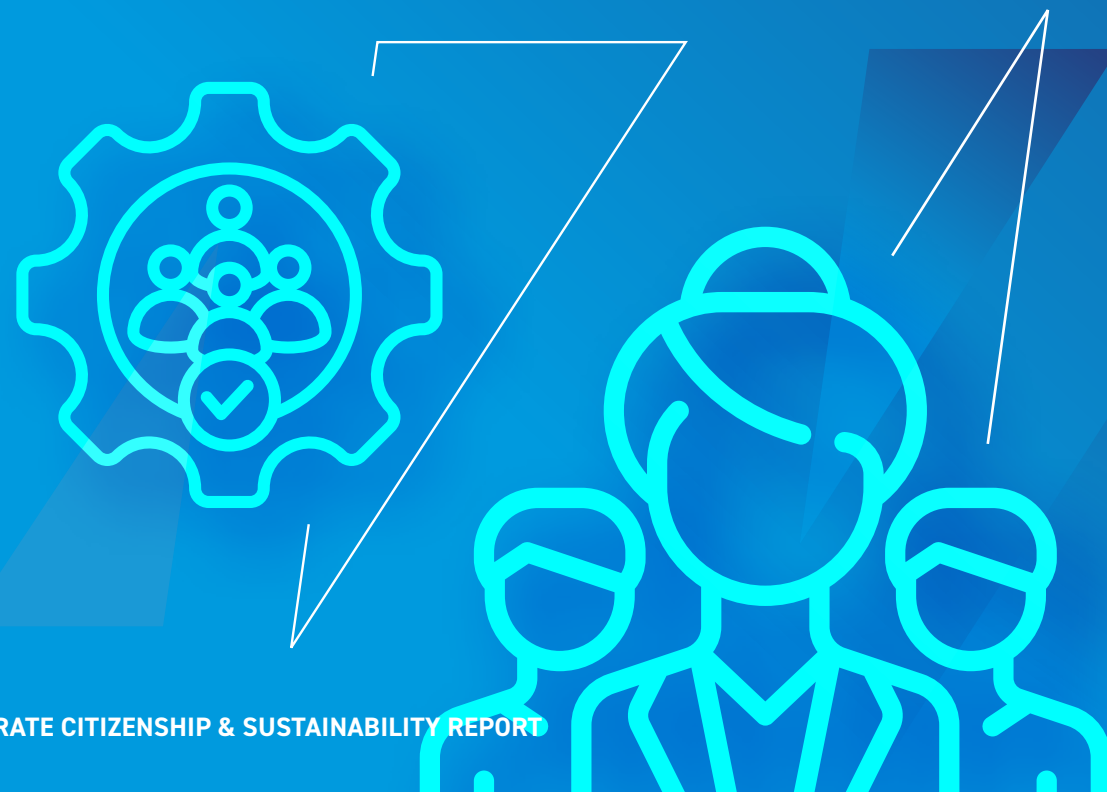
SDG Linkages:

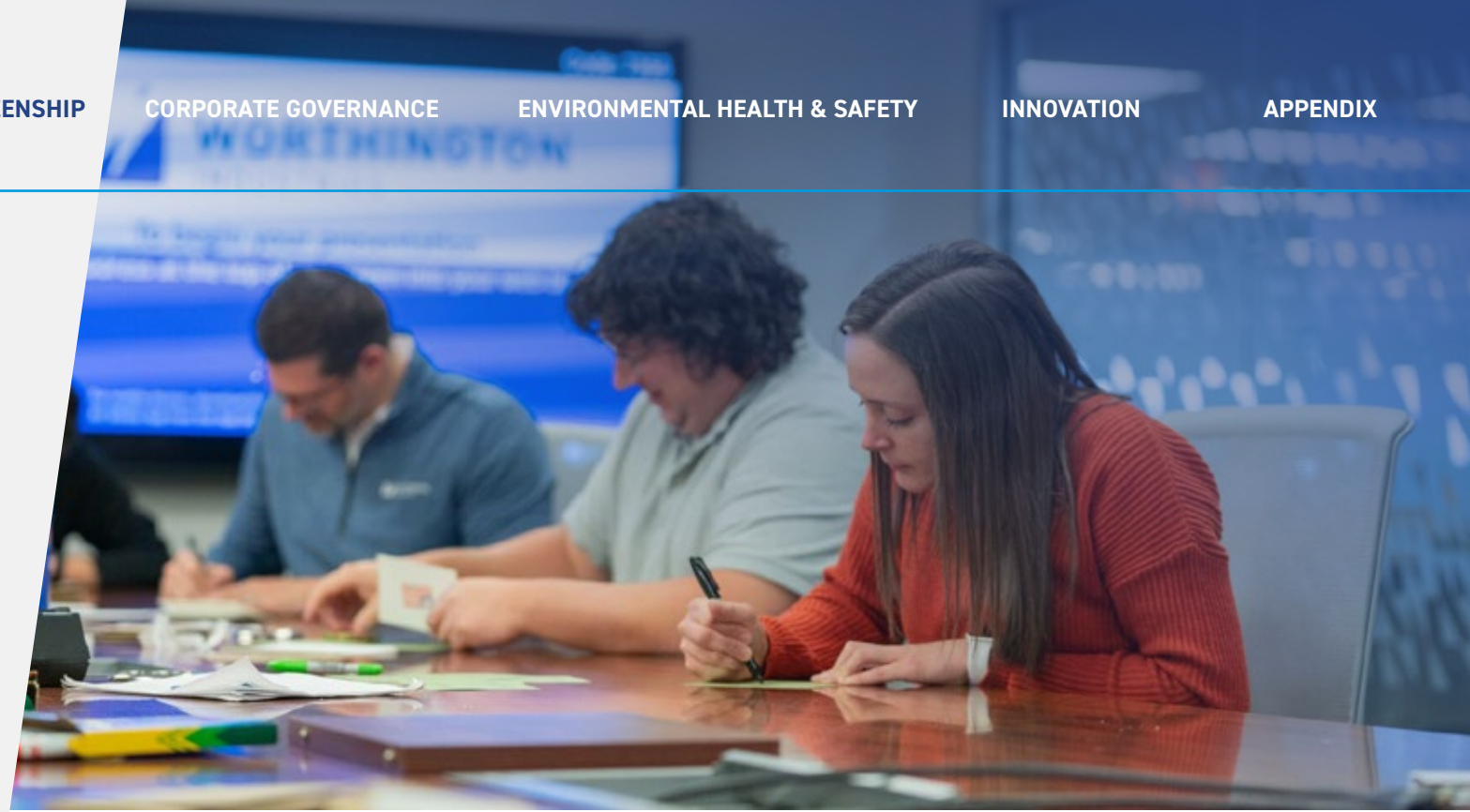


## CHAPTER 1: HUMAN CAPITAL MANAGEMENT

We recognize that effective Human Capital Management (HCM), which includes employee engagement and career development, is critical to Worthington's ability to attract and retain a talented workforce to help drive our long-term growth. HCM is a top priority for Worthington's Board of Directors and management. Our Chief Human Resources Officer implements our HCM policies and programs and reports regularly to the Board's Compensation Committee, which provides oversight of programs related to talent management and development, recruitment and retention, employee engagement and diversity, equity and inclusion. We utilize our HCM software platform, The Hub, to gather key data and metrics for monitoring progress.

The Worthington Industries Code of Conduct states the Company's commitment to following fair labor and employment practices. These include providing equal opportunities and prohibiting all forms of unlawful harassment or discrimination. Worthington supports Freedom of Association for our employees and we believe we have one of American industry's strongest employee-employer partnerships. This is built on Our Philosophy rooted in the Golden Rule of treating others the way you would like to be treated and communicating through every channel possible.





## EMPLOYEE ENGAGEMENT

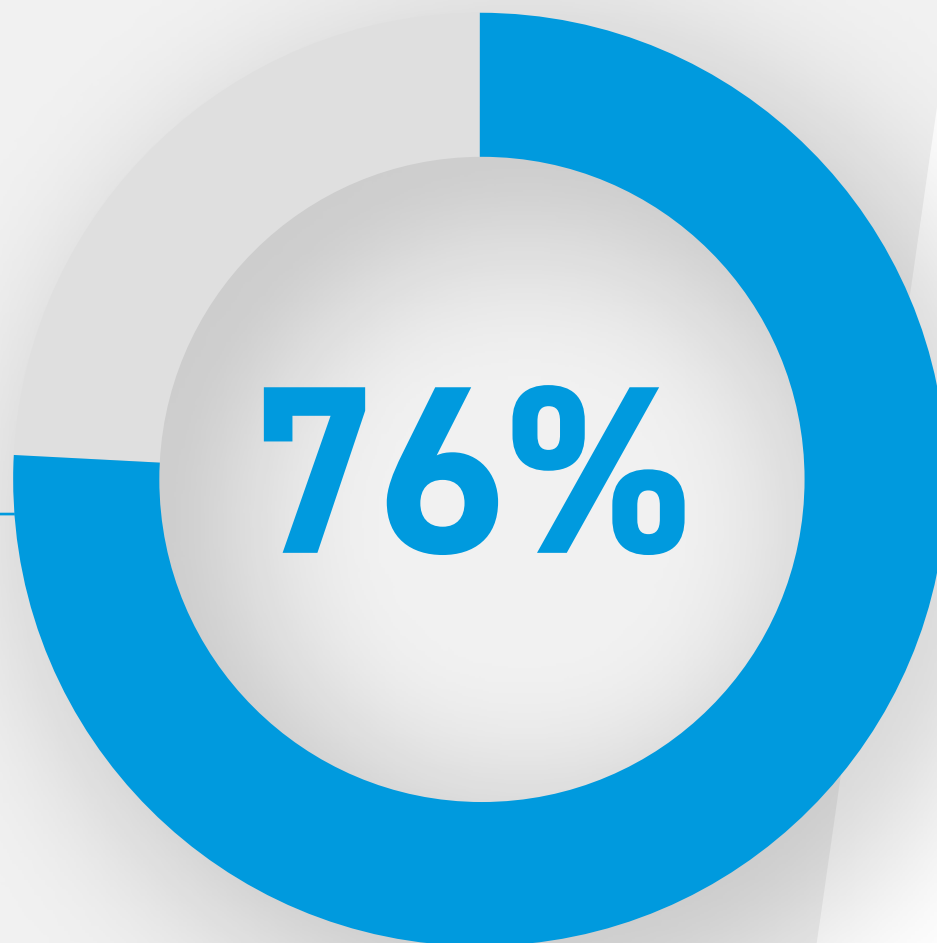
An important focus of Worthington's people-first culture is keeping our employees engaged. We seek employee feedback by partnering with a third-party firm to conduct an annual Employee Engagement Survey to track progress against goals. The fiscal 2023 survey participation rate increased to 76 percent from 70 percent in the prior year. Our results met or exceeded both manufacturing and global benchmarks in several categories, including Safety (88 percent), Employee Engagement (74 percent) and Manager Effectiveness (76 percent). Based on the results, leaders and managers are working on improvement efforts.

### Employee Survey Worldwide Participation Rate \*

+6%

over last year

\* excludes our Portugal and Tempel facilities and our WAVE partner facilities.



Respondents indicated that a sense of belonging and career development continue to be large drivers of employee engagement. In the past two years, the Company has emphasized employee belonging by strengthening its DEI strategy, focusing on four strategic pillars: workforce, workplace, communities and partners.

Worthington's Employee Councils are a key channel for two-way communication. They create an environment of openness where employees' ideas and opinions are respected and valued. All locations have an Employee Council that meets monthly. Council members rotate on and off with members recommending their own replacements. Two council members from each location also come together for the annual Joint Employee Council conference at Company headquarters, where senior management discusses key initiatives and council members share best practices and feedback.

## CAREER DEVELOPMENT

We recognize the importance of providing employees with resources and training to gain skills to advance and achieve personal career goals. Employees have annual performance reviews that are tied to competencies and identified behaviors. Through our Stretch Assignment Marketplace program, employees can find experiential opportunities to grow in their current role or develop other interests by participating in projects and activities across the organization.

Worthington has enhanced its individual development process by launching new tools in the online learning system of our HCM platform, The Hub. The Career Outlook tool allows employees to explore their career path and build development opportunities based on their interests. The software also helps strengthen manager conversations with employees as it allows managers to understand what opportunities are available when building individual development plans. In addition, Worthington offers LinkedIn Learning to all of our employees as part of our learning management system. Employees are able to refine skills for their current roles and develop additional competencies as they progress along a career path.

We continue to develop our mentorship programs. In April 2023, we held our annual Learn and Lead conference. 70 employees participated and 18 mentors helped to support and sustain those employees throughout the conference and as they put the learnings into action.



## COMPENSATION AND BENEFITS

Worthington's compensation philosophy is based on Our Philosophy which includes the belief that people respond to recognition, opportunities to grow and fair compensation. Our Philosophy includes the principle that employees should have a meaningful portion of their total compensation tied to performance, and incentives drive and reward performance. All full-time employees participate in some form of an incentive compensation program, which includes cash profit sharing programs with payouts based on a fixed percentage of profits, and annual incentive bonus programs that primarily tie bonuses to the operating results of the Company or the applicable business unit.

Our executive compensation programs are designed to attract and retain highly qualified executives and align management's interests with those of shareholders. Incentives are based primarily on Company performance and for reaching established Company goals and objectives. The Board's Compensation Committee reviews and administers executive management compensation, as discussed in [Chapter 5](#) on Board and Committee Governance. The Company's executive compensation program includes both an annual cash incentive bonus program and a long-term incentive compensation program with both cash and equity-based components.



We are proud to provide a comprehensive set of benefits to our employees and their families. As a self-insured Company, we cover 90 percent of total healthcare costs for our full-time employees versus the 75-80 percent typically covered by other employers. We offer medical, dental and vision coverage to full-time and part-time employees, and our medical plan includes a Health Savings Account (HSA) that can be used to save and pay for qualified medical expenses. Worthington provides an annual contribution of \$2,000 for family coverage and \$1,000 for single coverage to employee HSAs. In addition, Flexible Spending Accounts can be used by full-time employees to assist with dependent care, childcare and qualified adoption expenses.



We cover

**90%**

of total healthcare coverage costs for full-time employees

Worthington provides basic life, Accidental Death & Dismemberment (AD&D) and short- and long-term disability coverage for full-time employees as well as a 401(k) retirement plan for U.S. employees. All full-time employees are eligible for up to two weeks of paid parental leave, which can be used in the four months following birth, adoption or foster care placement of a child. Employees who gave birth are eligible to receive an additional six weeks of paid time off.

We offer a wide range of wellness benefits and programs to all employees, including a comprehensive wellness program, Worthington Amped. The program offers rewards to employees for participation in free health screenings and company-wide health challenges. Worthington has an onsite medical center with three full-time physicians and a pharmacy that serves Central Ohio. Most of our facilities have onsite fitness centers. Our wellness offerings also include counseling and dietitian services, chiropractic care, exercise therapy for back and joint pain, health fairs and other company-wide and location-specific wellness events and challenges. We also offer an employee assistance program (EAP) with access to free, confidential counseling through in-person, phone, online and text support. The EAP includes a work/life concierge that can assist with finding and getting quotes for a variety of needs including childcare, car and veterinary services, among others.



**On-Site Fitness Center**

A longstanding commitment to employee health, most Worthington facilities have on-site fitness centers



## BUILDING OUR TALENT PIPELINE

We are committed to attracting and developing talented and motivated employees to help Worthington strengthen our inclusive environment and achieve long-term success.



**Columbus City Schools STEM Industry Council (SinC):** The Science, Technology, Engineering, and Math (STEM) Industry Council (SinC) supports the development of future STEM professionals from Columbus City Schools. Programming and job placement opportunities build pathways to post-secondary education and expose students to emerging career opportunities in STEM-based fields. Worthington provides support to SinC by hosting student interns, helping with mock interviews for career readiness courses and acting as the internship placement coordinator to ensure all students find internships.

**Summer Internship Program:** We offer an annual summer internship program for over 40 college students. Interns work on real-world projects in both office and plant locations and follow a 10-week curriculum that includes programs on DEI, LEAN manufacturing principles, resume writing, interview preparedness and a community day of volunteering.

**Ohio Means Jobs:** Worthington's Delta facility has partnered with the Ohio Means Jobs workforce development program in Fulton County and the Pike-Delta-York Local School District to create the Future of Fulton County program. Future of Fulton County introduces high school students to a career in manufacturing through industry-focused coursework and real-world experience. As part of the program, students receive 160 hours of classroom instruction in the areas of safety, quality, maintenance and manufacturing principles, with the coursework and final exam counting toward credits needed for high school graduation. The students also earn on-the-job experience by attending a special Realistic Job Preview for their class. The students are also interviewed and provided feedback. As a result of this partnership, the Delta team hired three students for full-time positions before they even crossed the stage at graduation and employed another on a part-time basis.



**The Ohio State University:** We collaborated with The Ohio State University Industrial Systems Engineering Capstone Department on projects while providing practical industry experience to senior engineering students. Projects span multiple semesters during which students interact with business professionals and processes. The engagement provides awareness of diverse technical concepts and tools and builds working relationships.





**Manufacturing Day:** Every October, Worthington participates in Manufacturing Day to showcase modern manufacturing and inspire our next generation of makers. Several facilities open their doors to students, educators and community members to provide facility tours and discuss manufacturing career paths. We also explore different ways we can partner with advocacy programs and schools to engage future employees.

**Worthington Workforce Experience:** This program provides interested high school seniors with the opportunity to discover careers in manufacturing. In partnership with three school districts, Worthington employees train and mentor students through the 18-week program. Students spend time working on our production floor and gaining career readiness skills through training in areas such as safety, communications, finance and problem solving. This year we had seven students participate in the program and six sign full-time offers. Participants came from Worthington and Hilliard city schools as well as the Delaware Area Career Center.



**International Women's Day Events:** Women's History Month in March highlights the contributions of female leaders and innovators who made an impact on society and across industries. Several Worthington facilities held events on International Women's Day on March 8 to celebrate the achievements of the women who have pursued a career in manufacturing and continue to drive our industry forward. Our event in Columbus was open to women throughout the community and included facility tours, conversations with our Women's Employee Resource Group and roundtable discussions on how we can engage females to pursue careers in manufacturing and STEM. Our Kienberg, Austria facility held a luncheon and in Slupsk, Poland, our women employees were recognized with gifts. Teams at these facilities actively discussed and emphasized the importance of shaping a work environment where both women and men have equal access to opportunities and fair treatment.

**HBCU Recruitment:** Our recruiting team focuses on strong partnerships with Historically Black Colleges and Universities (HBCUs) across the country. During college recruiting season, we attend multiple HBCU career fairs targeting top talent for our summer internship program. In addition, we post open positions on job boards and host information sessions about different manufacturing career opportunities. Among the schools we partner with are Central State University and Virginia State University. In addition, we partner with organizations dedicated to furthering professional opportunities for underserved communities, including the National Center for Urban Solutions and the National Urban League.



SDG Linkages:



## CHAPTER 2: DIVERSITY, EQUITY AND INCLUSION

As part of our people-first culture, we are committed to building an environment that values diversity of all types and promotes inclusion so that all employees feel they belong. We believe our commitment to diversity, equity and inclusion (DEI) makes Worthington more agile and better prepared to engage in an evolving world.



We believe historically underrepresented communities open doors to diversified markets and recruitment opportunities. Our DEI programs are designed to make Worthington a desired employer and ensure all employees feel valued.

Our founder believed that at the core of each person the desire to be valued and respected drove people to do their best work. We still believe this today. Providing an environment where employees have the psychological and physical safety to bring their best self to work every day helps drive innovation that leads to long-term success.



## DEI STRATEGY AND OVERSIGHT

Oversight of our DEI strategy and goals starts at the top with the Company's Board of Directors' Compensation Committee, which has oversight of the Company's human capital management activities. In addition, our Senior Vice President and Chief Human Resources Officer reports annually to our full board on DEI initiatives.

At the management level, our DEI programs are guided by Worthington's Director of DEI and DEI Senior Leadership Council, which is comprised of senior management and heads of our business units. Our DEI strategy, developed by the DEI Senior Leadership Council, is focused on elevating and advancing DEI across the Company through four primary strategic pillars: Workforce, Workplace, Community and Partners. Our Director of DEI continues to lead the implementation of a three-year strategic plan that includes setting goals and objectives for diversity in our workplace and suppliers.

### Outstanding DEI Champion Award

Our Director of DEI, Adrian Sullivan, was named a 2023 Columbus Business First Diversity in Business Awards – Outstanding Diversity Champion. The Outstanding Diversity Champion award program highlights excellence in encouraging diversity in age, disability, gender, sexual orientation, race and religion at local workplaces.



## WORKFORCE

Worthington is committed to providing equal employment opportunities and we have strong non-discrimination policies, as outlined in our Code of Conduct and as discussed in [Chapter 1](#) - Human Capital Management.

We are focused on expanding our talent pipelines with diverse slates of candidates by following best-in-industry practices in recruiting, promotion and retention. As part of our three-year strategic plan, we established baselines to use in setting diversity goals for new hires and internal promotions. In fiscal 2023, 53 percent of salaried new hires were diverse and 39 percent of internal promotions were diverse employees.

| WORKFORCE DIVERSITY *              | FY 2021 | FY 2022 | FY 2023 |
|------------------------------------|---------|---------|---------|
| Female                             | 801     | 824     | 873     |
| Male                               | 4,109   | 4,005   | 4,142   |
| Non-binary                         | -       | -       | 2       |
| Undisclosed                        | -       | -       | 5       |
| Asian                              | 113     | 101     | 121     |
| Black / African American           | 522     | 528     | 550     |
| Hispanic / Latino                  | 423     | 330     | 372     |
| Native American / Alaskan Native   | 35      | 25      | 33      |
| Native Hawaiian / Pacific Islander | 7       | 5       | 6       |
| Undisclosed                        | 10      | 21      | 25      |
| White                              | 3,800   | 3,819   | 3,915   |

\* numbers are of U.S total workforce

We made diversity gains by enhancing our recruiting activities and providing increased training on removing unconscious bias in interviewing. We increased our focus on recruiters and job boards targeting diverse candidates, and our participation in career fairs at HBCUs, including Central State University and Virginia State University. We partnered with business groups such as Central Ohio Diversity Consortium, The Columbus Partnership DEI Forum, National Center for Urban Solutions and The Urban League to encourage careers in manufacturing among diverse students. We also facilitated DEI sessions for students at the Fisher College of Business & College of Engineering at Ohio State University.

