

2025

BY DESIGN

Corporate Citizenship
& Sustainability Report





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LEARN more about our corporate citizenship and sustainability efforts, including **additional stories** and **supporting documentation**

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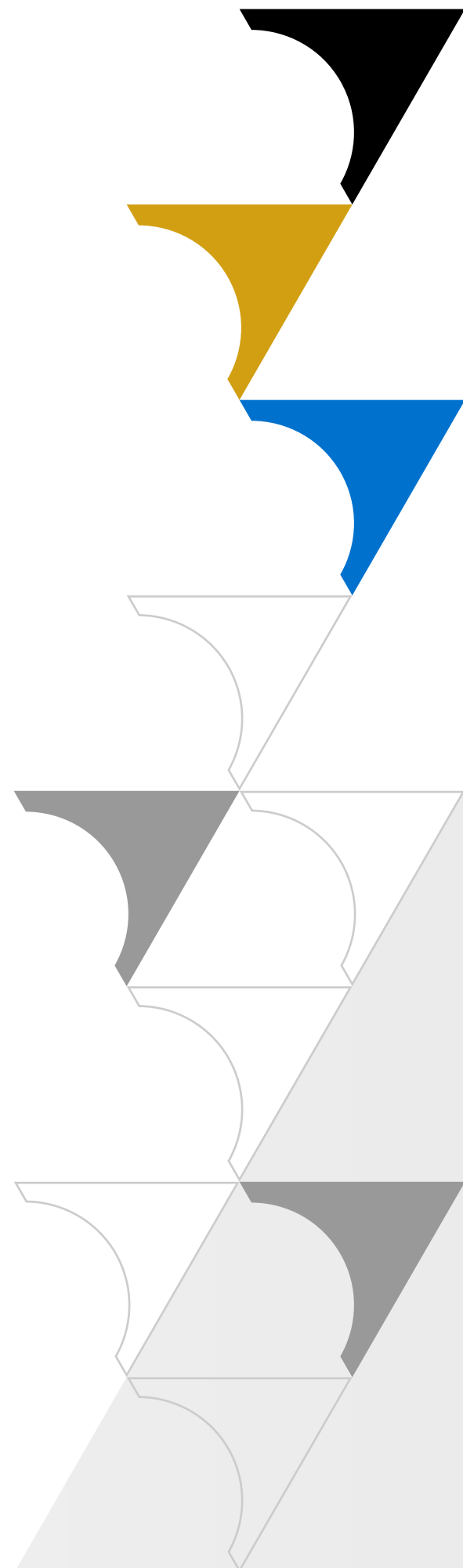
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On the cover:
Grace Skeen,
Westerville, Ohio

Message From Joe Hayek

Thank you for taking the time to review our 2025 Corporate Citizenship and Sustainability Report. We've chosen "**By Design**" as the theme of this year's report to reflect the intentionality of our efforts throughout the last 12 months as we focused on actions with the most meaningful impacts for our employees, customers, suppliers, shareholders and the communities and regions where we operate.

Now in my eleventh year with the Company – but my first as president and CEO – I continue to be impressed with the eagerness of our people to create positive change. We are a global team of employees who lead the way by our actions. It is because of our employees that Worthington Enterprises continues to make progress toward the sustainability goals we set last year, which was our first as a standalone Company after separating our former Steel Processing business in December 2023.

Our corporate goals are designed to help us balance people, planet and prosperity to meet the needs of today without compromising tomorrow. We remain committed to this approach and the Worthington Business System of innovation, transformation and acquisition with technology and sustainability serving as value enablers.

While all our goals are important, I want to highlight one that particularly stands out to me as evidence of the sustainable changes we are making within our Company – preventive safety.

During fiscal year 2025 (FY25), we developed and implemented a new safety vision that focuses on empowering our employees to act and be responsible for the safety and well-being of others. Our safety culture, which we recently renamed LiveSafe, is based on proactive mindsets, processes and actions that ensure our employees can be the best version of themselves. I am proud to share that during FY25 we finished with a **total incident case rate 40% below industry average.**

This is just one example. By design, we're achieving a wide range of measurable outcomes throughout our locations and with our partners. Several examples are within the following pages while others are featured in the **Our Impact** section of our website.

As we celebrate our 70th anniversary this year, I am proud of what our employees have accomplished and inspired by what they can and will achieve in the years ahead. It is because of them that Worthington Enterprises continues to improve everyday life around the world by elevating spaces and experiences.



Joe Hayek, President and CEO
Worthington Enterprises

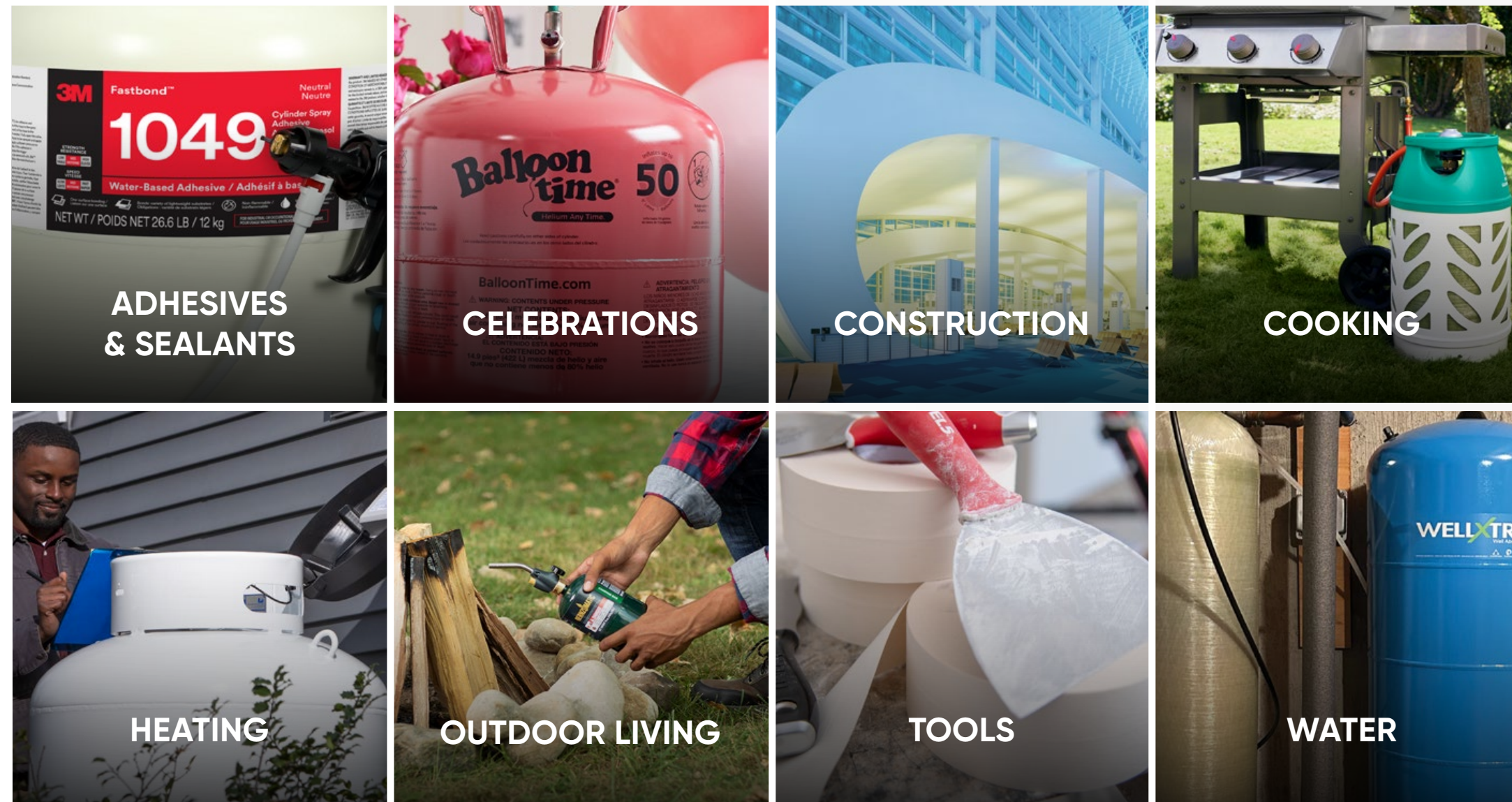
“Our safety culture, which we recently renamed LiveSafe, is based on proactive mindsets, processes and actions that ensure our employees can be the best version of themselves.”



About Worthington Enterprises

Founded in 1955 as The Worthington Steel Company, **Worthington Enterprises (NYSE: WOR)** follows a people-first Philosophy with earning money for its shareholders as its first corporate goal. Worthington Enterprises achieves this outcome by empowering its employees to innovate, thrive and grow, so they can design and manufacture products that **improve everyday life by elevating spaces and experiences**. Headquartered in Columbus, Ohio, Worthington Enterprises and its joint ventures employ approximately 6,000 people throughout North America and Europe.

MARKETS SERVED

ADHESIVES
& SEALANTS

CELEBRATIONS

CONSTRUCTION

COOKING

HEATING

OUTDOOR LIVING

TOOLS

WATER

OUR BRANDS





Our Philosophy

Shortly after founding the Company, John H. McConnell put his philosophy in writing and created a list of the beliefs that made the organization successful. According to Mr. McConnell in his book, *Our Golden Rule*, it didn't take more than an hour for him to compile the list "because those were words I spoke every day to anyone I happened to meet along the way."

Worthington Enterprises still follows Mr. McConnell's philosophy today. It is seen in all parts of our Company, including through the four pillars of our corporate sustainability efforts: people, process and planet, products and partners, as we prioritize conducting our business in an ethical manner and leading with the Golden Rule.



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

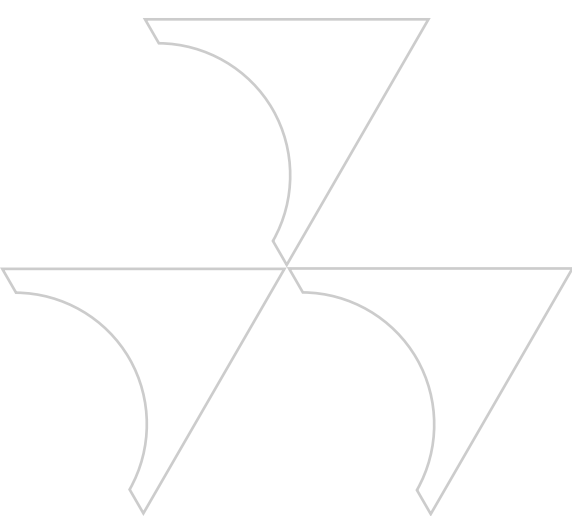
- We believe in a divisionalized organizational structure, with responsibility for performance resting with the head of each operation.
- All managers are given the operating latitude and authority to accomplish their responsibilities within our corporate goals and objectives.
- In keeping with this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

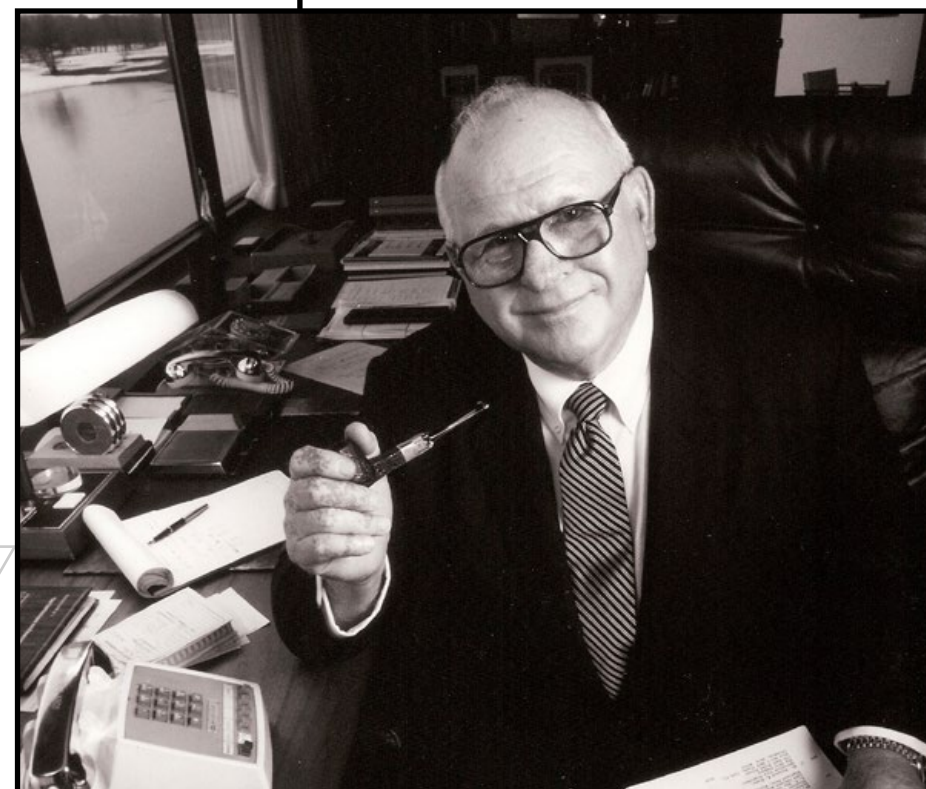
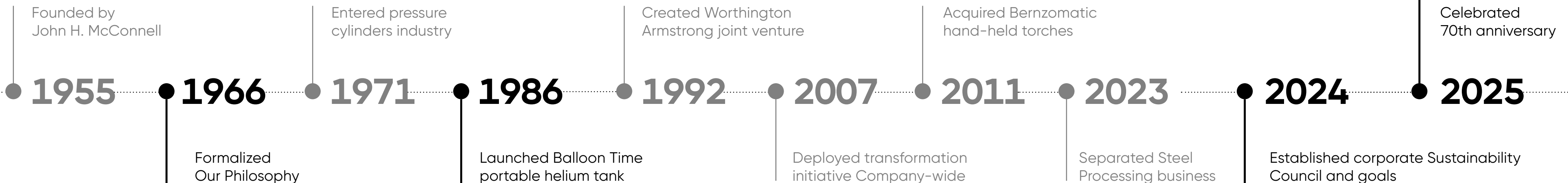
- Worthington practices good citizenship at all levels. We conduct our business in a professional and ethical manner.
- We encourage all our people to actively participate in community affairs.
- We support worthwhile community causes.





