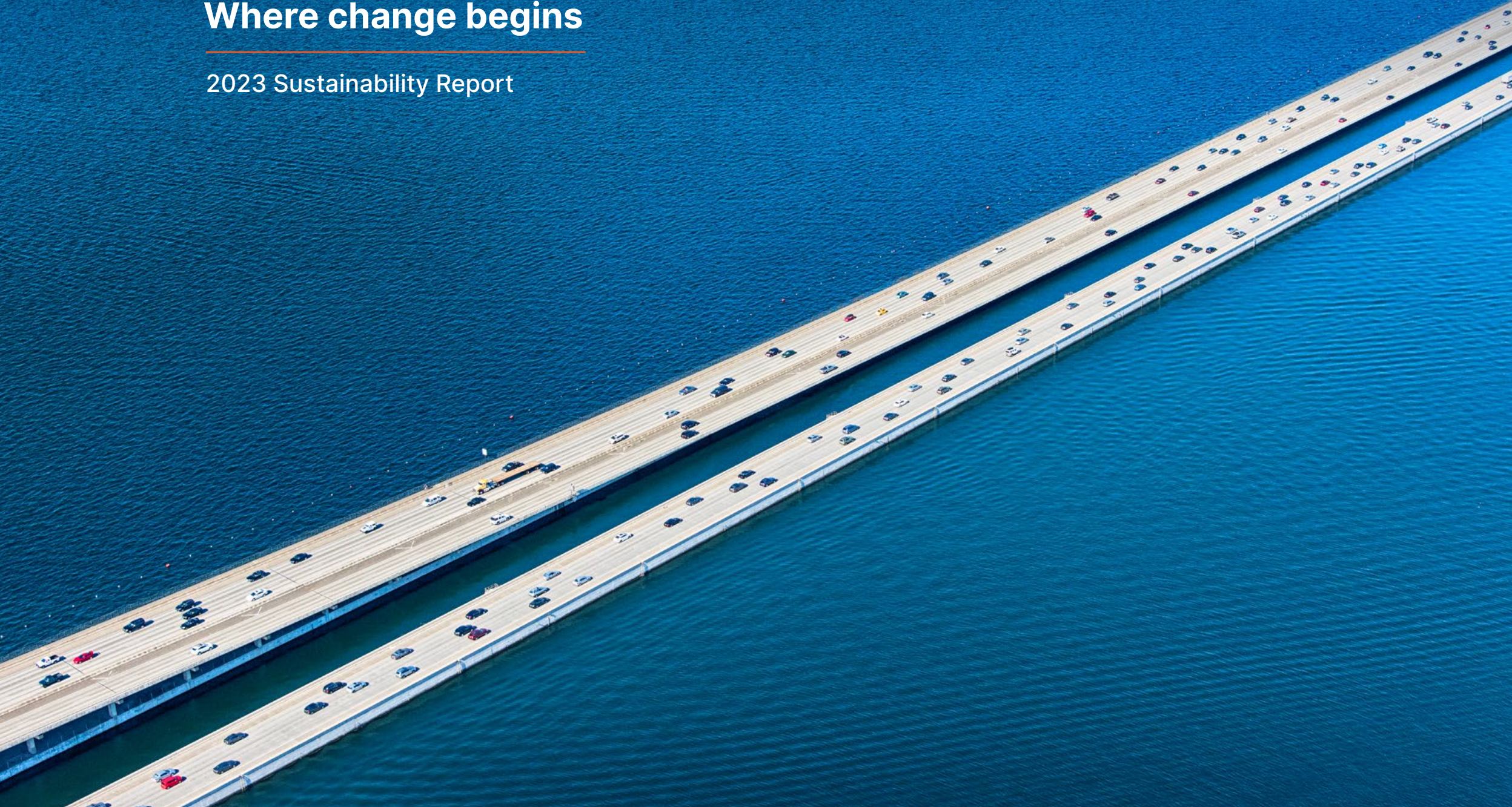




Where change begins

2023 Sustainability Report



About This Document

Policies and Procedures

This document includes statements regarding various policies, values, standards, approaches, procedures, processes, systems, programs, initiatives, assessments, technologies, practices, and similar measures related to our operations, sustainability-related data, actions and compliance systems (“Policies and Procedures”). References to Policies and Procedures in this document do not represent guarantees or promises about their efficacy or continued implementation, or any assurance that such Policies and Procedures will apply in every case. Such Policies and Procedures are subject to risks, uncertainties and other factors, some of which are beyond the control of Radius and are difficult to predict, and there may be exigent circumstances, factors, or considerations that may cause implementation of other measures or exceptions in specific instances. Please see Forward-Looking Statements below and the risk factors in our Annual Report on Form 10-K for the year ended August 31, 2023.

Forward-Looking Statements

Statements and information included in this document that are not purely historical are forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 (the “Securities Act”) and Section 21E of the Securities Exchange Act of 1934 (the “Exchange Act”), including, but not limited to, statements about our Policies and Procedures and are made pursuant to the “safe harbor” provisions of the Private Securities Litigation Reform Act of 1995. Except as noted herein or as the context may otherwise require, all references to “we,” “our,” “us,” “the Company,” “Radius Recycling,” and “Radius” refer to Schnitzer Steel Industries, Inc. dba Radius Recycling and its consolidated subsidiaries. Forward-looking statements in this document include statements regarding future events or our expectations, intentions, beliefs, and strategies regarding the future, which may include statements relating to our GHG emissions reduction/displacement targets, cost and performance of projects, future market and industry conditions, future operating and financial performance, expected timing of future reports, future production and manufacturing ability and size, and management of future risks, among other matters; timing of repairs and resumption of operations; the realization of insurance recoveries; the Company’s outlook, growth initiatives, or expected results or objectives, including pricing, margins, volumes, and profitability; completion of acquisitions and integration of acquired businesses; the progression and impact of investments in processing and manufacturing technology improvements and information technology systems; the impacts of supply chain disruptions, inflation, and rising interest rates; liquidity positions; our ability to generate cash from continuing operations; trends, cyclicity, and changes in the markets we sell into; strategic direction or goals; targets; changes to manufacturing and production processes; the realization of deferred tax assets; planned capital expenditures; the cost of and the status of any agreements or actions related to our compliance with environmental and other laws; expected tax rates, deductions, and credits; the impact of sanctions and tariffs, quotas, and other trade actions and import restrictions; the impact of pandemics, epidemics, or other public health emergencies, such as the coronavirus disease 2019 (“COVID-19”) pandemic; the impact of labor shortages or increased labor costs; obligations under our retirement plans; benefits, savings, or additional costs from business realignment, cost containment, and productivity improvement programs; the potential impact of adopting new accounting pronouncements; and the adequacy of accruals.

Forward-looking statements by their nature address matters that are, to different degrees, uncertain, and often contain words such as “outlook,” “target,” “aim,” “believes,” “expects,” “anticipates,” “intends,” “assumes,” “estimates,” “evaluates,” “may,” “will,” “should,” “could,” “opinions,” “forecasts,” “projects,” “plans,” “future,” “forward,” “potential,” “probable,” and similar expressions. However, the absence of these words or similar expressions does not mean that a statement is not forward-looking.

We may make other forward-looking statements from time to time, including in reports filed with the Securities and Exchange Commission (the “SEC”), press releases, presentations and on public conference calls. All forward-looking statements we make are based on information available to us at the time the statements are made, and we assume no obligation to update any forward-looking statements, except as may be required by law. Our business is subject to the effects of changes in domestic and global economic conditions and a number of other risks and uncertainties that could cause actual results to differ materially from those included in, or implied by, such forward-looking statements. Some of these risks and uncertainties are discussed in Part I, Item 1A. Risk Factors of our most recent annual report on Form 10-K. Examples of these risks include: potential environmental cleanup costs related to the Portland Harbor Superfund site or other locations; the impact of goodwill impairment charges; the impact of equipment upgrades, equipment failures, and facility damage on production; failure to realize or delays in realizing expected benefits from capital and other projects, including investments in processing and manufacturing technology improvements and information technology systems; the cyclicity and impact of general economic conditions; the impact of inflation, rising interest rates, and foreign currency fluctuations; changing conditions in global markets including the impact of sanctions and tariffs, quotas, and other trade actions and import restrictions; increases in the relative value of the U.S. dollar; economic and geopolitical instability including as a result of military conflict; volatile supply and demand conditions affecting prices and volumes in the markets for raw materials and other inputs we purchase; significant decreases in recycled metal prices; imbalances in supply and demand conditions in the global steel industry; difficulties associated with acquisitions and integration of acquired businesses; supply chain disruptions; reliance on third-party shipping companies, including with respect to freight rates and the availability of transportation; the impact of impairment of assets other than goodwill; the impact of pandemics, epidemics, or other public health emergencies, such as the COVID-19 pandemic; inability to achieve or sustain the benefits from productivity, cost savings, and restructuring initiatives; inability to renew facility leases; customer fulfillment of their contractual obligations; potential limitations on our ability to access capital resources and existing credit facilities; restrictions on our business and financial covenants under the agreement governing our bank credit facilities; the impact of consolidation in the steel industry; product liability claims; the impact of legal proceedings and legal compliance; the impact of climate change; the impact of not realizing deferred tax assets; the impact of tax increases and changes in tax rules; the impact of one or more cybersecurity incidents; the impact of increasing attention to environmental, social, and governance matters; translation risks associated with fluctuation in foreign exchange rates; the impact of hedging transactions; inability to obtain or renew business licenses and permits; environmental compliance costs and potential environmental liabilities; increased environmental regulations and enforcement; compliance with climate change and greenhouse gas emission laws and regulations; the impact of labor shortages or increased labor costs; reliance on employees subject to collective bargaining agreements; and the impact of the underfunded status of multiemployer plans in which we participate.

When considering these forward-looking statements, you should keep in mind the risk factors and other cautionary statements contained in the Company’s filings with the Securities and Exchange Commission (“SEC”), including the Company’s most recent annual report on Form 10-K, quarterly reports on Form 10-Q, and other reports available on the Company’s website at www.radiusrecycling.com. These risks could cause the actual results, actions and Policies and Procedures of Radius to differ materially from those contained in any forward-looking statement. We do not intend to update these statements unless we are required by the securities laws to do so. Results or metrics in this document as of any date, or for any period, ending on or prior to the date of this document are not necessarily indicative of the results that may be expected as of any date, or for any period, ending after the date of this document. Neither the future distribution of this document or the information included or referenced herein, nor the continued availability thereof in archive form on our website, should be deemed to constitute an update or reaffirmation of these figures or statements as of any future date. This report and the disclosures herein are not “soliciting material,” are not deemed filed with the SEC, and are not to be incorporated by reference into any of the Company’s filings under the Securities Act or the Exchange Act, whether made before or after the date of this document and irrespective of any general incorporation language therein. Furthermore, references to our website URLs are intended to be inactive textual references only. This document represents a good faith effort by Radius to address its efforts, initiatives, and performance on an array of diverse and broadly defined sustainability-related topics of interest to certain stakeholders. The inclusion of or reference to any information in this document is not an indication that this information or statements related thereto are necessarily material to investors or require disclosure in our filings with the SEC.

Radius Recycling

After 118 years, we're operating under a new name that reflects our work, our purpose, and our vision for a sustainable future in which recycled metals sit at the center of progress, seamlessly connecting all points within the circular economy.

It's a name that represents over 3,300 employees and thousands of stakeholders across our growing footprint with a clarity and a focus on who we are and the value we deliver to the global economy.



The Most Sustainable Company in the World

In January 2023, Radius was ranked #1 on Corporate Knights' 2023 100 Most Sustainable Corporations in the World. Corporate Knights is a leading media and research organization focused on corporate sustainability performance.

The 19th annual Global 100 ranking of the world's most sustainable corporations is based on a detailed assessment of 6,720 companies, each with more than US\$1 billion in revenue, where performance across a range of sustainability metrics is evaluated.

[Learn more.](#)



A Message from Our Chairman & CEO, Tamara Lundgren

For more than a century, our Company has been developing robust networks to collect, process, and deliver recycled metals to customers in North America and around the world. Our work and our purpose have never been more relevant than they are today.

