



WORTHINGTON INDUSTRIES 2022
CORPORATE CITIZENSHIP
AND SUSTAINABILITY
REPORT

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INTRODUCTION —

MESSAGE FROM PRESIDENT & CEO ANDY ROSE

I am proud to introduce our corporate responsibility and sustainability report for fiscal 2022. This enhanced report reflects our expanding focus on environmental, social and governance (ESG) initiatives at Worthington. The Company also achieved strong financial performance during the year in a challenging environment thanks to the hard work of our dedicated employees and their commitment to our customers.

Earlier this year, we committed to working towards a plan to set greenhouse gas (GHG) emissions reduction targets that are aligned with a 1.5 degree Celsius science-based target, setting a pathway to net-zero emissions by 2050. We conducted an ESG materiality assessment and are currently assessing Scopes 1, 2 and 3 GHG calculations that will be used as a basis for emissions reduction targets. We also continued to build on our culture of putting people first and fostering an inclusive workplace environment where diversity is valued and embraced. In fiscal 2022, we hired our first director of diversity, equity and inclusion (DEI), who is leading the implementation of a strategy for

diversity and inclusion in our workplace and with suppliers.

Worthington is also committed to supporting DEI programs and initiatives in our communities, including building a talent pipeline for local students to prepare for career opportunities in the manufacturing industry. We continued to support community organizations through the Worthington Industries Foundation, focusing on important causes in our focus areas of health, human services, youth and education and civic causes.

Our annual Companywide Engagement Survey showed results exceeding manufacturing and global benchmarks



in employee engagement, manager effectiveness and safety, all of which have been hallmarks of our business throughout our 67-year history. Employee health and safety is our number one priority and our SafeWorks safety program helped us maintain injury rates well below industry benchmarks.

We remain focused on continued improvement of our manufacturing process to reduce our environmental impact. Our Green Star Initiative continues to raise awareness of our environmental goals and reward facilities for achieving year-over-year improvements in energy usage, waste production and water consumption.

Many of our products and services also play a role in supporting reductions in GHG emissions including through automotive lightweighting technologies,

electrical steel laminations for electric vehicles, transformers and wind turbines, gas containment systems for the growing hydrogen ecosystem and connected products that support reduced fuel consumption.

Worthington's Board of Directors is committed to good governance practices including oversight of policies, practices and reporting on ESG issues. This report provides enhanced reporting and metrics following the most widely used ESG frameworks to ensure transparency and accountability to our stakeholders. Thank you for your support as we continue to move forward in our mission of being Makers of Better.

Andy Rose
PRESIDENT AND 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 each other, 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 the Philosophy as our foundation for decision making. We work as one company, with one purpose, on one team.



OUR PHILOSOPHY

EARNINGS

The first corporate goal for Worthington 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.

OUR GOLDEN RULE

We treat our customers, employees, investors and suppliers, as we would like to be treated.

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.

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.

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.

COMMUNICATION

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

CITIZENSHIP

Worthington 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.

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.

OUR SEGMENTS



Steel Processing: Focuses on value-added steel processing, laser welding solutions, and this year, expanded 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.

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.

Building Solutions: 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.

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.

WORTHINGTON INDUSTRIES' MATERIALITY-BASED APPROACH TO ESG

To inform this ESG Report, in fiscal 2022 Worthington completed its first ESG materiality assessment. As part of this work, Worthington retained Governance & Accountability Institute (G&A), a highly respected advisor on ESG issues, to perform an independent third-party assessment.

The assessment began by examining a range of key stakeholders, including investors, employees and ESG rating organizations, as well as studying industry peers, to conduct a materiality analysis of ESG topics. Topics included each of the GRI Standards Topics, the 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 important stakeholders.

We first mapped sector-specific material ESG topics identified by these stakeholders 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, gaining further insight into the key ESG issues for the Company.

MATERIALITY CHART

● Top 10 Material Topics
● Additional Report Topics



Industry Perspectives

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 Worthington Industries 2022 Corporate Citizenship and Sustainability Report primarily covers data and metrics related to the 2022 fiscal year ended May 31, 2022, unless otherwise noted.

This report was prepared with reference to the Global Reporting Initiative (GRI) Standards and incorporates the Iron & Steel Producers Standard of the Sustainability Accounting Standards Board (SASB), as well as elements of the Industrial Machinery & Goods and Building Products & Furnishings Sustainability Accounting Standards. We have also mapped our progress on material topics aligned with the United Nations Sustainable Development Goals (SDGs). Content indexes are available from page 67.

All of these frameworks and our material topics are mapped to the report chapters, as seen in this table.

Chapter	Worthington Material Topic(s)	GRI Topic(s)	SASB Topic(s)	Sustainable Development Goal(s)	Chapter	Worthington Material Topic(s)	GRI Topic(s)	SASB Topic(s)	Sustainable Development Goal(s)
Our Culture: People First					Environmental Protection				
Human Capital Management	• Diversity and Equal Opportunity	Employment (401)			Responsible Supply Chain	• Supply Chain	Procurement Practices (204) Supplier Environmental Assessment (308) Supplier Social Assessment (414)	Supply Chain Management	
Diversity, Equity and Inclusion	• Diversity and Equal Opportunity	Diversity and Equal Opportunity (405)			Environmental Management System	• GHG Emissions • Waste • Water and Effluents • Non-GHG Air Emissions	n/a	Energy Management	
Occupational Health and Safety	• Occupational Health and Safety	Occupational Health and Safety (403)	Workforce Health & Safety		GHG and Non-GHG Emissions	• GHG Emissions • Non-GHG Air Emissions	Emissions (305)	Greenhouse Gas Emissions Air Emissions	
Corporate Citizenship					Innovation				
Philanthropy and Volunteerism		Local Communities (413)			Waste and Water Management	• Waste • Water and Effluents	Waste (306) Water and Effluents (303)	Water Management Waste Management	
Corporate Governance					Product Safety and Innovation				
Board Governance and Oversight	• Governance	Governance Structure and Composition (2-9)			Product Safety and Innovation	• Product Innovation	Customer Health and Safety (416)	Product Lifecycle Environmental Impacts	
Ethics and Integrity	• Ethics and Integrity	Policy Commitments (2-23 and 2-26)							
Risk Management	• Governance	Overseeing the Management of Impacts (2-12)							

OUR CULTURE: PEOPLE FIRST

Our commitment to ESG and sustainability includes putting people first by providing a supportive and inclusive environment to build a culture of engagement, and by working together to ensure the health and safety of our employees. We were proud to be recognized as a best place to work in fiscal 2022 with several honors based on employee feedback, including Columbus CEO Top Workplaces, Best Places to Work[®] Austria, IDG's Computerworld 100 Best Places to Work in IT and Military Friendly Employer[®].



SDG Linkages:



CHAPTER 1: HUMAN CAPITAL MANAGEMENT

Human capital management (HCM) is a top priority at Worthington and is overseen by our Chief Human Resources Officer, who reports regularly to the Board’s Compensation Committee. The Compensation Committee’s oversight roles include reviewing, and discussing with the Company’s management, activities related to talent management and development, talent attraction and retention, employee engagement and diversity, equity and inclusion.

As stated in the Worthington Industries Code of Conduct, the Company is committed to observing fair labor and employment practices, including 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 the strongest

employee-employer partnerships in American industry. This partnership is built on a Companywide commitment to Our Philosophy and is rooted in the Golden Rule of treating people the way you would like to be treated and communicating through every channel possible.



EMPLOYEE ENGAGEMENT

Focusing on continuous improvement is an important part of Worthington's people-first culture. As Makers of Better, we regularly seek employee feedback through Employee Engagement Surveys in all locations. In fiscal 2022, Worthington partnered with a third-party administrator to complete its second Companywide Engagement Survey. With a 63 percent worldwide participation rate, the Company's results exceeded both manufacturing and global benchmarks in several categories, including Employee Engagement (75%), Safety (89%), and Manager Effectiveness (76%). Our third-party partner also provided dozens of action items for improvement that our leaders, managers and Employee Council members are working on. The Companywide Engagement Survey is an annual survey to help the Company develop relevant goals and monitor progress.

The 2022 Engagement Survey revealed that a sense of belonging and career development were the two largest drivers of employee engagement,

with the Company's scores in both categories – Belonging (76%) and Career Development (72%) – increasing over the prior survey. In the past two years, the Company has strengthened its DEI strategy – which is critical to a feeling of belonging for employees – by focusing on four key pillars: workforce, workplace, community and partnerships. Additionally, our Company has supported employees' career development by creating a Stretch Assignment Marketplace where employees can find opportunities to participate in projects and activities from across the Company that are beyond their day-to-day duties, thereby increasing skills and building stronger relationships. We are focused on enhancing the Individual Development Plan process for all employees, especially within our manufacturing operations; and on providing mentors to sustain learning from conferences and workshops. This comprehensive approach to development has resonated with employees and resulted in improved engagement and belonging.



2022 ENGAGEMENT SURVEY SCORES

63%

Worldwide Participation Rate

76%

Manager Effectiveness

75%

Employee Engagement

72%

Career Development

76%

Belonging

89%

Safety

EMPLOYEE COUNCILS

Employee councils have a long, rich history at Worthington. They are one way the Company works to create an environment of openness where employees' ideas and opinions are respected and valued. Each location has a council, comprised of employees and representatives from management, that meets monthly. Council members rotate on and off according to a set schedule, and members recommend their own replacements. Employee councils serve in a valuable role for

communication and progress updates. All employees know where to turn to make sure someone addresses their concerns and suggestions. In addition to monthly employee council meetings, two council members from each location also come together for an annual meeting at Company headquarters. During this meeting, council members share best practices and senior management, up to and including the chief executive officer, share Company initiatives and listen to ideas and feedback from participants.



Each Worthington location has a council, comprised of employees and representatives from management, that meets monthly.

COMPENSATION PHILOSOPHY

Our Philosophy includes the belief that people respond to recognition, opportunity to grow and fair compensation. Worthington's compensation philosophy reflects this belief, along with the principle that employees should have a meaningful portion of their total compensation tied to performance and that the Company should use incentives which are intended to drive and reward performance. In support of this, all full-time employees of the Company participate in some form of an incentive compensation program. These programs include 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.

With respect to executive compensation, the Company's objectives are to attract and retain highly-qualified executives, to align the interests of management with the interests of shareholders and to provide incentives, based primarily on Company performance, for reaching established Company goals and objectives. The Board's Compensation Committee reviews and administers the compensation of the Company's executive management, 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, which has a cash compensation component and an equity-based compensation component, which incentivize executives to drive Company performance and align their interests with those of the Company's shareholders.

BENEFITS

Worthington is proud to provide our employees and their families access to a comprehensive set of benefits that are more competitive compared to others in our industry. 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 our full-time and part-time employees. Worthington's medical plan includes a Health Savings Account (HSA) that works in conjunction with the medical plan that can be used to save and pay for qualified medical expenses. The Company provides an annual contribution of \$2,000 for family coverage and \$1,000 for single coverage to employee HSAs, twice the average provided by comparable employers. Also, Flexible Spending Accounts can be used by our full-time employees to assist with dependent care, childcare and qualified adoption expenses.

For full-time employees we also provide basic life, Accidental Death & Dismemberment (AD&D) and short- and long-term disability coverage as well as a 401(k) retirement plan for U.S. employees. All full-time male and female employees are eligible for up to two weeks of parental leave that can be used in the four months following birth, adoption or foster care placement of a child. A female employee receives six weeks of paid time-off after having a baby and an additional two weeks of paid Parental Leave following. She can then take up to an additional four weeks of unpaid FMLA time or substitute unpaid FMLA time with available vacation. Male employees can take up to two weeks of paid Parental Leave and an additional 10 weeks of unpaid FMLA time or substitute unpaid FMLA time with available vacation.

The Company also offers a broad array of wellness benefits and programs to all employees, including a comprehensive wellness program, Worthington Amped, which offers rewards to employees for participation in free health screenings and Companywide health challenges. The Company has an onsite medical center and pharmacy in Columbus, Ohio and 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 Companywide 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, as well as a work/life concierge where the EAP assists with finding and getting quotes for a variety of needs including childcare, getting your car fixed, finding a vet and more.



BUILDING OUR TALENT PIPELINE

Worthington is committed to helping prepare the next generation of qualified and motivated employees to enable our Company to grow and achieve long-term success.

Worthington Workforce Experience

Our Worthington Workforce Experience 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. To date, nearly 75 students have completed the program and a third have signed on to work with Worthington full-time.

Annual Summer Internship

We also offer an annual summer internship program in which interns join teams across the Company in information technology, marketing, operations, data analytics, engineering and more. The interns learn about their areas of focus, participate in community service projects and hone their presentation, resume writing and interviewing skills. Each intern also completes a special project and reports back to managers and executive leadership at the program's culmination.

