



2024

Corporate Citizenship & Sustainability Report





INTRODUCTION

Message From Andy Rose	3
About Worthington Enterprises	4
Unlocking New Value	5
Our Philosophy	6
Our History	7
Materiality and SDGs	8
Sustainability Strategy at Worthington Enterprises	9
Our Corporate Sustainability Goals	11
About this Report	12
FY24 Worthington Enterprises Sustainability Highlights	13

PEOPLE FIRST

Occupational Health & Safety	15
Human Capital Management	20
Diversity, Equity and Inclusion	27
Engaging Our Local Communities	32

PROCESS AND PLANET

Sustainable Operations	41
------------------------	----

3

SUSTAINABLE PRODUCTS

Product Safety	50
Product Innovation	52

RESPONSIBLE GOVERNANCE

Board Governance and Oversight	59
Ethics and Integrity	62
Risk Management	65
Supply Chain Management	69

APPENDIX

Environmental Data Tables	74
Social Data Tables	79
GRI Content Index	87
SASB Tables	96
TCFD Content Index	100

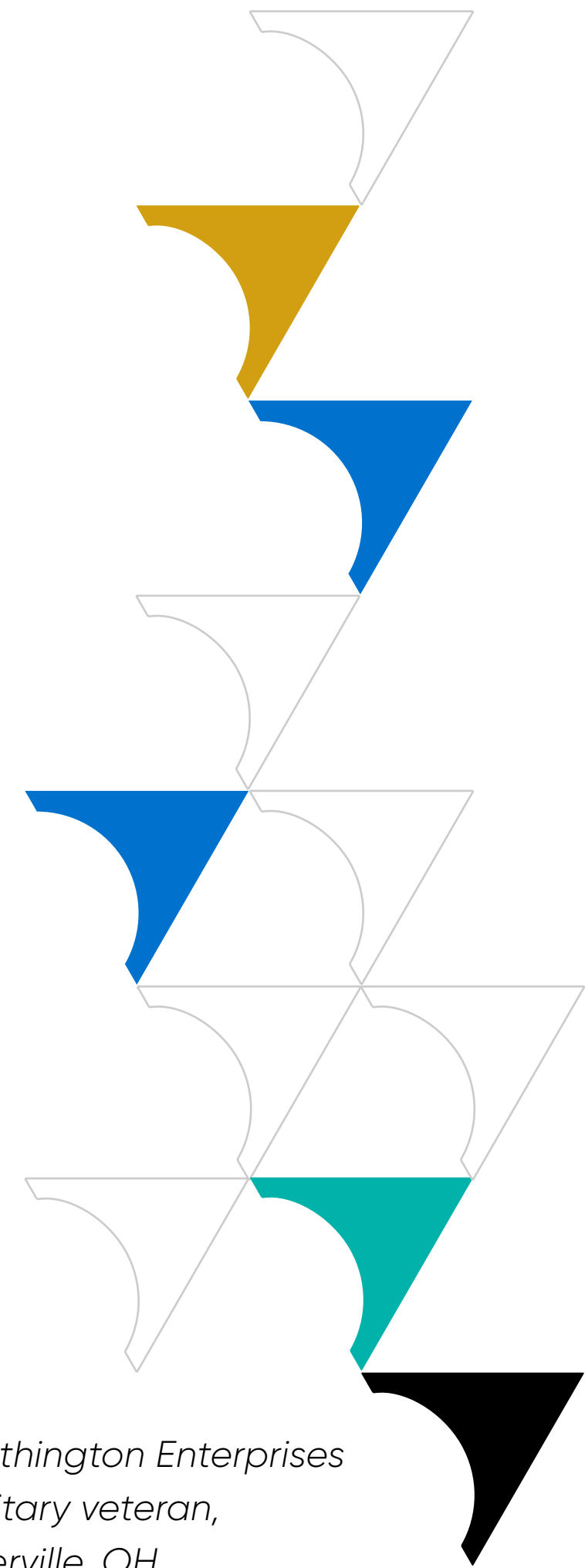
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73

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40



Cover Image: *Worthington Enterprises employee and military veteran, Colton Pyle, Westerville, OH*

Message From Andy Rose

Thank you for your interest in Worthington Enterprises and our annual sustainability report. I am pleased with the progress we are making across the Company to increasingly leverage sustainability as an enabler of our growth.

When we completed the separation of our Steel Processing business on December 1, 2023, Worthington Industries became Worthington Enterprises – a specialized and fit-for-purpose organization with enhanced prospects for growth and value creation. Today, we are a unified team of approximately 4,000 employees globally focused on achieving our vision of enabling people to live safer, healthier, more expressive lives.

We believe sustainability in various forms is inherent to safety, health and the ability to live life expressively. As such, we have taken significant strides in our first months as Worthington Enterprises to use sustainability as an enabler for success. One of our priorities was creating an internal, cross-functional Sustainability Council, which identified strategic opportunities and set measurable goals that were approved by our Board of Directors.

Our momentum is also fueled by the progress we made as Worthington Industries. Several years ago, we updated our Worthington Business System to include sustainability and technology as two

critical facilitators of competitive advantage, corporate differentiation and holistic growth. The Worthington Business System, which is rooted in our deeply held Philosophy of treating others as they would like to be treated, serves as a documented method to achieve our goals through acquisition, innovation and transformation.

The data and supporting stories included in this year's report demonstrate the results of our initial efforts. We are proud of our accomplishments; however, we are not celebrating completion. Opportunities remain, and we are committed to achieving meaningful outcomes in collaboration with our customers, suppliers and communities.

We are well positioned to create competitive advantages by balancing our focus on people, planet and prosperity to meet the needs of today without compromising tomorrow. I am excited for what's ahead, and I am grateful for your support and encouragement as we go forward.

Sincerely,

Andy Rose

President and CEO
Worthington Enterprises

"We believe sustainability in various forms is inherent to safety, health and the ability to live life expressively."





About Worthington Enterprises

WE INNOVATE.

WE TRANSFORM.

WE LEAD.

Worthington Enterprises is a designer and manufacturer of innovative building and consumer products that help enable people to live safer, healthier and more expressive lives.

At the heart of our company lies a powerful belief: Every problem has a solution. With every challenge we face, we rise up to meet it, fueled by an unwavering commitment to excellence and a relentless pursuit of innovation.

We're helping to solve challenges as global as access to clean water and as personal as your loved one's birthday party. We push ourselves to discover incredible brands, to do more with them and to achieve more. We earn the right to lead and we are here to show the world what's possible.

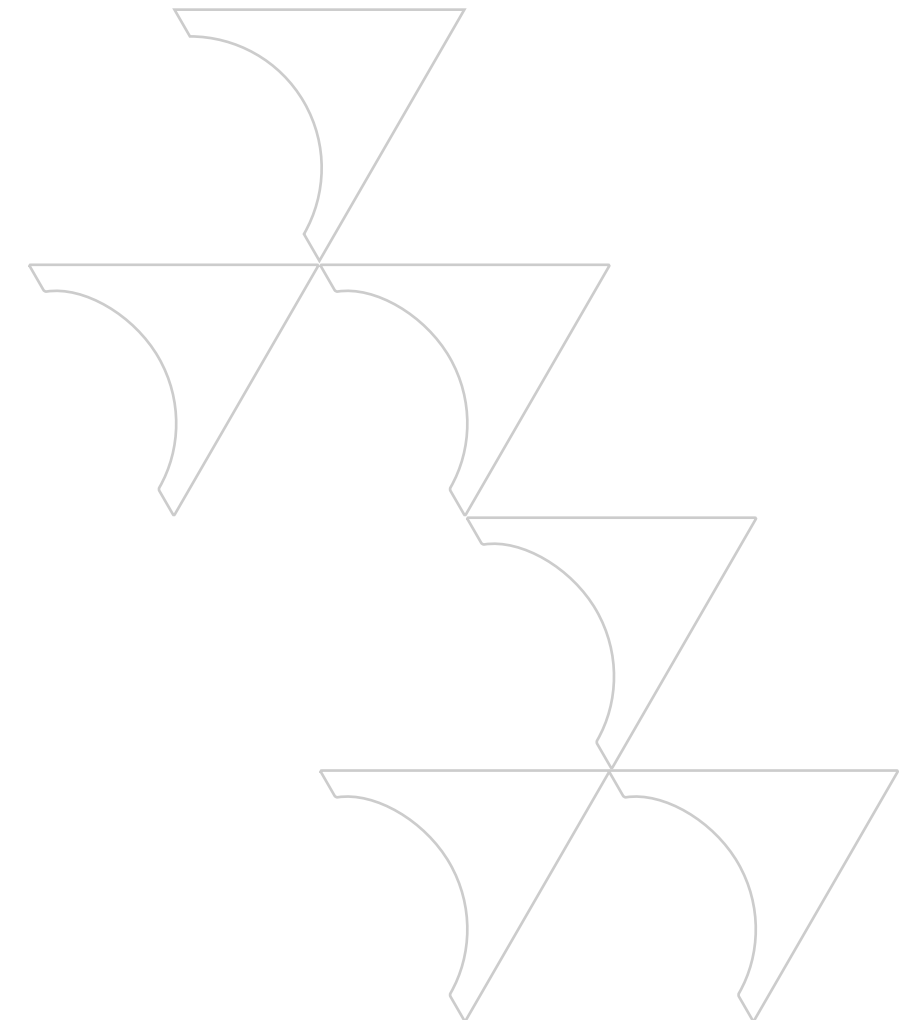




Unlocking New Value

Less than two years ago, we announced our intent to split Worthington Industries into two standalone, market-leading companies. This strategic initiative, which was known as Worthington 2024, culminated on December 1, 2023, with the successful separation of the Steel Processing business. The remaining businesses became Worthington Enterprises in recognition of the organization's strong heritage, entrepreneurial spirit, market-leading brands and innovative products that help enable people to live safer, healthier and more expressive lives.

As we emerge as Worthington Enterprises we continue to be deeply rooted in Our Philosophy that guides us as we position the Company for the future.





Our Philosophy

As a publicly traded company, Worthington Enterprises operates with its first corporate goal to earn money for our shareholders and increase the value of their investment. We achieve this through Our Philosophy, which is based on the Golden Rule of treating our employees, customers, suppliers and shareholders as we would like to be treated. Originally written by our founder John H. McConnell, Our Philosophy is the foundation of everything we do.



Earnings

- Our first corporate goal is to earn money for 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

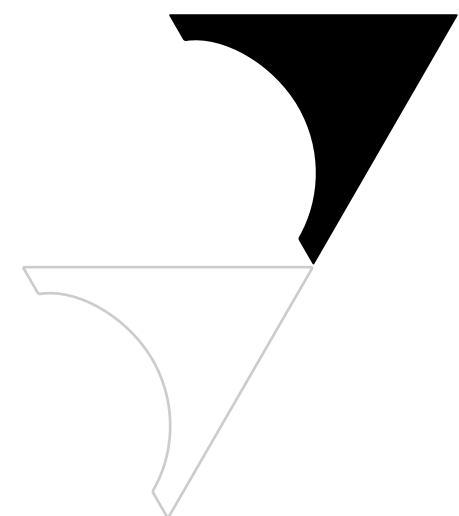
- We believe in a divisionalized organizational structure, with responsibility for performance resting with the head of each operation.
- All managers are given the operating latitude and authority to accomplish their responsibilities within our corporate goals and objectives.
- In keeping with this 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.





Our History

69-year history of the company



Founded by John H. McConnell

Initial stock offering on NASDAQ

Moved to NYSE

Accelerated innovation as strategic priority

Acquired HALO and Hexagon Ragasco

1955

1966

1968

1971

2000

2007

2012

2023

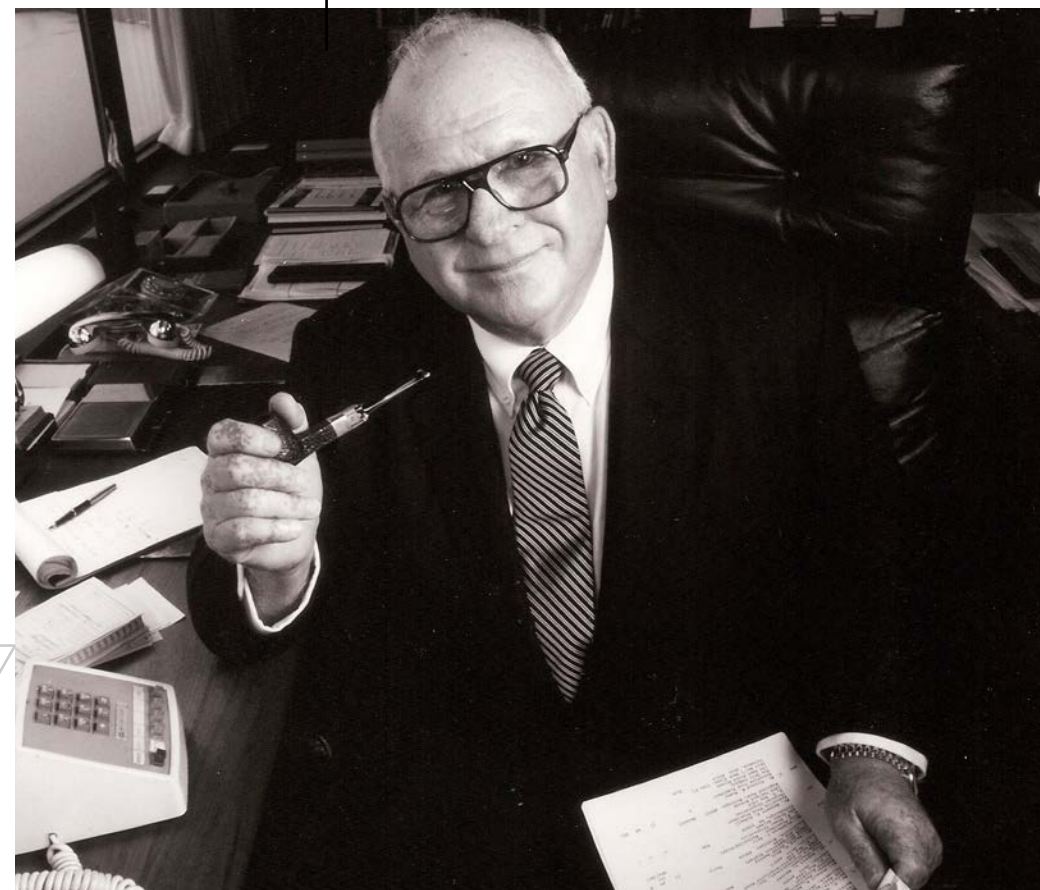
2024

Formalized operating principles of Our Philosophy

Purchased pressure cylinders operations

Launched transformation initiative

Separated Steel Processing business; became **Worthington Enterprises**



Materiality and SDGs

Worthington Enterprises completed its first ESG materiality assessment as a new company in 2024. The Company retained the Governance & Accountability Institute (G&A), a highly respected advisor on environmental, social and governance (ESG) issues, to perform the assessment.

It included conducting an ESG materiality analysis by researching a range of investors, employees, ESG rating organizations and industry peers. Focus areas included GRI Standards Topics, United Nations Sustainable Development Goals (SDGs), Sustainability Accounting Standards Board (SASB) Appliance Manufacturing Standard, the Building Products and Furnishings Standard and the Containers and Packaging Standard, among others.

The analysis mapped sector-specific material ESG topics identified by stakeholders to the GRI Standards Topics. For material ESG topics identified that did not align to a GRI Standards Topic, an additional "Non-GRI Material Topic" was added to the

analysis. This initial step produced a list of 31 topics of interest.

The analysis prioritized these issues by assessing rated ESG industry peers and clients and examining 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. Interviewing senior leadership at Worthington Enterprises provided further insight into key ESG issues for the Company.

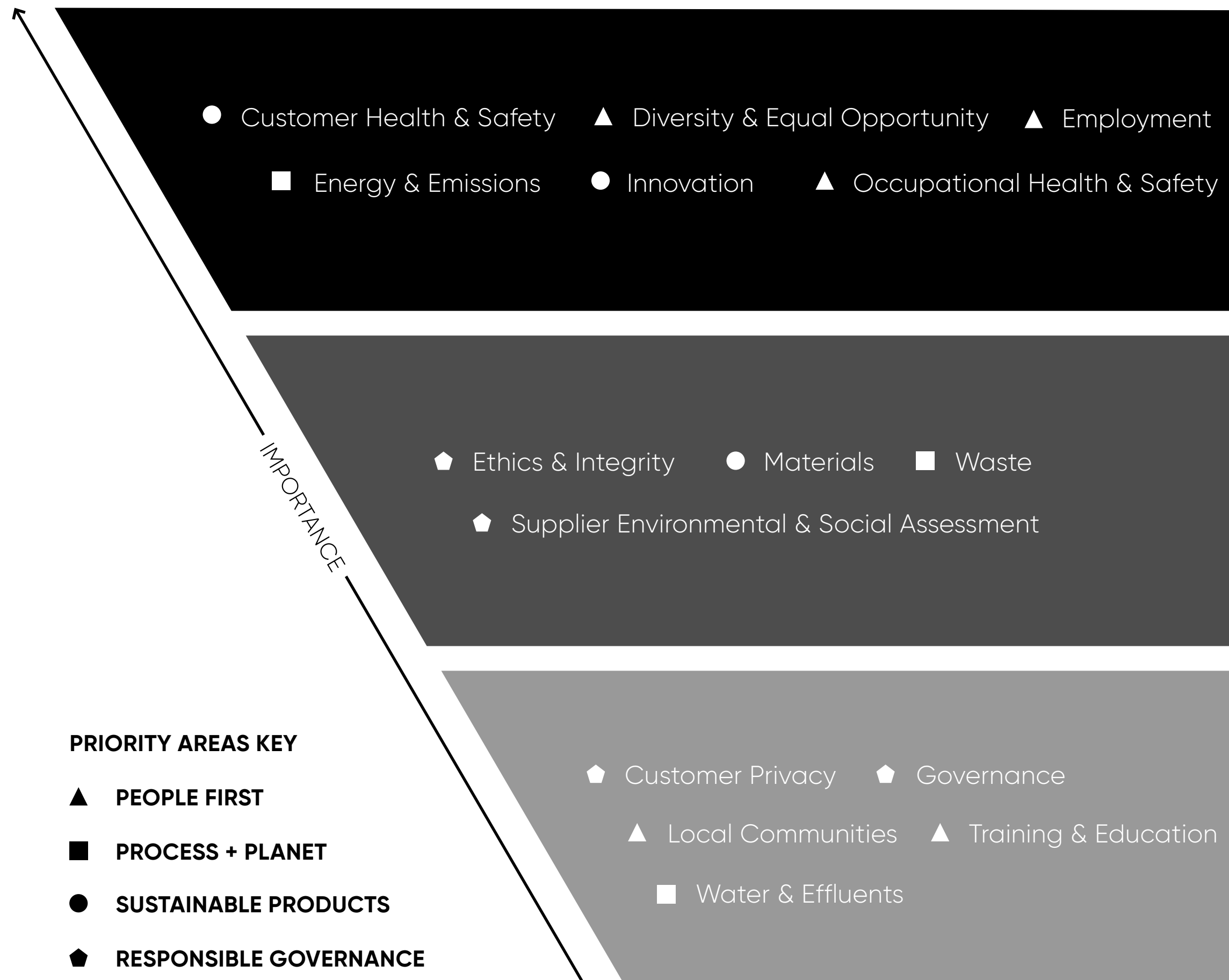
Calculating an overall materiality score for each ESG topic helps focus strategy and disclosures in this Report. Using this quantitative model, Worthington Enterprises identified the 15 highest scoring topics as most material to the business.