Worthington supports the career development of women in our industry by providing financial support and resources for organizations such as Women for Economic Leadership and Development (WELD), where Worthington stands as a Gold Member, and the Association of Women in the Metal Industries (AWMI). These organizations offer programs and networking opportunities to help women hone their leadership skills and address challenges. Several Worthington employees serve on the AWMI Executive Committee and the Board of Directors of the Columbus Chapter of AWMI. Worthington is represented on the National Board of Directors for WELD.



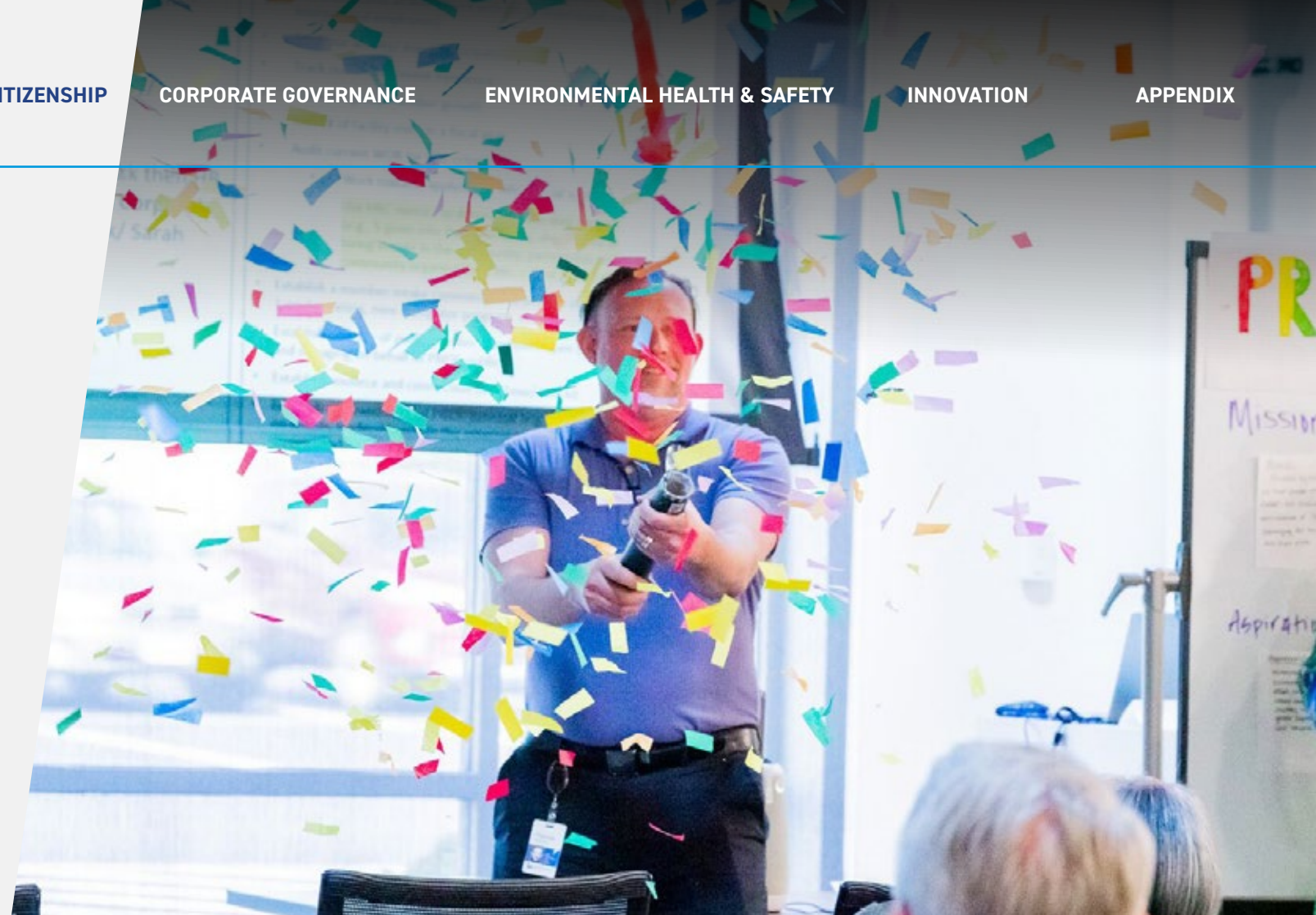
## WORKPLACE

Our DEI strategy includes fostering an inclusive working environment by raising awareness of DEI issues through regular training programs and the establishment of Employee Resource Groups (ERGs) to support employees. We also launched a pilot program in fiscal 2023, DEI Champions, identifying DEI advocates at our facilities to develop and empower them to create inclusive work environments.

We incorporated DEI topics into our training for Human Resources and managers to raise awareness of DEI issues impacting hiring, promotion and retention. Keynote presentations and workshops were held at Worthington's annual supplier conference and at our bi-annual Learn & Lead training conference. We also launched new DEI training modules in our online training offered by our Learning and Development team, including DEI Foundations, Addressing Microaggressions and Inclusive Language in the Workplace.

We launched three new ERGs in fiscal 2023, and are planning to add additional groups in fiscal 2024. Our ERGs are open to all employees to share cultural insights, best practices and help drive advancement and recognition in our workplace. For example our ERG for working parents and caregivers, CARE, offers monthly community discussion sessions, Coffee with Caregivers, on topics like online safety for children. Our ERGs are also active in our recruiting and educational programs such as our International Women's Day Event, when our Advocates of Women's Empowerment (WE!) ERG participated in roundtable discussions.

Our ERGs are also active in our communities. As part of the kickoff for HONOR, the ERG for military veterans, members from our Delta, Ohio site provided and shared a breakfast with veterans preparing to depart on an Honor Flight to Washington, D.C. PRIDE, our LGBTQIA+ ERG, volunteered in support of the Columbus Pride Festival setting up signage.



### Our Employee Resource Groups



## COMMUNITY

Our local communities are an important pillar of our DEI strategy as we show support for DEI initiatives of community organizations and school districts. We partner with local organizations and districts to implement programs to encourage and prepare students for career opportunities in the manufacturing industry. These programs, including our work with Columbus City Schools STEM Industry Council, our Worthington Workforce Experience program and our partnership with Ohio Means Jobs, are discussed in [Chapter 1](#) on Human Capital Management. This is also an area of focus for our Foundation, with its work discussed in [Chapter 4](#).

## PARTNERS

We are committed to developing a robust Supplier Diversity Program to support the growth of businesses in underrepresented communities. We recognize that Worthington's suppliers and contractors are critical to helping provide customers with high-quality and innovative products, and we are working to integrate diversity criteria into our supplier selection process. These efforts are discussed further in [Chapter 8](#).

In fiscal 2022, we established baseline performance metrics for our Supplier Diversity Program, and in fiscal 2023 we focused on setting aspirational targets. We are committed to reporting these metrics to ensure accountability and transparency. Our Tier 1 (Direct) diverse spend has increased for the past three calendar years and has grown by almost 70 percent from \$36 million in calendar 2019 to \$61 million in calendar 2022.

### Diverse Supplier Spend

**+70%**  
from 2019 to 2022

### Diverse Supplier Organizations



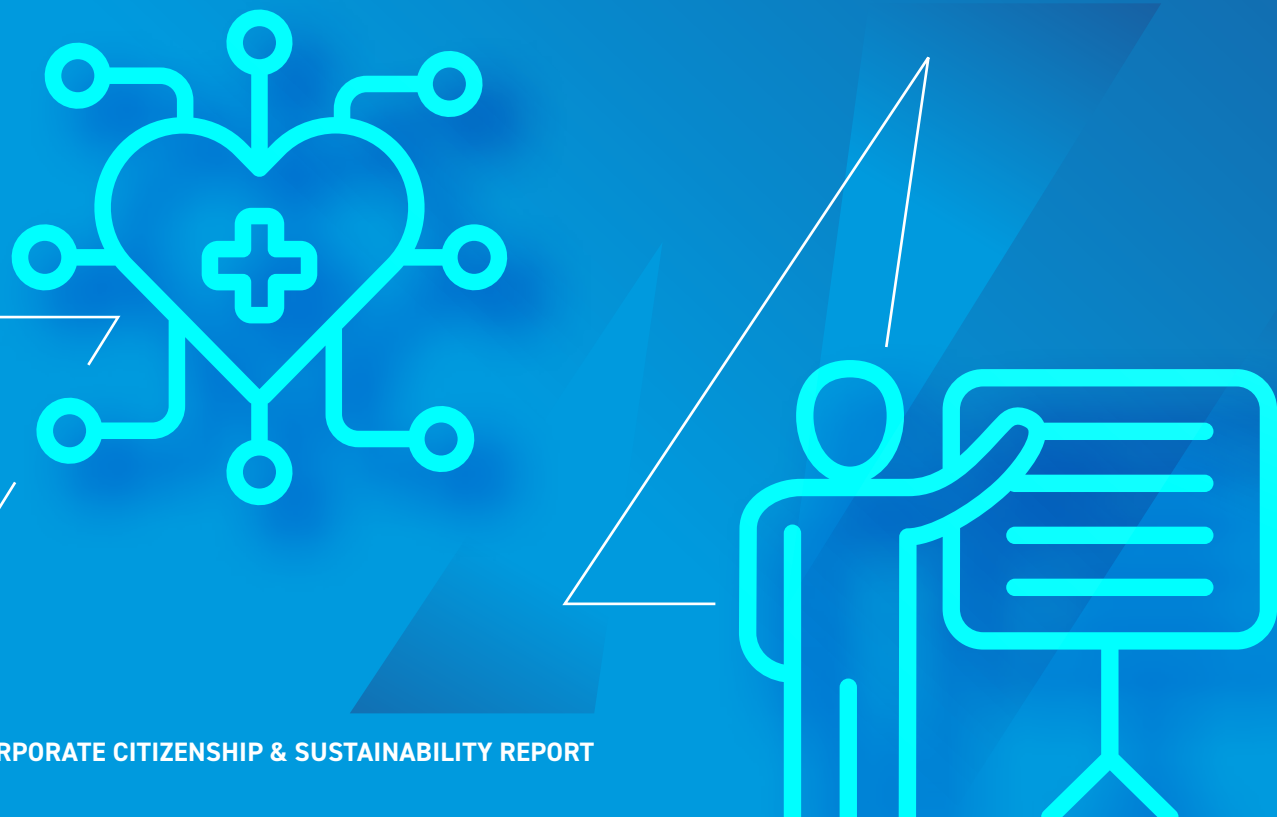
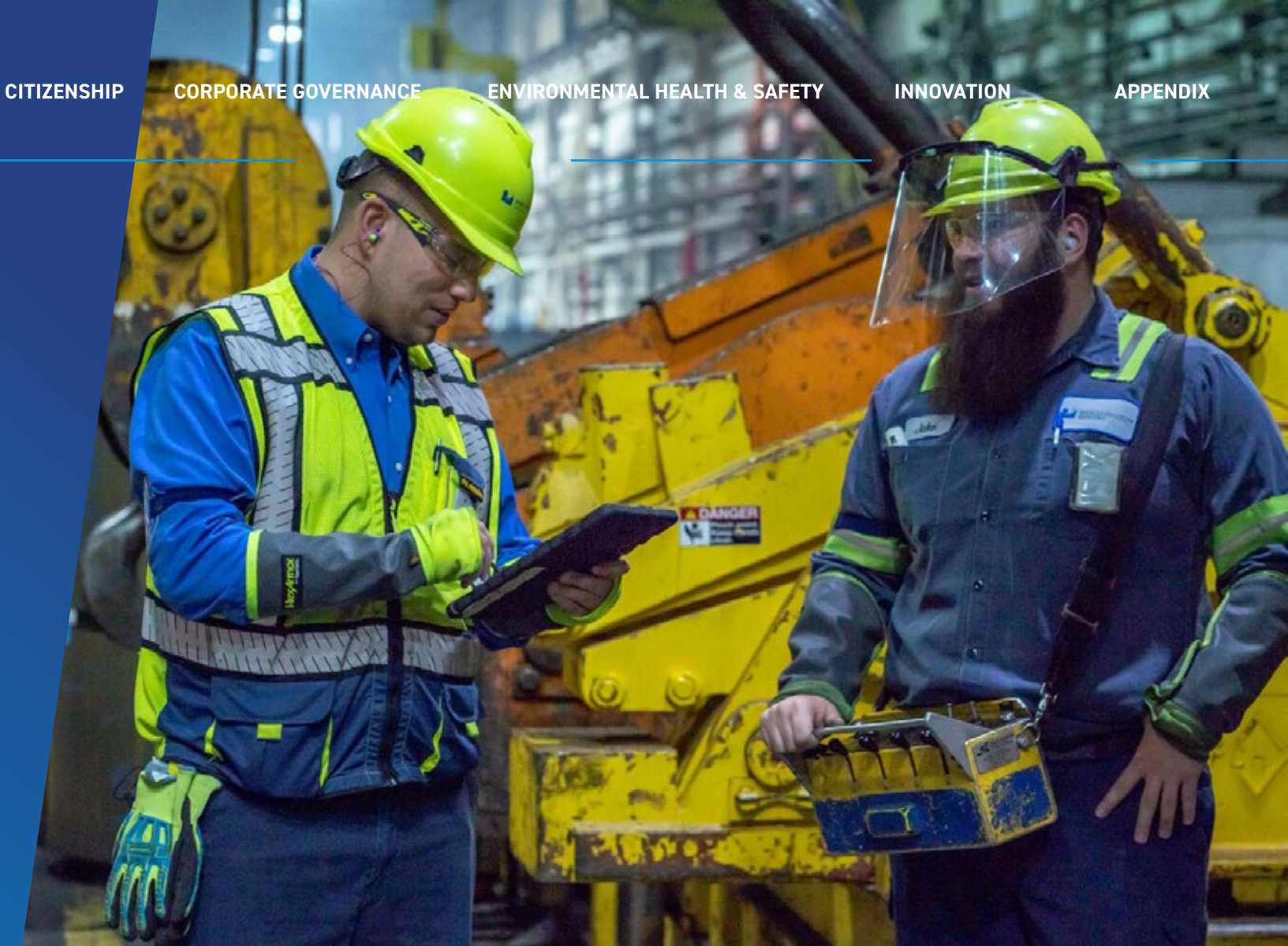
SDG Linkages:



## CHAPTER 3: OCCUPATIONAL HEALTH AND SAFETY

Worthington is committed to ensuring the health and safety of our employees and everyone who enters our facilities. We believe that superior safety performance helps create a productive and engaged workforce, lowers costs related to injuries and improves business performance. We recognize that unsafe working conditions could result in material risks to our manufacturing operations, employee morale and business performance.

We are focused on building a world-class safety culture and all Worthington employees and contractors on our premises are required to adhere to our Occupational Health and Safety (OHS) practices and procedures, as acknowledged in written form.



### OUR SAFETY GOALS

**Worthington sets several annual goals to measure progress in our safety performance:**

- Recordable Rate less than or equal to 1.25
- DART Rate less than or equal to 0.65
- 100% employee engagement in EHS System
- Health & Safety compliance audit score >90%
- Quarterly training completion of 90%
- 90% on-time completion for corrective actions

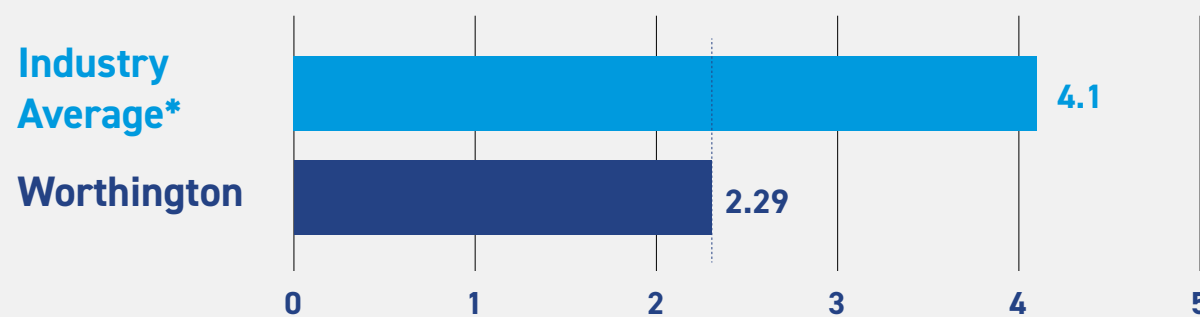


## OHS STRATEGY AND OVERSIGHT

Our OHS strategy is designed to foster continuous improvement in safety performance by identifying and eliminating high-risk conditions that could result in a serious injury, while also finding opportunities to enhance our procedures and training. At the corporate level, Worthington's Environmental, Health and Safety (EHS) Department establishes the scope and framework of our OHS Management System, called SafeWorks. Local EHS managers at each facility are responsible for investigating and communicating concerns and working with management to respond appropriately.

We use SafeWorks to track our health and safety performance data to ensure compliance obligations are being met and to analyze performance against our OHS goals and objectives. OHS performance data, including incident and injury data and OHS training data (discussed below), is gathered at each facility and reviewed regularly by corporate management. Performance data is reported on a quarterly basis to Worthington's Audit Committee and Board of Directors.

### Total Case Incident Rate



\*Average TCIR of the Primary Metal Manufacturing industry as reported by the U.S. Bureau of Labor Statistics during calendar year 2021



SafeWorks covers 100 percent of employees and is regularly audited by both internal and external groups. During a three-year audit cycle, internal audits cover 100 percent of employees and external audits cover 100 percent of employees at our facilities with ISO 45001 certifications.

Worthington's focus on continuous improvement in safety performance has helped the Company achieve metrics better than the industry average. At the end of fiscal 2023, our Total Case Incident Rate (TCIR, the number of occupational injuries and illnesses per 100 employees) was 2.29 compared to 4.1 average TCIR of the Primary Metal Manufacturing industry as reported by the U.S. Bureau of Labor Statistics during calendar year 2021 (the most recent year for which data has been reported).

## SAFEWORKS SYSTEM

Our SafeWorks system was launched over 20 years ago and is based on ISO 45001, which is the most recognized global standard for OHS management systems developed by the International Organization for Standardization (ISO). SafeWorks helps enable the sharing of company-wide best practices, while also allowing our facilities to address local concerns through employee safety councils and regular safety briefings. Meetings start with safety briefings to build awareness of processes and goals. Employees are involved in the safety improvement process by identifying hazards and suggesting more efficient and safer processes to reduce injury risks. We encourage employees to report not only incidents, but also near misses and opportunities for improvement so we can proactively address potential risks.

We comply with and strive to exceed all applicable worker safety regulations in the United States as governed by the Occupational Safety and Health Administration (OSHA). Our global sites meet or exceed all local regulations for worker safety and hold various accreditations, certifications and registrations that require regular inspections.

In fiscal 2023, we continued to focus on sharing best practices in our Steel Processing business to improve hand safety procedures. This has included trialing our Hand Safety Playbook, which focuses on peer-to-peer conversations, Stop Think Plan Act, and on-the-job training. We continue to invest in machine guarding evaluations to reduce potential incidents.

## OHS TRAINING

We follow industry best practices to help build our safety culture, including our robust safety training program. Worthington has mandatory New Employee Safety Orientation, required monthly general safety training and job-specific safety training based on role and responsibility. We utilize a combination of content including toolbox talks, classroom and individual training. We also have a mentorship program to partner new employees with experienced workers to help with on-the-job training of important safety requirements during the first year of employment.

Compliance with OHS training requirements is tracked at each facility through SafeWorks, with data reviewed by corporate management on a monthly and quarterly basis. In fiscal 2023, our production and salary employees completed over 178,000 hours of EHS-related training, which includes SafeWorks training.

## OHS Certifications

Our 15 steel processing facilities in the United States, our pressure cylinder facilities in Austria, and Tempel's plants in China and India hold ISO 45001 certification. Our remaining facilities are managed to similar standards. The full list of Worthington's OHS Management System certifications by site is available on our [website](#).

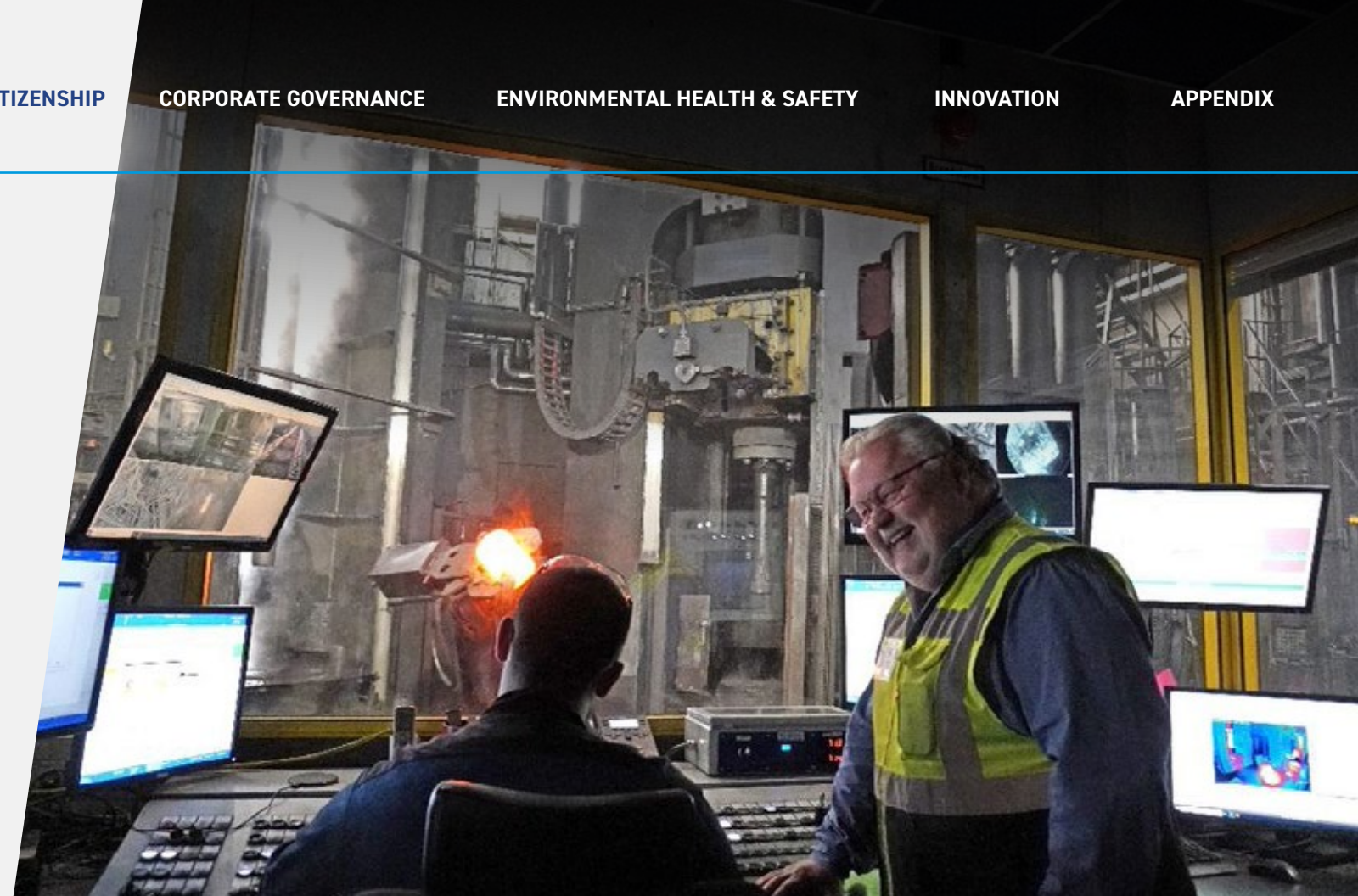


## OHS RISK MANAGEMENT

We have a robust risk assessment process that uses cross-functional teams to leverage diverse perspectives and identify hazards prior to undertaking activities. In addition to general risks and opportunities identified through our Enterprise Risk Management (ERM) process, as discussed in [Chapter 7](#), our EHS Department assesses process and equipment-specific risks. These assessments typically involve corporate and site EHS managers, plant personnel and others who could be impacted.