Our History

Throughout the last 70 years, Worthington Enterprises has been leading the way as an example of the American entrepreneurial spirit embedded in a culture where treating people as they would like to be treated is the expectation and not the exception. **While the Company has evolved in many ways** since it was founded by John H. McConnell as The Worthington Steel Company, its reputation has remained constant as a manufacturer of quality products made by quality employees who set the standard for quality relationships with one another, customers, suppliers and their local communities.





Sustainability Strategy

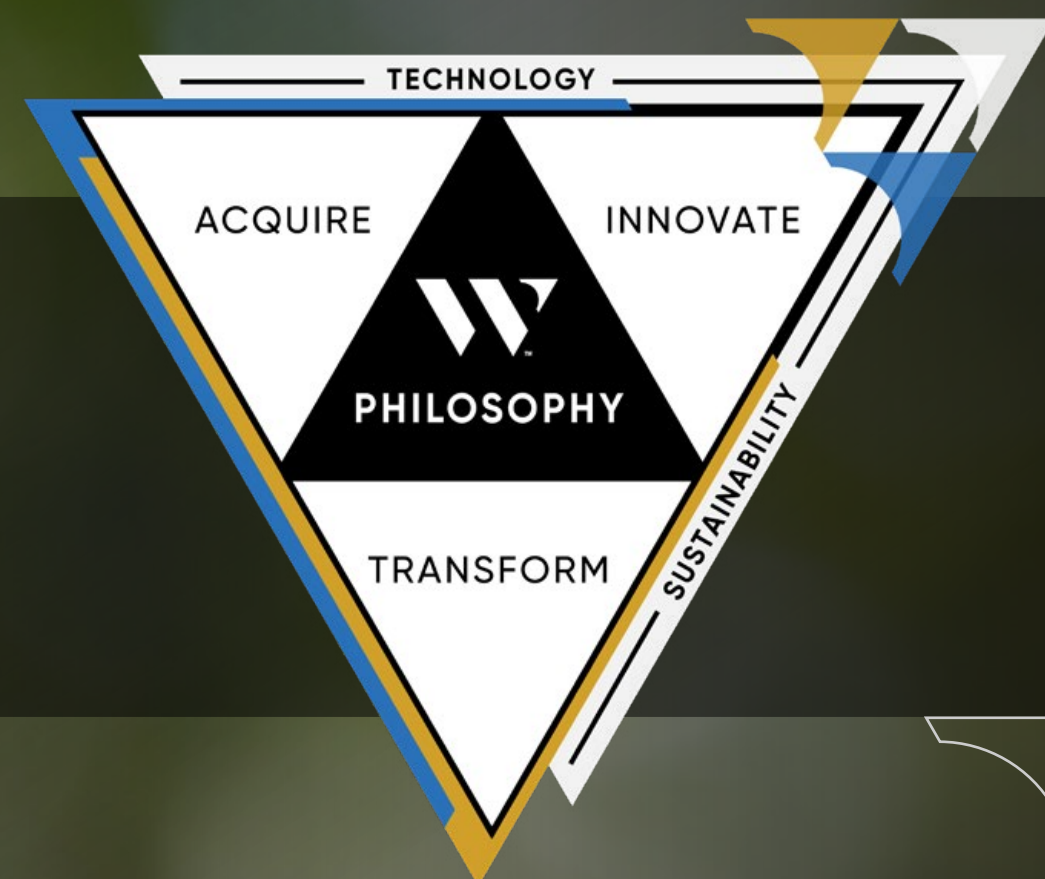
Worthington Enterprises has developed a cross-functional sustainability strategy utilizing the “Playing to Win” framework and focused on the aspiration to balance people, planet and prosperity to meet the needs of today without compromising tomorrow. Many stakeholder groups contributed to our strategy, and we continue to consult them on sustainability topics as outlined in the Stakeholder Engagement table on [page 35](#).

This strategy brings sustainability to life as an enabler of growth within the Worthington Business System. The strategy also serves as a guide for the Sustainability Council (described on the next page) in defining and evolving the Company’s sustainability goals and alignment with United Nations Sustainable Development Goals (SDGs).

We track our corporate sustainability goals in a digital dashboard, available to internal stakeholders, to assist in monitoring and managing progress. The dashboard compiles data from our business segments and corporate functions and provides an overview of progress towards our goals, as well as the level of data availability on each topic.

The Sustainability Council reviews our strategy annually to ensure it accurately reflects and serves the Company.

WORTHINGTON BUSINESS SYSTEM



WINNING ASPIRATION

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

WHERE WE PLAY

PEOPLE

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

PRODUCTS

Design for sustainability (DfS) 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

PARTNERS

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

PLANET

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

HOW WE WIN

Leading with Our Philosophy
Complying today, influencing the future
Leveraging technology intentionally

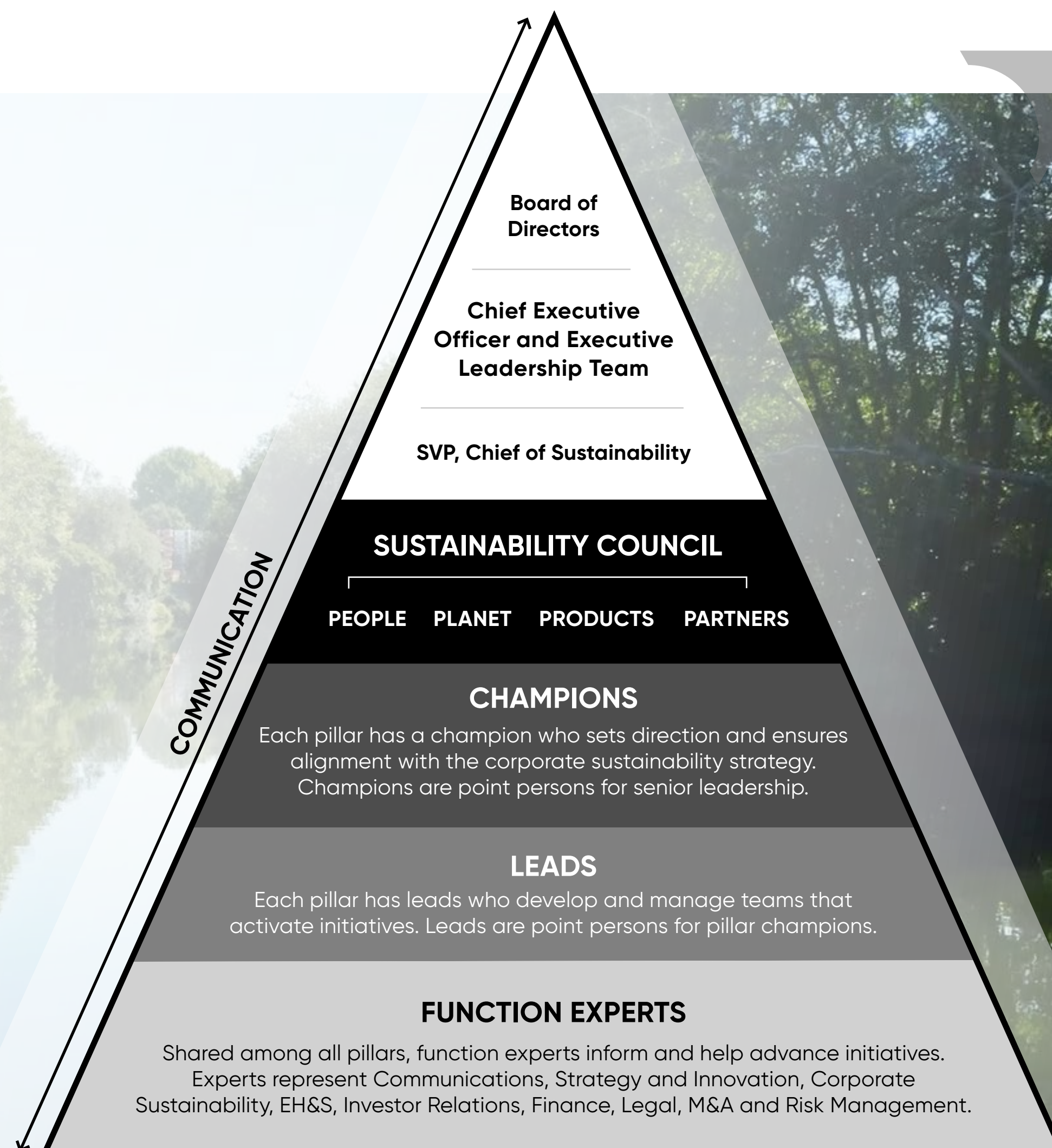


Sustainability Council

The Sustainability Council is composed of Company leaders chosen for their diversity of subject matter expertise and ability to strategically start, accelerate and execute initiatives in partnership with sustainability specialists and the senior leadership team. The Council strives to create a competitive advantage through sustainability, enabling Worthington Enterprises to achieve its goals and **reach our aspiration by aligning and implementing systems, policies and processes.**

The Council, which is led by our director of sustainability, meets quarterly for all-Council meetings and throughout the year in focused pillar teams to advance specific initiatives. The Company's senior vice president and chief of corporate affairs, communications and sustainability (SVP, Chief of Sustainability) reports annually on corporate citizenship and sustainability progress and priorities to the Worthington Enterprises board of directors and quarterly to its Nominating and Governance Committee.

Background image: The Ave River running next to our Portugal manufacturing campus





FY25 Corporate Sustainability Goals

✓ COMPLETED ● ON TRACK ○ REALIGNED

People

- ○ **Preventive Safety:** Develop annual Environmental Health & Safety (EH&S) strategies to proactively improve safety culture, mitigate risks and ultimately achieve best-in-class injury rates.
- **People:** Achieve a 10% increase in employee engagement (baseline: FY24). **Target date:** End of FY26
- ○ **Improved Diversity:** Strive for an inclusive workforce reflecting the regional talent of each operating location as measured by hiring and retention data at the end of each fiscal year.



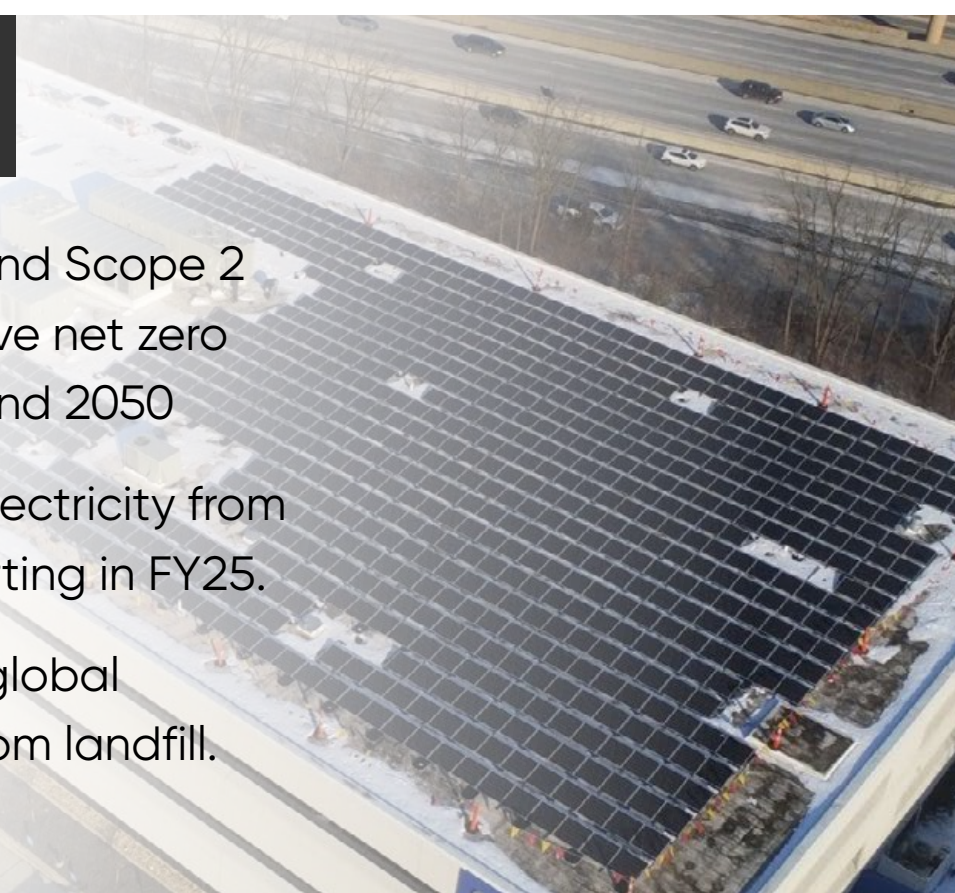
Products

- **Customer Alignment:** Prioritize business segments' sustainability efforts based on alignment with customer expectations. **Target date:** End of Q1 FY26
- ✓ **Design for Sustainability (DfS):** Integrated DfS criteria into early-stage gate processes. **Target date:** End of FY25



Process & Planet

- **Emissions Reduction:** Reduce Scope 1 and Scope 2 emissions by 60% (baseline: FY24). Achieve net zero emissions by 2050. **Target dates:** 2034 and 2050
- **Clean Energy:** Increase the amount of electricity from renewable sources by 5% each year, starting in FY25.
- ○ **Zero Waste:** Divert greater than 90% of global manufacturing and distribution waste from landfill. **Target date:** 2040



Partners

Supply Chain Sustainability Management Program (SCSMP):

- Implement a SCSMP. **Target date:** End of FY26
- ○ Engage with 100% of our strategic global supply chain (High Risk/High Spend) to align with our SCSMP. **Target date:** End of FY27
- ○ Use the SCSMP to engage our global value chain and increase our supplier diversity, showing year-over-year improvement. **Target date:** FY30





Materiality Assessment

Worthington Enterprises conducted a materiality assessment on environmental, social and governance (ESG) topics in 2024 with the assistance of the Governance & Accountability Institute.

