WORTHINGTON
ENTERPRISES

MEASURED MOMENTUM

2026 CORPORATE CITIZENSHIP & SUSTAINABILITY REPORT

LEARN MORE

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

On the cover: Project engineer, Ashley Lingafelter, and Electrical engineer, Andrew Thompson, of our Westerville, Ohio, location.

MEASURED MOMENTUM

MESSAGE FROM JOE HAYEK

Thank you for taking the time to review the 2026 Corporate Citizenship & Sustainability Report from Worthington Enterprises.

Our theme this year — Measured Momentum — reflects how we are advancing as a company. We are focused on making steady, meaningful progress, grounded in discipline, accountability and continuous improvement. We continue to build a strong foundation while strengthening the systems and practices that support long-term value creation.

Across our business, we are making progress in practical ways. In our operations, our Environmental Excellence program is helping drive improvements in energy use, waste reduction and water conservation through clear targets and local ownership. In our products, we are incorporating sustainability into design and lifecycle decisions, while championing safety and reliability with industry and supply chain partners.

Our people power our success. We continue to invest in workforce development through programs like the John McConnell Leadership Academy, while expanding pathways for future talent and strengthening our commitment to inclusion. That includes supporting military veterans and partnering with communities where we live and work.

We are also strengthening the systems that support accountability across our company by enhancing supplier partnerships, improving performance management and reinforcing our focus on ethics and cybersecurity. These are important parts of how we operate and how we manage risk.

We're proud of the progress reflected in this report, but we know there is more work to do. We remain focused on improving transparency, continuing to strengthen our environmental approach and aligning our efforts with the expectations of our stakeholders.

Measured Momentum is about moving forward with purpose and consistency. This is how we will continue to build a stronger company and create long-term value for our employees, customers, shareholders and communities.

Joe Hayek, President and CEO
Worthington Enterprises

"We are focused on making steady, meaningful progress, grounded in discipline, accountability and continuous improvement."

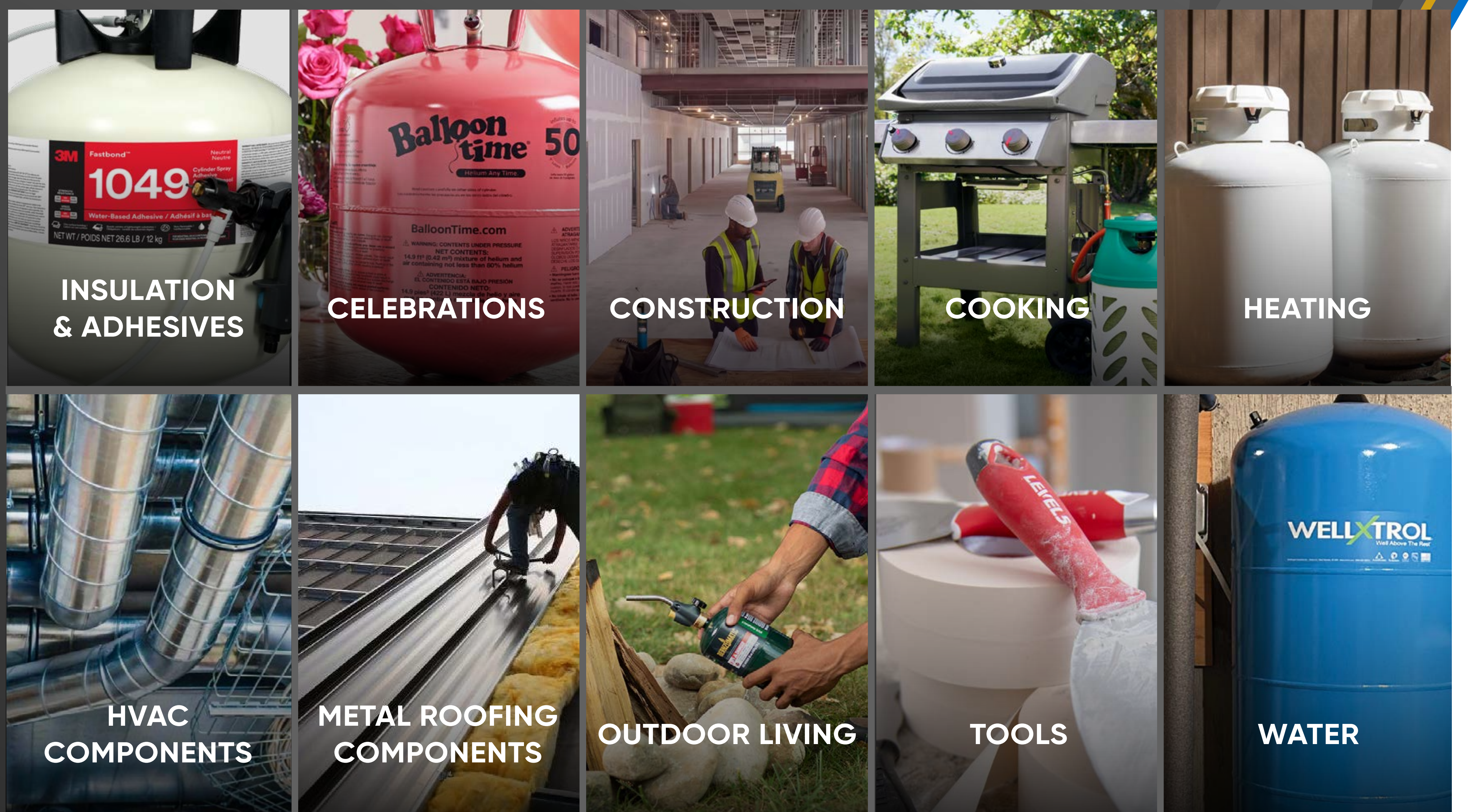
- Joe Hayek

MEASURED MOMENTUM

ABOUT WORTHINGTON ENTERPRISES

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 employs approximately 4,000 people throughout North America and Europe.

MARKETS SERVED



OUR BRANDS

AMTROL
AMTROL-ALFA
Balloon time
BERNZOMATIC
ClarkDietrich
Coleman
ELGEN
Garden Weasel
GENERAL
HALO
LEVEL5
Mag-Torch
PACTOOL
RAGASCO
ROOF HUGGER
WAVE
WELLXTROL
WORTHINGTON ENTERPRISES

MEASURED MOMENTUM

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 took no more than an hour 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, Products, Partners, and Process and Planet 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.

MEASURED MOMENTUM

OUR HISTORY

Since its founding in 1955, Worthington Enterprises has been 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.

1955 Founded by John H. McConnell

1966 Formalized Our Philosophy

1971 Entered pressure cylinders industry

1986 Launched Balloon Time (portable helium tank)

1992 Created Worthington Armstrong joint venture

2011 Acquired Bernzomatic (hand-held torches)

2017 Acquired Amtrol (pressure cylinders & water system tanks)

2023 Separated Steel Processing business; became Worthington Enterprises

2024 Established Sustainability Council and corporate sustainability goals

2025 Evolved facility-based environmental program

2026 Acquired Elgen Manufacturing (HVAC components) and LSI Group (metal roof components)

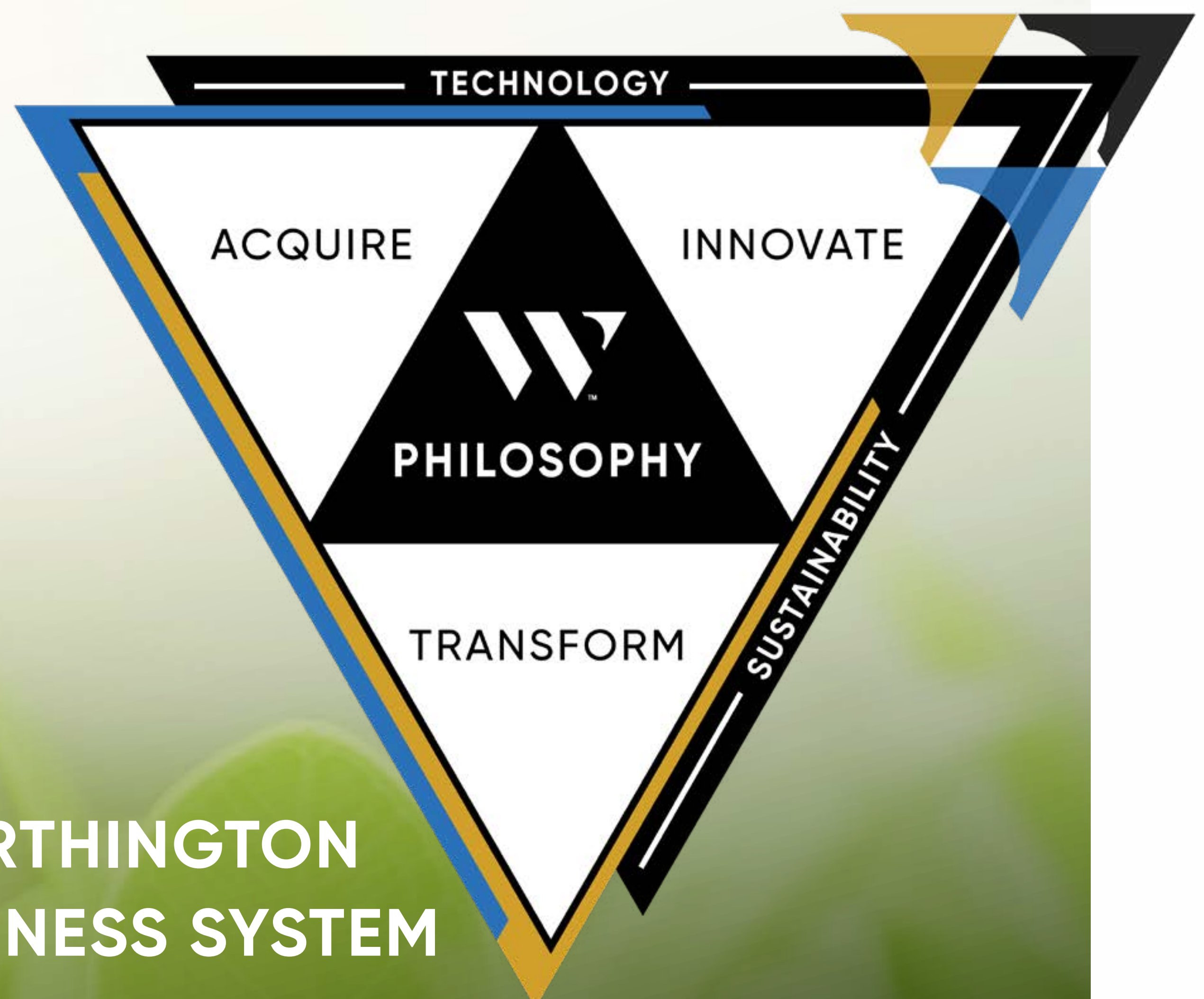
MEASURED MOMENTUM

SUSTAINABILITY STRATEGY

Worthington Enterprises has developed a cross-functional sustainability strategy focused on balancing people, planet and prosperity to meet the needs of today without compromising tomorrow. Through the Sustainability Council (described on the next page), we review the strategy annually to ensure continued alignment with company priorities and to advance sustainability as a measurable enabler of growth within the Worthington Business System.

The strategy provides a consistent framework for the Sustainability Council to define, refine and progress our corporate sustainability goals, which are grouped into four pillars (People, Products, Partners, and Process and Planet) and aligned with the United Nations Sustainable Development Goals (SDGs). The strategy also informs ongoing engagement with stakeholder groups to identify emerging trends and evolving expectations that may influence our priorities, as outlined in the stakeholder engagement table on page 37.

We track our corporate sustainability goals through an internal digital dashboard designed to support disciplined measurement and continuous progress. The dashboard compiles data from business segments and corporate functions, providing a centralized view of performance against our goals and enabling more informed, data-driven decision-making across each focus area.



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 CO_2 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

MEASURED MOMENTUM

SUSTAINABILITY COUNCIL

The Sustainability Council brings together a diverse group of company leaders selected for their subject matter expertise and ability to launch, accelerate and execute initiatives in partnership with sustainability specialists and senior leadership. The Council is designed to create a competitive advantage through sustainability by aligning priorities, advancing initiatives and driving measurable progress toward company goals.

Led by the director of corporate sustainability, the Council meets quarterly as a full group and throughout the year in pillar-specific teams to maintain momentum and advance priority initiatives. This structure enables consistent execution while allowing teams to respond to evolving business and stakeholder needs. The Council's teams that manage each pillar convene regularly to track progress toward our corporate sustainability goals, using real-time data available through our digital dashboard.

The company's senior vice president and chief of corporate affairs, communications and sustainability (SVP, Chief of Sustainability) provides regular updates to the Worthington Enterprises board of directors — annually to the full board and quarterly to the Nominating and Governance Committee — ensuring transparency and accountability for sustainability progress and priorities.