Ohio Means Jobs Partnership

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 that will help them in future careers. 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.

WORTHINGTON WORKFORCE EXPERIENCE PROGRAM

75

Students

160

Hours of classroom instruction



SDG Linkages:



CHAPTER 2: DIVERSITY, EQUITY AND INCLUSION

Worthington values diversity of all types and we are committed to building an inclusive culture guided by **Our Philosophy**, in which all employees feel they belong and can do their best work. We believe diverse thought and experiences help drive innovation and lead to long-term success.

Our commitment to diversity, equity and inclusion (DEI) starts at the top with the Company's Board of Directors, which has delegated to the Compensation Committee the oversight responsibility for the Company's human capital management activities, including DEI strategies and programs. 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 on Human Capital Management.

We established a DEI Senior Leadership Council in fiscal 2021, comprised of

senior management and heads of our business units, and chaired by our Senior Vice President and Chief Human Resources Officer. In fiscal 2022, we focused on implementing the strategy developed by the DEI Senior Leadership Council to elevate and advance DEI across the Company by focusing on four primary strategic pillars: Workforce, Workplace, Community and Partnerships. Worthington also hired our first Director of DEI, who is leading the implementation of a three-year strategy including setting targets for diversity in our workplace and suppliers.



WORKFORCE

Worthington is committed to best-in-industry practices in recruiting, promotion and retention across all dimensions of diversity, including gender, race and veteran status. As part of our three-year strategy, we are establishing baseline numbers that will be used to set targeted diversity goals, with a focus on diverse hiring. This year, we have enhanced our recruiting activities and our training on removing unconscious bias in interviewing. In fiscal 2022, 49.2% of our hires were diverse, up from 46.6% in fiscal 2021.

Our enhanced recruiting activities have included an increased focus on recruiters and job boards targeting diverse candidates, and participation with business groups such as Central Ohio Diversity Consortium. We have participated in events at local colleges, including The Ohio State University and Columbus State Community College, to encourage careers in manufacturing among diverse students. We have also partnered with Central State University, a public, historically black college or

university (HBCU), to offer internships to their engineering program students. As this program expands, our leaders will make regular trips to campus to provide coaching and mentoring to students.

To help raise awareness of DEI issues impacting promotion and retention, we included a keynote workshop on DEI foundations in our bi-annual Learn & Lead training conference. This workshop served to outline how our organization defines diversity and inclusion, and included breakout sessions with case studies designed to reinforce these concepts and offer the opportunity to practice DEI conversation skills. DEI topics have been incorporated into trainings for Human Resources staff, managers and individual contributors.

FOCUS ON DIVERSE HIRING:

49.2%

Of new hires in fiscal 2022 were diverse



WORKFORCE DIVERSITY *	FY 2020	FY 2021	FY 2022
Female	900	801	824
Male	4,249	4,109	4,005
Asian	118	113	101
Black / African American	492	522	528
Hispanic / Latino	400	423	330
Native American / Alaskan Native	38	35	25
Native Hawaiian / Pacific Islander	7	7	5
Unknown	1	10	21
White	4,093	3,800	3,819

* numbers are of U.S. total workforce

WORKPLACE

Our DEI strategy includes fostering an inclusive working environment aligned with Our Philosophy that creates and sustains a sense of belonging for all employees. We are committed to raising awareness of DEI issues through regular training programs and the establishment of Employee Resource Groups to support employees and help create a more inclusive workplace.

In fiscal 2022, we launched the Respect in Our Workplace 2.0 training module, which was revised to provide an enhanced experience that explores

Worthington's values and culture. The training examines three distinct areas: Empathy, Culture and Inclusion, which have been identified as relevant factors that influence the multi-faceted nature of Our Philosophy, which is discussed on page 6.

We also launched our Corporate DEI Education program during the Company's first ever corporate celebration of Black History Month, which was followed with subsequent events for Women's History Month and AAPI Heritage Month.

We launched our first Employee Resource Group, our Women's Resource Group, in fiscal 2022, and are planning to launch additional groups in fiscal 2023. Our Employee Resource Groups are open to any employee throughout the Company to share cultural insights, best practices and help drive advancement and recognition in our workplace.

Worthington also supports the career development of women in our industry with financial support and resources for Women for Economic Leadership and

Development (WELD) 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 in the industry. Several Worthington employees serve on the AWMI Executive Committee and the Board of Directors of the Columbus Chapter of AWMI.

WORTHINGTON'S RESPECT IN OUR WORKPLACE 2.0 TRAINING MODULE IS FOCUSED ON:



COMMUNITY

Worthington is committed to leveraging our DEI journey as an organization to identify opportunities to give back, show support and build roots in the communities where we live and work. We are partnering with community organizations and school districts to implement programs to encourage and prepare students from our local communities for career opportunities in the manufacturing industry. These programs, including our 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 and its work as discussed in [Chapter 4](#).

We are partnering with community organizations and school districts to implement programs to encourage and prepare students from our local communities for career opportunities in the manufacturing industry.



PARTNERS

An important pillar of our DEI strategy is to develop a robust Supplier Diversity Program to support the growth of businesses in underrepresented communities. Worthington's suppliers and contractors are a key part of our ability to provide customers with high quality and innovative products and we are working to integrate diversity criteria into our supplier selection and qualification process. We are also committed to establishing goals for diverse supplier spend and to reporting these metrics to ensure accountability and transparency.

CHAPTER 3: OCCUPATIONAL HEALTH AND SAFETY

Our Philosophy of putting People First extends to our commitment to ensuring the health and safety of Worthington’s employees and everyone who enters our facilities. All 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 focus on continuous improvement and building a world class safety culture has helped Worthington achieve safety performance metrics better than the industry average. At the end of calendar year 2021 our Total Case Incident Rate (TCIR, the number of occupational injuries and illnesses per 100 employees) was 1.45 compared to 1.82 at the end of calendar 2020. According to the U.S. Bureau of Labor Statistics, the weighted average TCIR of the Primary Metal Manufacturing industry was 3.90 during calendar 2020 (the most recent year for which data has been reported), making our safety performance 2.7 times better.

SDG Linkages:



Safety is a critical issue at Worthington, and we set several annual goals to measure progress. For the reporting year, here is a selection of our safety goals:

- Recordable Rate less than or equal to 1.25
- Days Away Restricted or Transferred (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

2021 TOTAL CASE INCIDENT RATE (TCIR)

2.7x Better

than the weighted average TCIR of the Primary Metal Manufacturing industry



SAFEWORKS SAFETY PROGRAM

Worthington follows industry best practices to help drive continuous improvement in our safety practices. At the corporate level, Worthington's Environmental, Health and Safety (EHS) Department controls and establishes the scope and framework of our OHS Management System, called SafeWorks. At each facility, local EHS managers are responsible for understanding, investigating and communicating local concerns and working with local management to respond appropriately.

Our SafeWorks program, launched over 20 years ago, has created a world class safety culture at the Company. SafeWorks helps to provide standardization and sharing of Companywide best practices, while also allowing our facilities to address local concerns through employee safety councils.

We build awareness of safety processes and goals by starting meetings with safety briefings and setting safety goals for employees and management. Employees are involved in the safety

improvement process by identifying hazards and providing input on more efficient and safer processes to reduce injury risks. Our people are encouraged to report not only incidents, but also near misses and opportunities for improvement, so we can proactively address potential issues.

Worthington uses SafeWorks to track 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, is gathered at each facility and reviewed by corporate management and reported on a quarterly basis to Worthington's Audit Committee and Board of Directors. Periodic internal audits are conducted at each facility to ensure that SafeWorks is being properly implemented and utilized in accordance with our procedures.

Worthington complies with and works to exceed all applicable worker safety regulations in the U.S. as governed by the Occupational Safety and Health Administration (OSHA). Our U.S. facilities also hold certifications with various industry groups that require regular inspections including the International Organization for Standardization (ISO). Our global sites meet or exceed all local regulations for worker safety and hold various accreditations, certifications, and registrations that require regular inspections.

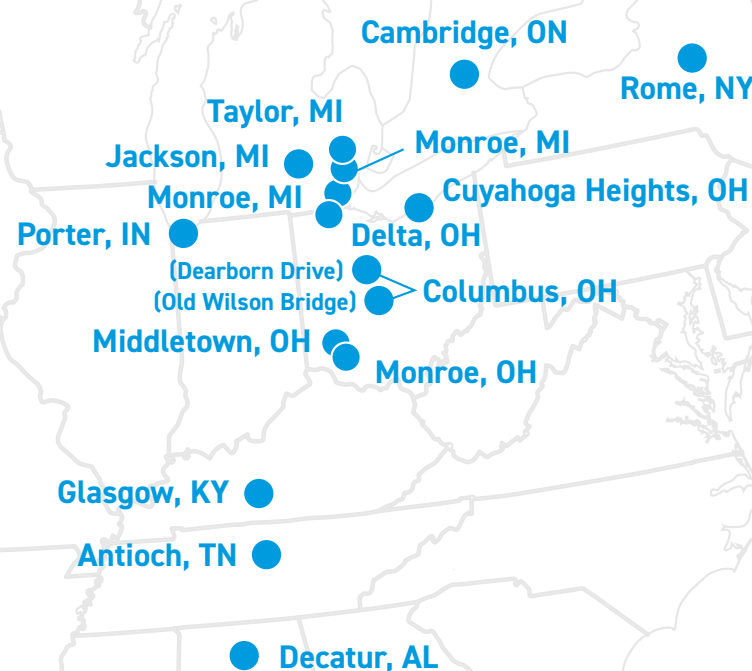


OHS CERTIFICATIONS

SafeWorks is based on ISO 45001, the most recognized global standard for OHS management systems. Sixteen of Worthington's steel processing facilities in the U.S. and our facility in Austria hold ISO 45001 certification and 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 and is illustrated below.

SafeWorks covers 100 percent of employees and is regularly audited by both internal and external groups. Internal audits cover 100 percent of employees over the course of a three-year audit cycle and external audits cover 100 percent of employees at our ISO 45001 facilities over the same time period. In fiscal 2022, internal audits covered 24 percent of employees and external audits covered 18 percent of employees.

WORTHINGTON'S ISO 45001 CERTIFICATIONS



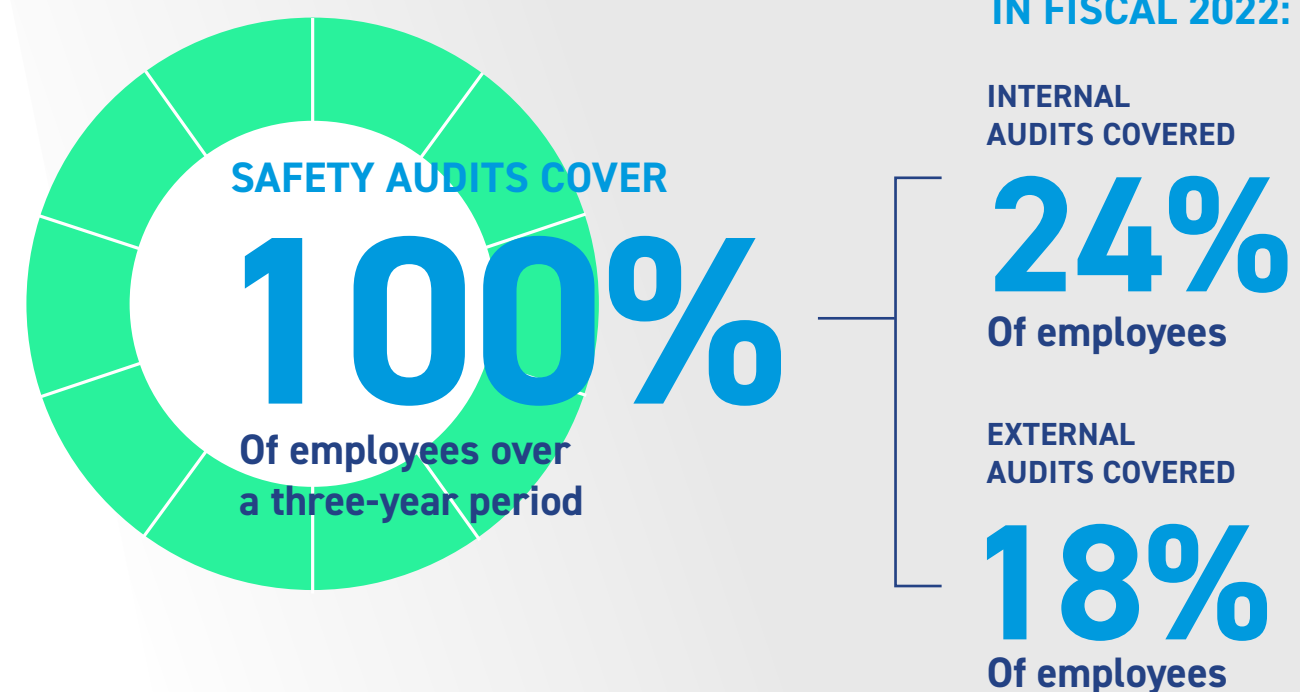
International Location:
Kienberg, Austria

OHS TRAINING

Worthington's commitment to employee safety is demonstrated by our robust safety training requirements, with mandatory New Employee Safety Orientation, monthly general safety training and job-specific safety training based on job position and responsibility. The Company also has a mentorship program which partners new employees with experienced workers to help

build awareness of important safety requirements for the new employees during the first year of employment.