CHANGING OUR NAME. SUSTAINING OUR CULTURE.

This year was marked by a milestone in our Company's 118-year history. We proudly unveiled our new corporate name, Radius Recycling. This new name better reflects the nature of our work, our purpose, and our vision for a sustainable future in which recycled metals sit at the center of progress, seamlessly connecting all points within the circular economy.

While metals recycling and steel manufacturing have been the foundation of our business for many decades, our Company's impact now spans the globe and is recognized as an important strategic solution for companies, industries, governments, and communities who are focused on carbon reduction.

In July 2023, we rebranded as Radius Recycling, a name that represents over 3,300 employees and thousands of stakeholders across our growing footprint with a clarity and a focus on who we are and the value we deliver to the global economy.

"This is truly an exciting moment for our Company as we start the next chapter in our history together."

While our name has changed, our brand is more than just a logo. It's the impression we leave with the people we interact with most—our customers, our colleagues, and our communities—it's a commitment to delivering products and services for a sustainable future, and it's the Core Values of Safety, Sustainability, and Integrity we have lived by for the last century and will continue to live by for the next hundred years.

This is truly an exciting moment for our Company as we start the next chapter in our history together.

The World's Most Sustainable Company

This year was also framed by landmark recognitions, like being ranked #1 on Corporate Knights' 2023 100 Most Sustainable Corporations in the World. This achievement illustrates the growing importance of both the circular economy and low-carbon metals in creating a more sustainable future. It showcases our commitment to our Sustainability framework of People, Planet, and Profit as we deliver recycled metal products that support global decarbonization efforts. *TIME* also included us on their TIME100 Most Influential Companies of 2023 list—a recognition that reinforces the increasingly critical nature of our work.

Addressing the Issues That Matter

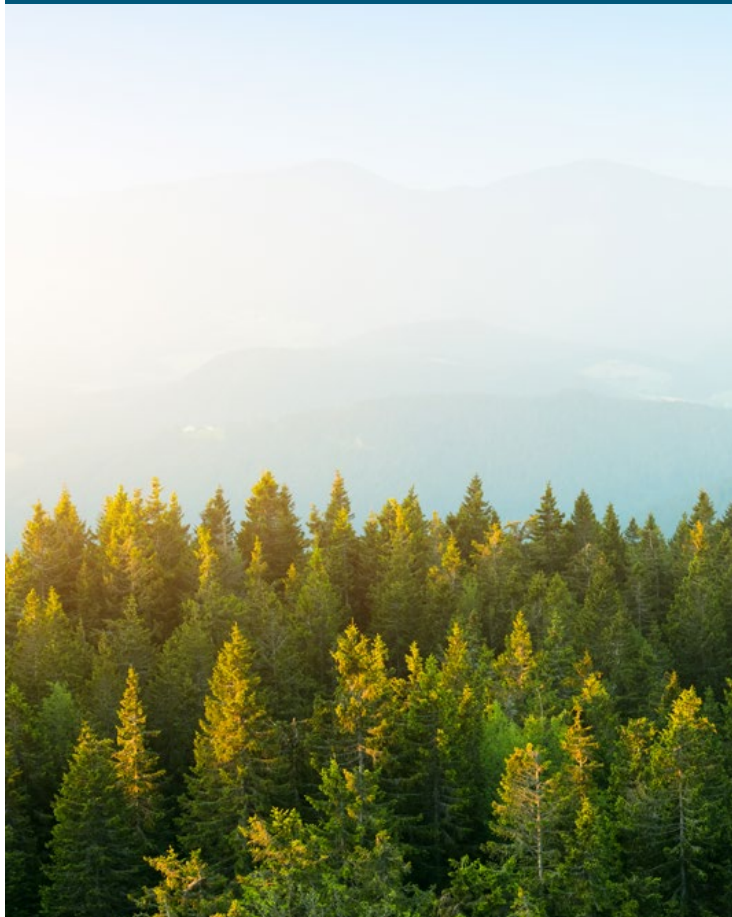
What we do and why it matters are defined by our vision of a sustainable tomorrow. Despite the economic headwinds and geopolitical instability faced in fiscal 2023, we furthered our multi-year Sustainability targets. I am pleased to highlight our Company achievements that reflect progress toward our goals to advance our environmental performance, promote employee engagement, and deliver the products and services needed to decarbonize key industries.



27%

Reduction in absolute Scope 1 and 2 greenhouse gas emissions from recycling operations in 2023, surpassing our goal of 25%.¹

¹Versus our 2019 baseline.



We made great strides to support the health and well-being of our employees. Nearly 90% of our facilities were free of any lost time injuries, and our instance of serious injuries and fatalities was zero. For the third consecutive year our Company was certified as a Great Place to Work[®], and we were named by the Ethisphere Institute as one of the 2023 World's Most Ethical Companies[®] for the ninth consecutive year. This report offers insights into our employee safety, health, and wellness programs, our volunteer and community engagement activities, and the work of our Employee Resource Groups. It also details the training and development opportunities that are helping to advance the careers of our next generation of leaders and the educational partnerships that are attracting new recycling professionals to our Company through our Radius Academy program.

In 2023, we surpassed our goal to reduce absolute Scope 1 and 2 greenhouse gas emissions from recycling operations by 25% versus our 2019 baseline. Nearly two years ahead of schedule, this accomplishment reflects the success of our emissions reduction strategy and our ability to capture, control, and eliminate emissions at our major metal shredding operations. It illustrates a dedication to environmental leadership in the metals recycling industry and a commitment to responsible operation within our communities. In light of our progress, we have updated our GHG emissions reduction goal and set a new reduction target of 35% versus our 2019 baseline by the end of fiscal year 2028. In addition, we maintained 100% net carbon-free electricity across our operations for the third consecutive year and made steady progress toward expanding ISO certification to all Company locations.

At the same time, we developed solutions for our customers and suppliers to reduce the environmental impact of their operations and reinforced our role as a responsible neighbor and steward in the communities in which we operate. We launched

our integrated third party recycling services activities under our 3PR[™] brand and acquired ScrapSource, a metals recycling management services and solutions company based in Dallas, Texas. This acquisition nearly doubled the volumes generated through our 3PR[™] portfolio, including through partnerships with multi-national industrial manufacturers, fabrication facilities, and service centers across North America.

Our sustainable business model is poised for further growth and well-positioned to benefit from the global focus on decarbonization, the increased metal intensity of low-carbon technologies, and the continued expansion in U.S. and global electric arc furnace steelmaking capacity, which uses recycled metals as the primary raw material.

Progress toward our Sustainability goals reflects the agility of our workforce, the strength of our culture, and the resiliency of our platform. These achievements and accolades would not have been possible without all our employees living our Core Values of Safety, Sustainability, and Integrity and operating with the nimbleness, resilience, and collaboration that have underpinned our success.

As outlined in this year's report, our team demonstrated once again why Radius continues to be a leader in the recycling industry. On behalf of our Board of Directors, shareholders, and employees, I invite you to read our Fiscal 2023 Sustainability Report, *Where change begins*, which shares more about our Sustainability performance and goals and our efforts to position our Company for continued success in the years ahead.



Tamara L. Lundgren / Chairman & CEO

Our 2023 Awards, Certifications, & Recognition



Our 2023 Sustainability Highlights



4.7M
tons of ferrous and nonferrous metals recycled

5.4M
mtCO2e avoided due to recycling activity²

521,000
short tons of finished steel products made from recycled ferrous metals sold

7%
increase in nonferrous metals sales volumes year-over-year



100%
net carbon-free electricity across our operations

SURPASSED
our emissions reduction goal of 25% by fiscal 2025¹



Named
A GREAT PLACE TO WORK[®]
for the third consecutive year



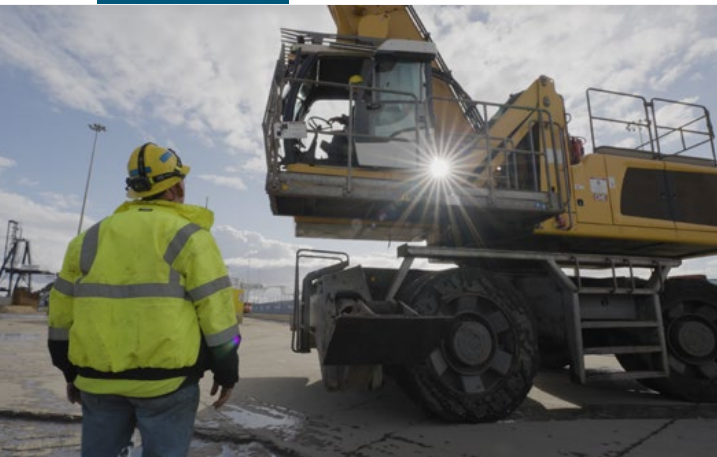
39,000
hours of employee training

ZERO
serious injuries or fatalities

Nearly
90%
of facilities free of lost time injury

¹ Versus 2019 baseline.

² CO2e savings are sourced from the BIR-commissioned study conducted by Imperial College London "[Report on the Environmental Benefits of Recycling — 2016 edition, pg. 26.](#)"



About this Report

Radius's tenth Sustainability Report covers the 2023 fiscal year, which concluded on August 31, 2023. This report details our progress on environmental, social, and governance (ESG) metrics and key performance indicators across the Company's operations and products and services offerings.

Scope

This report has been prepared with reference to the Global Reporting Initiative (GRI) and in accordance with the Sustainability Accounting Standards Board (SASB) Standard. We provide an ESG Database and GRI and SASB Indices at the back of the report to help stakeholders find information relevant to their needs.

To learn more about Sustainability at Radius, visit radiusrecycling.com. For questions regarding Radius's Sustainability initiatives or any of the content that we include in this report, please contact ir@rdus.com.

Company Contact Information

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Portland, Oregon 97201
radiusrecycling.com

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A blue truck is shown from a low-angle perspective, looking up at the side panel. The side panel features a large orange stylized 'R' logo on the left and the word 'radius' in a white, lowercase, sans-serif font in the center. The truck is set against a dark blue background, possibly a sky or a wall. The lighting is dramatic, with a bright highlight on the right side of the truck's body.

radius

**About Our
Company**

Our Vision & Purpose

At Radius, we are committed to a future with less waste. We turn the old into new, enable the obsolete to become reusable, supply essential materials to critical industries and, in the process, foster more resilient communities.

Together, we are recycling today for a sustainable tomorrow.

Our Core Values

Our Core Values of Safety, Sustainability, and Integrity guide our actions at Radius. These values offer a lens through which we make decisions, define our workplace culture, and illustrate what matters most to our stakeholders.



Safety

We prioritize the safety and well-being of our people above all else. Through a dedication to a sustainable Safety culture, we strive for an injury-free workplace.



Sustainability

We work every day to ensure a sustainable future for generations to come.



Integrity

We hold ourselves to the highest standards of ethical behavior.