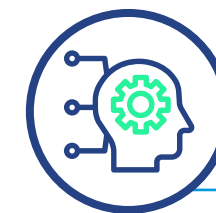
At the local level, we identify risks through observation of operator actions and process activities to list the key functions (process steps) to occur. For each process step, potential hazards are listed and we develop process controls using the hierarchy of controls to prevent the risk or detect the hazard prior to exposure. Risks are assessed for their severity and probability and assigned a low-, medium- or high-risk category.

All employees are authorized to stop work should they feel at risk or unsafe. We have cross-functional teams established to investigate all incidents and discover the root cause. Site EHS managers lead the investigations and ensure that corrective actions are implemented.



### Controlling Conditions:

- Engineering controls (e.g., guarding, interlocks, monitors, alarms, barricades, containment)
- 6-S Workplace Organization / Visual Workplace Controls
- PPE (should only be used where hazards cannot be eliminated or reduced by feasible engineering controls)



### Controlling Behavior:

- Control of work practices (policies and procedures, task pacing, job rotation)
- Training and communication
- Monitoring (i.e. audits, observations, etc.)
- Employee Engagement Programs

## CONTRACTOR SAFETY

Worthington's contractors are an extension of our workforce and we are committed to ensuring their safety and well-being. All contractors working on Worthington sites must first be pre-qualified through our Contractor Safety Program, which includes using software for evaluating contractors. ISNetworld (ISN), a third-party contractor safety management service, helps ensure contractors have an acceptable safety record, safety program and insurance coverage that meets Worthington's expectations.

We require all contractors to view a Worthington safety video and acknowledge it on their initial permit before working onsite. Contractors are also offered free training courses via ISN's Learning Management System through the National Safety Council or other recognized platforms. Worthington's Contractor Safety Program is included in periodic audits of the SafeWorks system.





# CORPORATE CITIZENSHIP

Worthington is committed to being a good corporate citizen.

Worthington is committed to being a good corporate citizen and as part of Our Philosophy we support worthwhile community causes. We strive to have a positive impact where we live and work, including encouraging our people to actively participate in our communities. We actively seek partnerships with non-profit organizations that provide services helping our communities thrive.

SDG Linkages:

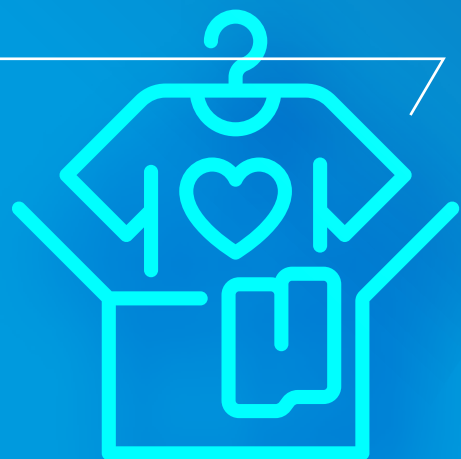


## CHAPTER 4: PHILANTHROPY AND VOLUNTEERISM

We support organizations in our local communities through the Worthington Industries Foundation and the volunteer efforts of our employees who donate their time and raise funds for numerous community organizations. Members of Worthington's management also volunteer their time to serve on the board of directors of non-profit organizations, with 16 members of management serving as directors in fiscal 2023.

**In fiscal 2023, Worthington Cares Employee Fund provided**

**\$50k** FOR **38**  
in total grants employees



### Worthington CARES Employee Fund

The Worthington CARES Employee Fund provides grants to help our employees navigate hard times. Launched in fiscal 2021 and funded by the Worthington Industries Foundation, the fund is designed to support employees who have experienced unexpected personal hardship including natural disasters, home catastrophes, death of immediate family and domestic violence. The program is confidential and is administered by the Salvation Army, which connects employees to additional services if needed. In fiscal 2023, 38 employees were helped with over \$50,000 in total grants.



## WORTHINGTON INDUSTRIES FOUNDATION

The Worthington Industries Foundation is primarily focused on supporting organizations in our home state of Ohio and contributed \$2.9 million in fiscal 2023 to 69 organizations involved mostly in focus areas of health, human services, youth and education, and civic causes. We assess needs in our local communities by actively engaging with community leaders and encouraging non-profit organizations to submit grant applications aligned with our focus areas.

## The Worthington Industries Foundation proudly supported the following organizations in fiscal 2023:

- 3rd & Goal Foundation
- A Christmas to Cure Cancer
- Alvis
- American Cancer Society
- American Red Cross
- BESA Community Inc.
- Birdies for Buddies
- Blue Star Mothers
- Boy Scouts Simon Kenton Council
- Boys & Girls Clubs of Columbus
- Canine Companions for Independence
- Columbus Association of the Performing Arts (CAPA)
- Catholic Social Services
- Celebrate One
- Children's Hunger Alliance
- Choices for Victims of Domestic Violence
- College Mentors for Kids
- Columbus Blue Jackets Foundation
- Columbus Chapter of the National Football Foundation
- Columbus Council on World Affairs
- Columbus Metropolitan Library Foundation
- Columbus State Community College
- Columbus Zoo
- Community Shelter Board
- Down Syndrome Assoc. of Central Ohio
- Dress for Success
- Flying Horse Farms
- Foundation for Ohio Guard and Reserve
- Franklin Park Conservatory
- Furniture Bank of Central Ohio
- Girl Scouts of Ohio's Heartland Council
- Gladden Community House
- Harmony Project
- Junior Achievement of Central Ohio
- League of Women Voters
- Maryhaven
- Mid-Ohio Food Collective
- Momentum
- National Groundwater Foundation
- National Veterans Memorial and Museum
- Nationwide Children's Hospital Foundation
- New Albany Foundation
- Ohio Foundation of Independent Colleges
- OhioHealth Foundation
- One Columbus Foundation
- Peggy R. McConnell Arts Center
- Pelotonia
- People Like Me
- Recreation Unlimited
- Rev1 Ventures
- Road Runners Club of America - West KY
- Ronald McDonald House
- St. Mary School
- St. Vincent Family Center
- Stowe Mission of Central Ohio
- The Bodgery - Madison WI
- The Cohesion Foundation
- The Ohio State University Foundation
- The Salvation Army of Central Ohio
- United Way Central Ohio
- United Way Delaware County
- United Way of Paducah-McCracken County
- Unverferth House
- Vista Village
- Women for Economic and Leadership Development (WELD)
- Worthington Firefighters Foundation
- Worthington Resource Pantry
- YMCA of Central Ohio
- YWCA Columbus

Worthington Industries  
Foundation contributed

\$2.9M

in fiscal 2023 to organizations in  
our home state of Ohio.





## Health

The Worthington Industries Foundation continued to support organizations focused on children's healthcare through donations to the Nationwide Children's Hospital Foundation, which funds programs to provide children with innovative care. We donated \$100,000 in 2023 as part of a \$250,000 multi-year pledge to the Ronald McDonald House located across the street from Nationwide Children's Hospital. Our donations will fund the addition of 80 guest rooms, to serve an additional 2,000 families annually.

We supported the OhioHealth Foundation, which helps improve patient care for all through nursing scholarships, innovative medical research, well-being resources and vital community outreach programs.



Donated

# \$100k

toward a \$250,000 multi-year pledge in support of the Ronald McDonald House



The Worthington Industries Foundation helped fund cancer research by providing matching funds to Worthington employees for Pelotonia, an annual fundraising event benefiting The Ohio State University Comprehensive Cancer Center – James Cancer Hospital and the Solove Research Institute. One-hundred percent of participant-raised funds go to innovative cancer research.

We also supported Celebrate One, a non-profit organization working to improve health equity and reduce infant mortality so more babies reach their first birthday.





## Human services

The Worthington Industries Foundation continued our longstanding support of the American Red Cross emergency response efforts and blood drives. We helped the American Red Cross of Central Ohio, which provides blood and blood products to 40 hospitals, to purchase a new bloodmobile that was delivered this year. The bloodmobile will help increase the number of blood drives and the ability to service harder-to-reach communities to collect the most needed blood types.

We donated \$125,000 in 2023 to the Community Shelter Board (CSB), which helps people facing homelessness in Columbus and Franklin County. Our donation helped underwrite housing programs for families and single adults, serving 14,961 people this year, including 4,906 children. We also supported the Children's Hunger Alliance, which provides meal boxes at Children's Close to Home Clinics for patients who are being seen for a health issue and display hunger symptoms.

### Community Shelter Board (CSB)

# 14,961

people helped this year through housing programs for families and single adults, including 4,906 children

### Mid-Ohio Food Collective

# \$500k

dedicated to support the organization's Rooted in You campaign



The Worthington Industries Foundation continued to support the Mid-Ohio Food Collective, which works to put an end to hunger in eastern and central Ohio. We donated \$125,000 in fiscal 2023 as part of a multi-year commitment of \$500,000 to support the organization's comprehensive Rooted in You campaign. The campaign supports programs to invest in data and insights, build new production facilities, open more markets to bring fresh, healthy food to local communities and grow more food by using innovative farming techniques that promote sustainability on a seven-acre urban farm.



## Youth and education

The Worthington Industries Foundation donated a \$100,000 multi-year gift to the Girl Scouts of Ohio's Heartland to turn their 220-acre camp into a STEM Immersive Campus, providing girls with the tools to create pathways to bridge the gender gap and pursue in-demand careers in the STEM field. We supported Junior Achievement's Inspire, a career-pathway program for 8-12 grade students exposing them to career opportunities in central Ohio, exploring various industries and uncovering areas where they may excel. The program culminates with a career fair with hands-on activities where students connect with future employers.

We committed a donation of \$100,000 over four years to St. Vincent Family Services (SVFS) Youth Academy, which will help SVFS fund critical facility updates to their residential treatment program, adding space while prioritizing safety and continuity of care. Every year, SVFS builds a brighter future for more than 5,000 children and families by working to deliver personalized care in the form of counseling, 24/7 residential care, and in-home and in-classroom treatment. We recently partnered with SVFS and donated nearly \$600 worth of back-to-school supplies. Several members of our IT team worked together to craft more than a dozen fleece blankets for younger students and nearly 20 other employees volunteered to paint classrooms at St. Vincent Prep Academy ahead of the new school year.



## Civic causes

The Worthington Industries Foundation donated \$300,000 toward a \$1.5 million multi-year commitment to the Columbus Zoo's Connecting People & Wildlife campaign. The campaign is focused on transforming animal habitats and guest experiences, making the Zoo's educational programming more accessible to the entire community, and supporting wildlife conservation in Ohio and around the globe. Worthington has supported the Columbus Zoo for over 40 years as part of helping to build better communities where our employees live and work.

We donated \$100,000 to the National Veterans Memorial and Museum in Columbus, which is dedicated to telling the stories of veterans, honoring their service and sacrifice, connecting veterans to opportunities and educating students about the contributions of American veterans.

We also supported the Franklin Park Conservatory and Botanical Gardens by providing funding for its K-12 education programs, creating opportunities for thousands of young people of all backgrounds to explore, engage and connect with the natural world. The Conservatory honored Worthington's Chief Human Resources Officer, Cathy Lyttle, with the 2023 Ann Isaly Wolfe Award for her service, leadership and support of the Conservatory and her impact on the greater Columbus community.



## VOLUNTEERISM

Our Philosophy encourages Worthington employees to be involved in their communities. They do so by raising funds for local organizations and donating their time and talents to work on community improvement projects. As discussed in [Chapter 1](#), our employees are actively involved in workforce development efforts in our communities, including serving as mentors in the Worthington Workforce Experience program to encourage students to pursue careers in STEM and manufacturing.

For each quarter of the calendar year, our corporate employee fundraising and volunteer efforts are primarily focused on one organization. In the first quarter, corporate employees choose the organization to support. In 2023, employees selected the National Groundwater Association. Worthington's employees raised approximately \$5,000 to support the association's [Awesome Aquifer](#) awareness program geared toward teaching youth about groundwater and rainwater.

# \$375k

**raised over 9 years by Worthington's Pelotonia team in support of The Ohio State University Comprehensive Cancer Center**

In the second calendar quarter, employees volunteered and raised funds for the Operation Feed program of the Mid-Ohio Food Collective. This included an annual Leadership Challenge event which raised approximately \$20,000.

The major focus of the third calendar quarter is Pelotonia, an annual fundraising event in Columbus that gives 100 percent of every participant-raised dollar to The Ohio State University Comprehensive Cancer Center - James Cancer Hospital and the Solove Research Institute (referenced on page 31). In the third quarter of 2023 a team of Worthington employees raised donations by participating in the three-day cycling event, with the Worthington Industries Foundation providing matching funds. Worthington's team raised \$375,000 over nine years.

In the fourth calendar quarter, employee volunteering and fundraising focuses on organizations that provide toys and meals during the holiday season. During the 2022 holiday season, Worthington's Salvation Army Toy Drive resulted in over 1,200 toys with a value of approximately \$20,000 donated to the Salvation Army of Central Ohio. Worthington employee volunteers also raised funds through bell ringing and worked at the Christmas Cheer event where toys and meals were distributed to families.



**In addition to the focus activities each quarter, employees at Worthington sites worldwide volunteer with local organizations throughout the year. Following are a few examples of employees in action:**

**Columbus, Ohio:** In honor of Martin Luther King Jr. Day being designated as a National Day of Service, Worthington employees volunteered to make blankets for the Ronald McDonald House.

We challenged our employees in Columbus to donate 100 volunteer hours in April 2023, the month ahead of what would have been the 100th birthday of Worthington's founder John H. McConnell. Employees volunteered at several organizations including Meals on Wheels and clean-ups at Franklin Park Conservatory and Columbus Parks and Rec, ending the month with 136 hours volunteered.

Our Information Technology department planted a garden on available land at our headquarters, with the produce harvested donated to the Worthington Resource Pantry, a food bank serving residents of Franklin County.

Employees at our Columbus Steel facility participated in a fundraiser for the YWCA in Columbus, an organization dedicated to eliminating racism, empowering women, promoting peace, justice, freedom and dignity for all.

Members of the Steel Support team packed kits and wrote letters to veterans in support of Veteran's Day. Employees of our Columbus Cylinders facility sent care packages to a deployed employee and his platoon.

Forty-four employees from the corporate Building Products team packed 250 kits for Lutheran Social Services. The kits were packed with shampoo, conditioner, deodorant, toothbrush, toothpaste, lotion and body wash and were distributed to the homeless.



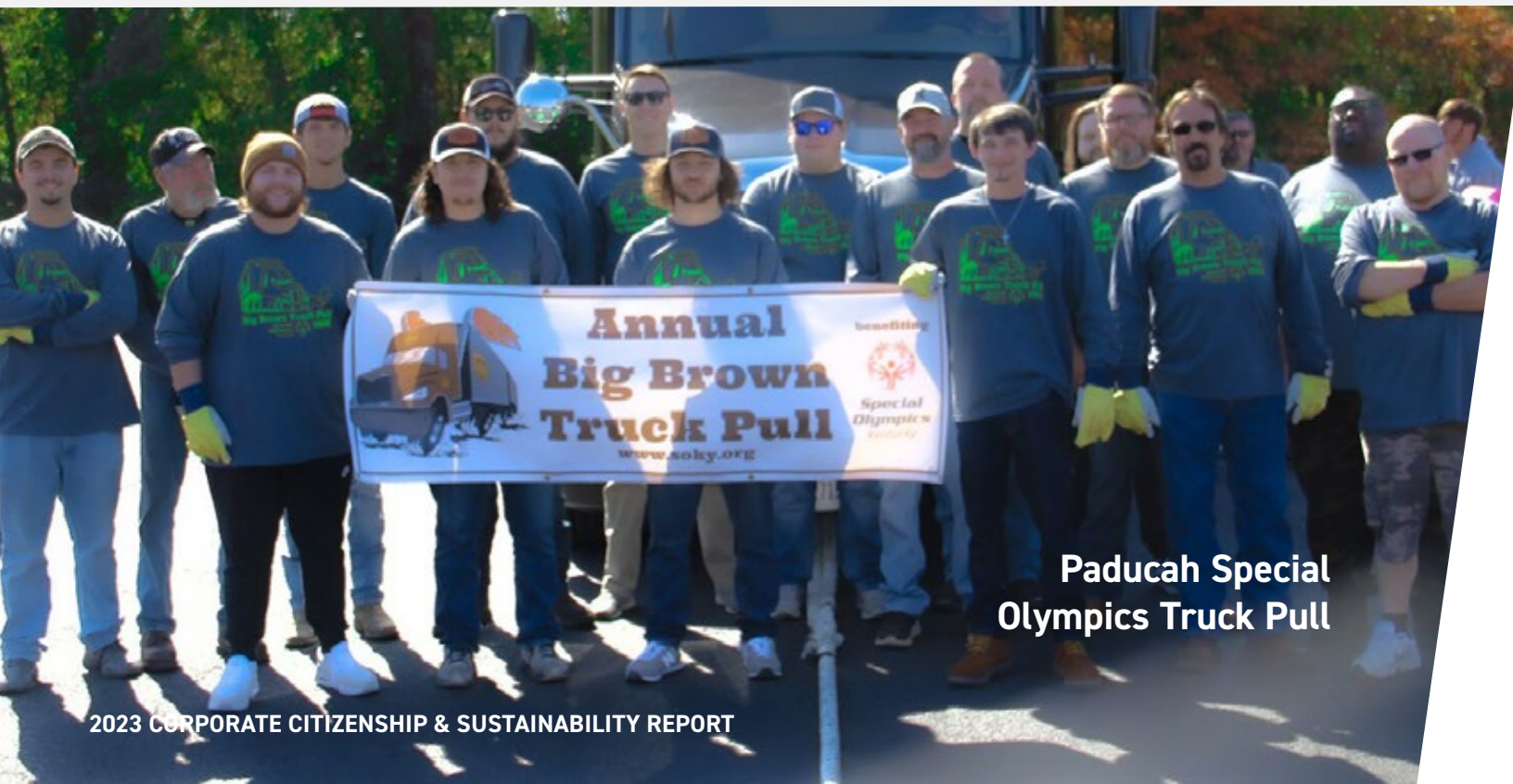
Paducah Pride Parade

### Employee Resource Groups in the Community

- The PRIDE ERG volunteered to help with set-up for the Columbus Pride festival; and our Paducah facility was a sponsor of their local Pride parade.
- Our Advocates of WE! ERG helped organize a Dress for Success event that collected nearly 2,800 items of clothing and accessories, the equivalent of over \$25,000.
- The CARE ERG partnered with Boundless, an intellectual and developmental disability and behavioral health organization in Worthington, Ohio, to pilot a volunteer program and make assistive learning tools for community members.
- Our HONOR ERG provided and served breakfast to veterans in advance of their Honor Flight to Washington, D.C.

**Paducah, Kentucky:** Employees participated in the BBQ on the River 5K for United Way, with 25 runners raising \$1,000. The event raised over \$12,000 for United Way of Paducah-McCracken County and The Lower Town Neighborhood Association. Employees also participated in the Special Olympics Truck Pull and raised \$1,000. Our facility had the largest turnout for the event with 26 employees, enough to create two teams that both placed in the top half of the 12 teams that participated. The event raised nearly \$30,000 to support Special Olympics Kentucky in McCracken County and around the state.

Paducah employees raised funds and volunteered for the Boys and Girls Club Sponsorship for summer camp, a Christmas food drive and the LDS Food Pantry, with volunteers distributing over 50 pallets of food going to local pantries. Worthington matched donations from our employees and we were able to donate a truckload of non-perishable items to Martha's Vineyard Mission, a local nonprofit that has been feeding the hungry in Paducah for more than 30 years.



**Paducah Special Olympics Truck Pull**



**Delta Honor Flight Breakfast**

**Delta, Ohio:** Members of Worthington's HONOR ERG for military veterans provided and served breakfast to veterans preparing to depart on an Honor Flight to Washington, D.C.

**Cleveland, Ohio:** Employees at our Cleveland Strip facility donated batting helmets and catchers equipment to the Parma Rec Department, collected 40 pairs of shoes for Soles 4 Souls, raised \$400 for American Heart Association in February for Heart Health Month, and raised \$4,000 for the Real Men Wear Pink American Cancer Society campaign. We also supported the East Palestine Fire Department's Fill the Boot campaign with \$1,646 in monetary donations and bottles of water.

**Kienberg, Austria:** Our facility supported their local volunteer fire brigade with donations of SCBA cylinders and also donated three gas detection units to the neighboring fire brigades. We also supported Lebenshilfe, an organization that helps people with intellectual and developmental disabilities with work employment within the framework of their abilities. We provided the organization with hand tools, equipment and testing machines free of charge and also visited them on a regular basis.