Compliance with safety training requirements is tracked at each facility through SafeWorks. The training data is reviewed by corporate management on a monthly and quarterly basis.



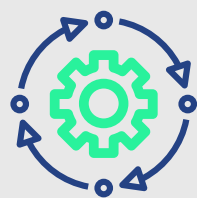
Internal audits cover 100% of employees over the course of a three-year audit cycle and external audits cover 100% of employees at our ISO 45001 facilities over the same time period.

CONTRACTOR SAFETY PROGRAM

Just as we value the safety and well-being of our employees, contractors are an extension of our workforce. Contractors working on Worthington sites must first be pre-qualified through our Contractor Safety Program, which includes vetting from ISN, a third-party contractor safety management service.

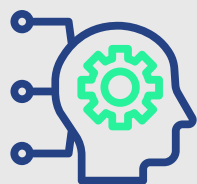
This helps to ensure contractors have an acceptable safety record and safety program that meets Worthington's expectations. In addition, work permits must be in place for all work performed by contractors at our facilities. Contractors are not currently covered by OHS reporting.

The hierarchy of controls to eliminate hazards and minimize risk include but are not limited to:



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.)

ASSESSING AND MANAGING HEALTH AND SAFETY RISKS

Worthington has a well-developed risk assessment and hazard identification process that uses cross-functional teams to leverage diverse perspectives. Risks are assessed prior to undertaking activities. In addition to general risk and opportunities identified, as discussed in [Chapter 7](#), process and equipment specific risks are also assessed.

Risks are identified using process information and observation of operator actions and process activities to list the key functions (process steps) that are supposed to occur. For each process step, the potential hazards are listed. Based on this identification, risks can be assessed.

Risks are assessed for their severity and probability, and other factors such as legal requirements can impact the evaluation as well. Based on the severity and probability, each risk is assigned a low-, medium- or high-risk category. Process controls are identified either to prevent the risk or detect the hazard prior to exposure. These assessments typically involve site and corporate EHS managers, plant personnel, and others who could be impacted. At Worthington, no employee should ever feel that they are working in unsafe conditions. All are authorized to stop work if they feel there is a hazard that needs to be addressed, and no employee will be retaliated against for removing themselves if they feel unsafe.

All Incidents are investigated, and a cross functional team is assembled when necessary to conduct an investigation and discover the root cause. Site EHS managers drive investigations and ensure corrective actions are implemented.

CORPORATE CITIZENSHIP

Worthington is committed to being a good corporate citizen and having a positive impact on the communities where we live and work. We actively support worthwhile community causes and seek partnerships with non-profit organizations who provide important services in our communities. We also assist employees in need through the Worthington CARES Emergency Fund, which provides grants to help our employees with unforeseen circumstances.

SDG Linkages:



CHAPTER 4: PHILANTHROPY AND VOLUNTEERISM

Worthington supports community organizations through the Worthington Industries Foundation, which contributed \$2.2 million in fiscal 2022 to 61 organizations that were mostly in our four focus areas: Health, Human Services, Youth and Education and Civic Causes.

The Worthington Industries Foundation is primarily focused on supporting organizations in the state of Ohio, where we are headquartered. We engage with community leaders to assess needs in our local communities. Non-profit organizations also submit grant applications which are evaluated based on alignment with our focus areas.

The Worthington Industries Foundation proudly supported the following organizations in fiscal 2022:



Worthington CARES Employee Fund

Worthington launched an emergency fund for employees in fiscal 2021 to provide grants to assist with unexpected personal hardships. The program is confidential and is administered by the Salvation Army, who will connect employees to additional services if needed. Among the events the fund assists with are natural disasters, home catastrophes, death of immediate family and domestic violence needs. The Worthington CARES Employee Fund has assisted 18 employees with \$24,658 since the program started in January 2021.

- A Christmas to Cure Cancer
- Columbus Chapter of the National Football Foundation
- Nationwide Children's Hospital Foundation
- The Boys & Girls Clubs of Columbus, Inc.
- The Girl Scouts of Ohio's Heartland Council
- National Groundwater Foundation
- The Ohio State University Foundation
- The Salvation Army of Central Ohio
- 3rd & Goal Foundation
- American Red Cross
- BESA Community Inc.
- Birdies for Buddies
- Canine Companions for Independence
- Celebrate One
- Children's Hunger Alliance
- Choices for Victims of Domestic Violence
- College Mentors for Kids Inc
- Columbus Council on World Affairs
- Columbus Foundation - Digital Equity Fund
- Columbus Foundation - Fundraising Leadership Academy
- Columbus Metropolitan Library Foundation
- Columbus Speech & Hearing Center
- Columbus State Community College
- Columbus Zoo
- Community Shelter Board
- COSI Columbus
- Down Syndrome Assoc. of Central Ohio
- Dolly Parton's Imagination Library of Ohio
- Flying Horse Farms
- Foundation for Ohio Guard and Reserve
- Franklin Park Conservatory
- Gladden Community House
- Greater Columbus Arts Council
- Harmony Project
- Junior Achievement of Central Ohio
- Juvenile Diabetes Foundation
- League of Women Voters
- Marburn Academy
- Mid-Ohio Food Collective
- National Church Residences
- National Veterans Memorial and Museum
- New Albany Community Foundation
- Ohio Foundation of Independent Colleges
- One Columbus Foundation
- Pancreatic Cancer Action Network
- Peggy R. McConnell Arts Center
- Pelotonia
- Recreation Unlimited
- Rev1 Ventures
- Road Runners Club of America - West KY
- Ronald McDonald House
- Simon Kenton Council Boy Scouts of America
- Saint Matthew the Apostle Church & School
- Stowe Mission of Central Ohio
- United Way of Central Ohio
- United Way of Delaware County
- Unverferth House
- Women for Economic Leadership & Development (WELD) Columbus Chapter
- World Central Kitchen International
- YMCA
- YWCA



Health

We supported children's healthcare through donations to the Nationwide Children's Hospital Foundation and Ronald McDonald House. We also helped fund cancer research through donations to Pelotonia, an annual fundraising event. 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.



Pelotonia

Pelotonia is 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. A team of Worthington employees raise donations by participating in a three-day cycling event, with the Worthington Industries Foundation providing matching funds. Worthington's team has raised more than \$300,000 over nine years.





Human Services

The Foundation supported the Red Cross disaster relief services to help those impacted by the deadly tornadoes in western Kentucky. We also supported **Community Shelter Board (CSB)**, which helps people facing homelessness in Columbus and Franklin County. Our donation helped launch a pilot program, Home4Good, in which CSB works with landlords and encourages them to give renters a second chance by reducing the financial risk for them. The Foundation also supported the Mid-Ohio Food Collective, which works to put an end to hunger through its Operation Feed program and Rooted in You campaign.

Mid-Ohio Food Collective

The Worthington Industries Foundation has supported the Mid-Ohio Food Collective (MOFC) in the non-profit organization's work to end hunger in eastern and central Ohio since its inception in 1980. In fiscal 2022, the Foundation committed what MOFC called a "transformational gift" of \$125,000 toward a multi-year commitment of \$500,000 to support the organization's comprehensive Rooted in You campaign. MOFC's Rooted in You campaign includes investing in data and insights, building new production facilities, opening more markets to bring fresh, healthy food to local communities and growing more food by using innovative farming techniques that promote sustainability on a seven-acre urban farm.

In addition to the donations of the Foundation, Worthington's employees have supported MOFC's Operation Feed program through volunteer efforts and employee donations raised through an annual Leadership Challenge event which has raised around \$20,000 annually.



 **Civic Causes**

The Foundation donated \$500,000 toward a \$1.5 million multi-year commitment to the Columbus Zoo's Connecting People & Wildlife campaign focused on transforming animal habitats and guest experiences. The campaign is designed to make the Zoo's educational programming more accessible to the entire community and to support 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 also 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.



Credit: Amanda Carberry, Columbus Zoo and Aquarium

FOUNDATION DONATION

\$500,000

toward a \$1.5 million multi-year commitment to the Columbus Zoo's Connecting People & Wildlife campaign focused on transforming animal habitats and guest experiences

 **Youth and Education**

The Foundation supported the Boys & Girls Clubs of Central Ohio's pilot program of CareerLaunch, a job-readiness and career-preparation program for teens focused on underserved communities. We also continued to support the Bridging the Digital Divide fund, which was established by the Columbus Foundation after immense needs were identified related to the lack of technology and broadband access for home-based learning and job access. Worthington's donations to this fund help ensure that students and their families do not get left behind due to lack of access to technology, with a focused effort to decrease racial and social inequities.

VOLUNTEER PROGRAMS

Our Philosophy encourages Worthington employees to be involved in their communities and our employees donated their time as volunteers to numerous community organizations involved in our focus areas. In fiscal 2022, the Company had 15 members of management who volunteered their time to serve on the board of directors of non-profit organizations.

In Columbus, in honor of Martin Luther King Jr. Day being designated as a National Day of Service, Worthington employees volunteered to help stock Little Pantries and Blessing Boxes around the city, where people can access food and household items.

During the 2021 Holiday Season, Worthington's Salvation Army Toy Drive resulted in over 1,000 toys donated to the Salvation Army of Central Ohio, along with Worthington employee volunteers raising funds through bell ringing and working at the Christmas Cheer event where toys and meals were distributed to families.



COMMUNITY SERVICE

Employees at Worthington sites volunteered in their communities throughout the year to raise funds for local organizations and by donating their time and talents to work on community improvement projects. Following are a few examples of employees in action in our local communities.

Paducah, Kentucky

In December 2021, western Kentucky experienced its deadliest tornadoes on record. Our Paducah facility stepped up to help those in need, with employees collecting donations of cash and supplies to help those impacted. The Company also donated \$10,000 to the American Red Cross disaster relief and \$5,000 to the Mayfield-Graves County Tornado Relief Fund.

Employees entered a team to “pull for a purpose” in the 13th annual UPS Big Brown Truck Pull to benefit the Special Olympics. The team also volunteered at the BBQ on the River 5K fundraiser to support the United Way.

Cylinders Columbus, Ohio

Members of our Cylinders Columbus team volunteered at the Worthington Resource Pantry three times in June 2022, sorting through donations and stocking shelves for the pantry. The Cylinders Columbus leadership team also has a standing volunteer slot at the pantry on the first Friday of each month from July through December.



Delta, Ohio

Employees participated in a Community Involvement Day, which allowed each department to complete a chosen project in local communities. Projects included refurbishing local ballparks in Liberty Center, Lyons and Wauseon; helping a local family in Archbold with home repairs and general maintenance; and painting and planting at Swanton Memorial Park.



Porter, Indiana

Employees volunteered with the Rebuilding Together Duneland program to help make crucial repairs at the home of an 85-year-old woman in the community. The team installed new doors; replaced a leaking toilet, garbage disposal and worn drawer hardware; repositioned gutters, among other repairs. Rebuilding Together is the nation's largest nonprofit volunteer organization dedicated to rehabilitating communities and homes of those in need, and the Duneland affiliate has been helping residents of Porter, Chesterton and Burns Harbor since 1997.

Chilton, Wisconsin

Employees at the Chilton team donated items to a local homeless shelter to help families in need. The facility's Service Committee also presented an \$8,000 donation to Old Glory Honor Flight so 16 veterans from Calumet County could visit Washington, DC.

CORPORATE GOVERNANCE

Worthington is committed to conducting our business in accordance with the core values reflected in Our Philosophy, which is rooted in the Golden Rule of treating others as we would like to be treated. Our Philosophy calls on us to maintain high ethical standards and upstanding business practices, and to treat each other, our business partners, customers, suppliers and all those with whom we interact, with dignity and respect. We implement strong governance practices to ensure accountability and establish a strong foundation for our long-term success. Worthington also employs robust risk management programs to ensure compliance with applicable laws and regulations governing ethical business practices.



CHAPTER 5: BOARD GOVERNANCE AND OVERSIGHT

Worthington's **Corporate Governance Guidelines** establish comprehensive governance policies and structures to foster accountability and transparency for our Board of Directors and management team. Our 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.

Our governance policies and practices include having a majority of independent directors (with 10 out of 11 directors being independent); regular meetings of independent directors; appointment of a lead independent director; annual evaluations of the Board and its committees; and stock ownership guidelines for directors and executive officers.