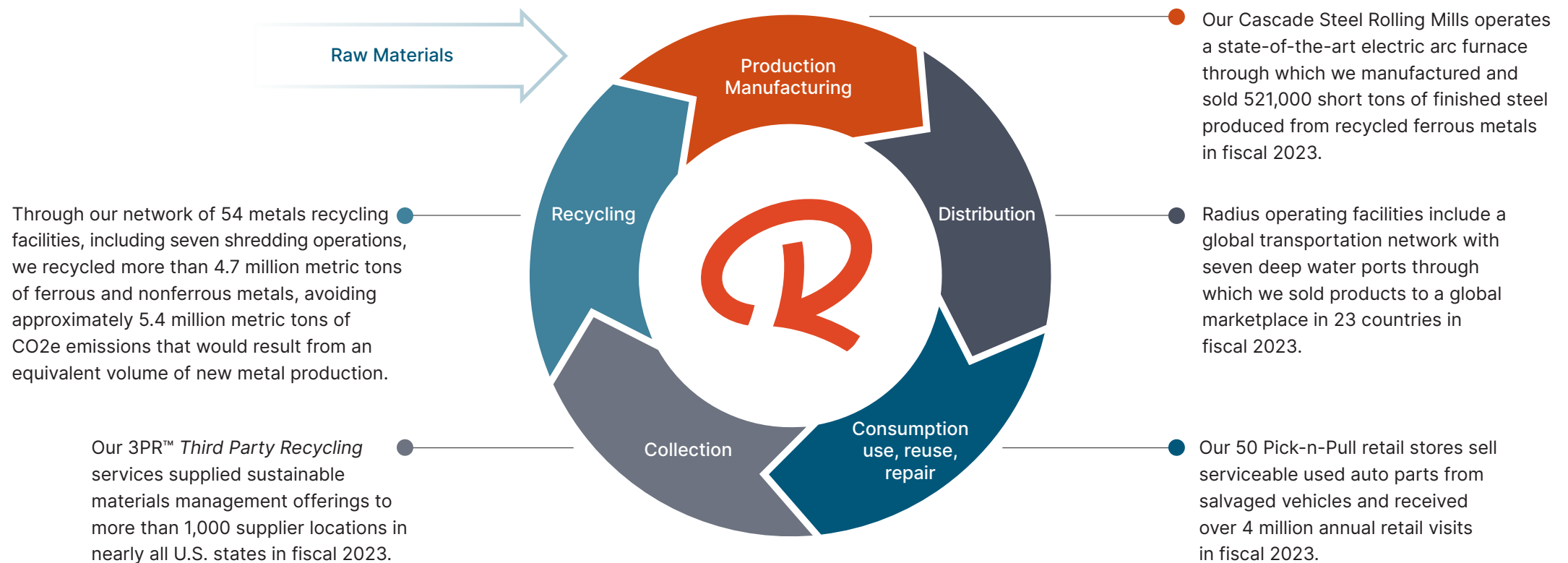
“While our name has changed, our Core Values of Safety, Sustainability, and Integrity will continue to serve as the foundation of our culture and guide us for the next hundred years.”

- Tamara Lundgren, CEO

Measuring Our Impact

Advancing the Circular Economy Through Our Vertically Integrated Operating Model

As one of North America's largest metal recyclers, we advance the circular economy through recovery, reuse, and recycling of the essential metals required to support global decarbonization efforts by companies, industries, and governments around the world.



Our 2023 Impact

4.4M
long tons of ferrous
metals recycled

739M
pounds of nonferrous
metals recycled

660K
end-of-life vehicles
processed, recovered,
and recycled

521K
short tons of finished steel
products sold

Enabling Decarbonization of Key Industries

Metals have long been essential to manufacturing everyday products like batteries, electronics, and automobiles, as well as the construction and modernization of critical infrastructure like bridges, highways, and buildings.

It is widely accepted that the demand for metals will increase in the decades to come as many low-carbon technologies—wind, solar, and electric vehicles (EVs)—are more metal-intensive than the technologies they are replacing. These technologies require increased use of materials like copper, which has the highest electrical conductivity of all non-precious metals, and aluminum, which provides a lightweight and durable alternative to materials used historically in products like car bodies and airplanes.

Decarbonizing industries like transportation, energy, and manufacturing by advancing low-carbon technologies will require efficient and reliable access to recycled metals from an evolving feedstock of end-of-life products.

MARKETS WE SERVE



Emissions Impact of Using Recycled Metals

Metal extraction through traditional mining practices is inherently carbon intensive, with the sector accounting for approximately 10% of global greenhouse gas (GHG) emissions.¹ Using recycled metals significantly reduces the emissions associated with the manufacturing process and plays a critical role in decarbonizing any product or process that requires metal—from refrigerators and cell phones to housing developments and energy systems.

Using 1 ton of recycled metals versus 1 ton of corresponding virgin metals in the manufacturing process results in up to:²



58% less
CO2e emissions



65% less
CO2e emissions



92% less
CO2e emissions

“Success isn’t just about what we achieve today, but how we consistently deliver value tomorrow. At Radius, we are on a relentless pursuit of efficiency, innovation, and customer satisfaction to empower the global transition to a low-carbon economy.”

- Brian Souza, Chief of Operations

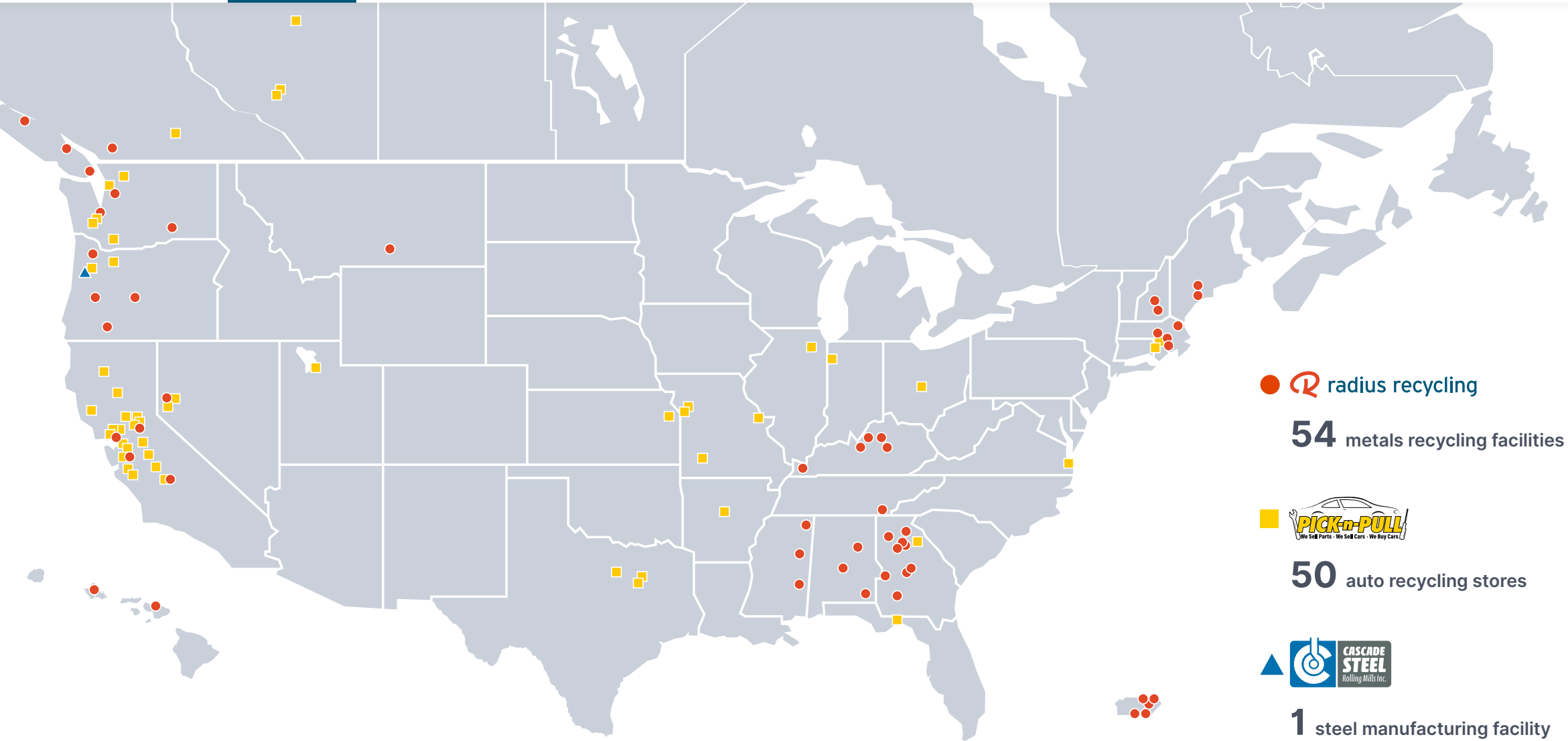
¹ <https://www.mining.com/web/the-carbon-emissions-of-producing-energy-transition-metals-charted/>

² CO2e savings are sourced from the BIR-commissioned study conducted by Imperial College London “[Report on the Environmental Benefits of Recycling](#) — 2016 edition, pg. 26”.

4.7M

Metric tons of ferrous and nonferrous metals recycled in fiscal 2023, avoiding approximately 5.4 million metric tons of CO2e emissions.





Our North American Footprint

As one of North America’s largest manufacturers and exporters of recycled metals, our operating facilities are located in 25 states, Puerto Rico, and Western Canada, including seven deep water export facilities.

Regional recycling markets are supported by our 54 recycling facilities, including shredding operations that process and recycle end-of-life vehicles, appliances, and industrial materials, and 50 Pick-n-Pull stores that sell serviceable used auto parts from salvaged vehicles and receive over 4 million annual retail visits. Our 3PR™ *Third Party Recycling* portfolio provides sustainability and materials management services to national manufacturing and retail customers in nearly every state in the U.S., and our steel manufacturing operation in McMinnville, Oregon, produces finished steel products including rebar, wire rod, and other specialty products primarily sold in the Western United States and Canada.

Our Products & Services

Auto Recovery & Dismantling

Our Pick-n-Pull business is an industry-leading chain of auto dismantling and self-service retail stores that sell original equipment manufacturer (OEM) auto parts to retail and wholesale customers.

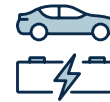
For over 30 years, Pick-n-Pull has offered affordable, quality parts for cars, vans, and light trucks throughout our national network of 50 stores.

4M
annual retail visits

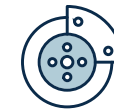
4M
reusable auto parts sold



In fiscal 2023, our Pick-n-Pull teams processed, recovered, and/or recycled materials across a growing supply chain.



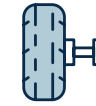
286K
end-of-life vehicles



1.13M
metric tons of material from end-of-life vehicles



12K
mercury switches



7.7M
pounds of tires



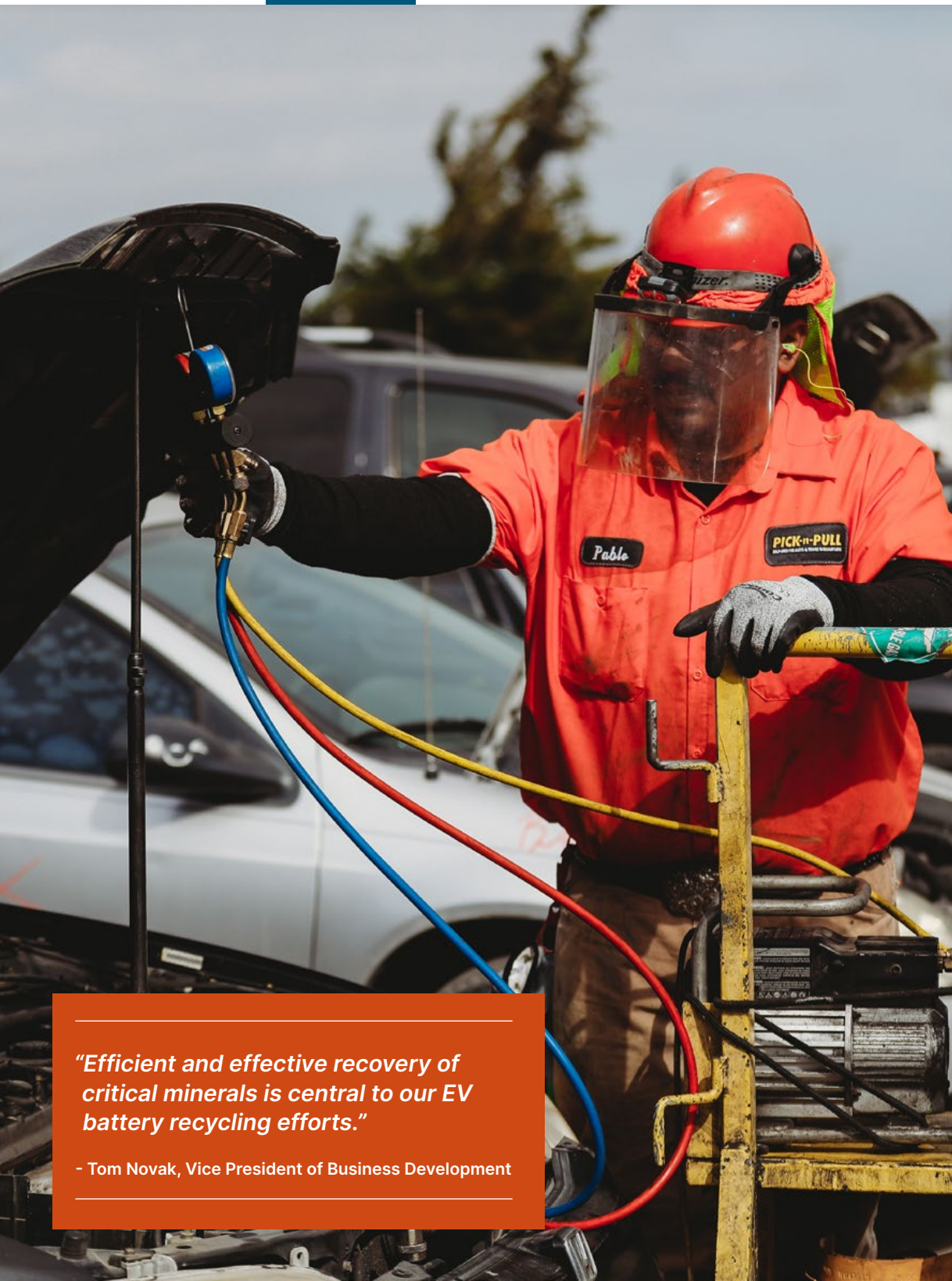
16M
batteries



840K
gallons engine oils and hydraulic fluids



950K
gallons gasoline diesel fuels



“Efficient and effective recovery of critical minerals is central to our EV battery recycling efforts.”