Background Image: McConnell Park, a 50-acre park on our Columbus manufacturing campus, maintained by Worthington Enterprises and accessible to all employees and their families, and the site of company intramural activities.

MEASURED MOMENTUM

FY26 SUSTAINABILITY GOALS*

✓ COMPLETED ON TRACK PROGRESSING

PEOPLE

- ✓ **Preventive Safety:** Develop annual Environmental Health & Safety 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
- **Inclusion:** 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.

PROCESS + PLANET

- **Emissions Reduction:** Reduce greenhouse gas (GHG) emissions (Scopes 1 and 2) by 60% (baseline: FY24). **Target date:** 2034. Achieve net zero GHG emissions for Scopes 1-2 (baseline: FY24). **Target date:** 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

PRODUCTS

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

PARTNERS

Supply Chain Sustainability Management Program (SCSMP):

- ✓ Implement a SCSMP. **Target date:** End of FY26
- Engage with 100% of our strategic global supply chain, which is comprised of our high-risk suppliers and high-spend suppliers, to align with our SCSMP.† **Target date:** End of FY27
- Use the SCSMP to engage our global supply chain and increase our supplier diversity, showing year-over-year improvement. **Target date:** FY30

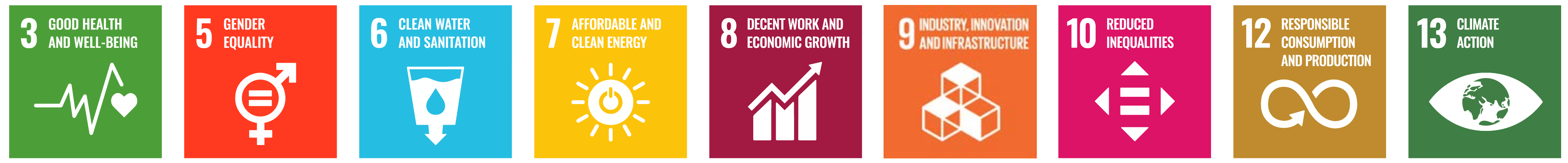
*The Sustainability Council is updating its FY27 corporate sustainability goals to reflect continued progress.

†High-risk suppliers are comprised of the top 80% of our supplier spend as well as non-domestic suppliers.

MEASURED MOMENTUM

MATERIALITY ASSESSMENT

SDG Linkages



Worthington Enterprises conducted a materiality assessment[1] on sustainability topics in 2024 with the assistance of the Governance & Accountability Institute.

THE ASSESSMENT INCLUDED:

- Gathering sustainability 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 sustainability ratings, and an examination of the methodologies of leading ESG ratings organizations and institutional investors. We then prioritized the list of potentially material topics.
- Engaging company leadership to capture their insights on sustainability topics of importance to Worthington Enterprises.
- Calculating an overall materiality score for each topic.

Using this quantitative approach, Worthington Enterprises has identified 15 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.

SUSTAINABILITY TOPICS

▲ PEOPLE ■ PROCESS + PLANET ● PRODUCTS ⬟ GOVERNANCE

IMPORTANCE

- ● Customer Health & Safety
- ▲ Diversity & Equal Opportunity
- ▲ Employment
- ■ Energy & Emissions
- ● Innovation
- ▲ Occupational Health & Safety

- ⬟ Ethics & Integrity
- ● Materials
- ■ Waste
- ⬟ Supplier Environmental & Social Assessment

- ⬟ Customer Privacy
- ▲ Local Communities
- ■ Water & Effluents
- ⬟ Governance
- ▲ Training & Education

1. The assessment prioritizes sustainability topics based on stakeholder interest and relevance to company strategy. It is not a determination of materiality for the purposes of the U.S. Securities laws or financial reporting.

MEASURED MOMENTUM

FY26 HIGHLIGHTS

PEOPLE

OUTPERFORMING SAFETY TOTAL CASE INCIDENT RATE (TCIR)

20% LOWER

THAN INDUSTRY AVERAGE TCIR

FOSTERING AN ENGAGED AND INCLUSIVE WORKFORCE

83%

PARTICIPATION IN EMPLOYEE ENGAGEMENT SURVEY

THE WORTHINGTON COMPANIES FOUNDATION

SUPPORTING COMMUNITIES

$3.8M

TO NON-PROFIT ORGANIZATIONS

PROCESS & PLANET

REDUCING OUR ENVIRONMENTAL FOOTPRINT

92%

OF WASTE RECYCLED OR RECOVERED

BUILDING CLIMATE RESILIENCE

$2.2M

SAVED THROUGH RISK REDUCTION OVER THE LAST 3 YEARS

ENGAGING FACILITIES

Environmental Excellence Program

REDUCE. CONSERVE. DIVERT. LEAD.

IMPLEMENTED IN

11

MANUFACTURING LOCATIONS

PARTNERS

SOURCING DOMESTICALLY

85%

WITH LOCAL U.S. SUPPLIERS

ENGAGING SUPPLIERS

100% INDIRECTLY MONITORED

54% DIRECTLY ENGAGED

PRODUCTS

INNOVATING CIRCULAR SOLUTIONS

FIRST

TO RECOVER COMPOSITE CYLINDER MATERIALS FOR REUSE

Computerworld's Best Places to Work in IT is an annual ranking of the top work environments for technology professionals. The list is compiled based on categories such as benefits, career development, future of work, training and retention. A panel of industry experts reviews and vets the rankings.

Image: Justin Skaggs, director, IT delivery.

MEASURED MOMENTUM

ABOUT THE REPORT

Our 2026 Corporate Citizenship and Sustainability Report primarily covers metrics and data related to FY26, which began June 1, 2025 and ended May 31, 2026. Other timeframes are noted as appropriate.

During FY26, Worthington Enterprises completed three acquisitions: Elgen Manufacturing, LSI Group and the tank refurbishment business of Hydrostat. This report reflects environmental data from these businesses starting at the date of the acquisition. Social data from Elgen and Hydrostat are included based on a starting date of January 2026. Social data from LSI will be included starting in January 2027.

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

Additionally, our activities and programs addressing material topics have been mapped to the most relevant United Nations SDGs. Please see the **Appendix** for related content indexes and tables.

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: Maintaining an A-Maize-ing Safety Culture	Occupational Health & Safety	Occupational Health & Safety (403)		3, 8
Human Capital Management: Developing Leaders at All Levels	Employment Training & Education	Employment (401), Training and Education (404)		3, 5, 8, 10
Inclusion: Supporting Those Who Served	Diversity & Equal Opportunity	Diversity & Equal Opportunity (405)		5, 8, 10
Local Communities: Connecting Communities to Careers	Local Communities	Local Communities (413)		3, 5, 10
PROCESS & PLANET				
Sustainable Operations: Building Momentum Across Our Operations	Energy & Emissions, Waste, Water & Effluents	Energy (302), Emissions (305), Waste (306), Water & Effluents (303)	Energy Management, Greenhouse Gas Emissions. Air Quality, Waste Management Water Management	6, 7, 12, 13
PRODUCTS				
Product Quality & Safety: Leading Safe Adoption of More Environmentally Friendly Refrigerants	Customer Health & Safety	Customer Health & Safety (416)	Product Safety, Management of Chemicals in Products	12
Product Innovation: Advancing Circular Product Innovation	Innovation, Materials	Materials (301)		9, 12
GOVERNANCE & PARTNERS				
Board Governance & Oversight: Our Board of Directors	Governance	Governance Structure & Composition (2-9)		
Ethics & Integrity: Reinforcing Ethical Standards	Ethics & Integrity	Policy Commitments (2-23 and 2-26)		
Risk Management: Managing Risk with Discipline and Accountability	Governance, Customer Privacy	Overseeing the Management of Impacts (2-21), Customer Privacy (418)		13
Supply Chain Management: Strengthening Supplier Relationships	Supplier Environmental & Social Assessment, Materials	Supplier Environmental Assessment (308), Supplier Social Assessment (414)		5, 8, 10, 12, 13

MEASURED MOMENTUM

PEOPLE

Worthington Enterprises takes a people-first approach grounded in Our Philosophy and guided by the Golden Rule. We support our employees through programs and systems focused on health and safety, inclusion, career development and community engagement.

We continue to make measured progress by strengthening our safety culture, expanding development opportunities and tracking engagement and workforce metrics to inform our approach.

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

PEOPLE: FY26 OVERVIEW

Our people-first culture recognizes the value and potential of all our employees. We encourage and empower everyone at Worthington to innovate, thrive and grow through numerous programs and benefits.

FOCUS	COMMITMENTS	MANAGEMENT	INITIATIVES	ACHIEVEMENTS
Occupational Health and Safety (OH&S)	Our **Sustainability Policy** sets out Worthington's commitment to the highest safety standard and to 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 – not just compliance – from our employees and contractors. We provide effective training in key safety skills and topics.	**Management system: LiveSafe** is our management system for occupational health and safety (OH&S), 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 provision of training. **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. **Contractors:** Worthington manages contractor risk through a formal program with risk-based prequalification, ISNetworld (ISN) performance screening, and requirements for contractors working at our facilities.	**LiveSafe:** Program implemented at our newest facilities from Day 1, ensuring 100% of employees are engaged in our OH&S management system. **Employee engagement:** Implementing new solutions at all levels to boost risk identification, injury prevention and continual improvement. Provided updated training content for new employee safety orientation and monthly training topics. **Safety:** Maintaining cross-functional employee safety committees at 56% of our facilities. **Risk assessment:** Deploying cross-functional teams to 50% of our facilities to assess controls and better identify injury risks and opportunities. **Training opportunities:** Expanding the scope of our first aid response to include mental health first aid. **Contractor safety:** Updating contractor safety program with site-specific subject matter experts to manage permitting and oversight. **LEARN MORE** about our OH&S management practices and initiatives	**Safety conversations:** 10,434 **Corrective actions:** 4,220 **Total Case Incident Rate (TCIR):** 2.13 (NAICS rate: 2.66) **Inaugural training in mental health:** In FY26, 30 team members completed Mental Health First Responder Training and will implement related programs locally. Our Chilton, Wisc., facility is the first to have fully implemented the program

Image: Dr. Bill Gegas, medical director, Worthington Family Medical and Wellness Center.

PEOPLE: FY26 OVERVIEW

FOCUS	COMMITMENT	MANAGEMENT	INITIATIVES	ACHIEVEMENTS
Human Capital Management	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 2026** outlines how Ragasco 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.	**Responsibility:** Our VP of human resources oversees strategies and initiatives related to recruitment and retention, career development, inclusion and employee engagement, and reports regularly to the board or its committees. Our operations VPs and human resources leadership team meet quarterly to review progress on survey action plans and other employee engagement initiatives. Action items and progress are also shared with the broader employee population during quarterly factory meetings to reinforce accountability and follow-through. **Indicators:** We use KPIs to monitor employee turnover and flow-through rate.	**Employee engagement:** Holding monthly meetings of Employee Councils at each location and an annual meeting of representatives from all locations. CEO Joe Hayek began hosting monthly coffee discussions open to all corporate employees. Also, senior leadership team members organized group visits to manufacturing locations to share company strategy, listen to employees and engage personally. **Professional development:** Conducting annual performance reviews for all employees. Expanding career development opportunities through the John McConnell Leadership Academy. **Incentive compensation:** Offering all full-time employees access to incentive compensation programs (e.g., quarterly profit-sharing payouts or annual bonuses).	**Survey response rate:** 83% **Employee Engagement score:** 71% - an increase over FY25 **Manager Effectiveness score:** 73% **Awards:** 14th year on Top Workplaces in central Ohio from *Columbus CEO* magazine, Rhode Island Top Workplaces 2026, 2026 Best Places to Work in IT from *Computerworld* **Training participation:** Held inaugural John McConnell Leadership Academy, with participation from 141 employees representing 71% of facilities

Image: Senior leaders and employees gathering for casual conversation before our Spring Learn and Lead: Empowering Our Workforce session.