Based on these material topics, Worthington developed priority areas mapped to the topics. We discuss each priority area by chapter in this report.

SDG Linkages:



OVERVIEW OF MATERIAL ESG TOPICS



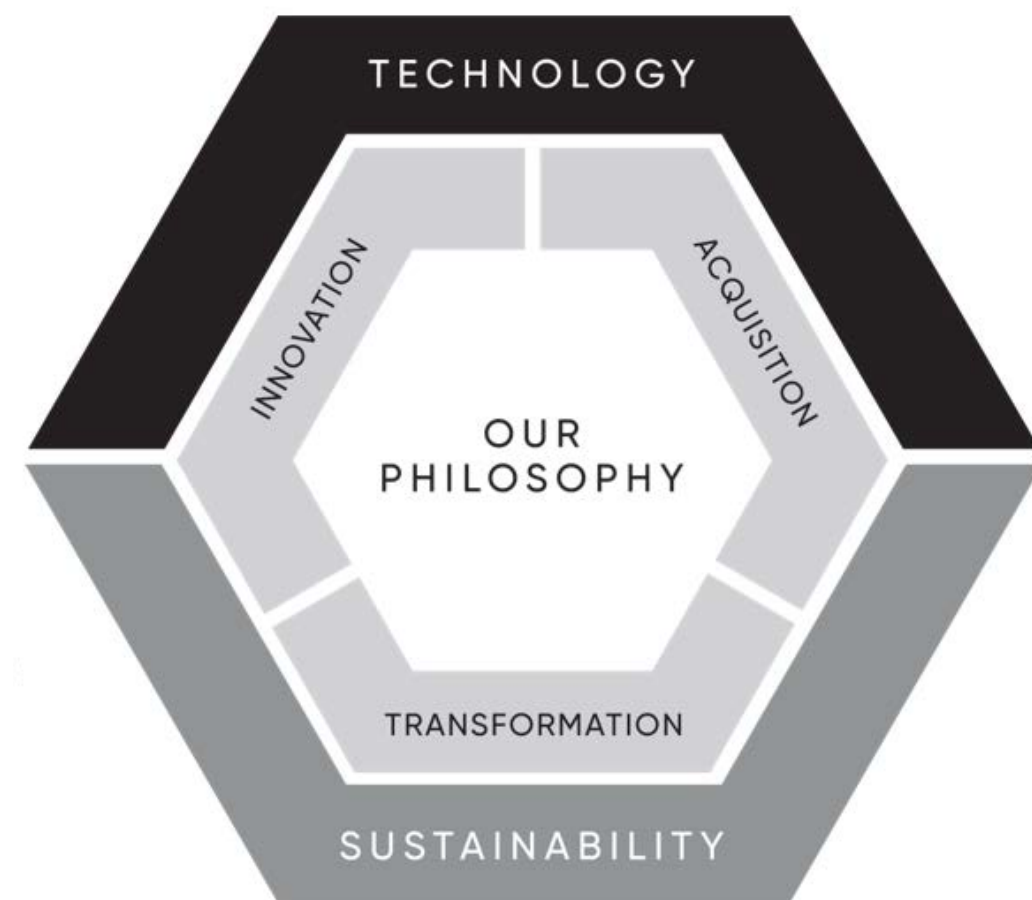


Sustainability Strategy at Worthington Enterprises

A group of future Worthington Enterprises employees met in the summer of 2023 to develop a sustainability strategy using the Playing to Win framework. The aspiration of that strategy is to: **Balance people, planet and prosperity to meet the needs of today without compromising tomorrow.**

In August 2023, the role of Corporate Sustainability Director was established. With the separation of the Steel company in December, Worthington Enterprises reiterated our business systems framework that sustainability is an enabler of growth. In January 2024, a cross-functional Sustainability Council was formed as well as a Sustainability Leaders Working Group.

WORTHINGTON ENTERPRISES BUSINESS SYSTEM



OUR WINNING ASPIRATION

Balance people, planet and prosperity to meet the needs of today without compromising tomorrow.

WHERE WE WILL PLAY

PEOPLE

Continue our journey of a safe & inclusive working environment where our diverse workforce is treated with dignity and respect

PRODUCT

Design for sustainability (D4S) to deliver profitable solutions that meet stakeholder expectations throughout the lifecycle

PROCESS

Design and improve processes to efficiently and cost effectively manage energy consumption, materials and water usage: minimizing carbon footprint

PARTNER

Collaborate across the global value chain with our suppliers & customers for transparency and improvement

PLANET

Reduce CO₂ emissions, waste and pollution, benefiting the environment, people and communities

HOW WE WILL WIN

Leading with Our Philosophy

Complying today, influencing the future

Leveraging technology intentionally

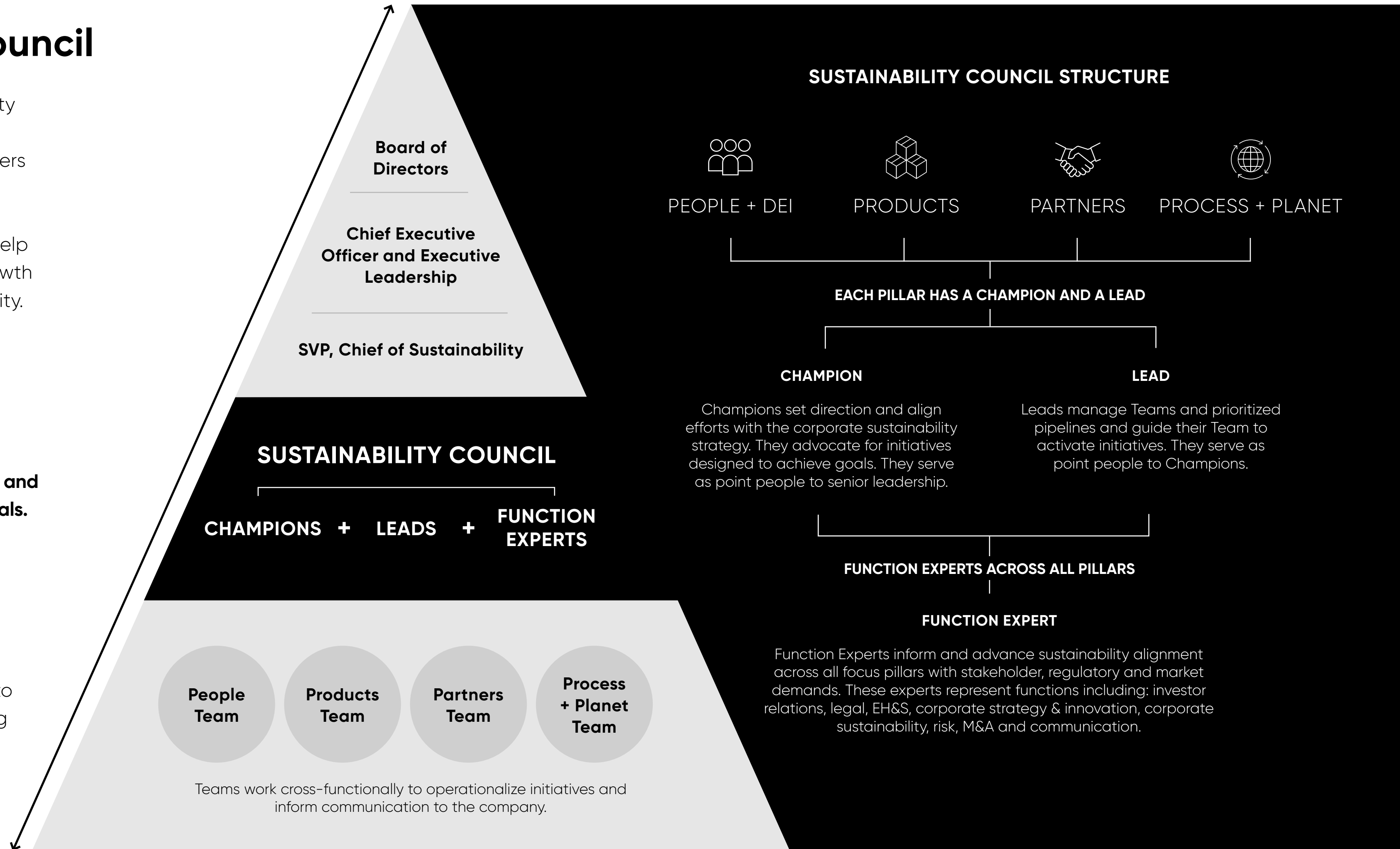


Sustainability Council

In February 2024, the Sustainability Council held its first meeting. The Council was developed with leaders chosen for their diverse areas of expertise and subject matter knowledge brought together to help Worthington Enterprises build growth and resiliency through sustainability.

This Council serves the purpose of creating a competitive advantage through sustainability, enabling Worthington Enterprises to reach our aspiration by aligning systems, policies and processes to establish and achieve strategic sustainability goals.

The Council meets quarterly, led by our Director of Sustainability. Our SVP and Chief of Corporate Affairs, Communications and Sustainability provides quarterly reports on sustainability matters to the board of directors' nominating and governance committee and annually to the full board.

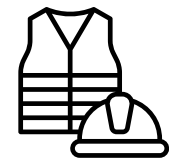




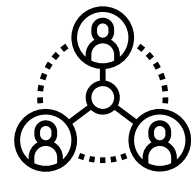
Our Corporate Sustainability Goals

In FY24, the Sustainability Council established sustainability goals, addressing key material topics and alignment with SDGs. These goals were approved through both executive leadership and the board or directors.

People + DEI



Preventive Safety – Establish preventive safety goals and metrics to proactively reduce injury rates against benchmark for Worthington Enterprises vs. industry average in FY25

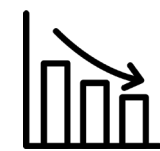


People – Achieve a 10% increase in employee engagement by the end of FY26 from a FY24 baseline

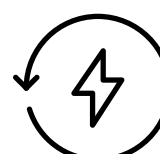


Improved Diversity – Maintain year-over-year improvement in hiring and retention of underrepresented populations

Process + Planet



Emissions Reduction – Reduce Scope 1 and 2 emissions by 60% by FY34 from a FY24 baseline, and achieve net zero emissions by 2050

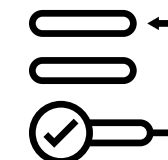


Clean Energy – Increase the amount of electricity from renewable sources by 5% each year, starting in FY25



Zero Waste – Achieve zero waste to landfill for global manufacturing and distribution sites by 2040

Products



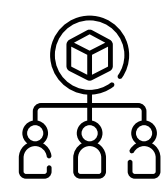
Customer Alignment – Achieve prioritization of business unit ESG efforts based on alignment with customer expectations by the first quarter of FY26



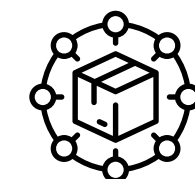
Design for Sustainability (DFS) – Implement the integration of DFS criteria into early-stage gate processes by the end of FY25

Partners

Supply Chain Sustainability Management Program – Implement a Supply Chain Sustainability Management Program (SCSMP) by the end of FY26



Assess all global suppliers using the SCSMP by the end of FY27



Use the SCSMP to engage our global value chain to increase our supplier diversity with a goal of showing year-over-year improvement by FY30



























About this Report

Our 2024 Corporate Citizenship & Sustainability Report primarily covers data and metrics related to FY24 ended May 31, unless otherwise noted.

This report was prepared with reference to the Global Reporting Initiative (GRI) Standards and incorporates elements of the Appliance Manufacturing Standard, the Building Products and Furnishings Standard and the Containers and Packaging Standard of the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD). We also mapped progress on material topics aligned with the United Nations Sustainable Development Goals (SDGs). Content indexes are available from page 87.

Worthington Enterprises is committed to transparency, engagement and consistent communication of its ESG strategies and programs.

Chapter	Material Topics	GRI Topics	SASB Topics	Sustainable Development Goals
PEOPLE FIRST				
Occupational Health and Safety	Occupational Health & Safety	Occupational Health & Safety (403)		 
Human Capital Management	Employment Training & Education	Employment (401), Training and Education (404)		   
Diversity, Equity and Inclusion	Diversity & Equal Opportunity	Diversity & Equal Opportunity (405)		  
Engaging Our Local Communities	Local Communities	Local Communities (413)		  
PROCESS AND PLANET				
Sustainable Operations	Energy & Emissions, Waste, Water & Effluents	Energy (302), Emissions (305), Waste (306), Water & Effluents (303)	Energy Management, Greenhouse Gas Emissions, Air Quality, Waste Management, Water Management	     
SUSTAINABLE PRODUCTS				
Product Safety	Customer Health & Safety	Customer Health & Safety (416)	Product Safety, Management of Chemicals in Products	
Product Innovation	Innovation, Materials	Materials (301)		
RESPONSIBLE GOVERNANCE				
Board Governance and Oversight	Governance	Governance Structure & Composition (2-9)		
Ethics and Integrity	Ethics & Integrity	Policy Commitments (2-23 and 2-26)		
Risk Management	Governance, Customer Privacy	Overseeing the Management of Impacts (2-21), Customer Privacy (418)		
Supply Chain Management	Supplier Environmental & Social Assessment, Materials	Supplier Environmental Assessment (308), Supplier Social Assessment (414)		   



FY24 Worthington Enterprises Sustainability Highlights

PEOPLE

Outperforming Safety Total Case Incident Rate

↓ **36%** lower than industry average TCIR

Supporting Communities

\$3M **\$7.5M**

to 73 non-profit organizations in FY24

multi-year donation in partnership with the McConnell Foundation to Nationwide Children's Hospital

Fostering an engaged and inclusive workforce

2024 ENGAGEMENT SURVEY



86%

participation in employee engagement survey

51%

internal promotions diverse employees

PLANET

Reducing our environmental footprint

85% 

total waste diverted from landfill

↓ **23%**

reduction in global market-based GHG emissions intensity (CY20 to FY24)

Energy reduction

350MWh 

from new LED lighting at headquarters

Building Climate Resilience

 **\$3.9M**

Saved in risk reduction over the last 3 years

PARTNERS

Spending Local

 **89%**

procurement with local U.S. suppliers

PRODUCTS

Expanding through innovation

 Expanded Innovation Labs in FY24, reinforcing innovation commitment

 Expanded gas cylinder recycling pilot program

Leading the Way



Twelve consecutive years

- America's Climate Leaders (2024)
- America's Most Trustworthy Companies (2024)
- America's Greatest Workplaces (2024)
- Military Friendly Employer® (2024)
- America's Greatest Workplaces for Diversity (2024)
- Top Workplaces (2024)
- America's Most Responsible Companies (2023)
- VETS Indexes Four-Star Employer (2024)

PEOPLE FIRST

CHAPTERS

Occupational Health & Safety

Human Capital Management

Diversity, Equity and Inclusion

Engaging Our Local Communities

Our people-first culture recognizes the current and potential value of our employees. We build this culture by empowering employees to innovate, thrive and grow through numerous programs and benefits related to health and safety, inclusivity, career development and community service.

We were proud to earn recognition in FY24 as a best place to work based on employee feedback, including Columbus CEO Top Workplaces for the 12th consecutive year, Military Friendly Employer designation for the ninth consecutive year and a four-star employer in the VETS Indexes recognizing organizations that support veterans and the military community.

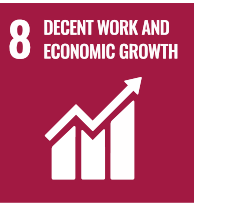
Newsweek honored Worthington with several awards including America's Greatest Workplaces for Diversity, Most Trustworthy Companies in America and America's Most Responsible Companies for the third consecutive year.

In June 2024, USA Today included Worthington in its listing of America's Climate Leaders based on reductions in emissions intensity.



Occupational Health & Safety

SDG Linkages:



Our Commitment

We are committed to building a world-class safety culture to help ensure the health and safety of our workforce and everyone who enters our facilities. We believe that exceptional safety performance results in more engaged and productive employees while helping to reduce costs related to injuries. All employees and contractors on our premises are required to adhere to and acknowledge our Occupational Health and Safety (OHS) practices and procedures in written form.



PREVENTIVE SAFETY GOAL

Worthington has set a corporate goal to establish preventive safety goals and metrics to proactively reduce injury rates against benchmark for Worthington Enterprises vs. industry average in FY25.





Management

Worthington's OHS strategy focuses on continually improving our safety performance by identifying and mitigating risks for serious injuries, tracking health and safety data and enhancing our safety procedures and training. Our Environmental, Health and Safety (EHS) Department establishes the scope and framework of our SafeWorks OHS Management System. Each facility has an EHS manager who sets local priorities and implements SafeWorks. Seventy percent of our facilities have a safety committee comprised of cross-functional employees who hold regular meetings, participate

in additional training and help communicate our safety priorities to employees in the facility.

The EHS Department uses SafeWorks to gather OHS performance data at each facility, including incident and injury data and OHS training data. EHS management analyzes the data to ensure compliance with regulatory requirements and to benchmark performance against our safety goals and objectives. OHS performance data is reviewed regularly by corporate management and is reported on a quarterly basis to our board of directors.



WORTHINGTON'S ANNUAL SAFETY TARGETS

Health & Safety compliance audit score

>90%

Quarterly training completion of

90%

100%

employee engagement in EHS System

Recordable Rate less than or equal to

1.25

DART Rate less than or equal to

0.65

90%

on-time completion for corrective actions



Achievements

SafeWorks

We implemented SafeWorks over 20 years ago as a comprehensive program for all employees. SafeWorks is based on ISO 45001, the most recognized global standard for OHS management systems developed by the International Organization for Standardization (ISO). SafeWorks is regularly audited by our Corporate EHS Internal Audit group, with **audits covering 100% of facilities** within a three-year audit cycle.

We utilize SafeWorks to ensure compliance with all applicable worker safety regulations in the United States as governed by the Occupational Safety and Health Administration (OSHA). We strive to meet or exceed all local regulations for worker safety at our facilities in other countries

and hold various accreditations, certifications and registrations that require regular inspections.

SafeWorks enables sharing of companywide best practices, including addressing local opportunities for improvement at facilities through our employee safety committees and regular safety briefings. Employees are encouraged to be involved in the safety improvement process by identifying potential hazards, suggesting more efficient and safer processes and reporting not only incidents, but also near misses and opportunities for improvement so we can proactively address potential risks. We investigate all reports with a cross-functional team led by a site EHS manager who conducts an in-

depth analysis. We utilize incident management software to track all incidents and potential hazards along with corrective actions taken.

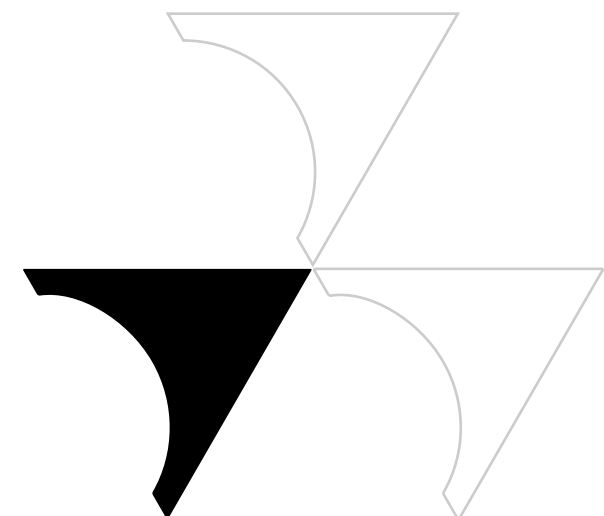
Our focus on continuous improvement in safety performance has helped the Company achieve metrics better than the industry average. At the end of FY24, our Total Case Incident Rate (TCIR, the number of occupational injuries and illnesses per 100 employees) was **2.37 compared to 3.7 average TCIR** of the fabricated metal product manufacturing industry as reported by the U.S. Bureau of Labor Statistics during calendar year 2022 (the most recent year for which data has been reported).