- Tom Novak, Vice President of Business Development

Supplying Critical Materials to the Battery Supply Chain

Through our Pick-n-Pull and metals recycling businesses, we recycle hundreds of thousands of cars annually, including gas-powered, hybrid, and fully electric vehicles (EVs).

As the market share of battery-powered vehicles continues to grow, especially in early adoption regions near our operations in California, the Pacific Northwest, Canada, and the Northeast, we expect to process more EVs of all kinds at our facilities. Unlike traditional internal combustion engine vehicles that utilize lead acid batteries to power the motor starter, fully electric vehicles are powered by battery cells containing critical minerals such as lithium, cobalt, and nickel. By removing, aggregating, and distributing EV batteries, we are positioning ourselves to supply critical materials to the emerging battery supply chain.

We anticipate that implementation of the Inflation Reduction Act, which provides tax incentives for cars that use domestically sourced batteries or battery materials that include recycled content, to support our efforts to scale this service. Our partnerships with OEMs, battery refurbishing companies, and battery recyclers reinforce our role as a trusted partner in the transition to electrification.

Advancing EV Dismantling Safety Practices

Safely and efficiently handling and transporting batteries from end-of-life EVs is essential to meeting the needs of the growing battery recycling supply chain. Currently, the volume, location, and often unknown condition of these batteries within an EV present unique challenges to the recycling and dismantling process.

To appropriately manage the changing vehicle feedstock at our recycling locations, our teams must plan for and mitigate risks associated with extracting and transporting batteries from EVs. In partnership with industry organizations, technical colleges, and OEMs, we have developed a set of best management practices relying on specialized personal protective equipment such as high voltage meters, insulated hand tools and gloves, as well as equipment to properly remove EV batteries.

Recovered EV batteries from our recycling facilities are transported to our aggregation, storage, dismantling, and test center in Rancho Cordova, California. Batteries and battery materials are eventually distributed to customers throughout the United States to be repurposed, reused, or recycled.

Delivering High-Quality Metals for a Low-Carbon Future

In fiscal 2023, Radius facilities acquired, processed, and recycled 4.4 million metric tons of ferrous and 739 million pounds of nonferrous metals. These metals enter our facilities as end-of-life vehicles, appliances, manufacturing materials, and industrial and commercial by-products. Once at our recycling operations, these metals are processed and sold to customers around the world.

Our **ferrous** metals are sold to international and domestic steel mills, including the Company's steel manufacturing operation, Cascade Steel Rolling Mills in McMinnville, Oregon.

Many of our **nonferrous** metals such as aluminum and copper undergo additional processing through advanced metals recovery technology systems at our major recycling operations. Through the use of magnetic, density separation, x-ray fluorescence, and sizing technologies, we extract more nonferrous metals from our shredding activities, reduce materials disposed at landfills, create product optionality for more efficient sales and operations, and produce furnace-ready materials that can be marketed

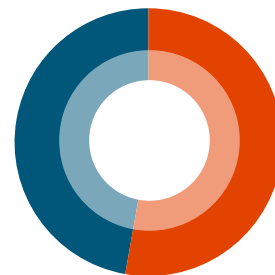
globally. These advanced processing and recycling capabilities enable us to diversify our product offerings and enhance our ability to competitively meet the needs of our domestic and international customers.

Together, our ferrous and nonferrous finished products support the production of bridges, buildings, cars, public transit and passenger rail systems, as well as low-carbon technologies, such as wind turbines, hydropower dams, battery storage systems, electricity lines, EV charging stations, broadband, reliable high-speed internet technology, and data centers.

Our metals recycling operations in Oregon serve as the primary source of feedstock to the Company's Cascade Steel Rolling Mills.



FY2023 Nonferrous Product Mix



● **52%**

Nonferrous other:

Aluminum—27%
Copper—14%
Stainless steel—6%
Other base metals—5%

● **48%**

Nonferrous from shredder production:

Zorba—27%
Twitch—14%
Zurik—2%
Others—5%

7%
Increase from previous year in sales volumes of nonferrous material recovered from our shredding operations, supported by our advanced metals recovery technology systems.



Technology to Make Premium Quality Steel

In fiscal 2023, we deployed technology at our Everett, Massachusetts, facility which delivers a premium shredded steel product that contains less nonferrous metals, like copper, and has a higher metal content. Decreasing the presence of nonferrous and non-metallic materials in our shredded steel allows steel mills to improve their melting processes and enhance their product lines. This technology enables us to extract more copper from our ferrous material. Using this feedstock can also result in lower GHG emissions during the steel manufacturing process as it lowers the use of carbon-intensive pig iron.

“By deploying similar technology systems across our operations, we will help our customers with solutions that advance decarbonization.”

- Pedro Orbezo, Vice President of Metals Technology

Low-Carbon Steel for High-Quality Infrastructure

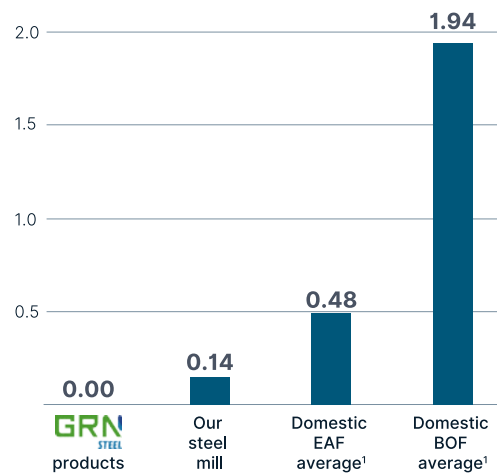
At our state-of-the-art electric arc furnace (EAF) steel mill, we transform recycled ferrous metal into steel products, including rebar, coiled rebar, wire rod, merchant bar, and other specialty items.

Our steel manufacturing operation sources much of its feedstock from our own recycling facilities. We power our steel mill using primarily carbon-free hydroelectricity, which greatly reduces the environmental impact of our operation and the overall carbon content of our finished steel products.

12%
Increase from previous year in sales of finished steel products manufactured from recycled ferrous metals.

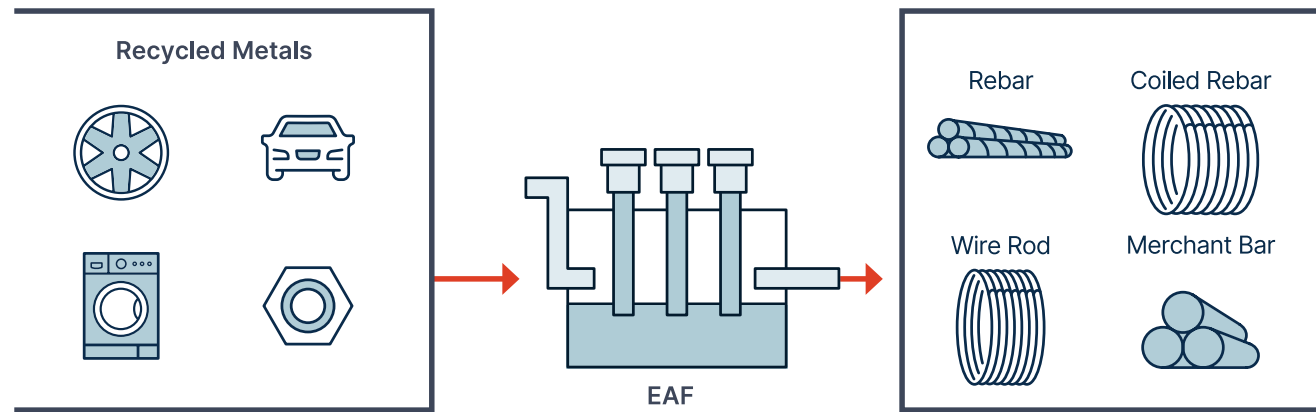
CO₂e Emissions Intensity of the Steelmaking Process

(Scope 1 and 2 mtCO₂e per mt of finished steel)



¹SMA 2022 Emissions Analysis

EAF Steel Production



78%
Steel produced in a domestic EAF is 78% lower in Scope 1 and 2 emissions than steel produced in a U.S. blast oxygen furnace.¹



Supporting Buy Clean Initiatives



The U.S. federal and many state governments have adopted programs that encourage consideration of carbon footprints of construction materials when awarding public infrastructure contracts, rather than solely relying on cost. Under the Federal Buy Clean Initiative, adopted in 2021, and the Buy Clean California Act, adopted in 2017, product-specific Environmental Product Declarations (EPDs)¹ are utilized to account for the lifecycle analysis of multiple environmental impacts, including GHG emissions at all stages of production. EPDs focus on environmental sustainability attributes and are similar to nutrition labels on food products.

The reinforcing bar (rebar) produced by our Cascade Steel Rolling Mills has an EPD that has been independently verified in accordance with ISO 14025, 14044, and the relevant Product Category Rules. This high-quality construction material has been utilized in public infrastructure projects across the Western United States.

¹ Ca.gov

A Net-Zero Carbon Emissions Steel Solution **GRN STEEL**

Our GRN Steel™ product line offers some of the lowest carbon emissions steel in the world, eliminating the limited Scope 1 and 2 emissions generated during our steel manufacturing process through a carbon offset and renewable energy credit purchase program.

As global carbon reduction commitments continue to expand to consider the full lifecycle of end products, GRN Steel™ delivers a net-zero carbon emissions solution and an important pathway to decarbonizing supply chains for building renewables and grid infrastructure.

Steel made using recycled metals uses:²



74%
less energy



40%
less water



90%
less virgin material

² When compared to steel produced from virgin material. bir.org

3PR™ *Third Party Recycling* for a Waste-Free Future

In today's marketplace, recycling is an integral part of any business's sustainability program.

Our 3PR™ *Third Party Recycling* services brand, introduced in 2023, meets the rapidly growing need faced by many companies, organizations, and other entities to increase recycling rates and value recovery, improve manufacturing and retail efficiency, reduce material going to landfill, and address industrial carbon footprints.

Our comprehensive services focus on evaluating supply chains of retail, manufacturing, and industrial customers to identify opportunities to recover and recycle more materials. We aim to return value to our customers through revenue generated from recycling transactions while reducing the overall environmental footprint of their operations. Through our diversified supply channels, we offer custom recycling and logistics solutions for businesses to manage post-industrial and post-consumer materials.

In November 2022, we acquired the operating assets of ScrapSource, a metals recycling management services and solutions company based in Dallas, Texas. ScrapSource's team of industry experts manage material from manufacturers, fabrication facilities, and service centers across North America. This acquisition nearly doubled the volumes generated through our 3PR™ portfolio, including through partnerships with multi-national industrial manufacturers in markets including Texas, the Midwest, and the Southeast.