PEOPLE: FY26 OVERVIEW

FOCUS	COMMITMENTS	MANAGEMENT	INITIATIVES	ACHIEVEMENTS
Inclusion	We are committed to creating a workplace where every employee is treated with respect, feels they belong and has the opportunity to contribute, grow and succeed.	**Responsibility: Inclusion is embedded** in the People pillar of our sustainability strategy through leadership expectations, workforce analytics, succession planning, employee feedback and board oversight. **Indicators:** We use data analysis to understand diversity at all levels of the organization.	**Workforce:** Building a diverse talent pipeline through internships and community partnerships, including with Cristo Rey High School, Columbus City Schools Capstone projects and the Career Accelerator Program (CAP). **Workplace:** Growing **six employee resource groups (ERGs)** open to all employees. **Partnerships:** Partnering with Women for Economic and Leadership Development (WELD) for the second year, with one employee graduating from WELD Women in Leadership Development program.	**Workforce development:** 22 students from Columbus City Schools participated in a Capstone project with Worthington. Two Cristo Rey High School students completed on-site internship programs. Eleven students graduated from the 10-week CAP program, accepted full-time jobs and received an industry-recognized Certified Manufacturing Associate (CMfgA) credential. Our 2025 Summer Internship Experience program hosted 26 students from 14 universities **ERG participation:** ERG participation grew to 13% of U.S.-based employees, up from 8% in FY25 and higher than average U.S. *Fortune* 500 ERG participation **Awards:** Military Friendly Designation 2026 for 11th year, VETS Indexes Four-Star Employer, America's Greatest Workplaces for Culture, Belonging and Community 2026 from *Newsweek*
Local Communities	**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.	**Responsibility:** 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.	**The Worthington Companies Foundation:** Providing financial support to non-profit organizations with an emphasis on local impact. **Worthington CARES Employee Fund:** Supporting employees facing unexpected financial challenges. **Volunteerism:** Encouraging and providing opportunities for employees to actively participate in community affairs.	**Foundation donations:** $3.8 million donated to 74 organizations **Employee support:** 25 employees; ~$35K in assistance **Volunteer hours:** Over 2,000 hours **Awards:** Corporate Citizenship Award from Columbus Business First, America's Most Charitable Companies 2026 from *Newsweek*, America's Most Patriotic Companies 2026 from *Newsweek*, America's Most Responsible Companies 2026 from *Newsweek*

Image: Members of our Summer Internship Experience Program during a group volunteer activity.

OCCUPATIONAL HEALTH AND SAFETY

MAINTAINING AN A-*MAIZE*-ING SAFETY CULTURE

SDG Linkages

Worthington Enterprises continually strengthens its safety culture through LiveSafe, the company's management system for occupational health and safety. LiveSafe is designed to foster proactive engagement, accountability and continuous improvement. Now in its second year as an evolution of our long-standing SafeWorks program, LiveSafe extends beyond compliance to empower employees at all levels to identify risks, act and support one another's well-being.

In FY26, LiveSafe takes shape through everyday conversations. Proactive safety discussions give employees regular opportunities to raise concerns and work together to identify solutions. Our Maize, Kansas, facility demonstrated the power of this approach in responding to a safety concern with the booter machine, where adhesive buildup on the protective glass made it difficult to spot fallen cylinders. Rather than focusing only on the immediate issue, employees and leaders worked through a series of conversations to identify the root cause: worn equipment contributing to cylinder instability. The team responded by installing a new conveyor system to improve flow and reduce risk, and refreshed employees' awareness of existing safety controls.

This approach reflects the intent of LiveSafe: building a culture where employees are engaged problem-solvers who help prevent incidents before they occur. By combining structured systems with frontline input, Worthington Enterprises is enhancing safety performance while reinforcing care for its people.

ANNUAL SAFETY TARGETS

100%	Employee Engagement in OH&S System
>90%	Health and Safety Compliance Audit Score
90%	On-Time Corrective Action Completion
90%	Quarterly Training Completion
<1.0	Total Case Incident Rate (TCIR)
< 0.7	Days Away, Restricted or Transferred (DART) Rate

Image: Members of our Maize, Kansas, facility stand with LiveSafe banner signed by local employees.

HUMAN CAPITAL MANAGEMENT

DEVELOPING LEADERS AT ALL LEVELS

SDG Linkages

As expressed in Our Philosophy, Worthington believes that business success is driven by investing in people and recognizing their potential. We offer numerous initiatives to empower employees to innovate, thrive and grow as they contribute to the company's success in their own distinctive ways.

In FY26, to strengthen its approach to talent development, Worthington created the John McConnell Leadership Academy. The Academy provides learning and development programs across the company to equip employees with practical skills, strengthen judgment and recognize potential.

The Academy is designed to support employees at every stage of their careers through four development tiers — Workforce, Managers, Catalysts and Trailblazers — reflecting increasing levels of responsibility. The four-level structure ensures employees have access to relevant learning opportunities, whether they are building foundational skills or leading teams, functions or the organization.

Learning is delivered through a combination of knowledge sessions, skill development resources and Learn and Lead conferences. The multi-day, seasonal conferences bring employees together from various company locations to build capabilities and share perspectives.

Knowledge sessions focus on core topics such as financial acumen, business acumen and technology. On-demand and instructor-led resources, including third-party platforms, provide flexible options for continuous skill development.

By integrating conferences, resources and other initiatives for all career stages into the Academy framework, the company is expanding access, improving consistency and aligning development with business needs. Employees are encouraged to work with managers to identify opportunities that support their growth and career goals.

The John McConnell Leadership Academy reinforces a culture where learning is continuous and development is intentional. By equipping employees with practical skills, strengthening judgment and recognizing potential, Worthington Enterprises is building a pipeline of leaders prepared to support long-term success.

LEARN AND LEAD

LEADERSHIP DEVELOPMENT PROGRAM

FY26 AT-A-GLANCE

141	12	90
EMPLOYEE PARTICIPANTS	LOCATIONS REPRESENTED	SESSION HOURS

LEARN MORE about our career development programs

Image: Spring 2026 participants in our Learn and Lead: Empowering Our Managers conference.

INCLUSION

SUPPORTING THOSE WHO SERVED

SDG Linkages

5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES

Worthington Enterprises is committed to fostering an inclusive workplace, which includes recognizing and supporting the United States military veteran community. Across the company, approximately 150 employees are U.S. military veterans or active service members. Our approach to veteran support combines hiring pathways, structured development and community engagement.

Through participation in the U.S. Army Partnership for Your Success (PaYS) program and the Department of Defense SkillBridge program, Worthington Enterprises helps connect service members to career opportunities as they transition to civilian life. SkillBridge participants placed at Worthington bring their specialized experiences and skills to our operational teams, where they gain hands-on training, mentorship and real-world experience within operations and corporate functions, helping prepare them for long-term careers with the company.

Once employed, we support veterans through programs that encourage connection, development and retention. The HONOR employee resource group (ERG) provides a network where veterans can build relationships, share experiences and grow professionally, and engage with the broader veteran community.

Worthington Enterprises also recognizes the importance of honoring service beyond the workplace. Employees participate in initiatives such as Honor Flight, helping veterans connect with their history and share their experiences, reinforcing a culture of respect and appreciation.

By combining hiring pathways, structured development and community engagement, Worthington Enterprises is creating an environment where veterans are valued, supported and empowered to succeed.

HONOR

CARE HOLA PRIDE THRIVE WE!

EXPLORE OUR CULTURE!

[Employee Resource Groups]

[Military-Friendly Employer]

In May 2026, *Newsweek* honored Worthington Enterprises as one of America's Most Patriotic Companies. Worthington is one only 450 companies nationwide to earn this distinction, which recognizes organizations that embody American values and contribute to their communities and country.

LEARN MORE about America's Most Patriotic Companies.

Image: (Left to Right) Veterans Thomas Good, from our Jefferson, Ohio, facility, and Charlotte Davis, from the Worthington Family Medical and Wellness Center.

LOCAL COMMUNITIES

CONNECTING COMMUNITIES TO CAREERS

SDG Linkages

Worthington Enterprises is engaging local communities where we work around the world, helping to connect people to meaningful career opportunities. The company invests in partnerships and programs that support talent development, inclusion and long-term employability for members of the local workforce.

In the United States, initiatives such as our Career Accelerator Program (CAP) provide high school seniors with hands-on training in manufacturing to prepare them for full-time roles. The 2026 class included 11 participants from four local schools. All 11 graduates accepted jobs with Worthington Enterprises. Complementing this effort, we reach younger community members through activities focusing on K-12 students like Bring Your Kid to (WOR)k Day, Manufacturing Day, Junior Achievement's JA Inspire event, facility tours and regional sessions where employees highlight careers in manufacturing.

Image: 2026 CAP Program Graduation.

Our Portugal and Norway locations are expanding these efforts in Europe through strong connections with local education systems. In Portugal, Amtrol-Alfa partners with secondary schools, technical institutes and universities to host interns. Whenever possible, we transition interns into full-time roles. The facility also collaborates with the Cooperative for the Education and Rehabilitation of Citizens with Disabilities in Guimarães (CERCIGUI) to integrate individuals with disabilities into daily operations.

In Norway, Ragasco is a part of the Norwegian Center of Expertise (NCE) Manufacturing in Raufoss, a partnership for workforce development through "The Learning Factory," a public-private initiative for regional recruitment to manufacturing jobs. Ragasco engages students early, hosting school visits and offering hands-on experiences in its automated facility, while also supporting structured apprenticeship programs and collaborating with universities on advanced research and training.

Worthington Enterprises is contributing to education partnerships, providing hands-on training and ensuring our employment practices are inclusive, all helping to build a pipeline of talent while creating lasting impact in the communities where we operate.

THE WORTHINGTON COMPANIES FOUNDATION

The Worthington Companies Foundation exists to support worthwhile community causes. In FY26, the Foundation contributed $3.8M to 74 organizations in its focus areas of health, human services, youth and education, and civic causes.

VISIT WORFOUNDATION.COM ▶

Image: John McConnell, board director, Worthington Enterprises, and Sonya Higginbotham, president, The Worthington Companies Foundation.

MEASURED MOMENTUM

PROCESS & PLANET

The Worthington Business System integrates sustainability into our operations as a driver of efficiency, risk management and long-term growth. With this in mind, we embed environmental considerations into decision-making across our locations, supported by management systems, defined goals and performance tracking.

Across our facilities, local teams develop and execute site-specific plans aligned with our corporate targets on efficiency, conservation and waste reduction.

LEARN MORE about Process & Planet initiatives at Worthington Enterprises

PROCESS & PLANET: FY26 OVERVIEW

Our Golden Rule of treating our people 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.

FOCUS	COMMITMENTS	MANAGEMENT	INITIATIVES	ACHIEVEMENTS
Sustainable Operations	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.	**Management system:** LiveSafe is our environmental management system (EMS), based on ISO 14001. It utilizes WEEMS, our software used for data collection and incident reporting. **Operational change:** The Environmental Excellence program engages all facilities in concrete progress in four goal areas: Reduce, Conserve, Divert and Lead. **Responsibility:** Corporate EH&S establishes the scope and framework, and EH&S managers at each facility implement LiveSafe and Environmental Excellence programs locally. **Audits:** Internal audits take place periodically at each facility; external audits take place at certified facilities. **Indicators:** Locations use KPIs on energy, water, waste, GHG and non-GHG emissions, compliance and incidents to track performance and identify corrective actions.	**Training and awareness:** Providing holistic EMS training for all employees, job-specific EMS training and ongoing training based on needs analysis. **Reducing emissions:** Reducing natural gas and electricity consumption. Lowering supply chain emissions. Purchasing carbon offsets. **Increasing renewable energy:** Utilizing on-site solar at four locations. Purchasing renewable electricity. Acquiring U.S.-based renewable energy credits to support emissions reductions and clean energy use. **Reducing waste:** Increasing reuse of materials throughout the manufacturing process. **Managing hazardous waste:** Ongoing source reduction, segregation and neutralization to minimize and effectively manage hazardous waste at relevant operations. **Increasing recycling and composting:** **Ragasco works with Gjenkraft AS** to recycle composite waste from manufacturing, and supports other innovation and partnerships for recycling composite and nonmetal materials. Continuing partnership with SWACO as Business Recycling and Food Waste Champion, implementing corporate recycling and organics programs. **Conserving resources:** Evaluating water usage and access to drive process improvements. **Energy efficiency:** Partnering with the U.S. Department of Energy to identify environmental improvement opportunities at six facilities. Shifting towards operational efficiency projects to achieve long-term energy goals, delivering lasting environmental benefits and financial returns. **LEARN MORE** about environmental management practices and initiatives	**Environmental management:** Launched our Environmental Excellence program across all facilities **GHG emissions management:** Annual CDP reporting. Purchased 21,758 MWh of renewable energy credits **Reduced waste:** 92% total waste recycled or recovered; over 4K pounds of food scraps diverted at corporate headquarters in FY26 **Awards:** EcoVadis Bronze – top 35% (Ragasco) Walmart Project Gigaton Giga-Guru – Recognition for aligning absolute Scope 1&2 targets and committing to action plans **Certifications:** ISO 14001 (Raufoss, Norway); ISO 50001 (Raufoss, Norway) **Award: World's Most Productive Companies 2026** (LNS Research), America's Most Responsible Companies 2026 from *Newsweek*

Image: Fabio Martinez of our West Warwick, Rhode Island, location.

SUSTAINABLE OPERATIONS

BUILDING MOMENTUM ACROSS OUR OPERATIONS

SDG Linkages

Worthington Enterprises is advancing sustainable operations through its **Environmental Excellence** program, a facility-based initiative aligned with the company's sustainability strategy. Introduced at the start of FY26, the program builds on the former Green Star initiative with a new structure to achieve progress in four core areas: reduce, conserve, divert and lead. The program enables teams to take practical action, scale proven solutions and contribute to long-term environmental goals – all while strengthening operational efficiency.