**Chilton, Wisconsin:** Our Chilton facility donated solder and braze rods to two local area high schools for their Shop/Technology classes, with each school receiving approximately \$13,000 in products. Our Service Committee also donated to several other organizations including:

- \$3,000 to help build an all-inclusive Nennig Park.
- \$2,000 worth of necessity child items to Foster the Village located in De Pere, WI, a non-profit organization that services any foster child from any county. We purchased 10 car seats along with pacifiers, pajamas, shoes and many other items on their list.
- \$1,240 to the Chilton Tiger Touchdown Club for purchasing a tackle sled for the football program. The money was raised through raffle sales for a charter fishing trip.
- \$6,000 to Make A Wish Foundation to make a dream come true for a local child from Valders, WI.

**Chilton Facility Donations**

**\$13k**

in solder and braze rods donated to two local area high schools for their Shop/Technology classes



**Aberdeen, Maryland:** Our facility participated in 30 Acts of Good to commemorate the 30th anniversary of Worthington Armstrong Venture (WAVE), our joint venture with Armstrong World Industries. Among the organizations supported were the Red Cross with blood drives, Boys and Girls Club with a backpack drive, Stuff the Bus with school supplies, National Breast Cancer Foundation, American Cancer Society, City Link, Toys for Tots, Adopt a Family and Empower for Life.

**North Las Vegas, Nevada:** Employees at this WAVE facility made care packages for a local organization, The Shade Tree, which provides safe shelter to homeless and abused women and children.



Chilton employees also volunteered at the Salvation Army Food and Toy drives at Thanksgiving and Christmas.

# CORPORATE GOVERNANCE

Worthington's people-first culture and Our Philosophy are based on Our Golden Rule of treating all our stakeholders as we would like to be treated.

At the heart of our core values is our commitment to operating our business with high ethical standards and business practices, including in our relationships with our employees, customers and suppliers. Our corporate governance structures and policies are designed to ensure accountability and transparency to our stakeholders. Worthington recognizes that the effective management of enterprise risks is critical to the long-term success of our business. We implement strong risk management programs to identify and mitigate risks. These ensure compliance with applicable laws and regulations governing ethical business practices, including human rights.

## CHAPTER 5: BOARD GOVERNANCE AND OVERSIGHT

Our corporate governance policies and structure are established in our [Corporate Governance Guidelines](#), which provide a framework to foster accountability and transparency for our Board of Directors and management. Our comprehensive guidelines are based on best practices that meet or exceed the existing standards of the New York Stock Exchange and requirements of the U.S. Securities and Exchange Commission.



Worthington's governance policies and practices include having a majority of independent directors (with 10 out of 12 directors at the end of fiscal 2023 being independent); appointment of a lead independent director and regular meetings of independent directors; annual evaluations of the Board and its committees; stock ownership requirements for directors and executive officers; and, Board oversight of risk management, as discussed further in the [Risk Management Chapter](#).

The Board of Directors is responsible for oversight of our management and the Company's business strategy for the long-term benefit of our stakeholders. The Board also oversees the Company's commitment to Our Philosophy, including implementation of programs related to corporate social responsibility and sustainability. Six of Worthington's directors have experience that includes competencies in sustainability.

Our Board members must comply with all applicable requirements of the Worthington Industries Code of Conduct, which is discussed in the [Ethics and Integrity Chapter](#).



## BOARD COMMITTEES

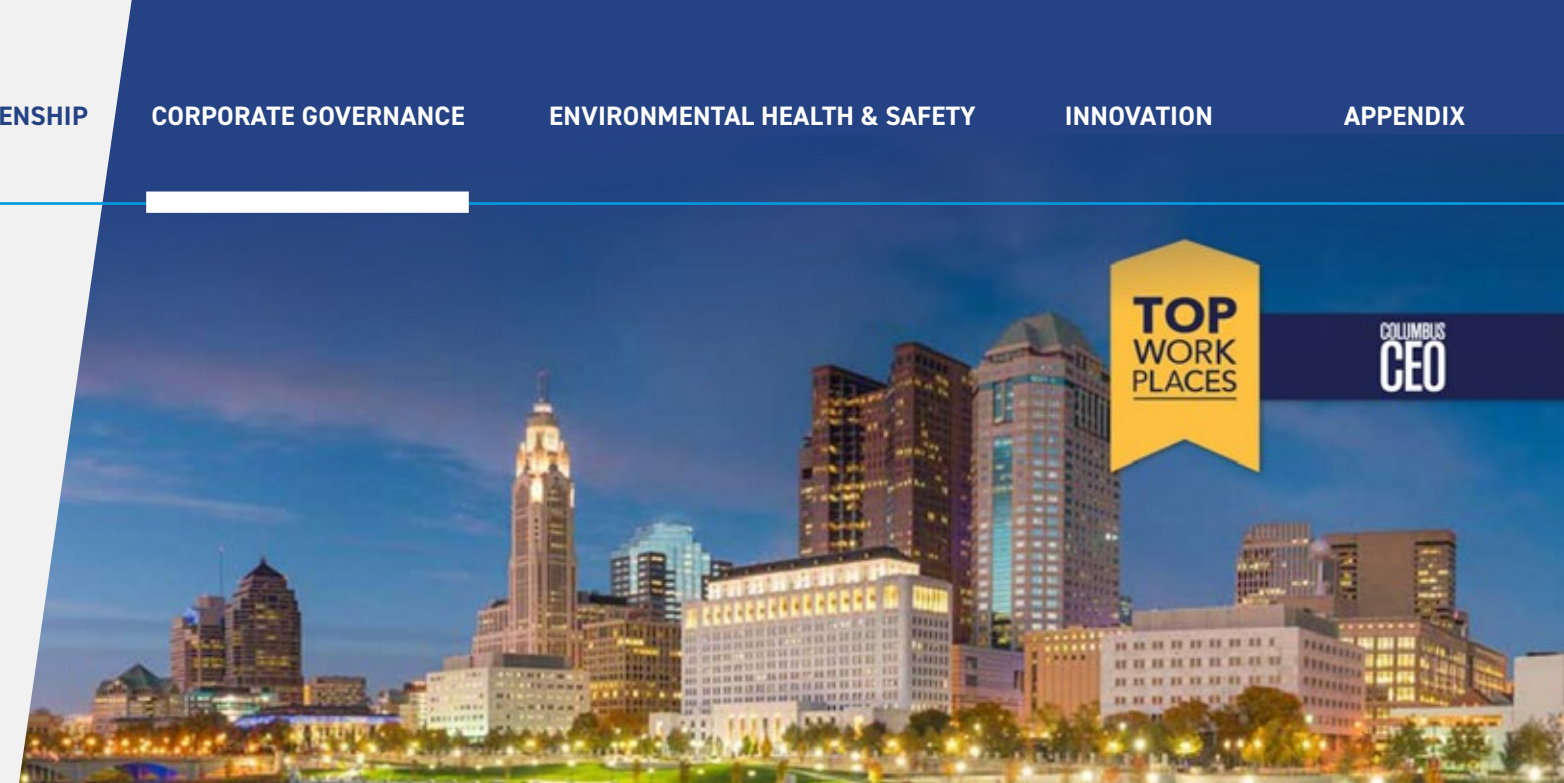
Worthington's Board of Directors includes four standing committees: Executive, Audit, Compensation, and Nominating and Governance. The purpose of the **Executive Committee** is to act as necessary in place of and on behalf of the Board between regular meetings. As established in our Corporate Governance Guidelines, the membership and chairpersons of all standing committees other than the Executive Committee must be comprised entirely of independent directors. Our Board committees each have written charters detailing their duties and responsibilities, which are posted on our [website](#).

**The Audit Committee** is primarily responsible for assisting the Board with oversight of the Company's financial and accounting functions, reporting processes, controls and audits, including the performance of outside auditors and our internal audit function. The committee oversees compliance with legal and regulatory requirements and ethical standards, including reports of issues raised through the Ethics Line, as discussed in the [Ethics and Integrity Chapter](#). The committee is also responsible for oversight of the Company's enterprise risk management program, covering both environmental and social risks, as discussed in the [Risk Management Chapter](#).

**The Compensation Committee** is responsible for reviewing and approving the Company's compensation philosophy and policies for executive management and directors, including incentive compensation and equity-based plans. The committee also oversees the Company's human capital management activities, including monitoring strategies and programs for talent attraction, management and development; employee engagement and retention; and, diversity, equity and inclusion.

**The Nominating and Governance Committee** is responsible for developing and recommending to the Board the Corporate Governance Guidelines of the Company. The committee is also responsible for identifying and recommending individuals qualified to be nominated for election as directors and to fill vacancies on the Board, and for making recommendations to the Board concerning committee appointments. The committee reviews and makes recommendations to the Board regarding the criteria for selection of Board members, which includes independence, judgment, diversity, strength of character, ethics and integrity, and specialized knowledge or expertise. The committee also considers the desirability of the candidate's membership on the Board and any committees of the Board, based on experience with businesses or organizations of comparable size or scope, experience as an executive of or adviser to public and private companies, and experience and skill relative to other Board members.

The Nominating and Governance Committee is responsible for oversight of the annual evaluation of our Board and committees, which may include self-evaluations. The annual evaluation results are used by the Board to identify opportunities for enhancing the effectiveness of the Board in advancing the Company's strategies and objectives.



## ESG OVERSIGHT

Worthington's Board has delegated to the Nominating and Governance Committee responsibility for oversight of our programs and goals relating to ESG and sustainability. This oversight includes regularly monitoring ESG and sustainability strategies, initiatives, policies, reporting standards and disclosures, including reviewing the annual sustainability report. In addition, our Assistant General Counsel and Chief Compliance Officer reports quarterly to the Board's Audit Committee on any compliance matters that involve sustainability issues and initiatives.

Our management team has an ESG Steering Committee made up of a cross-functional team including the General Counsel, Vice President-Corporate Communications, Investor Relations Officer and business unit leaders in Environmental Health and Safety. The ESG Steering Committee meets regularly to review policies and programs and provides reports to the Board's Nominating and Governance Committee on a quarterly basis.

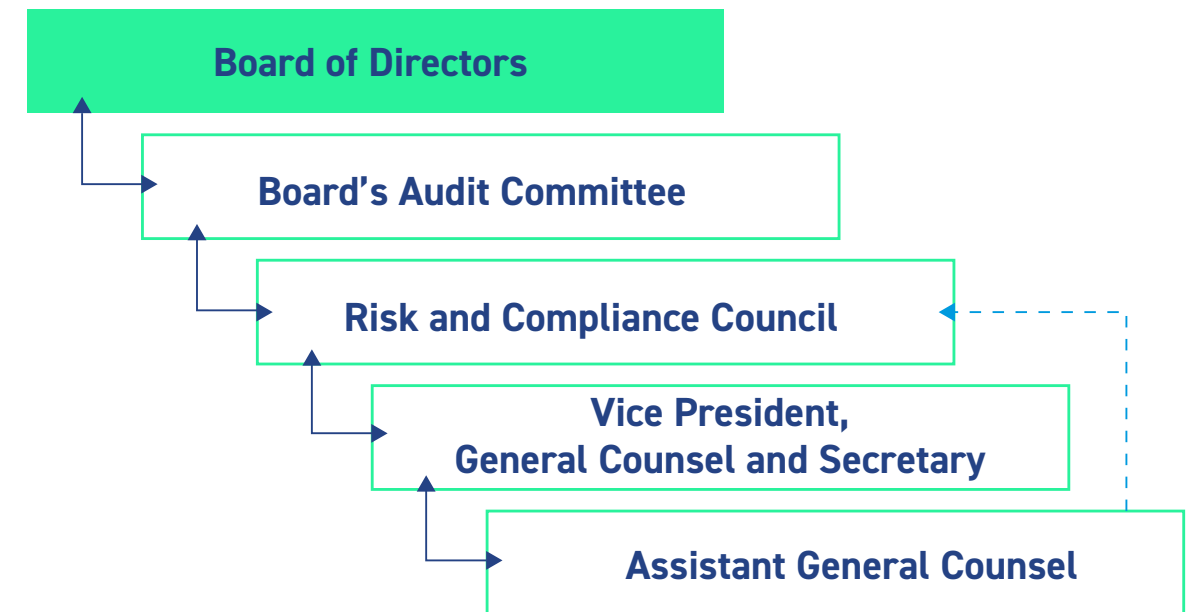


### Welcoming a New Board Member

John H. McConnell II has joined our Board of Directors in preparation for the departure of John P. McConnell, our Executive Chairman, who intends to retire in fiscal year 2024 after serving over 30 years on the Board.

## CHAPTER 6: ETHICS AND INTEGRITY

Our Philosophy includes holding ourselves to the highest ethical standards, acting with integrity and treating all people with dignity and respect. We put these values into practice every day in the way we conduct business and interact with our stakeholders.



### BOARD AND COMMITTEE OVERSIGHT

Worthington's commitment to ethics and compliance starts at the top with our Board of Directors and the Board's Audit Committee, which provides oversight and receives quarterly reports on key ethics and compliance initiatives. At the management level, the Company's Vice President, General Counsel and Secretary has been designated as our Chief Ethics Officer and our Assistant General Counsel has been designated as our Chief Compliance Officer. Together, they are responsible for the Company's overall global ethics and compliance policies and programs, including overseeing Ethics Line Reporting and any resulting investigations, as discussed below. Both report to the Risk and Compliance Council, which is comprised of senior executives who report to the Board's Audit Committee.



## CODE OF CONDUCT / ETHICS AND COMPLIANCE TRAINING

Our comprehensive Code of Conduct defines Worthington's commitment to legal and ethical behavior and provides employees with guidance on business conduct and reporting misconduct. In fiscal 2023, we updated the Code of Conduct to include our commitment to respecting and promoting the fundamental human rights of all individuals, including compliance with human rights laws, rules and regulations in the places where we do business. We have no tolerance for any form of human trafficking or forced, involuntary, slave or child labor in the conduct of our business operations or in our supply chains. We are committed to ensuring that all employees, including directors and officers, know and understand their obligations under the Code. All employees receive annual training and are required to affirm their commitment to compliance with the Code.

Worthington is committed to compliance with applicable laws and regulations regarding business conduct and ethical behavior in the countries where we operate, including the U.S. Foreign Corrupt Practices Act (FCPA) and the European Union General Data Protection Regulation (GDPR). Additional training regarding the FCPA is required for employees who interact with foreign government officials, divisional compliance managers and compliance officers. Similar additional training on the GDPR is required for executives involved with compliance for data protection and privacy issues.



## ETHICS LINE REPORTING

Worthington maintains an Open Door Policy that gives employees the freedom to approach any level of management with concerns or questions about the Code of Conduct or potential business misconduct that has occurred or is occurring. We encourage employees to contact their supervisor, any member of senior management, the HR department, the legal department or our Chief Ethics Officer with concerns, which can also be reported anonymously by phone through our toll-free, 24/7 Ethics Line or online. The Ethics Line and website are operated by an independent third party and are available in local languages. Individuals who wish to remain anonymous will be advised that additional information may be required before an effective investigation can take place.

We have a zero-tolerance policy against retaliation to protect whistleblowers who raise a concern in good faith or cooperate in an investigation. All reported concerns are investigated by our compliance and legal teams led by our Chief Ethics Officer and followed up on a case-by-case basis using a confidential identification number. If a report is substantiated, anyone found to have violated the Code of Conduct is subject to disciplinary action, which may include termination of employment. In fiscal 2023, we investigated 13 reports received through the Ethics Line, which primarily related to employee conduct and employment issues. Any critical concerns from the Ethics Line are reported to the Board's Audit Committee on a quarterly basis and to the Nominating and Governance Committee and the full Board annually.

## ANTI-BRIBERY, ANTI-CORRUPTION AND ANTITRUST COMPLIANCE

As stated in our Code of Conduct, Worthington is committed to complying with all applicable federal and state laws and regulations governing anti-bribery, anti-corruption and antitrust. These laws and regulations include the FCPA and other similar laws in the countries in which we operate.

Our commitment to conducting business with high ethical standards and integrity extends to our supply chain. Suppliers and business partners are expected to conduct their business in a manner consistent with Worthington's Code of Conduct. Additional discussion of our Supply Chain is in [Chapter 8](#).

## CHAPTER 7: RISK MANAGEMENT

Our Board of Directors recognizes that effectively managing enterprise risks is critically important to the Company's long-term success. The Board monitors Worthington's approach to identifying and mitigating enterprise risks faced by our Company.

Our management is principally responsible for assessing the various risks facing our Company, formulating enterprise risk management (ERM) policies and procedures, and managing our risk exposures on a day-to-day basis. This process is directed by the Risk and Compliance Council and management provides quarterly risk updates to the Board.

As part of Worthington's ERM process, risk leaders in each business unit identify risks and use risk assessment software to rank risks covering all areas including strategic, financial, compliance and operational. Our ERM team holds annual roundtables with key functional and business groups to review changes in regulations, market conditions and other events that impact the business.



### BOARD AND COMMITTEE OVERSIGHT

The Board as a whole has responsibility for risk oversight, with the Board's Audit Committee designated to take the lead in oversight of Worthington's overall ERM policies and practices with respect to risk assessment and risk management. The Audit Committee oversees financial risks and reviews with the Company's management the major financial risk exposures and the steps being taken to monitor and control them. In addition, the Audit Committee has oversight of compliance risk management and antifraud programs and controls.

The Audit Committee also oversees compliance with laws and regulations related to matters such as privacy, information security, cybersecurity, business conduct, health and safety, environmental, climate and social issues. As part of cybersecurity oversight, the committee reviews quarterly management reports on significant security incidents, goals for the current and next quarter, updates on new security tools and periodic updates on the maturity of the security program.

The Board also delegates risk oversight responsibilities for specific areas to other Board committees. The Nominating and Governance Committee oversees ESG risk management practices and reporting. The Compensation Committee oversees compensation risk management, including reviewing and discussing with the Company's management the compensation risk management disclosures required by the SEC.



## CLIMATE RISK

Worthington is committed to effectively managing climate risk to help mitigate potential physical risks from climate change, monitor transition risks from new environmental regulations and changes in market conditions, and ensure compliance with all applicable laws and regulations. We also seek to capitalize on opportunities for continuous improvement in our manufacturing processes to improve energy efficiency, thereby reducing greenhouse gas (GHG) emissions and lowering our energy costs.

Climate-related risks are identified and assessed as part of our ERM process. We focus on reducing potential physical risks to our facilities from extreme precipitation, wind, temperature, drought and sea level rise, with the goal of increasing our resiliency and lowering our property insurance costs. The engineering and Environmental Health and Safety (EHS) personnel at each facility are responsible for using our Environmental Management System (EMS), which is discussed in [Chapter 9](#), to assess climate risk and develop mitigation measures. These are overseen by the directors of engineering in each business unit, who provide updates on progress to management every quarter. In conjunction with our insurer, we have determined that over the past three years, Worthington's efforts and initiatives have eliminated over \$8.5 million in climate risk. As a result, we have received a sustainability credit from our insurer, facilitating our continued work to build further climate resilience across both physical and human risk elements.

Worthington's ERM team also monitors transition risks from changing environmental regulations, new technologies and shifts in consumer preference. Worthington uses this information to develop strategies to bolster preparedness and drive innovation. This includes innovation in our product development, which is discussed in [Chapter 12](#), with a focus on improving the safety and sustainability of our products.

## INFORMATION SECURITY AND CYBERSECURITY

All Worthington employees, contract workers and others granted access to our information or information systems are responsible for ensuring that the Company's information and information systems are always used appropriately. We are committed to complying with all applicable laws and regulations regarding information security and privacy, including the European Union GDPR and the rapidly increasing number of state and federal privacy laws in the United States. As part of this commitment, employees with access to information systems are required to take annual training on cybersecurity and data privacy.

We adopted a Comprehensive Policy for the Stewardship of Personal Identifiable Information (PII Policy), which details the guiding principles and procedures for management oversight, breach protection practices, internal audits and training. Worthington also requires any person using the Company's electronic media to sign our Electronic Media and Services Policy that affirms responsible use and prohibits transmitting, retrieving or storing any inappropriate communication or information. Employees must also follow our Social Media Guidelines, which detail all Company policies and procedures when using social media.

### Security Monitoring

24/7

security information center that is operated by a third party and continuously monitors security events



Worthington uses the Center for Internet Security (CIS) as a baseline for the design and performance of our information security and cybersecurity procedures and systems. In addition, we reference various best practice frameworks including NIST, ISO and COBIT. In fiscal 2023, we increased the use of multifactor authenticators and implemented a 24/7 security information center that is operated by a third party and continuously monitors security events. We track our year-over-year information security performance and external vulnerability, and penetration tests are conducted by a third party every other year. As a result of our efforts, we recently received more favorable cybersecurity insurance terms at a lower premium.

In fiscal 2023, we focused on strengthening the security of operational technology systems at our facilities, with comprehensive Data Breach Response Plans in place for both our information technology systems and our operational technology systems. Worthington has not had any substantiated complaints in fiscal 2023 concerning breaches of customer privacy or losses of customer data.



SDG Linkages:



## CHAPTER 8: RESPONSIBLE SUPPLY CHAIN

Worthington is committed to partnering with suppliers that share our values and operate in a lawful, ethical and environmentally responsible manner, no matter where they are located. By ensuring a responsible supply chain, we gain positive impacts in value creation, enhanced reputation and customer attraction and retention.



To meet this commitment, we implement robust procedures for supplier selection and performance monitoring, including proactive assessment of supply chain risk. Whenever possible, we seek to work with local suppliers in the regions where we operate. In fiscal 2023, 96 percent of Worthington's procurement spending in the United States went to domestic suppliers.

**Procurement Spending  
on Domestic Suppliers  
in the United States**

**96%**

## SUPPLIER SELECTION AND MONITORING

Worthington's supplier selection process seeks to identify suppliers that meet our high standards of quality and reliability. Our evaluation model includes criteria such as financial stability, manufacturing capability, business continuity planning, quality management system and corporate social responsibility. Our goal is to have all of Worthington's suppliers and contractors demonstrate compliance to ISO 9001, the international standard for quality management systems, unless otherwise specified. In addition, we encourage suppliers to have an environmental management system compliant to ISO 14001 or to be actively engaged in environmental protection.

We may perform various audits to confirm supplier capabilities during supplier selection and qualification, including a Corporate Social Responsibility self-assessment to be completed as part of the qualification audit. All suppliers are expected to review and acknowledge compliance with our Supplier Code of Conduct, which is based on Our Philosophy and outlines our expectations for compliance with ethical business practices, occupational health and safety, human rights and environmental protection.