1,000+

customer locations serviced across North America

FY2023 Materials Processed



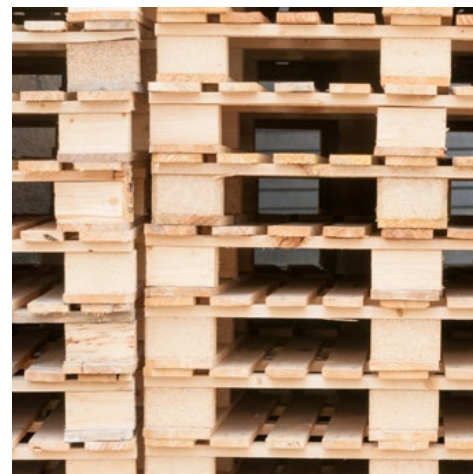
Ferrous & Nonferrous Metals



Expanded Polystyrene (EPS)



Mixed Plastics



Pallets



Cardboard



Helping The Home Depot Advance Circularity

Since 2014, Radius has partnered with The Home Depot to support their goals around circularity and commitment to recycling and reuse. Our 3PR™ teams manage recycling programs across The Home Depot's network for ferrous and nonferrous metals, cardboard, expanded polystyrene (EPS), and plastic film, helping to keep valuable materials out of landfills.

Through our expanded audit and reporting system, we obtain location-specific data to ensure efficient staging, storage, and transportation of all materials. Together with The Home Depot, we continuously evaluate the company's evolving supply chain to find new and innovative ways to responsibly manage materials and provide value recovery through our integrated operating model.

[Learn more about this partnership.](#)

2023 Partnership Highlights

5.5M
Pounds of EPS and 148,000 tons of ferrous and nonferrous metals, and other fiber and non-fiber commodities processed for The Home Depot in 2023.

Sustainability at Radius

Sustainability is at the core of what we do and how we operate, just as it has been since our founding 118 years ago.

Sustainability has become an integral part of our growth strategy, serving as a guidepost for delivering environmental, social, and economic value to our stakeholders. Our continued focus on Sustainability extends from our Company's Board of Directors and senior management to our front-line employees at our operating facilities and retail stores.

Our Sustainability Principles are based on our People, Planet, and Profit framework and underpin our actions and strategic priorities.



Continuous Improvement

We regularly explore and pursue practices that promote sustainable operations.



Technology & Innovation

We deploy technologies and innovation to protect the environment and enhance our products and services.



Work with Purpose

We seek to positively impact our communities and foster a diverse and inclusive workplace culture.



Eliminate Waste

We create sustainable value through responsible operating practices and operational efficiencies that minimize waste.



Engaging Our Stakeholders

We are proud to engage and collaborate with a broad range of individuals, businesses, and community organizations to keep our Company running strong.

EMPLOYEES

We strive to create a workplace culture where employees feel safe, included, valued, and prepared with the tools and resources they need to succeed.



CUSTOMERS & SUPPLIERS

We pride ourselves on the quality of our products and our customer service. From recyclers and retailers who supply materials to our metals recycling facilities to mechanics, car enthusiasts, and individuals and businesses seeking low-cost replacement auto parts at our Pick-n-Pull stores, our customers are often our suppliers. Through loyalty and reward programs, satisfaction surveys, and local community partnerships, we seek to meet the evolving needs of these important stakeholders.

Our steel manufacturing operation serves customers in the U.S. and Canada, including steel service centers, steel fabricators, and the construction industry. Our comprehensive 3PR™ *Third Party Recycling* services support retail, manufacturing, and industrial customers to identify opportunities to recover and recycle more materials in their supply chains.

COMMUNITIES

Radius employees are active members of the communities in which we operate. Our charitable giving, community partnerships, and volunteer efforts center around a core set of priorities that provide resources to individuals and community groups.



Materiality Defines Issues that Matter Most to Our Stakeholders

Material topics and priorities for our Sustainability strategy inform the way we set goals and report on our achievements. We undertake a materiality assessment every three years. Our materiality assessment that we conducted in 2021 identified Radius's top issues and priorities as:

- Environmental Management
- Employee Safety
- Talent Recruitment & Retention
- Employee Training & Development
- Local Community Relations
- Carbon Neutrality
- Employee Satisfaction
- Climate Change Management
- Ethics
- Diversity, Equity, & Inclusion

SHAREHOLDERS & INVESTORS

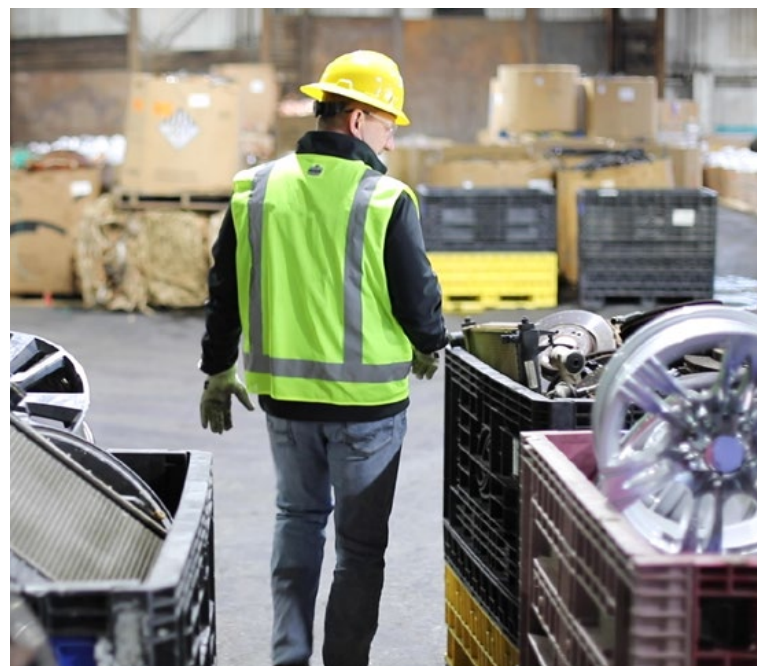
During our investor relations activities in fiscal 2023, our senior management participated in 10 investor conferences and roadshows and hosted over 108 investor meetings. As part of our annual shareholder outreach program led by our Chairman and CEO together with our Lead Independent Director and the Chair of our Compensation Committee, we also reached out to shareholders holding approximately two-thirds of our outstanding shares, and in response to our outreach, we held calls with investors representing approximately one-third of our outstanding shares.

RECYCLING INDUSTRY

One of our major industry associations, the Institute of Scrap Recycling Industries (ISRI), promotes safe, economically sustainable, and environmentally responsible recycling through networking, advocacy, and education. Radius teams engage directly with the ISRI community through leadership positions across the association's various focus areas. Our engagement in trade associations, national and local chambers of commerce, and industry groups provides opportunities to learn and share best practices with our peers and advance sustainability within the metals recycling and steel manufacturing sector.

GOVERNMENT

We operate in 25 states, territories, and provinces and in over 100 local jurisdictions, including in Puerto Rico and Canada. Through engagement with legislative and regulatory bodies that represent these communities, we take an active role in the development of meaningful policy solutions that protect the environment while promoting sustainable business practices.



Leading Industry to a Low-Carbon Solution

In November 2022, our Cascade Steel Rolling Mills joined the Global Steel Climate Council (GSCC), a coalition of international steel manufacturers focused on adopting a global emission standard to incentivize steelmakers to use the cleanest steel production process available in the U.S. and European Union.

In August 2023, the GSCC published a global steel standard focused on reducing GHG emissions from the global steel industry. Through this science-based standard that aligns with the goals of the Paris Climate Agreement, the group hopes to offer a single protocol that would apply to all global steel producers, regardless of processing technology or production method, allowing more transparency to both customers and the public into the carbon emissions associated with steel products.

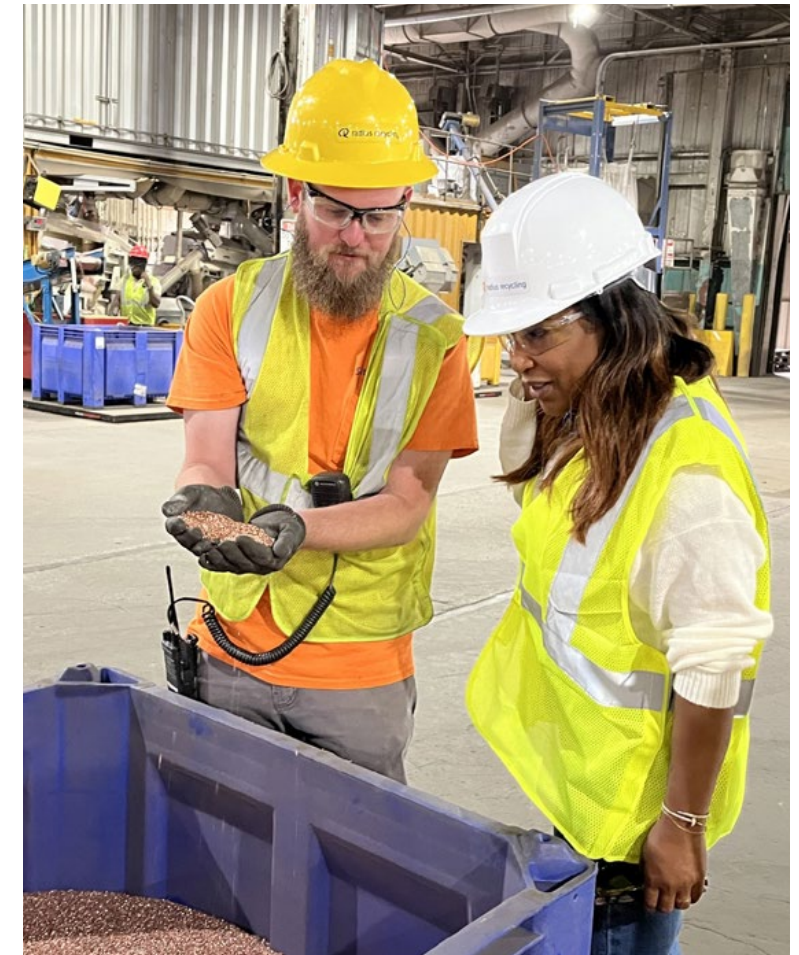
“As a leader in producing low-carbon steel through our existing operations and product offerings, we are encouraged by the progress within the steel industry to advance GHG reductions and investments in technologies to support decarbonization.”

- Matt Ruckwardt, Chief of Business Performance, Planning & Investment

Educating Our Stakeholders

Radius teams offer regular tours of our facilities to a broad range of stakeholders.

By opening our doors to federal, regional, and local government representatives, community leaders, schools, and many others interested in the metals recycling industry, we provide firsthand experiences that illustrate the critical role metals recycling plays in decarbonizing our economy and building resilient supply chains. These visits offer essential touchpoints that reinforce the value we bring to the communities in which we operate.



39

Tours hosted with elected officials at our operations in 2023.

Advancing Our Sustainability Goals

Our Sustainability goals are embedded in our business strategy and focused on our three pillars of People, Planet, and Profit.

Our goals align directly with the issues that matter most to our stakeholders and represent opportunities to address areas of greatest impact, including through promoting employee engagement, advancing environmental performance, and implementing innovative solutions to deliver the products and services needed to decarbonize the global economy. Each year we review our progress against our goals and adjust our metrics as we achieve milestones, and we adopt new programs and technologies as we continue to raise the bar.

Fiscal 2023 Progress

PROMOTING EMPLOYEE ENGAGEMENT

Our commitment to the safety and well-being of our employees is reflected in short- and long-term efforts to engage employees every day. Although our total case incident rate (TCIR) increased in fiscal 2023, we are proud to report that nearly 90% of our facilities were free of any lost time injuries, and our instance of serious injuries and fatalities was zero. We continue to chart progress toward our goal to achieve a TCIR of <1.00 by 2025 by identifying hazards and promoting risk mitigation through frequent process improvements, which guide our tactical commitments to achieve and maintain industry-leading safety performance.

Our Sustainability Goals¹

UPDATED GOAL

35%

Reduce Scope 1 and 2 GHG emissions from recycling operations by 35%

End of FY2028



100%

Maintain 100% net carbon-free electricity use every year

Maintain annually



100%

Incorporate all Company facilities within our ISO 14001 certified Environmental Management System (EMS)

50% by end of FY2024;

100% by end of FY2026



1.00

Achieve a 1.00 TCIR

End of FY2025



10,000

Donate at least 10,000 hours of paid volunteer time off

End of FY2025



25%

Achieve a 25% employee participation rate in our physical and mental wellness programs

End of FY2025



70%

Achieve a 70% employee participation rate in our retirement benefits program

End of FY2028

¹ All goals are measured against our baseline fiscal 2019 performance.