2.37

TCIR compared to 3.7 industry average

100%

of facilities are audited





Training and Awareness

We implement various initiatives aligned with industry best practices to foster our safety culture, including our OHS training programs, employee safety committees and regular safety briefings. The Company requires new employees to take a safety orientation course and offers a mentorship program partnering

new employees with experienced workers to help with on-the-job training (OJT) of safety requirements during the first year of employment.

Based on job position and responsibility, employees may be required to participate in monthly general safety trainings and job-

specific safety trainings utilizing various channels such as toolbox talks, classroom and individual instruction. Each facility tracks training compliance and corporate management reviews training data monthly. In FY24, our **employees completed 42,537 EHS courses.**



SAFETY CULTURE EVOLUTION

Enhanced Safety Training - Thanks in part to employee feedback, Worthington continues to invest in creating a culture of commitment as opposed to a culture of compliance. In FY24, approximately **300 Company leaders participated in safety training sessions** including topics such as improving safety conversations to receive and accept input rather than dismissing concerns. An executive-level safety training was also conducted with our senior management team, which included our chief executive officer, focused on how leaders can support a safety culture.

300

Company leaders participated in safety training



Risk Management

Cross-functional teams collaborate to implement OHS risk assessment processes and identify hazards prior to undertaking activities. In addition to general risk and opportunities identified through our Enterprise Risk Management (ERM) process, as discussed in the **Risk Management Chapter**, our EHS Department assesses specific risks related to processes and equipment. Risk assessments typically involve corporate and site EHS managers, plant personnel and others who could be impacted. The team assesses risks for their severity and probability and assigns a low-, medium- or high-risk category with a strong focus on 15 Life & Limb Threatening Hazards (LLTH) that include subjects such as fall protection, rail car safety, pedestrian safety and electrical safety. We also have an assessment process at each location focused specifically on machine-guarding risks, as well as processes for qualitative and quantitative assessments of industrial hygiene risks. Risks are identified at facilities by observing operator actions and

listing key process steps. We include potential hazards for each process step and use the hierarchy of controls to prevent the risk and detect hazards prior to exposure. These include engineering controls such as machine guarding and alarms, visual workplace controls and PPE and behavior controls through work practices, monitoring and training. Employees are encouraged to remove themselves from the workplace if they feel unsafe and workers will never be retaliated against for doing so.

Our team also assesses ergonomic risks. In locations with a large number of employees, we've provided onsite athletic trainers to teach proper body mechanics and lifting techniques and to help with stretches and exercises to prevent injuries. As part of Worthington's commitment to address ergonomic risks, kinetic assessments are conducted for specific jobs to establish better job rotations and identify high risk activities. With this knowledge, proper lifting and upper body mechanics training is given

to all new hires. And proper lifting coaching is given to all employees, along with pre-shift stretching.

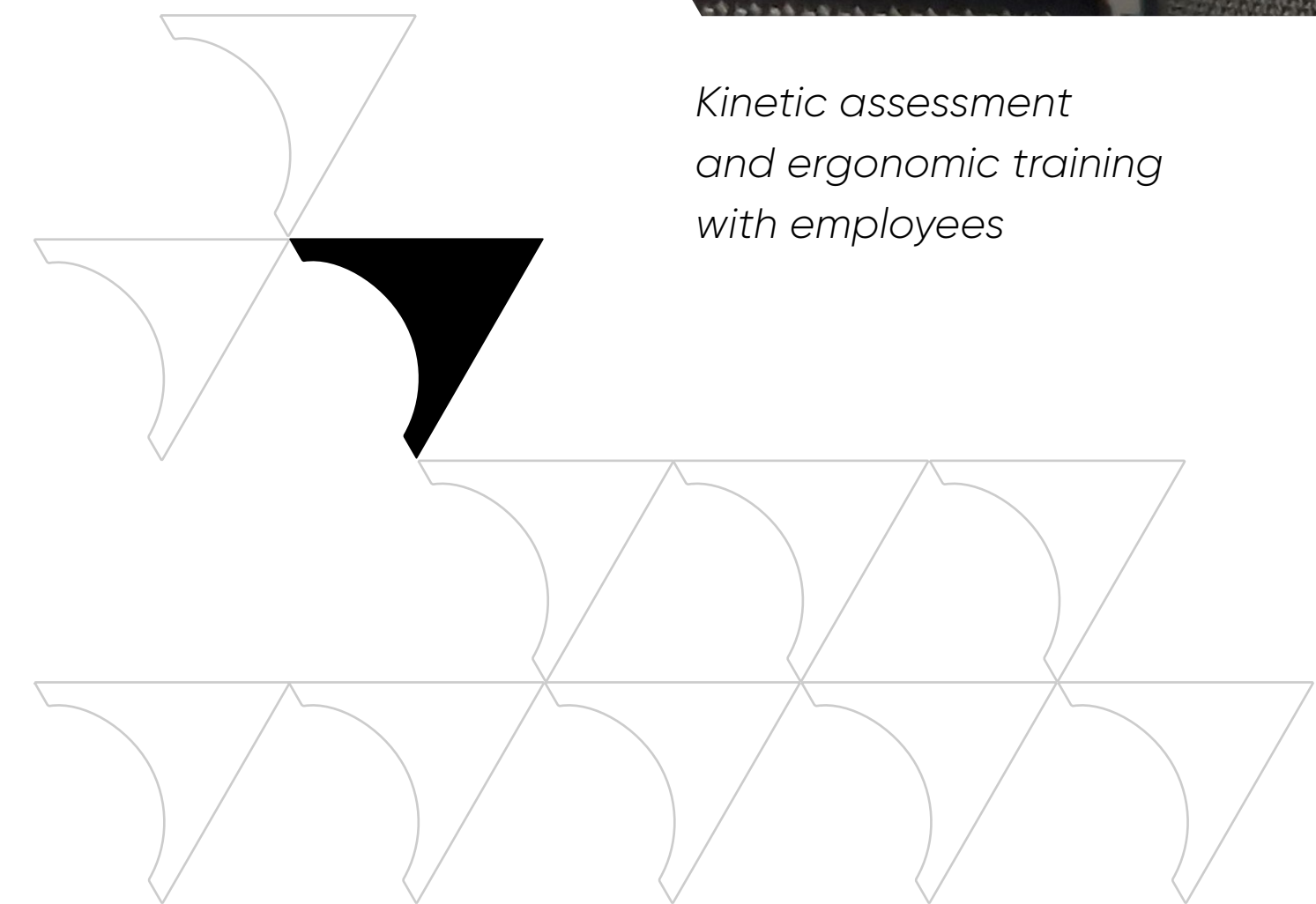
Contractor Safety

We view contractors as an extension of our workforce. As a result, we pre-qualify all contractors through our Contractor Safety Program that includes evaluation tools such as ISNetworld (ISN), a third-party contractor safety management service. We use ISNetworld to monitor and manage contractors' safety records and to provide programs that help facilitate and mitigate work onsite.

Before beginning their project, contractors must watch and acknowledge a Worthington-specific safety video. Free training courses are offered to contractors through ISN Learning Management, National Safety Council or other recognized platforms. Our Contractor Safety Program is periodically included in internal audits of the SafeWorks system.



Kinetic assessment and ergonomic training with employees





Human Capital Management

SDG Linkages:



Our Commitment

Worthington is dedicated to implementing effective Human Capital Management (HCM) programs to attract and retain talented employees. Since our founding in 1955, we have built one of the strongest employee-employer partnerships in American industry based on Our Philosophy of treating others the way you would like to be treated.

The **Worthington Enterprises Code of Conduct** highlights our commitment to following fair labor and employment practices such as providing equal opportunities, supporting Freedom of Association and prohibiting all forms of unlawful harassment or discrimination. Our **Sustainability Policy** also reflects our commitment to operating our business to the highest standards of safety and treating all individuals with respect and dignity.

Management

HCM strategies and initiatives include programs focused on recruitment and retention, employee engagement, career development and diversity, equity and inclusion, which is discussed in the **Diversity, Equity and Inclusion Chapter**. Our Vice President of Human Resources oversees these programs and reports regularly to the board's Compensation Committee.

Our HCM software platform, which is branded internally as The Hub, tracks data and metrics to measure program effectiveness. Key performance indicators (KPIs) include employee turnover, flow-through rate (how many people are being hired and how many are leaving), reasons why people are leaving, time to fill positions and internal promotions. We analyze data to fully understand diversity at all levels of the organization when considering promotions.





Achievements

Engaging our Employees

We seek employee feedback and input on our HCM initiatives through an annual companywide Employee Engagement Survey conducted in collaboration with a third-party firm. In our FY24 “Shaping Our Future” survey, our worldwide participation increased to **86% from 76% in FY23**. Results exceeded both manufacturing and global benchmarks in several categories, including Equip Factors (77%), Change Management (69%), Innovation (63%), Quality (71%) and Philosophy (73%).

Importantly, in our first year as Worthington Enterprises, the 2024 Engagement Survey showed that

a sense of belonging and career development continue to be large drivers of employee engagement. The Company has continued to emphasize employee belonging by strengthening its inclusion strategy, which is core to our People Strategy, by focusing on training and development of inclusive leadership traits, awareness and mitigation of personal biases and the power of inclusive language and behavior in the workplace. We also expanded our **Employee Resource Groups (ERGs)**, which are led by employee volunteers in addition to their primary roles and sponsored by members of our Executive and Senior Leadership teams. We continue to identify

opportunities to embed inclusive practices into everything we do.

Our Human Resources team segments and distributes survey results by site, business segment and executive management to ensure that all managers and leaders understand key issues and develop plans to address opportunities. Managers have goals tied to the results of the Employee Engagement Survey. In FY24, we began reporting survey results to our board of directors to further drive continuous improvement.

We also gather employee feedback through Employee Councils, which meet monthly at all locations and

include employees and management representatives. Notes from monthly meetings are shared with senior management, ensuring Employee Councils play a valuable role in creating an open environment for employee feedback and suggestions. Two council members from each location come together every year for a Joint Employee Council conference at which senior management discusses key initiatives and council members provide feedback, share best practices and obtain training. We also hold regular town hall meetings as a forum for communication of Company initiatives and notable happenings.



EMPLOYEE ENGAGEMENT GOAL

Achieve a 10% increase in employee engagement by the end of FY26 from an FY24 baseline.



86%

survey participation worldwide



Developing Skills and Careers

Worthington recognizes the importance of helping employees advance and achieve career goals and we are committed to providing resources and skills training. All employees participate in annual performance reviews tied to competencies and identified behaviors. Reviews include a self-evaluation and a supervisor discussion.

We also utilize The Hub as a centralized learning and career development system offering Worthington-specific trainings, LinkedIn courses, OSHA (discussed in the **Occupational Health and Safety Chapter**) required trainings and human resources and IT compliance.

The Career Outlook tool within The Hub allows employees to explore their career path, review job descriptions and understand required skills sets. Career Outlook helps strengthen manager-employee conversations by providing information on available internal opportunities when building individual development plans.

We also strive to enhance career development opportunities through our Learn and Lead Program, which seeks to empower the workforce, managers, top talent and future leaders. In FY24, we began holding annual conferences for each of these groups with the first workforce conference, Empowering Our Workforce, held in April 2024 for 50 employees.



Kicking off Spring Learn and Lead



Compensation

We base our compensation program on the Company's Philosophy that people respond to recognition, opportunities to grow and fair pay. We believe that a meaningful portion of employees' total compensation should be tied to performance with incentives that drive and reward accomplishments. All full-time employees participate in some form of an incentive compensation program such as quarterly profit sharing payouts or annual bonuses primarily tied to operating results.

We design our executive compensation programs to attract and retain highly qualified executives and to align the interests of management with those of shareholders. Management incentives are based primarily on the Company's performance and reaching corporate goals and objectives. The board's Compensation Committee reviews and administers programs for executive management compensation, as discussed in the **Board Governance and Oversight Chapter**, which include both annual cash incentive bonus programs and long-term incentive compensation programs with both cash and equity-based components.

Benefits

We are proud to provide comprehensive benefit programs to our employees and their families. As a self-insured Company, **we cover 90% of total healthcare plan costs** for our full-time employees versus the 75-80% typically covered by other employers. We offer medical, dental and vision coverage to all employees, and in FY24 we introduced a second medical plan option for consideration.

We offer full-time employees a Health Savings Account (HSA) that can be used to save and pay for qualified medical expenses. The Company provides an **HSA annual contribution of \$2,000 for family coverage and \$1,000 for individual coverage**. In addition, full-time employees can use Flexible Spending Accounts to assist with healthcare, dependent care and qualified adoption expenses.

90%

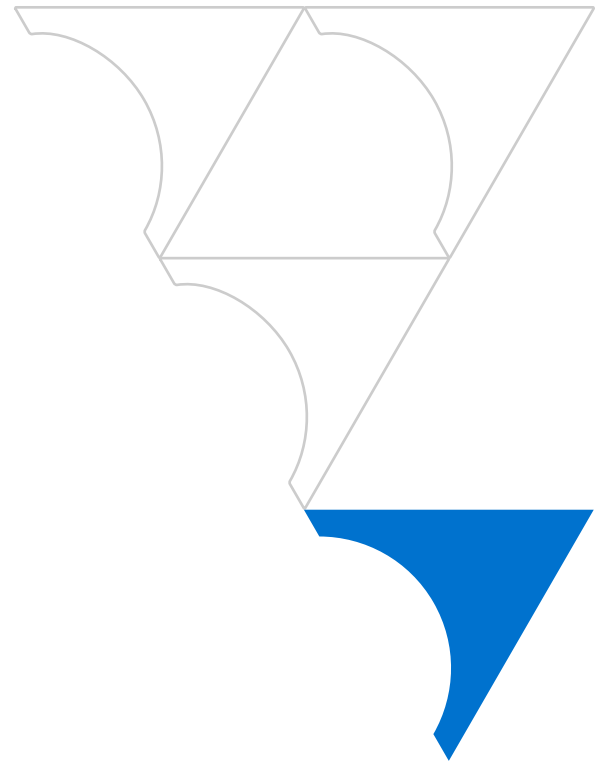
coverage of total healthcare plan costs for our full-time employees

\$2,000

annual contribution to employee HSAs for family coverage

\$1,000

annual contribution to employee HSAs for individual coverage





Benefits *(continued)*

Additional benefits for full-time employees include Basic Life, Accidental Death & Dismemberment (AD&D) and Short and Long-Term Disability. We offer an Employee Assistance Program (EAP) with access to free, confidential counseling through in-person, phone, online and text support. The EAP also includes a work/life concierge that can assist with finding and getting quotes for a variety of needs such as childcare, auto and veterinary services, among others.

We offer a 401(k) retirement plan with a company match for U.S. employees.

All Worthington employees are eligible for a wide range of wellness benefits and programs. Our comprehensive wellness program provides rewards for participation in free health screenings and company-wide health challenges. We have an onsite medical center and pharmacy in Columbus and most of our facilities have onsite fitness centers. Wellness offerings also include counseling and dietitian services, chiropractic care, exercise therapy for back and joint pain, health fairs and other location-specific wellness events.



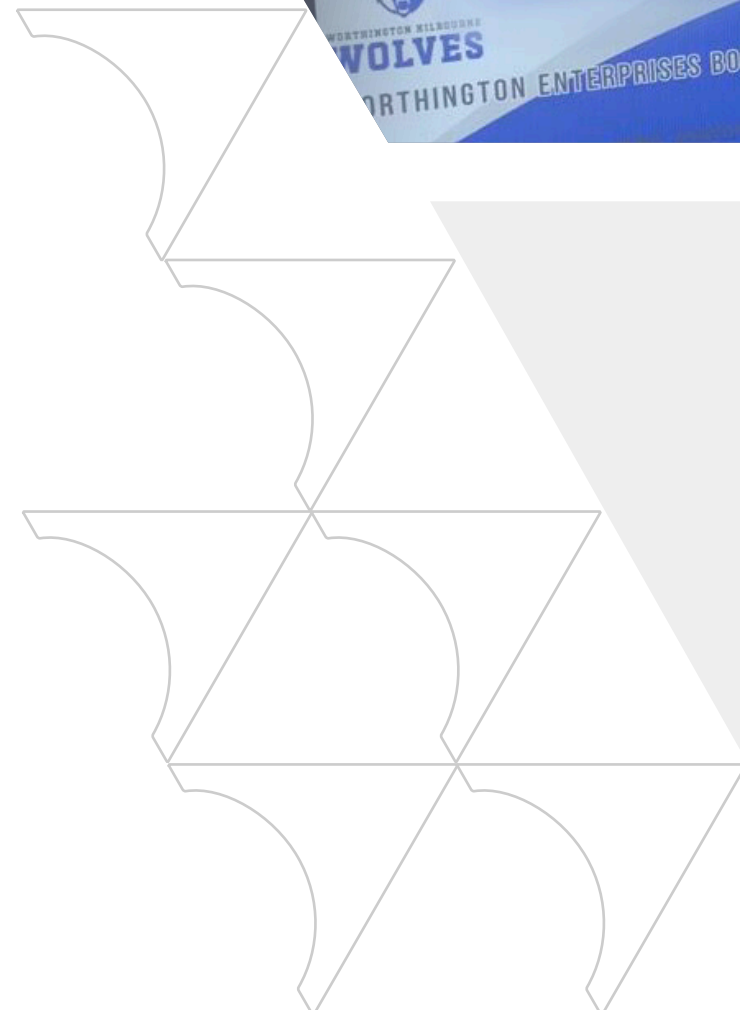
Worthington Family Medical Center's three full-time physicians

Building Our Talent Pipeline

Worthington understands the value of recruiting and providing programs to develop talented and motivated employees to power our long-term growth and innovation. We partner with a wide variety of non-profit, educational and government organizations to implement workforce development and training programs aimed at promoting career opportunities in manufacturing and STEM. We also strive to strengthen our inclusive environment through recruiting initiatives aimed at attracting diverse candidates. These initiatives are discussed in the [Diversity, Equity and Inclusion Chapter](#).



Worthington Workforce Experience – An 18-week program providing high school seniors the opportunity to discover manufacturing careers. Worthington employees train and mentor students who work on our production floor and gain career readiness skills in areas such as safety, communications, finance and problem solving. To date, nearly 40 students have transitioned into full-time positions with us upon graduation.



Summer Internship Program – An annual 10-week program providing over 40 college students with a curriculum including courses on inclusion, LEAN manufacturing principles, resume writing and interview preparedness. Interns work on business-specific projects in both office and plant locations and participate in community outreach.



Columbus City Schools STEM Industry Council (SinC) – SinC supports the development of future STEM professionals through programming and job placements exposing students to career opportunities in STEM-based fields and building pathways to post-secondary education. Worthington partners with SinC to host student interns, help with mock interviews and act as internship placement coordinators.



Building Our Talent Pipeline *(continued)*

College and University Partnerships

We collaborate with The Ohio State University Industrial Systems Engineering Department on capstone projects that provide practical industry experience to senior engineering students. The engagements, which can span multiple semesters, provide students with awareness of diverse technical concepts and tools and build mutually beneficial relationships. We also sponsor an engineering capstone program for one student per year from Ohio Northern University, and we mentor and connect with students who are interested in an engineering career.

We partnered with One Columbus, a local economic development agency, and Columbus City Schools on a learning pilot program to provide project opportunities and a capstone project. This allows college students who attended Columbus City high schools to gain hands on experience and help solve industry challenges.