Each Worthington Enterprises manufacturing operation and distribution facility sets targets in each core area. Progress is measured against FY24 baseline data and tracked cumulatively year-over-year. The program evaluates facilities annually and provides recognition based on performance, reinforcing accountability to our goals and continuous improvement across operations.

Examples of progress in FY26 demonstrate how site-specific action contributes to enterprise-wide impact. At our Westerville, Ohio, facility, we saved approximately one million gallons of water by adjusting conductivity on four cooling towers. Several other sites conducted energy assessments through the U.S. Department of Energy's Industrial Training Assessment Centers to identify opportunities to improve efficiency, explore clean energy solutions and reduce GHG emissions.

Facilities are advancing toward a goal of zero landfill waste by expanding recycling pathways for materials such as powder coating dust and welding by-products. At the same time, teams are extending their impact beyond operations through projects that support local communities, such as clean-ups for parks, housing and highways.

Image: Employees from our Secaucus, New Jersey, location helping to clean up a highway.

Facility Location Results

Performance Levels

Each manufacturing location sets targets based on their respective baseline data. Progress toward targets is cumulative year-over-year. At the end of the fiscal year, each facility earns a status level based on how many of the four goals it has achieved. Levels are bronze, silver, gold and platinum.

STATUS LEVELS AT END OF FY26

BRONZE
SILVER
GOLD
PLATINUM

Environmental Excellence Program

REDUCE. CONSERVE. DIVERT. LEAD.

MEASURED MOMENTUM

PRODUCTS

Worthington Enterprises designs and manufactures products with a focus on safety, performance and lifecycle impact. We integrate sustainability considerations into product development to support circularity and meet evolving customer expectations related to sustainable impacts.

We are advancing with measured momentum through a documented Design for Sustainability stage-gate process. This approach enables our teams to evaluate materials, manufacturing and end-of-life considerations, supporting continuous improvement in product performance and sustainable impact.

LEARN MORE about our innovative approach to the product lifecycle

PRODUCTS: FY26 OVERVIEW

Worthington Enterprises is committed to creating safe and innovative products that add value for our customers while also addressing our goals for sustainability, such as greater circularity.

FOCUS	COMMITMENTS	MANAGEMENT	INITIATIVES	ACHIEVEMENTS
Product Quality & Safety	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.	**Management system:** Continuous improvement of our Quality Management System (QMS) helps ensure product safety, performance, regulatory compliance and customer satisfaction. **Responsibility:** Product Safety Council (comprising representatives from Engineering, Legal, Compliance, Risk Management and Quality) oversees product assessment processes. **Indicators:** Internal quality audits are conducted annually at all corporate locations and ISO-certified facilities.	**New Product Development (NPD):** Ensuring consideration of regulatory requirements at stage gates throughout the NPD process. **Industry engagement:** Participating in technical associations and advocacy for pending compressed gas cylinder safety oversight. Advocating for the use of CG7 pressure relief devices in DOT-39 refrigerant cylinders as the safest and most reliable option for A2L applications (next-generation refrigerant with lower global warming potential). **Employee awareness:** Updating communication to ensure awareness of Quality Policy and framework. Conducted roadshow of Quality Policy at all locations. **Regulatory Working Group:** Established group comprised of cross-functional subject matter experts focused on sustaining product engineers, new product development and supply chain collaboration to evaluate product compliance with state regulations.	**Certifications: 11 facilities with QMS certifications** (including ISO 9001: Chilton, WI; Maize, KS; West Warwick, RI; Westerville, OH; Jefferson, OH; Paducah, KY; Logansport, IN; Guimaraes, Portugal; Raufoss, Norway; Columbus, OH; Corporate Headquarters, OH) **Government audits:** Successful audits from DOT/PHMSA of Columbus, OH; Westerville, OH; Guimaraes, Portugal; and Transport Canada (TDG) of Guiameres, Portugal; Raufoss, Norway and Jefferson, OH **Board/leadership roles:** • World Liquid Gas Association (WLGA) – Worthington's VP of heating and cooking for North America serves as the WLGA's Goal Chair for sustainable growth and innovation, leading strategic efforts to advance renewable liquid gas, promote long-term energy alternatives, and ensure market accessibility and energy security. Additionally, Worthington's Global VP of innovation serves as Vice President of the WLGA, providing global industry leadership, setting policy direction and advancing strategic goals • Compressed Gas Association (CGA) – Worthington's director of quality serves as a board member for the CGA, guiding CGA's mission to establish technical safety standards, promote safe industry practices, and oversee regulatory compliance for the manufacture and storage of pressure cylinders • Pressurized Cylinder Industry Association (PCIA) – Worthington's director of sustainability serves as board chair for the PCIA, leading industry collaboration on sustainable product stewardship • Water Systems Council (WSC) – Amtrol's national sales manager serves as Treasurer, supporting the promotion of the safety, sustainability and cost-effectiveness of well drinking water systems, protecting groundwater resources and ensuring safe drinking water supplies

Image: Retrofit metal roofing from Roof Hugger.

PRODUCTS: FY26 OVERVIEW

FOCUS	COMMITMENTS	MANAGEMENT	INITIATIVES	ACHIEVEMENTS
Product Innovation	Our corporate sustainability goals include using a Design for Sustainability (DfS) approach at all stages of product development to lessen lifecycle environmental impact and costs. We support circular economy systems through processes that evaluate reuse, repair, refurbishment and recycling, where possible. Our strategy and innovation portfolio prioritizes projects that enhance core offerings, expand into adjacencies and disrupt markets.	**Responsibility:** Business segment leadership and teams collaborate cross-functionally to scale innovations. **Indicators:** NPD teams incorporate DfS criteria into all stage-gate processes. Teams utilize Worthington's sustainable packaging guidelines, which align with recognized frameworks (FTC Green Guides, ISO 14021:2016, U.S. Plastics Pact, Golden Design Rules for Plastic Packaging, Sustainable Packaging Coalition) and incorporate key customer goals. The guidelines address available recycling infrastructure, industry practices and customer expectations.	**Expanded technology:** Introduced monitors providing users with data to maximize gas efficiency (Linktra, SmartLid, TAGGED, NEXI). **Packaging and product materials:** Piloting 97% recycled LDPE caps (NRS/NRT). Reduced packaging and shipping materials (mini-helium tank). Replacing temporary product display with permanent version to reduce material and waste (Bernzomatic). **Recycling solutions:** Launched programs in line with extended producer responsibility, such as the Cylinder Collective for recycling pressurized cylinders. **Green steel:** Began manufacturing pressure cylinders with low-carbon steel, reducing CO2 emissions by 73%. **Lifecycle analysis:** Conducting product analyses to understand environmental impact across all phases. **Customer engagement:** We engage customers directly to gather insight and feedback on product sustainability.	**Recycled content:** Transitioned to torch kit trays containing 60% post-consumer recycled content **Cylinder recycling:** Partnered with **Cylinder Collective** to complete its first year of operation of a statewide cylinder recycling program for Connecticut residents **Cylinder refurbishment:** Acquired the tank refurbishment business of **Hydrostat**, introducing a propane tank refurbishment capability **Low-carbon emissions steel:** First company to manufacture pressure cylinders with low-carbon steel renewably produced from ArcelorMittal **Certification:** Amazon's Frustration-free packaging (FFP) certification for Garden Weasel shipping carton

Image: Ergonomically designed LEVEL5 tools used by professional drywall contractors.

PRODUCT QUALITY & SAFETY

SDG Linkages

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

LEADING SAFE ADOPTION OF MORE ENVIRONMENTALLY FRIENDLY REFRIGERANTS

Worthington Enterprises is enabling the transition to next-generation refrigerants that have lower global warming potential than traditional refrigerants. Because some of these new refrigerants can be mildly flammable, we are prioritizing safety, reliability and regulatory alignment as the heating, ventilation, air conditioning, and refrigerant (HVACR) industry adopts them.

In FY26, demand for next-generation refrigerants accelerated throughout the cooling season, and the company worked closely with customers, regulators and industry partners to help ensure safe handling, storage and distribution. At the same time, Worthington Enterprises invested in production capacity and supply chain coordination to support rapid adoption, ensuring customers have access to compliant, high-quality cylinders during this transition.

The transition also has placed increased importance on advanced packaging, cylinder design and safety features, because of the refrigerants' mild flammability.

Informed by our engineering expertise, Worthington Enterprises advocated for the use of CG7 pressure relief devices in single-use cylinders as the safest and most reliable option for these refrigerant applications. The company continues to actively collaborate with regulatory agencies and industry organizations to encourage broader standardization of CG7-equipped cylinders and address inconsistencies in current regulations, helping to ensure a safe, efficient transition to more environmentally friendly refrigerants.

Image: Cylinders from Worthington Enterprises helping to ensure a safe, efficient transition to environmentally friendlier refrigerants.

PRODUCT INNOVATION

ADVANCING CIRCULAR PRODUCT INNOVATION

SDG Linkages

Worthington Enterprises is advancing product innovation by integrating sustainability into the full product lifecycle, where possible. For example, Ragasco, a business of Worthington Enterprises, is leading efforts in circular solutions for composite materials.

Ragasco's composite cylinders for liquefied petroleum gas (LPG) are designed to improve safety, durability and efficiency while facilitating the use of cleaner energy sources. Lightweight and corrosion-resistant, the cylinders reduce emissions during transportation and offer multiple reuses, amounting to lower environmental impact over time.

In FY26, Ragasco built on this innovation to take on one of the industry's most complex challenges – recycling composite materials. The business began diverting production waste from cylinder manufacturing to a thermal recycling process, which recovers valuable materials for reuse in new applications.

This approach reflects a broader commitment to circular solutions, in which the manufacturer has accountability over the product's entire lifecycle. Supported by **lifecycle assessments and environmental product declarations (EPDs)**, Ragasco evaluates the environmental performance of its products from production through end-of-life, helping to identify opportunities to reduce waste and recover resources.

By combining advanced materials, lifecycle analysis and emerging recycling technologies, Worthington Enterprises is developing products that not only meet performance expectations but also contribute to a resource-efficient future.

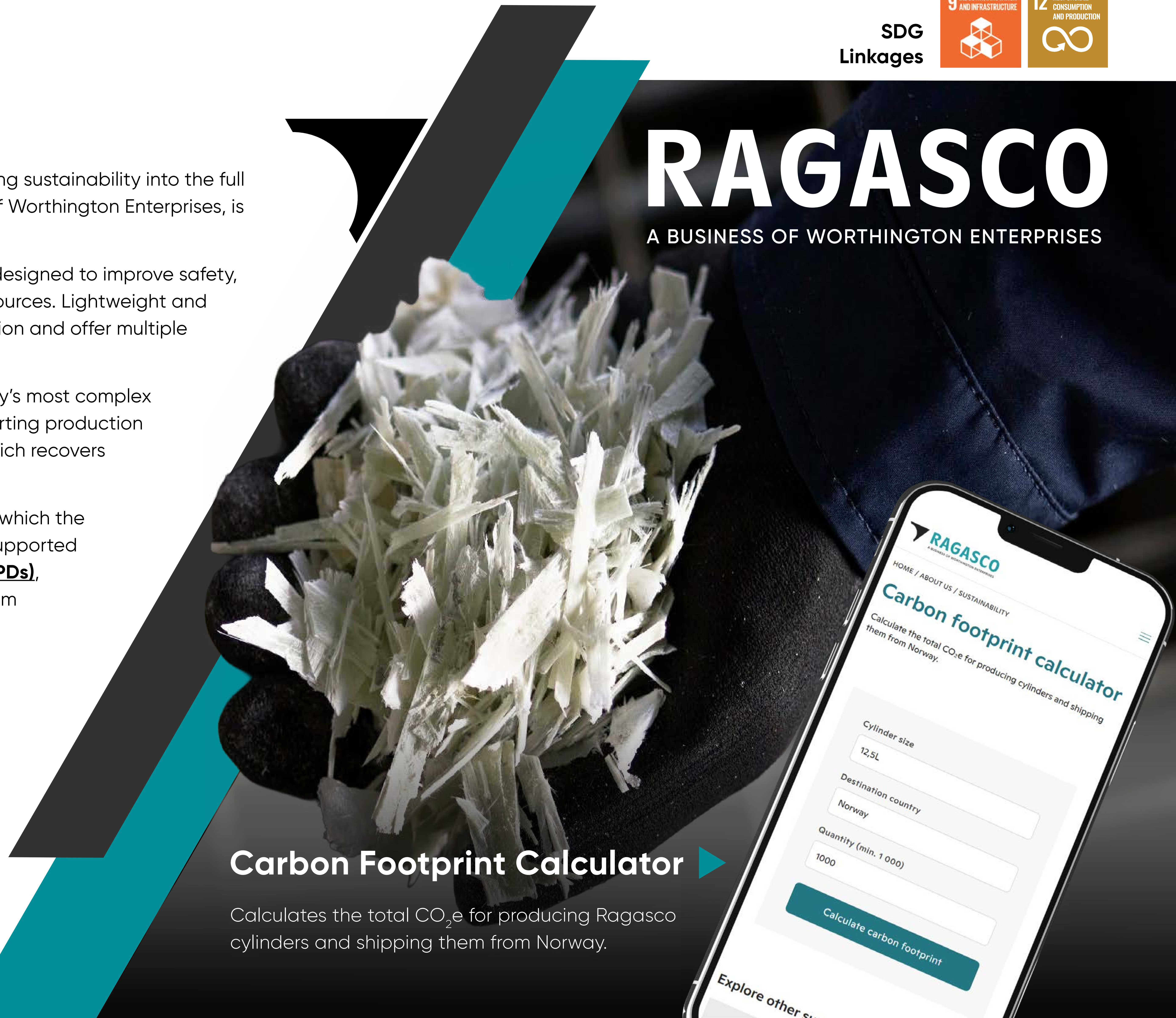


Image: Composite cylinder materials recovered for reuse in new applications.