The Board of Directors is responsible for oversight of our management

and its execution of the Company's philosophy, principles and strategies. The Board also oversees the Company's practices and other matters related to corporate responsibility, socially responsible business conduct, corporate citizenship and ethics.

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



BOARD COMMITTEES

Our Board of Directors includes four standing committees: Executive, Audit, Compensation and Nominating and Governance. With the exception of the Executive Committee, whose purpose is to act in place of and on behalf of the Board between regular meetings, the membership and chairpersons of the standing committees are comprised entirely of independent directors. Each committee has a written charter, posted on our website, which details its duties and responsibilities.



The Audit Committee

The Audit Committee is primarily responsible for assisting the Board in the oversight of the Company's financial and accounting functions, controls, reporting processes and audits, including outside auditors. The committee has oversight of compliance with legal and regulatory requirements and ethical standards, including reports of issues raised through Ethics Line, and is also responsible for overseeing the Company's enterprise risk management program, which covers both environmental and social aspects, as discussed in the Risk Management Chapter.

The Compensation Committee

The Compensation Committee is responsible for evaluating and approving an overall compensation philosophy and policy for executive officers and directors, including incentive compensation and equity-based plans. The committee also regularly reviews and oversees the Company's human capital management activities, including matters relating to talent management and development, talent attraction and retention, employee engagement and diversity, equity and inclusion.

The Nominating and Governance Committee

The Nominating and Governance Committee is 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 evaluates and ultimately selects director nominees based on a number of criteria, including independence, judgment, skill, diversity, strength of character, ethics and integrity, experience with businesses or organizations of comparable size or scope, experience as an executive of or adviser to public and private companies, experience and skill relative to other

Board members, specialized knowledge or expertise and the desirability of the candidate's membership on the Board and any committees of the Board.

The committee takes a leadership role in developing and recommending to the Board the corporate governance guidelines of the Company and oversees the annual evaluation of our Board and committees, which may include self-evaluations. The Board uses the annual evaluation results to identify opportunities for enhancing its overall effectiveness in advancing the Company's goals and objectives.

ESG OVERSIGHT

Our Board of Directors has delegated to the Nominating and Governance Committee responsibility for oversight of the Company's ESG and sustainability programs and goals, including monitoring the strategies, initiatives, policies, reporting standards and disclosures and reviewing the annual sustainability report.

At the management level, Worthington 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 Nominating and Governance Committee on a quarterly basis.



Worthington Industries Board of Directors

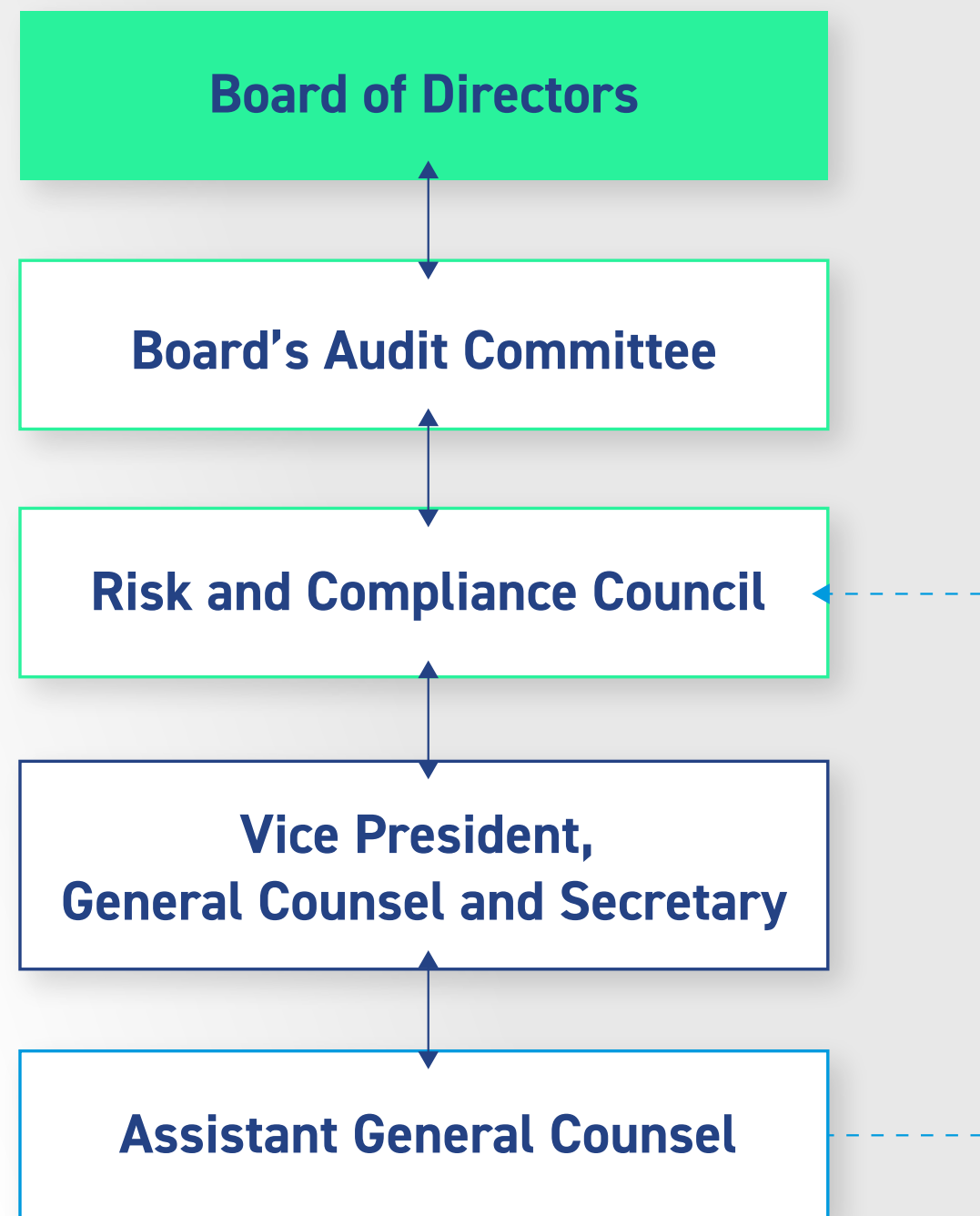
CHAPTER 6: ETHICS AND INTEGRITY

Worthington is guided by Our Philosophy rooted in the Golden Rule, which includes holding ourselves to the highest ethical standards and a commitment to upstanding business practices. Our Philosophy calls on us to act with integrity and treat all those with whom we interact – each other, our business partners, customers, suppliers, communities – with dignity and respect.

BOARD AND COMMITTEE OVERSIGHT

Our commitment to ethics and compliance starts at the top, with the Board’s Audit Committee providing oversight and receiving quarterly reports on key ethics and compliance initiatives. 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. Both report to the Risk and Compliance Council, which in turn reports to the Board’s Audit Committee. 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 on the following pages.



CODE OF CONDUCT / ETHICS AND COMPLIANCE TRAINING

The Worthington Industries Code of Conduct defines our commitment to legal and ethical behavior and provides employees with guidance on business conduct and reporting misconduct. We are committed to ensuring that all our employees, including directors and officers, know and understand their obligations under the comprehensive Code of Conduct. All employees receive annual training and are required to affirm their commitment to compliance with the Code of Conduct.

Additional training regarding compliance with the U.S. Foreign Corrupt Practices Act (FCPA) is required for employees who interact with foreign government officials, divisional compliance managers and senior executives in charge of compliance. Similar additional training is required for compliance with the European Union General Data Protection Regulation (GDPR) on data protection and privacy.

All employees receive annual training and are required to affirm their commitment to compliance with the Code of Conduct.



ETHICS LINE REPORTING

We maintain 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. Employees are encouraged to contact their supervisor, any senior management, the HR department, the legal department or our Chief Ethics Officer. Concerns 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 if additional information is required before an effective investigation can take place.

Worthington has a zero-tolerance non-retaliation policy to protect whistleblowers who raise a concern in good faith or cooperate in an investigation. All reported concerns are investigated by our Ethics Officer and cases are tracked and followed-up on using a confidential identification number. If substantiated, anyone found to have violated the Code of Conduct is subject to disciplinary action, which may include termination of employment.

ANTI-BRIBERY, ANTI-CORRUPTION AND ANTITRUST COMPLIANCE

We are committed to complying with all federal and state laws and regulations governing anti-bribery, anti-corruption and antitrust, as stated in our Code of Conduct. These laws and regulations include the U.S. Foreign Corrupt Practices Act and other similar laws in the countries in which we operate.

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

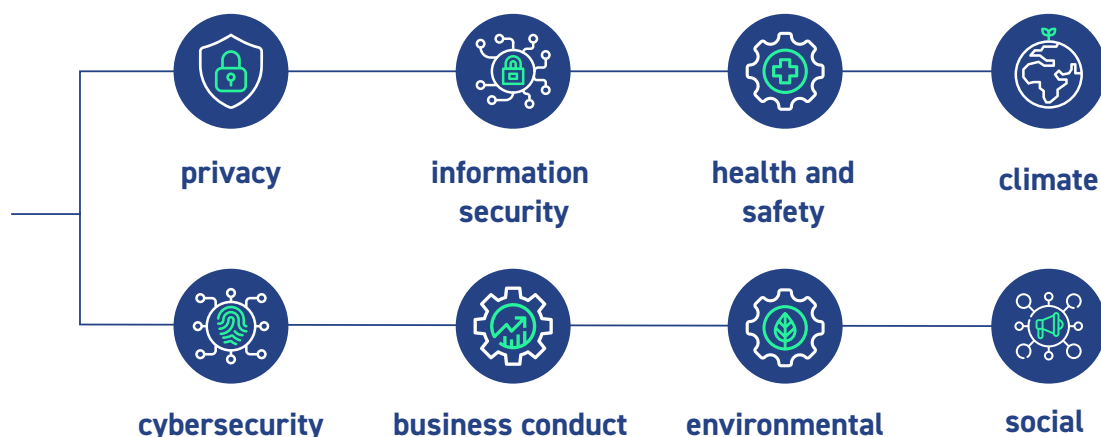
CHAPTER 7: RISK MANAGEMENT

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

Our management is principally responsible for defining, identifying and 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. The Risk and Compliance Council, comprised of senior executives, directs this process. Management provides quarterly risk updates to the Board.

The Audit Committee

Oversees risk management policies and compliance with laws and regulations related to matters such as:



BOARD AND COMMITTEE OVERSIGHT

Our Board has designated the Audit Committee to take the lead in oversight of Worthington’s overall ERM policies and practices, including financial, reporting and compliance risk management. The Audit Committee reviews, with the Company’s management, the major financial risk exposures and the steps being taken to monitor and control them as well as the Company’s guidelines and policies with respect to risk assessment and risk management and overall antifraud programs and controls.

The Audit Committee also oversees risk management policies and compliance with laws and regulations related to matters such as privacy, information security, cybersecurity, business conduct, health and safety, environmental, climate and social issues. For cybersecurity

oversight, the committee reviews quarterly management reports on significant security incidents, updates on new security tools and projects, goals set for the current and next quarter and periodic updates on the maturity of the security program.

The Audit Committee is also responsible for delegation of risk oversight responsibilities to other Board committees. The Nominating and Governance Committee oversees environmental, social and governance (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.

INFORMATION SECURITY AND CYBERSECURITY

All Worthington employees, contract workers and others granted access to Company information or information systems are responsible for ensuring that Company information and information systems are used appropriately at all times. Worthington is committed to complying with all applicable laws and regulations regarding information security, including the European Union General Data Protection Regulation (GDPR) on data protection and privacy. Employees with access to information systems are required to take cybersecurity and data privacy training annually.

Worthington baselines itself against the 20 critical security controls of the Center for Internet Security (CIS), and tracks maturity year over year. External vulnerability and penetration tests are conducted by a third party every other year. In addition, Worthington has developed a comprehensive Data

Breach Response Plan. In the reporting year Worthington has not had any substantiated complaints concerning breaches of customer privacy or losses of customer data.

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



SDG Linkages:



CHAPTER 8: RESPONSIBLE SUPPLY CHAIN

Worthington is committed to working with suppliers who share our values and are dedicated to conducting business in a lawful and ethical manner, no matter where they are located. We believe that managing a responsible supply chain includes robust procedures for supplier selection and performance monitoring, including proactive assessment of supply chain risk.

Whenever possible, the Company is committed to procuring products and supplies from local companies in the countries where we operate. In fiscal 2022, 96 percent of Worthington's procurement spending in the U.S. went to local suppliers.