In FY24, we participated for the first time in Columbus Promise, a program formed by the City of Columbus, Columbus City Schools, I Know I Can and Columbus State Community College to help students attend college and prepare for opportunities in the growing Columbus job market. The Columbus Promise program covers tuition and fees to Columbus State Community College as well as exclusive advising and support to develop skills, behaviors and habits that contribute to success through college and beyond.

Additionally, we joined in the Columbus Rotary Celebration of Excellence program by supporting a financial award that enables students to purchase or upgrade technology, pay for additional training, buy equipment, uniforms and tools.



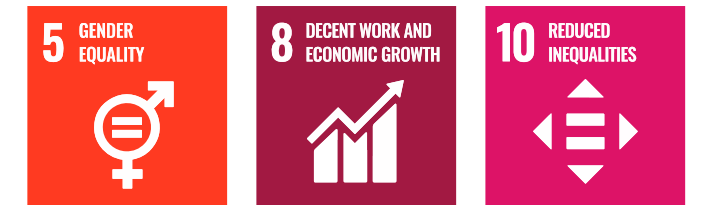
Manufacturing Day – Worthington participates in Manufacturing Day events at our Columbus facilities every October to showcase modern manufacturing. We open our facilities to students, educators and community members for tours and to discuss career paths in our organization. We explore different ways we can partner with advocacy programs and schools to engage future employees.





Diversity, Equity and Inclusion

SDG Linkages:



Our Commitment

We believe inclusion is an essential attribute of our Golden Rule-based Philosophy of treating others they want to be treated. It's why we create and implement inclusion strategies and initiatives to help us meet the evolving and personal needs of our employees as well as understand our diverse customer base.

We embrace our responsibility to inclusively engage and train the workforce of the future. We also strive to provide an environment where employees can bring their best self to work so they can innovate, transform and lead effectively and authentically.

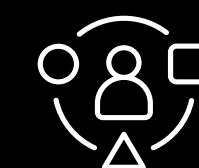
Management

The Compensation Committee of our board of directors maintains oversight of human capital management activities, including our DEI efforts. In addition, our Vice President of Human Resources reports annually to our board on these initiatives.

Our Director of DEI and our VP of Human Resources, in alignment with our People Strategy and DEI Senior Leadership Council, design and implement annual inclusion initiatives. The council is currently comprised of senior executives and heads of our business segments. Our Inclusion strategy focuses on elevating and advancing inclusion across the Company through four pillars: Workforce, Workplace, Community and Partners. Now in the final year of our three-year strategic plan, our Director of DEI is collaborating closely with our HR department on data gathering that will inform goal and target setting for future inclusivity in our workplace.



Employee Diwali celebration



CORPORATE DIVERSITY GOAL

Maintain year-over-year improvement in hiring and retention of underrepresented populations.



Achievements

Workforce

As part of our commitment to fostering an inclusive and welcoming workforce, the Company is focused on building a diverse talent pipeline and following best practices in promoting and developing our talent. We established baselines as part of our three-year strategic plan to use in setting diversity goals for new hires and internal promotions. In FY24, **53%** of salaried new hires were diverse

and **51%** of internal promotions were diverse employees compared to **39%** of internal promotions in FY23.

Worthington is achieving these gains through increased recruiting initiatives and enhanced training on removing unconscious bias in hiring. We increased our focus on recruiters and job boards targeting diverse candidates, including a new

partnership with Black Achievers, which is the largest network of Black professionals in the United States with over 120,000 members in all 50 states. Worthington is a sponsor of the organization and the largest partner in Columbus. We utilize the organization's job boards and newsletter to post open positions and feature Company news.

Diverse employees represent

53%
of new hires

51%
of internal promotions

International Women's Day - Worthington held its second annual International Women's Day event at our headquarters in Columbus featuring roundtable discussions and panels highlighting the future of women in manufacturing and STEM careers. Panelists and guests included members of local organizations including Boys & Girls Clubs of America, Columbus City Schools, I Am Boundless, Inc., Femergy, Worthington Area Chamber of Commerce and OhioMeansJobs.com.





Workforce *(continued)*

We continue to participate in career fairs at Historically Black Colleges or Universities (HBCUs), including Central State University, Jackson State, Florida A&M and North Carolina A&T. Through partnerships with business groups such as Central Ohio Diversity Consortium, Columbus State Workforce Advisory Board, The Columbus Partnership DEI Forum, National Center for Urban Solutions and The Urban League, Worthington Enterprises encourages careers in manufacturing among diverse students, offers internships and commits to providing housing for HBCU student interns in Columbus. The Company also facilitated Inclusive Leadership sessions for students at the Fisher College of Business and College of Engineering at The Ohio State University.

Worthington actively supports veterans and their families through hiring initiatives. Our team in Chilton, Wisconsin earned recognition from the Office of the Governor of Wisconsin as a Vets Ready Employer. We also partnered with Forward March Inc. to effectively recruit, onboard and retain veterans.

Worthington is committed to supporting career development for women in our industry through collaborations with Women for Economic Leadership and Development (WELD) and the Association of Women in the Metal Industries (AWMI). Worthington employees serve on the AWMI Executive Committee and the board of directors of the Columbus Chapter of AWMI.



Facility tour with HBCU college students



Workplace

Our inclusion strategy is focused on building an inclusive workplace by raising awareness and understanding of DEI issues through regular training programs and the establishment of ERGs. We launched a pilot program in FY23, DEI Champions, to identify, develop and empower DEI advocates at our facilities to create inclusive work environments.

Inclusion topics are included in our Human Resources and managers training to review impacts on hiring, promotion and retention. Our hiring managers have also been given new tools developed with the Columbus Partnership DEI Forum such as self-assessments for possible biases in the hiring process. We also utilize a tool created for the employee engagement experience, to help managers identify bias in the talent review and development process.

In FY24, we launched four instructor-led inclusive practice workshops, offered to all employees. These include Philosophy of Inclusion, Unconscious Bias, Addressing

Microaggressions and Inclusive Language in the Workplace. Self-directed versions of these courses are available to our employees through our learning management system. We also redesigned our DEI web portal to provide employees with a wide variety of resources and ways to engage with other employees beyond ERGs.

Worthington launched our new THRIVE ERG in FY24, focused on promoting mental health and wellness, bringing our current number of ERGs to five. We are planning to launch additional ERGs in FY25. Our ERGs are open to all employees to share cultural insights and best practices, and to help drive advancement and recognition in our workplace. The ERGs support recruiting and educational programs such as cultivating an affirming home environment with Kaleidoscope Youth Center. ERGs are also actively involved in our communities, which is discussed in the **Engaging Our Local Communities Chapter**.



Honor ERG at the National Veterans Memorial and Museum

Our Employee Resource Groups





Community

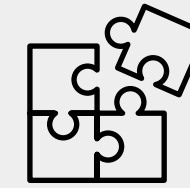
A focus of our inclusion strategy is our support for DEI initiatives of organizations and school districts in the communities where we live and work. Worthington partners locally on programs designed to encourage and prepare students for career opportunities in the manufacturing industry, which is discussed in the **Human Capital Management Chapter**. Supporting DEI programs in our communities is also an area of focus for our Foundation, which is discussed in the **Engaging Our Local Communities Chapter**.

Partners

Worthington is committed to developing a robust Supplier Diversity Program to support the growth of businesses in underrepresented communities. We recognize that Worthington's suppliers and contractors are critical to helping us

provide customers with high quality and innovative products, and we are working to integrate diversity criteria into our supplier selection process to help fuel our growth and innovation.

Our Director of DEI, with the backing of our DEI Senior Leadership Council, partnered with the procurement teams in our business segments to develop baseline performance metrics for the Supplier Diversity Program in FY22. In FY24, we continued to focus on setting targets for diverse spend based on the new spend categories of Worthington Enterprises following the split with Worthington Steel. We are committed to reporting metrics on diverse spend to ensure accountability and transparency. The Worthington Enterprises business segments' Tier 1 (Direct) **diverse spend was nearly \$24 million** in calendar 2023.



DIVERSE SUPPLIER ORGANIZATIONS



Association of Women in the Metal Industries



OHIO
Minority Supplier Development Council



VA | U.S. Department of Veterans Affairs

WBENC



WOMEN FOR ECONOMIC AND LEADERSHIP DEVELOPMENT



Engaging Our Local Communities

SDG Linkages:



Our Commitment

A central pillar of Our Philosophy is being a good corporate citizen. Worthington is committed to having a positive impact on the communities where we live and work. We support groups that help our communities thrive by partnering and providing financial support to non-profit organizations and by encouraging our people to volunteer.

We provide financial support to non-profit organizations in our local communities through **The Worthington Companies Foundation**, formerly known as The Worthington Industries Foundation. The Foundation is funded by both Worthington Enterprises and Worthington Steel. In FY24, The Foundation contributed **\$3 million to 73 organizations** in our focus areas of Health, Human Services, Youth & Education and Civic Causes.

Worthington's employees volunteered 2,000 hours of their time and talents to help numerous community organizations with events and fundraising activities. Members of our management also volunteer their time to serve on the boards of non-profit organizations in our communities. Eighteen members of senior management served as directors in FY24.

\$3M contributed to **73** organizations

by The Worthington Industries Foundation

THE WORTHINGTON COMPANIES FOUNDATION

The Worthington Companies Foundation - The Worthington Companies Foundation is primarily focused on supporting organizations in our home state of Ohio. We assess needs in our local communities by actively engaging with community leaders and encouraging non-profit organizations to submit grant applications aligned with the Foundation's focus areas.





Worthington CARES Employee Fund

The Worthington CARES Employee Fund was launched in FY21 to support employees who are facing unexpected financial challenges. Funded by the Worthington Companies Foundation, the fund provides grants to employees who have experienced unexpected hardships including natural disasters, home catastrophes, death of immediate family and domestic violence. The program is confidential and is administered by the Salvation Army, who connects employees to additional services if needed. In calendar year 2023, **49 employees** were helped with nearly **\$65,000** in total grants.

The Worthington Companies Foundation proudly supported the following organizations in FY24:

- 3rd & Goal Foundation
- A Kid Again
- Alvis
- American Cancer Society
- American Red Cross
- BESA Community Inc.
- Birdies for Buddies
- Boys & Girls Club of Columbus
- Canine Companions for Independence
- Columbus Association of the Performing Arts (CAPA)
- Catholic Social Services
- Celebrate One
- Children’s Hunger Alliance
- Choices For Victims of Domestic Violence
- College Mentor For Kids
- Columbus Blue Jackets Foundation
- Columbus Chapter of the National Football Foundation
- Columbus Council on World Affairs
- Columbus Early Learning Centers
- Columbus Metropolitan Library Foundation
- Columbus Speech and Hearing
- Columbus State Community College
- Columbus Zoo & Aquarium
- Community Shelter Board
- Down Syndrome Association of Central Ohio
- Dress For Success Columbus
- Flying Horse Farms
- Franklin Park Conservatory
- Furniture Bank of Central Ohio
- Future Ready Five
- Girls Scouts of Ohio’s Heartland
- Gladden Community House
- I Am Boundless
- Junior Achievement of Central Ohio
- Kaleidoscope Youth Center
- League of Women Voters
- LifeCare Alliance
- Maryhaven
- Mid-Ohio Food Collective
- Momentum
- National Church Residencies
- National Groundwater Foundation
- National Veterans Memorial & Museum
- Nationwide Children’s Hospital Foundation
- New Albany Community Foundation
- Ohio First Lady’s Charitable Foundation
- Ohio Foundation of Independent Colleges
- One Columbus Foundation
- Operation Gratitude
- OSU Foundation LiFE Sports Program
- Peggy R. McConnell Arts Center of Worthington
- Pelotonia
- Preservation Parks Foundation
- Recreation Unlimited
- Rev1
- Ronald McDonald House
- Scouting America, Simon Kenton Council
- See Kids Dream
- Seeds of Caring
- St Mary School
- St. Vincent Family Center
- Stowe Mission of Central Ohio Community Kitchen
- The Bodgery - Madison WI
- The Harmony Project
- The Salvation Army of Central Ohio
- United Way of Central Ohio
- United Way of Paducah-McCracken County
- Vista Villages
- Women’s Fund of Central Ohio
- Worthington Firefighters Foundation
- Worthington Resource Pantry
- YMCA of Central Ohio
- YWCA Columbus



Nationwide Children's Hospital in Columbus – The Worthington Companies Foundation announced its first community investment in December 2023 to Nationwide Children's Hospital in Columbus. The Foundation, along with The McConnell Foundation, announced a **\$7.5 million gift** to create the Worthington Companies Pediatric Research Fund, with The Foundation pledging \$5 million over multiple years. The Fund will support research breakthroughs taking place at the Abigail Wexner Research Institute at Nationwide Children's Hospital, which is recognized as a top-10 National Institute of Health organization and has achieved breakthroughs that have changed medicine in communities across the globe. As part of the gift, the Fund will award \$1.2 million each year to a small group of researchers to launch or continue their most promising work.

\$7.5M

gift to create the Worthington Companies Pediatric Research Fund

2023 WORTHINGTON COMPANIES PEDIATRIC RESEARCH AWARD WINNERS



Award #1: Regenerative Medicine

\$450,000

Second Generation TEVG
Confirmatory Clinical Trial



Award #2: Gene Therapy

\$300,000

Pre-Clinical Gene Therapy
Development for Myotonic Dystrophy



Award #3: Behavioral Health

\$250,000

Targeting Adolescent Insomnia to
Lessen Overall Risk for Suicide



Award #4: Neonatology

\$200,000

Understanding BPD Using
Omics-Based Technology



Health

Ronald McDonald House – The Foundation fulfilled its **\$250,000 multi-year pledge** to the Ronald McDonald House, which is located across the street from Nationwide Children’s Hospital, with a gift of \$100,000. Our donations funded the addition of 80 guest rooms that enabled the organization to serve an additional 2,000 families annually, for a total of 6,500 families being provided services each year.

2,000

additional families served because of The Foundation



The Ohio State University Comprehensive Cancer Center – The Foundation helped fund cancer research by providing matching funds to Worthington Enterprises employees for Pelotonia, an annual fundraising event benefiting The Ohio State University Comprehensive Cancer Center – James Cancer Hospital and the Solove Research Institute. The Worthington Pelotonia team raised \$62,500 in 2023 with 100% going to innovative cancer research. We are on track to outpace our contributions for 2024.



Youth and Education



Junior Achievement of Central Ohio – Junior Achievement of Central Ohio (JA) prepares central Ohio K-12 students for life after graduation by offering programs focused on work-readiness skills, entrepreneurship and financial literacy so that they feel empowered to make intentional decisions about their futures. The Foundation made a **\$500,000** multi-year commitment—\$200,000 this year—to help fund the creation of JA Finance Park and expand the reach of JA to serve more than 100,000 students by 2027. JA Finance Park is comprised of a curriculum and a simulation, helping students build a foundation on which they can make informed financial decisions such as those related to income, expenses, savings and credit which can last as lifetime.

Boys and Girls Club of Central Ohio (BGCCO) – Worthington Enterprises supports the CareerLaunch program. The program encourages members to assess their skills and interests, explore careers, make sound educational decisions and prepare to join the workforce. BGCCO programming helps members build resumes and cover letters, participate in mock interviews, learn how to dress to impress. Participants also visit employers to learn about career opportunities.



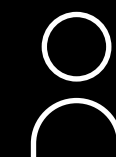
\$50K

commitment to The Furniture Bank of Central Ohio and its Furnish Our Community Plan

The Furniture Bank of Central Ohio – The Foundation completed a **\$50,000** commitment to The Furniture Bank of Central Ohio and its Furnish Our Community Plan. This sustainably increases internal capacity to provide essential furniture to up to 6,000 local families in poverty or crisis every year.



Community Shelter Board – In 2023, The Foundation gave **\$125,000** to the Community Shelter Board. This organization helped more than 16,000 people, including over 5,000 children, with housing last year. The Foundation also supported the Home4Good initiative working with local landlords and providing them an incentive to increase access to market rate housing for families experiencing homelessness.



Human Services



Columbus Zoo – The Foundation fulfilled a **\$1.5 million** multi-year commitment to the Columbus Zoo and its Connecting People & Wildlife campaign. This transforms animal habitats and guest experiences, increasing accessibility of the Zoo’s educational programming and supports wildlife. Worthington has supported the Columbus Zoo for over 40 years as part of helping enhance communities.



Operation Gratitude – In honor of Veterans Day, The Foundation donated **\$50,000** to the National Veterans Memorial and Museum. The Foundation also supported Operation Gratitude, which provides ways for Americans to express their gratitude to first responders and members of the military. The Foundation’s contribution supported a paracord lanyard project, which is part of care packages sent to deployed service members. Operation Gratitude has shipped 3.8 million packages since its founding. This year, Worthington facilities made 1,500 paracord lanyards.



National Groundwater Association – The Foundation gave **\$50,000** to the National Groundwater Association to support its Water Well Wish Program, a program that helps to provide access to clean water. This gift provided a **local veteran** with a new well and provided kids hands-on education to learn about ground water, which is used by 44% of the U.S. population for daily living.



Employee Volunteerism

We actively encourage employees to be involved in their communities through volunteerism and charitable giving. As discussed in the **Human Capital Management Chapter**, employees also support workforce development efforts including serving as mentors in the Worthington Workforce Experience program, that encourages students to pursue careers in STEM and manufacturing.

Our 2023 Summer Intern class partnered with the Friends of the Lower Olentangy Watershed (FLOW) to preserve Antrim Lake. Interns spent time clearing invasive honeysuckle, cutting shrubs and removing brush with the goal of restoring natural habitat.

A team from our Building Products business segment traveled to Flying Horse Farms on several occasions, to help clean facilities and grounds. This

effort supported National Disability Awareness Month. Employees also celebrated Earth Day by assisting Franklin Park Conservatory's horticulture team in beautifying gardens and preparing the Conservatory for spring and summer.

Holiday giving efforts supported the Salvation Army by bell ringing for donations and collecting more than 1,000 toys with an estimated cumulative value of \$15,000. A team of 18 employees also assisted the Salvation Army in distributing toys and food to local families.

Our Information Technology department expanded and tended to the on-site Charity Garden at our campus. They **provided over 170 pounds of harvested produce** to the Worthington Resource Pantry, a food bank serving residents of Franklin County.

170+

pounds of produce donated to local food pantry



Employees volunteering at Flying Horse Farms



Planting the Community Garden on our Columbus manufacturing campus

Employee Resource Groups in the Community

Being present in the LGBTQIA+ community is a focus area for our PRIDE ERG. This year, PRIDE volunteered for Stonewall Columbus by setting up for the Columbus Pride Festival and beautifying their facility. They also volunteered with Kaleidoscope Youth Center creating a Winter Wonderland for LGBT youth. Further, they raised money for, and participated in, the Central Ohio Aids Walk.

Our Parents and Caregivers (CARE) employee resource group partnered with Boundless, an intellectual and developmental disability and behavioral health organization to pilot a volunteer program and make assistive learning tools for community members. CARE also volunteered at LifeTown Columbus by assisting students with disabilities in developing life, social and pre-employment skills necessary to transition into adult independency.



PRIDE ERG celebrating Pride Month

PROCESS AND **PLANET**

CHAPTERS

Sustainable Operations

Our Philosophy of treating our stakeholders as we would like to be treated includes making strategic choices in our business to protect the planet and mitigate negative environmental impacts. These choices include investing in enhanced systems and equipment to continuously improve the efficiency of our manufacturing processes, which lowers energy use and greenhouse gas (GHG) emissions, reduces waste sent to landfills and conserves water. The Company is also strategically focusing on products and services that support reductions in GHG emissions.