MEASURED MOMENTUM

GOVERNANCE & PARTNERS

Worthington Enterprises conducts its business in accordance with established governance policies and ethical standards designed to ensure accountability, transparency and effective risk management. Our governance framework defines the roles and responsibilities of the board of directors and management in overseeing strategy, performance and enterprise risks. We regularly and actively engage customers, suppliers, industry associations, regulators and related businesses to address issues of common interest, such as quality, safety and sustainability.

Worthington Enterprises is advancing with measured momentum by strengthening governance practices, maintaining alignment with New York Stock Exchange standards and U.S. Securities and Exchange Commission requirements, regularly reviewing our policies and processes to support continuous improvement, and collaborating with partners to help achieve mutually beneficial outcomes.

LEARN MORE about the leaders behind Worthington Enterprises

GOVERNANCE & PARTNERS: FY26 OVERVIEW

Worthington Enterprises' 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.

FOCUS	COMMITMENTS	MANAGEMENT	INITIATIVES	ACHIEVEMENTS
Board Governance and Oversight	Our **Corporate Governance Guidelines** provide a framework of policies and governance structures for our board of directors and management. Our **Sustainability Policy** covers commitments to environmental protection, regulatory compliance, due diligence and related topics.	**Responsibility**: Our board oversees management and business strategy to create long-term value for shareholders, with four standing committees: Audit, Nominating and Governance, Compensation and Executive. The Nominating and Governance Committee oversees programs and goals relating to sustainability and reviews the annual sustainability report. The Nominating and Governance Committee oversees annual evaluations of the board and committees.	**Specialized governance:** The Sustainability Council reports quarterly to senior leadership and the Nominating and Governance Committee on efforts to align systems, policies and processes to set and achieve corporate sustainability goals. **Employee engagement:** Board members participate in speaker series for employees.	**Progress monitoring:** Expanded number of board members with sustainability competency
Ethics and Integrity	Our **Code of Conduct** notes our commitment to comply with applicable laws and regulations regarding ethical behavior, including anti-bribery, anticorruption and antitrust. Our **Human Rights Policy** affirms commitments and expectations for employees, suppliers, contractors and partners regarding ethical practices and due diligence to uphold human rights across operations. Additional commitments related to ethics and integrity are available on page 33.	**Responsibility:** Our management-level Risk and Compliance Council reports to the Audit Committee. The General Counsel serves as our Chief Ethics Officer. The Assistant General Counsel serves as Chief Compliance Officer.	**Employee training:** Provide annual training for all employees and board members on Code of Conduct. **Ethics Line reporting:** Promote Open Door Policy. Maintain independent, anonymous 24/7 Ethics Line, available to stakeholders. **Public policy:** Engaging as a responsible corporate citizen to advance business objectives and benefit stakeholders.	

Image: Joe Hayek, president and CEO, Worthingon Enterprises, and Brant Standridge, board director, Worthington Enterprises, at FY27 Leadership Meeting.

GOVERNANCE & PARTNERS: FY26 OVERVIEW

FOCUS	COMMITMENT	MANAGEMENT	INITIATIVES	ACHIEVEMENTS
Risk Management	We are committed to proactively managing risks to help ensure our long-term success and create shareholder value.	**Responsibility:** A management-level Risk and Compliance Council directs risk management. Our AI Governance Council and approval process enable Worthington to review and evaluate risks presented by AI technology. Entire board oversees risk, with standing committees responsible for specific areas of risk oversight. **Risk assessment:** We hold Risk Roundtables with businesses and functions, including Sustainability, to identify and mitigate potential risks.	**Climate risk:** Identifying, assessing and planning to mitigate climate-related risks as part of enterprise risk management (ERM), including compliance with environmental laws and regulations. **Information security and cybersecurity:** Identifying and mitigating risks to information and systems. All corporate endpoints are protected by advanced endpoint detection and response; privileged accounts are protected by multifactor authentication; 24×7 cybersecurity monitoring globally; cybersecurity and business-resilience exercises are completed throughout the year. **Business continuity:** Continuously improving operational resiliency.	**Climate financial risk assessment:** Assessed climate financial risk to the company using our ERM system, TCFD framework-aligned scenario planning and regulation requirements **Risk reduction:** Identified and planned actions to mitigate climate-aligned risks **Financial savings:** $2.2 million in potential costs avoided through reducing climate risks to operations completed over the last three years **Enhanced training for ethical awareness:** Increased cybersecurity training from annually to quarterly for U.S.-based full-time and part-time salaried employees and contractors **Cyber risk management:** No material cybersecurity incidents occurred during FY26
Supply Chain Management	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 expectations for ethical practices, occupational health and safety, human rights and environmental protection. Our Conflict Minerals Policy states our commitment to responsible sourcing. Additional governance policies and procedures guide supplier selection and performance monitoring.	**Responsibility:** VP of purchasing operations oversees supplier management. **Selection and monitoring:** All suppliers must review and endorse our Supplier Code of Conduct. We assess suppliers against social and environmental impact criteria, using supply chain management system software.	**Supplier Code of Conduct:** Updating as needed. **Supplier selection and monitoring:** Evaluating social and environmental risks across global supply base, after launching programmatic approach in FY25. **Data collection:** Expanding indirect collection of public data on social and environmental impact. **Direct engagement:** Screening and analysis of our strategic global supply chain, which is comprised of our high-risk suppliers and high-spend suppliers. **Supply Chain Sustainability Management Program (SCSMP):** Centralizing global regulatory data collection and validation, ensuring risk visibility, using a software platform to enable scalable supplier product compliance.	**Data collection:** 100% of suppliers covered in indirect collection of public data on social and environmental impact **Direct engagement:** 100% of strategic supply chain engaged directly (defined by risk exposure and spend) **Indirect monitoring:** 54% of suppliers' data collected (approximately 80% of our spend) **Supplier domestic spending:** 85% of our spending was with domestic U.S. suppliers

Image: Donna James, managing director, Lardon & Associates LLC, serving as speaker at our 2026 Leadership Live! event, where she highlighted multidimensional leadership built on a foundation of purpose.

BOARD GOVERNANCE & OVERSIGHT

OUR BOARD OF DIRECTORS

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. Six of our 14 directors have experience or competencies in sustainability topics.

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.

EXECUTIVE COMMITTEE

Chair: John B. Blystone

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

Acts 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).

AUDIT COMMITTEE

Chair: Kerrii B. Anderson

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

Oversees integrity of financial statements; reviews compliance with legal and regulatory requirements; monitors internal controls; oversees internal/external audit functions; reviews enterprise risk management including privacy, cybersecurity, sustainability and AI oversight.

COMPENSATION COMMITTEE

Chair: Michael J. Endres

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

Sets CEO and executive compensation; oversees executive and director incentive plans; reviews performance metrics and risk management related to compensation.

NOMINATING AND GOVERNANCE COMMITTEE

Chair: David P. Blom

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

Oversees board composition and governance best practices; evaluates director performance; oversees sustainability strategy and reporting; leads board succession planning.

ETHICS & INTEGRITY

REINFORCING ETHICAL STANDARDS

Worthington Enterprises is dedicated to operating with integrity, guided by the commitment in Our Philosophy to conduct our business in a professional and ethical manner. We reinforce this ethical approach through policies, structured training and oversight.

All new employees receive Code of Conduct training and acknowledge their commitment to ethical standards as part of onboarding. Salaried employees also complete an annual reaffirmation, reinforcing expectations related to ethical behavior, anti-corruption and compliance.

In addition to Code of Conduct training, employees participate in role-specific education aligned to applicable laws and regulations. Training covers the U.S. Foreign Corrupt Practices Act (FCPA), the European Union's (EU) General Data Protection Regulation (GDPR) and the Health Insurance Portability and Accountability Act (HIPAA) in the U.S., depending on job responsibilities.

The combination of clear expectations, targeted training and strong governance is a cornerstone of the ethical culture at Worthington Enterprises.

LEARN MORE by reading our Code of Conduct

ETHICS LINE

Worthington Enterprises provides a 24/7 local language-based Ethics Line where stakeholders such as employees, contractors, suppliers and community members can make anonymous reports to an independent third party. This service is provided through Navex Global, which has been in business for over 30 years. The telephone hotline and associated online portal provide easy-to-follow instructions for filing a complaint as well as key categories of concern such as conflict of interest, fraud, harassment and workplace violence.

Information on contacting the Ethics Line via phone and website is located on our intranet and on posters throughout company locations. It is also included in our Code of Conduct and our Human Rights Policy, which are both available on our website. Worthington Enterprises also informs employees about the Ethics Line during onboarding and in our annual Code of Conduct training.

We have a zero-tolerance policy regarding retaliation to protect whistleblowers who raise a concern in good faith or cooperate in an investigation. In FY26, we investigated seven reports received through the Ethics Line, which primarily related to human resources and employment issues.

HOW WORTHINGTON RESPONDS

Reports are documented, assessed and investigated by appropriate personnel within our human resources, compliance or legal departments. The process may include interviews and review of relevant information. In addition, our Chief Ethics Officer investigates all reported concerns and follows up on a case-by-case basis using a confidential identification number.

If a violation is substantiated, we take corrective actions based on the nature and severity of the issue. Corrective actions may include coaching, training, policy reinforcement or disciplinary action up to and including termination. To help prevent recurrence, we may implement improvements to processes or controls.

The board's Audit Committee receives reports of any critical concerns from the Ethics Line on a quarterly basis, and the full board receives annual reports.

RISK MANAGEMENT

MANAGING RISK WITH DISCIPLINE AND ACCOUNTABILITY

SDG Linkages

Worthington Enterprises takes a structured, enterprise-wide approach to identifying, evaluating and managing risk. We establish clear ownership of risk management and apply strong governance practices to the process, improving our resilience and supporting sustainable growth.

We embed risk identification and assessment across the organization through formal processes and regular engagement. We hold regular Risk Roundtables to enable leaders from business segments and functions to work together to identify emerging risks, assess potential impacts and determine mitigation strategies. These insights are captured and managed through centralized systems, which we use to ensure consistent tracking, evaluation and accountability.

Oversight for risk management takes place through a governance structure with defined roles and responsibilities. The Risk and Compliance Council is a management-level body that provides cross-functional leadership, while the company's board of directors and its committees maintain active oversight. The Audit Committee reviews the enterprise risk management program and key risk exposures, including cybersecurity, regulatory compliance and environmental and social matters. Additional committees oversee risks related to compensation and corporate governance.

This integrated approach supports the identification, mitigation and, where appropriate, transfer of risk at acceptable levels. It also reinforces a culture where risk is thoughtfully considered in business decisions across all levels of the organization.

With this approach, Worthington Enterprises enables informed decision-making, allowing the company to achieve its strategic objectives while creating long-term shareholder value.