The assessment included:

- Gathering ESG topics of interest to a range of stakeholders, including investors, employees, ESG rating organizations, customers and industry peers. The list of topics incorporated Global Reporting Initiative (GRI) Standards topics, the United Nations SDGs and relevant standards from the Sustainability Accounting Standards Board (SASB).
- Conducting a deeper analysis of reporting by industry peers and customers with high ESG ratings, and an examination of the methodologies of leading ESG ratings organizations and institutional investors. This analysis enabled prioritization of the list of potentially material topics.
- Engaging Company leadership to capture their insights into ESG topics of importance to Worthington Enterprises.

An overall score was then calculated for each topic. Using this quantitative approach, Worthington Enterprises has identified the following topics as most material to our business, and we use them as a guide for focusing our sustainability strategy. These topics also inform the disclosures made throughout this report.

SDGs Linkages



ESG TOPICS

▲ PEOPLE ■ PROCESS & PLANET ● PRODUCTS ◆ GOVERNANCE





FY25 Highlights

Corporate Citizenship & Sustainability

PEOPLE

Outperforming safety total case incident rate (TCIR)

40%

↓ **LOWER THAN**
INDUSTRY AVERAGE

Fostering an engaged and inclusive workforce

85%

PARTICIPATION IN EMPLOYEE
ENGAGEMENT SURVEY

Supporting communities

\$3.1M

DONATED TO NON-PROFIT ORGANIZATIONS
FROM THE WORTHINGTON COMPANIES FOUNDATION

PARTNERS

Sourcing domestically

86%

PROCUREMENT WITH
LOCAL **U.S. SUPPLIERS**

Engaging suppliers

100%

OF SUPPLIERS **INDIRECTLY**
MONITORED AND 75%
OF OUR SUPPLIER SPEND
DIRECTLY ENGAGED

PROCESS & PLANET

Reducing our environmental footprint

88%

TOTAL WASTE
RECYCLED OR RECOVERED

Introducing corporate recycling and organics diversion programs



BUSINESS RECYCLING AND
FOOD WASTE CHAMPION

Building climate resilience

\$6.05M

AVOIDED COSTS THROUGH **RISK REDUCTION**
ACTIONS OVER THE LAST 3 YEARS

PRODUCTS

Increasing transparency



NEW ENVIRONMENTAL
PRODUCT DECLARATION
(EPD) FOR **RAGASCO**
PRODUCTS

Ensuring curbside recyclability

100%

TRANSITIONED GARDEN WEASEL
SHIPPING CARTON MATERIAL AND
CHANGED DESIGN, RESULTING IN
INCREASED UNITS PER PALLET

LEADING THE WAY

Worthington Enterprises prioritizes workforce development, including an emphasis on attracting, hiring and developing veteran talent as well maintaining policies and practices to support veterans during their civilian transition. The Company extended this commitment in 2025 by joining the U.S. Army Partnership for Your Success (PaYs) program that guarantees soldiers an interview and possible employment after their service.





























About the Report

Our 2025 Corporate Citizenship and Sustainability Report primarily covers metrics and data related to FY25, which began June 1, 2024 and ended May 31, 2025. Other timeframes are noted as appropriate.

This report was prepared with reference to GRI Standards. It also incorporates elements of the Task Force on Climate-related Financial Disclosures (TCFD) and the SASB Appliance Manufacturing Standard, Building Products and Furnishings Standard and Containers and Packaging Standard.

Additionally, our activities and programs addressing material topics have been aligned with United Nations SDGs. Please see the Appendix for content indexes.

Worthington Enterprises remains committed to transparency, engagement and consistent communication of its sustainability strategies and programs.

Chapter	Material Topics	GRI Topics	SASB Topics	Sustainable Development Goals
PEOPLE				
Occupational Health and Safety: LiveSafe Safety Culture	Occupational Health & Safety	Occupational Health & Safety (403)		 
Human Capital Management: Career Accelerator Program	Employment Training & Education	Employment (401), Training and Education (404)		   
Inclusion: Hello, HOLA!	Diversity & Equal Opportunity	Diversity & Equal Opportunity (405)		  
Community Engagement: West Africa Clean Cooking Fund	Local Communities			  
PROCESS & PLANET				
Sustainable Operations: Advancing Sustainable Operations	Energy & Emissions, Waste, Water & Effluents	Energy (302), Emissions (305), Waste (306), Water & Effluents (303)	Energy Management, Greenhouse Gas (GHG) Emissions, Air Quality, Waste Management, Water Management	   
PRODUCTS				
Product Quality & Safety: General Tools	Customer Health & Safety	Customer Health & Safety (416)	Product Safety, Management of Chemicals in Products	
Product Innovation: Bonded by Innovation	Innovation, Materials			
GOVERNANCE				
Board Governance and Oversight	Governance, Customer Privacy	Governance Structure & Composition (2-9), Customer Privacy (418)		
Ethics and Integrity Methodical & Accessible Training	Ethics & Integrity	Policy Commitments (2-23 and 2-26)		
Risk Management: Increasing Resilience to Climate Risk	Governance	Overseeing the Management of Impacts (2-21)		
Supply Chain Management: Accelerating with Assent	Supplier Environmental & Social Assessment, Materials	Supplier Environmental Assessment (308), Supplier Social Assessment (414)		    

By Design

PEOPLE

Throughout the last 70 years, **Worthington Enterprises** has championed a **people-first** approach guided by Our Philosophy, which emphasizes the Golden Rule. Worthington Enterprises reflects this approach in numerous ways, helping to ensure employees are empowered to innovate, thrive and grow through our programs and benefits supporting health and safety, inclusion, career development and community service.

Justin Edgar (L), Katie Clark (R)

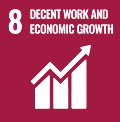








WATCH employees share what it means to be **empowered** at Worthington Enterprises









PEOPLE: FY25 OVERVIEW

Our people-first culture recognizes the value and potential of all our employees. We encourage and empower employees to innovate, thrive and grow through numerous programs and benefits related to health and safety, career development, inclusivity and community service. The Sustainability Council's People pillar convenes regularly to track progress toward our corporate sustainability goals, with reference to analysis of data available in real time through our digital dashboard.

FOCUS	COMMITMENT	MANAGEMENT	INITIATIVES	FY25 ACHIEVEMENTS
<div>Occupational Health and Safety (OH&S)</div> <div></div>	<ul style="list-style-type: none">Our Sustainability Policy sets out Worthington's commitment to the highest safety standard and treating all with respect and dignity.We foster a people-first safety culture where everyone is empowered and accountable for each other's well-being.We expect safety engagement, beyond compliance.We provide impactful training in key safety skills and topics.	<ul style="list-style-type: none">Occupational Health & Safety (OH&S) management system: LiveSafe is our management system for health and safety, based on ISO 45001.Responsibility: Our corporate EH&S department establishes the scope and framework of LiveSafe. The EH&S manager at each site implements LiveSafe at the facility level, including training.Contractors: Our comprehensive contractor safety program prequalifies contractors.Indicators: We use key performance indicators (KPIs) to monitor OH&S performance data, including incident, injury and training data, and we report quarterly to the board of directors.	<ul style="list-style-type: none">LiveSafe launch: Rebranding and expanding OH&S management system beyond the workplace to foster a comprehensive approach to safety and well-beingEmployee engagement: Implementing new solutions at all levels to boost risk identification, injury prevention and continual improvementSafety committees: Maintaining cross-functional employee committees at 70% of our facilities, which provide additional training and communication relevant to each facilityTraining opportunities: Expanded safety trainings for EH&S and Operations teamsRisk assessment: Deploying cross-functional teams to assess machine controls and identify injury risks and opportunities for improving processes <div> LEARN more about our occupational health and safety management practices and initiatives</div>	<ul style="list-style-type: none">Safety conversations: 11,770Corrective actions: 3,708Total Case Incident Rate (TCIR): 1.2 (compared to North American Industry Classification System (NAICS) rate of 2.0)
<div>Human Capital Management</div> <div></div>	<ul style="list-style-type: none">Our Code of Conduct calls for upholding fair labor and employment practices.Our Sustainability Policy reflects our commitment to treating all individuals with respect and dignity.Our Human Rights Policy affirms our commitment and expectations of all employees, suppliers, contractors and partners with regard to ethical business practices and performing due diligence to ensure we uphold human rights across all our operations.Ragasco's Norwegian Transparency Act Statement 2025 outlines how Ragasco, a business of Worthington Enterprises, works to respect and promote fundamental human rights and decent working conditions in both its operations and throughout its supply chain.We are committed to fostering robust employee engagement.	<ul style="list-style-type: none">Responsibility:<ul style="list-style-type: none">Our Vice President (VP) of Human Resources (HR) oversees strategies and initiatives related to recruitment and retention, career development, diversity, equity and inclusion, and employee engagement, and reports regularly to the board or its committees.Our Operations VPs and HR leadership team meet quarterly to review progress on employee engagement survey initiatives.Indicators: We use KPIs to monitor employee turnover and flow-through rate.	<ul style="list-style-type: none">Employee engagement: Holding monthly meetings of Employee Councils, comprised of employees and management representatives, at all locationsProfessional development:<ul style="list-style-type: none">Conducting annual performance reviews for all employees, with focus on competencies and behaviorsExpanding career development opportunities through programs such as Learn and Lead, Step-up and other initiatives designed to foster growth and leadershipIncentive compensation: Providing all full-time employees access to incentive compensation programs which could include quarterly profit-sharing payouts or annual bonuses based on operating results	<ul style="list-style-type: none">Survey response rate: 85% employee participationEmployee engagement: 70%, up from 68% in FY24Manager Effectiveness: 73%, up from 72% in FY24Designation: Top Workplaces for 13 consecutive years



PEOPLE: FY25 Overview (continued)

FOCUS	COMMITMENT	MANAGEMENT	INITIATIVES	FY25 ACHIEVEMENTS
<div>Diversity, Equity and Inclusion (DEI)</div> <div></div>	<ul style="list-style-type: none">We are committed to providing an innovative and transformative environment where employees can lead authentically and effectively.	<ul style="list-style-type: none">Responsibility:<ul style="list-style-type: none">A dedicated team of senior leaders, the head of HR, and oversight by the board and its committees guides our strategy. Initiatives are reported annually to the board.Our DEI director and VP of HR design and implement inclusion initiatives to align with our People strategy.Indicators: We use data analysis to understand diversity at all levels of the organization.	<ul style="list-style-type: none">Workforce: Building a diverse talent pipeline by using DEI job boards and continuing to develop existing talentWorkplace: Supporting six employee resource groups (ERGs) open to all for sharing cultural insights and best practices, as well as driving advancement and recognitionPartnerships: Engaging with community organizations such as Women for Economic and Leadership Development (WELD), Black Achievers and Hispanic Chamber of Columbus	<ul style="list-style-type: none">Engagement: High-quality engagement between ERGs and communities, including events and financial supportERG participation: High rate of participation (6%, compared to 8% benchmark) only two years after establishing ERGs
<div>Local Communities</div> <div></div>	<ul style="list-style-type: none">Our Philosophy states that we will practice good citizenship at all levels, conduct business in a professional and ethical manner, actively participate in our communities and support worthwhile community causes where we operate and do business.	<ul style="list-style-type: none">Responsibility:<ul style="list-style-type: none">Worthington Enterprises and Worthington Steel continue to endow The Worthington Companies Foundation, which is operated by The Columbus Foundation as a donor-advised fund.The Salvation Army manages the confidential Worthington CARES Employee Fund and connects employees to additional services as needed.We use a third-party service to match employees with volunteer opportunities and track participation.	<ul style="list-style-type: none">The Worthington Companies Foundation: Providing financial support to non-profit organizations with an emphasis on local impactWorthington CARES Employee Fund: Supporting employees facing unexpected financial challengesVolunteerism: Encouraging and providing opportunities for employees to actively participate in community affairs	<ul style="list-style-type: none">Donations through Foundation: \$3.1 million donated to 73 organizationsEmployee support: 25 employees; ~\$35K in assistanceVolunteer hours: Over 2,000Award: Corporate Citizenship Award from Columbus Business First



Panel on leadership styles and conflict resolution, organized by WE! ERG

OCCUPATIONAL HEALTH AND SAFETY

LiveSafe Safety Culture

SDGs Linkages



Our reinvigorated safety program, which is called LiveSafe, evolved in FY25 from the SafeWorks program that was successfully utilized for nearly 20 years. LiveSafe applies to every Worthington Enterprises employee and contractor regardless of role, years of experience, location or any other factor.

Worthington Enterprises has continued to outperform the industry average TCIR. Safety is the Company's highest priority, and our successful track record shows that our intentional efforts have made an impact toward achieving our safety goals.

In FY25, the EH&S and Operations teams provided several opportunities to help ensure the safety and well-being of employees, including:

- **Facilitation training**, providing four or more classes per year to equip all new leaders with skills to increase awareness among their teams about preventing and reacting to safety incidents. The initiative now covers 85% of Company locations and has supported 100% of new leaders. New facilities will also launch the program to ensure their leadership personnel receive the training.
- **Coaching and skills training** at more than two-thirds of our locations on how to address safety concerns and how to provide and accept feedback. This helps ensure everyone can confidently protect one another in an environment of trust, respect and shared responsibility across teams.
- **Safety Stand Down** events to focus on safety education, best practices and recommitting to working safely every day.
- **Employee care programs** expanded to include six locations where on-site care providers assist employees with early intervention on musculoskeletal concerns and First Aid needs. These specialists play a key role in new employee training by helping to promote best practices for lifting, movement and overall body mechanics.