SUPPLIER SELECTION AND MONITORING

Worthington recognizes the importance of having suppliers who meet our high standards of quality and reliability to deliver quality material to our customers. Our supplier selection process is based on an evaluation model that includes criteria such as financial stability, manufacturing capability, business continuity planning, quality management system and corporate

social responsibility. Worthington's goal is to have all suppliers and contractors demonstrate compliance to ISO 9001, the international standard for quality management systems, unless otherwise specified. We also encourage suppliers to have an environmental management system compliant to ISO 14001, or at a minimum to have an active engagement in environmental protection.



PROCUREMENT SPENDING IN THE U.S.

96%

Local suppliers

During supplier selection and qualification, Worthington may perform various audits to confirm supplier capabilities. We may require 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 the Worthington Industries Supplier Code of Conduct, which is based on Our Philosophy and outlines our expectations for compliance with occupational health and safety, human rights, environmental protection and ethical business practices.

Worthington maintains a robust supplier risk assessment to manage supply chain risk and mitigate risks such as sole sourcing or critical materials sourcing. We complete audits 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 develop risk mitigation plans with identified suppliers and

review supplier disaster recovery plans with high-risk suppliers.

Our supplier performance measurement audits maintain a scorecard of the quality, delivery and partnership performance for all suppliers, with scores used to consider suppliers for inclusion in a 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 who have performed at a high level for five consecutive years, and the Supplier of the Year Award. In calendar 2021, we started to present an Innovation Award and a Corporate Social Responsibility Award, which recognizes suppliers who are leading the effort on environmental sustainability, social responsibility, diversity and ethical standards. Our 2021 winners will be announced in October 2022.

2020 SUPPLIER RECOGNITION AWARDS

Supplier of the Year:
Youngbo - HS Trading



Worthington Industries Philosophy Award of Excellence:
Henkel Corporation



HUMAN RIGHTS

Worthington does not knowingly use suppliers that use slavery or human trafficking in the manufacture of products or which 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 the Worthington Supplier Code of Conduct, which outlines our expectations for compliance with ethical labor and human rights practices.

As discussed previously in [Chapter 6](#) on Ethics and Integrity, we maintain an Open Door Policy with our employees encouraging them to disclose any ethical concerns to supervisors or management personnel. Employees can also report concerns anonymously through the Company's Ethics Line and, per our Code of Conduct, we expect our employees to report any unethical behavior by any of our suppliers.

Employees can report concerns anonymously through the Company's Ethics Line.

CONFLICT MINERALS

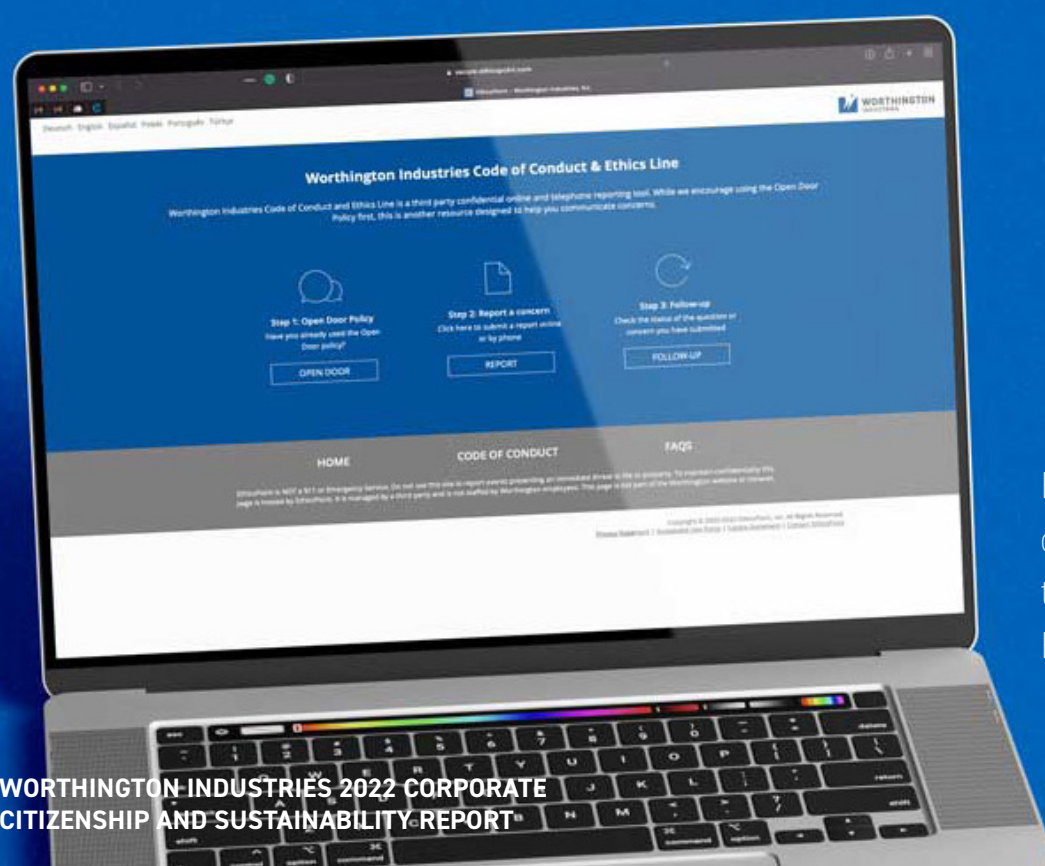
Worthington has a written Conflict Minerals Policy under which the Company does not knowingly purchase tin, tantalum, tungsten or gold (classified as Conflict Minerals under U.S. law) that originated in the Democratic Republic of the Congo or an adjoining country (Covered Countries). As stated in our 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 file a Conflict Minerals Report with the U.S. Securities and Exchange Commission (SEC). Worthington has 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 Conflict Minerals supply chain due diligence required by Rule 13p-1 and reporting periodically to our Chief Compliance Officer.

The 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).

[Our latest SEC filing](#), covering calendar 2021, states that our procedures determined that it is possible that some of our products may contain Conflict Minerals. However, due to 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

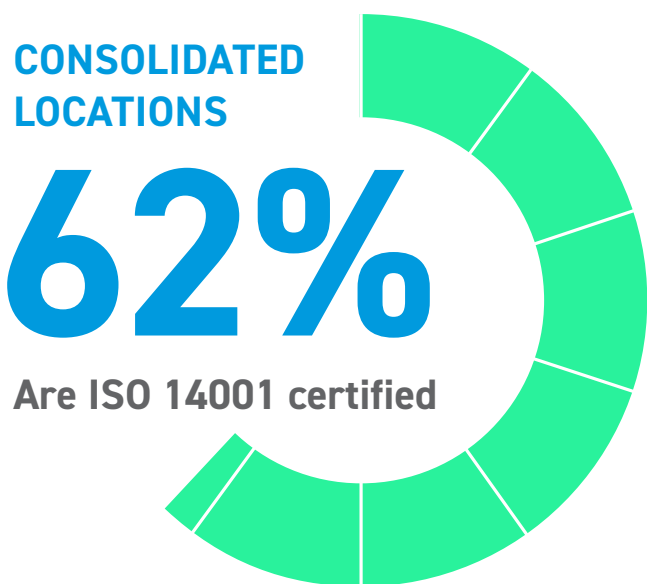
Worthington is committed to being a good corporate citizen and environmental steward. We work toward continuous improvement of our manufacturing processes to reduce emissions and waste and to conserve energy and water. We also track and report key environmental metrics to ensure accountability and transparency to our stakeholders, including the communities where we live and work.

SDG Linkages:



CHAPTER 9: ENVIRONMENTAL MANAGEMENT SYSTEM

Our environmental protection programs follow industry best practices to help drive continuous improvement in our manufacturing processes to reduce our environmental impact. Our Environmental Management System (EMS) is based on the identification and management of environmental risks and opportunities, focusing on risk reduction. At the corporate level, Worthington's Environmental, Health and Safety (EHS) Department establishes the scope and framework of the EMS. At each facility, local EHS managers are responsible for maintaining the EMS, communicating local concerns and working with local management to respond appropriately.



17

Of Worthington's steel processing facilities are ISO 14001 certified in the U.S. and Canada



Worthington uses our EMS to ensure compliance obligations are being met and to analyze and enhance environmental performance. EMS requirements are integrated into our business processes including considering the environmental impacts of all projects. Environmental data is gathered at each facility, reviewed by corporate EHS and reported to senior management on a quarterly basis. Communication is fostered by the EMS, led by our leadership team who engage all employees in environmental improvement efforts. Periodic internal audits are conducted at each facility to ensure that the EMS is being properly implemented and utilized in accordance with our procedures.

Worthington recognizes the importance of compliance with applicable environmental laws and regulations in

the countries where we operate, and it is our intention to meet or exceed all applicable standards. To demonstrate our commitment, many of our facilities are third-party certified to the standards established by the International Organization for Standardization (ISO).

Seventeen of Worthington's steel processing facilities in the U.S. and Canada and our facility in Austria hold ISO 14001 certification, the most recognized global standard for an effective EMS. In addition, four of the five manufacturing facilities of Tempel Steel, which we acquired in December 2021, hold ISO 14001 certifications. More information about our ISO certifications is available on our website. Overall, 62 percent of consolidated locations are ISO 14001 certified.

EMS TRAINING

Worthington's commitment to environmental protection is demonstrated by our EMS training requirements, with mandatory orientation for new employees and job-specific training based on a Training Needs Analysis managed by our Human Resources department. Our employees are notified of ISO 14001 requirements prior to beginning work. We also have ongoing EMS training based on job position and responsibility. Compliance with EMS training requirements is tracked at each facility through the EMS and reviewed by corporate senior leadership on a quarterly basis.








WORTHINGTON INDUSTRIES 2022 CORPORATE CITIZENSHIP AND SUSTAINABILITY REPORT

GREEN STAR INITIATIVE

Worthington drives awareness of our environmental goals and initiatives through the Company's Green Star Initiative. Launched in 2012, it is in place at all of the Company's consolidated facilities. In addition to increasing awareness, the primary objectives of the Green Star Initiative are to reduce the environmental impact from operations and reward facilities for environmental performance.

The Green Star Award recognizes facilities that meet five operational 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

Stars are determined on a fiscal year basis using environmental metrics and production data from our EMS. All facilities are given a banner to track the number of stars awarded each year and facilities awarded four or five stars receive additional awards, including a facility-wide celebration.

We are pleased to report that the majority of our facilities earned stars in each category during the last year.

For fiscal 2022, 63 percent of available stars were awarded to facilities and 32 percent achieved top results with four and five stars awarded. Examples of environmental initiatives are discussed in the following chapters.

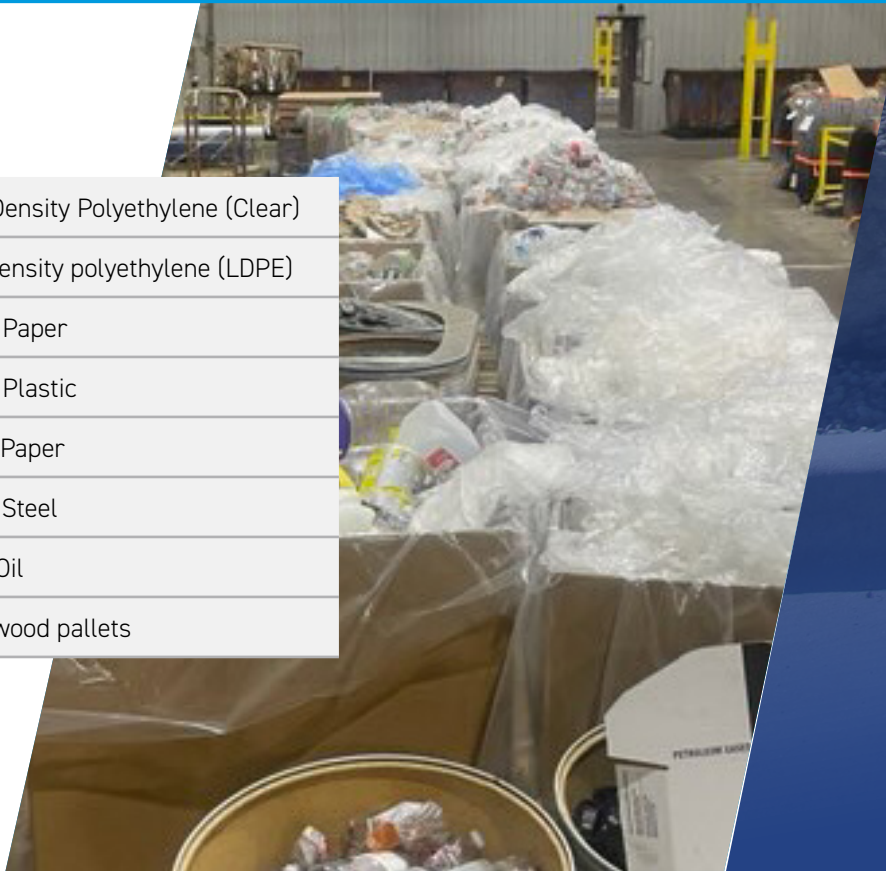
CASE STUDY - MAIZE, KANSAS RECYCLING PROGRAMS

Our facility in Maize, Kansas has received the most Green Stars of any Worthington facility over the past six years. The facility's employee-led, cross functional environmental team meets monthly and focuses on implementing recycling programs to reduce waste sent to landfills. In calendar 2021, Maize reduced waste sent to landfills by ten percent from the previous year by diverting over 4,000 tons of waste.