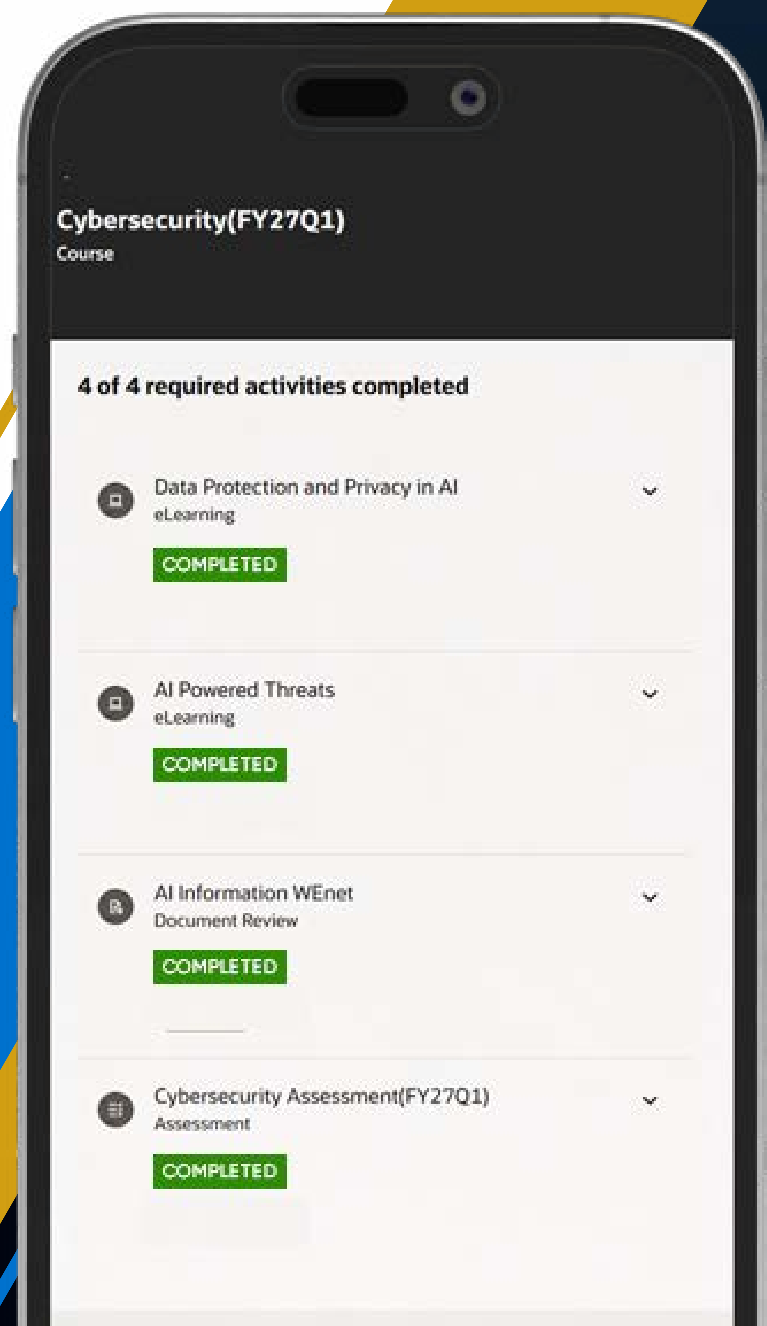


Image: Cybersecurity training courses for salaried employees.

$2.2M

cost avoided through climate risk reduction actions over the last 3 years

CYBER RISK

Worthington manages cybersecurity risks to the company in several ways, including by raising employee awareness. In FY26, we enhanced our approach to cybersecurity training. U.S.-based full-time and part-time salaried employees and contractors now complete quarterly, topic-focused sessions – such as responsible use of work devices – rather than annual training.

This shift supports stronger retention of information and reinforces secure behaviors through more frequent engagement.

AI RISK

Worthington Enterprises leverages an AI Governance Council representing several functions to identify and manage risk. An AI approval process is in place to ensure endorsed tools are utilized and risks mitigated. These mechanisms enable the company to review and evaluate risks presented by AI-associated technologies.

SUPPLY CHAIN MANAGEMENT

STRENGTHENING SUPPLIER RELATIONSHIPS

Worthington Enterprises strives for continual improvement of operational and sustainability performance across our value chain, which includes approximately 300 suppliers annually. We apply a supply chain management approach and engage in collaborative partnerships with suppliers.

The company maintains a comprehensive scorecard system to evaluate each supplier's performance for quality, delivery and responsiveness. In FY26, we expanded data collection to cover 100% of our suppliers, allowing for indirect monitoring of social and environmental risks and impacts, using public data.

Of these, we directly engaged 54%, including 100% of high-risk suppliers which are comprised of the top 80% of our supplier spend as well as non-domestic suppliers. We review resulting metrics regularly to identify trends, reinforce accountability and support continuous improvement.

Supplier recognition is an important part of our approach. Each year we hold a supplier recognition event, where we certify suppliers for strong performance during the year and award suppliers for other significant achievements. At our FY26 event, we certified 144 suppliers for strong performance, and 42 suppliers earned the Philosophy Award for achieving certification for five consecutive years. The annual Sustainability Award was presented to Veritiv.

Collaboration with suppliers is another lever for advancing our sustainability goals. Our supplier Veritiv introduced a packaging solution using recycled PET (rPET) that reduces energy use and GHG emissions during production. The solution has resulted in 50-60% recycled content in plastic packaging for our torch and torch kit products, delivering both cost savings and measurable environmental benefits.

SDG Linkages

5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

Supplier of the Year: Sawmiller

Innovation Award: Cavagna and Rand-Whitney

Sustainability Award: Veritiv

85%
procurement with local U.S. suppliers

LEARN MORE in our Supplier Code of Conduct

Images: (Left) Sustainability Award winner Veritiv; (Right) Supplier event guest speaker Archie Griffin.

MEASURED MOMENTUM

APPENDIX

Image: Josie Lewis, vice president, Human Resources, and her team helping to landscape John H. McConnell Park at our manufacturing campus in Columbus, Ohio.

Stakeholder Engagement

Following the principles in Our Philosophy, Worthington regularly engages with key stakeholders as part of our ongoing activities. To do so, we employ different methods according to each stakeholders' needs and expectations. This allows us to continue conducting business in an ethical and sustainable manner.

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	Expanded career development opportunities through the John McConnell Leadership Academy, grew ERGs, introduced CEO coffee chats, expanded scope of first aid response to include mental health first aid training
Contractors	Workplace Safety Requirements Scope of Work	Safety prequalification (ISNetworld), mandatory training, safety briefings, audits, Code of Conduct	Updated contractor safety program with site-specific subject matter experts managing
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	Developed a carbon footprint calculator to address customer interest in understanding CO2e impact for producing and shipping Ragasco cylinder products. Expanded gas monitoring technology, providing data to maximize gas efficiency (Linktra, SmartLid, TAGGED, NEXI)
Consumers	Convenience Environmental Impact Safety	Feedback via customer service, IoT-enabled products (e.g., NEXI), recycling programs, consumer research	Successful consumer engagement in first year of statewide cylinder recycling program for Connecticut, offered less packaging, smaller mini helium tanks delivering convenience
Investors	Financial Performance Strategic Vision Executive Insights	Quarterly earnings, briefings, conferences, personal relationships, annual report, sustainability disclosures aligned with GRI, SASB, TCFD frameworks	Improved climate risk disclosures, participated in CDP, Ecovadis and sustainability reporting
Suppliers	Ethical Sourcing Environmental Compliance Quality	Supplier Code of Conduct, SCSMP platform, audits, performance scorecards, recognition, Human Rights Policy, awards program	Expanded participation in SCSMP while utilizing supplier management software, recognized 42 suppliers with the Philosophy Awards for achieving supplier certification over five years, awarded the Sustainability Award to Veritiv for supporting a recycled rPET packaging solution
Regulators	Compliance Public Safety Product Stewardship	Participation in regulatory processes and compliance reporting, site visits, desk-side briefings, industry associations	Continued collaboration through associations and board leadership roles to advance business objectives and benefit stakeholders
Communities	Volunteerism Economic Growth Reduced Inequalities	Philanthropy (Worthington Companies Foundation), employee volunteerism, leadership participation on over 34 non-profit boards	Directed $3.8M to 74 non-profits, local implementation of West Africa Clean cooking Fund, contributed over 2,000+ hours of employee volunteerism

Environmental Data Tables[1]

Dimension	FY 2024	FY 2025	FY 2026
Scope 1 and 2 Greenhouse Gas Emissions (tCO_2e) [2]			
Scope 1 GHG emissions	36,923	37,523	41,848
Scope 2 GHG emissions (location-based)	48,911	45,734	44,565
Scope 2 GHG emissions (market-based)	50,513	45,124	45,683
GHG emissions intensity (Scope 1 and 2 emissions per $1000 of revenue) (location-based)	0.073	0.072	0.063
GHG emissions intensity (Scope 1 and 2 emissions per $1000 of revenue) (market-based)	0.075	0.072	0.063
Percentage of emissions covered under emissions-limiting regulations	0%	0%	0%
Scope 3 Greenhouse Gas Emissions (tCO_2e) [3, 4]			
1. Purchased goods and services	-	-	402,409
3. Fuel- and energy-related activities not included in Scope 1 or Scope 2	-	-	16,969
4. Upstream transportation and distribution	-	-	22,363
5. Waste generated in operations	-	-	2,391
6. Business Travel	-	-	3,149
7. Employee commuting	-	-	12,655
9. Downstream transportation and distribution	-	-	5,082
11. Use of sold products	-	-	72,673
12. End-of-life treatment of sold products	-	-	23,768
15. Investments	-	-	11,035

1 - FY24 is Worthington Enterprises' baseline year for Environmental and Social data. Some numbers may not sum due to rounding.

2 - The chosen consolidation approach for emissions is facilities under Worthington Enterprises' operational control. The GHG Protocol Corporate Accounting and Reporting Standard was used in the energy and emissions calculations which include all gases covered by the Standard. Worthington has no significant emissions from biogenic sources. Component gases were converted to CO_2e using the Global Warming Potentials (GWP) from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6). For more information, please see our **assurance letter**.

3 - Scope 3 emissions were calculated using primary data where available, supplemented by supplier-specific, CDP, DEFRA, EPA, and EEIO emission factors, as appropriate to each emissions category. Categories 2, 8, 10, 13, and 14 are either already accounted for in other categories or Scope 1 and 2 emissions, or are not applicable to the company.

4 - For FY24 and FY25 information, please refer to our 2024 and 2025 CDP responses.

Dimension	FY 2024	FY 2025	FY 2026
Air Emissions (metric tons)			
CO	54	124	142
NOx (excluding N_2O)	33	34	40
SOx	0.2	0.2	0.2
Particulate matter (PM10)	19	17	17
Volatile Organic Compounds (VOCs)	234	260	294
Persistent organic pollutants (POP)	0	0	0
Energy Management (gigajoules) [5]			
Total energy consumed	1,124,247	1,129,581	1,236,187
Total electricity consumed	429,834	425,597	450,913
Grid electricity	368,346	343,803	365,207
Renewable electricity	61,488	81,793	85,705
Percentage grid electricity	85.7%	80.8%	81.0%
Percentage onsite renewable	0.6%	0.6%	0.6%
Percentage sourced renewable	13.7%	18.6%	18.4%
Total fuel consumed	694,413	703,984	785,274
Natural gas	665,469	678,524	754,068
LPG	12,988	11,796	14,118
Gasoline	2,026	2,170	2,356
Jet Kerosene	10,972	9,073	10,406
Diesel	2,958	2,421	4,327
Renewable	0	0	0
Percentage natural gas	95.8%	96.4%	96.0%
Percentage renewable fuel	0.0%	0.0%	0.0%
Energy intensity (gigajoules per $1000 of revenue)	0.959	0.979	0.895

5 - Acquiring U.S.-based renewable energy credits has started us on our pathway toward emissions reductions and clean energy use. As we pursue our long-term goals, we are shifting our focus toward operational efficiency projects that will deliver lasting environmental benefits and financial returns.

Dimension	FY 2024	FY 2025	FY 2026
Water Management (thousand cubic meters) [6]			
Water Withdrawal			
Total water withdrawn from all areas	349	433	392
Surface water	75	132	83
Groundwater	6	14	12
Seawater	0	0	0
Produced water	0	0	0
Third-party water	268	286	297
Breakdown of total water withdrawal from each of the sources listed	349	433	392
Freshwater (≤1,000 mg/L total dissolved solids)	349	433	392
Other water (>1,000 mg/L total dissolved solids)	0	0	0
Total water withdrawal from all areas with water stress	121	165	113
Surface water	75	132	83
Groundwater	0	0	0
Seawater	0	0	0
Produced water	0	0	0
Third-party water	46	33	31
Percentage in regions with High or Extremely High Baseline Water Stress	34.7%	38.1%	28.9%
Water Discharge			
Total water discharge to all areas	257	271	267
Surface water	0	0	0
Groundwater	0	0	0
Seawater	0	0	0
Third-party water	257	271	267
Breakdown of total water discharge to all areas	257	271	267
Freshwater (≤1,000 mg/L total dissolved solids)	257	271	267

6 - Incoming city water data are based on invoices, while incoming surface water and groundwater are measured. Measurements and invoices are also used for wastewater data; however, some wastewater discharges are estimated because not all sewer discharges are metered. Estimates are based on process information, wastewater treatment data and occupancy information.