Our wellness goals support the mental, physical, and financial health of our workforce. In 2023, we reached 15% employee participation in our wellness programs, which aim to promote healthy lifestyle choices and 66% participation in our retirement benefits program, through which employees contribute retirement funds through our 401(k)-matching program. Our employees also supported the communities in which we work and live by providing more than 1,600 hours of volunteer time in 2023 through engagement with charities and local nonprofit organizations. We have now achieved more than 40% of our multi-year goal of 10,000 volunteer hours by fiscal 2025.

ADVANCING ENVIRONMENTAL PERFORMANCE

In 2023, we surpassed our goal to reduce absolute Scope 1 and 2 GHG emissions from recycling operations by 25% versus our 2019 baseline by achieving a 27% reduction. Nearly two years ahead of schedule, this accomplishment reflects the success of our emissions reduction strategy and our ability to capture, control, and eliminate emissions at our major metal shredding operations. It illustrates a dedication to environmental leadership in the metals recycling industry and a commitment to responsible operation within our communities. In light of our progress, we have updated our GHG emissions reduction goal versus our 2019 baseline to reflect our continued reduction efforts.

Also in 2023, we maintained our goal of 100% net carbon-free electricity at our operations by utilizing carbon-free hydropower at our Cascade Steel Rolling Mills, participating in community-focused green power purchase programs, prioritizing on-site energy efficiency upgrades, and expanding implementation of carbon-free energy options. We certified 24 additional facilities within our ISO-certified EMS, now covering 28% of our facilities as we work to incorporate all Company locations by 2026.

35%

This year, we are proud to introduce an updated target of 35% reduction of Scope 1 and 2 GHG emissions from recycling operations by fiscal year 2028.¹

ENABLING SUSTAINABLE INNOVATION

Every year, we strive to maximize our financial returns, supported by various sustainability initiatives. Since fiscal 2019, we have invested approximately \$130 million in advanced metal recovery technologies, the operation of which is intended to extract marketable products from the material we process. These investments enable us to increase recycling and reduce waste, improve the efficiency of our processes to meet global metal content and quality requirements, and create product optionality and additional furnace-ready materials that can be marketed globally.

We are committed to our strategic initiatives, which focus on deploying advanced recovery technology systems, increasing sales volumes, expanding our products and 3PR™ services, and continuing our productivity improvement programs.



SUSTAINABLE DEVELOPMENT GOALS

[Learn more](#) about our plans to advance our Sustainability goals in tandem with the United Nations Sustainable Development Goals (UN SDGs) based on the issues of greatest significance to our future commitments, investments, and initiatives.

¹ Versus our fiscal 2019 baseline.

Governance



Governance

Radius conducts business with the highest level of ethical standards and integrity. Our corporate governance practices underpin our sustainable operations.

The Company policies and practices which govern our entire organization, from our Board of Directors to our frontline employees, are designed to ensure the business is well-managed and serves all its stakeholders. These practices are continually evolving and informed by our collaboration with stakeholders and the financial community, benchmarking of peer company practices, and broader market evaluations.

We are committed to the principles embodied in our [Code of Conduct](#) and [Corporate Governance Guidelines](#).

BOARD OVERSIGHT

Sustainability is integrated into our corporate governance and organizational structure, and we measure progress across a range of metrics to ensure continuous improvement. As stewards of long-term enterprise value, the Board of Directors views Sustainability, including ESG aspects, as core elements of the Company's strategy and operations. The Board of Directors is committed to overseeing the sustainability of the Company, its safety and operational compliance practices, and the promotion of diversity, equity, and inclusion.

The Board of Directors and its committees provide oversight of the Company, including the evolving nature of our enterprise risk management program (ERM), the development and implementation of our strategic plan, our corporate governance, and our executive compensation practices. Our focus on Sustainability topics that are important to our stakeholders and the interconnection of these areas with our business operations is essential in delivering our recycled products and services.

Our Board members are experienced, qualified, and committed to our Company's mission and purpose. In 2022, we welcomed a new Board Director, Dr. Leslie Shoemaker, Chief Sustainability and Leadership Development Officer of Tetra Tech, a leading global provider of consulting and engineering services in the areas of water, environment, infrastructure, resource management, energy, and international development. Detailed biographies of our Board members can be found in Radius's [proxy statement](#) and on [our website](#).

Radius Board of Directors

- **100% Independence**
among the nonmanagement directors serving on the Board
- **50% Board Diversity**
among the nonmanagement independent directors, representing female and/or racial and ethnic diversity
- **Gender and/or Ethnic Diversity**
represented on the audit, corporate governance, and compensation and human resources committees
- **Board-Approved Guidelines**
set the tone at the top for the promotion of diversity, equity, and inclusion
- **Regular Director Refreshment,**
blending experience and diversity
- **Established**
Board evaluation process

MANAGING SUSTAINABILITY AT RADIUS

Radius Board of Directors	<p>Rather than delegating oversight to one or more of its committees, the Board of Directors has direct oversight responsibility for our Sustainability strategy and is focused on the Company's progress toward achieving our Sustainability goals. Our Directors monitor metrics that demonstrate operational performance based on our Sustainability goals and are regularly briefed on progress with respect to our Sustainability goals.</p>
Chief Executive Officer	<p>Authority for day-to-day management of Sustainability is delegated to our executive management team led by our CEO.</p>
Chief Sustainability Officer	<p>Radius's Chief Sustainability Officer (CSO) reports directly to our CEO and provides regular updates to our Board of Directors, all of whom offer guidance on Sustainability strategy and execution. The CSO analyzes, builds consensus for, and manages sustainability-related initiatives, projects, and goals which are supported by executive-level leadership throughout the organization.</p>
Executive Leadership Team	<p>These leaders, in partnership with the CSO, collaborate on the development and deployment of sustainable initiatives that engage employees across business lines, geographic regions, and job functions to apply environmental, governance, and social considerations to operational decisions, delivery of our products and services, our workplace culture, and stakeholder engagement opportunities in the communities in which we operate.</p>
Executive Steering Committee	<p>In fiscal 2023, Radius launched an Executive Steering Committee for Sustainability (ESC) to support the Company's ongoing commitment to the environment, corporate social responsibility, and corporate governance. The ESC is a cross-functional leadership team, including individuals responsible for the following business areas: Compliance; Diversity, Equity, and Inclusion; Ethics; Finance; Investor Relations; Legal; Operations; Public Affairs and Communications; and Strategy. The ESC assists the Board of Directors and senior executive leaders to further incorporate Sustainability into our strategy and operations. The ESC meets regularly and provides guidance on the Company's Sustainability strategy, develops and monitors initiatives and policies based on that strategy, and ensures effective communications with employees, investors, and stakeholders.</p>

"Through a united vision, we create a powerful force that drives a culture of sustainability. Together, we are ensuring a greener, brighter future for all, anchored in our dedication to sustainable practices."

- Judodine Nichols, Chief Sustainability Officer



MANAGING RISK

The Board of Directors takes a comprehensive approach to overseeing Sustainability, climate, and other risks and opportunities impacting our business. Our ERM program is managed day-to-day by our Vice President of Capital Projects & ERM who works with teams from across the organization to identify, monitor, assess, and quantify risks. ERM updates are provided to the Board of Directors at least quarterly and more frequently as circumstances require.

We use both bottom-up and top-down assessments to understand risks as they are perceived across the organization. During a bottom-up assessment, our ERM team collaborates across business units and corporate functions to understand their operations and current risk environments, including by identifying critical business exposures and key risks, and by developing mitigation plans. Our top-down assessments involve quarterly discussions with our senior leadership team regarding top risks and mitigation strategies.

Risks are identified, assessed, managed, and communicated on an ongoing basis. Existing and potential material risks are reviewed during periodic executive management and Board meetings, resulting in Board committee and full Board discussion and public disclosure, as appropriate.

The Board administers its risk oversight function either through the full Board or through its standing committees. The following are the key risk oversight responsibilities of our Board and its committees:

- **Full Board:** Enterprise-wide strategic risks related to our long-term strategies, including, but not limited to, capital expenditures, Sustainability, ESG, cybersecurity, material acquisitions, and leadership succession.
- **Audit Committee:** Financial risks, (including, but not limited to, risks associated with accounting, financial reporting, disclosure, and internal controls over financial reporting), our compliance programs, and legal risks.

- **Compensation and Human Resources Committee:** Compensation and human resources risks including, but not limited to, the design of the Company's compensation programs and arrangements and leadership development.
- **Nominating and Corporate Governance Committee:** Governance risks including, but not limited to, corporate governance practices and leadership succession.

“Effective risk management is foundational to our success and ensures we safeguard our assets and maintain the trust and confidence of our stakeholders.”

- Rachel Jackson, Vice President of Capital Projects & ERM



ETHICS & COMPLIANCE

Our Ethics and Compliance programs go beyond ensuring compliance with the law to establishing and maintaining the framework for how we treat one another and our stakeholders.

By integrating ethically sound behaviors, we build trust and set an expectation of personal and organizational responsibility. Maintaining a positive workplace and conducting business according to our Core Values of Safety, Sustainability, and Integrity require a common set of ethical rules, which we present in our [Code of Conduct](#). The Code applies to all employees and leaders, including the Board of Directors, and further communicates the ways our shared values are reflected in our ethical standards and expectations for how we operate. All employees are required to participate in an interactive, web-based annual training course on our Core Values and Code of Conduct.

We also maintain a [Supplier Code of Conduct](#) to communicate ethical guidelines and establish parameters governing our relationships with those in our supply chain. We require our suppliers to read, agree to, and comply with the Supplier Code while doing business with our Company. We may, among other things, eliminate suppliers from the Company's Preferred Supplier List or terminate the business relationship with any supplier who fails to comply with this Supplier Code. Together, our Codes of Conduct drive our culture of integrity, ethical decision-making, and accountability.

Radius's independent Ethics and Compliance functions are governed by their respective charters, through which our Chief Ethics Officer and Chief Compliance Officer follow direct reporting lines to both the CEO and the Board of Directors through its Audit Committee. The Ethics Program is led by the Chief Ethics Officer, who also serves as Vice President of Internal Audit. The Compliance Assurance

Program is led by Chief Compliance Officer, who also serves as General Counsel. The Deputy Chief Compliance Officer leads the Anticorruption Program and serves as Chief Privacy Officer and Assistant General Counsel.

ENTERPRISE COMPLIANCE COUNCIL

Radius's Enterprise Compliance Council (ECC) ensures the Chief Compliance Officer and Compliance Department are appropriately informed and consider the specific and unique circumstances of the Company's business and risks. The ECC advises and assists the Chief Compliance Officer in the implementation of the Compliance Assurance Program (CAP), which ensures adherence to laws and regulations governing the Company's operations and corporate activities. The ECC also serves as a resource for the Chief Compliance Officer, Deputy Chief Compliance Officer, and Audit Committee in managing the CAP.

ANTICORRUPTION

An essential part of operating ethically is ensuring we follow anticorruption and antibribery laws and regulations. In addition to our [Code of Conduct](#), we maintain a comprehensive [Anticorruption Policy](#) that requires meticulous recordkeeping and prohibits bribery, money laundering, facilitation payments, and engaging with terrorists or other sanctioned entities.

Our Anticorruption Policy is bolstered by an expansive set of internal controls, training, and third-party monitoring, all of which help employees understand the importance of compliance and our shared responsibilities to ensure accountability. Our International Anticorruption Council, chaired by the Deputy Chief Compliance Officer and consisting of senior leaders in operations, finance, legal, sales, procurement, IT, and internal audit, monitors the oversight and execution of Radius's Anticorruption Program.