To accelerate progress toward zero recordable injuries and other best-in-class trends, Worthington Enterprises has evolved its safety vision to be, "We will have a people-first safety culture where everyone is empowered to act and is responsible for the health and well-being of others." This statement reflects Our Philosophy, communicates a call to action and responsibility, and encompasses physical, emotional and mental health.

ANNUAL SAFETY TARGETS

- | | |
|---|--|
| 100% Employee Engagement in EH&S System | 90% Quarterly Training Completion |
| >90% Health and Safety Compliance Audit Score | <1.25 Recordable Rate |
| 90% On-Time Corrective Action Completion | <0.65 Days Away, Restricted or Transferred (DART) Rate |



WATCH a LiveSafe video

Ted Brandenburg,
Chilton, WI



HUMAN CAPITAL MANAGEMENT

Career Accelerator Program

Worthington Enterprises is committed to its mentoring culture where employees are empowered to innovate, thrive and grow as they contribute to the Company's success in their own distinctive ways. **Numerous initiatives**, including a **Learn and Lead Leadership Development Program**, are offered for employees to learn new skills and develop professionally.

This commitment extends to mentoring the workforce of the future.

In March 2025, Worthington Enterprises welcomed six high school seniors from four Central Ohio-area schools to begin their journey in manufacturing through our Career Accelerator Program.

In partnership with the Ohio Manufacturing Extension Partnership, the Worthington Enterprises **Career Accelerator Program** (formerly called the Worthington Workforce Experience) prepares students for a full-time role with an industry-recognized **Certified Manufacturing Associate (CMfgA) credential**. The program is designed to provide a structured pathway for students to develop a strong foundation in manufacturing, through technical and career readiness training. The Ohio Manufacturing Extension Partnership is a state and federal initiative sponsored by the United States (U.S.) Department of Commerce National Institute of Standards and Technology.

The nine-week program includes seven-and-a-half hours of training per week, covering topics such as additive manufacturing systems, computer numerical control (CNC), fasteners and fastening tools, inspection instruments and gauges, lean manufacturing, quality, robotics and safety. **The Class of 2025 graduated at a ceremony in May**, held in alignment with Ohio's In-Demand Jobs Week sponsored by the **Governor's Office of Workforce Transformation**.

All six graduates earned a CMfgA credential and started as full-time employees at Worthington Enterprises this summer.

SDGs Linkages



LEARN more about
our career benefits

Nick Richards,
2023 program graduate



INCLUSION

Hello, HOLA!

Worthington Enterprises created its sixth ERG: **Hispanic Origin and Latin American (HOLA)**. The launch coincided with National Hispanic Heritage Month celebrated in September and October.

“Hola,” the Spanish word for “hello,” reflects the welcoming and inclusive spirit of the Hispanic community. The ERG’s mission is to empower and connect Hispanic and Latin American employees, foster professional growth and cultural awareness for the community, and positively impact the success of Worthington Enterprises through collaborative initiatives, mentorship programs and outreach.

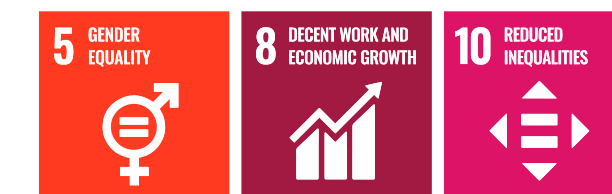
The HOLA ERG sets out to serve employees and the Company in two ways:

- To create a supportive and inclusive space that celebrates the diverse Hispanic and Latin American cultures within the Company; and,
- To share insights on how to engage Hispanic and Latin American audiences who are influential users of products designed and manufactured by Worthington Enterprises.

As part of its inaugural year programming, HOLA welcomed guest speakers who shared insights on topics ranging from leveraging cultural heritage in your work to trends in artificial intelligence (AI). Approximately **40 employees** and many others participated in various activities with HOLA.

Other ERGs at Worthington Enterprises include **CARE** (working parents and caregivers), **HONOR** (military veterans), **PRIDE** (LGBTQIA+), **THRIVE** (mental health and wellness) and **WE!** (Women’s Empowerment). The Company also makes available inclusion training to all employees. Topics include Philosophy of Inclusion, Unconscious Bias, Addressing Microaggressions and Inclusive Language in the Workplace. Self-directed versions of these courses are available to employees through our learning management system.

SDGs Linkages



HOLA's inaugural day as an ERG



LEARN more about our culture

[Employee Resource Groups](#)

[Inclusion At Worthington](#)



HOLA

HISPANIC ORIGIN & LATIN AMERICAN



CARE

WORKING PARENTS & CAREGIVERS



HONOR

MILITARY VETERANS



PRIDE

LGBTQIA+



THRIVE

MENTAL HEALTH & WELLNESS



WE

WOMEN'S EMPOWERMENT



COMMUNITY ENGAGEMENT

West Africa Clean Cooking Fund

SDGs Linkages



Worthington Enterprises has launched the **West Africa Clean Cooking Fund** to help transform practices in a region where more than 267 million people still depend upon traditional biomass fuels for cooking. The extensive use of these biomass fuels causes significant health issues, especially for women, and environmental challenges with deforestation and increased GHG emissions.

Announced during the World Liquid Gas Association's 2024 LPG Week in Cape Town, South Africa, the Fund will be accelerated by a \$1 million commitment from The Worthington Companies Foundation. Funding helps advance qualified projects that create the infrastructure, equipment and training needed for sustainable adoption of clean and safe cooking with liquid propane gas (LPG). Beneficiaries include households, communities and organizations dedicated to advancing clean cooking solutions.

By advancing universal access to clean cooking methods, the West Africa Clean Cooking Fund connects directly to three of the 17 SDGs: good health and well-being (3), gender equality (5), reduced inequalities (10). It is complementary to eight additional SDGs: no poverty (1), zero hunger (2), quality education (4), affordable and clean energy (7), decent work and economic growth (8), sustainable cities and communities (11), climate action (13) and life on land (15).

ABOUT THE WORTHINGTON COMPANIES FOUNDATION

THE
WORTHINGTON
COMPANIES
FOUNDATION

The Worthington Companies Foundation exists to support worthwhile community causes. In FY25, the Foundation contributed **\$3.1M to 73** organizations in its focus areas of health, human services, youth and education, and civic causes.



WATCH to learn
about the Fund

By Design

PROCESS & PLANET

The Worthington Business System features sustainability as an enabler of growth and an essential attribute of our operations. More than just a word on a diagram, sustainability continues to become an intentional aspect of decision-making throughout the Company in consideration of protecting our planet. Intentional choices, such as lowering energy use, diverting waste from landfills and conserving water, apply across all locations and empower each local site to develop and activate unique plans to achieve results.



LEARN more about
Worthington Enterprises'
Process & Planet initiatives



PROCESS & PLANET: FY25 OVERVIEW

Our Philosophy of treating our stakeholders as we would like to be treated includes making strategic choices to protect the planet and mitigate negative environmental impacts. We’re investing in enhanced systems and equipment to lower energy use, mitigate GHG emissions, reduce waste sent to landfills and conserve water. The Sustainability Council’s Process and Planet pillar convenes regularly to track progress toward our corporate sustainability goals, with reference to analysis of data available in real time through our digital dashboard.

FOCUS	COMMITMENT	MANAGEMENT	INITIATIVES	FY25 ACHIEVEMENTS
<div><div>Sustainable Operations</div><div><div><div>6</div><div>CLEAN WATER AND SANITATION</div></div><div><div>7</div><div>AFFORDABLE AND CLEAN ENERGY</div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>13</div><div>CLIMATE ACTION</div></div></div></div>	<ul style="list-style-type: none">Our Sustainability Policy sets out Worthington’s commitment to operating our business in ways that reduce our carbon footprint and manage resources responsibly, as specified in quantifiable, time-bound targets within our corporate sustainability goals.We use renewable and alternative materials where possible to limit GHG and non-GHG emissions.We reduce waste sent to landfills and prevent negative impacts from improper waste handling.We conserve fresh water in operations and treat wastewater before discharge.	<ul style="list-style-type: none">Management system: Our Worthington Enterprises Environmental Management System (EMS) – WEEMS is based on ISO 14001.Responsibility:<ul style="list-style-type: none">Our corporate EH&S department establishes the scope and framework of our EMS; EH&S managers at each facility implement the EMS locally.Our Sustainability Council reports progress quarterly to the executive leadership team and the board’s Nominating and Governance Committee.Audits: Internal audits are periodically conducted at each facility to identify opportunities for improvement, ensure regulatory compliance and verify that the EMS is properly utilized. External audits are regularly conducted at our certified facilities.Indicators: All locations use KPIs on energy use, water use, waste generation/disposition, GHG emissions, non-GHG air emissions, regulatory compliance and environmental-related incidents to track performance, identify any corrective actions needed and pursue continuous improvement.	<ul style="list-style-type: none">Training and awareness: Providing holistic EMS training for all employees, job-specific EMS training and ongoing training based on needs analysisReducing emissions: Reducing the amount of natural gas and electricity consumed at our manufacturing locations, lowering supply chain emissions and purchasing carbon offsets (34 tonnes in FY25)Increasing renewable energy: Deploying on-site energy generation from solar installations and purchasing electricity derived from renewable energy sourcesReducing waste: Increasing reuse, recycling nonmetal materials, identifying and assisting end users and distributors with recycling processes for composite materialsIncreasing recycling and introducing composting: Partnering with Solid Waste Authority of Central Ohio (SWACO) as Business Recycling and Food Waste Champions, implementing on-site corporate sustainable recycling and organics programsConserving resources: Evaluating water usage and access, seeking process improvements <div><div></div>LEARN more about our environmental management practices and initiatives</div>	<ul style="list-style-type: none">Environmental management: Worthington facilities earned 68% of available Green Stars, a 22% increase over performance in FY24GHG emissions reduction and reporting: 5.5% reduction in Scope 1 and 2 (market-based) emissions (FY24–FY25) and continued transparency on GHG emissions through annual CDP reportingReduced waste: 88% total waste recycled or recoveredAwards and designations:<ul style="list-style-type: none">Ragasco earned EcoVadis Bronze medal placing the business in the top 35% of assessed companies worldwideWalmart ProjectGigaton Giga-Guru designation, setting goals to reduce and avoid CO₂ emissionsCertifications:<ul style="list-style-type: none">ISO 14001: Raufoss, NorwayISO 50001: Raufoss, Norway



SUSTAINABLE OPERATIONS

Advancing Sustainable Operations

SDGs Linkages



Worthington Enterprises continued its **Green Star Award initiative** across manufacturing locations throughout FY25. The award program encourages active employee participation in five categories: compliance, continuous improvement, energy, waste and water. Stars are awarded based on data tracked in our environmental management system. Facilities achieving four or five stars earn additional recognition.

Our manufacturing sites display a banner tracking the Green Stars earned each year as a consistent reminder of the work completed and still to be accomplished.

Recently, Worthington Enterprises launched the next chapter of the Green Star program to align it more closely with our corporate sustainability goals. Effective with the start of FY26, the Green Star initiative is now the Environmental Excellence Program and is built around four core actions: reduce, conserve, divert and lead.

As an example of our commitment to these four actions, Worthington Enterprises became a Business Recycling Champion as well as the first Food Waste Champion in a new program from the SWACO. Our participation, which focuses on our corporate locations, includes waste sorting at each desk, composting and a commitment to increase recycling and food waste collection. All corporate employees were offered recycling and composting training.

In a news release, SWACO noted, “The new programing already has its first big success, as one of the most recognizable names in Central Ohio, Worthington Enterprises, will be the first Business Recycling Champion under the revamped program. Businesses can participate in either or both of the Business Recycling Champion and Food Waste Champion programs, and Worthington Enterprises will be doing both. SWACO provides on-site technical assistance, free recycling and composting containers, customized signage, and is reimbursing the business for the first six months of hauling its recycling and food waste.”

34 stars **AWARDED TO**
10 locations **IN FY25**

Five-Star Locations: Columbus, OH, Jefferson, OH, Maize, KS



Evolving In Fiscal 2026 To Become:



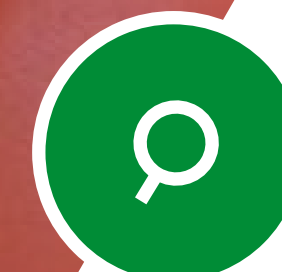
**Environmental
Excellence** Program
REDUCE. CONSERVE. DIVERT. LEAD.

By Design

PRODUCTS

Worthington Enterprises is committed to designing and manufacturing safe and innovative products that improve everyday life, including enabling circularity and sustainability.

As a result of our commitment to innovation, we have a documented DfS stage-gate process. Using this process, our Building Products and Consumer Products business segments are making increasingly impactful choices to support our customers' sustainability goals and our own standards of quality, safety and sustainability.






LEARN more about our innovative approach to the product lifecycle



PRODUCTS: FY25 OVERVIEW

Worthington Enterprises is committed to creating safe and innovative products that add value for our customers while also addressing our goals for sustainability and circularity. The Sustainability Council’s products pillar convenes regularly to track progress toward our corporate sustainability goals, with reference to analysis of data available in real time through our digital dashboard.