Worthington implements a robust supplier risk assessment process to identify and manage supply chain risks such as sole sourcing or critical materials sourcing. We complete risk assessments during initial validation of new suppliers and then through ongoing performance measurement audits, with audits conducted by Worthington and third parties based on the risk category of the supplier. We work with identified high-risk suppliers to develop risk mitigation plans and review supplier disaster recovery plans.

In addition, Worthington is committed to engaging and working with diverse suppliers. We track our minority-owned and women-owned business enterprise spend as a total and as a percentage of our overall spend. When we have sourcing initiatives, we engage with our current established minority-owned and women-owned vendors of related goods or services. When we are required to find new sources, we look for minority-owned and women-owned vendors in the relevant category whenever possible. We work with several minority-owned and women-owned business enterprise groups to stay engaged and informed of new sourcing opportunities as they arise. More on our Supplier Diversity Program is discussed in [Chapter 2](#).

Performance measurement audits maintain a scorecard of quality, delivery and partnership performance, with scores used to consider suppliers for inclusion in our Supplier Improvement Program. We also use the scores to recognize excellent supplier performance with Supplier Recognition Awards, including the Worthington Industries Philosophy Award, which recognizes suppliers that performed at a high level for five consecutive years, and the Supplier of the Year Award. In addition, we present a Corporate Social Responsibility Award to suppliers that are leading efforts on environmental sustainability, ethical standards, social responsibility and diversity.



## HUMAN RIGHTS

Worthington's Code of Conduct expresses our belief in respecting and promoting the fundamental human rights of all individuals. We are committed to compliance with human rights laws, rules and regulations in the places where we do business and we have no tolerance for any form of human trafficking or forced, involuntary, slave or child labor in the conduct of our business operations or in our supply chains. Our Supplier Code of Conduct states our commitment to not knowingly work with suppliers that use slavery or human trafficking in the manufacture of products or those that fail to comply with laws regarding slavery and human trafficking of the countries in which they do business. All suppliers are expected to review and acknowledge compliance with our Supplier Code of Conduct. Worthington is committed to compliance with all applicable laws and regulations regarding ethical practices in our supply chain, including the California Transparency in Supply Chains Act of 2010.

We maintain an Open Door Policy, as discussed previously in [Chapter 6](#) on Ethics and Integrity, to encourage our employees to disclose any ethical concerns to supervisors or management personnel. Employees can also report concerns anonymously through the company's Ethics Line. Per our Code of Conduct, we expect our employees to report any concerns about unethical behavior by any supplier.

## CONFLICT MINERALS

Worthington is committed to responsible sourcing of tin, tantalum, tungsten and gold (classified as Conflict Minerals under U.S. law) that originated in the Democratic Republic of the Congo or an adjoining country (Covered Countries). As stated in our written Conflict Minerals Policy, the Company expects our suppliers to conduct due diligence to ascertain the source of Conflict Minerals supplied to the Company.

We comply with Rule 13p-1 under the Securities Exchange Act of 1934, which requires the Company to perform Conflict Minerals supply chain due diligence. We have written Conflict Minerals procedures under which certain Company managers are designated to serve on a Conflict Minerals Team with responsibility for overseeing, reviewing and implementing the required Conflict Minerals supply chain due diligence and reporting periodically to our Chief Compliance Officer.

Our Conflict Minerals procedures require that each of the Company's operating segments contact its covered suppliers annually to complete a questionnaire and provide a written

certification regarding the source of any Conflict Minerals supplied to the Company. As an alternative to completing the questionnaire, covered suppliers are advised that they may complete and submit a Conflict Minerals Reporting Template in the form maintained by the Responsible Minerals Initiative (RMI).

Rule 13p-1 also requires the Company to file an annual Conflict Minerals Report with the U.S. Securities and Exchange Commission (SEC). Our latest [Conflict Minerals Report](#) covering calendar year 2022, filed with the SEC on May 30, 2023, states that our procedures determined that some of our products may contain Conflict Minerals. However, because of our downstream position in the supply chain, in which we do not have direct relationships with the smelters and refiners that process Conflict Minerals contained in the products, our ability to determine the ultimate origin and source of any Conflict Minerals in our products is limited. Worthington intends to continue to work with our suppliers to obtain information about potential Conflict Minerals in our products and to report the results of our efforts as required by Rule 13p-1.



# ENVIRONMENTAL PROTECTION

We are committed to helping make the environment better.

As Makers of Better, we are committed to helping make the environment better by reducing the environmental impact of our operations. We strive to continuously improve our manufacturing processes to lower energy use and emissions, reduce waste sent to landfills and conserve water. Worthington tracks and reports key environmental metrics to ensure accountability in measuring progress against our goals and to provide transparency to our stakeholders, including the communities where we live and work.

SDG Linkages:

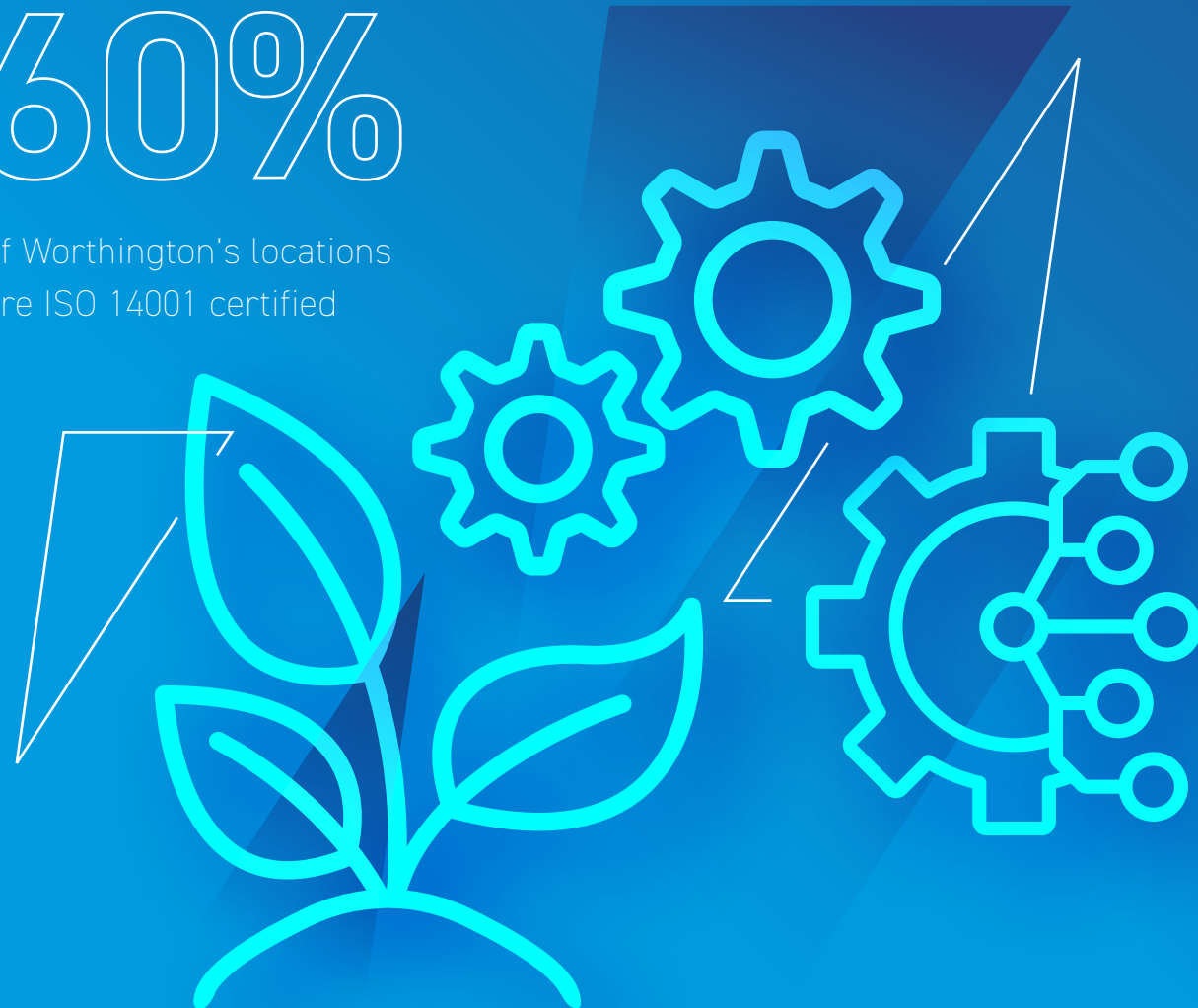


## CHAPTER 9: ENVIRONMENTAL MANAGEMENT SYSTEM

We follow industry best practices for environmental protection to help drive continuous improvement in our manufacturing processes. We are focused on reducing risks from negative environmental impacts and capitalizing on opportunities to increase efficiency, lower energy costs and promote recycling and circularity.

60%

of Worthington's locations are ISO 14001 certified



We utilize our Environmental Management System (EMS) to identify and manage environmental risks and opportunities. Our EHS Department at the corporate level establishes the scope and framework of the EMS. At each facility, local EHS managers are responsible for maintaining the EMS, working with local management to drive improvement in environmental protection and to communicate concerns and respond appropriately. Internal audits are conducted periodically at each facility to ensure that the EMS is being properly implemented and utilized in accordance with EHS policies and procedures.

Worthington uses our EMS to ensure compliance requirements are being met and to analyze and enhance environmental performance. The EMS integrates compliance tasks and performance goals into our business processes, including analyzing the environmental impacts of all projects. Key environmental data is gathered at each facility and reviewed regularly by corporate EHS, and then reported quarterly to senior management. The EMS helps foster communication among our leadership team and promotes employee engagement in environmental improvement efforts.






Worthington is committed to complying with applicable environmental laws and regulations in the countries where we operate and to meeting or exceeding all applicable standards. To help further our commitment, many of our facilities are third-party certified to the standards established by ISO.

Twenty-three of Worthington's steel processing facilities and our Cylinders facility in Austria hold ISO 14001 certification, which is the most recognized global standard for an effective EMS. In total, 60 percent of Worthington's locations are ISO 14001 certified.

## EMS TRAINING

Our commitment to continuous improvement in environmental performance includes a focus on robust EMS training to fully maximize its capabilities and benefits. We implement mandatory EMS orientation for new employees to enable them to learn about the environmental aspects of their role. Job-specific EMS training is given based on a Training Needs Analysis managed by our Human Resources department and we provide ongoing EMS training based on job position and responsibility. Using the EMS, we track data regarding compliance with EMS training requirements at each facility, which is reviewed by corporate senior management on a quarterly basis.

## The Green Star Award recognizes facilities that meet 5 criteria:

-  **Continuous Improvement** – completion of one or more continuous improvement projects that benefit the environment
-  **Energy** – decrease the amount of energy per unit of production
-  **Waste** – decrease the amount of waste per unit of production
-  **Water** – decrease the amount of water used per unit of production
-  **Compliance** – zero written violations

## GREEN STAR INITIATIVE

We foster employee engagement with our environmental goals through the Company's Green Star Initiative, that was launched in 2012. The program, which is in place at all Company facilities, is designed to increase environmental awareness and reward facilities for exceptional performance in environmental conservation and stewardship.

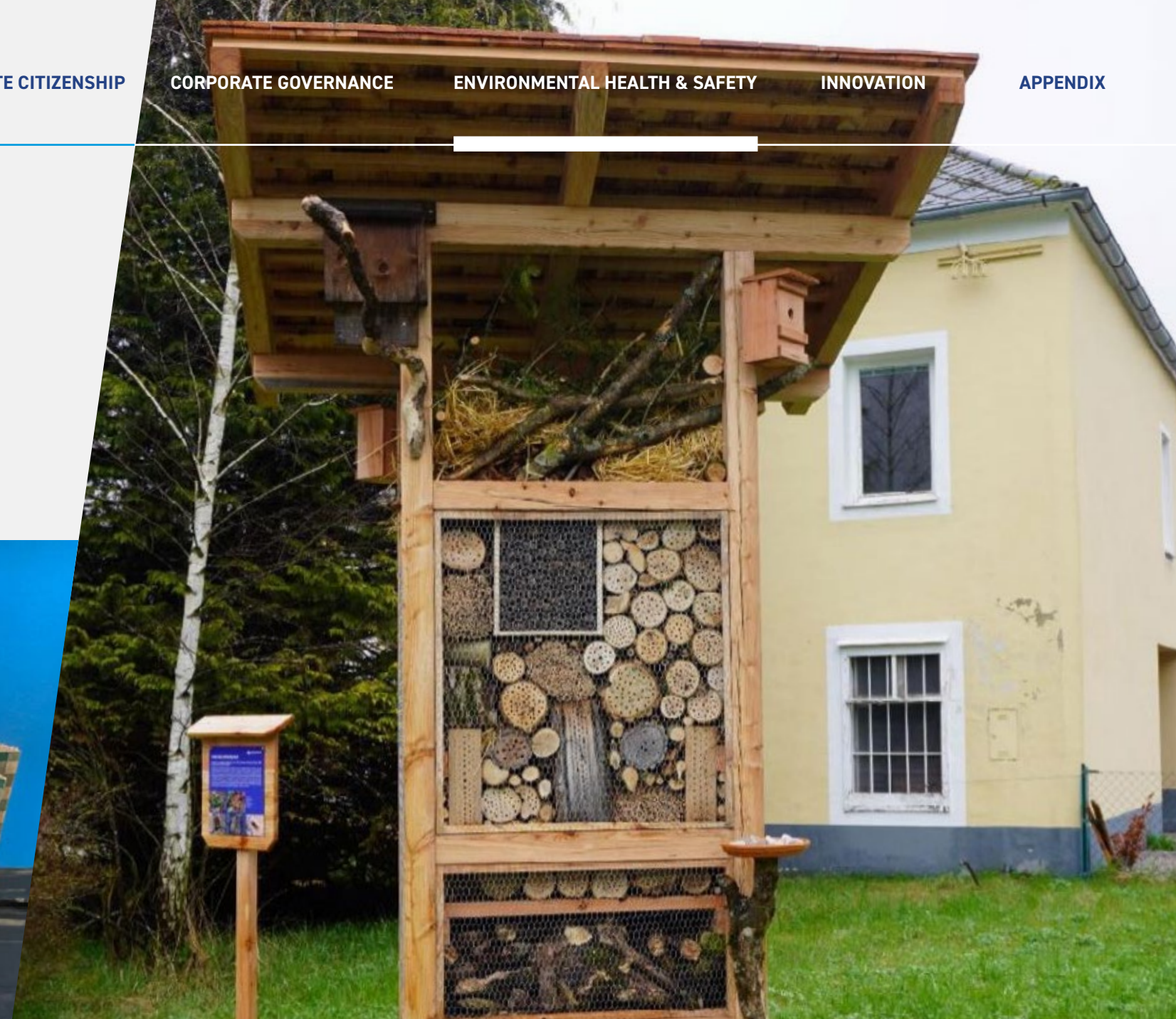
Stars are awarded each fiscal year based on environmental metrics and production data tracked and reported by our EMS. All facilities are given a banner to track the number of stars awarded each year and facilities earning four or five stars gain additional recognition, including a facility-wide celebration.

Every Worthington facility earned at least one star during fiscal 2023, with 69 percent of available stars awarded. Examples of Green Star projects are discussed in the following chapters.



## Chilton Promotes Environmental Awareness

Our Worthington Cylinders facility in Chilton, Wisconsin, promoted environmental awareness among our employees by giving them 300 trees to plant and 200 "buzzy bee bags" with instructions and planting packs for at-home application.



## Worthington Supports Biodiversity

Employees at our Kienburg, Austria, facility constructed a "Tower of Biodiversity" to supply food and shelter for local species.

At our Columbus campus, Worthington maintains over 100 acres of grounds with more than 1,500 flower species, focusing on native plantings that will thrive in local environments.

SDG Linkages:



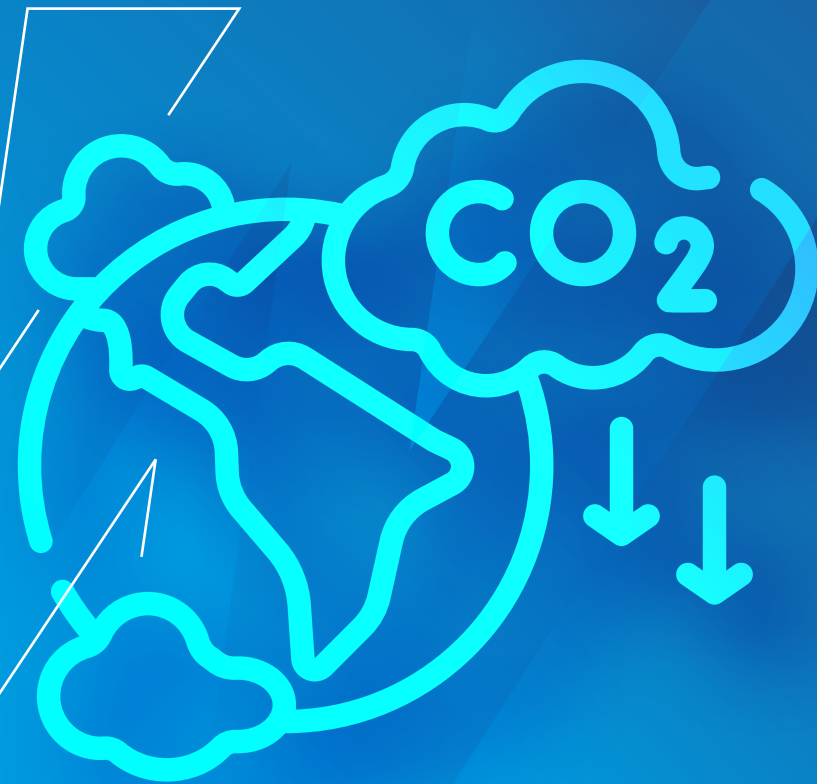
## CHAPTER 10: GHG AND NON-GHG EMISSIONS

Worthington is committed to reducing energy usage by improving the energy efficiency of our operations, which is the most significant and cost-effective way to reduce our carbon footprint. We are also investing in systems and technology to make process improvements and use alternative materials where possible to reduce the amount of non-GHG emissions, including volatile organic compounds (VOCs) that can be hazardous to health.

# 586

**metric tons of CO<sub>2</sub>e**

offset via third-party verified carbon offsets purchased at five of our facilities



As discussed in the previous chapter, 60 percent of Worthington's manufacturing facilities have ISO 14001 certification, the international standard for an effective EMS. ISO 14001 includes standards for helping organizations minimize environmental impacts from emissions and to comply with applicable laws and regulations. We use our EMS to efficiently track and report on GHG emissions, which is helping us complete an inventory and establish baselines for setting future science-based targets for GHG emissions reduction.

Worthington is also committed to advancing environmental stewardship through the use of carbon offsets. In fiscal 2023, five facilities purchased third-party verified carbon offsets from Green-e® Climate Certified Terrapass, which in total offset 586 metric tons of CO<sub>2</sub>e.



The solar panel system at Worthington's corporate headquarters in Columbus, which started operation in May 2022.



## Austria Facility Reduces Carbon Emissions

Our Cylinders plant in Kienberg, Austria, completed an energy optimization project in fiscal 2023 that reduced propane consumption and resulting carbon emissions. Potential savings were identified in the use of propane gas in the furnace of the curing oven. Adjustments were made to the propane gas regulator in the gas supply line to all burners of the furnace, which reduced the excess air in the furnace to a level required for cleaner combustion. This significantly improved the overall energy efficiency of the furnace, with propane usage reduced by 12 percent, energy use lowered by 1,057 MWh and annual carbon emissions reduced by approximately 225 tons of CO<sub>2</sub>e.

In fiscal 2023, our Austria plant received approval of its science-based targets for GHG emissions reduction from the Science Based Targets initiative (SBTi), which promotes best practices in science-based target setting to help achieve the goals of the 2015 Paris Agreement to limit global warming to 1.5°C.



## Ohio Steel Facility Green Star Initiative Reduces Hydrogen Use

Our Columbus Steel Processing facility earned all five stars in our Green Star Initiative during fiscal 2023. Related to continuous improvement projects, the facility installed an upgrade on its batch annealing process control system to monitor the atmosphere and adjust the amount of hydrogen needed to purge each baseload of contaminants. The set of initiatives related to optimizing hydrogen flow resulted in a reduction of annual hydrogen consumption of more than 19,000,000 CF.



## ENERGY CONSERVATION

Worthington's primary sources of GHG emissions are the large amounts of natural gas consumed in our plants and our electricity use, with approximately \$40 million in total energy spend annually. We are focused on reducing natural gas usage by improving the efficiency of furnaces, boilers and tank heaters.

We are reducing electricity consumption by installing more efficient LED lighting in our buildings and improving the efficiency of motors, blowers and compressors. In fiscal 2023, several Green Star projects resulted in significant annual energy savings:

- **Porter, Indiana:** we replaced a motor on the Pickle Line that resulted in annual energy savings of 81,000 kWh.
- **Delta, Ohio:** we replaced the aerators in a storm water retention pond with a windmill-powered double bellow compressor, which eliminated the need to use electricity to aerate the pond and resulted in annual energy savings of 5,000 kWh.
- **TWB Monroe, Michigan:** we converted DC motors and drives to AC for annual energy savings of 29,000 kWh.

Where feasible, we are switching to on-site renewable energy generation, including hydroelectric and solar power. Our Austria Cylinders facility utilized 1,625 mWh of electricity from hydroelectric power in fiscal 2023. The solar panel system at Worthington's corporate headquarters in Columbus, which started operation in May 2022, supplied 281 mWh of electricity in fiscal 2023.

### Portugal Equipment Upgrade Reduces Energy Usage

Our Portugal facility is transitioning from an independent air distribution system to a centralized distribution system, including the installation of new air compressor equipment. The project was completed in August 2023, and is expected to result in energy savings of 1.4 million kWh per year and pay for itself in less than four years. In addition, the project helps qualify for a tax exemption because of lower energy consumption. With the new network and compressors, the plant's energy usage will drop by 32 percent and reduce emissions by 275 tons of CO<sub>2</sub>e annually, which is comparable to the emissions produced by approximately 60 passenger vehicles driven for one year.

## Solar Panel Installations in Mexico

Solar panels were installed in fiscal 2023 in several of our Serviadero Worthington facilities in Mexico. Our León facility installed solar panels producing a maximum capacity of 499 kW, which will cover almost 100 percent of its electrical demand. Our Querétaro facility installed solar panels producing 255 kW. We are also installing solar panels at our Monterrey facility that will have a maximum capacity of 499 kW.