Dimension	FY 2024	FY 2025	FY 2026
Other water (>1,000 mg/L total dissolved solids)	0	0	0
Total water discharge to all areas with water stress	67	62	52
Freshwater (≤1,000 mg/L total dissolved solids)	67	62	52
Other water (>1,000 mg/L total dissolved solids)	0	0	0
Water Consumption			
Total water consumption from all areas	91.8	161.1	125.4
Total water consumption from areas with water stress	53	103	61
Percentage recycled	-	-	-
Waste Management (metric tons)			
Waste generation			
Non-hazardous	47,281	40,078	47,367
Hazardous	300	212	292
Percentage hazardous	0.63%	0.53%	0.61%
Waste disposal [7]			
Recycled/Recovered	40,685	35,579	42,287
Energy recovery	608	627	532
Wastewater Treatment	2,296	1,286	1,191
Directed to disposal	3,991	2,797	3,650
Percentage diverted from landfill	92%	93%	92%
Percentage landfilled	8%	7%	8%

7 - Percentage diverted from landfill and percentage landfilled for FY24 and FY25 were updated to align with our zero-landfill goal. Percentage diverted from landfill includes materials that were recycled or recovered (including energy recovery) and wastewater shipped offsite for treatment. Percentage landfilled includes waste sent directly to landfill, waste landfilled indirectly (e.g., solids from wastewater treatment and ash from energy recovery) and incineration without energy recovery.

Social Data Tables[8]

Dimension	FY 2024	FY 2025	FY 2026
Occupational health and safety (OHS)			
OH&S management system			
For all employees:			
Total number of employees covered by the OHS system	3,681	3,201	3,665
Total percentage of employees covered by the OHS system	100%	100%	100%
Total number of employees that are covered by the OHS that has been internally audited	1,607	745	422
Total percentage of employees that are covered by the OHS that has been internally audited	44%	23%	11%
Total number of employees that are covered by the OHS that has been externally audited	0	0	0
Total percentage of employees that are covered by the OHS that has been externally audited	0%	0%	0%
For all contractors:			
Total number of contractors covered by the OHS system	94	154	129
Total percentage of contractors covered by the OHS system	100%	100%	100%
Total number of contractors that are covered by the OHS that has been internally audited	59	0	1
Total percentage of contractors that are covered by the OHS that has been internally audited	63%	0%	0%
Total number of contractors that are covered by the OHS that has been externally audited	0	0	0
Total percent of contractors that are covered by the OHS that has been externally audited	0%	0%	0%
Work-related injuries			
For all employees:			
Number of fatalities as a result of work-related Injury	0	0	0
Rate of fatalities as a result of work-related injury (incidents per 200,000 hours worked)	0	0	0
Number of high-consequence work-related injuries	47	12	9
Rate of high-consequence work-related injuries (per 200,000 hours worked)	1.59	0.41	0.27
Number of recordable work-related injuries	68	38	72

8 - FY24 is Worthington Enterprises' baseline year for Environmental and Social data. Some numbers may not sum due to rounding.

Dimension	FY 2024	FY 2025	FY 2026
Rate of recordable work-related injuries (per 200,000 hours worked)	2.30	1.29	2.13
Number of lost work cases	36	21	33
Lost time incident rate (per 200,000 hours worked)	1.22	0.71	0.98
Number of near misses	623	610	678
Near miss frequency rate (NMFR) (per 200,000 hours worked)	21.09	20.68	20.09
Main types of work-related injury	Cut-Laceration Contusion Soreness	Cut-Laceration Contusion Soreness	Cut-Laceration Contusion Soreness
Total number of hours worked	5,907,077	5,898,153	6,749,315
For all contractors:			
Number of fatalities as a result of work-related Injury	-	-	0
Rate of fatalities as a result of work-related injury (incidents per 200,000 hours worked)	-	-	0
Number of high-consequence work-related injuries	-	-	0
Rate of high-consequence work-related injuries (per 200,000 hours worked)	-	-	0
Number of recordable work-related injuries	-	-	1
Rate of recordable work-related injuries (per 200,000 hours worked)	-	-	-
Main types of work-related injury	-	-	Laceration
Total number of hours worked	-	-	-
Work-related ill health			
For all employees:			
Number of fatalities as a result of work-related ill health	0	0	0
Number of cases of recordable work-related ill health	2	0	0
Main types of work-related ill health	Loss of Hearing	-	-
For all contractors:			
Number of fatalities as a result of work-related ill health	-	-	0
Number of cases of recordable work-related ill health	-	-	0
Main types of work-related ill health	-	-	-

Dimension	FY 2024	FY 2025	FY 2026
Board of Directors			
Female	-	1	1
Male	-	11	13
< 30	-	0	0
30-50	-	2	2
> 50	-	10	12
Ethnically diverse	-	1	1
White or unknown	-	11	13
Total global headcount [9]	3,681	3,201	3,665
Employees covered by collective bargaining agreements	13%	16%	14%
Total U.S. headcount [10]	2,386	2,425	2,765
Overall employee demographics (U.S. only)			
Female	22%	23%	22%
Male	78%	77%	78%
Non-binary	<1%	<1%	<1%
Undisclosed	<1%	<1%	<1%
Asian	3%	3%	3%
Black / African American	15%	15%	15%
Hispanic / Latino	8%	9%	15%
Native American / Alaskan Native	1%	1%	<1%
Native Hawaiian / Pacific Islander	<1%	<1%	<1%
White	76%	76%	68%
Undisclosed	<1%	<1%	3%

9 - Counts represent headcount as of May 31st for each fiscal year. Total Global Headcount represents all employees for Worthington Consolidated locations and includes full-time, part-time, seasonal & temporary employees. The data was pulled from HRIS (Oracle HCM) and manually provided for locations not in HRIS. In addition to organic company growth, the increase in total headcount in FY26 was due to the acquisitions of Elgen Manufacturing, the tank refurbishment business from Hydrostat and LSI Group.

10 - Counts represent headcount as of May 31st for each fiscal year. Total U.S Headcount represents employees in HRIS system (Oracle HCM) for U.S. based Worthington Consolidated locations, excluding LSI acquisition, and includes full-time, part-time, seasonal & temporary employees. Employees that select more than one ethnicity are counted once in each ethnicity they select.

Dimension	FY 2024	FY 2025	FY 2026
20 & Under	3%	2%	4%
21 - 29	17%	17%	17%
30 - 39	25%	26%	26%
40 - 54	34%	34%	33%
55 - 64	18%	17%	16%
65+	3%	3%	3%
Employee breakdown by employment category (U.S. only)			
Individual contributor	81%	82%	82%
Lead / supervisor	9%	9%	9%
Manager	6%	6%	6%
Director	2%	2%	2%
Executive	1%	1%	1%
Individual contributor			
Headcount	1,932	1,986	2,266
Female	428	460	494
Male	1,499	1,522	1,759
Non-binary	1	1	3
Undisclosed	4	3	10
Asian	59	64	63
Black / African American	325	331	379
Hispanic / Latino	167	186	370
Native American / Alaskan Native	18	17	12
Native Hawaiian / Pacific Islander	5	5	9
White	1,420	1,445	1,463
Undisclosed	4	6	65

Dimension	FY 2024	FY 2025	FY 2026
Lead / supervisor			
Headcount	222	218	251
Female	41	42	39
Male	181	175	211
Non-binary	0	0	0
Undisclosed	0	1	1
Asian	7	7	5
Black / African American	17	15	19
Hispanic / Latino	12	18	25
Native American / Alaskan Native	1	1	1
Native Hawaiian / Pacific Islander	1	2	1
White	185	180	194
Undisclosed	0	0	10
Manager			
Headcount	154	147	173
Female	42	42	50
Male	112	105	123
Non-binary	0	0	0
Undisclosed	0	0	0
Asian	4	3	7
Black / African American	5	5	6
Hispanic / Latino	4	3	6
Native American / Alaskan Native	1	0	0
Native Hawaiian / Pacific Islander	1	1	1
White	144	138	148
Undisclosed	0	0	10

Dimension	FY 2024	FY 2025	FY 2026
Director			
Headcount	52	51	51
Female	14	14	12
Male	38	37	39
Non-binary	0	0	0
Undisclosed	0	0	0
Asian	1	1	1
Black / African American	1	0	0
Hispanic / Latino	1	1	1
Native American / Alaskan Native	0	0	0
Native Hawaiian / Pacific Islander	0	0	0
White	50	50	50
Undisclosed	1	0	0
Executive [11]			
Headcount	26	23	24
Female	6	6	5
Male	20	17	19
Non-binary	0	0	0
Undisclosed	0	0	0
Asian	3	2	2
Black / African American	2	1	1
Hispanic / Latino	1	1	1
Native American / Alaskan Native	0	0	0
Native Hawaiian / Pacific Islander	0	0	0
White	21	19	20
Undisclosed	0	0	0

11 - In previous reporting this employment category was divided into Executive and Senior Executive categories. These are now combined into one Executive category. The FY24 and FY25 numbers for this category have been updated from previous reporting, as Senior Executives were not included as part of the category in previous reporting.

Dimension	FY 2024	FY 2025	FY 2026
Employee breakdown by age (U.S. only)			
20 & Under	63	57	99
21 - 29	401	422	470
30 - 39	607	631	729
40 - 54	817	832	925
55 - 64	428	410	450
65+	70	73	92
Employee hires (percentages given are of U.S. total hires)			
Female	24%	27%	24%
Male	75%	72%	75%
Non-binary	<1%	<1%	<1%
Undisclosed	<1%	<1%	1%
Asian	3%	3%	3%
Black / African American	21%	22%	22%
Hispanic / Latino	10%	14%	19%
Native American / Alaskan Native	2%	2%	1%
Native Hawaiian / Pacific Islander	1%	1%	1%
White	63%	58%	53%
Undisclosed	1%	1%	2%
20 & Under	14%	11%	15%
21 - 29	31%	28%	30%
30 - 39	27%	29%	26%
40 - 54	22%	26%	23%
55 - 64	6%	5%	6%
65+	0%	1%	0%
Employee engagement rate	68%	70%	71%
Local procurement spend	89%	86%	85%

GRI Content Index

Statement of use

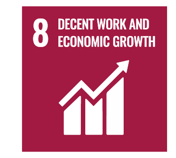
Worthington Enterprises, Inc. has reported the information cited in this GRI content index for the period June 1, 2025-May 31, 2026 with reference to the GRI Standards.

	Disclosure	Report Location or External Reference	SDG Linkage
GRI 1: Foundation 2021			
General Disclosures			
	Organizational profile		
GRI 2: General Disclosures 2021	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: **2026 Annual Report**, Item 1. Business, page 1 and Item 2. Properties, page 20	
	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 2026, Annual b. June 1st, 2025-May 31st, 2026 c. September 2026 d. **stewardship@wthg.com**	
	2-4 Restatements of information	See footnotes in the Environmental and Social Data Tables	
	2-5 External assurance	Our Scope 1 and 2 emissions for FY2026 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	**2026 Annual Report**, Item 1. Business, page 1	

	Disclosure	Report Location or External Reference	SDG Linkage
GRI 2: General Disclosures 2021	2-7 Employees	Social Data Tables, page 42 **2026 Annual Report**, Human Capital Management, page 6	
	2-8 Workers who are not employees	Workers who are not employees represent a small portion of our workforce and are therefore not material to the quantitative workforce disclosures in this report.	
	2-9 Governance structure and composition	Our Board of Directors, page 32 **Governance Documents Webpage**	
	2-10 Nomination and selection of the highest governance body	**2026 Proxy Statement**, page 14 **Governance Documents Webpage**	
	2-11 Chair of the highest governance body	Our Board of Directors, page 32 **2026 Proxy Statement**, page 17	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Council, page 8 Our Board of Directors, page 32	
	2-13 Delegation of responsibility for managing impacts	Sustainability Council, page 8 Our Board of Directors, page 32	
	2-14 Role of the highest governance body in sustainability reporting	Our Board of Directors, page 32	
	2-15 Conflicts of interest	**Worthington Enterprises Code of Conduct**, page 2 **Charter of the Nominating and Governance Committee**	
	2-16 Communication of critical concerns	Reinforcing Ethical Standards, page 33	
	2-17 Collective knowledge of the highest governance body	Our Board of Directors, page 32	

	Disclosure	Report Location or External Reference	SDG Linkage
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	**2026 Proxy Statement**, page 21 **Charter of the Nominating and Governance Committee** **Governance Documents Webpage**	
	2-19 Remuneration policies	**2026 Proxy Statement**, page 33	
	2-20 Process to determine remuneration	**2026 Proxy Statement**, page 19 and 33	
	2-21 Annual total compensation ratio	**2026 Proxy Statement**, page 62 **2025 Proxy Statement**, page 64	
	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: • **Corporate Governance Guidelines** • **Code of Conduct** • **Sustainability Policy** • **Human Rights Policy** • **Conflict Minerals Policy** • **Quality Policy**	
	2-24 Embedding policy commitments	Governance & Partners: FY26 Overview, page 30 Reinforcing Ethical Standards, page 33	
	2-25 Processes to remediate negative impacts	Governance & Partners: FY26 Overview, page 30 Reinforcing Ethical Standards, page 33	