Our Core Values & Code of Conduct

Through Radius's annual Core Values training, employees review the principles behind our Company's purpose. Every year, we develop and implement a new interactive course that highlights selected topics of particular relevance. The course also includes an overview of the Company's Code of Conduct, which outlines ethical behavior standards, best practices for reporting misconduct, rules against retaliation, the importance of mutual respect, and our zero-tolerance policies on discrimination and harassment. By reviewing our Core Values and Code of Conduct simultaneously, we actively reinforce our shared accountability.

"At Radius, our actions are grounded in a strong sense of purpose and a commitment to integrity, and our success is a natural extension of this connection."

- Eric Sork, Vice President & Chief Ethics Officer

100%
Of our employees and all members of our Company's Board of Directors completed Radius's Core Values course in 2023.

Building a Speak Up Culture

Radius employees are empowered to raise issues or concerns. If an employee becomes aware of a violation of our Code of Conduct, we encourage them to report it to their supervisor, the Chief Ethics Officer, the Chief Compliance Officer, or any other manager with whom they feel comfortable.

In addition, employees can report suspected violations through EthicsPoint, a confidential reporting system that can be accessed through EthicsPoint's secure website. This reporting system allows employees to come forward and anonymously submit issues or concerns, which are received by the Chief Ethics Officer. Investigations are carried out by our Security, Human Resources, or Internal Audit departments. Complaints can be filed in many languages. We take each report seriously and investigate it thoroughly.

Our outreach and communication initiative, "Speak Up, Listen Up, Follow Up" reinforces the principles outlined in our Code of Conduct.

SPEAK UP—Create an environment where employees feel comfortable raising concerns.

LISTEN UP—Prepare managers to receive and manage potential concerns from employees.

FOLLOW UP—Ensure employees receive appropriate communication and follow-up throughout an investigation.



In 2023, Radius was recognized by Ethisphere as one of the World's Most Ethical Companies® for the ninth consecutive year.¹



¹"World's Most Ethical Companies" and "Ethisphere" names and marks are registered trademarks of Ethisphere LLC.

HUMAN RIGHTS

As a business engaged in commercial transactions throughout the world and with Integrity as a Core Value, we take our responsibility seriously to respect human rights and uphold our commitment to operating responsibly and sustainably.

Radius's [Human Rights Policy](#) reinforces our commitment to uphold the internationally recognized human rights standards as set forth in the United Nations' Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

We believe it is our responsibility and, pursuant to our Supplier Code of Conduct, the responsibility of those we do business with, to comply with relevant legislation and minimum standards and to respect universal rights.

We oppose the use of child or forced labor and human trafficking and advocate for safe and healthy working conditions and a workplace free from violence, harassment, intimidation, and retaliation. We educate our managers and employees to identify, prevent, and report potential human rights abuses. We promote the right to a safe, clean, healthy, and sustainable environment through our business practices and support the long-term health, safety, and wellness of all employees.

Data Privacy & Security

Data is a valuable resource and must be handled responsibly. Ensuring data is securely collected, stored, managed, and shared throughout our organization is an essential part of safeguarding sensitive stakeholder information. Radius Legal, Compliance, and Information Technology teams collaborate to implement processes and procedures to maintain the trust of the millions of individuals we interact with each year.

CYBERSECURITY

Rapidly evolving cyber techniques and increased threats against critical infrastructure have raised the level of cybersecurity risk across many industries in recent years. Greater use of technology and digitalization in operations has delivered concrete benefits to our business, while also opening the industry to new vulnerabilities in corporate and operational systems. Cybersecurity is recognized as a top enterprise risk, and is overseen by our Chief Information Officer, as well as the Board of Directors.

Protection of the Company's informational assets is managed by a comprehensive, multi-layer strategy, modeled on the National Institute of Standards and Technology cybersecurity framework, and combines technology, services, policies, and user education to mitigate cyber risks. We have instituted Acceptable Use, Information Security, and Vendor Risk policies and procedures, which support our efforts to protect employees and contractors, while ensuring that we partner with responsible vendors who also invest in effective cybersecurity practices.

Our cybersecurity team administers awareness campaigns, tests, and training, including a robust phishing campaign that sends monthly simulations to employees. Phishing is a form of internet fraud that aims to steal personal information such as credit card numbers, Social Security numbers, user IDs, and passwords. Through continual awareness efforts, including cybersecurity onboarding and required annual training, office posters, and awareness emails, we aim to equip employees with the tools and education needed to recognize and report phishing attempts.

We are a partner in the Cyber Infrastructure & Security Agency (CISA) Joint Cyber Defense Collaborative, which enhances the collective cybersecurity posture of the United States.

We comply with relevant standards regarding data use, including the California Consumer Privacy Act, and provide an overview of data collection notices on [our website](#).



An aerial photograph of a forested shoreline. The forest is dense and shows a mix of green and yellow foliage, suggesting autumn. A dark, calm body of water is visible in the lower right, reflecting the sky. The shoreline is a mix of dark soil and light-colored gravel. The text "Protecting the Environment" is overlaid in white, bold, sans-serif font in the bottom right corner.

**Protecting
the Environment**

Environmental Stewardship

The recycling, recovery, and manufacturing processes that are part of our integrated operations require energy, water, and other resources to function, and involve processes that can affect the local environment.

Responsible management of GHG emissions, energy, and water use, is essential to alleviating risks, ensuring regulatory compliance, enhancing operational efficiency, and promoting long-term business success. The decisions and investments we make in our operations today allow us to manage our environmental impact and strengthen resiliency in the communities in which we operate.

These investments also support local, regional, and global climate commitments that require companies to better understand the environmental impacts of their supply chains and seek out sustainable materials to achieve their carbon reduction targets. Through focus on continuous improvement at our operations, we demonstrate our role as a responsible partner to our communities, customers, suppliers, and other stakeholders.





Energy & Emissions

EMISSIONS REDUCTION STRATEGY

Our recycling facilities rely on our national network of metal shredders to efficiently break down bulky metal items such as cars, trucks, refrigerators, and washing machines. In a matter of seconds, these powerful machines transform a vehicle into fist-sized pieces of metal, which are then separated into ferrous and nonferrous categories.

To achieve this transformation, our metal shredding operations use energy and generate direct and fugitive emissions that must be properly managed. Over the past decade, Radius has led research related to air emissions generated by shredding activities, and we have prioritized actions that seek to accurately quantify and responsibly manage our impacts on the environment.

Over the last seven years, we have completed extensive source testing and engineering, commissioned state-of-the-art emissions control and treatment systems, and invested \$86 million in capital projects to capture, treat, and eliminate the process emissions from our major metal shredding facilities.



Emissions Control Systems 2023 Progress



Everett, MA

Commissioned and operational since end of fiscal 2021.

Result:
Eliminated more than 17,000 mtCO₂e since installation.



Oakland, CA

Commissioned and operational since Q3 of fiscal 2022.

Result:
Eliminated more than 3,600 mtCO₂e since installation.



Portland, OR

In permitting and expected online in early 2024.

Expected Result:
Estimated to eliminate more than 1,500 mtCO₂e annually once installed.



Tacoma, WA

In permitting.

Expected Result:
Estimated to eliminate more than 3,000 mtCO₂e annually once installed.



Kapolei, HI

Enclosure and particulate matter emissions control system in design.

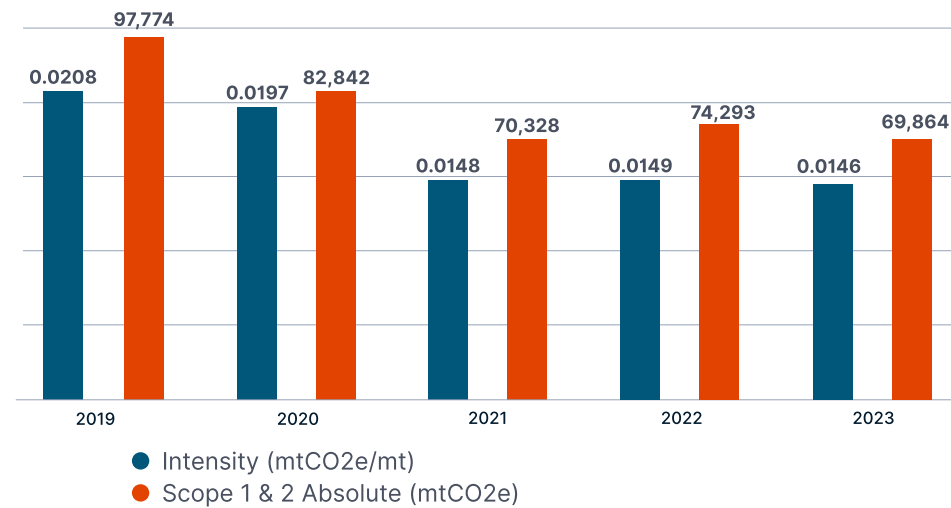
ACHIEVING OUR GOAL, LOOKING TO THE FUTURE

In 2023, we surpassed our goal to reduce absolute Scope 1 and 2 GHG emissions from recycling operations by 25% versus our 2019 baseline by achieving a 27% reduction. Nearly two years earlier than originally anticipated, this achievement reflects the success of our emissions reduction strategy and our ability to capture, control, and eliminate emissions at our major metal shredding operations. It illustrates a dedication to environmental leadership within the metals recycling industry and a commitment to responsible operation within our communities.

This year, we are proud to introduce a new reduction target of 35% of absolute Scope 1 and 2 GHG emissions from recycling operations, versus our 2019 baseline, by the end of fiscal 2028. This goal reflects our continued efforts to reduce GHG emissions across our business.

Scope 1 and 2 Emissions Footprint¹

(mtCO₂e/mt)



35%

We are proud to introduce an updated target of 35% emissions reduction by fiscal 2028.²

¹ Data has been updated to reflect changes to CO₂e emissions footprint for recycling operations including all 10 recycling operations acquired in fiscal 2022.

² Versus our 2019 baseline.



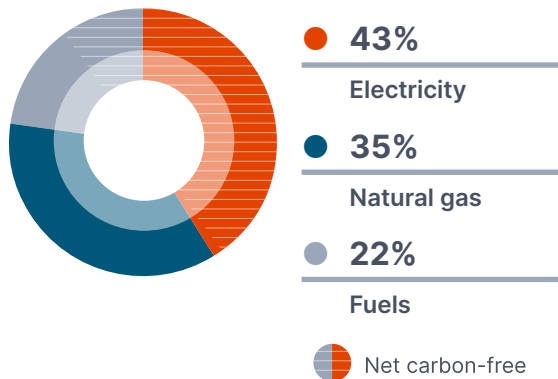
SOURCING RENEWABLE & LOW-CARBON POWER

In fiscal 2021, for the first time in our Company's history, we achieved 100% net carbon-free electricity at our operating facilities. Since then, we have maintained this achievement by continuing to source carbon-free hydroelectricity to power our Cascade Steel Rolling Mill, participating in community-focused green power purchase programs, prioritizing on-site energy efficiency upgrades, and expanding implementation of carbon-free energy options.

Through these programs and investments, we support the growth and accessibility of renewable energy supply and infrastructure in the communities in which we operate, reduce the local GHG emissions impact of our own operations, and offer low-carbon products and services to our customers and suppliers.

Understanding Our Energy & Power Impacts

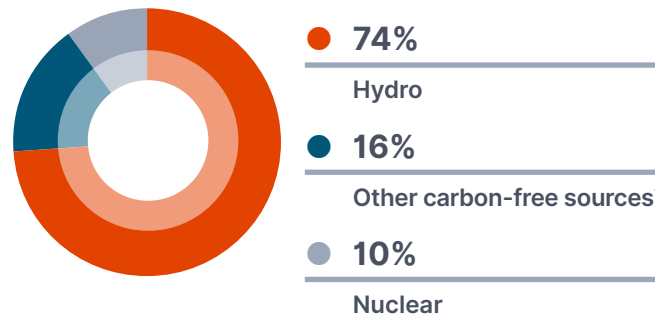
Energy Mix
(in percent)



92%
electricity used at our facilities
sourced from utility green power

8%
electricity usage offset by the
purchase of renewable energy credits

Power Mix
(in percent)



¹ Carbon-free sources reflect non-combustion power generation such as wind, solar, and geothermal.