We recycled 17 different categories of waste ranging from used oil to metals such as aluminum, copper and steel, to various types of paper and plastic. Maize works with vendors including All Metal Recycling and International Paper, which drops off packaging for our products and then backfills trailers with our bulk waste for recycling. We also recycled approximately 5,500 used steel coil pallets in calendar 2021, which were picked up by a local pallet company and processed to use as a heating source for a local biofuel facility and as landscaping mulch.

Maize Recycles 17 Different Types of Material:

1. Aluminum	10. High Density Polyethylene (Clear)
2. Electric Motors	11. Low-density polyethylene (LDPE)
3. Hardened Tool Steel	12. Mixed Paper
4. Copper Wire	13. Mixed Plastic
5. Stainless Steel	14. Office Paper
6. Alloys	15. Scrap Steel
7. Plastic Bottles	16. Used Oil
8. Corrugated Cardboard	17. Hard wood pallets
9. High Density Polyethylene (Black)	



Maize reduced waste sent to landfills by ten percent from the previous year by diverting over 4,000 tons of waste.

SDG Linkages:



CHAPTER 10: GHG AND NON-GHG EMISSIONS

Worthington is committed to making the necessary investments in systems and technology to improve our energy efficiency, which is the largest and most cost-effective way to reduce our carbon footprint.

Worthington is also committed to reducing the amount of non-GHG emissions, including volatile organic compounds (VOCs) that can be hazardous to health. We are reducing these emissions through process improvements and investigating alternative materials. For example, Worthington's Jefferson facility reduced VOC emissions by 3,200 lbs per year, and also reduced hazardous waste, by eliminating a painting process for the tanks it manufactures.

As discussed in the previous chapter, nearly all of Worthington's steel facilities and four of Tempel's five manufacturing facilities have ISO 14001 certification, the international standard for an

effective EMS. Among other things, this standard helps organizations minimize environmental impacts from emissions and to comply with applicable laws, regulations, and other requirements. Through the environmental data gathered in our EMS, Worthington has been able to more efficiently track and report on GHG emissions, which is enabling us to complete an inventory and establish baselines for setting future science-based targets for GHG emissions reduction.

In fiscal 2022, Worthington purchased carbon offsets at two of our facilities totaling 291 metric tons of CO2 emissions. Our Baltimore facility purchased enough to offset a full year of GHG emissions.

JEFFERSON FACILITY

3,200 lbs

Reduced VOC emissions



Our Jefferson facility reduced VOC emissions and hazardous waste by eliminating the black paint on the bottom of its tanks.

ENERGY CONSERVATION

Worthington spends nearly \$40 million annually for fossil fuels and electricity, with the combustion of fossil fuels being the primary source of GHG emissions. We are committed to reducing the large amounts of natural gas consumed in our facilities by improving the efficiency of furnaces, boilers and tank heaters. In fiscal 2022, our Jefferson facility reduced natural gas consumption by upgrading the ventilation systems above two furnaces. Our TWB Antioch facility reduced natural gas consumption by installing ducts to exhaust the heat from furnaces outside the plant during the summer while having the ability to return the heat during the winter to warm the building.

We are reducing electricity consumption by installing more efficient LED lighting in our buildings and improving the efficiency of motors, blowers and compressors in our facilities. We are also switching when feasible to renewable sources of electricity, including the installation of solar panels at our corporate headquarters building. Our facility in Austria has signed a three-year power purchasing agreement to source renewable electricity, which is expected to reduce GHG emissions by over 6,000 MT CO₂e per year.

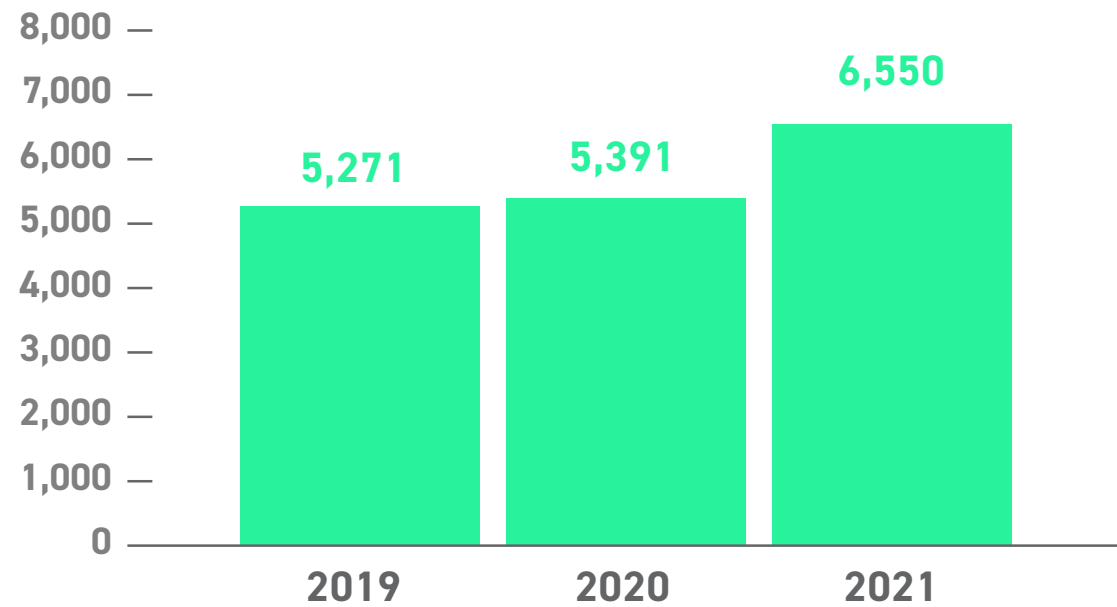


Delta Facility Pickle Line Upgrade

In fiscal 2022, our Delta, Ohio facility completed a project which involved the upgrade of all 12 drives and motors of the pickle line tension leveler from direct current (DC) to alternate current (AC). This project will help eliminate wasteful energy usage caused by powering opposed bridles against each other, by allowing half of the motors and drives to regenerate a portion of the power needed by the remaining motors and drives, thereby reducing the outside energy required to power the tension leveler.

SPOTLIGHT ON RENEWABLE ENERGY

Steady increase in renewable energy consumed (in gigajoules) over the last three calendar years:



375,000 kWh

of clean energy is expected from our corporate headquarter's new solar panel system.

6,000 MT CO₂e

of reduced GHG emissions is expected at Worthington's Austria-based facility after signing a three-year power purchasing agreement to source renewable energy



Corporate Headquarters Solar Installation

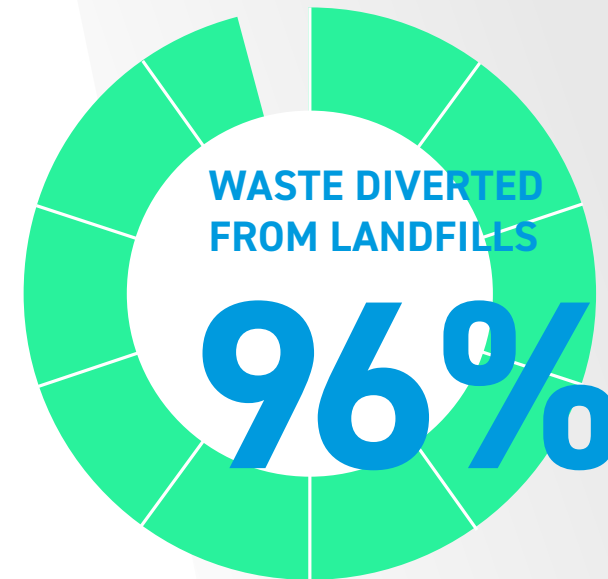
We installed a solar panel system at Worthington's corporate headquarters that is expected to supply 375,000 kilowatt hours of clean energy, which will offset approximately 17 percent of the building's traditional electric power usage per year. The results of this installation will be evaluated for consideration of expanding to additional facilities in the future. The system started operation in May 2022.

SDG Linkages:



CHAPTER 11: WASTE AND WATER MANAGEMENT

Worthington is committed to minimizing our environmental impact by reducing our waste sent to landfills and our water consumption. As part of our EMS and ISO 14001 requirements, our facilities gather data on waste generation, water withdrawal and water discharge, which is used at the site level to set targets for improvements to our processes.



WASTE REDUCTION

Our commitment to reducing waste sent to landfills includes a focus on reusing and recycling materials and reducing the use of single-use plastic items like bottled water. Worthington is proud to have a 96 percent diversion rate of total waste diverted from landfills. Our largest waste stream is scrap steel. Worthington has a department dedicated to the management of our scrap steel and almost 100 percent is recycled or reused. In addition, Worthington

manages the scrap steel for some of our customers as well, maximizing recycling efficiencies.

Our second largest waste stream is spent pickle liquor, which is considered a hazardous waste when disposed but can be regenerated or directly reused. Nearly all of our spent pickle liquor is either regenerated and reused or is directly reused as a flocculant in municipal wastewater treatment. When spent pickle liquor is regenerated, the

acid portion is reused for cleaning strip steel, and iron from the regeneration process can be used as a raw material in other products, such as pigments.

Worthington is also focused on reducing hazardous waste through process improvements. Our Cleveland Strip plant made process changes to roll grinding that eliminated the production of hazardous waste, leading to significant cost reductions in the disposal of roll grinding swarf.

Worthington is committed to recycling non-metal materials where feasible. Examples include:

- **Monroe facility** – installed a new baler to help process the collection of all plastic ID and OD rings on incoming material, which are compacted and removed by a recycling company.
- **Maize facility** – identified a local vendor to remove wood pallets and recycle them for use as biofuel heating sources and landscaping, resulting in 54 tons of waste reduced annually.
- **Westerville facility** – switched to the use of AbsorbTech launderable industrial towels, which can be reused, resulting in a reduction of over 2 tons of waste annually.



WATER CONSERVATION

Worthington recognizes that water is becoming a scarce resource, with 24 of our locations operating in an area with medium to high water stress. We are committed to conserving water we use from municipalities, surface water and wells and to treating wastewater from our industrial processes. 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. In fiscal 2022, Worthington's Poland facility installed a new closed loop cooling system to replace a system which used running water, designed to save 40 cubic meters of water per hour.



Delta Pickle Rinse Water Recycling

Worthington's Delta facility generates on average 80,000 gallons of wastewater per day from its pickle line rinse section. Our facility discovered that Remuriate, an acid generation facility located next door to our Delta facility, has uses for this rinse water for dilution and within their scrubber and absorber. We recommissioned the rinse water pipeline between our Delta facility and the Remuriate facility to allow pickle rinse water to be sent to Remuriate for reuse. Remuriate expects to use on average 1 million gallons of pickle rinse water per month, or approximately 42 percent of Delta's total pickle rinse volume, which will decrease the volume of wastewater discharged by our Delta facility and also decrease the amount of fresh city water used by the Remuriate facility.

— INNOVATION

SDG Linkages:



CHAPTER 12: PRODUCT SAFETY AND INNOVATION

Worthington is committed to developing safe and innovative products that meet the needs of our customers while also improving the sustainability of our products over their entire life cycle. As a leading steel processor and maker of pressure cylinders and specialty tools that serve consumer and business needs as well as sustainable energy solutions, ensuring safety and performance is paramount at Worthington. Our products are designed, processed and produced to high regulatory and customer standards.

Our businesses have innovation teams that look for improvements and enhancements to existing products while also focusing on new opportunities in our markets. In addition, we have a corporate innovation team that focuses on overall strategy and analyzes long-term trends that may impact our business and present new market opportunities.



MAKING SAFE, HIGH PERFORMING PRODUCTS

As Makers of Better, creating safe and high performing products is a top priority at Worthington, with all employees holding this commitment. Our Director of Quality, Director of Technical Services and Compliance and Regulatory Manager ensure that our products meet or exceed requirements. All of our products are assessed for their health and safety impacts, and our products are designed and made to meet the expectations of 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) and the American Society of Mechanical Engineers (ASME), among others. In addition, 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).

Our focus on quality is demonstrated by our manufacturing facilities holding certifications for quality management systems from various industry groups including the International Organization for Standardization (ISO) and the International Automotive Task Force (IATF). Facility certifications are available on our [website](#).