Sustainable Operations

SDG Linkages:



Our Commitment

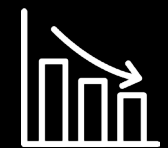
In line with our **Sustainability Policy**, Worthington Enterprises is committed to ensuring that we do our part to protect the planet by reducing our carbon footprint and managing resources responsibly. We are focused on using alternative materials where possible to limit GHG and non-GHG emissions, including volatile organic compounds (VOCs).

Our responsible resource management includes initiatives to reduce waste sent to landfills and prevent negative impacts from improper waste handling. The Company is working toward achieving zero waste to landfill for global manufacturing and distribution sites by 2040. We are also committed to water conservation efforts such

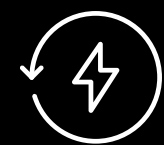
as reducing the amount of fresh water in our operations and treating wastewater before discharge. Our team is charting a path to net-zero emissions by 2050 by determining targets for GHG emissions reduction aligned with the goals of the 2015 Paris Agreement to limit global warming to 1.5 degree Celsius. In FY24, we completed a materiality

assessment and inventory that set baselines and sustainability goals. We have established corporate goals to reduce Scope 1 (direct) and Scope 2 (indirect) emissions by 60% by FY34 using FY24 as the baseline. We also established a goal to increase the amount of electricity from renewable sources by 5% each year, starting in FY25.

CORPORATE ENVIRONMENTAL GOALS



Emissions Reduction: Reduce Scope 1 and 2 emissions by 60% by FY34 from a FY24 baseline, and achieve net zero emissions by 2050.



Clean Energy: Increase the amount of electricity from renewable sources by 5% each year, starting in FY25.



Zero Waste: Achieve zero waste to landfill for global manufacturing and distribution sites by 2040.



Management

Worthington's commitment to sustainability includes setting strategic goals for environmental performance, including our targets for GHG and eliminating waste sent to landfill. Our Sustainability Council established these targets, and reports progress quarterly to the executive leadership team and the board's Nominating and Governance Committee.

We continuously measure key environmental metrics including energy use, water use, waste generation/disposition, GHG emissions, non-GHG air emissions, regulatory compliance and environmental-related incidents. We utilize our online Worthington Enterprises Environmental Management System (WEEMS) to record environmental metrics at all locations, including manufacturing, distribution and administrative facilities.

The corporate EHS Department establishes the scope and framework of our Environmental Management System (EMS). The system is based on ISO 14001, which is the most recognized global standard for an effective EMS developed by the International Organization for Standardization (ISO). The system is used to identify environmental risks and opportunities and to manage outcomes. EHS managers at each facility are responsible for implementing the EMS, working with local management to drive improvement that reduces environmental impact and risk to the company.

We periodically conduct internal audits at each facility to identify opportunities for improvement, ensure regulatory compliance and verify that the EMS is properly utilized.

Third-party, in-country experts are used to assess our European facilities compliance with the European Union environmental regulations and laws. Corrective actions are identified for each finding. Each corrective action is monitored to completion for effectiveness.

In FY24, we implemented a specialized software platform to manage data on Scope 1, 2 and 3 GHG emissions. Corporate EHS reviews all environmental data regularly and delivers a cohesive report quarterly to senior management, which enables a holistic view of the environmental impact of all projects and the effectiveness of process improvement initiatives.





Achievements

Training and Awareness

EMS training and programs for employees increase awareness and foster engagement in our environmental improvement efforts. New employees participate in mandatory EMS training as part of onboarding. In addition, we provide new employees with job-specific EMS training and ongoing training based on a training needs analysis managed by Human Resources. We utilize our learning management system to track and manage compliance with EMS training requirements.

EHS managers meet twice yearly for roundtable discussions on key issues and conduct monthly EHS virtual meetings to share best practices. These sessions provide educational opportunities for managers to learn about developments in environmental regulations and emerging sustainability topics.

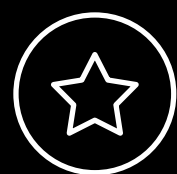
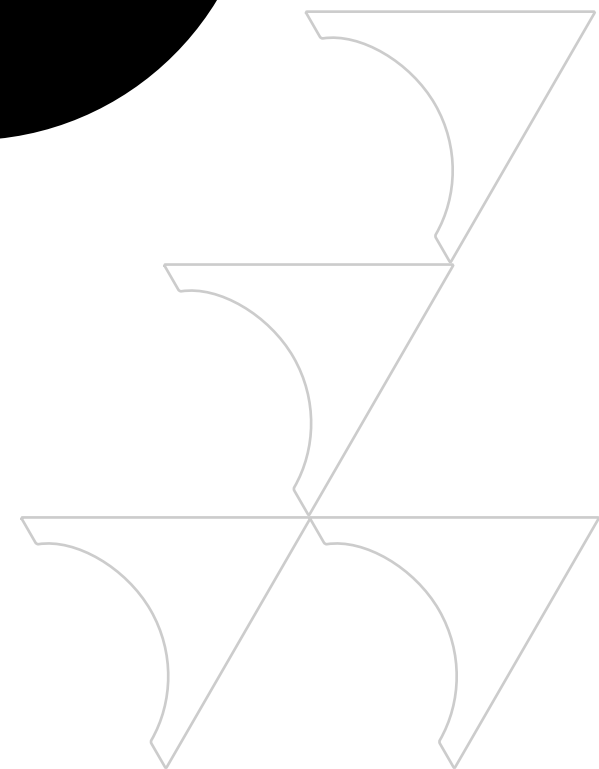
Worthington's Green Star Initiative, which launched in 2012, is another method for active employee involvement. The annual program rewards locations for continuous

improvement and exceptional performance in environmental conservation. Stars are awarded based on EMS data tracked and reported. Facilities display a banner to track stars awarded each year. Facilities achieving four or five stars earn additional recognition, including on-site celebrations.

Worthington facilities **earned 54% of available stars** awarded during FY24. Examples of Green Star projects are discussed further in this chapter.



of green stars awarded



GREEN STAR AWARD CRITERIA

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



GREEN STAR AWARD

A WORTHINGTON ENTERPRISES INITIATIVE

CONTINUOUS IMPROVEMENT

ENERGY CONSERVATION

WASTE REDUCTION

WATER CONSERVATION

REGULATORY COMPLIANCE



Environmental Awareness Events

- Our team in Chilton, Wisconsin, promoted environmental awareness by holding its first Chilton Litter Lifting Lalapalooza.
- Our facility in West Warwick, Rhode Island, held events such as Build a Pollinator and Clean Up Property.
- Our Corporate headquarters held its first Bike@Work Day during National Bike to Work Week to promote the environmental and wellness benefits of substituting biking for driving.

Portugal Facility Lowers Electricity Usage - Our facility in Guimarães, Portugal installed a new centralized air compressor system in FY24 that improves efficiencies and reduces energy consumption per cylinder produced. We expect this system will reduce compressed air energy usage by 32% annually and lower carbon emissions by 275 metric tons of CO₂e. The new system improves working conditions by creating less noise pollution. The facility also installed a new energy efficient water cooling system that replaced refrigerant containing chillers. This process improvement is expected to reduce electricity consumption by 2% annually while increasing the facility's growth capacity and lowering overall energy costs through tax exemptions.

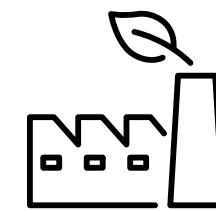




Lowering our Carbon Footprint

Manufacturing facilities are our primary sources of GHG emissions and are focused on reducing the amount of natural gas and electricity consumed in those locations. The Company has made progress thanks to investment in new systems and energy-efficient equipment, including furnaces, boilers and tank heaters that use natural gas. Installation of more efficient LED lighting and energy-efficient motors, blowers and compressors contributed to energy use reduction. In FY24, several Green Star projects resulted in significant annual energy savings, including at corporate headquarters, where new LED lighting is projected to **reduce energy use by 350,000 kWh.**

Worthington is also focused on lowering supply chain carbon emissions. In FY24 we selected a new carrier for internal transfers from Baltimore, Maryland to West Warwick, Rhode Island. This carrier utilizes weight savings technology to move more weight per load, which means a reduction of two trucks per week for **savings of 6,136 gallons of diesel** fuel per year. We also selected a new primary carrier for our freight that is SmartWay certified by the U.S. Environmental Protection Agency through use of biodiesel fuel, new tractors and trailers and recycling of 100% of waste at its facilities. The carrier is also 100% woman owned and operated and is committed to promoting sustainability by planting one tree for every shipment handled.



GHG EMISSIONS (METRIC TONS CO₂E)*

SCOPE 1 GHG EMISSIONS



SCOPE 2 GHG EMISSIONS (MARKET-BASED)



*FY22, FY23 and FY24 metrics include only Worthington Enterprises data. This data is not comparable to what has been reported in prior years due to company separation.



Using Renewable Energy

We are using electricity from renewable sources where feasible, including on-site energy generation from solar installations and by purchasing electricity derived from renewable energy sources. In FY24, we established a corporate goal to increase the amount of electricity from renewable sources by 5% each year, beginning in FY25.

The solar panel system at corporate headquarters started operation in May 2022, and supplied **387,809 kWh of electricity in FY24, reducing energy costs by 17%**. Our newly-acquired Norway facility is **almost 100% powered by hydropower** and has rooftop solar responsible for **370,000 kWh of electricity per year**.

We purchased renewable energy at our Secaucus, New Jersey facility that reduced GHG emissions by approximately 100 metric tons of CO₂e in FY24.



Electric Vehicle (EV) Charging Stations –
Our headquarters campus currently has six EV charging stations.



BREAKDOWN OF ENERGY USAGE



84.5%

Grid Electricity

14.2%

Sourced Renewable

1.3%

Onsite Renewable



Reducing Waste to Landfills

Process improvements to reduce overall waste increased reuse and recycling of waste materials. We are proud to have a 85% landfill diversion rate.

We recycle nonmetal materials where feasible. For example, our Portugal facility reduces waste by separating all materials sent to landfill, as well as cardboard and wood suppliers, to **increase its recycling percentage, which was 31.1%** in FY24. Also in Portugal, the solvent recycler allows our Company to reuse 30 liters/month.

We also identify and assist end users and distributors with recycling processes for composite materials.

In FY24, our Westerville, Columbus, Paducah and Jefferson plants partnered with a new vendor to recycle waste materials including weld dust, powder paint and steel shot dust. This resulted in a **waste to landfill reduction of 25,000 pounds** and is expected to double in FY25. Scrap rubber reduction at our West Warwick facility **reduces landfill waste by more than 145,000 pounds.**

Based on these successes, we established a goal of achieving zero waste to landfills for global manufacturing and distribution sites by 2040.



Westerville Waste Reduction Initiatives – Our Westerville, Ohio, facility earned four stars in our Green Star Initiative. Waste reduction programs there achieved a 33% increase in waste recycled in FY24. The facility worked with a vendor to move more materials into recycling streams, including steel and aluminum weld dust, filter materials from welding, powder paint, shot blast and office paper. In addition, Westerville made a process improvement to its aluminum line to change the lubricant, which resulted in 73% annual savings along with producing less waste and improving safety by requiring fewer instances of pit removal by employees.





Conserving Water

Our annual risk assessment process includes evaluation of water usage and access, including whether facilities are operating in areas with high or extremely high baseline water stress based on the World Resources Institute (WRI) Aqueduct Water Risk Atlas. At the end of FY24,

our Portugal location was the only facility in that category. Our water management initiatives focus on conserving the water we use from municipalities, surface water and wells and treating wastewater from our industrial processes before discharge to prevent pollution.

We are continuously seeking process improvements to reduce the amount of fresh water used for cleaning, rinsing and cooling equipment and products. For example, we are degreasing cylinders before welding to reduce water use in Portugal.



Green Roof Promotes Biodiversity - Our Columbus campus locations maintain over 100 acres with more than 1,500 flower species, focusing on native plantings and pollinator-friendly perennials. Our corporate headquarters incorporates a green roof covering our fitness center. The roof uses drought and heat-tolerant sedum plants that attract local pollinators including butterflies, bees and hummingbirds. The roof was designed so that rainwater runoff provides necessary hydration for the plants through drip system watering, conserving water while also filtering it before it drains into the surrounding environment. In addition to increasing biodiversity and green space in an urban area, the green roof provides natural insulation, helping to maintain indoor temperatures.



SUSTAINABLE PRODUCTS

CHAPTERS

Product Safety

Product Innovation

Worthington is committed to creating safe and innovative products that add value for our customers while also addressing our goals for sustainability and circularity. Our business segments focused on consumer products and building products have product innovation teams devoted to meeting or exceeding customer expectations while also complying with all applicable regulatory requirements for quality and safety.



Product Safety

SDG Linkages:



Our Commitment

Worthington seeks continuous improvement of our Quality Management Systems (QMS) to help ensure product safety, high performance, regulatory compliance and customer satisfaction. Nine facilities hold QMS certifications from various industry groups including the ISO 9001 standard.

Our internal staff audits all quality management systems regularly and a third party audits our certified facilities annually. Upon separating our Steel Processing business in December, Worthington Enterprises made a significant investment to maintain its certifications. A complete list of facility certifications is available on our [website](#).

Management

Our Corporate quality management system facilitates an assessment process of health and safety impacts and regulatory compliance of new products. In our Building Products and Consumer Products business segments, all new products go through a stage-gated development process to ensure regulatory requirements are considered in design. Before being approved for production, designs are validated, prototyped and verified against our traditional, highly-regulated product features and use cases. Worthington's Product Safety Council, which includes representatives from the Company's Engineering, Legal, Compliance, Risk Management and Quality departments, as well as external experts as needed, reviews new products not covered by these cases.

Regulatory compliance meetings are held bi-monthly with cross-functional teams including managers from individual plants. Any regulatory compliance issues are reported to executive leadership through quarterly business reviews. We are investing in additional staff focused on regulatory compliance because of the growth of our business.





Achievements

Worthington fosters a culture of quality by educating employees on expectations, instilling desired behaviors and strengthening relationships among internal departments, customers and suppliers. Our quality goal is to have zero product defects. Performance is tracked both internally and externally. We have a rigorous response protocol for product recalls that thoroughly investigate product issues, including proactively seeking information from retailers or customers and establishing an immediate containment plan followed by a corrective action report to mitigate risks of future recurrences.

Products are designed and produced to meet key industry and regulatory standards for safety and quality, including voluntary standards:

- American National Standard Institute (ANSI)
- American Society of Mechanical Engineers (ASME)
- American Society for Testing and Materials (ASTM)
- International Association of Plumbing and Mechanical Officials (IAPMO)
- National Board Inspection Code (NBIC)
- Pressure Equipment Directive (PED)
- Transportable Pressure Equipment Directive (TPED)
- Underwriters Laboratory (UL)

In addition, we participate in technical based associations that provide guidance on regulations and industry standards, which

often directly affects the design or manufacture of our products, including requirements for packaging and labeling. Members of these associations include competitors, suppliers and customers.

- Air Conditioning, Heating, and Refrigeration Institute (AHRI)
- Compressed Gas Association (CGA) – Board Member
- National Ground Water Association (NGWA)
- National Propane Gas Association (NPGA) – Board Member
- Pressure Vessel Manufacturers Association (PVMA) – Board Member
- Technical Advisory Group ISO TC58/SC3 (Cylinder Design)
- Water System Council (WSC) – Board Member
- World Liquid Gas Association (WLGA) – Board Member



Pipeline and Hazardous Materials Safety Administration (PHMSA) joined us during our Quality Managers annual meeting

Product Innovation

SDG Linkages:



Our Commitment

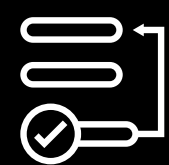
Across all business segments, Worthington innovates with a mindset focused on improving product sustainability throughout their life cycle. This includes developing products designed to improve customer safety and efficiency. We support circular economy systems through processes that evaluate reuse, repair, refurbishment and recycling of materials where possible to reduce waste at the product's end of life. We strive to design lighter-weight products, including packaging, to lessen transportation emissions and costs.



New Innovation Lab open house

CORPORATE SUSTAINABLE PRODUCT GOALS

In FY24, Worthington established corporate goals to meet our commitment for sustainable products.



Customer Alignment: achieving prioritization of business unit ESG efforts based on alignment with customer expectations by the first quarter of FY26.



Design for Sustainability: implement the integration of DFS criteria into early-stage gate processes by the end of FY25.





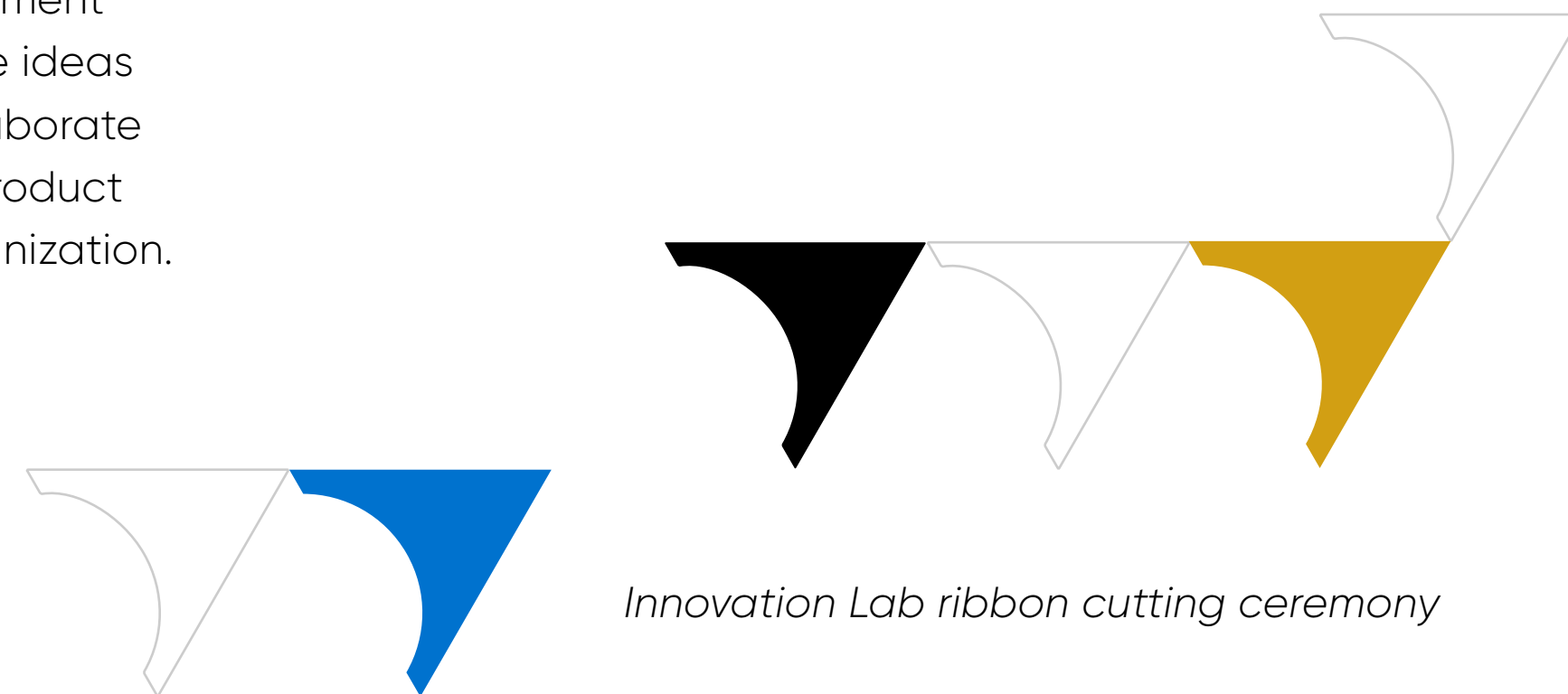
Management

Our corporate strategy cascades to each business segment. The innovation portfolio prioritizes projects that enhance core offerings and lessen competitive threats, expand into adjacencies and disrupt markets by leveraging opportunities to uniquely meet consumer needs. In our Building Products and Consumer Products business segments, new products go through a process

that considers sustainability during the design phase, recognizing the connectedness between innovation, vision and responsibility.