FOCUS	COMMITMENT	MANAGEMENT	INITIATIVES	FY25 ACHIEVEMENTS
<div>Product Quality & Safety</div> <div></div>	<ul style="list-style-type: none">Our Quality Policy outlines our commitment to meet or exceed all applicable quality, safety and environmental regulatory requirements.We strive for zero defects and consistent engagement with employees, suppliers and customers to support the development of safe and high-quality products.	<ul style="list-style-type: none">Management system: Continuous improvement of our Quality Management System (QMS) serves to ensure product safety, high performance, regulatory compliance and customer satisfaction.Responsibility: Our Product Safety Council comprising Engineering, Legal, Compliance, Risk Management and Quality oversees and participates in product assessment processes.Indicators: Internal quality audits are conducted annually at all corporate and ISO-certified locations.	<ul style="list-style-type: none">New Product Development (NPD): Ensuring consideration of regulatory requirements at stage-gates throughout NPD processIndustry engagement: Participating in technical-based associations and advocacy for pending bill on compressed gas cylinder safety improvement oversightEmployee awareness: Updating communication to ensure awareness of Quality Policy and framework	<ul style="list-style-type: none">Certifications: 9 facilities with QMS certifications, including ISO 9001: Chilton, WI, Maize, KS, West Warwick, RI, Westerville, OH, Jefferson, OH, Columbus, OH, Paducah, KY, Raufoss, Norway, Guimaraes, PortugalGovernment audits: Successful Department of Transportation (DOT) / Pipeline and Hazardous Materials Safety Administration (PHMSA) audits of Columbus and Westerville sitesBoard or leadership roles: Cooking for Life Africa, Compressed Gas Association (CGA), Cylinder Collective, National Propane Gas Association (NPGA), Pressure Vessel Manufacturers Association (PVMA), Water System Council (WSC), World Liquid Gas Association (WLGA), Pressurized Cylinder Industry Association (PCIA), Propane Education Research Council (PERC)
<div>Product Innovation</div> <div></div>	<ul style="list-style-type: none">Our corporate sustainability goals include DfS at all stages of product development to lessen lifecycle environmental impact and costs.We are committed to supporting circular economy systems through processes that evaluate reuse, repair, refurbishment and recycling of materials where possible.	<ul style="list-style-type: none">Responsibility:<ul style="list-style-type: none">Our corporate strategy and 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.Business segment leadership and teams share ideas cross-functionally and collaborate on opportunities to scale up product innovations.Indicators: NPD teams incorporate DfS criteria into all stage-gate processes.	<ul style="list-style-type: none">Low Volatile Organic Compound (VOC) spray cylinder: Utilizing nitrogen with a diaphragm to eliminate propellant need while maintaining a portable, self-contained cylinderExpanded technology: Innovating in fuel gauges and monitors to help users maximize gas efficiencyPackaging and product materials: Identify opportunities for sustainable packaging and product materialsRecycling solutions: As a founding member of the Cylinder Collective, implementing Extended Producer Responsibility programs to recycle pressurized cylindersGreen steel: Partnering with Arcelor-Mital in Europe for XCARB Steel, lowering CO₂ emissions by using recycled and renewably produced materialsDfS: Integrating sustainability considerations throughout the stage-gate processLifecycle of products: Conducting analyses to understand the environmental impact of select products through all phases of their life	<ul style="list-style-type: none">Awards: 3M Winner of 2025 Innovation Award from Adhesive and Sealant Council (ASC) for being able to spray low-VOC adhesives with lower residuals by leveraging our PowerCore cylinder technologyPlastic reduction: Piloted transition to 98% recycled material for protective part on consumer propane productsEnvironmental Product Declaration (EPD): third EPD covering the full lifecycle of Ragasco’s Linktra Smart CylindersCylinder recycling: Ragasco worked with Gjenkraft to identify viable technology for thermal recycling as a circular solution for composite cylindersDfS: Criteria built into stage-gate processes for NPD across business segmentsRecyclable shipping: Garden Weasel carton now 100% curbside recyclable with more units per palletCertification: Frustration-free packaging (FFP) certification for Garden Weasel shipping carton



PRODUCT SAFETY

Focus on Safety for General Tools

SDGs Linkages



Worthington Enterprises designs and supplies precision hand tools for tradespeople, craftspeople and DIYers under the General Tools brand. Nine categories of General Tools products were among the products affected by new requirements from the U.S. Consumer Product Safety Commission (CPSC) based on the passage of Reese's Law. The new performance and labelling requirements aimed to eliminate or adequately reduce the risk of injury from ingestion of button cell or coin batteries by children six years old and younger.

In alignment with Our Philosophy, exerting every effort to ensure we meet customers' quality and service requirements, our teams went to work quickly to ensure product safety. Thanks to close collaboration between internal experts in engineering, legal, marketing and regulatory compliance as well as supply chain partners, operational and financial risks were mitigated and **all General Tools products were compliant before the CPSC target date.**

As featured earlier in this report, Worthington Enterprises has developed a new safety vision that champions a culture where everyone is empowered to act and is responsible for the health and well-being of others. We have put this culture into practice for product safety starting with design and extending throughout the product lifecycle.





PRODUCT INNOVATION

Bonded by Innovation

SDGs Linkages



As a market leader, **Worthington Enterprises works closely with its customers** to innovate solutions to meet the evolving needs of their own customers.

In October 2024, 3M and Worthington Enterprises partnered to unveil a new option for builders and industrial designers to solve their toughest bonding challenges in a more sustainable way. **The 3M™ Fastbond™ Pressure Sensitive Adhesive 1049** delivers the performance and productivity 3M customers expect, in a portable, ergonomically engineered cylinder delivery system known as **PowerCore® from Worthington Enterprises**.

With a **water-based formula**, the new adhesive and its delivery system help companies meet goals to lower VOCs, solvents and other targeted substances. Designed with **innovative technology to be solventless** and non-flammable, it also may help customers meet environmental, health and safety goals. It's a sustainable, efficient and versatile solution to bonding challenges – **one that results in improved productivity, reduced waste and enhanced environmental impact and safety**.

Right: 3M™ Fastbond™ Pressure Sensitive Adhesive 1049

In April 2025, **the Adhesive and Sealant Council** honored the product as its **2025 Innovation Award winner**.



By Design

GOVERNANCE

Worthington Enterprises prioritizes conducting its business in a professional and ethical manner. The Company 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 the requirements of the U.S. Securities and Exchange Commission.



LEARN more about
the leaders behind
Worthington Enterprises

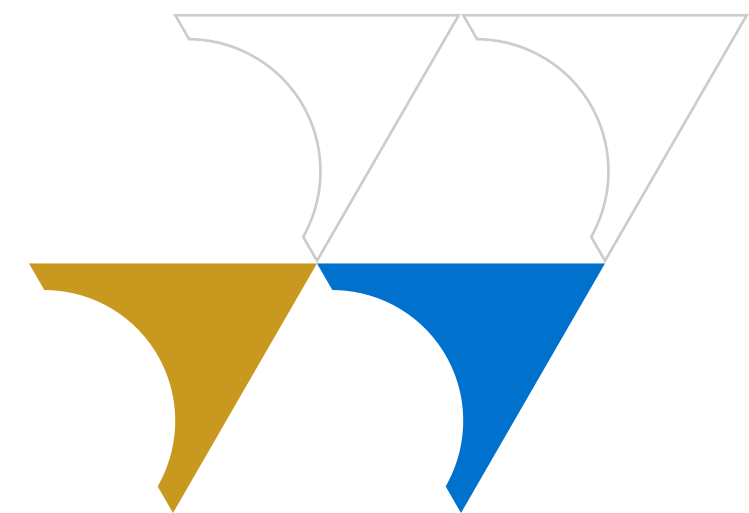


GOVERNANCE: FY25 OVERVIEW

Our Philosophy guides our commitment to high ethical standards and effective risk management in the operation of our business and our relationships with employees, customers and suppliers. The Sustainability Council's partners pillar convenes regularly to track progress toward our corporate sustainability goals, with reference to analysis of data available in real time through our digital dashboard.









FOCUS	COMMITMENT	MANAGEMENT	INITIATIVES	FY25 ACHIEVEMENTS
Board Governance and Oversight	<ul style="list-style-type: none">Our Corporate Governance Guidelines provide a framework of policies and governance structures for our board of directors and management.Our Sustainability Policy covers our commitments to environmental protection, regulatory compliance, due diligence and other related topics.	<ul style="list-style-type: none">Responsibility: Our board oversees management and business strategy to create long-term value for shareholders. We have four standing board committees:<ul style="list-style-type: none">Audit, Nominating and Governance, Compensation and Executive committees.The Nominating and Governance Committee oversees the Company's programs and goals relating to sustainability and reviews the annual sustainability report.The Nominating and Governance Committee oversees annual evaluations of our board and committees. The board uses the results to identify opportunities for enhancing its effectiveness in advancing the Company's strategies and objectives.	<ul style="list-style-type: none">Specialized governance: Establishing the Sustainability Council to serve as a governance body for aligning systems, policies and processes to set and achieve sustainability goals. Council reports quarterly to senior leadership and the Nominating and Governance CommitteeEmployee engagement: Board member participation in leadership and inclusion topics to mark Black History Month and Women's History Month	<ul style="list-style-type: none">Formal goals: Secured board approval of updated sustainability goals further aligned with corporate strategy
Ethics and Integrity	<ul style="list-style-type: none">Our Code of Conduct notes our commitment to comply with all applicable laws and regulations regarding ethical behavior as we do business and interact with our employees, customers and suppliers – including anti-bribery, anti-corruption and antitrust.Our Human Rights Policy affirms our commitment and expectations of all employees, suppliers, contractors and partners with regard to ethical business practices and performing due diligence to ensure we uphold human rights across all our operations.Our additional commitments related to Ethics and Integrity are available on page 14.	<ul style="list-style-type: none">Responsibility:<ul style="list-style-type: none">Our Risk and Compliance Council is comprised of senior executives and reports to the Audit Committee.General Counsel serves as Chief Ethics Officer.Assistant General Counsel serves as Chief Compliance Officer.	<ul style="list-style-type: none">Employee training: Providing annual training for all employees and board members on Code of ConductEthics Line reporting: Maintaining an Open Door Policy as well as a 24/7 Ethics Line operated by a third party and available to all stakeholders including employees, contractors, suppliers and community membersPublic policy: Engaging in activities as a responsible corporate citizen to advance our business objectives and benefit our stakeholders	<ul style="list-style-type: none">Clearer policy: Enhanced and better defined Human Rights PolicyEffective advocacy: Proactive engagement with PHMSA resulting in safety advisory for U.S. consumers





GOVERNANCE: FY25 OVERVIEW (CONTINUED)

FOCUS	COMMITMENT	MANAGEMENT	INITIATIVES	FY25 ACHIEVEMENTS
<div>Risk Management</div> <div></div>	<ul style="list-style-type: none">We are committed to proactively managing risks to help ensure our long-term success and create shareholder value.	<ul style="list-style-type: none">Responsibility:<ul style="list-style-type: none">Risk and Compliance Council, comprised of senior executives, directs risk management.Entire board oversees risk, with committees responsible for specific areas of risk oversight.Risk assessment: Ongoing risk roundtables with businesses and functions, including Sustainability, to identify and mitigate potential risks.	<ul style="list-style-type: none">Climate risk: As part of Enterprise Risk Management (ERM) process, identifying, assessing and making plans to mitigate any identified climate-related risks, including our compliance with applicable environmental laws and regulationsInformation security and cybersecurity: Identifying and mitigating risks to our information and systems, including guarding against increased cybersecurity threatsBusiness continuity: Continuously improving business continuity plans	<ul style="list-style-type: none">TCFD alignment: ERM process adjusted to better align with TCFD requirementsFinancial savings: \$6.05 million in potential costs avoided through reducing climate risks to our operationsAI Risk: Newly established AI Governance Council and approval process to review and evaluate risks related to AI technology
<div>Supply Chain Management</div> <div></div>	<ul style="list-style-type: none">We are committed to maintaining a responsible supply chain by partnering with suppliers that operate in a lawful, ethical and environmentally responsible manner.Our Supplier Code of Conduct states our expectations for compliance with ethical business practices, occupational health and safety, human rights, and environmental protection.Our Conflict Minerals Policy states our commitment to responsible sourcing.	<ul style="list-style-type: none">Responsibility: The Vice President of Purchasing Operations oversees the Company's supplier management and reports performance to our Chief Financial Officer.Selection and monitoring:<ul style="list-style-type: none">We maintain governance policies and procedures for supplier selection and performance monitoring.We require suppliers to review and endorse our Supplier Code of Conduct.Assent, our SCSMP software partner, supports us in assessing suppliers against social and environmental impact criteria.	<ul style="list-style-type: none">Supplier Code of Conduct: Updated in FY25Supplier selection and monitoring: Deploying a programmatic approach to evaluate social and environmental risks across our global supply base	<ul style="list-style-type: none">Data collection: Expansion to 100% of suppliers for indirect collection of public data on social and environmental impactDirect engagement: Screening and analysis for significant portion of critical suppliers (defined by risk exposure and spend)



Kerri Anderson, board member, with participants in Women's History Month event



GOVERNANCE

Board Governance & Oversight

The **Worthington Enterprises board of directors** is responsible for oversight of the Company's executive management and business strategy to create long-term value for shareholders. The board also ensures the Company's commitment to Our Philosophy, which includes overseeing strategies and programs related to **corporate citizenship and sustainability**. Five of our 12 directors have experience or competencies in sustainability.

The **Sustainability Council** provides the board or its committees with quarterly updates on progress against goals, strategic initiatives and any broader sustainability evolutions affecting our Company.



Billy Vickers, board member (L) and Joe Hayek, President and CEO (R)

CHAIR

John B. Blystone

Chairman of the Board



EXECUTIVE COMMITTEE

Members: Kerrii B. Anderson, Michael J. Endres, Joseph B. Hayek, John H. McConnell II

Act on behalf of the full board between meetings; empowered with all board authority except on specific restricted matters (e.g., filling board vacancies, amending bylaws).