In addition to on-site renewable energy generation, we are working with our energy providers to source renewable energy when possible. Our facility in Austria has a three-year power purchasing agreement to source renewable electricity that is expected to reduce GHG emissions by over 6,000 MT per year. We also purchased renewable energy at our Secaucus, New Jersey, facility that reduced GHG emissions by 103 MT in fiscal 2023. Other renewable energy purchases at Tempel's plants in India and China reduced GHG emissions by 1,821 MT CO<sub>2</sub>e.

### GHG Emissions Reductions

1,821

metric tons of CO<sub>2</sub>e

as a result of renewable energy purchases in India and China

**SDG Linkages:**



## CHAPTER 11: WASTE AND WATER MANAGEMENT

Worthington recognizes the importance of protecting the environment by preventing negative impacts from improper handling of waste, and reducing waste sent to landfills. We also recognize that water is becoming a scarce resource in many parts of the world and are focused on reducing the use of fresh water in our operations through process improvements including water treatment and reuse.

As part of our EMS and ISO 14001 requirements, our facilities gather data on waste generation, recycling, water withdrawal and water discharge. This data is used at the site level to set targets and measure the results of improvements to our processes.

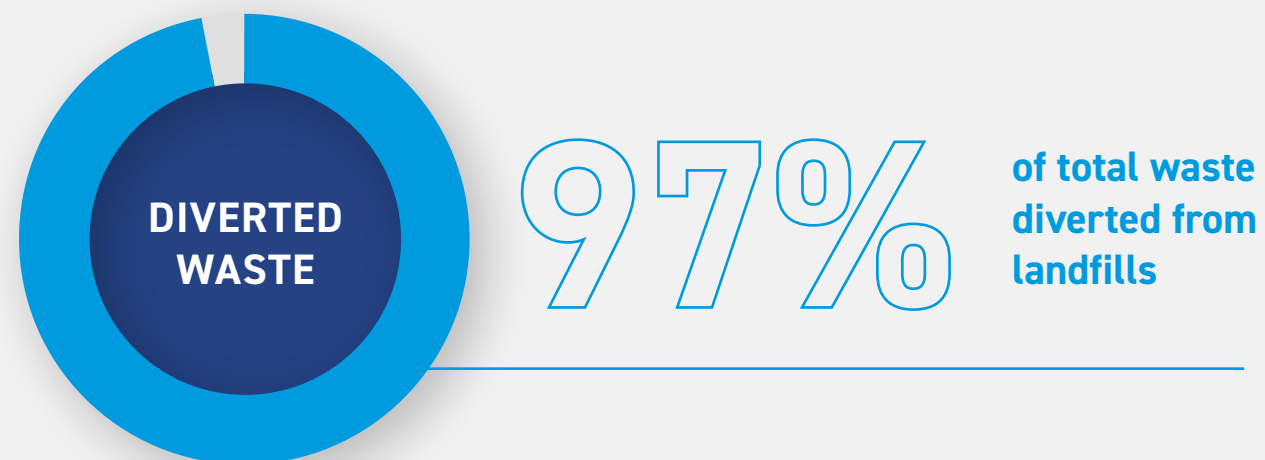


## WASTE REDUCTION

Our commitment to reducing waste sent to landfills focuses on reusing and recycling waste materials from our operations. We are proud to have a 97 percent diversion rate of total waste diverted from landfills.

Worthington's largest waste stream is scrap steel, and we have a department dedicated to the management of this waste, which is almost 100 percent recycled or reused. In addition, Worthington manages the scrap steel for some of our customers to maximize recycling efficiencies.

Our second largest waste stream is spent pickle liquor, which is considered a hazardous waste when disposed but can instead be regenerated or directly reused. Over 99 percent of our spent pickle liquor is either regenerated or reused. When spent pickle liquor is regenerated, the acid portion is reused for cleaning strip steel. Our Delta facility diverts approximately 168,000 gallons of pickle rinse water per month, or approximately nine percent of its total pickle rinse volume, to be used by a nearby acid generation facility. Iron left as waste from the regeneration process can be used as a raw material in other products, such as pigments. Spent pickle liquor can also be directly reused as a flocculant in municipal wastewater treatment.



Worthington is also focused on reducing hazardous waste through process improvements. Our Delta facility installed a new inkjet-type printer stenciling coil that eliminated the need for using solvents to clean stencils. This process improvement resulted in the elimination of solvent-contaminated wipes and used solvent and ink liquid waste.

We are committed to recycling non-metal materials where feasible. In fiscal 2023, our Columbus plant implemented a recycling program for rags and absorbent pads that eliminated the disposal of acetone ink-soaked rags and reduced oily absorbents by over 80 percent annually, with projected annual savings of \$38,000.



### Reducing E-Waste Through Recycling Programs

Our Chilton facility held a "Bring your E-waste to Work" day to help employees properly dispose of tech devices and benefit the environment. Our Columbus facilities work with the non-profit organization PCs for People to recycle our used computers and other devices, which when possible are refurbished and provided at no or low cost to low income users. Other devices are used for spare parts or responsibly recycled. Since the start of working with PCs for People in 2020, Worthington has donated 1,114 computers or devices with over 30,000 lbs. of e-waste diverted from landfills.

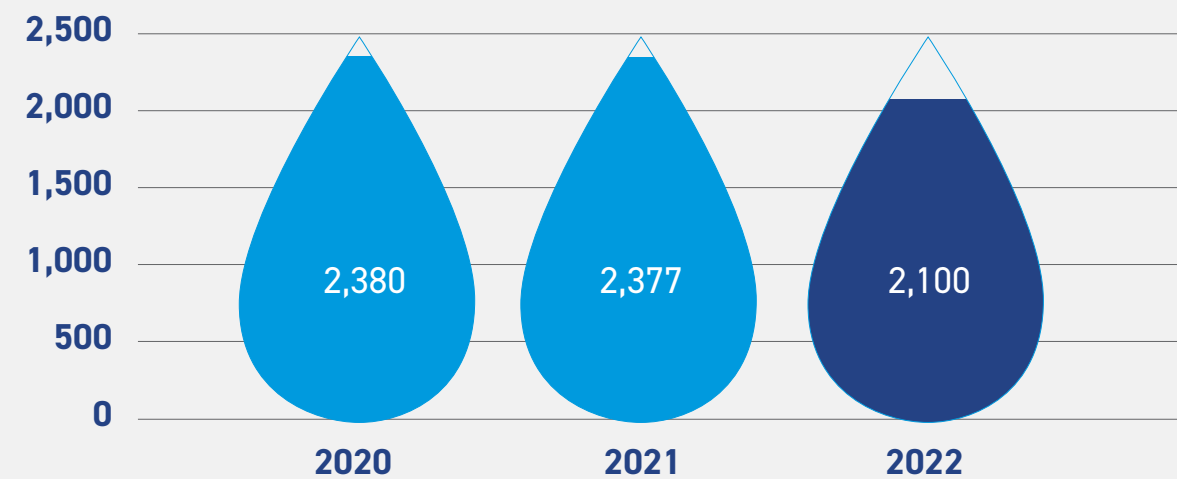
## WATER CONSERVATION

Worthington assesses access to water as part of our annual risk assessment process. We have 15 plants operating in areas with medium to high water stress. We are committed to conserving the water we use from municipalities, surface water and wells and to treating wastewater from our industrial processes before discharge. Our facilities are focused on process improvements to reduce the amount of fresh water used for cleaning, rinsing and cooling the products and equipment in our facilities.

Several of our plants conserve water through the use of flows to cool and reuse water. Our Austria plant uses water from our own pond for cooling during the production process. This water is then recycled back to the nearby river at drinking water quality level. In addition, our Austria plant treats wastewater used in operating our manufacturing equipment.

### Water Conservation

Total fresh water withdrawn



# INNOVATION

Worthington is committed to creating safe, innovative products and services.

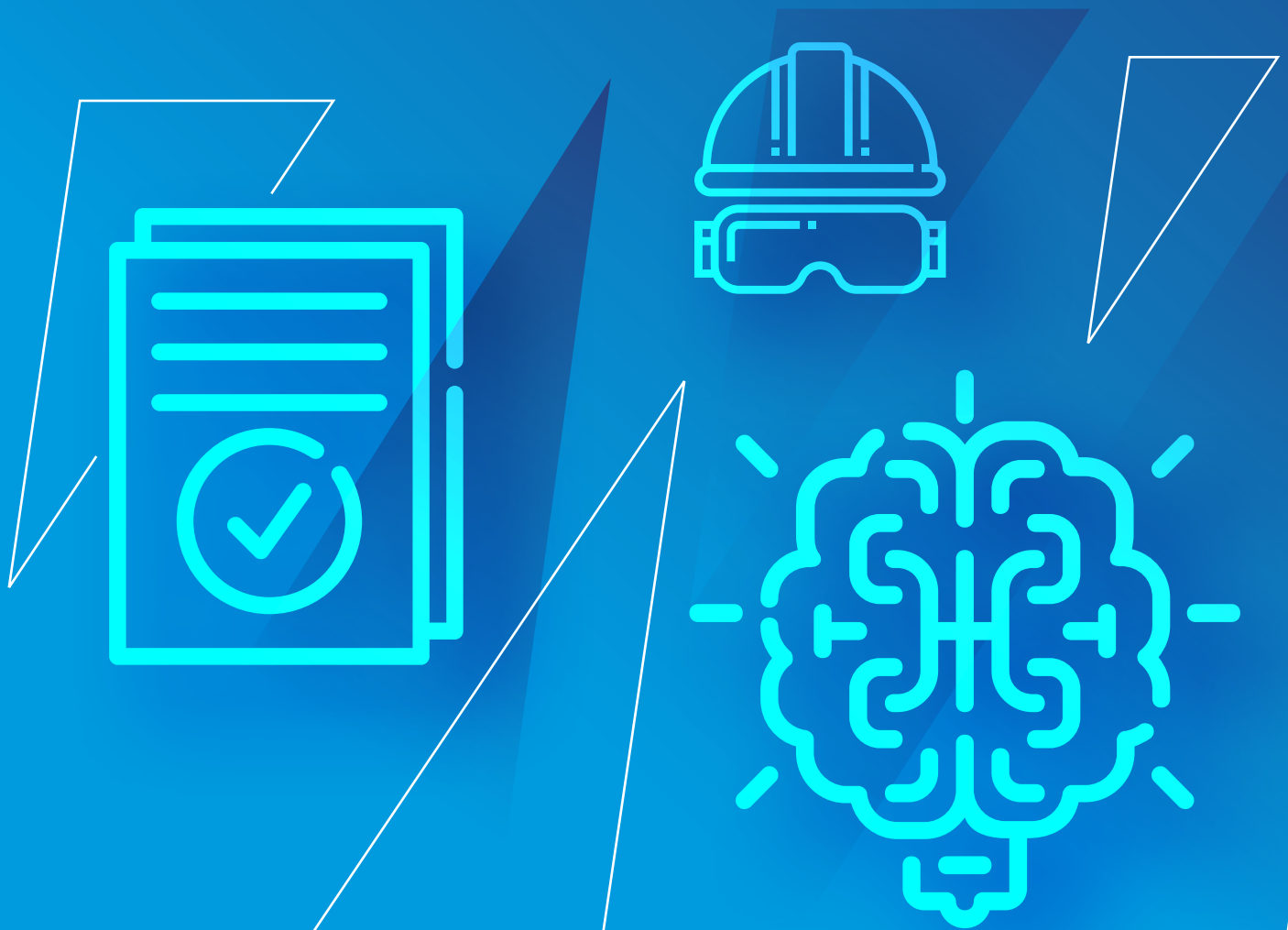
As Makers of Better, Worthington is committed to creating safe, innovative and value-adding products and services for our customers that serve their business needs while meeting sustainability objectives. All of our business units have innovation teams that are committed to improving existing products while at the same time exploring new product opportunities for our markets. We also have our corporate innovation team focused on overall strategy and identification of threats and opportunities for our present and emerging markets.

SDG Linkages:



## CHAPTER 12: PRODUCT SAFETY AND INNOVATION

Ensuring the safety and high performance of our products is critical to serving the needs of our business and consumer customers. We design our products to meet or exceed customer expectations and regulatory requirements. Our Director of Quality, Director of Technical Services, and Chief Compliance Officer are responsible for robust assessments of health and safety impacts and regulatory compliance.



### QUALITY PHILOSOPHY

We are committed to our quality philosophy, which emphasizes product quality and safety, regulatory compliance, customer satisfaction and the continual improvement of our Quality Management Systems.

Our products are designed, processed and produced to meet key industry and regulatory standards, including The American National Standard Institute (ANSI), the American Society for Testing and Materials (ASTM), the National Board Inspection Code (NBIC), the Transportable Pressure Equipment Directive (TPED), the Pressure Equipment Directive (PED) and the American Society of Mechanical Engineers (ASME), among others. In addition, many Worthington products have been certified to a number of voluntary standards, including the Underwriters Laboratories (UL) and the International Association of Plumbing and Mechanical Officials (IAPMO).



## ISO and IATF Quality Management Certifications

Our manufacturing facilities hold certifications for Quality Management Systems from various industry groups including the ISO and the International Automotive Task Force (IATF). A complete list of facility certifications is available on our [website](#).

- 14 Worthington facilities are IATF 16949 certified
- 14 Worthington facilities are ISO 9001 certified
- 1 Tempel facility is ISO 9001 certified
- 4 Tempel facilities are IATF 16949 certified
- 9 TWB facilities are IATF 16949 certified \*

\* TWB is a joint venture that produces laser-welded solutions for the automotive industry

The product safety and capabilities of our Steel Processing business are discussed at regularly held gatherings of the entire technical staff. It's Product Development team follows a nimble yet robust stage-gated process with multi-functional participation, and all stakeholders are required to review and acknowledge expected due diligence practices for product conformance on an annual basis. Prior to delivery, Steel Processing products undergo rigorous inspection and testing to ensure they meet customer specifications.

All new products of our Building and Consumer Products businesses also go through a stage-gated development process which ensures that regulatory requirements are considered in design. Designs are then validated, prototyped and verified before being approved for production. Any new products not covered by our traditional, highly regulated product features and use cases are reviewed by Worthington's Product Safety Council, made up of representatives from the company's Engineering, Legal, Compliance, Risk Management and Quality departments, as well as external experts as needed. The Product Safety Council performs product assessments and works with our Product Development teams to help make the best design decisions.



## Fiscal 2023 Supplier Recognition Awards

- **Dana** – Lead Electric Propulsion Supplier of the Year
- **John Deere** – Partner Level status in their Achieving Excellence Supplier Program (11th consecutive year)
- **Reinke** – RAVE (Residential Architects Vision and Excellence) Award for #1 Supplier
- **India's State of Tamilnadu** – Best Employer Brand Award
- **Johnson Controls** – Bronze Award
- **Subaru of Indiana Automotive** – Excellent Performance Award
- **Male Electric Drives India** – Best Supplier Award

## Spotlight on QualityWorks

QualityWorks is the umbrella for everything quality-related across all of Worthington Industries. It is a cultural initiative tying together all quality-related activities from process control and root cause analysis to relationship development among internal departments, customers and suppliers. The program relies heavily on employee involvement throughout the enterprise.

QualityWorks was developed with the intent to focus on the culture of quality. As our company continues to grow and the scope of our supplied products, regulatory requirements and customer requirements evolves, a platform was needed to continually improve our Quality Systems and educate our employees on quality expectations.

The vision of QualityWorks is for Worthington Industries to safely provide unparalleled levels of quality and service to our customers. The goal is to develop a quality-centric and service-attentive culture, by instilling daily behaviors to gain improvements in Customer, Supplier and Internal quality.

## IMPROVING SUSTAINABILITY IN MOBILITY

We are a market leader in providing value-added products that support more sustainable mobility and clean energy industries. We produce electrical steel laminations and laser welded solutions for our automotive and industrial customers that provide lightweighting, emissions reduction and critical safety features. We partner with our customers worldwide to deliver transformer and generator solutions.

In fiscal year 2022, Worthington created a new reporting segment, Sustainable Energy Solutions (SES), for our businesses dedicated to serving the clean mobility and energy sectors. SES's solutions and services are focused on supporting the growing hydrogen ecosystem. These include systems and technology for onboard fueling systems as well as containers used to transport hydrogen to where it is needed. We also provide gas containment solutions and services for the storage, transport and distribution of sustainable energies like compressed natural gas.

As part of the product development process, SES has begun to perform life cycle assessments (LCAs) using LCA software to gain insight into the environmental impact of our materials and processes, and to ensure that sustainability is being considered in our design and development process. We are focused on reducing the weight of our hydrogen cylinders by using composite materials. This year we launched a research project to determine pathways to increase the recyclability of these materials and to develop a circular system for composite cylinders.



**SES Helps Reduce Carbon Emissions in**

**Cologne:** Air pollution from buses in Cologne, Germany, was reduced by 14 percent when city transit managers replaced 40 of its 287 buses with H2 vehicles using CNG + H2 on-board fueling systems from SES, which produce zero CO2 emissions.



**PESA and Worthington Team Up to Produce H2-fueled Shunting Locomotive:** PESA, Poland's largest train and tram manufacturer, designed and built a hydrogen-powered shunting locomotive in late 2022 with the goal of supporting clean railyard operations. Partnering with Worthington, PESA successfully put into service the emission-free locomotive, which refuels at a hydrogen refueling station located in the train depot and reduces carbon emissions caused by shunting operations by one thousand tons annually. PESA plans to produce many more H2-fueled shunting locomotives and the collaboration with Worthington has been vital as both companies pursue strategies that yield sustainable outcomes in Poland, across Europe, and around the globe.



**Tempel Helps Drive EV Market Growth:** Our Tempel business, a leading independent manufacturer of precision magnetic steel laminations for electric vehicle (EV) and hybrid vehicle core motors, is helping contribute to a reduction in CO<sub>2</sub> emissions. According to the U.S. Department of Energy and industry research, on average a gasoline-powered passenger vehicle directly emits 4.6 metric tons of CO<sub>2</sub> per year, while an EV produces zero emissions and on average a hybrid vehicle produces 30 percent less, for a reduction of 1.38 metric tons of CO<sub>2</sub> per year. Tempel estimates that the products we produced in fiscal 2023 saved over 1 million metric tons of carbon emissions in the year.



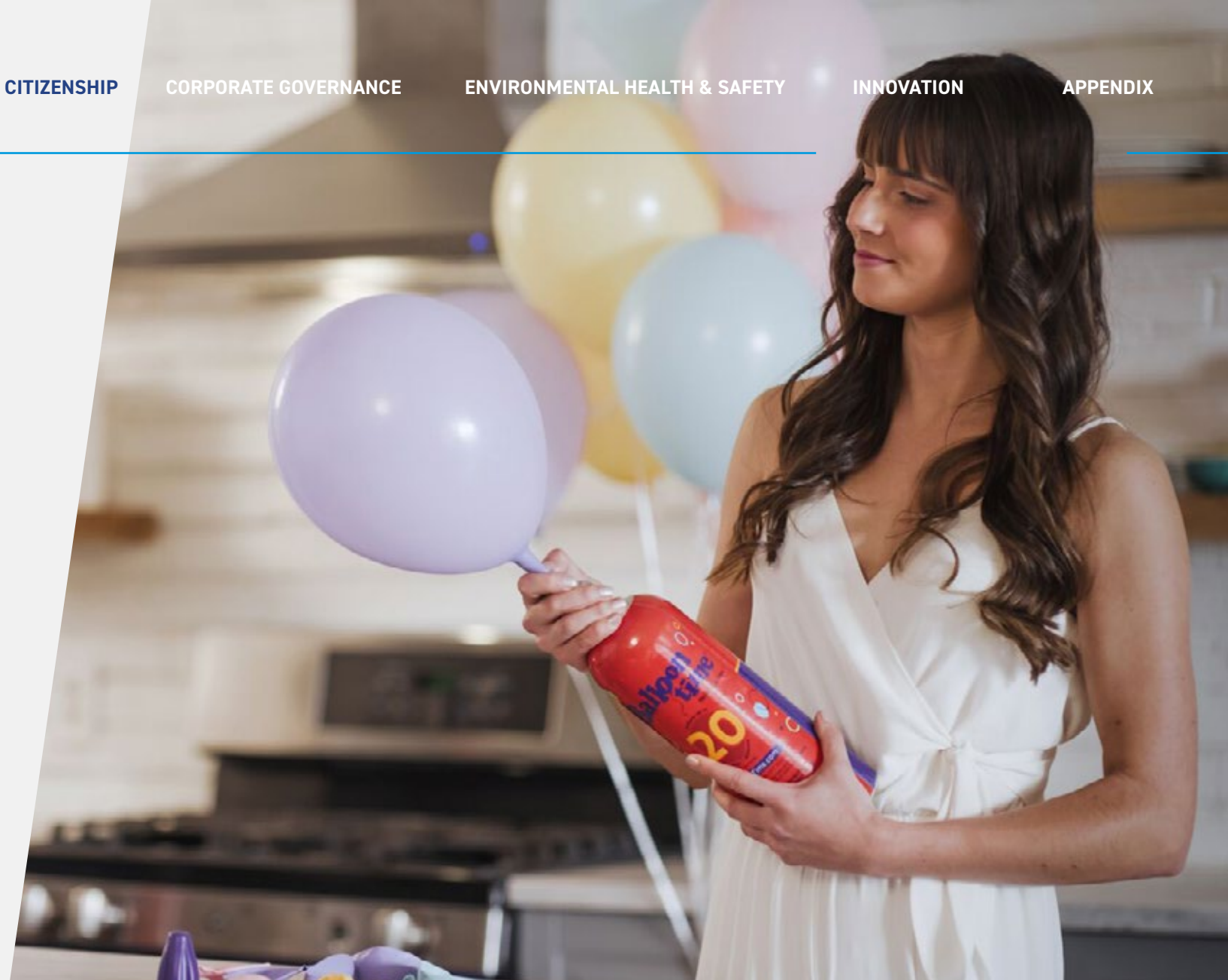
**Helping to Power the Hydrogen Ecosystem:** Universal Hydrogen, a Worthington customer, successfully flew a modified Dash-8 aircraft in early 2023 powered by the largest hydrogen fuel cell ever to fly. Our PTEC Pressure Technology business supplied a total of 115 parts for the plane, including on-tank-valves, inline solenoid valves, thermal pressure relief devices (TPRDs), receptacles and check-valves. These valves and components control the flow of hydrogen between the plane's hydrogen fuel tanks and the fuel cell.