Worthington's business segments design products to meet customer needs for quality and performance while evaluating the benefit of features that promote sustainability, such as weight, packaging and materials used. Innovation teams

analyze the value proposition and benefit of sustainability across the value chain, including with our suppliers, distributors, customers and end users. Our business segment leadership and teams share ideas cross-functionally and collaborate on opportunities to scale product innovations across the organization.



Innovation Lab ribbon cutting ceremony

Expanded Innovation Labs - In FY24, we completed the expansion of our Innovation Labs. The Innovation Labs include facilities specific for our Building Products business segment, expanded and renovated facilities for our Consumer Products business segment, expanded engineering areas, updated measurement lab space and renovated 3D print workspace.



Achievements

Developing Sustainable Products

Worthington manufactures refillable cylinders and continues to expand its portfolio of refillable solutions, which allow for extended life after recertification. Our product development efforts include exploring opportunities to reduce cylinder weight to lower shipping costs and emissions.

We also extend the life of our products by utilizing a 'troubleshoot before replace' approach in our technical support and warranty program. We advise customers on proper storage and maintenance during warranty claim requests.

Worthington Enterprises continues to explore opportunities for sustainable packaging. For example, our Garden Weasel tools and our SmartLid digital monitors are designed to ship more efficiently and minimize packaging.

Our Building Products business segment produces the lightest-weight steel high-pressure cylinders on the market. These cylinders are 100% recyclable and the lighter weight lowers shipping emissions and costs. The segment also produces dual-phase steel cylinders, which employ a thinner gauge steel that offers similar mechanical properties while reducing weight by 50%.



Worthington Acquires Hexagon Ragasco - At the start of FY25, we acquired Hexagon Ragasco, a global market leader in lightweight, customizable LPG composite cylinders manufactured in an automated facility in Raufoss, Norway. Hexagon Ragasco uses innovative, technology-enabled manufacturing capabilities to easily customize cylinders for customers in leisure, household and industrial applications, helping expand Worthington's products focused on advancing the use of clean fuels.



Developing Sustainable Products *(continued)*

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

A primary product line of our Building Products business segment is propane steel tanks used for propane home heating systems. These systems provide a reliable and affordable solution for homeowners

switching from oil heating systems while also offering a more sustainable solution by reducing GHG emissions and carbon intensity compared to oil heating. In addition, these systems are compatible with renewable fuels such as renewable liquified petroleum gas (rLPG).

We also work to improve the sustainability and efficiency of our cylinders through innovation in fuel gauges and monitors to help users not run out of or discard leftover gas. These gauges and monitors enable service providers to increase their efficiency through fewer service calls and less fuel consumed to deliver propane. Worthington's SmartLid® product delivers reliable, remote monitoring of propane levels for large tanks, enabling users to eliminate transport miles for propane level checks and unneeded service calls.



Amtrol water systems - Our market-leading Amtrol water systems business invented the industry's first indirect-fired water heater that uses existing energy to provide fast and reliable hot water. According to the U.S. Department of Energy, "Indirect water heaters are more efficient choice for most homes."*

***Tankless Coil and Indirect Water Heaters**

Developing Sustainable Products *(continued)*

MAKERS OF SUSTAINABILITY

NEXI IOT SOLUTION WINS INNOVATION AWARDS

In FY24, three international industrial design institutions recognized our innovative and sustainable NEXI IoT solution. NEXI is the first IoT solution integrated into a gas cylinder and is designed for recyclability at end-of-life. Integrated into an XLite cylinder, it has a polymeric handle and base, which makes the refillable cylinder ultra-lightweight and ergonomic. The NEXI IoT device is installed securely on the underside.

The polymeric base improves cylinder lifespan by avoiding corrosion while also acting as a shock absorber. The innovative, high-strength steel provides the cylinder with increased durability, allowing it to be lighter while maintaining the expected resistance. The polymeric shroud is made with fully recyclable thermoplastic and ensures both safety and comfort in handling. The device enables customers to track the location and pressure of cylinders to reduce lost cylinders and improve fleet management, leading to reduced carbon emissions and costs. The NEXI IoT Solution Series won several awards for innovative product design.

- **iF Design Award**, emphasizing the product design's global impact.
- **German Innovation Awards** – Gold Award in the Business-to-Consumer Household Appliance category. This competition “honors products, projects and pioneering achievements that sustainably improve life through innovation and progress.”
- **Good Design Award** from the Chicago Athenaeum Museum of Architecture and Design and Metropolitan Arts Press Ltd.
- **Global Technology Conference Innovation Award** – named as one of most outstanding innovations by the World Liquid Gas Association.





Promoting a Circular Economy

We continue to work on increasing product circularity by developing recycling programs for discarded portable propane and butane gas cylinders, fuel cylinders for hand-held torches and helium cylinders, that are used by consumers for camping, grilling, DIY projects and celebrations. We have been a pioneer in working with government officials and other stakeholders using a collaborative approach to product stewardship. Our strategy focuses on achieving proper end-of-life management, including safe handling, reuse of residual gases and metal recycling.

Worthington worked together with other leading producers of residential gas cylinders to form the Cylinder Collective, a 501(c)(3) organization managed by the Pressurized Cylinder Industry Association (PCIA), which was established to fulfill the industry's product stewardship goals. The Cylinder Collective is responsible for developing and managing pressurized cylinder recycling programs to meet the requirements of first-of-its kind legislation passed in Connecticut in 2022.

The Cylinder Collective received approval for its plan to operate an industry-led, convenient

and operationally efficient gas cylinder recycling program from Connecticut's Department of Energy and Environmental Protection. The organization is working to implement the program statewide by October 1, 2025, including developing a consumer education campaign and establishing agreements with collection sites and recycling service providers. More information about the Cylinder Collective's approach and activities is available at cylindercollective.org.

Worthington continues to collaborate with other pressurized cylinder producers and environmental

stakeholders on the development of a sustainable and scalable approach to product stewardship that can be extended to other regions. Our work with the Pressurized Cylinder Industry Association on an industry approach to Extended Producer Responsibility policies can be viewed at cylinderindustry.org.



Park Pilot Collection Program Update - Based on the success of camping cylinder recycling in 2023 with Connecticut State Parks, the program expanded in 2024 to include Rocky Neck State Park. All cylinders collected are being recycled at a 100% rate. The pilot will inform statewide implementation of a gas cylinder recycling program starting October, 2025.



RESPONSIBLE GOVERNANCE

CHAPTERS

Board Governance and Oversight

Ethics and Integrity

Risk Management

Supply Chain Management

Worthington Enterprises maintains as our foundation our Philosophy based on the Golden Rule of treating all of our stakeholders as we would like to be treated. Our Philosophy guides our people-first culture, our commitment to high ethical standards and effective risk management in the operation of our business and our relationships with our employees, customers and suppliers.

Board Governance and Oversight

Our Commitment

Worthington adheres to comprehensive corporate governance policies and structures to ensure accountability and transparency and to effectively manage enterprise risks. Our **Corporate Governance Guidelines** provide a framework of policies and governance structures for our board of directors and management 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 (SEC).

Our governance guidelines include the following policies and practices for our board of directors:

- Maintain a majority of independent directors (with 8 out of 11 directors at the end of FY24);
- Appoint a lead independent director and regular meetings of independent directors;
- Perform annual evaluations of the board and its committees;
- Require stock ownership requirements for all directors and executive officers;
- Enforce board oversight of risk management, as discussed further in the **Risk Management Chapter**; and
- Obligate compliance with all applicable requirements of our **Code of Conduct**, which is discussed in the **Ethics and Integrity Chapter**.





Management

Our board of directors is responsible for oversight of management and our business strategy to create long-term value for our shareholders. The board also oversees the Company's commitment to Our Philosophy, which includes overseeing strategies and programs related to corporate social responsibility and sustainability.

Five of Worthington's directors have experience that includes competencies in sustainability. The board receives quarterly updates from our Sustainability Council, discussed below, which may also include educational information provided by our Director of Sustainability.

Board Committees

Worthington's board of directors includes four standing committees, each with written charters detailing their duties and responsibilities, that are posted on our website. Except for the Executive Committee, our **Corporate Governance Guidelines** establish that the members of the three other standing committees, and the chairpersons, must be independent directors.

The Executive Committee's purpose is to act as necessary in place of and on behalf of the board between regular meetings.

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

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

The Nominating and Governance Committee is responsible for developing and recommending the Company's **Corporate Governance Guidelines** to the board and reviewing those guidelines annually. The committee also identifies and recommends qualified nominees for election as directors and to fill vacancies on the board, and for making recommendations regarding committee appointments to the board. Criteria include independence, judgment, diversity, strength of character, ethics and integrity and specialized knowledge or expertise. Our board members voluntarily disclose their diversity data to the Company in a questionnaire. The committee also takes into consideration a candidate's experience with businesses or organizations of comparable size or scope, experience as an executive of or adviser to public and private companies and experience and skill relative to other board members.

The Nominating and Governance Committee oversees annual evaluations of our board and committees, which may include self-evaluations. Results of the annual evaluations are used by the board to identify opportunities for enhancing the board's effectiveness in advancing the Company's strategies and objectives.



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

The **Sustainability Policy** provide structure and guidance to the Company's sustainability program. The policy covers our commitments to environmental protection, regulatory compliance, due diligence and other topics.

At the management level, in FY24 Worthington established a Sustainability Council to align our systems, policies and processes to establish and achieve strategic sustainability goals. These goals are focused on four pillars: People + DEI, Products, Partners and Process + Planet. The Sustainability Council has 24 members from across the organization aligned with the pillars and made up of Champions and Leads respectively responsible for setting direction and guiding the teams. Function Experts inform and advise across all pillars to advance sustainability initiatives. The Sustainability Council meets quarterly and is led by our Director of Sustainability. Our SVP and Chief of Corporate Affairs, Communications and Sustainability provides quarterly reports on sustainability matters to the board's Nominating and Governance Committee and annually to the board.





Ethics and Integrity

Our Commitment

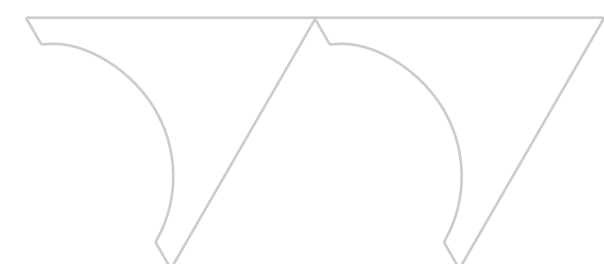
Worthington operates our business with the highest standards of ethics and integrity while treating all people with dignity and respect. We implement comprehensive governance structures, such as our **Sustainability Policy**, and structures designed to ensure our compliance with all applicable laws and regulations regarding ethical behavior in how we conduct business and interact with our employees, customers and suppliers.

Management

Our commitment to ethics and compliance starts at the top with the Company's board of directors and the board's Audit Committee, which is responsible for oversight including receiving quarterly reports on key ethics and compliance initiatives. At the management level, our General Counsel has been designated as our Chief Ethics Officer and our Assistant General Counsel has been designated as our Chief Compliance Officer. These officers are responsible for Worthington's overall global ethics and compliance policies and programs, including oversight of Ethics Line Reporting and any resulting investigations, as discussed below. Both report to management's Risk and Compliance Council, comprised of senior executives, which in turn reports to the board's Audit Committee.



Worthington Enterprises' Board of Directors





Code of Conduct / Ethics and Compliance Training

Worthington’s comprehensive **Code of Conduct** states our dedication to upholding legal and ethical behavior and provides a framework to guide employees on appropriate business conduct and reporting of misconduct. The Code includes our commitment to respect and promote fundamental human rights for all individuals, including compliance with human rights laws, rules and regulations in all places where we do business. The Company has no tolerance for any form of human trafficking or forced, involuntary, slave or child labor in our business operations or in our supply chains. We strive to ensure that all our employees, including directors and officers, know and understand their obligations under the Code. All employees participate in annual training and are required to affirm their commitment to compliance with the Code.

In addition to annual training on the Code, we ensure compliance with applicable laws and regulations regarding ethical behavior by requiring additional training on certain laws and regulations governing business conduct in the countries where we operate. For example, additional training regarding the U.S. Foreign Corrupt Practices Act (FCPA) is required for employees who interact with foreign government officials, divisional compliance managers and compliance officers, while additional training on the European Union General Data Protection Regulation (GDPR) is required for employees involved with compliance for data protection and privacy issues.

Anti-Bribery, Anti-Corruption and Antitrust Compliance

Worthington’s **Code of Conduct** highlights our commitment to complying with all applicable laws and regulations governing anti-bribery, anti-corruption and antitrust. These laws and regulations include FCPA and other similar laws in the countries in which we operate.

The Company’s commitment to conducting business with high ethical standards and integrity, including compliance with applicable laws and regulations governing anti-bribery, anti-corruption and antitrust, extends to our supply chain. Worthington’s suppliers and business partners are expected to conduct their business in a manner consistent with our Code. Additional discussion on the management of our Supply Chain is in the **Supply Chain Management Chapter**.





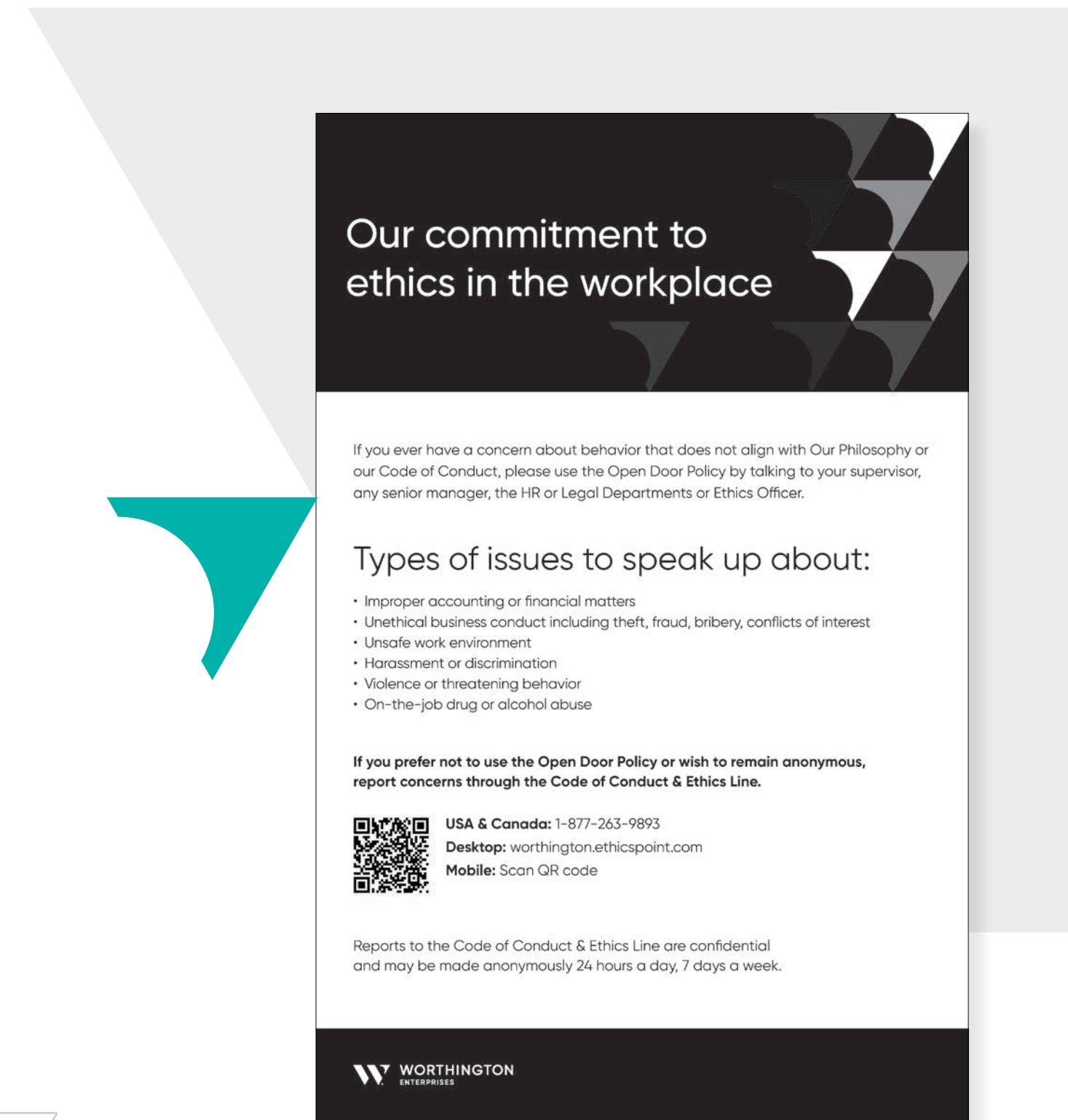
Ethics Line Reporting

Our employees are encouraged to report any concerns or questions about potential business misconduct. The Company maintains an Open Door Policy that gives employees the freedom to approach any level of management. The Code encourages employees to contact their supervisor, any senior management, the HR department, the legal department or our Chief Ethics Officer with questions or concerns, which can also be reported anonymously by phone through our toll-free, **24/7 Ethics Line or online**. The Ethics Line and website are operated by an independent third party and are available in local languages. Individuals wishing to remain anonymous are advised that additional information may be required before an effective investigation can take place. Our employees receive information regarding our Open Door Policy and the Ethics Line during onboarding and through regular **Code of Conduct** training.

Worthington has a zero-tolerance policy against retaliation to protect whistleblowers who raise a concern in good faith or cooperate in an investigation. Our compliance and legal teams, led by our Chief Ethics Officer, investigate all reported concerns and follow up on a case-by-case basis using a confidential identification number. If a report is substantiated, anyone found to have violated the **Code of Conduct** is subject to disciplinary action, which may include termination of employment. In FY24, we investigated 12 reports received through the Ethics Line, which primarily related to human resources and employment issues. The board's Audit Committee receives reports of any critical concerns from the Ethics Line on a quarterly basis and the Nominating and Governance Committee and the full board receive reports annually.

Public Policy

Worthington is committed to engaging in public policy activities as a responsible corporate citizen to support initiatives that advance our business objectives and benefit our employees, customers and communities. Our activities include advocating on behalf of the Company and our industry associations to support legislation regarding issues such as product safety and recycling, which are discussed in the **Product Safety Chapter** and **Product Innovation Chapter**.



24/7
Ethics line available to all employees

Risk Management

Our Commitment

Worthington Enterprises proactively manages risks to help ensure our long-term success and create value for our shareholders. We implement robust enterprise risk management (ERM) programs that comply with all applicable laws and regulations governing our business, including ethical business practices and human rights.

Management

Our board of directors oversees and reviews quarterly the Company's ERM policies, procedures and practices. Our Risk and Compliance Council, which is comprised of senior executives, directs daily risk management practices.

Risk management professionals in each business segment are responsible for identifying and ranking potential risks in areas such as strategic, financial, compliance and operational.

Each year, our ERM team engages functional and business leaders to review changes in regulations, market conditions and other events that could impact their risk profile. We also actively participate in industry groups and maintain strong relationships with insurers to help stay abreast of changing market conditions.