CHAIR

Michael J. Endres

Lead Director



COMPENSATION COMMITTEE

Members: Paul G. Heller, Ozey K. Horton, Jr., Brant Standridge

Set CEO and executive compensation; oversee executive and director incentive plans; review performance metrics and risk management related to compensation.

CHAIR

Kerrii B. Anderson

AUDIT COMMITTEE

Members: David P. Blom, Mark C. Davis, Paul G. Heller

Oversee integrity of financial statements; review compliance with legal and regulatory requirements; monitor internal controls; oversee internal/external audit functions; review ERM including privacy, cybersecurity and AI oversight.

CHAIR

David P. Blom

NOMINATING AND GOVERNANCE COMMITTEE

Members: Ozey K. Horton, Jr., Billy R. Vickers, Virgil L. Winland

Oversee board composition and governance best practices; evaluate director performance; oversee corporate social responsibility and ESG strategy and reporting; lead board succession planning.



ETHICS & INTEGRITY

Methodical & Accessible Training

All new employees receive **Code of Conduct** training and formally acknowledge their commitment to our standards as part of the onboarding process. This ensures alignment with Our Philosophy from day one—treating others with dignity and respect and acting with integrity. Additionally, salaried employees participate in an annual reaffirmation process to renew their commitment to ethical behavior and compliance expectations, including with regard to anti-corruption and anti-bribery. This acknowledgment helps reinforce our values and maintain an ethical culture.

In addition to annual Code of Conduct training, Worthington Enterprises requires focused training on certain laws and regulations governing business conduct in the countries where we operate. For example:

Employees who interact with foreign government officials, divisional compliance managers and compliance officers must take a course on the **U.S. Foreign Corrupt Practices Act**.

Employees who are involved with compliance for data protection and privacy issues are required to take training on the **European Union General Data Protection Regulation**.

All managers in the U.S. are required to take training on protecting sensitive health information to comply with the **Health Insurance Portability and Accountability Act**.



Ethics training courses offered by Worthington's HCM software platform, "TheHub"

ETHICS LINE

Worthington Enterprises provides a 24/7 local language-based Ethics Line where stakeholders including employees, contractors, suppliers and community members can make anonymous reports to a third-party provider. This service is provided through Navex Global, which has been in business for over 30 years. The hotline and associated online portal provide easy-to-follow instructions for filing a complaint as well as key categories of concern such as conflicts of interest, fraud, harassment and workplace violence. Information on contacting the Ethics Line via phone and website is included in our public Human Rights Policy available on our website, and the Company provides employees with information regarding the Ethics Line during onboarding and annual Code of Conduct training.

We have a zero-tolerance policy against retaliation to protect whistleblowers who raise a concern in good faith or cooperate in an investigation. Our Chief Ethics Officer investigates all reported concerns and follows up on a case-by-case basis using a confidential identification number. The board's Audit Committee also receives reports of any critical concerns from the Ethics Line on a quarterly basis, and the full board receives annual reports. In FY25 we investigated eight reports received through the Ethics Line, which primarily related to human resources and employment issues.



LEARN more
by reading our
Code of Conduct



RISK MANAGEMENT

Increasing Resilience to Climate Risk

SDGs Linkages

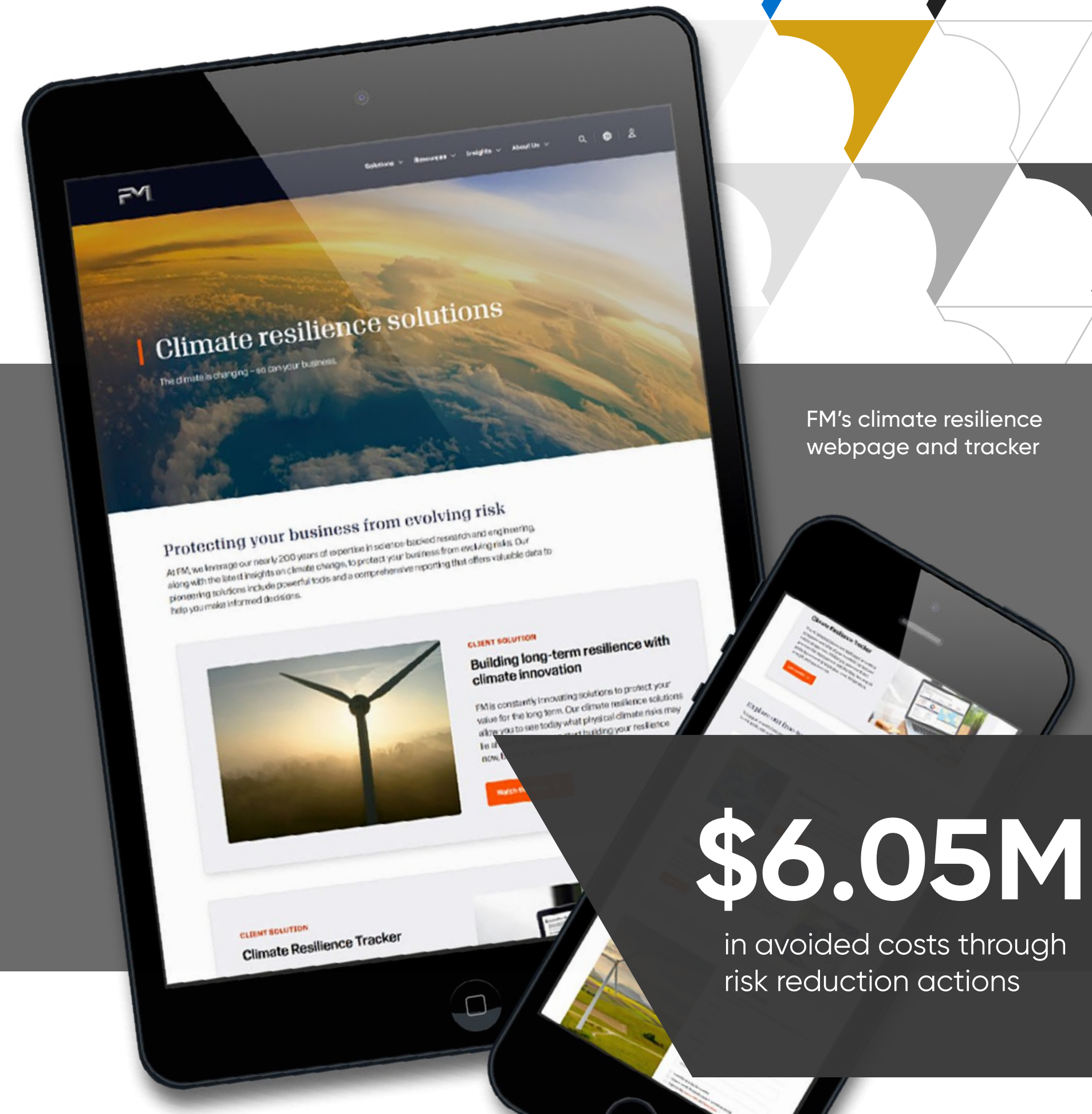


Worthington Enterprises leverages the expertise of FM, our property insurance partner, to understand the climate-related hazards that can affect our business continuity. FM provides a comprehensive view of current and future climate risks at Company locations to help us prioritize actions to reduce impacts related to extreme precipitation, wind, temperature, drought and sea-level rise.

Thanks to our mitigation actions taken over the last three years, the Company has avoided \$6.05 million in costs.

Additionally, Worthington Enterprises has qualified for FM Resilience Credits for the last two years totaling more than \$100,000.

In FY25, Worthington Enterprises expanded its Enterprise Risk Management process to include additional TCFD reporting categories to better comply with applicable climate risk reporting regulations. New categories tracked include **Physical** and **Transitional Climate Risk, Time Horizon** and **Metrics**.



FM's climate resilience webpage and tracker

\$6.05M

in avoided costs through risk reduction actions



SUPPLY CHAIN MANAGEMENT

Accelerating with Assent

In FY25, Worthington Enterprises made significant advances in how we manage our diverse and global supply chain network. By increasing our awareness of social and environmental risks, we are better able to promote ethical and sustainable sourcing practices.

The Company invested in the Assent supply chain management software to gain centralized access to certifications and other data on our third-party partners. This investment was a critical step forward in our efforts to collaborate across the value

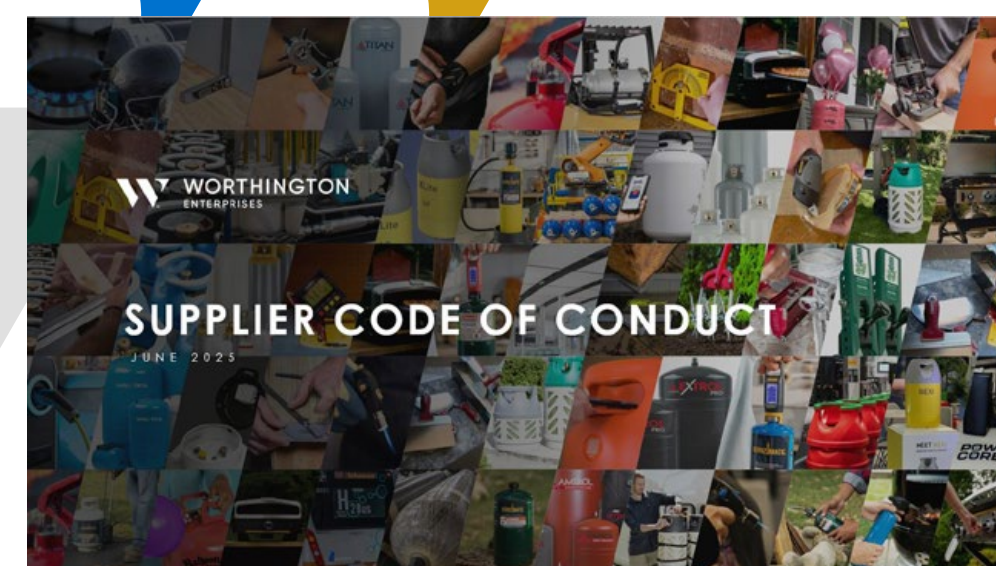
chain with our suppliers and customers for transparency and improvement to identify, assess and mitigate potential risks and opportunities. The software also automates supplier engagement, which streamlines compliance processes.

As of the end of the fiscal year, 100% of our suppliers were monitored indirectly for social and environmental risks. Thirty-one percent had directly engaged, including more than 95% of our high-risk suppliers and approximately 75% of our spend.

100%

of our suppliers are monitored indirectly for social and environmental risks

SDGs Linkages



The Company also used Assent's analytical tools to create benchmarks for several supplier performance metrics to monitor performance, generate reports and help ensure adherence to regulations. Through various actions, we increased our exposure in FY25 to qualified diverse suppliers through proactive engagement with councils and at matchmaking events.

Worthington's 2025 Supplier Code of Conduct

Worthington Enterprises maintains a **Supplier Code of Conduct**, which all suppliers must review and acknowledge. The Code is based on Our Philosophy and states our expectations for ethical business practices, occupational health and safety, human rights and environmental protection.

Worthington Enterprises regularly reviews and updates the Supplier Code of Conduct to ensure relevancy.



LEARN more about how we work with our contractors and suppliers

By Design

APPENDIX

Franklin Park Conservatory
and Botanical Gardens



Main Entrance & Parking

Employees volunteering
during Earth Month



Stakeholder Engagement



Key Stakeholder	Key Concerns / Expectations	Engagement Methods	Learnings & Impacts of Engagement
Employees	Safety Belonging Growth and Development	Annual engagement survey, direct communication with managers, intranet, employee councils, inclusiveness training, ERGs, town halls, recognition programs, Ethics Line for reporting concerns	Identified career development and inclusion as drivers of engagement, expanded ERGs, introduced new workshops, additional safety training and MVP and Philosophy awards
Contractors	Workplace Safety Requirements Scope of Work	Safety prequalification (ISNetworld), mandatory training, safety briefings, audits, Code of Conduct	Enhanced training offerings
Customers (Retailers, Distributors, etc.)	Quality Performance and Reliability Innovation	Feedback via innovation labs, quality tracking, customer alignment efforts, co-design of sustainable products, technical boards, industry associations	Partnered with 3M™ for the PowerCore cylinder (corrosion-resistant and portable, helps meet goals for lower VOCs), manufactured XCarb pressure cylinder with low carbon-emission recycled and renewably processed steel
Consumers	Convenience Environmental Impact Safety	Feedback via customer service, IoT-enabled products (e.g., NEXI), recycling pilots, consumer research	Expanded cylinder recycling programs, increased access to remote tank monitoring, influenced NPD pipeline
Investors	Financial Performance Strategic Vision Executive Insights	Quarterly earnings, briefings, conferences, personal relationships, annual report, sustainability disclosures aligned with GRI, SASB, TCFD frameworks	Conducted materiality assessment identifying 15 priority ESG topics, improved climate risk disclosures, participated in CDP and other ESG assessments
Suppliers	Ethical Sourcing Environmental Compliance Quality	Updated Supplier Code of Conduct, SCSMP platform, audits, performance scorecards, recognition, new Human Rights Policy, awards programs	Developed SCSMP and introduced supplier management software
Regulators	Compliance Public Safety Product Stewardship	Participation in regulatory processes and compliance reporting, site visits, desk-side briefings, industry associations	Collaborated with PHMSA Cylinder Safety Advisory for cylinders manufactured to DOT specifications; participated in governing bodies' board leadership
Communities	Volunteerism Economic Growth Reduced Inequalities	Philanthropy (The Worthington Companies Foundation), employee volunteerism, leadership representation on over 23 non-profit boards	Directed \$3.1M to 73 non-profits, completed local implementation of West Africa Clean Cooking Fund, contributed over 2,000 hours of employee volunteerism



Environmental Data Tables

Fiscal year 2024 became the baseline year for Environmental and Social data for Worthington Enterprises as data was recalculated to reflect Sustainable Energy Solutions (SES) becoming a joint venture outside of operational control, the acquisition of **Ragasco** and retirement of guarantees of origin in Portugal. Due to structural changes and methodological updates, the FY24 data reported here is not comparable to the FY24 data reported in the **2024 Corporate Citizenship & Sustainability Report**. To review data from prior years, please see our past Corporate Citizenship & Sustainability reports on our **website**.