## DEVELOPING SUSTAINABLE PRODUCTS

Worthington manufactures refillable cylinders for many applications, including consumer and industrial use. For our industrial customers worldwide, we design lighter-weight high pressure steel cylinders to reduce shipping emissions and costs while ensuring that our cylinders are 100 percent recyclable. Our Amtrol water tanks have a lifespan of 30 years, and in the United States, our refillable propane gas tanks for use with gas grills can be used for 12 years, after which cylinders are inspected and can be recertified for use for at least another five years.

Our Austria facility is using LCA software to analyze the energy and fuel consumption of our steel high pressure cylinders during production, transport and usage. The analysis has demonstrated that cylinder weight has a critically important impact over the life cycle of the cylinder. Worthington already makes the lightest steel high pressure cylinder on the market and we are focused on developing an ultra-lightweight cylinder to further lessen weight.

We also strive to extend the life of our consumer products with a technical support and warranty program strategy that uses a 'troubleshoot before replace' approach. For example, our technical support team advises customers on proper hand torch storage and maintenance during warranty claim requests.



### Innovative Small Helium Cylinders

In spring 2023, Worthington introduced an innovative lightweight aluminum helium cylinder, the Balloon Time® Mini Helium Tank, which packs up to 20 balloons' worth of helium in a small, simple package that is easy to use, transport and store. This new, patent-pending design delivers a unique consumer product experience and has a removable nozzle and regulator, a distinct design feature aimed to promote recyclability acceptance. In addition, the smaller size reduces shipping costs and emissions, because we can ship 12 of the new cylinders in the same space as one of our larger helium tanks.

Our Building Products business introduced the first of its kind, patent-pending PowerCore™ cylinder that gives contractors the power to spray water-based adhesives with speed and efficiency. Many states and cities across the United States have started to restrict the allowable amounts of VOCs used in a wide variety of building products, including adhesives. Worthington's innovative PowerCore cylinder enables our customers' path to sustainability by providing a purpose-built, corrosion-resistant container to safely store and transport water-based adhesives.



Our product innovation also extends to fuel gauges and monitors, which ensure that users do not run out of or discard leftover gas, and that service providers can increase their efficiency by reducing routing and the amount of fuel needed to deliver propane. Our Bernzomatic Digital Fuel Gauge indicates the amount of fuel remaining in portable propane tanks and is used with tabletop grills, portable heaters, lanterns and other propane-fueled equipment. Worthington's SmartLid® product delivers reliable, remote monitoring of propane levels for large tanks, enabling users to eliminate transport miles for checking propane levels and unneeded service calls.

Worthington's propane tanks are a core component of propane home heating systems, which are a reliable and affordable alternative heating solution for homeowners switching from oil heating systems. Propane systems also offer homeowners a more sustainable solution by reducing GHG emissions and carbon intensity compared to oil heating, as well as being compatible with renewable fuels such as renewable liquified petroleum gas (rLPG).

Worthington is also employing sustainable packaging strategies to reduce waste and shipping costs and enhance recyclability. In fiscal 2023, we began replacing the instruction books in our torch and torch kit products with QR codes. In addition, we initiated a review of problematic materials in our packaging. As a result, the material used for our weed burner torch package was switched from non-recyclable PVC to PET, a widely accepted plastic for recycling.



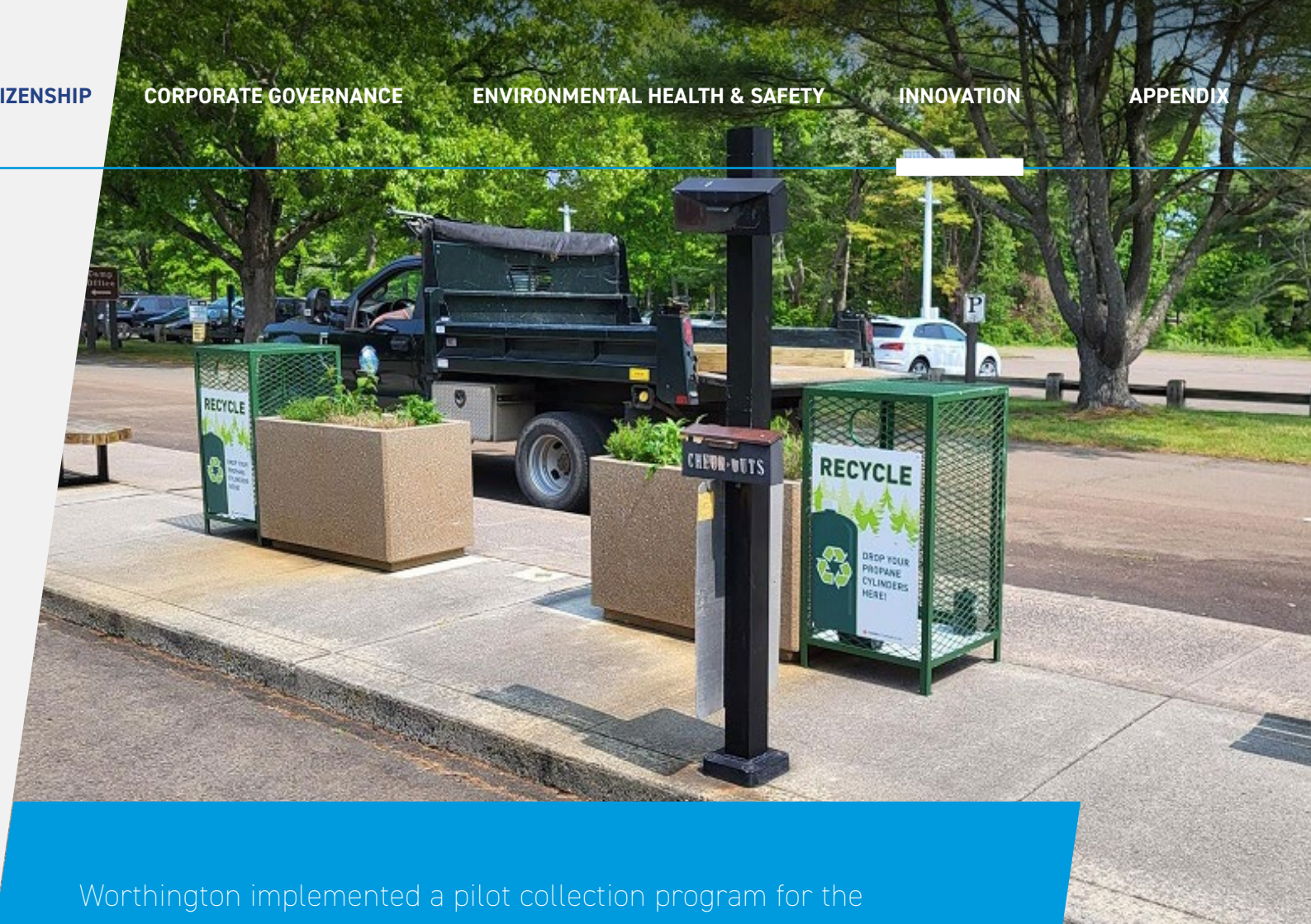
## PROMOTING PRODUCT STEWARDSHIP

Worthington is committed to promoting responsible Product Stewardship by developing recycling programs for discarded portable propane and butane gas cylinders, along with hand-held torch and helium cylinders. These products are used by consumers for camping, grilling, DIY projects and celebrations. We believe that a collaborative approach is the best way to develop recycling programs that protect the environment by ensuring proper end-of-life management, including safe handling, reuse of residual gases and metal recycling.

In a first-of-its-kind effort in the United States, Worthington took a leadership role in working with Connecticut state lawmakers and a wide range of stakeholders to design legislation in support of an industry-led, convenient and operationally efficient recycling program for certain residential gas cylinders. The new law, PA 22-27, signed on May 10, 2022, also included a consumer education campaign about the proper end-of-life management of residential gas cylinders and locations of collection sites.

Following the passage of PA 22-27, Worthington teamed with other leading producers of residential gas cylinders to create the Cylinder Collective, a 501(c)(3) organization established to fulfill the industry's product stewardship goals. The Cylinder Collective will be responsible for developing and managing pressurized cylinder recycling programs for its members.

In June 2023, the Cylinder Collective submitted a recycling program plan application for gas cylinders to Connecticut's Department of Energy and Environmental Protection. The application outlines the organization's approach to launch a gas cylinder recycling program in Connecticut by October 1, 2025. The timeline provides appropriate time to establish agreements and develop the transportation and processing infrastructure to support a cylinder collection and recycling system.



Worthington implemented a pilot collection program for the recycling of pressurized gas cylinders at Hammonasset Beach State Park in Madison, Connecticut, during the 2023 summer camping season. Recycling bins for used camping cylinders were stationed at the exit of the park's campgrounds, and by the end of the season nearly 2,000 cylinders were collected for recycling. The program is anticipated to expand to additional Connecticut state parks in 2024 and 2025.

Worthington is continuing to collaborate with other pressurized cylinder producers on the development of a sustainable and scalable approach to environmental stewardship that can be extended to other regions. More information about our innovative approach is available on Worthington's [website](#).

## INVESTING IN EMERGING TECHNOLOGIES

In fiscal 2023, Worthington established a venture capital fund in partnership with Rev1 Ventures, a startup studio that combines capital and strategic services. Our venture fund, Worthington Industries Ventures, is providing individual investments of up to \$10 million in companies developing emerging technologies that align with Worthington's vision as Makers of Better and enable us to better serve current and future markets. With the help of Rev1, our investments are providing entrepreneurs with both the financial and strategic resources to promote new approaches within the industrial, building products, consumer products and sustainable energy markets.

Worthington Industries Ventures became a seed investor in April 2023 in Enspired Solutions, a startup that is focused on tackling one of the most pressing environmental issues worldwide, PFAS (per- and polyfluoroalkyl substances), often referred to as "forever chemicals" because they are highly stable in natural environments. This group of synthetic chemicals have been widely used for more than 60 years to make substances in firefighting foams, plastics, coatings and lubricants. Common examples are paper coffee cups, pizza boxes, dental floss, non-stick cookware, water repellent gear and toilet paper. The U.S. EPA has linked PFAS to cancer, thyroid disease, high cholesterol and other health issues. Enspired Solutions, which was founded in 2021 and is majority women-owned by Dr. Denise Kay and Dr. Meng Wang, is working to commercialize its patented technology to permanently remove and destroy PFAS, providing remediation methods that would significantly benefit both human and environmental health.

**Worthington Industries Ventures is providing individual investments of up to**

**\$10M**

in companies developing emerging technologies



# APPENDIX



# ENVIRONMENTAL DATA TABLES

| DISCLOSURE   | CY 2020    | CY 2021    | FY 2023 *  |
|--|------------|------------|------------|
| <b>Greenhouse Gas Emissions (tCO<sub>2</sub>e)</b>                                       |            |            |            |
| Scope 1 GHG emissions  | 130,506    | 142,989    | 144,873    |
| Scope 2 GHG emissions (location-based)   | 139,201    | 147,629    | 163,826    |
| Scope 2 GHG emissions (market-based)   | 139,201    | 147,629    | 155,645    |
| GHG emissions intensity (Scope 1 and 2 emissions per \$1000 of revenue) - location-based | 0.096      | 0.067      | 0.063      |
| GHG emissions intensity (Scope 1 and 2 emissions per \$1000 of revenue) - market-based   | 0.096      | 0.067      | 0.061      |
| Percentage covered under emissions-limiting regulations                                  | 0%         | 0%         | 0%         |
| <b>Air Emissions (metric tons)</b>   |            |            |            |
| CO   | 101        | 116        | 109        |
| Nox (excluding N2O)  | 136        | 143        | 144        |
| SOx  | 1          | 1          | 1          |
| Particulate matter (PM10)  | 43         | 42         | 40         |
| Manganese (MnO)  | Negligible | Negligible | Negligible |
| Lead (Pb)  | Negligible | Negligible | Negligible |
| Volatile Organic Compounds (VOCs)  | 384        | 383        | 551        |
| Polycyclic aromatic hydrocarbons (PAHs)  | Negligible | Negligible | Negligible |

The chosen consolidation approach for emissions is facilities under Worthington's operational control. Using this organizational boundary, Worthington accounts for 100% of the GHG emissions for operations over which it has operational control.

The GHG Protocol Corporate Accounting and Reporting Standard was used in the energy and emissions calculations which include all gases covered by the Standard: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub>. Worthington has no emissions from biogenic sources.

Electricity emission factors are obtained from the International Energy Agency's Emissions Factors 2021 and the U.S. Environmental Protection Agency's Emissions & Generation Resource Integrated Database (eGRID 2021) publication. Global warming potentials are obtained from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report.

\* Beginning this year, data collection and aggregation for environmental metrics is aligned with our fiscal year (June 1, 2022-May 31, 2023) rather than with the calendar year.

| DISCLOSURE  | CY 2020   | CY 2021   | FY 2023 * |
|---|-----------|-----------|-----------|
| <b>Energy Management (gigajoules)</b>                                   |           |           |           |
| <b>Total energy consumed</b>  | 3,572,616 | 3,922,334 | 4,097,076 |
| Grid electricity  | 1,091,165 | 1,203,204 | 1,279,406 |
| Renewable   | 5,391     | 6,550     | 88,459    |
| Percentage grid electricity   | 31%       | 31%       | 31%       |
| Percentage onsite renewable   | 0.15%     | 0.17%     | 0.18%     |
| Percentage sourced renewable  | 0.00%     | 0.00%     | 1.98%     |
| <b>Total fuel consumed</b>  | 2,476,060 | 2,712,579 | 2,729,210 |
| Coal  | 0.00      | 0.00      | 0.00      |
| Natural gas   | 2,229,265 | 2,427,826 | 2,428,001 |
| Renewable   | 0         | 0         | 0         |
| Percentage coal   | 0%        | 0%        | 0%        |
| Percentage natural gas  | 90%       | 90%       | 89%       |
| Percentage renewable  | 0%        | 0%        | 0%        |
| <b>Energy intensity (gigajoules per \$1000 of revenue)</b>              | 1.272     | 0.917     | 0.833     |
| <b>Water Management (thousand cubic meters)</b>                         |           |           |           |
| Total fresh water withdrawn   | 2,380     | 2,377     | 2,100     |
| Percentage recycled   | n/a       | n/a       | n/a       |
| Percentage in regions with High or Extremely High Baseline Water Stress | 2%        | 0.2%      | 1.8%      |
| <b>Waste Management (metric tons)</b>                                   |           |           |           |
| <b>Amount of waste generated</b>  | 323,561   | 365,546   | 457,565   |
| Hazardous   | 632       | 382       | 916       |
| Recycled  | 311,030   | 352,259   | 442,492   |
| Directed to disposal  | 12,531    | 13,287    | 15,073    |
| Percentage hazardous  | 0.20%     | 0.10%     | 0.20%     |
| Percentage recycled   | 96%       | 96%       | 97%       |
| Percentage directed to disposal   | 4%        | 4%        | 3%        |

\* Beginning this year, data collection and aggregation for environmental metrics is aligned with our fiscal year (June 1, 2022-May 31, 2023) rather than with the calendar year.

# SOCIAL DATA TABLES

| DISCLOSURE   | FY 2021 | FY 2022 | FY 2023                  |
|--|---------|---------|--------------------------|
| <b>Occupational health and safety *</b>  |         |         |                          |
| Total case incident rate (TCIR)  | 1.45    | 1.87    | 2.29                     |
| Days away, restricted, or transferred rate (DART)  | 1.09    | 1.34    | 1.54                     |
| Near miss frequency rate (NMFR)  | 19.40   | 19.32   | 16.45                    |
| Lost time incident rate (LTIR)   | n/a     | n/a     | 0.97                     |
| <b>Work-related injuries</b>   |         |         |                          |
| <b>For all employees:</b>  |         |         |                          |
| Number of fatalities as a result of work-related Injury                                    | 0       | 0       | 0                        |
| Rate of fatalities as a result of work-related injury (incidents per 200,000 hours worked) | 0       | 0       | 0                        |
| Number of high-consequence work-related injuries   | n/a     | n/a     | 38                       |
| Rate of high-consequence work-related injuries   | n/a     | n/a     | 0.44                     |
| Number of recordable work-related injuries   | n/a     | n/a     | 191                      |
| Rate of recordable work-related injuries   | n/a     | n/a     | 2.21                     |
| Total number of hours worked   | n/a     | n/a     | 17,271,931               |
| <b>Work-related ill health</b>   |         |         |                          |
| <b>For all employees:</b>  |         |         |                          |
| Number of fatalities as a result of work-related ill health                                | 0       | 0       | 0                        |
| Number of cases of recordable work-related ill health                                      | n/a     | 4       | 7                        |
| Main types of work-related ill health  | n/a     | n/a     | Hearing loss, Dermatitis |
| <b>Total global headcount</b>  | n/a     | 9,071   | 8,212                    |
| <b>Gender breakdown (percentages given are of global total workforce)</b>                  |         |         |                          |
| Female   | n/a     | 17%     | 17%                      |
| Male   | n/a     | 83%     | 82.7%                    |
| Non-binary   | n/a     | n/a     | 0.01%                    |
| Undisclosed  | n/a     | n/a     | 0.22%                    |

\* Data reflects calendar years 2020 and 2021, and fiscal year 2023. Beginning this year, data collection and aggregation for OH&S metrics is aligned with our fiscal year (June 1, 2022-May 31, 2023) rather than with the calendar year.

| DISCLOSURE   | FY 2021 | FY 2022 | FY 2023 |
|--|---------|---------|---------|
| <b>Total U.S. headcount</b>  | 4,910   | 4,829   | 5,022   |
| <b>Employee breakdown by employment category (numbers are of U.S. total workforce)</b> |         |         |         |
| <b>Individual contributor</b>  |         |         |         |
| Headcount  | 4,071   | 4,013   | 4,121   |
| Female   | 668     | 693     | 708     |
| Male   | 3,403   | 3,321   | 3,406   |
| Non-binary   | n/a     | n/a     | 2       |
| Undisclosed  | n/a     | n/a     | 5       |
| Asian  | 95      | 83      | 100     |
| Black / African American   | 485     | 494     | 514     |
| Hispanic / Latino  | 391     | 306     | 326     |
| Native American / Alaskan Native   | 34      | 24      | 31      |
| Native Hawaiian / Pacific Islander   | 4       | 4       | 4       |
| Undisclosed  | 10      | 19      | 22      |
| White  | 3,052   | 3,083   | 3,124   |
| <b>Lead / supervisor</b>   |         |         |         |
| Headcount  | 410     | 394     | 456     |
| Female   | 46      | 47      | 68      |
| Male   | 364     | 347     | 388     |
| Asian  | 5       | 8       | 12      |
| Black / African American   | 26      | 24      | 26      |
| Hispanic / Latino  | 19      | 13      | 33      |
| Native American / Alaskan Native   | 1       | 1       | 1       |
| Native Hawaiian / Pacific Islander   | 1       | 0       | 2       |
| Undisclosed  | 0       | 1       | 1       |
| White  | 358     | 347     | 382     |

| DISCLOSURE                         | FY 2021 | FY 2022 | FY 2023 |
|------------------------------------|---------|---------|---------|
| <b>Manager</b>                     |         |         |         |
| Headcount                          | 304     | 294     | 307     |
| Female                             | 67      | 60      | 68      |
| Male                               | 237     | 234     | 239     |
| Asian                              | 8       | 8       | 6       |
| Black / African American           | 8       | 6       | 6       |
| Hispanic / Latino                  | 11      | 8       | 11      |
| Native American / Alaskan Native   | 0       | 1       | 1       |
| Native Hawaiian / Pacific Islander | 1       | 1       | 1       |
| Undisclosed                        | 0       | 1       | 2       |
| White                              | 276     | 270     | 282     |
| <b>Director</b>                    |         |         |         |
| Headcount                          | 80      | 79      | 96      |
| Female                             | 14      | 15      | 21      |
| Male                               | 66      | 64      | 75      |
| Asian                              | 2       | 2       | 3       |
| Black / African American           | 1       | 0       | 1       |
| Hispanic / Latino                  | 2       | 2       | 2       |
| Native American / Alaskan Native   | 0       | 0       | 0       |
| Native Hawaiian / Pacific Islander | 1       | 0       | 0       |
| Undisclosed                        | 0       | 0       | 0       |
| White                              | 74      | 75      | 91      |
| <b>Executive</b>                   |         |         |         |
| Headcount                          | 31      | 35      | 31      |
| Female                             | 4       | 7       | 6       |
| Male                               | 27      | 28      | 25      |

| DISCLOSURE  | FY 2021 | FY 2022 | FY 2023 |
|---|---------|---------|---------|
| Asian   | 2       | 0       | 1       |
| Black / African American  | 2       | 3       | 3       |
| Hispanic / Latino   | 0       | 1       | 1       |
| Native American / Alaskan Native  | 0       | 0       | 0       |
| Native Hawaiian / Pacific Islander  | 0       | 0       | 0       |
| Undisclosed   | 0       | 0       | 0       |
| White   | 27      | 31      | 26      |
| <b>Senior executive</b>   |         |         |         |
| Headcount   | 14      | 15      | 11      |
| Female  | 2       | 3       | 2       |
| Male  | 12      | 12      | 9       |
| Asian   | 1       | 1       | 0       |
| Black / African American  | 0       | 1       | 0       |
| Hispanic / Latino   | 0       | 0       | 0       |
| Native American / Alaskan Native  | 0       | 0       | 0       |
| Native Hawaiian / Pacific Islander  | 0       | 0       | 0       |
| Undisclosed   | 0       | 0       | 0       |
| White   | 13      | 13      | 11      |
| <b>Age groups of employees (numbers are of U.S. total workforce)</b>          |         |         |         |
| < 30  | 880     | 859     | 881     |
| 30-50   | 2,505   | 2,451   | 2,540   |
| > 50  | 1,525   | 1,519   | 1,601   |
| <b>Diversity of employees (percentages given are of U.S. total workforce)</b> |         |         |         |
| Individual contributor  | 83%     | 83%     | 82%     |
| Lead / supervisor   | 8%      | 8%      | 9%      |
| Manager   | 6%      | 6%      | 6%      |

| DISCLOSURE  | FY 2021    | FY 2022    | FY 2023    |
|---|------------|------------|------------|
| Director  | 2%         | 2%         | 2%         |
| Executive   | 1%         | 1%         | 1%         |
| Senior executive  | 0.3%       | 0.3%       | 0.2%       |
| Female  | 16%        | 17%        | 17%        |
| Male  | 84%        | 83%        | 82%        |
| Non-binary  | n/a        | n/a        | 0.04%      |
| < 30  | 18%        | 18%        | 18%        |
| 30-50   | 51%        | 51%        | 51%        |
| > 50  | 31%        | 31%        | 32%        |
| Asian   | 2%         | 2%         | 2%         |
| Black / African American  | 11%        | 11%        | 11%        |
| Hispanic / Latino   | 8.62%      | 6.83%      | 7%         |
| Native American / Alaskan Native                                  | 0.71%      | 0.53%      | 1%         |
| Native Hawaiian / Pacific Islander                                | 0%         | 0%         | 0.1%       |
| Undisclosed   | 0.20%      | 0.43%      | 1%         |
| White   | 77%        | 79%        | 78%        |
| <b>Employee hires (percentages given are of U.S. total hires)</b> |            |            |            |
| Female  | 17%        | 18%        | 20%        |
| Male  | 84%        | 82%        | 79%        |
| Non-binary  | n/a        | n/a        | 0.2%       |
| Undisclosed   | n/a        | n/a        | 0.5%       |
| Ethnically diverse  | 28%        | 32%        | 34%        |
| White or unknown  | 72%        | 68%        | 66%        |
| <b>Employee engagement rate</b>                                   | <b>74%</b> | <b>75%</b> | <b>74%</b> |