ISO and IATF Certifications

- **12 Worthington facilities are IATF 16949 accredited**
- **4 Worthington facilities are ISO 9001 accredited**
- **Tempel Steel has 4 of 5 facilities IATF 16949 accredited, the 5th ISO 9001**
- **TWB's 11 facilities are all IATF 16949 accredited ***

* TWB is a joint venture with Bao Steel that produces laser-welded solutions for the automotive industry.



OUR 2021 AWARDS

- **John Deere Partner-level Supplier of the Year**
- **Induction into the John Deere 10-year Supplier Hall of Fame**
- **2021 Schaeffler Supplier Excellence Award**
- **General Motors (GM) Supplier of the Year, for the second consecutive year**



All of our Steel Processing products undergo rigorous inspection and testing measures to ensure they meet our customers' specifications. Product safety and capabilities are regularly discussed at formal technical gatherings that occur regularly throughout the year and include the entire Steel Processing business technical staff. All product development is executed according to a nimble yet robust stage-gate process with multi-functional participation, and all Steel Processing stakeholders are required to review and acknowledge expected due diligence practices for product conformance on an annual basis.

All the new products of our Building and Consumer Products businesses go through a stage-gated development

process which ensures that regulatory requirements are considered in design, and designs are validated, prototyped and verified before being approved for production. New products that fall outside of our traditional, highly regulated product features and use cases, must be reviewed by Worthington's Product Safety Council, which is comprised of representatives from the Company's Corporate Technology, Legal, Compliance, Risk Management and Quality departments as well as external experts as needed. The Product Safety Council assesses products throughout Worthington's stage gate review process and assists our engineering and New Product Development teams to make the best design decisions for our new products.



POWERING A MORE SUSTAINABLE FUTURE IN MOBILITY AND CLEAN ENERGY MARKETS

Worthington is a market leader in laser welded solutions and electrical steel laminations that provide lightweighting, safety critical and emission reducing components to the mobility market. We provide customers in the automotive and industrial markets with innovative value-added steel products that support a more sustainable future. In 2021, Worthington was named a GM Supplier of the Year, recognizing our advancement of GM's vision for a world with zero crashes, zero emissions and zero congestion.

In December 2021, Worthington acquired Tempel Steel Company, a leading global manufacturer of highly technical electrical steel laminations for the precision motor and transformer market that includes electrical transformers, machine motors and electric vehicle (EV) motors and charging stations. Tempel supports the use of environmentally friendly materials and energy-efficient electronic devices and the acquisition

expanded Worthington's sustainable mobility offerings beyond lightweighting and hydrogen to serve the global market more widely including hybrids and EVs and the electricity infrastructure needed to support them.

At the beginning of fiscal 2022, Worthington announced the creation of Sustainable Energy Solutions, a new reporting segment with a strategic focus on clean mobility and energy. The new reporting structure is a natural evolution of Worthington's business strategy as the Company has aligned around several markets with attractive long-term growth prospects and a focus on sustainability. Sustainable Energy Solutions is dedicated to offering on-board fueling systems and services, as well as gas containment solutions and services, for the storage, transport and distribution of industrial gases, which will support the growing hydrogen ecosystem and adjacent sustainable energies like compressed natural gas.

Heavy-duty truck equipped with hydrogen fuel cells



SUSTAINABLE PRODUCT INNOVATION

Worthington is a market leader in manufacturing refillable cylinders for many applications, including consumer and industrial use. We are focused on improving the sustainability of our products by using lighter-weight steel and other composite materials. The environmental benefits include more efficient shipping and longer product life from increased durability.

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.

In addition, our Amtrol division has developed a next generation hydronic expansion tank that is built to last and can be used with the latest hydronic, solar and radiant water systems.

Refillable Cylinders For example, Worthington's refillable gas grill tanks are reusable for 12 years. Consumers can visit retail stores to exchange their empty cylinders for full ones; or they can take their refillable cylinder to a propane filler to get it refilled. After 12 years, cylinders are inspected and recertified for use for at least another 5 years.



Bernzomatic® Digital Fuel Gauge Our Bernzomatic® Digital Fuel Gauge indicates the amount of fuel remaining in portable propane tanks used with tabletop grills, portable heaters, lanterns, mosquito foggers and other propane-powered appliances. The fuel gauge features an easy-to-read, digital LED display to indicate the amount of fuel remaining in your cylinder.

SmartLid Worthington's **SmartLid** product, a revolutionary monitoring solution for propane heating tanks, features a state-of-the-art Otodata® monitoring system, which is designed to deliver reliable, remote monitoring of propane levels for large tanks. This first-of-its-kind product reduces unneeded service calls, eliminates transport miles driven to check propane levels and provides peace of mind always knowing how much propane is in the tank.



Extrol® Pro Hydronic Expansion Tank Nearly seven decades after inventing the first water diaphragm expansion tank, Amtrol's lineup now includes the Extrol® Pro. This next generation expansion tank is engineered for modern, high-efficiency applications that include hydronic, solar and radiant water systems. The Extrol Pro features a corrosion-proof polypropylene oxygen barrier that adds durability, protects the inside water reservoir and extends the tank life. A high-grade stainless steel connector, industry leading 15 psi pre-charge and patented InSight® service indicator cap provide an added level of safety for the homeowner. While the Extrol was the One That Started It All™, the Extrol Pro is The One That Does It All™.

A FOCUS ON EXTENDED PRODUCER RESPONSIBILITY

Worthington is committed to supporting recycling of discarded residential gas cylinders commonly used for camping, grilling, DIY projects and celebrations requiring portable propane and butane, hand-held torches, and portable helium. We believe that a collaborative approach is the best way to develop recycling programs that meet the needs of consumers, retailers, producers and government. We are establishing best practices for circularity of residential gas cylinders that include protecting the environment by ensuring proper end-of-life management and ensuring safe handling and reuse of residual gases.

In a first-of-its-kind effort in the U.S., Worthington took a leadership role in working with lawmakers from the state of Connecticut and a wide range of stakeholders to design legislation, PA 22-27, for an industry-led, convenient and operationally efficient recycling program for certain residential gas cylinders. PA 22-27 was signed into law on May 10, 2022, establishing a process for free, convenient, and accessible statewide collection of residential gas cylinders.

The program also includes a consumer education campaign about the proper end-of-life management of residential gas cylinders and locations of collection sites. Environmental benefits include the reuse of residual gases and the recycling of the metal in the cylinders.

The law requires an industry-led recycling program that minimizes public sector involvement, which is projected to deliver up to \$200,000 in annual savings to Connecticut. Plans for implementing the program are required to be submitted by July 1, 2023 and launched by October 1, 2025. The timeline provides appropriate time to establish agreements and develop the transportation and processing infrastructure to support a cylinder collection system.

Worthington is committed to replicating this sustainable, collaborative approach to environmental stewardship in other states that includes stakeholder engagement from both private and public sectors. More information about our innovative approach is available on Worthington's [website](#).



— APPENDIX



Environmental Data Tables

Disclosure	CY 2019	CY 2020	CY 2021
Greenhouse Gas Emissions (tCO₂e)			
Scope 1 GHG emissions (tCO ₂ e)	134,257	130,506	142,989
Scope 2 GHG emissions (tCO ₂ e)	160,799	139,201	147,629
GHG emissions intensity (Scope 1 and 2 emissions per \$1000 of revenue)	0.085	0.096	0.067
Air Emissions (metric tons)			
CO	100	101	116
Nox (excluding N ₂ O)	132	136	143
SO _x	1	1	1
Particulate matter (PM ₁₀)	40	43	42
Manganese (MnO)	Negligible	Negligible	Negligible
Lead (Pb)	Negligible	Negligible	Negligible
Volatile organic compounds (VOCs)	458	384	383
Polycyclic aromatic hydrocarbons (PAHs)	Negligible	Negligible	Negligible

Disclosure	CY 2019	CY 2020	CY 2021
Energy Management (gigajoules)			
Total energy consumed	3,723,896	3,572,616	3,922,334
Grid electricity	1,181,443	1,091,165	1,203,204
Renewable	5,271	5,391	6,550
Percentage grid electricity	32%	31%	31%
Percentage renewable	0.14%	0.15%	0.17%
Total fuel consumed	2,537,183	2,476,060	2,712,579
Coal	0	0	0
Natural gas	2,218,759	2,229,265	2,427,826
Renewable	0	0	0
Percentage coal	0%	0%	0%
Percentage natural gas	87%	90%	90%
Percentage renewable	0%	0%	0%
Energy intensity (gigajoules per \$1000 of revenue)	1.074	1.272	0.917
Water Management (thousand cubic meters)			
Total fresh water withdrawn	2,533	2,380	2,377
Percentage recycled	n/a	n/a	n/a
Percentage in regions with high or extremely high baseline water stress	2%	2%	0.2%

Disclosure	CY 2019	CY 2020	CY 2021
Waste Management (metric tons)			
Amount of waste generated	350,501	323,561	365,546
Hazardous	641	632	382
Recycled	335,075	311,030	352,259
Directed to disposal	15,427	12,531	13,287
Percentage hazardous	0.18%	0.20%	0.10%
Percentage recycled	96%	96%	96%
Percentage directed to disposal	4%	4%	4%

Social Data Tables

Disclosure	FY 2020	FY 2021	FY 2022
Employee Health & Safety *			
Total case incident rate (TCIR)	1.96	1.45	1.87
Days away, restricted, or transferred rate (DART)	1.11	1.09	1.34
Fatality rate (incidents per 200,000 hours worked)	0.00	0.00	0.00
Near miss frequency rate (NMFR)	20.3	19.4	19.32
Cases of recordable work-related ill health	n/a	n/a	4
Total global headcount	n/a	n/a	9,071
Gender breakdown (percentages given are of global total workforce)			
Male	n/a	n/a	83%
Female	n/a	n/a	17%
Total U.S. headcount	5,149	4,910	4,829
Employee breakdown by employment category (numbers are of U.S. total workforce)			
Individual contributor			
Headcount	4,242	4,071	4,013
Female	758	668	693
Male	3,484	3,403	3,321
Asian	101	95	83
Black / African American	452	485	494
Hispanic / Latino	367	391	306
Native American / Alaskan Native	36	34	24
Native Hawaiian / Pacific Islander	4	4	4
Unknown	1	10	19
White	3,281	3,052	3,083

Disclosure	FY 2020	FY 2021	FY 2022
Lead / supervisor			
Headcount	455	410	394
Female	53	46	47
Male	402	364	347
Asian	5	5	8
Black / African American	27	26	24
Hispanic / Latino	22	19	13
Native American / Alaskan Native	2	1	1
Native Hawaiian / Pacific Islander	1	1	0
Unknown	0	0	1
White	398	358	347
Manager			
Headcount	316	304	294
Female	73	67	60
Male	243	237	234
Asian	7	8	8
Black / African American	10	8	6
Hispanic / Latino	9	11	8
Native American / Alaskan Native	0	0	1
Native Hawaiian / Pacific Islander	1	1	1
Unknown	0	0	1
White	289	276	270

Disclosure	FY 2020	FY 2021	FY 2022
Director			
Headcount	92	80	79
Female	11	14	15
Male	81	66	64
Asian	2	2	2
Black / African American	2	1	0
Hispanic / Latino	2	2	2
Native American / Alaskan Native	0	0	0
Native Hawaiian / Pacific Islander	1	1	0
Unknown	0	0	0
White	85	74	75
Executive			
Headcount	29	31	35
Female	3	4	7
Male	26	27	28
Asian	2	2	0
Black / African American	1	2	3
Hispanic / Latino	0	0	1
Native American / Alaskan Native	0	0	0
Native Hawaiian / Pacific Islander	0	0	0
Unknown	0	0	0
White	26	27	31

Disclosure	FY 2020	FY 2021	FY 2022
Senior executive			
Headcount	15	14	15
Female	2	2	3
Male	13	12	12
Asian	1	1	1
Black / African American	0	0	1
Hispanic / Latino	0	0	0
Native American / Alaskan Native	0	0	0
Native Hawaiian / Pacific Islander	0	0	0
Unknown	0	0	0
White	14	13	13
Age groups of employees (numbers are of U.S. total workforce)			
< 30	836	880	859
30-50	2,707	2,505	2,451
> 50	1,606	1,525	1,519
Diversity of employees (percentages given are of U.S. total workforce)			
Individual contributor	82%	83%	83%
Lead / supervisor	9%	8%	8%
Manager	6%	6%	6%
Director	2%	2%	2%
Executive	1%	1%	1%
Senior executive	0.3%	0.3%	0.3%
Female	17%	16%	17%
Male	83%	84%	83%

Disclosure	FY 2020	FY 2021	FY 2022
< 30	16%	18%	18%
30-50	53%	51%	51%
> 50	31%	31%	31%
Asian	2%	2%	2%
Black / African American	10%	11%	11%
Hispanic / Latino	7.77%	8.62%	6.83%
Native American / Alaskan Native	0.74%	0.71%	0.53%
Native Hawaiian / Pacific Islander	0%	0%	0%
Unknown	0.02%	0.20%	0.43%
White	79%	77%	79%
Employee hires (percentages given are of U.S. total workforce)			
Female	n/a	17%	18%
Male	n/a	84%	82%
Ethnically diverse	n/a	28%	32%
White or unknown	n/a	72%	68%
Employee engagement rate	n/a	74%	75%