Dimension	FY 2024	FY 2025
Greenhouse Gas Emissions (tCO ₂ e)		
Scope 1 GHG emissions	36,923	37,523
Scope 2 GHG emissions (location-based)	48,911	45,734
Scope 2 GHG emissions (market-based)	50,513	45,124
GHG emissions intensity (Scope 1 and 2 emissions per \$1000 of revenue) (location-based)	0.073	0.072
GHG emissions intensity (Scope 1 and 2 emissions per \$1000 of revenue) (market-based)	0.075	0.072
Percentage of emissions covered under emissions-limiting regulations	0%	0%
Air Emissions (metric tons)		
CO	54	124
NOx (excluding N2O)	33	34
SOx	0.2	0.2
Particulate matter (PM10)	19	17
Volatile organic compounds (VOCs)	234	260
Persistent organic pollutants (POP)	0	0

The chosen consolidation approach for emissions is facilities under Worthington Enterprises’ operational control. Using this organizational boundary, Worthington accounts for 100% of its GHG emissions.

The GHG Protocol Corporate Accounting and Reporting Standard was used in the energy and emissions calculations which include all gases covered by the Standard: CO2, CH4, N2O, HFCs, PFCs, SF6 and NF3. Worthington has no emissions from biogenic sources.

The Company applies emissions factors to energy consumption data to calculate GHG emissions. Component gases were converted to CO2e using the Global Warming Potentials (GWP) from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6).

For electricity, location-based method emissions were calculated using grid-average emission factors for each geographic location. Emissions factors were largely sourced from the U.S. EPA eGRID (2023) database for domestic locations and the International Energy Agency (2021) for international locations. Additional country-specific electricity grid factors are used for select locations as appropriate. Residual mix emissions factors were used to calculate market-based electricity emissions for electricity consumption not covered by RECs.



Dimension	FY 2024	FY 2025
Energy Management (gigajoules)		
Total energy consumed	1,124,247	1,129,581
Total electricity consumed	429,834	425,597
Grid electricity	368,346	343,803
Renewable electricity	61,488	81,793
Percentage grid electricity	85.7%	80.8%
Percentage on-site renewable	0.6%	0.6%
Percentage sourced renewable	13.7%	18.6%
Total fuel consumed	694,413	703,984
Natural gas	665,469	678,524
LPG	12,988	11,796
Gasoline	2,026	2,170
Jet kerosene	10,972	9,073
Diesel	2,958	2,421
Renewable	0	0
Percentage natural gas	95.8%	96.4%
Percentage renewable fuel	0.0%	0.0%
Energy intensity (gigajoules per \$1000 of revenue)	0.959	0.979



Dimension	FY 2024	FY 2025
Water Management (thousand cubic meters)		
Water Withdrawal		
Total water withdrawal from all areas	349	433
Surface water	75	132
Groundwater	6	14
Seawater	0	0
Produced water	0	0
Third-party water	268	286
Breakdown of total water withdrawal from each of the sources listed	349	433
Freshwater (≤1,000 mg/L total dissolved solids)	349	433
Other water (>1,000 mg/L total dissolved solids)	0	0
Total water withdrawal from all areas with water stress	121	165
Surface water	75	132
Groundwater	0	0
Seawater	0	0
Produced water	0	0
Third-party water	46	33
Percentage in regions with High or Extremely High Baseline Water Stress	34.7%	38.1%



Dimension	FY 2024	FY 2025
Water Discharge		
Total water discharge to all areas	257	271
Surface water	0	0
Groundwater	0	0
Seawater	0	0
Third-party water	257	271
Breakdown of total water discharge to all areas	257	271
Freshwater (≤1,000 mg/L total dissolved solids)	257	271
Other water (>1,000 mg/L total dissolved solids)	0	0
Total water discharge to all areas with water stress	67	62
Freshwater (≤1,000 mg/L total dissolved solids)	67	62
Other water (>1,000 mg/L total dissolved solids)	0	0
Water Consumption		
Total water consumption from all areas	91.8	161.1
Total water consumption from areas with water stress	53	103
Percentage recycled	n/a	n/a
Waste Management (metric tons)		
Waste Generation		
Non-hazardous	47,281	40,078
Hazardous	300	212
Percentage hazardous	0.63%	0.53%



Dimension	FY 2024	FY 2025
Waste Disposal		
Recycled	40,685	35,579
Directed to disposal - energy recovery ¹	608	627
Directed to disposal - wastewater treatment ¹	2,296	1,286
Directed to disposal - landfill and incineration without energy recovery ¹	3,991	2,797
Percentage recycled	86%	88%
Percentage directed to disposal ²	14%	12%

1 - Additional treatment methods included to better capture the amount landfilled.
2 - Percentage includes energy recovery, wastewater treatment and landfill and incineration without energy recovery.

LEARN more about our environmental management practices and initiatives



Social Data Tables

Fiscal year 2024 became the baseline year for Environmental and Social data for Worthington Enterprises as data was recalculated to reflect Sustainable Energy Solutions (SES) becoming a joint venture outside of operational control, the acquisition of Ragasco and retirement of guarantees of origin in Portugal. Due to structural changes and methodological updates, the FY24 data reported here is not comparable to the FY24 data reported in the 2024 Corporate Citizenship & Sustainability Report. To review data from prior years, please see our past Corporate Citizenship & Sustainability reports on our website.

Dimension	FY 2024	FY 2025
Occupational Health and Safety (OH&S)		
OHS Management System		
For all employees:		
Total number of employees covered by the OH&S system	3,681	3,201
Total percentage of employees covered by the OH&S system	100%	100%
Total number of employees that are covered by the OH&S that has been internally audited	1,607	745
Total percentage of employees that are covered by the OH&S that has been internally audited	44%	23%
Total number of employees that are covered by the OH&S that has been externally audited	0	0
Total percentage of employees that are covered by the OH&S that has been externally audited	0%	0%
For all contractors:		
Total number of contractors covered by the OH&S system	94	154
Total percentage of contractors covered by the OH&S system	100%	100%
Total number of contractors that are covered by the OH&S that has been internally audited	59	0
Total percentage of contractors that are covered by the OH&S that has been internally audited	63%	0%
Total number of contractors that are covered by the OH&S that has been externally audited	0	0
Total percent of contractors that are covered by the OH&S that has been externally audited	0%	0%



Dimension	FY 2024	FY 2025
Work-related Injuries		
For all employees:		
Number of fatalities as a result of work-related injury	0	0
Rate of fatalities as a result of work-related injury (incidents per 200,000 hours worked)	0	0
Number of high-consequence work-related injuries	47	12
Rate of high-consequence work-related injuries (per 200,000 hours worked)	1.59	0.41
Number of recordable work-related injuries	68	38
Rate of recordable work-related injuries (per 200,000 hours worked)	2.30	1.29
Number of lost work cases	36	21
Lost time incident rate (per 200,000 hours worked)	1.22	0.71
Number of near misses	623	610
Near miss frequency rate (NMFR) (per 200,000 hours worked)	21.09	20.68
Main types of work-related injury	Cut-Laceration Contusion Soreness	Cut-Laceration Contusion Soreness
Total number of hours worked	5,907,077	5,898,153
Work-related Ill Health		
For all employees:		
Number of fatalities as a result of work-related ill health	0	0
Number of cases of recordable work-related ill health	2	0
Main types of work-related ill health	Loss of hearing	NA



LEARN more about our occupational health and safety practices and initiatives



Dimension	FY 2024	FY 2025
Demographics		
Board of Directors		
Female	-	1
Male	-	11
< 30	-	0
30-50	-	2
> 50	-	10
Ethnically diverse	-	1
White or unknown	-	11
Total global headcount	3,681	3,201
Employees covered by collective bargaining agreements	13%	16%
Total U.S. headcount	2,386	2,425
Overall employee demographics (U.S. only)		
Female	22%	23%
Male	78%	77%
Non-binary	<1%	<1%
Undisclosed	<1%	<1%
Asian	3%	3%
Black / African American	15%	15%
Hispanic / Latino	8%	9%
Native American / Alaskan Native	1%	1%



Dimension	FY 2024	FY 2025
Native Hawaiian / Pacific Islander	<1%	<1%
White	76%	76%
Undisclosed	<1%	<1%
20 & under	3%	2%
21 - 29	17%	17%
30 - 39	25%	26%
40 - 54	34%	34%
55 - 64	18%	17%
65+	3%	3%
Employee breakdown by employment category (U.S. only)		
Individual contributor	81%	82%
Lead / supervisor	9%	9%
Manager	6%	6%
Director	2%	2%
Executive	1%	1%
Individual contributor		
Headcount	1,932	1,986
Female	428	460
Male	1,499	1,522
Non-binary	1	1
Undisclosed	4	3
Asian	59	64
Black / African American	325	331



Dimension	FY 2024	FY 2025
Hispanic / Latino	167	186
Native American / Alaskan Native	18	17
Native Hawaiian / Pacific Islander	5	5
White	1,420	1,445
Undisclosed	4	6
Lead / supervisor		
Headcount	222	218
Female	41	42
Male	181	175
Non-binary	0	0
Undisclosed	0	1
Asian	7	7
Black / African American	17	15
Hispanic / Latino	12	18
Native American / Alaskan Native	1	1
Native Hawaiian / Pacific Islander	1	2
White	185	180
Undisclosed	0	0
Manager		
Headcount	154	147
Female	42	42
Male	112	105
Non-binary	0	0
Undisclosed	0	0



Dimension	FY 2024	FY 2025
Asian	4	3
Black / African American	5	5
Hispanic / Latino	4	3
Native American / Alaskan Native	1	0
Native Hawaiian / Pacific Islander	1	1
White	144	138
Undisclosed	0	0
Director		
Headcount	52	51
Female	14	14
Male	38	37
Non-binary	0	0
Undisclosed	0	0
Asian	1	1
Black / African American	1	0
Hispanic / Latino	1	1
Native American / Alaskan Native	0	0
Native Hawaiian / Pacific Islander	0	0
White	50	50
Undisclosed	1	0



Dimension	FY 2024	FY 2025
Executive ³		
Headcount	19	16
Female	4	4
Male	15	12
Non-binary	0	0
Undisclosed	0	0
Asian	2	1
Black / African American	1	1
Hispanic / Latino	1	1
Native American / Alaskan Native	0	0
Native Hawaiian / Pacific Islander	0	0
White	15	13
Undisclosed	0	0
Employee breakdown by age (U.S. only)		
20 & under	63	57
21 - 29	401	422
30 - 39	607	631
40 - 54	817	832
55 - 64	428	410
65+	70	73

3 - In previous reporting this employment category was divided into Executive and Senior Executive categories. These are now combined into one Executive category.



Dimension	FY 2024	FY 2025
Employee hires (U.S. only)		
Female	24%	27%
Male	75%	72%
Non-binary	<1%	<1%
Undisclosed	<1%	<1%
Asian	3%	3%
Black / African American	21%	22%
Hispanic / Latino	10%	14%
Native American / Alaskan Native	2%	2%
Native Hawaiian / Pacific Islander	1%	1%
White	63%	58%
Unknown	1%	1%
20 & under	14%	11%
21 - 29	31%	28%
30 - 39	27%	29%
40 - 54	22%	26%
55 - 64	6%	5%
65+	0%	1%
Employee engagement rate	68%	70%
Local procurement spend	89%	86%



GRI Content Index

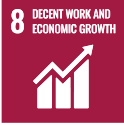
Statement of use Worthington Enterprises, Inc. has reported the information cited in this GRI content index for the period June 1, 2024-May 31, 2025 with reference to the GRI Standards.