President and CEO Andy Rose meeting employees in Raufoss, Norway



Board Committee Oversight

The entire board has responsibility for overseeing the Company's risk management processes, with specific areas of risk oversight delegated to board committees. The board's Audit Committee oversees our ERM policies and practices, including risks related to compliance, privacy, information security, cybersecurity, business conduct, health and safety, environmental, climate and social issues. As part of cybersecurity oversight, the Audit Committee reviews quarterly reports on significant security incidents, goals for the current and next quarter and updates on new security tools. The Committee requires periodic updates on the maturity of our holistic security program.

The Audit Committee also maintains oversight of financial risks and reviews financial risk exposures and actions to monitor and control them. In addition, the Audit Committee has oversight of compliance with financial, legal and regulatory reporting, as well as internal and independent audit functions and antifraud programs and controls.

The board assigns additional board committees with specific areas of risk oversight. Our Nominating and Governance Committee owns oversight of corporate governance, board composition and performance and ESG risk management practices and reporting. Our Compensation Committee maintains responsibility for compensation risk management, including compensation risk management disclosures required by the SEC.





Achievements

Climate Risk

We recognize that effective climate risk management is critical to mitigating potential physical risks from climate change and transition risks from new environmental regulations and changing market conditions.

As part of our ERM process, we identify and assess climate-related risks, including our compliance with all applicable environmental laws and regulations. We focus on reducing potential physical risks to our facilities and increasing our resiliency to extreme precipitation, wind, temperature, drought and sea level rise with the goal of preventing business disruption and reducing insurance costs. Our Engineering

and EHS personnel at each facility use our EMS to track environmental performance and efforts that support risk mitigation measures. Progress updates are provided to Worthington leadership every quarter.

Our climate risk mitigation measures have resulted in **\$3.9 million of climate risk reduction** over the last three years. We also earned a sustainability credit from our insurer in FY24 for the second consecutive year. The credit helps fund our continued efforts to build climate resilience across our organization.

In addition, we closely monitor transition risks from changing environmental regulations,

technologies and consumer preferences. This information is used to develop strategies to enhance preparedness and fuel innovation, including the safety and sustainability of our products, which is discussed in the **Product Safety Chapter** and **Product Innovation Chapter**.

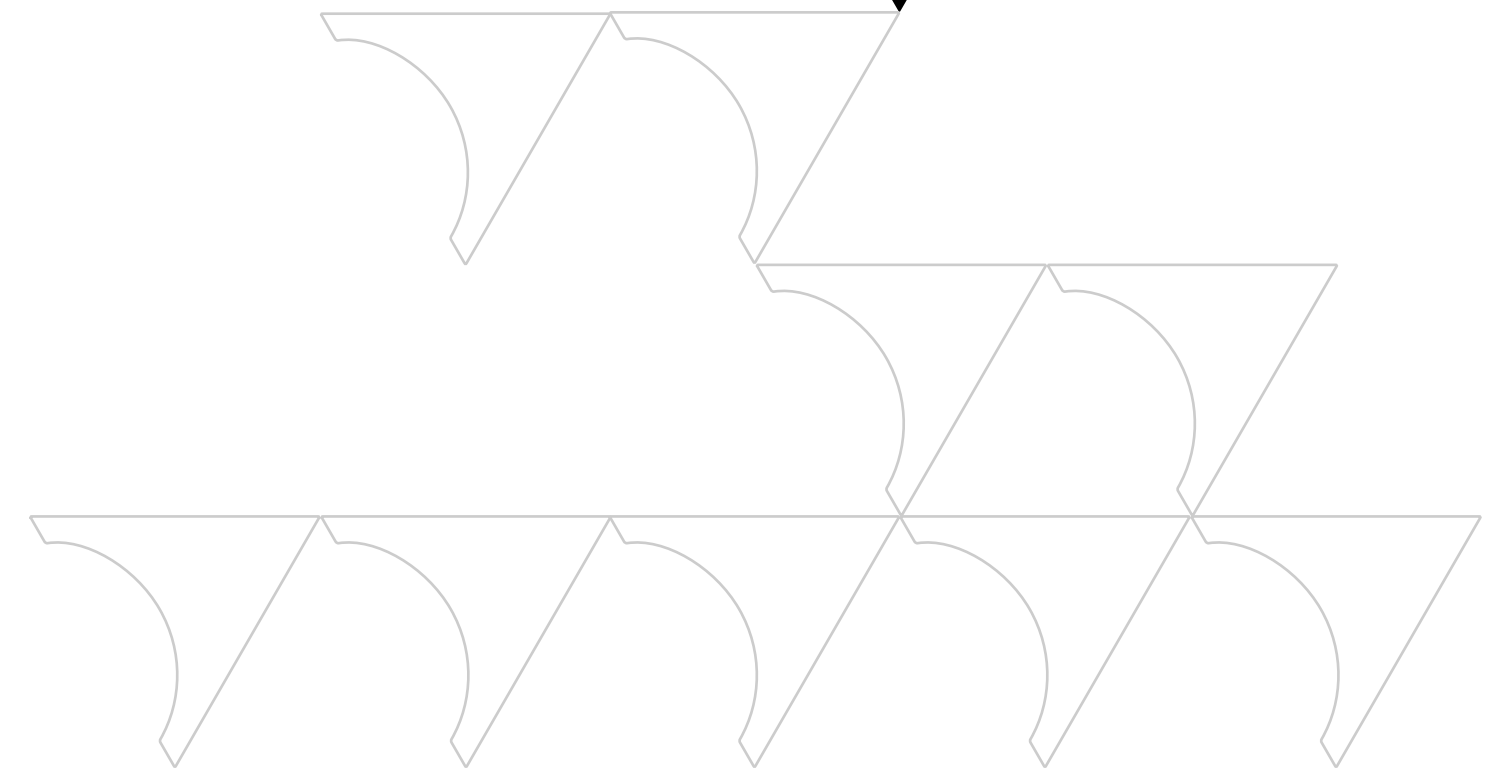
In FY24, we held a climate risk roundtable to help prepare for climate disclosure regulations being enacted by the SEC. As a result of the discussion, which included cross-functional executives and business segment leaders, we compiled a list of climate-related physical and transition risks for our Finance and Sustainability teams.



Corporate headquarters green roof

\$3.9 million

in risk reduction over the last 3 years





Information Security and Cybersecurity

Our Company is committed to identifying and mitigating risks to our information and information systems, including guarding against increased cybersecurity threats. All employees, contract workers and others granted access to our systems are responsible for ensuring that the Company's information and information systems are always used appropriately. Employees with access to information systems are required to take annual training on cybersecurity and data privacy as part of our commitment to comply with all applicable laws and regulations regarding information security and privacy, including GDPR and state and federal privacy laws in the United States. The Company's Chief Information Officer, Chief Information Security Officer and Chief Compliance Officer provide quarterly updates to the board's Audit Committee.

The Company has a comprehensive Policy for the Stewardship of Personal Identifiable Information (PII Policy), which details guiding

principles and procedures for management oversight, breach protection practices, internal audits and training. Any person using Worthington's electronic media is required to sign our Electronic Media and Services Policy affirming responsible use and prohibiting the transmission, retrieval or storage of any inappropriate communication or information. Employees must also follow our Social Media Guidelines. Worthington has not had any substantiated complaints in FY24 concerning customer privacy breaches or losses of customer data.

Worthington's information security and cybersecurity systems and procedures are informed by our engagement with internal and external experts and based on guidelines developed by the Center for Internet Security. Our systems also reference various best practice frameworks including National Institute of Standards and Technology (NIST), ISO and Control Objectives for Information

and Related Technologies (COBIT). Security procedures include multifactor authenticators and continuous monitoring of our systems by a 24/7 third-party security information center. Our internal audit team performs audits of adherence to relevant policies and procedures. We track year-over-year information security performance and benchmark against peers. Third parties perform annual checks on our security applications to ensure best practices are followed. We also contract with consultants to conduct external vulnerability and penetration tests every other year. Our efforts have enabled Worthington to negotiate a lower premium for favorable cybersecurity insurance terms.

In FY24, we focused on strengthening the security of operational technology systems at our facilities by implementing comprehensive Data Breach Response Plans for information and operational technology systems. We continue to focus on ensuring the security for

Internet of Things (IoT) applications as IoT becomes more widely used. We also created an artificial intelligence (AI) governance committee that will:

- Define responsible AI principles, policies and standards, and audit their implementation;
- Provide guidance and oversight on AI projects to ensure they do not pose undue risks;
- Routinely review and assess compliance of proposed AI tools and vendors; and
- Stay informed and up to date on AI advancements and the changing regulatory landscape.



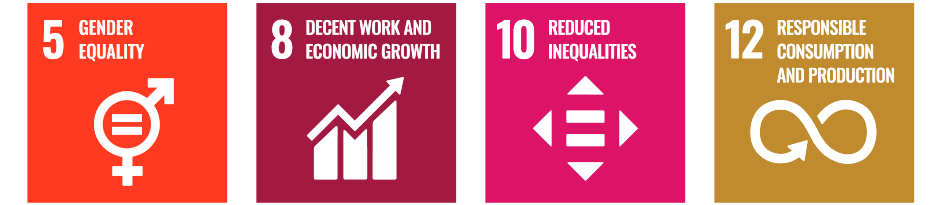
24/7 third-party security information center monitoring security threats





Supply Chain Management

SDG Linkages:



Our Commitment

Worthington maintains a responsible supply chain by partnering with suppliers that operate in a lawful, ethical and environmentally responsible manner. We strive to select suppliers that share our values, help us create long-term value, enhance our reputation and increase customer satisfaction. Whenever possible, we seek local suppliers. In FY24, **89% of Worthington's procurement spending in the United States was with local partners.**

Management

The Company implements robust governance policies and procedures for supplier selection and performance monitoring, including proactive assessment of supply chain risk, to help reduce risk of working with suppliers that do not share our same values. Worthington's board provides oversight of the Company's supply chain management and receives quarterly reports from our Chief Financial Officer.

All suppliers are expected to review and acknowledge our **Supplier Code of Conduct**, which is based on Our Philosophy and states our expectations for compliance with ethical business practices, occupational health and safety, human rights and environmental protection.



89%

of supplier spend with local procurement partners





Achievements

Supplier Selection and Monitoring

Business segment procurement teams, which are supported by a corporate team, implement our supplier selection and monitoring procedures. Our process seeks to identify suppliers that meet our high standards of quality and reliability. Our evaluation model features criteria such as financial stability, manufacturing

capability, business continuity planning, quality management system and corporate social responsibility. Our goal is to have all suppliers and contractors demonstrate compliance to ISO 9001, which is the international standard for quality management systems. We also encourage our

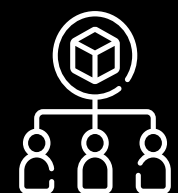
suppliers to have an environmental management system compliant to ISO 14001 or to be actively engaged in environmental protection. Our team may perform various audits to confirm supplier capabilities during the supplier selection and qualification process. For example,

as part of an audit of new suppliers in Asia, we utilized a Social and Environmental Responsibility assessment to evaluate the supplier's impact. The Company plans to expand this assessment to other regions in FY25.

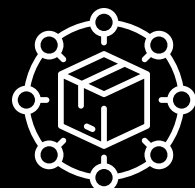


SUPPLY CHAIN SUSTAINABILITY MANAGEMENT GOALS

Worthington is working toward implementing a Supply Chain Sustainability Management Program (SCSMP) by the end of FY26.



We seek to assess all global suppliers using the SCSMP by the end of FY27.



We will use the SCSMP to engage our global value chain to increase our supplier diversity with a goal of showing year-over-year improvement by FY30.



Supplier Selection and Monitoring *(continued)*

We are focused on proactively identifying and managing supply chain risks such as sole sourcing or critical-materials sourcing through a robust supplier risk assessment process. Our internal teams, or third-parties based on the supplier risk category, complete risk assessments during initial validation of new suppliers and conduct ongoing performance measurement audits. We work with high-risk suppliers to develop risk mitigation plans and review disaster recovery plans. Worthington can terminate a relationship where remedies are not put in place for risk mitigation or performance issues.

Our Supplier Quality Manual details performance metrics, including product quality, delivery

and communication. We monitor these metrics on a real-time basis and share updates with suppliers through our supplier portal.

We maintain a performance scorecard to identify candidates for inclusion in our Supplier Improvement Program. Scores are also used to recognize excellent supplier performance with Supplier Recognition Awards, including a Supplier of the Year Award and the Worthington Enterprises Philosophy Award recognizing suppliers that have performed at a high level for five consecutive years. We also present a Supplier Sustainability Award to suppliers that are leading the effort on environmental sustainability, ethical standards, social responsibility and diversity.



Partnering with Suppliers on Sustainability – Henkel Adhesive Technologies, a supplier to Worthington Enterprises for over 20 years, hosted a one-day Sustainability Exchange summit in May 2024 convening global employees and customers for collaboration on sustainability initiatives. This partnership in sustainability is one reason Henkel earned our Supplier of the Year Award three times.



Human Rights

Our **Code of Conduct** expresses the Company's belief in respecting and promoting the fundamental human rights of all individuals and our commitment to complying with human rights laws, rules and regulations in the places where we do business. Our Company has no tolerance for any form of human trafficking or forced, involuntary, slave or child labor in our business operations or in our supply chain.

The Worthington Enterprises **Supplier Code of Conduct** states our commitment to not knowingly working with suppliers that use slavery or human trafficking in the manufacture of products or that fail to comply with laws regarding slavery and human trafficking in the countries where

they do business. All suppliers are expected to review and acknowledge compliance with our **Supplier Code of Conduct**. Worthington complies with all applicable laws and regulations regarding ethical practices in its supply chain, including the California Transparency in Supply Chains Act of 2010.

We maintain an Open Door Policy, as discussed previously in the **Ethics and Integrity Chapter**, which encourages our employees to report any ethical concerns – including those of suppliers – to supervisors or management personnel. Employees can also report human rights or other concerns anonymously through the Company's Ethics Line.

Conflict Minerals

Worthington adheres to our Conflict Minerals Policy stating our commitment to responsible sourcing of tin, tantalum, tungsten and gold (classified as Conflict Minerals under section 1502 of U.S. Dodd-Frank Act) that originated in the Democratic Republic of the Congo or an adjoining country (classified as Covered Countries). The Company does not knowingly purchase Conflict Minerals and we expect our suppliers to conduct due diligence to ascertain the source of Conflict Minerals.

We comply with Rule 13p-1 under the Securities Exchange Act of 1934, which requires the Company to perform Conflict Minerals supply chain due diligence and file an annual Conflict Minerals Report with the SEC.

Our latest Conflict Minerals Report covering calendar year 2023 states that our procedures determined that some of our products may contain Conflict Minerals. However, because of our downstream position in the supply chain in which we do not have direct relationships with the smelters and refiners that process Conflict Minerals contained in our products, we have a limited ability to determine the ultimate origin and source of any Conflict Minerals in our products. We intend 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.



APPENDIX

CHAPTERS

Environmental Data Tables

Social Data Tables

GRI Content Index

SASB Tables

TCFD Content Index



Environmental Data Tables¹

Dimension	FY 2022	FY 2023	FY 2024
Greenhouse Gas Emissions (metric tons CO₂e)			
Scope 1 GHG emissions	52,105	51,699	47,864
Scope 2 GHG emissions (location-based)	57,499	57,164	52,553
Scope 2 GHG emissions (market-based)	50,818	51,960	49,128
GHG emissions intensity (Scope 1 and 2 emissions per \$1000 of revenue) (location-based)	0.084	0.077	0.081
GHG emissions intensity (Scope 1 and 2 emissions per \$1000 of revenue) (market-based)	0.079	0.073	0.078
Percentage of emissions covered under emissions-limiting regulations	0%	0%	0%
Air Emissions (metric tons)			
CO	74	62	61
NOx (excluding N ₂ O)	44	42	39
SOx	0.3	0.3	0.3
Particulate matter (PM10)	28	26	23
Volatile Organic Compounds (VOCs)	243	242	238
Persistent organic pollutants (POP)	0	0	0

1 - FY22, FY23 and FY24 metrics include only Worthington Enterprises data. This data is not comparable to what has been reported in prior years due to company separation. Some numbers may not equal out due to rounding.



Dimension	FY 2022	FY 2023	FY 2024
Energy Management (gigajoules)			
Total energy consumed	1,433,706	1,428,163	1,356,708
Total electricity consumed	488,228	487,496	472,782
Grid electricity	447,894	408,564	399,655
Renewable electricity	40,333	78,932	73,126
Percentage grid electricity	91.7%	83.8%	84.5%
Percentage onsite renewable	1.1%	1.5%	1.3%
Percentage sourced renewable	7.1%	14.7%	14.2%
Total fuel consumed	945,479	940,667	883,926
Natural gas	713,063	712,554	670,380
LPG	212,708	208,750	197,405
Gasoline	3,670	2,077	2,129
Jet kerosene	13,040	12,229	10,972
Diesel	2,997	5,057	3,040
Renewable	0	0	0
Percentage natural gas	75.4%	75.7%	75.8%
Percentage renewable fuel	0.0%	0.0%	0.0%
Energy intensity (gigajoules per \$1000 of revenue)	1.095	1.007	1.089



Dimension	FY 2022	FY 2023	FY 2024
Water Management (thousand cubic meters)			
Water withdrawn			
Total water withdrawn from all areas	1,628	1,514	1,566
Surface Water	1,264	1,198	1,267
Groundwater	8	5	6
Seawater	0	0	0
Produced water	0	0	0
Third-party water	356	312	293
Breakdown of total water withdrawal from each of the sources listed	1,628	1,514	1,566
Freshwater (≤1,000 mg/L total dissolved solids)	1,628	1,514	1,566
Other Water (>1,000 mg/L total dissolved solids)	0	0	0
Total water withdrawal from all areas with water stress	112	115	121
Surface Water	71	44	46
Groundwater	0	0	0
Seawater	0	0	0
Produced water	0	0	0
Third-party water	42	70	75
Percentage in regions with High or Extremely High Baseline Water Stress	6.9%	7.6%	7.7%



Dimension	FY 2022	FY 2023	FY 2024
Water discharge			
Total water discharge to all areas	1,511	1,396	1,458
Surface Water	1,194	1,127	1,192
Groundwater	0	0	0
Seawater	0	0	0
Third-party water	317	268	266
Breakdown of total water discharge to all areas	1,511	1,396	1,458
Freshwater ($\leq 1,000$ mg/L total dissolved solids)	1,511	1,396	1,458
Other Water ($> 1,000$ mg/L total dissolved solids)	0	0	0
Total water discharge to all areas with water stress	59	53	67
Freshwater ($\leq 1,000$ mg/L total dissolved solids)	59	53	67
Other Water ($> 1,000$ mg/L total dissolved solids)	0	0	0
Water consumption			
Total water consumption from all areas	117.0	118.5	107.2
Total water consumption from areas with water stress	53	62	53
Percentage recycled	n/a	n/a	n/a



Dimension	FY 2022	FY 2023	FY 2024
Waste Management (metric tons)			
Waste generation			
Non-hazardous	57,749	57,665	52,075
Hazardous	761	857	847
Percentage hazardous	1.30%	1.46%	1.60%
Waste disposal			
Recycled	50,461	50,186	44,843
Directed to disposal	8,049	8,336	8,080
Percentage recycled	86%	86%	85%
Percentage directed to disposal	14%	14%	15%



Social Data Tables

Dimension	FY 2022	FY 2023	FY 2024
Occupational Health and Safety (OHS)²			
OHS management system			
For all employees			
Total number of employees covered by the OHS system	3,801	3,775	3,681
Total percentage of employees covered by the OHS system	100%	100%	100%
Total number of employees that are covered by the OHS that has been internally audited	898	831	1,607
Total percentage of employees that are covered by the OHS that has been internally audited	24%	22%	44%
Total number of employees that are covered by the OHS that has been externally audited	423	0	0
Total percentage of employees that are covered by the OHS that has been externally audited	11%	0%	0%
For all contractors			
Total number of contractors covered by the OHS system	161	193	94
Total percentage of contractors covered by the OHS system	100%	100%	100%
Total number of contractors that are covered by the OHS that has been internally audited	2	1	59
Total percentage of contractors that are covered by the OHS that has been internally audited	1%	1%	63%
Total number of contractors that are covered by the OHS that has been externally audited	12	0	0
Total percent of contractors that are covered by the OHS that has been externally audited	7%	0%	0%

2 - Occupational health and safety data for FY22, FY23 and FY24 includes only Worthington Enterprises data. It is not comparable to reporting in prior years.