# GRI CONTENT INDEX

## Statement of use

Worthington Industries, Inc. has reported the information cited in this GRI content index for the period June 1, 2022-May 31, 2023 with reference to the GRI Standards.

| DISCLOSURE   | REPORT LOCATION OR EXTERNAL REFERENCE  | SDG LINKAGE |
|--|--|-------------|
| <b>General Disclosures</b>   |  |             |
| GRI 1: Foundation 2021   |  |             |
| <b>Organizational profile</b>  |  |             |
| 2-1 Organizational details   | a: Legal Name: Worthington Industries, Inc.<br>b: Nature of ownership and legal form: Public corporation<br>c: Location of headquarters: Columbus, Ohio<br>d: <a href="#">2023 Annual Report</a> , Item 1. -- Business, pages 1-8 and 2023 Annual Report, Item 2. -- Properties, pages 22-24 |             |
| 2-2 Entities included in the organization's sustainability reporting | Worthington Industries, Inc. and subsidiaries  |             |
| 2-3 Reporting period, frequency and contact point                    | a: Fiscal 2023, Annual<br>b: May 31st, 2022-May 31st 2023<br>c: September 2023<br>d. Need contact point for questions about the report   |             |
| 2-4 Restatements of information                                      | No restatements of information have been made in the reporting period  |             |
| 2-5 External assurance   | Our 2021 Scope 1 and 2 emissions as well as emissions from our 2021 Scope 3, Categories 1 and 10, received <a href="#">assurance</a> . We complete assurance of our GHG emissions every three years, with the next assurance to occur in 2024.   |             |
| 2-6 Activities, value chain and other business relationships         | <a href="#">2023 Annual Report</a> , Item 1. -- Business, pages 1-8  |             |
| 2-7 Employees  | Chapter 1: Human Capital Management, pages 12-17<br>Chapter 2: Diversity, Equity and Inclusion, pages 18-22<br>ESG Data Tables, pages 72-78<br><a href="#">2023 Annual Report</a> , Human Capital Management, page 8   |             |
| 2-8 Workers who are not employees                                    | Chapter 2: Diversity, Equity and Inclusion, pages 18-22  |             |
| 2-9 Governance structure and composition                             | Chapter 5: Board Governance and Oversight, pages 39-41<br><a href="#">Governance webpage</a>   |             |
| 2-10 Nomination and selection of the highest governance body         | Chapter 5: Board Governance and Oversight, pages 39-41<br><a href="#">Governance webpage</a>   |             |



| DISCLOSURE   | REPORT LOCATION OR EXTERNAL REFERENCE  | SDG LINKAGE |
|--|--|-------------|
| 2-11 Chair of the highest governance body  | <a href="#">2023 Proxy Statement</a> , page 17   |             |
| 2-12 Role of the highest governance body in overseeing the management of impacts | Chapter 5: Board Governance and Oversight, pages 39-41   |             |
| 2-13 Delegation of responsibility for managing impacts                           | Chapter 5: Board Governance and Oversight, pages 39-41   |             |
| 2-14 Role of the highest governance body in sustainability reporting             | Chapter 5: Board Governance and Oversight, pages 39-41   |             |
| 2-15 Conflicts of interest   | Worthington Industries <a href="#">Code of Conduct</a> , page 3<br>Nominating and Governance Committee Charter, <a href="#">Governance webpage</a>   |             |
| 2-16 Communication of critical concerns  | Chapter 6: Ethics and Integrity, pages 42-44   |             |
| 2-18 Evaluation of the performance of the highest governance body                | Chapter 5: Board Governance and Oversight, pages 39-41<br>Nominating and Governance Committee Charter, <a href="#">Governance webpage</a><br>Corporate Governance Guidelines, <a href="#">Governance webpage</a> |             |
| 2-19 Remuneration policies   | <a href="#">2023 Proxy Statement</a> , pages 34-65   |             |
| 2-20 Process to determine remuneration   | <a href="#">2023 Proxy Statement</a> , pages 33-48   |             |
| 2-21 Annual total compensation ratio   | <a href="#">2023 Proxy Statement</a> , page 64<br><a href="#">2022 Proxy Statement</a> , page 65   |             |
| 2-22 Statement on sustainable development strategy                               | Message from President & CEO Andy Rose, page 4   |             |
| 2-23 Policy commitments  | Chapter 6: Ethics and Integrity, pages 42-44<br><a href="#">Worthington Industries Code of Conduct</a>   |             |
| 2-24 Embedding policy commitments  | Chapter 6: Ethics and Integrity, pages 42-44<br><a href="#">Worthington Industries Code of Conduct</a>   |             |
| 2-26 Mechanisms for seeking advice and raising concerns                          | Chapter 6: Ethics and Integrity, pages 42-44   |             |
| 2-27 Compliance with laws and regulations  | Worthington Industries had no instances of non-compliance with laws and regulations during the reporting period.   |             |
| 2-28 Membership associations   | Ohio Manufacturers' Association<br>Metal Service Center Institute (MSCI)   |             |
| 2-29 Approach to stakeholder engagement  | <a href="#">2023 Proxy Statement</a> , page 35-36<br>Chapter 3: Occupational Health and Safety, pages 23-27  |             |
| 2-30 Collective bargaining agreements  | <a href="#">2023 Annual Report</a> , page 8  |             |

| DISCLOSURE   | REPORT LOCATION OR EXTERNAL REFERENCE   | SDG LINKAGE                                    |
|--|---|--|
| <b>Material Topics</b>   |   |  |
| <b>GRI 3: Material Topics 2021</b>   |   |  |
| 3-1 Process to determine material topics                                       | Introduction, pages 9-10  |  |
| 3-2 List of material topics  | Introduction, pages 9-10  |  |
| 3-3 Management of material topics  | Chapter 1: Human Capital Management, pages 12-17<br>Chapter 2: Diversity, Equity and Inclusion, pages 18-22<br>Chapter 3: Occupational Health and Safety, pages 23-27<br>Chapter 4: Philanthropy and Volunteerism, pages 29-37<br>Chapter 5: Board Governance and Oversight, pages 39-41<br>Chapter 6: Ethics and Integrity, pages 42-44<br>Chapter 7: Risk Management, pages 45-47<br>Chapter 8: Responsible Supply Chain, pages 48-50<br>Chapter 9: Environmental Management System, pages 52-54<br>Chapter 10: GHG and Non-GHG Emissions, pages 55-58<br>Chapter 11: Waste and Water Management, pages 59-61<br>Chapter 12: Product Safety and Innovation, pages 63-70 |  |
| <b>200 series (Economic topics)</b>  |   |  |
| <b>Procurement Practices</b>   |   |  |
| <b>GRI 204: Procurement Practices 2016</b>                                     |   |  |
| 204-1 Proportion of spending on local suppliers                                | Chapter 8: Responsible Supply Chain, pages 48-50  | SDG 8: Decent Work and Economic Growth         |
| <b>Anti-corruption</b>   |   |  |
| <b>GRI 205: Anti-corruption 2016</b>   |   |  |
| 205-1 Operations assessed for risks related to corruption                      | Chapter 6: Ethics and Integrity, pages 42-44  | SDG 16: Peace, Justice and Strong Institutions |
| 205-2 Communication and training about anti-corruption policies and procedures | Chapter 6: Ethics and Integrity, pages 42-44  |  |

| DISCLOSURE  | REPORT LOCATION OR EXTERNAL REFERENCE               | SDG LINKAGE  |
|---|---|--|
| <b>300 series (Environmental topics)</b>            |   |  |
| <b>Energy</b>                                       |   |  |
| <b>GRI 302: Energy 2016</b>                         |   |  |
| 302-1 Energy consumption within the organization    | ESG Data Tables, pages 72-78                        | SDG 7: Affordable and Clean Energy   |
| 302-3 Energy intensity                              | ESG Data Tables, pages 72-78                        | SDG 8: Decent Work and Economic Growth   |
| 302-4 Reduction of energy consumption               | Chapter 10: GHG and Non-GHG Emissions, pages 55-58  | SDG 12: Responsible Consumption and Production<br>SDG 13: Climate Action   |
| <b>Water and Effluents</b>                          |   |  |
| <b>GRI 303: Water and Effluents 2018</b>            |   |  |
| 303-1 Interactions with water as a shared resource  | Chapter 11: Waste and Water Management, pages 59-61 | SDG 6: Clean Water and Sanitation<br>SDG 12: Responsible Consumption and Production  |
| 303-2 Management of water discharge-related impacts | Chapter 11: Waste and Water Management, pages 59-61 | SDG 6: Clean Water and Sanitation  |
| 303-3 Water withdrawal                              | ESG Data Tables, pages 72-78                        |  |
| <b>Emissions</b>                                    |   |  |
| <b>GRI 305: Emissions 2016</b>                      |   |  |
| 305-1 Direct (Scope 1) GHG emissions                | ESG Data Tables, pages 72-78                        | SDG 3: Good Health and Well-Being  |
| 305-2 Energy indirect (Scope 2) GHG emissions       | ESG Data Tables, pages 72-78                        | SDG 12: Responsible Consumption and Production<br>SDG 13: Climate Action<br>SDG 14: Life Below Water<br>SDG 15: Life on Land |

| DISCLOSURE  | REPORT LOCATION OR EXTERNAL REFERENCE   | SDG LINKAGE  |
|---|---|--|
| 305-4 GHG emissions intensity   | ESG Data Tables, pages 72-78  | SDG 13: Climate Action   |
| 305-5 Reduction of GHG emissions  | Chapter 10: GHG and Non-GHG Emissions, pages 55-58<br>CDP Climate Change Questionnaire, C4.3b | SDG 14: Life Below Water<br>SDG 15: Life on Land   |
| 305-6 Emissions of ozone-depleting substances (ODS)                                   | Worthington tracks usage but not emissions of ODS and is not able to disclose on this topic   | SDG 3: Good Health and Well-Being<br>SDG 12: Responsible Consumption and Production  |
| 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | ESG Data Tables, pages 72-78  | SDG 3: Good Health and Well-Being<br>SDG 12: Responsible Consumption and Production<br>SDG 14: Life Below Water<br>SDG 15: Life on Land  |
| <b>Waste</b>  |   |  |
| <b>GRI 306: Waste 2020</b>  |   |  |
| 306-2 Management of significant waste-related impacts                                 | Chapter 11: Waste and Water Management, pages 59-61   | SDG 3: Good Health and Well-Being<br>SDG 6: Clean Water and Sanitation<br>SDG 8: Decent Work and Economic Growth<br>SDG 11: Sustainable Cities and Communities<br>SDG 12: Responsible Consumption and Production |
| 306-3 Waste generated   | ESG Data Tables, pages 72-78  | SDG 3: Good Health and Well-Being<br>SDG 6: Clean Water and Sanitation<br>SDG 11: Sustainable Cities and Communities<br>SDG 12: Responsible Consumption and Production<br>SDG 15: Life on Land                   |

| DISCLOSURE   | REPORT LOCATION OR EXTERNAL REFERENCE                  | SDG LINKAGE  |
|--|--|--|
| 306-4 Waste diverted from disposal   | ESG Data Tables, pages 72-78                           | SDG 3: Good Health and Well-Being<br>SDG 11: Sustainable Cities and Communities<br>SDG 12: Responsible Consumption and Production  |
| 306-5 Waste directed to disposal   | ESG Data Tables, pages 72-78                           | SDG 3: Good Health and Well-Being<br>SDG 6: Clean Water and Sanitation<br>SDG 11: Sustainable Cities and Communities<br>SDG 12: Responsible Consumption and Production<br>SDG 15: Life on Land |
| <b>400 series (Social topics)</b>  |  |  |
| <b>Employment</b>  |  |  |
| <b>GRI 401: Employment 2016</b>  |  |  |
| 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Chapter 1: Human Capital Management, pages 12-17       | SDG 3: Good Health and Well-Being<br>SDG 5: Gender Equality<br>SDG 8: Decent Work and Economic Growth  |
| <b>Occupational Health and Safety</b>  |  |  |
| <b>GRI 403: Occupational Health and Safety 2018</b>  |  |  |
| 403-1 Occupational health and safety management system   | Chapter 3: Occupational Health and Safety, pages 23-27 |  |
| 403-2 Hazard identification, risk assessment, and incident investigation                                 | Chapter 3: Occupational Health and Safety, pages 23-27 | SDG 8: Decent Work and Economic Growth   |
| 403-3 Occupational health services   | Chapter 1: Human Capital Management, pages 12-17       |  |

| DISCLOSURE  | REPORT LOCATION OR EXTERNAL REFERENCE   | SDG LINKAGE  |
|---|---|--|
| 403-4 Worker participation, consultation, and communication on occupational health and safety                       | Chapter 3: Occupational Health and Safety, pages 23-27                                  | SDG 8: Decent Work and Economic Growth<br>SDG 16: Peace, Justice and Strong Institutions |
| 403-5 Worker training on occupational health and safety   | Chapter 3: Occupational Health and Safety, pages 23-27                                  | SDG 8: Decent Work and Economic Growth   |
| 403-6 Promotion of worker health  | Chapter 1: Human Capital Management, pages 12-17  | SDG 3: Good Health and Well-Being  |
| 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Chapter 3: Occupational Health and Safety, pages 23-27                                  | SDG 8: Decent Work and Economic Growth   |
| 403-8 Workers covered by an occupational health and safety management system  | Chapter 3: Occupational Health and Safety, pages 23-27                                  |  |
| 403-9 Work-related injuries   | Chapter 3: Occupational Health and Safety, pages 23-27<br>ESG Data Table, pages 72-78   | SDG 3: Good Health and Well-Being  |
| 403-10 Work-related ill health  | Chapter 3: Occupational Health and Safety, pages 23-27<br>ESG Data Tables, pages 72-78  | SDG 8: Decent Work and Economic Growth<br>SDG 16: Peace, Justice and Strong Institutions |
| <b>Training and Education</b>   |   |  |
| <b>GRI 404: Training and Education 2016</b>   |   |  |
| 404-2 Programs for upgrading employee skills and transition assistance programs                                     | Chapter 1: Human Capital Management, pages 12-17  | SDG 8: Decent Work and Economic Growth   |
| <b>Diversity and Equal Opportunity</b>  |   |  |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b>  |   |  |
| 405-1 Diversity of governance bodies and employees  | Chapter 2: Diversity, Equity and Inclusion, pages 18-22<br>ESG Data Tables, pages 72-78 | SDG 5: Gender Equality<br>SDG 8: Decent Work and Economic Growth                         |

| DISCLOSURE  | REPORT LOCATION OR EXTERNAL REFERENCE  | SDG LINKAGE  |
|---|--|--|
| <b>Local Communities</b>  |  |  |
| <b>GRI 413: Local Communities 2016</b>  |  |  |
| 413-1 Operations with local community engagement, impact assessments, and development programs      | Chapter 4: Philanthropy and Volunteerism, pages 29-37  |  |
| <b>Supplier Social Assessment</b>   |  |  |
| <b>GRI 414: Supplier Social Assessment 2016</b>   |  |  |
| 414-1 New suppliers that were screened using social criteria  | Chapter 8: Responsible Supply Chain, pages 48-50   | SDG 5: Gender Equality<br>SDG 8: Decent Work and Economic Growth<br>SDG 16: Peace, Justice and Strong Institutions |
| <b>Customer Health and Safety</b>   |  |  |
| <b>GRI 416: Customer Health and Safety 2016</b>   |  |  |
| 416-1 Assessment of the health and safety impacts of product and service categories                 | Chapter 12: Product Safety and Innovation, pages 63-70   |  |
| 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | Worthington Industries has not identified any instances of non-compliance with regulations and/or voluntary codes within the reporting period. | SDG 16: Peace, Justice and Strong Institutions   |
| <b>Customer Privacy</b>   |  |  |
| <b>GRI 418: Customer Privacy 2016</b>   |  |  |
| 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data  | Chapter 7: Risk Management, pages 45-47  | SDG 16: Peace, Justice and Strong Institutions   |

# SASB - IRON & STEEL PRODUCERS

| SASB Topic                           | Accounting Metric  | Code         | Section Reference  |
|--------------------------------------|--|--------------|--|
| <b>Greenhouse Gas Emissions</b>      | Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations  | EM-IS-110a.1 | ESG Data Tables, pages 72-78   |
|                                      | Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets   | EM-IS-110a.2 | Chapter 10: GHG and Non-GHG Emissions, pages 55-58                                     |
| <b>Air Emissions</b>                 | Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) manganese (MnO), (6) lead (Pb), (7) volatile organic compounds (VOCs), and (8) polycyclic aromatic hydrocarbons (PAHs) | EM-IS-120a.1 | ESG Data Tables, pages 72-78   |
| <b>Energy Management</b>             | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable   | EM-IS-130a.1 | ESG Data Tables, pages 72-78   |
|                                      | (1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas, (4) percentage renewable   | EM-IS-130a.2 | ESG Data Tables, pages 72-78   |
| <b>Water Management</b>              | (1) Total fresh water withdrawn, (2) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress  | EM-IS-140a.1 | ESG Data Tables, pages 72-78   |
| <b>Waste Management</b>              | Amount of waste generated, percentage hazardous, percentage recycled   | EM-IS-150a.1 | ESG Data Tables, pages 72-78   |
| <b>Workforce Health &amp; Safety</b> | (1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees   | EM-IS-320a.1 | Chapter 3: Occupational Health and Safety, pages 23-27<br>ESG Data Tables, pages 72-78 |
| <b>Supply Chain Management</b>       | Discussion of the process for managing iron ore and/or coking coal sourcing risks arising from environmental and social issues   | EM-IS-430a.1 | Not Applicable   |
| <b>Activity Metrics</b>              | Raw steel production, percentage from: (1) basic oxygen furnace processes, (2) electric arc furnace processes  | EM-IS-000.A  | Not Applicable   |
|                                      | Total iron ore production  | EM-IS-000.B  | Not Applicable   |
|                                      | Total coking coal production   | EM-IS-000.C  | Not Applicable   |



## SASB - INDUSTRIAL MACHINERY & GOODS

| SASB Topic                                       | Accounting Metric   | Code         | Section Reference  |
|--|---|--------------|--|
| <b>Energy Management</b>                         | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable                  | RT-IG-130a.1 | See EM-IS-130a.1.  |
| <b>Employee Health &amp; Safety</b>              | (1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) | RT-IG-320a.1 | Chapter 3: Occupational Health and Safety, pages 23-27<br>ESG Data Tables, pages 72-78 |
| <b>Fuel Economy &amp; Emissions in Use-phase</b> | Sales-weighted fuel efficiency for non-road equipment   | RT-IG-410a.2 | Chapter 12: Product Safety and Innovation, pages 63-70                                 |
| <b>Materials Sourcing</b>                        | Description of the management of risks associated with the use of critical materials                  | RT-IG-440a.1 | Chapter 8: Responsible Supply Chain, pages 48-50                                       |
| <b>Remanufacturing Design &amp; Services</b>     | Revenue from remanufactured products and remanufacturing services                                     | RT-IG-440b.1 | Chapter 12: Product Safety and Innovation, pages 63-70                                 |
|  | Number of employees   | RT-IG-000.B  | ESG Data Tables, pages 72-78   |

## SASB - BUILDING PRODUCTS & FURNISHINGS

| SASB Topic                                     | Accounting Metric   | Code         | Section Reference                                      |
|--|---|--------------|--|
| <b>Product Lifecycle Environmental Impacts</b> | Description of efforts to manage product lifecycle impacts and meet demand for sustainable products | CG-BF-410a.1 | Chapter 12: Product Safety and Innovation, pages 63-70 |

# TCFD TABLE

| TCFD Element               | Disclosure  | Section Reference   |
|----------------------------|---|---|
| <b>Governance</b>          | a) Describe the board's oversight of climate-related risks and opportunities.   | Chapter 5: Board Governance and Oversight, pages 39-41<br>Chapter 7: Risk Management, pages 45-47   |
|                            | b) Describe management's role in assessing and managing climate-related risks and opportunities.  | Chapter 7: Risk Management, pages 45-47   |
| <b>Strategy</b>            | a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.                            | Chapter 7: Risk Management, pages 45-47<br>Chapter 12: Product Safety and Innovation, pages 63-70<br>CDP Climate Questionnaire, C2.3a and C2.4a   |
| <b>Risk Management</b>     | a) Describe the organization's processes for identifying and assessing climate-related risks.   | Chapter 7: Risk Management, pages 45-47<br>CDP Climate Questionnaire, C2.2  |
|                            | b) Describe the organization's processes for managing climate-related risks.  | Chapter 7: Risk Management, pages 45-47<br>Chapter 9: Environmental Management System, pages 52-54<br>Chapter 10: GHG and Non-GHG Emissions, pages 55-58<br>Chapter 11: Waste and Water Management, pages 59-61 |
|                            | c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.  | Chapter 7: Risk Management, pages 45-47<br>CDP Climate Questionnaire, C2.2  |
| <b>Metrics and Targets</b> | a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. | ESG Data Tables, pages 72-78  |
|                            | b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.   | ESG Data Tables, pages 72-78  |
|                            | c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.                       | Chapter 10: GHG and Non-GHG Emissions, pages 55-58  |



200 WEST OLD WILSON BRIDGE ROAD  
COLUMBUS, OH 43085



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