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: 2025 Annual Report , Item 1. Business, page 1 and Item 2. Properties, page 19	
	2-2 Entities included in the organization's sustainability reporting	Worthington Enterprises, Inc. and subsidiaries	
	2-3 Reporting period, frequency and contact point	a: Fiscal 2025, Annual b. June 1, 2024-May 31, 2025 c. September 2025 d. stewardship@wthg.com	
	2-4 Restatements of information	Fiscal year 2024 became the baseline year for Environmental and Social data for Worthington Enterprises as data was recalculated to reflect Sustainable Energy Solutions (SES) becoming a joint venture outside of operational control, the acquisition of Ragasco and retirement of guarantees of origin in Portugal. Due to structural changes and methodological updates, the FY24 data reported in this report is not comparable to the FY24 data reported in the 2024 Corporate Citizenship & Sustainability Report . To review data from prior years, please see our past Corporate Citizenship & Sustainability reports on our website .	
	2-5 External assurance	Our Scope 1 and 2 emissions for FY2025 have been verified by an independent third party. For more information, please see our assurance letter .	
	2-6 Activities, value chain and other business relationships	2025 Annual Report , Item 1. Business, page 1	
	2-7 Employees	Social Data Tables, page 41 2025 Annual Report , Human Capital Management, page 6	
	2-8 Workers who are not employees	This data is not available.	
	2-9 Governance structure and composition	Board Governance and Oversight, page 30 Governance Documents Webpage	
	2-10 Nomination and selection of the highest governance body	2025 Proxy Statement , page 14 Governance Documents Webpage	












GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Board Governance & Oversight, page 30 <u>2025 Proxy Statement</u> , page 17	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Council, page 8 Board Governance & Oversight, page 30	
	2-13 Delegation of responsibility for managing impacts	Sustainability Council, page 8 Board Governance & Oversight, page 30	
	2-14 Role of the highest governance body in sustainability reporting	Board Governance & Oversight, page 30	
	2-15 Conflicts of interest	<u>Worthington Enterprises Code of Conduct</u> , page 2 <u>Charter of the Nominating and Governance Committee</u>	
	2-16 Communication of critical concerns	Methodical & Accessible Training, page 31	
	2-17 Collective knowledge of the highest governance body	Board Governance & Oversight, page 30	
	2-18 Evaluation of the performance of the highest governance body	<u>2025 Proxy Statement</u> , page 21 <u>Charter of the Nominating and Governance Committee</u> <u>Governance Documents Webpage</u>	
	2-19 Remuneration policies	<u>2025 Proxy Statement</u> , page 33	
	2-20 Process to determine remuneration	<u>2025 Proxy Statement</u> , page 19 and 33	
	2-21 Annual total compensation ratio	<u>2025 Proxy Statement</u> , page 64 <u>2024 Proxy Statement</u> , page 66	
	2-22 Statement on sustainable development strategy	Message From Joe Hayek, page 3	
	2-23 Policy commitments	Worthington Enterprises has developed the following publicly available policies which outline our expectations and commitment to responsible business conduct. These policies are approved by our President and CEO and Board of Directors and apply to Worthington Enterprises and its business relationships: <ul style="list-style-type: none">• <u>Corporate Governance Guidelines</u>• <u>Code of Conduct</u>• <u>Sustainability Policy</u>• <u>Human Rights Policy</u>• <u>Conflict Minerals Policy</u>	
	2-24 Embedding policy commitments	Governance: FY25 Overview, page 28 Methodical & Accessible Training, page 31 <u>Worthington Enterprises Code of Conduct</u>	
	2-25 Processes to remediate negative impacts	Governance: FY25 Overview, page 28 Methodical & Accessible Training, page 31	



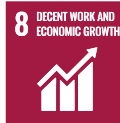




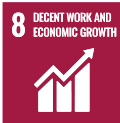


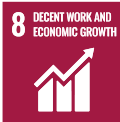


GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Methodical & Accessible Training, page 31	
	2-27 Compliance with laws and regulations	Worthington Enterprises had no instances of non-compliance with laws and regulations during the reporting period.	
	2-28 Membership associations	Compressed Gas Association (CGA) National Propane Gas Association (NPGA) Pressure Vessel Manufacturers Association (PVMA) The Pressurized Cylinder Industry Association (PCIA) Water System Council (WSC) Propane Education Research Council (PERC) The Cylinder Collective Circular Action Alliance	
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, page 35	
	2-30 Collective bargaining agreements	2025 Annual Report , Human Capital Management, page 6	
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment, page 10	
	3-2 List of material topics	Materiality Assessment, page 10	
	3-3 Management of material topics	People: FY25 Overview, page 14 Process & Planet: FY25 Overview, page 21 Products: FY25 Overview, page 24 Governance: FY25 Overview, page 28	
200 Series (Economic Topics)			
Procurement Practices			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	FY25 Highlights: Corporate Citizenship and Sustainability, page 11	
Anti-corruption			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Governance: FY25 Overview, page 28 Methodical & Accessible Training, page 31	
	205-3 Confirmed incidents of corruption and actions taken	2025 Annual Report , Item 3. Legal Proceedings, page 20 Methodical & Accessible Training, page 31	


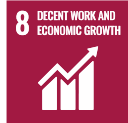


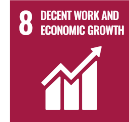


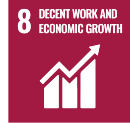





GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage
300 Series (Environmental Topics)			
Energy			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Data Tables, page 36	  
	302-3 Energy intensity	Environmental Data Tables, page 36	
	302-4 Reduction of energy consumption	Process & Planet: FY25 Overview, page 21	
Water and Effluents			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	<u>Water Fact Sheet</u>	 
	303-2 Management of water discharge-related impacts	<u>Water Fact Sheet</u>	
	303-3 Water withdrawal	Environmental Data Tables, page 36	
	303-4 Water discharge	Environmental Data Tables, page 36 <u>Water Fact Sheet</u>	
Emissions			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Data Tables, page 36 <u>Air Fact Sheet</u>	 
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Data Tables, page 36 <u>Air Fact Sheet</u>	
	305-4 GHG emissions intensity	Environmental Data Tables, page 36 <u>Air Fact Sheet</u>	
	305-5 Reduction of GHG emissions	Process & Planet: FY25 Overview, page 21 <u>Air Fact Sheet</u>	
	305-6 Emissions of ozone-depleting substances (ODS)	<u>Air Fact Sheet</u>	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environmental Data Tables, page 36 <u>Air Fact Sheet</u>	
Waste			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<u>Land Fact Sheet</u>	 
	306-2 Management of significant waste-related impacts	Process & Planet: FY25 Overview, page 21 Advancing Sustainable Operations, page 22 <u>Land Fact Sheet</u>	



GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage
GRI 306: Waste 2020	306-3 Waste generated	Environmental Data Tables, page 36	 
	306-4 Waste diverted from disposal	Environmental Data Tables, page 36	
	306-5 Waste directed to disposal	Environmental Data Tables, page 36	
Supplier Environmental Assessment			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Accelerating with Assent, page 33	  
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	<u>Worthington Enterprises Benefits Website</u>	   
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	People: FY25 Overview, page 14 LiveSafe Safety Culture, page 16 <u>Occupational Health and Safety Fact Sheet</u>	 
	403-2 Hazard identification, risk assessment, and incident investigation	People: FY25 Overview, page 14 <u>Occupational Health and Safety Fact Sheet</u>	
	403-3 Occupational health services	<u>Occupational Health and Safety Fact Sheet</u>	
	403-4 Worker participation, consultation, and communication on occupational health and safety	People: FY25 Overview, page 14 LiveSafe Safety Culture, page 16 <u>Occupational Health and Safety Fact Sheet</u>	
	403-5 Worker training on occupational health and safety	People: FY25 Overview, page 14 LiveSafe Safety Culture, page 16 <u>Occupational Health and Safety Fact Sheet</u>	
	403-6 Promotion of worker health	<u>Worthington Enterprises Benefits Website</u> <u>Occupational Health and Safety Fact Sheet</u>	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People: FY25 Overview, page 14 LiveSafe Safety Culture, page 16 <u>Supplier Code of Conduct</u> , page 4 <u>Occupational Health and Safety Fact Sheet</u>	



GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	People: FY25 Overview, page 14 LiveSafe Safety Culture, page 16 Social Data Tables, page 41 <u>Occupational Health and Safety Fact Sheet</u>	 
	403-9 Work-related injuries	Social Data Tables, page 41 <u>Occupational Health and Safety Fact Sheet</u>	
	403-10 Work-related ill health	Social Data Tables, page 41 <u>Occupational Health and Safety Fact Sheet</u>	
Training and Education			
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	People: FY25 Overview, page 14 Career Accelerator Program, page 17	
	404-3 Percentage of employees receiving regular performance and career development reviews	People: FY25 Overview, page 14	
Diversity and Equal Opportunity			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social Data Tables, page 41	  
Supplier Social Assessment			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Accelerating with Assent, page 33	   
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	Products: FY25 Overview, page 24 Focus on Safety for General Tools, page 25	
	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	Worthington has not had any substantiated complaints in FY25 concerning customer privacy breaches or losses of customer data.	



SASB Tables

Appliance Manufacturing

SASB Topic	Accounting Metric	Code	Section Reference
Product Safety	(1) Number of recalls issued and (2) total units recalled	CG-AM-250a.1	No recalls were issued in FY25.
	Discussion of process to identify and manage safety risks associated with the use of its products	CG-AM-250a.2	Products: FY25 Overview, page 24
	Total amount of monetary losses because of legal proceedings associated with product safety	CG-AM-250a.3	<u>2025 Annual Report</u> , Item 3. Legal Proceedings, page 20
Product Lifecycle Environmental Impacts	Percentage of eligible products by revenue certified to an energy efficiency certification	CG-AM-410a.1	0%
	Percentage of eligible products by revenue certified to an environmental product lifecycle standard	CG-AM-410a.2	5.3% (based on the EPDs on our Ragasco products)
	Description of efforts to manage products’ end-of-life impacts	CG-AM-410a.3	Products: FY25 Overview, page 24
Activity Metrics	Annual production	CG-AM-000.A	<u>2025 Annual Report</u> , Item 7. Management’s Discussion and Analysis of Financial Condition and Results of Operations, page 23

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 36
	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	Worthington Enterprises' manufacturing facilities are our primary sources of GHG emissions and we are focused on reducing the amount of natural gas and electricity consumed in those locations. The Company has made progress given 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 together contribute to energy use reduction. FY25 Corporate Sustainability Goals, page 9



SASB Topic	Accounting Metric	Code	Section Reference
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 36 <u>Air Fact Sheet</u>
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 36
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 36
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CP-140a.2	<u>Water Fact Sheet</u>
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	RT-CP-140a.3	0 water discharge violations
Waste Management	Amount of hazardous waste generated, percentage recycled	RT-CP-150a.1	Environmental Data Tables, page 36
Product Safety	(1) Number of recalls issued, (2) total units recalled	RT-CP-250a.1	No recalls were issued in FY25.
	Discussion of process to identify and manage emerging materials and chemicals of concern	RT-CP-250a.2	Worthington Enterprises maintains a chemical inventory using a third-party application. Safety Data Sheets are obtained for each product used and the system indexes ingredients, hazards and other information into a searchable database. Any new chemicals are reviewed and approved prior to use. Restricted and regulated substances are searched as needed for regulatory compliance and customer requests.
Product Lifecycle Management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	RT-CP-410a.3	Products: FY25 Overview, page 24
Activity Metrics	Amount of production, by substrate	RT-CP-000.A	<u>2025 Annual Report</u> , Item 7. Management’s Discussion and Analysis of Financial Condition and Results of Operations, page 23
	Number of employees	RT-CP-000.C	Social Data Tables, page 41



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 36
Management of Chemicals in Products	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	CG-BF-250a.1	Worthington Enterprises maintains a chemical inventory using a third-party application. Safety Data Sheets are obtained for each product used and the system indexes ingredients, hazards and other information into a searchable database. Any new chemicals are reviewed and approved prior to use. Restricted and regulated substances are searched as needed for regulatory compliance and customer requests.
	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	CG-BF-250a.2	VOC emissions and content standards are not applicable to Worthington Enterprises products.
Product Lifecycle Environmental Impacts	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	CG-BF-410a.1	Products: FY25 Overview, page 24
Activity Metrics	Annual production	CG-BF-000.A	<u>2025 Annual Report</u> , Item 7. Management’s Discussion and Analysis of Financial Condition and Results of Operations, page 23
	Area of manufacturing facilities	CG-BF-000.B	<u>2025 Annual Report</u> , Item 2. Properties, page 19



TCFD Content Index



TCFD Element	Disclosure	Report Location
Governance	a) Describe the board’s oversight of climate-related risks and opportunities.	Sustainability Council, page 8 Board Governance and Oversight, page 30
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Sustainability Council, page 8 Governance: FY25 Overview, page 28
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Worthington Enterprises may be impacted by risks and opportunities across its direct operations in the short, medium, and long term. Key risks include flooding, heat stress, water stress, changes to legislation, and changes to customer behavior. At the same time, opportunities may arise from increased sales of existing products and services, increased revenues through access to new and emerging markets and development of new products or services. <u>Air Fact Sheet</u>
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Worthington Enterprises evaluates how climate-related risks and opportunities affect our businesses, strategy and financial planning. Individual business units are responsible for identifying business opportunities (including those related to climate) and developing strategic plans. Beginning in FY24, we launched our corporate sustainability strategy, which supports the integration of sustainability as an enabler of growth within the Worthington Business System. More on this strategy can be found in the Sustainability Strategy section of this report, page 7. Increasing Resilience to Climate Risk, page 32
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Worthington Enterprises is currently conducting a climate-related risk assessment, including scenario analysis, the results of which will be disclosed in January 2026 in accordance with California’s Climate-Related Financial Risk Act (Senate Bill 261).



TCFD Element	Disclosure	Report Location
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	<p>Both physical and transition risks stemming from across Worthington Enterprises' value chain are assessed more than once a year, on a qualitative and quantitative basis, across short, medium and long term time horizons. When evaluating risks to the organization, consideration is given to the following impacts: strategic, compliance, operational, and financial. Functional leaders are responsible for identifying and communicating risks. Each risk is evaluated and mitigation plans are developed.</p> <p>Increasing Resilience to Climate Risk, page 32</p>
	b) Describe the organization's processes for managing climate-related risks.	<p>Business risks are given a risk score of low, medium or high, based upon probability and severity. Top risks and associated mitigation plans are communicated to the Board of Directors on a quarterly basis. At the location level the Assessing Risk procedure utilizes the Failure Mode and Effects Analysis (FMEA) method to analyze potential risks to human health and safety and to the environment related to Worthington's operations.</p> <p>Increasing Resilience to Climate Risk, page 32</p>
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<p>The processes for identifying, assessing, and managing climate-related risks are integrated as part of Worthington's Enterprise Risk Management program.</p> <p>Governance: FY25 Overview, page 28</p>
Metrics and Targets	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 36
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environmental Data Tables, page 36
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	FY25 Corporate Sustainability Goals, page 9



Worthington Enterprises is a designer and manufacturer of market-leading brands that help improve everyday life by elevating spaces and experiences. Headquartered in Columbus, Ohio, the Company and its joint ventures employ approximately 6,000 people throughout North America and Europe as of July 29, 2025.

BUILDING PRODUCTS

Paducah, Kentucky
Sparrows Point, Maryland
Closter, New Jersey
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
Oklahoma City, Oklahoma
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
Watertown, South Dakota
Greeneville, Tennessee

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