Dimension	FY 2022	FY 2023	FY 2024
Work-related injuries			
For all employees			
Number of fatalities as a result of work-related Injury	0	0	0
Rate of fatalities as a result of work-related injury (incidents per 200,000 hours worked)	0	0	0
Number of high-consequence work-related injuries	45	53	47
Rate of high-consequence work-related injuries (per 200,000 hours worked)	1.53	1.68	1.59
Number of recordable work-related injuries	63	78	68
Rate of recordable work-related injuries (per 200,000 hours worked)	2.14	2.47	2.30
Number of lost work cases	33	43	36
Lost time incident rate (per 200,000 hours worked)	1.12	1.36	1.22
Number of near misses	444	543	623
Near miss frequency rate (NMFR) (per 200,000 hours worked)	15.06	17.20	21.09
Main types of work-related injury	cut-laceration contusion soreness	cut-laceration contusion soreness	cut-laceration contusion soreness
Total number of hours worked	5,895,532	6,313,925	5,907,077
Work-related ill health			
For all employees			
Number of fatalities as a result of work-related ill health	0	0	0
Number of cases of recordable work-related ill health	4	1	2
Main types of work-related ill health	Loss of Hearing	Dermatitis	Loss of Hearing



Dimension	FY 2022	FY 2023	FY 2024
Total Global Headcount ³	9,071	8,212	3,715
Total U.S. Headcount ³	4,829	5,022	2,789
Gender breakdown (U.S. only)			
Male	83%	83%	78%
Female	17%	17%	22%
Non-binary	n/a	<1%	<1%
Undisclosed	n/a	<1%	<1%
Employee breakdown by employment category (U.S. only)			
Individual contributor			
Headcount	4,013	4,121	2,279
Female	693	708	502
Male	3,321	3,406	1,772
Non-binary	n/a	2	1
Undisclosed	n/a	5	4
Asian	83	100	63
Black / African American	494	514	398
Hispanic / Latino	306	326	237

³ - FY22 and FY23 metrics include both Steel and Enterprises data. FY24 metrics include only Worthington Enterprises data and only includes U.S. data, FY24 is not comparable to prior years. FY24 metrics in this section also include the WAVE joint venture.



Dimension	FY 2022	FY 2023	FY 2024
Native American / Alaskan Native	24	31	17
Native Hawaiian / Pacific Islander	4	4	5
Undisclosed	19	22	5
White	3,083	3,124	1,554
Lead / supervisor			
Headcount	394	456	231
Female	47	68	42
Male	347	388	189
Asian	8	12	8
Black / African American	24	26	18
Hispanic / Latino	13	33	16
Native American / Alaskan Native	1	1	1
Native Hawaiian / Pacific Islander	0	2	1
Undisclosed	1	1	0
White	347	382	188
Manager			
Headcount	294	307	187
Female	60	68	49
Male	234	239	138



Dimension	FY 2022	FY 2023	FY 2024
Asian	8	6	4
Black / African American	6	6	7
Hispanic / Latino	8	11	8
Native American / Alaskan Native	1	1	1
Native Hawaiian / Pacific Islander	1	1	0
Undisclosed	1	2	0
White	270	282	168
Director			
Headcount	79	96	56
Female	15	21	14
Male	64	75	42
Asian	2	3	1
Black / African American	0	1	0
Hispanic / Latino	2	2	1
Native American / Alaskan Native	0	0	0
Native Hawaiian / Pacific Islander	0	0	0
Undisclosed	0	0	1
White	75	91	54



Dimension	FY 2022	FY 2023	FY 2024
Executive			
Headcount	35	31	31
Female	7	6	7
Male	28	25	22
Asian	0	1	2
Black / African American	3	3	2
Hispanic / Latino	1	1	2
Native American / Alaskan Native	0	0	0
Native Hawaiian / Pacific Islander	0	0	0
Undisclosed	0	0	0
White	31	26	23
Senior executive			
Headcount	15	11	7
Female	3	2	2
Male	12	9	5
Asian	1	0	1
Black / African American	1	0	0
Hispanic / Latino	0	0	0
Native American / Alaskan Native	0	0	0



Dimension	FY 2022	FY 2023	FY 2024
Native Hawaiian / Pacific Islander	0	0	0
Undisclosed	0	0	0
White	13	11	6
Employee breakdown by age (U.S. only)			
< 30	859	881	446
30-50	2,451	2,540	1,431
> 50	1,519	1,601	912
Overall employee diversity (U.S. only)			
Individual contributor	83%	82%	82%
Lead / supervisor	8%	9%	8%
Manager	6%	6%	7%
Director	2%	2%	2%
Executive	1%	1%	1%
Senior executive	0.3%	0.2%	0.3%
Female	17%	17%	22.1%
Male	83%	82%	78%
Non-binary	n/a	0.04%	0.04%
< 30	18%	18%	16%
30-50	51%	51%	51%



Dimension	FY 2022	FY 2023	FY 2024
> 50	31%	32%	33%
Asian	2%	2%	3%
Black / African American	11%	11%	15%
Hispanic / Latino	6.83%	7%	9%
Native American / Alaskan Native	0.53%	1%	1%
Native Hawaiian / Pacific Islander	0%	0.1%	0%
Undisclosed	0.43%	0.5%	0%
White	79%	78%	71%
Employee hires (percentages given are of U.S. total hires)			
Female	18%	20%	28%
Male	82%	79%	71%
Non-binary	n/a	0.2%	0.1%
Undisclosed	n/a	0.5%	0.1%
Ethnically diverse	32%	34%	38%
White or unknown	68%	66%	62%
Employee Engagement Rate	75%	74%	68%
Local Procurement Spend⁴	96%	96%	89%

4 - FY22 and FY23 metrics include both Steel and Enterprises data. FY24 metrics include only Worthington Enterprises data.



GRI Content Index

Statement of use

Worthington Enterprises, Inc. has reported the information cited in this GRI content index for the period May 31st, 2023-May 31st 2024 with reference to the GRI Standards.

GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage
GRI 1: Foundation 2021			
General Disclosures			
GRI 2: General Disclosures 2021	Organizational profile		
	2-1 Organizational details	a: Legal Name: Worthington Enterprises, Inc. b: Nature of ownership and legal form: Public corporation c: Location of headquarters: Columbus, Ohio d: 2024 Annual Report , Item 1.–Business, pages 1–6 and 2024 Annual Report , Item 2.–Properties, page 20	
	2-2 Entities included in the organization's sustainability reporting	Worthington Enterprises, Inc. and subsidiaries. Unless otherwise noted, Worthington Steel and joint ventures where Worthington Enterprises does not have a controlling stake are not included.	
	2-3 Reporting period, frequency and contact point	a: Fiscal 2024, Annual b. May 31st, 2023–May 31st 2024 c. September 2024 d. stewardship@wthg.com	
	2-4 Restatements of information	No restatements of information have been made in the reporting period	
	2-5 External assurance	Our 2021 Scope 1 and 2 emissions as well as emissions from our 2021 Scope 3, Categories 1 and 10, received assurance. We complete assurance of our GHG emissions every three years, with the next assurance to occur in 2025.	
	2-6 Activities, value chain and other business relationships	2024 Annual Report , Item 1.–Business, pages 1–6	

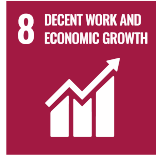




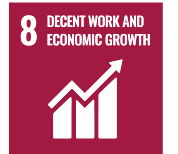










GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage
GRI 2: General Disclosures 2021	2-7 Employees	Human Capital Management, page 20 Diversity, Equity and Inclusion, page 27 Social Data Tables, page 79 2024 Annual Report , Human Capital Management, page 6	
	2-8 Workers who are not employees	Diversity, Equity and Inclusion, page 27	
	2-9 Governance structure and composition	Board Governance and Oversight, page 59 Governance Documents Webpage	
	2-10 Nomination and selection of the highest governance body	Board Governance and Oversight, page 59 Governance Documents Webpage	
	2-11 Chair of the highest governance body	2024 Proxy Statement , pages 17-18	
	2-12 Role of the highest governance body in overseeing the management of impacts	Board Governance and Oversight, page 59	
	2-13 Delegation of responsibility for managing impacts	Board Governance and Oversight, page 59	
	2-14 Role of the highest governance body in sustainability reporting	Board Governance and Oversight, page 59	
	2-15 Conflicts of interest	Worthington Enterprises Code of Conduct , page 2 Charter of the Nominating and Governance Committee	
	2-16 Communication of critical concerns	Ethics and Integrity, page 62	
	2-18 Evaluation of the performance of the highest governance body	Board Governance and Oversight, page 59 Charter of the Nominating and Governance Committee Governance Documents Webpage	
	2-19 Remuneration policies	2024 Proxy Statement , pages 34-73	









GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	<u>2024 Proxy Statement</u> , pages 34-51	
	2-21 Annual total compensation ratio	<u>2024 Proxy Statement</u> , page 66 <u>2023 Proxy Statement</u> , page 64	
	2-22 Statement on sustainable development strategy	Message From Andy Rose, page 3	
	2-23 Policy commitments	Ethics and Integrity, page 62 <u>Worthington Enterprises Code of Conduct</u>	
	2-24 Embedding policy commitments	Ethics and Integrity, page 62 <u>Worthington Enterprises Code of Conduct</u>	
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Integrity, page 62	
	2-27 Compliance with laws and regulations	Worthington Enterprises had no instances of non-compliance with laws and regulations during the reporting period.	
	2-28 Membership associations	Compressed Gas Association (CGA) National Association of Black Legal Assistants & Paralegals (NABLAP) National Propane Gas Association (NPGA) Pressure Vessel Manufacturers Association (PVMA) The Pressurized Cylinder Industry Association (PCIA) Water System Council (WSC)	
	2-29 Approach to stakeholder engagement	<u>2024 Proxy Statement</u> , pages 37-38 Occupational Health & Safety, page 15	
	2-30 Collective bargaining agreements	<u>2024 Annual Report</u> , Human Capital Management, page 6	



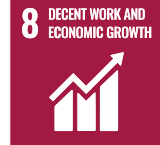

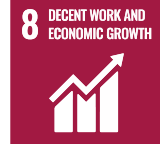


GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Introduction, page 3	
	3-2 List of material topics	Introduction, page 3	
	3-3 Management of material topics	Occupational Health & Safety, page 15 Human Capital Management, page 20 Diversity, Equity and Inclusion, page 27 Engaging Our Local Communities, page 32 Sustainable Operations, page 41 Product Safety, page 50 Product Innovation, page 52 Board Governance and Oversight, page 59 Ethics & Integrity, page 62 Risk Management, page 65 Supply Chain Management, page 69	
200 Series (Economic Topics)			
Procurement Practices			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management, page 69	
Anti-corruption			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics & Integrity, page 62	
	205-2 Communication and training about anti-corruption policies and procedures	Ethics & Integrity, page 62	

GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage
300 Series (Environmental Topics)			
Energy			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Data Tables, page 74	   
	302-3 Energy intensity	Environmental Data Tables, page 74	
	302-4 Reduction of energy consumption	Sustainable Operations, page 41	
Water and Effluents			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainable Operations, page 41	 
	303-2 Management of water discharge-related impacts	Sustainable Operations, page 41	
	303-3 Water withdrawal	Environmental Data Tables, page 74	
Emissions			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Data Tables, page 74	    
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Data Tables, page 74	
	305-4 GHG emissions intensity	Environmental Data Tables, page 74	


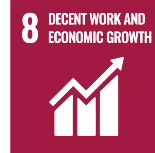





GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	CDP Climate Change Questionnaire, C4.3b	
	305-6 Emissions of ozone-depleting substances (ODS)	Worthington tracks usage but not emissions of ODS and is not able to disclose on this topic	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environmental Data Tables, page 74	
Waste			
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Sustainable Operations, page 41	
	306-3 Waste generated	Environmental Data Tables, page 74	
	306-4 Waste diverted from disposal	Environmental Data Tables, page 74	

GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage
GRI 306: Waste 2020	306-5 Waste directed to disposal	Environmental Data Tables, page 74	
400 Series (Social Topics)			
Employment			
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Capital Management, page 20	
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health & Safety, page 15	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety, page 15	
	403-3 Occupational health services	Human Capital Management, page 20	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety, page 15	
	403-5 Worker training on occupational health and safety	Occupational Health & Safety, page 15	

GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Human Capital Management, page 20	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety, page 15	
	403-8 Workers covered by an occupational health and safety management system	Occupational Health & Safety, page 15	
	403-9 Work-related injuries	Occupational Health & Safety, page 15 Social Data Tables, page 79	
	403-10 Work-related ill health	Occupational Health & Safety, page 15 Social Data Tables, page 79	
Training and Education			
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Human Capital Management, page 20	
Diversity and Equal Opportunity			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, Equity and Inclusion, page 27 Social Data Tables, page 79	
Local Communities			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Engaging Our Local Communities, page 32	



GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage
Supplier Social Assessment			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management, page 69	  
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	Product Safety, page 50 Product Innovation, page 52	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Worthington Enterprises has not identified any instances of non-compliance with regulations and/or voluntary codes within the reporting period.	
Customer Privacy			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Risk Management, page 65	



SASB Tables

Appliance Manufacturing

SASB Topic	Accounting Metric	Code	Section Reference
	(1) Number of recalls issued and (2) total units recalled	CG-AM-250a.1	2024 Annual Report , Note C – Inventory, page 58
Product Safety	Discussion of process to identify and manage safety risks associated with the use of its products	CG-AM-250a.2	Product Safety, page 50
	Total amount of monetary losses because of legal proceedings associated with product safety	CG-AM-250a.3	2024 Annual Report , Item 3.–Legal Proceedings, page 20
	Percentage of eligible products by revenue certified to an energy efficiency certification	CG-AM-410a.1	0%
Product Lifecycle Environmental Impacts	Percentage of eligible products by revenue certified to an environmental product lifecycle standard	CG-AM-410a.2	0%
	Description of efforts to manage products' end-of-life impacts	CG-AM-410a.3	Product Innovation, page 52
Activity Metrics	Annual production	CG-AM-000.A	2024 Annual Report , Item 7.–Management's Discussion and Analysis of Financial Condition and Results of Operations, pages 25 to 34



Containers & Packaging

SASB Topic	Accounting Metric	Code	Section Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	RT-CP-110a.1	Environmental Data Tables, page 74
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	RT-CP-110a.2	Sustainable Operations, page 41
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	RT-CP-120a.1	Environmental Data Tables, page 74
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	RT-CP-130a.1	Environmental Data Tables, page 74
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CP-140a.1	Environmental Data Tables, page 74
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CP-140a.2	Sustainable Operations, page 41
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	RT-CP-140a.3	Two water discharge violations.
Waste Management	Amount of hazardous waste generated, percentage recycled	RT-CP-150a.1	Environmental Data Tables, page 74
Product Safety	(1) Number of recalls issued, (2) total units recalled	RT-CP-250a.1	2024 Annual Report , Note C - Inventory, page 58
	Discussion of process to identify and manage emerging materials and chemicals of concern	RT-CP-250a.2	Product Safety, page 50

**Containers & Packaging** *(continued)*

SASB Topic	Accounting Metric	Code	Section Reference
Product Lifecycle Management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	RT-CP-410a.2	Product Innovation, page 52
Activity Metrics	Amount of production, by substrate	RT-CP-000.A	2024 Annual Report , Item 7.—Management’s Discussion and Analysis of Financial Condition and Results of Operations, pages 25 to 34
	Number of employees	RT-CP-000.C	Social Data Tables, page 79



Building Products & Furnishings

SASB Topic	Accounting Metric	Code	Section Reference
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	CG-BF-130a.1	Environmental Data Tables, page 74
Management of Chemicals in Products	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	CG-BF-250a.1	Product Safety, page 50
	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	CG-BF-250a.2	Environmental Data Tables, page 74
Product Lifecycle Environmental Impacts	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	CG-BF-410a.1	Product Innovation, page 52
Activity Metrics	Annual production	CG-BF-000.A	2024 Annual Report , Item 7.—Management’s Discussion and Analysis of Financial Condition and Results of Operations, page 25 to 34
	Area of manufacturing facilities	CG-BF-000.B	2024 Annual Report , Item 2.—Properties, page 20



TCFD Content Index

TCFD Element	Disclosure	Report Location
Governance	a) Describe the board’s oversight of climate-related risks and opportunities.	Board Governance and Oversight, page 59 Risk Management, page 65
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Risk Management, page 65
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Product Innovation, page 52 Risk Management, page 65
	a) Describe the organization’s processes for identifying and assessing climate-related risks.	Risk Management, page 65
Risk Management	b) Describe the organization’s processes for managing climate-related risks.	Risk Management, page 65 Sustainable Operations, page 41
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Risk Management, page 65
	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Environmental Data Tables, page 74
Metrics and Targets	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environmental Data Tables, page 74
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Sustainable Operations, page 41



Worthington Enterprises is a designer and manufacturer of market-leading brands that help enable people to live safer, healthier and more expressive lives. Headquartered in Columbus, Ohio, the Company and its joint ventures employ approximately 6,000 people throughout North America and Europe as of July 29, 2024.

BUILDING PRODUCTS

Paducah, Kentucky
Sparrows Point, Maryland
Columbus, Ohio
Jefferson, Ohio
Westerville, Ohio
West Warwick, Rhode Island
Raufoss, Norway
Guimaraes, Braga, Portugal

Building Products Joint Ventures

CLARKWESTERN DIETRICH BUILDING SYSTEMS LLC

Riverside, California
Woodland, California
Bristol, Connecticut
Dade City, Florida
Miami, Florida
McDonough, Georgia
Rochelle, Illinois
Baltimore, Maryland
O'Fallon, Missouri
Vienna, Ohio
Warren, Ohio
Dallas, Texas
Pasadena, Texas
Vancouver, British Columbia, Canada

WORTHINGTON ARMSTRONG VENTURE (WAVE)

Cerritos, California
Fontana, California
Alpharetta, Georgia
Aberdeen, Maryland
Belcamp, Maryland
Benton Harbor, Michigan
North Las Vegas, Nevada

CONSUMER PRODUCTS

Kansas City, Kansas
Maize, Kansas
Elizabethtown, Kentucky
Secaucus, New Jersey
Chilton, Wisconsin

OTHER

Joint Ventures

SUSTAINABLE ENERGY SOLUTIONS

Kienberg, Austria
Burscheid, Germany
Slupsk, Poland

TAXI WORKHORSE HOLDINGS, LLC

Rochester, Minnesota (3 locations)
Watertown, South Dakota
Greeneville, Tennessee

Global Headquarters

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Columbus, OH 43085

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