GRI Content Index

Disclosure	Report Location or External Reference	SDG Linkage
General Disclosures		
GRI 2: General Disclosures 2021		
Organizational profile		
2-1 Organizational details	a: Legal Name: Worthington Industries, Inc. b: Nature of ownership and legal form: Public corporation c: Location of headquarters: Columbus, Ohio d: 2022 Annual Report, Item 1. -- Business, pages 1-10 and 2022 Annual Report, Item 2. -- Properties, pages 20-21	
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 2022, Annual b: May 31st, 2021-May 31st 2022 c: September 2022 d: stewardship@worthingtonindustries.com	
2-4 Restatements of information	No restatements of information have been made in the reporting period	
2-5 External assurance	No external assurance provided at this time	
2-6 Activities, value chain and other business relationships	2022 Annual Report, Item 1. -- Business, pages 1-10	
2-7 Employees	Chapter 1: Human Capital Management, pages 11-15 Chapter 2: Diversity, Equity and Inclusion, pages 16-19 ESG Data Tables, pages 59-66 2022 Annual Report, Human Capital Management, pages 9-10	
2-8 Workers who are not employees	Chapter 2: Diversity, Equity and Inclusion, pages 16-19	
2-9 Governance structure and composition	Chapter 5: Board Governance and Oversight, pages 32-34 Governance webpage	
2-10 Nomination and selection of the highest governance body	Chapter 5: Board Governance and Oversight, pages 32-34 Governance webpage	
2-11 Chair of the highest governance body	2022 Proxy Statement, page 14	

Disclosure	Report Location or External Reference	SDG Linkage
2-12 Role of the highest governance body in overseeing the management of impacts	Chapter 5: Board Governance and Oversight, pages 32-34	
2-13 Delegation of responsibility for managing impacts	Chapter 5: Board Governance and Oversight, pages 32-34	
2-14 Role of the highest governance body in sustainability reporting	Chapter 5: Board Governance and Oversight, pages 32-34	
2-15 Conflicts of interest	Worthington Industries Code of Conduct, page 3 Nominating and Governance Committee Charter, Governance webpage	
2-16 Communication of critical concerns	Chapter 6: Ethics and Integrity, pages 35-36	
2-18 Evaluation of the performance of the highest governance body	Chapter 5: Board Governance and Oversight, pages 32-34 Nominating and Governance Committee Charter, Governance webpage Corporate Governance Guidelikes, Governance webpage	
2-19 Remuneration policies	2022 Proxy Statement, pages 34-65	
2-20 Process to determine remuneration	2022 Proxy Statement, pages 34-65	
2-21 Annual total compensation ratio	2022 Proxy Statement, page 65 2021 Proxy Statement, page 68	
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 35-36 Worthington Industries Code of Conduct	
2-24 Embedding policy commitments	Chapter 6: Ethics and Integrity, pages 35-36 Worthington Industries Code of Conduct	
2-26 Mechanisms for seeking advice and raising concerns	Chapter 6: Ethics and Integrity, pages 35-36	
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 Metal Service Center Institute (MSCI)	
2-29 Approach to stakeholder engagement	2022 Proxy Statement, page 36 Chapter 3: Occupational Health and Safety, pages 20-23	
2-30 Collective bargaining agreements	2022 Annual Report, page 9	

Disclosure	Report Location or External Reference	SDG Linkage
Material Topics		
GRI 3: Material Topics 2021		
3-1 Process to determine material topics	Introduction, page 8	
3-2 List of material topics	Introduction, pages 8-9	
3-3 Management of material topics	Chapter 1: Human Capital Management, pages 11-15 Chapter 2: Diversity, Equity and Inclusion, pages 16-19 Chapter 3: Occupational Health and Safety, pages 20-23 Chapter 4: Philanthropy and Volunteerism, pages 25-30 Chapter 5: Board Governance and Oversight, pages 32-34 Chapter 6: Ethics and Integrity, pages 35-36 Chapter 7: Risk Management, pages 37-38 Chapter 8: Responsible Supply Chain, pages 39-41 Chapter 9: Environmental Management System, pages 43-45 Chapter 10: GHG and Non-GHG Emissions, pages 46-48 Chapter 11: Waste and Water Management, pages 49-50 Chapter 12: Product Safety and Innovation, pages 52-57	
Economic Topics (200 series)		
Procurement Practices		
GRI 204: Procurement Practices 2016		
204-1 Proportion of spending on local suppliers	Chapter 8: Responsible Supply Chain, pages 39-41	SDG 8: Decent Work and Economic Growth
Anti-corruption		
GRI 205: Anti-corruption 2016		
205-1 Operations assessed for risks related to corruption	Chapter 6: Ethics and Integrity, pages 35-36	SDG 16: Peace, Justice and Strong Institutions
205-2 Communication and training about anti-corruption policies and procedures	Chapter 6: Ethics and Integrity, pages 35-36	SDG 16: Peace, Justice and Strong Institutions

Disclosure	Report Location or External Reference	SDG Linkage
Environmental Topics (300 series)		
Energy		
GRI 302: Energy 2016		
302-1 Energy consumption within the organization	ESG Data Tables, pages 59-66	SDG 7: Affordable and Clean Energy
302-3 Energy intensity	ESG Data Tables, pages 59-66	SDG 8: Decent Work and Economic Growth
302-4 Reduction of energy consumption	Chapter 10: GHG and Non-GHG Emissions, pages 46-48	SDG 12: Responsible Consumption and Production SDG 13: Climate Action
Water and Effluents		
GRI 303: Water and Effluents 2018		
303-1 Interactions with water as a shared resource	Chapter 11: Waste and Water Management, pages 49-50	SDG 6: Clean Water and Sanitation SDG 12: Responsible Consumption and Production
303-2 Management of water discharge-related impacts	Chapter 11: Waste and Water Management, pages 49-50	SDG 6: Clean Water and Sanitation
303-3 Water withdrawal	ESG Data Tables, pages 59-66	
Emissions		
GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	ESG Data Tables, pages 59-66	SDG 3: Good Health and Well-Being SDG 12: Responsible Consumption and Production SDG 13: Climate Action SDG 14: Life Below Water SDG 15: Life on Land

Disclosure	Report Location or External Reference	SDG Linkage
305-2 Energy indirect (Scope 2) GHG emissions	ESG Data Tables, pages 59-66	SDG 3: Good Health and Well-Being SDG 12: Responsible Consumption and Production SDG 13: Climate Action SDG 14: Life Below Water SDG 15: Life on Land
305-4 GHG emissions intensity	ESG Data Tables, pages 59-66	SDG 13: Climate Action SDG 14: Life Below Water SDG 15: Life on Land
305-5 Reduction of GHG emissions	CDP Climate Change Questionnaire, C4.3b	SDG 13: Climate Action SDG 14: Life Below Water 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 SDG 12: Responsible Consumption and Production
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	ESG Data Tables, pages 59-66	SDG 3: Good Health and Well-Being SDG 12: Responsible Consumption and Production SDG 14: Life Below Water SDG 15: Life on Land
Waste		
GRI 306: Waste 2020		
306-2 Management of significant waste-related impacts	Chapter 11: Waste and Water Management, pages 49-50	SDG 3: Good Health and Well-Being SDG 6: Clean Water and Sanitation SDG 8: Decent Work and Economic Growth SDG 11: Sustainable Cities and Communities SDG 12: Responsible Consumption and Production

Disclosure	Report Location or External Reference	SDG Linkage
306-3 Waste generated	ESG Data Tables, pages 59-66	SDG 3: Good Health and Well-Being SDG 6: Clean Water and Sanitation SDG 11: Sustainable Cities and Communities SDG 12: Responsible Consumption and Production SDG 15: Life on Land
306-4 Waste diverted from disposal	ESG Data Tables, pages 59-66	SDG 3: Good Health and Well-Being SDG 11: Sustainable Cities and Communities SDG 12: Responsible Consumption and Production
306-5 Waste directed to disposal	ESG Data Tables, pages 59-66	SDG 3: Good Health and Well-Being SDG 6: Clean Water and Sanitation SDG 11: Sustainable Cities and Communities SDG 12: Responsible Consumption and Production SDG 15: Life on Land
Social Topics (400 series)		
Employment		
GRI 401: Employment 2016		
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 1: Human Capital Management, pages 11-15	SDG 3: Good Health and Well-Being SDG 5: Gender Equality SDG 8: Decent Work and Economic Growth

Disclosure	Report Location or External Reference	SDG Linkage
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018		
403-1 Occupational health and safety management system	Chapter 3: Occupational Health and Safety, pages 20-23	SDG 8: Decent Work and Economic Growth
403-2 Hazard identification, risk assessment, and incident investigation	Chapter 3: Occupational Health and Safety, pages 20-23	
403-3 Occupational health services	Chapter 1: Human Capital Management, pages 11-15	
403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter 3: Occupational Health and Safety, pages 20-23	SDG 8: Decent Work and Economic Growth SDG 16: Peace, Justice and Strong Institutions
403-5 Worker training on occupational health and safety	Chapter 3: Occupational Health and Safety, pages 20-23	SDG 8: Decent Work and Economic Growth
403-6 Promotion of worker health	Chapter 1: Human Capital Management, pages 11-15	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 20-23	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 20-23	
403-9 Work-related injuries	Chapter 3: Occupational Health and Safety, pages 20-23 ESG Data Tables, pages 59-66	SDG 3: Good Health and Well-Being SDG 8: Decent Work and Economic Growth
403-10 Work-related ill health	Chapter 3: Occupational Health and Safety, pages 20-23 ESG Data Tables, pages 59-66	SDG 16: Peace, Justice and Strong Institutions

Disclosure	Report Location or External Reference	SDG Linkage
Training and Education		
GRI 404: Training and Education 2016		
404-2 Programs for upgrading employee skills and transition assistance programs	Chapter 1: Human Capital Management, pages 11-15	SDG 8: Decent Work and Economic Growth
Diversity and Equal Opportunity		
GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	Chapter 2: Diversity, Equity and Inclusion, pages 16-19 ESG Data Tables, pages 59-66	SDG 5: Gender Equality SDG 8: Decent Work and Economic Growth
Local Communities		
GRI 413: Local Communities 2016		
413-1 Operations with local community engagement, impact assessments, and development programs	Chapter 4: Philanthropy and Volunteerism, pages 25-30	
Supplier Social Assessment		
GRI 414: Supplier Social Assessment 2016		
414-1 New suppliers that were screened using social criteria	Chapter 8: Responsible Supply Chain, pages 39-41	SDG 5: Gender Equality SDG 8: Decent Work and Economic Growth SDG 16: Peace, Justice and Strong Institutions

Disclosure	Report Location or External Reference	SDG Linkage
Customer Health and Safety		
GRI 416: Customer Health and Safety 2016		
416-1 Assessment of the health and safety impacts of product and service categories	Chapter 12: Product Safety and Innovation, pages 52-57	
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
Customer Privacy		
GRI 418: Customer Privacy 2016		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Chapter 7: Risk Management, pages 37-38	SDG 16: Peace, Justice and Strong Institutions

SASB - IRON & STEEL PRODUCERS

SASB Topic	Accounting Metric	Code	Section Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-IS-110a.1	ESG Data Tables, pages 59-66
	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 46-48
Air Emissions	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 59-66
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	EM-IS-130a.1	ESG Data Tables, pages 59-66
	(1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas, (4) percentage renewable	EM-IS-130a.2	ESG Data Tables, pages 59-66
Water Management	(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 59-66
Waste Management	Amount of waste generated, percentage hazardous, percentage recycled	EM-IS-150a.1	ESG Data Tables, pages 59-66
Workforce Health & Safety	(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 20-23 ESG Data Tables, pages 59-66
Supply Chain Management	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
Activity Metrics	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
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	RT-IG-130a.1	See EM-IS-130a.1.
Employee Health & Safety	(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 20-23 ESG Data Tables, pages 59-66
Fuel Economy & Emissions in Use-phase	Sales-weighted fuel efficiency for non-road equipment	RT-IG-410a.2	Chapter 12: Product Safety and Innovation, pages 52-57
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	Chapter 8: Responsible Supply Chain, pages 39-41
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	RT-IG-440b.1	Chapter 12: Product Safety and Innovation, pages 52-57
	Number of employees	RT-IG-000.B	ESG Data Tables, pages 59-66

SASB - BUILDING PRODUCTS & FURNISHINGS

SASB Topic	Accounting Metric	Code	Section Reference
Product Lifecycle Environmental Impacts	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 52-57



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