	Disclosure	Report Location or External Reference	SDG Linkage
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Reinforcing Ethical Standards, page 33	
	2-27 Compliance with laws and regulations	Worthington Enterprises had no known instances of material 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 Air-Conditioning, Heating and Regrigeration Institute (AHRI) Heating, Air-Conditioning Refrigeration Distributors International (HARDI) Spray Polyurethane Foam Alliance (SPFA) American Society for Quality (ASQ)	
	2-29 Approach to stakeholder engagement	**Air Fact Sheet**	
	2-30 Collective bargaining agreements	**2026 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: FY26 Overview, page 14 Process & Planet: FY26 Overview, page 22 Products: FY26 Overview, page 25 Governance & Partners: FY26 Overview, page 30	

	Disclosure	Report Location or External Reference	SDG Linkage
200 Series (Economic Topics)			
Procurement Practices			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	FY26 Highlights, page 11	
Anti-corruption			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Governance & Partners: FY26 Overview, page 30 Reinforcing Ethical Standards, page 33	
	205-3 Confirmed incidents of corruption and actions taken	**2026 Annual Report**, Item 3. Legal Proceedings, page 20 Reinforcing Ethical Standards, page 33	
300 Series (Environmental Topics)			
Energy			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Data Tables, page 38	
	302-3 Energy intensity	Environmental Data Tables, page 38	
	302-4 Reduction of energy consumption	Process & Planet: FY26 Overview, page 22	
Water and Effluents			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	**Water Fact Sheet**	
	303-2 Management of water discharge-related impacts	**Water Fact Sheet**	
	303-3 Water withdrawal	Environmental Data Tables, page 38	
	303-4 Water discharge	Environmental Data Tables, page 38 **Water Fact Sheet**	
	303-5 Water consumption	Environmental Data Tables, page 38	

	Disclosure	Report Location or External Reference	SDG Linkage
Emissions			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Data Tables, page 38 **Air Fact Sheet**	12 Responsible Consumption and Production; 13 Climate Action
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Data Tables, page 38 **Air Fact Sheet**	
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Data Tables, page 38	
	305-4 GHG emissions intensity	Environmental Data Tables, page 38 **Air Fact Sheet**	
	305-5 Reduction of GHG emissions	Environmental Data Tables, page 38 **Air Fact Sheet**	
	305-6 Emissions of ozone-depleting substances (ODS)	**Air Fact Sheet**	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Data Tables, page 38 **Air Fact Sheet**	
Waste			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	**Land Fact Sheet**	6 Clean Water and Sanitation; 12 Responsible Consumption and Production
	306-2 Management of significant waste-related impacts	Process & Planet: FY26 Overview, page 22 **Land Fact Sheet**	
	306-3 Waste generated	Environmental Data Tables, page 38	
	306-4 Waste diverted from disposal	Environmental Data Tables, page 38	
	306-5 Waste directed to disposal	Environmental Data Tables, page 38	

	Disclosure	Report Location or External Reference	SDG Linkage
Supplier Environmental Assessment			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Strengthening Supplier Relationships, page 35	8 DECENT WORK AND ECONOMIC GROWTH; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION
400 Series (Social Topics)			
Employment			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social Data Tables, page 42	3 GOOD HEALTH AND WELL-BEING; 5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	**Worthington Enterprises Benefits Website**	
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	People: FY26 Overview, page 14 Maintaining an A-Maize-ing Safety Culture, page 17 **Occupational Health and Safety Fact Sheet**	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH
	403-2 Hazard identification, risk assessment, and incident investigation	People: FY26 Overview, page 14 **Occupational Health and Safety Fact Sheet**	
	403-3 Occupational health services	**Occupational Health and Safety Fact Sheet**	
	403-4 Worker participation, consultation, and communication on occupational health and safety	People: FY26 Overview, page 14 Maintaining an A-Maize-ing Safety Culture, page 17 **Occupational Health and Safety Fact Sheet**	
	403-5 Worker training on occupational health and safety	People: FY26 Overview, page 14 Maintaining an A-Maize-ing Safety Culture, page 17 **Occupational Health and Safety Fact Sheet**	
	403-6 Promotion of worker health	**Worthington Enterprises Benefits Website** **Occupational Health and Safety Fact Sheet**	

	Disclosure	Report Location or External Reference	SDG Linkage
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People: FY26 Overview, page 14 Maintaining an A-Maize-ing Safety Culture, page 17 **Supplier Code of Conduct** **Occupational Health and Safety Fact Sheet**	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH
	403-8 Workers covered by an occupational health and safety management system	People: FY26 Overview, page 14 Maintaining an A-Maize-ing Safety Culture, page 17 **Supplier Code of Conduct** **Occupational Health and Safety Fact Sheet**	
	403-9 Work-related injuries	Social Data Tables, page 42 **Occupational Health and Safety Fact Sheet**	
	403-10 Work-related ill health	Social Data Tables, page 42 **Occupational Health and Safety Fact Sheet**	
Training and Education			
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	People: FY26 Overview, page 14 Developing Leaders at All Levels, page 18	8 DECENT WORK AND ECONOMIC GROWTH
	404-3 Percentage of employees receiving regular performance and career development reviews	People: FY26 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 42	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES
Supplier Social Assessment			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Strengthening Supplier Relationships, page 35	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

	Disclosure	Report Location or External Reference	SDG Linkage
Customer Health and Safety			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Products: FY26 Overview, page 25 Leading Safe Adoption of More Environmentally Friendly Refrigerants, page 27	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	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 FY26 concerning customer privacy breaches or losses of customer data.	

SASB Tables

SASB Topic	Accounting Metric	Code	Section Reference
Appliance Manufacturing			
Product Safety	Discussion of process to identify and manage safety risks associated with the use of its products	CG-AM-250a.1	No recalls were issued in FY26.
	Total amount of monetary losses because of legal proceedings associated with product safety	CG-AM-250a.2	Products: FY26 Overview, page 25
	Total amount of monetary losses because of legal proceedings associated with product safety	CG-AM-250a.3	**2026 Annual Report**, 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	4% (based on the EPDs on our Ragasco products)
	Description of efforts to manage products' end-of-life impacts	CG-AM-410a.3	Products: FY26 Overview, page 25
Activity Metrics	Annual production	CG-AM-000.A	**2026 Annual Report**, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations, page 24

SASB Topic	Accounting Metric	Code	Section Reference
Containers & Packaging			
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	RT-CP-110a.1	Environmental Data Tables, page 38
	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. FY26 Sustainability Goals, page 9
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N_2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	RT-CP-120a.1	Environmental Data Tables, page 38 **Air Fact Sheet**
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 38
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 38
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CP-140a.2	**Water Fact Sheet**
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	RT-CP-140a.3	2 minor water discharge violations that totaled $500 in fines.
Waste Management	Amount of hazardous waste generated, percentage recycled	RT-CP-150a.1	Environmental Data Tables, page 38

SASB Topic	Accounting Metric	Code	Section Reference
Product Safety	(1) Number of recalls issued, (2) total units recalled	RT-CP-250a.1	No recalls were issued in FY26.
	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: FY26 Overview, page 25
Activity Metrics	Amount of production, by substrate	RT-CP-000.A	**2026 Annual Report**, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations, page 24
	Number of employees	RT-CP-000.C	Social Data Tables, page 42
Building Products & Furnishings			
Energy Management in Manufacturing	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	CG-BF-130a.1	Environmental Data Tables, page 38

SASB Topic	Accounting Metric	Code	Section Reference
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: FY26 Overview, page 25
Activity Metrics	Annual production	CG-BF-000.A	**2026 Annual Report**, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations, page 24
	Area of manufacturing facilities	CG-BF-000.B	**2026 Annual Report**, Item 2. Properties, page 20

TCFD Content Index

TCFD Element	Disclosure	Report Location
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	The Worthington Enterprises board of directors, through its Nominating and Governance Committee, oversees climate risks and sustainability strategy. The SVP & Chief of Sustainability, representing the Sustainability Council, reports quarterly to the Committee. The Audit Committee oversees risk and discusses the top Enterprise Risks, which include climate risks, on a quarterly basis.
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Climate risk management is embedded within the responsibilities of the Sustainability Council, chaired by the director of sustainability. The Council meets quarterly and is comprised of cross-functional leaders, who align and implement systems, policies and processes to address sustainability risks. Through our four-pillar structure (People, Products, Partners, and Process and Planet) climate initiatives are managed. The director of enterprise risk management (ERM) oversees a comprehensive risk program – with individual risk leaders responsible for risk types – including climate risk. The director serves as an advisor to risk leaders and risk owners, translating risk assessments into risk responses. The company has a Risk Council that provides senior management oversight of the process and structure of evaluating and prioritizing risks.
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Worthington has identified both physical and transition climate risks that could affect its operations, supply chain and customers. Physical risks include exposure to extreme weather events such as wind and hail events, flooding and precipitation, rising temperatures and heat stress, drought conditions and sea level rise which may disrupt production and increase insurance and repair costs. Transition risks stem from evolving regulatory compliance requirements and carbon reduction targets, increased cost of capital, customer and market pressure, supply chain disruptions and sustainability expectations. Worthington Enterprises has made strategic investments in resilience (e.g., Property Protection mitigation efforts, Assent supply chain sustainability management platform, DfS integration). Opportunities for continuous improvement include ongoing sustainable product manufacturing innovation, prioritizing resilience projects, pushing supplier engagement beyond 75%, ongoing climate scenario planning, expanded DfS product integration and increased green energy procurement.

TCFD Element	Disclosure	Report Location
Strategy	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Worthington looks at climate risk across multiple time horizons. Short-term (0-3 years) actions include preventive property asset protection and supplier risk assessments. Medium-term (3-10 years) plans focus on energy efficiencies and emissions reduction, investing in renewable electricity and expanding product lines. Long-term (10+ years) strategy emphasizes achieving net-zero emissions targets, strengthening resilience across climate scenarios and embedding sustainability into capital allocation, innovation and stakeholder engagement. This approach ensures that the company is positioned not only to manage risks but also to capitalize on emerging opportunities.
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Worthington assesses its strategic response to climate risks and opportunities by considering the potential key impacts under three different climate scenarios: **Business as Usual: Status Quo (BAU)** This scenario reflects a continuation of current policies and carbon emissions trends. Transition risk remains moderate, but physical risks steadily rise due to inaction. **Paris Agreement Scenario: 2°C Scenario (RCP 2.6)** This scenario assumes international alignment with the Paris Agreement, aiming to limit global warming to below 2°C. Transition risks increase due to rapid regulatory, technological and market shifts. However, physical risks are largely mitigated. **Worst Case Scenario: 4°C Scenario (RCP 8.5)** In this high-warming scenario, physical risks intensify significantly. Without stringent climate action, operations face increasing exposure to flooding, collapse and extreme temperatures.
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	Both physical and transition risks stemming from across Worthington Enterprises' value chain are identified and evaluated quarterly. Functional leaders are responsible for mitigating, identifying and communicating risks. These risks are assessed on a qualitative and quantitative basis, across short-, medium-, and long-term time horizons, through scenario analysis and engagement with internal business segment and function stakeholders and external data sources. In addition, Worthington Enterprises uses its property insurer and loss consultant's resources, and on-site facility visits to assess exposures. When evaluating risks to the organization, consideration is given to the following impacts: strategic, compliance, operational, and financial. Worthington quantifies both actionable and inherent risks. Business risks are given a risk score based upon probability and severity.
	b) Describe the organization's processes for managing climate-related risks.	Risk roundtables, focusing on engagement of functional and business leaders, meet annually to review changes in regulations, market conditions, climate changes and other events that could impact the company's risk profile. On a quarterly basis, these business leaders engage with integrated risk management software to identify, manage and respond to risks across the company. Top risks and associated mitigation plans are communicated quarterly to the Audit Committee of the board and annually to the full board of directors.

TCFD Element	Disclosure	Report Location
Risk Management	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	The processes for identifying, assessing, and managing climate-related risks are integrated as part of Worthington Enterprises' Enterprise Risk Management program.
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 38
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environmental Data Tables, page 38
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	FY26 Sustainability Goals, page 9

WORTHINGTON
ENTERPRISES

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 employs approximately 4,000 people throughout North America and Europe as of July 29, 2026.

BUILDING PRODUCTS

Logansport, Indiana (2)
Paducah, Kentucky
Sparrows Point, Maryland
Rice, Minnesota
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

TAXI WORKHORSE HOLDINGS, LLC

Rochester, Minnesota
Watertown, South Dakota
Greeneville, Tennessee

Global Headquarters

200 W. Old Wilson Bridge Road
Columbus, OH 43085

worthingtonenterprises.com
NYSE: WOR

GUIDED BY G&A
Report developed with assistance of Governance & Accountability Institute, Inc.
ga-institute.com