Community Partnerships

In fiscal 2023, we partnered with Oregon Shines, a nonprofit working on behalf of solar developers to connect individuals, businesses, municipalities, and other organizations to community solar projects. Through this partnership, we subscribe to a portion of a local solar project and are able to offset 80% of annual electricity consumption at our Bend and White City, Oregon, facilities. In 2024, we will expand this partnership to include our Portland, Oregon, facility, furthering our efforts to source renewable power in our communities.



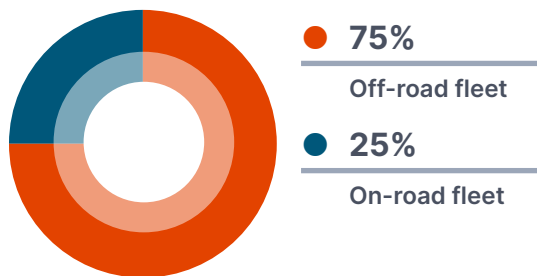
Investing in Fleet & Facility Efficiency

Advancing the use of alternative fuels and increasing the efficiency of our facilities and fleet present significant opportunities to improve environmental performance across our operations. Since 2019, we have invested more than \$80 million to upgrade frontline equipment, such as tractors, material handlers, loaders, dump trucks, and forklifts. In fiscal 2023, 7% of the fuel used to power our fleet and equipment came from alternative sources.

We are also exploring opportunities to retrofit facilities, including through lighting and energy projects, to realize both cost and environmental impact savings across our operational footprint. This year, in partnership with local utility providers, we performed energy audits at ten of our facilities to identify opportunities to save electricity through improvements to lighting, heating, and other equipment.

Fleet Fuel Use

(in percent of total GJs of fuel)



ELECTRIFYING OUR EQUIPMENT

This year, we introduced the Company's first-ever electric harbor crane at our Everett, Massachusetts, facility. With an operating arm that extends nearly 180 feet, the Liebherr Harbor Crane loads recycled metals sourced primarily from individuals, and businesses in the Northeast onto cargo ships to be delivered to smelters and foundries across the globe. The crane features an electric engine, a high-capacity rechargeable battery, and a power cable, which together allow the machine to be operational while 'plugged' or 'unplugged' from electrical supply.

In its first partial year of service, the crane eliminated our use of roughly 46,500 gallons of diesel fuel, due in part to more efficient load times of support equipment. Once fully operational, we expect to see even greater fuel and energy savings in 2024.

In 2020, we filed a successful grant application to purchase four all-electric tractors with the Bay Area Air Quality Management District (BAAQMD), a regulatory body that oversees sources of air pollution in the nine counties that surround San Francisco Bay. In fiscal 2023, we placed the tractors into operation at our Oakland, Rancho Cordova, Fresno, and San Jose, California, facilities to replace older, diesel-fueled tractors and enable us to immediately lower our emissions footprint at the sites.



"Investing in an electric vehicle of this magnitude is a big first step in our long-term plan to go electric across our facility. We are working with vendors and equipment manufacturers to explore additional opportunities to lower our operational carbon footprint."

- John Silva, Radius's Recycling Operations Director

Enhancing Environmental Management

EXPANDING ISO CERTIFICATION ACROSS OUR PLATFORM

In 2022, we deployed an ISO 14001:2015 certified Environmental Management System (EMS), a framework steeped in international standards and best practices across hundreds of industries. Our EMS considers myriad operational complexities—from intake procedures and material inspection needs to air quality, water use, and stormwater management requirements. It maps a framework specific to our Company needs that offers a uniform approach to measuring and improving environmental impact.

Through our comprehensive EMS, we record and analyze performance data to make thoughtful business decisions and implement controls that protect our people, the environment, and the communities where we work and live.

“Through implementation of our ISO-certified EMS, we identify, monitor, and mitigate risks, foster process improvements, and systematically enhance performance across our diverse facilities.”

- Mariano Mandler, Vice President of Environment



24

Facilities certified in 2023

28%

Of Company facilities are now ISO-certified

RESPONSIBLE WATER CONSUMPTION

The increasing frequency of extreme weather events and the impacts of climate change highlight the critical importance of responsible water management in our communities. As a CDP Supporter, we are committed to water conservation and prioritizing efficiency measures to preserve this valuable resource.

More than half of our Company-wide water use occurs in our steel manufacturing operation, where water serves a critical function during melting processes, cooling, descaling, and dust scrubbing. Thanks to our state-of-the-art water recycling system, processed water at this facility can be recycled many times over. Roughly 40% of our Company-wide water use occurs at our metal shredding operations where it cools materials

used during the shredding process, supports dust suppression activities on site, and is used during emissions control and treatment. Remaining water use occurs at our autos and metals recycling facilities where it supports general maintenance, industrial hygiene, and dust and fire suppression systems.

As we implement enhanced processing, sorting, and EMS across our operations, we expect an increase in water use needs. Every year, we invest millions of dollars to advance stormwater management at our sites and improve conveyance, storage, treatment, and sustainable water recycling and reuse capabilities. These systems serve as important levers for realizing opportunities to improve water security in our communities, especially those experiencing more precipitation and increased risk of flooding and hurricane events.

STORMWATER MANAGEMENT SUPPORTS BIODIVERSITY

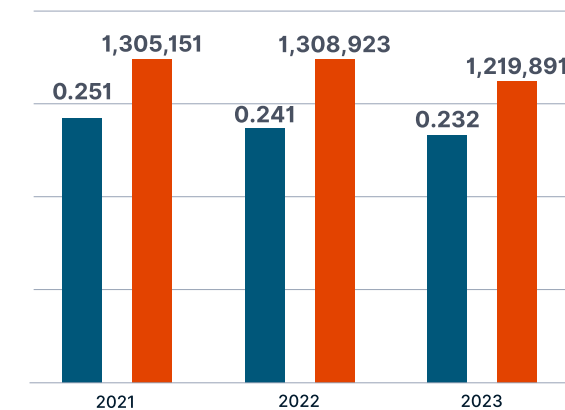
Taking actions to protect the ecosystems surrounding our operational facilities promotes biodiversity of the natural lands that often surround industrial business activities. Stormwater management investments serve as one of our primary strategies for maintaining biodiversity surrounding Radius facilities. By implementing systems that protect nearby waterways, we seek to maintain biodiversity and avoid additional strain on critical resources that supply drinking water, promote native wildlife, facilitate irrigation, and support industry.

\$58M

Invested in water-related projects since 2019

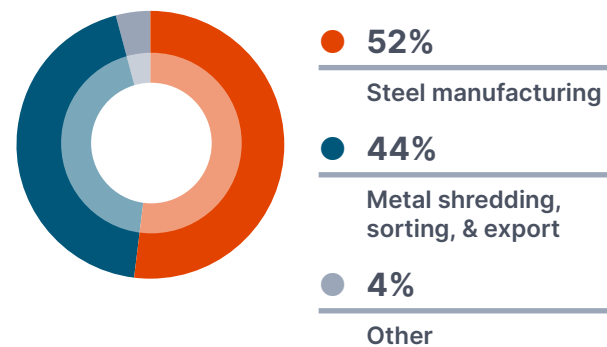
Understanding Our Water Impact

Our Water Footprint
(cubic meters)

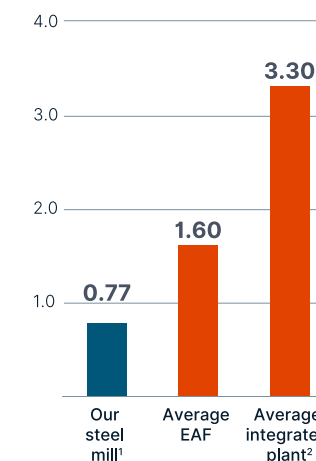


● Intensity (m3/mt)
● Absolute (m3)

Our Water Use Mix
(in percent)



Understanding Our Steel Mill's Water Consumption
(cubic meters/mt)



¹Water consumption is calculated by subtracting water discharge from water intake.
²Industry average sourced from the World Steel Association's 2020 policy paper, "Water Management in the Steel Industry".



**Our People
Shape the
Future**

Radius Recycling: A Great Place to Work®

For the third consecutive year, Radius was certified as a Great Place to Work®, a distinction which recognizes our ongoing commitment to enhancing the employee experience, fostering a culture of inclusion, and operating according to our Core Values of Safety, Sustainability, and Integrity. This award is a testament to the positive experiences of our employees and our strong workplace culture.

Our recertification is based entirely on feedback from employees through responses to an annual Trust Index™ survey. Our 2023 survey results reflected an increase in participation from the prior year—an encouraging trend that illustrates employee engagement and enables us to receive feedback from both new and tenured employees.

Feedback from the survey helps us to identify ways in which we can continue to improve and confirms the benefits of specific programs and initiatives we have undertaken in response to employee comments and ideas.



“Recertification as a Great Place to Work® reinforces our dedication to maintaining a positive work environment and helps to shape the way our business supports all our stakeholders.”

- Erich Wilson, Chief Human Resources Officer



Health & Safety

Our commitment to the Safety and well-being of our employees is reflected in our proactive Safety culture that encourages employee engagement at all levels of the organization. All employees take an active role in promoting Safety through continuous hazard identification and risk mitigation. Our teams strive for an injury-free workplace by prioritizing frequent process improvements and safe equipment operations.

Our programs and policies underscore our commitment to fostering a robust and collaborative Health and Safety culture. We set clear expectations for employees and adhere to all relevant laws, regulations, and recognized industry standards.

Through a focus on continuous improvement, we perform regular reviews of our Health and Safety Program and engage in comprehensive reporting, training initiatives, and recordkeeping. These activities support the implementation of standards and procedures, and reinforce the Company's focus on the elimination of serious injuries and fatalities and reduction of injuries and illnesses.

OUR SAFETY STRATEGY & MANAGEMENT SYSTEM

Building a Safe work environment requires perseverance, attention to detail, and a commitment to continuous improvement. Our three-pillar Safety strategy supports our goal to eliminate injuries and illnesses and drives our journey toward a safer workplace.

Our Safety strategy is supported by policies, standards, and training programs that ensure standardized procedures for all high-risk activities.



Our training programs address specific risks associated with individual roles, including through Layered Safety Observations (LSOs)—a dedicated time for a manager to observe an employee perform a work task. After completing a task, the pair discuss potential hazards and existing controls. Managers may offer constructive feedback, and employees share concerns or suggestions for process improvement. Open communication is encouraged, and employees are actively involved in decision-making processes related to Health and Safety.

In 2023, routine LSOs and enhanced training practices for frontline supervisors contributed to our overall Safety performance, with 63% of our facilities operating without a recordable injury and nearly 90% posting no lost time for the year. We also perform daily safety meetings, morning stretch and flex exercises, Field-Level Risk Assessments (FLRA), and monthly Environmental Health and Safety (EHS) town hall meetings to reinforce our engagement and training efforts.



Our feedback system for reporting incidents, injuries, near misses, and hazards helps to determine root causes and identify corrective actions to ensure learning is shared across our operations to prevent recurrence. Regular audits and inspections are conducted to verify compliance with safety standards and identify areas for enhancement.

Maintaining a safe work environment also requires adopting a holistic view of occupational health—extending beyond physical health to include mental well-being and environmental factors.

We encourage daily informal interactions and conversations to assess mental work readiness and offer a 24-hour medical line to facilitate engagement with a healthcare professional when needed. If employees face specific risks due to extreme weather, our teams adopt appropriate measures to accommodate work conditions and specifically target topics, including fatigue and ergonomic risk factors, to promote a holistic approach to employee Health and Safety.

Emergency Management Action Plans

Our site-specific emergency management action plans and protocols address weather-related and other emergencies. Regular drills involving all employees are conducted to familiarize teams with the established protocols, ensure the highest level of preparedness, and hone response skills. We partner with local emergency services, such as fire departments, in certain situations to ensure a cohesive and efficient collective response in case of an emergency.



Integrate Safety Every Day

We embed Health and Safety practices into every employee's daily work routine to promote a proactive approach to risk management and injury prevention.



Promote Personal Safety Leadership

We empower individuals at all levels to take ownership of Safety in their roles and demonstrate care for themselves and their co-workers.



Effective Risk Management Through Continuous Improvement

We conduct regular risk assessments and inspections to identify and mitigate workplace hazards.

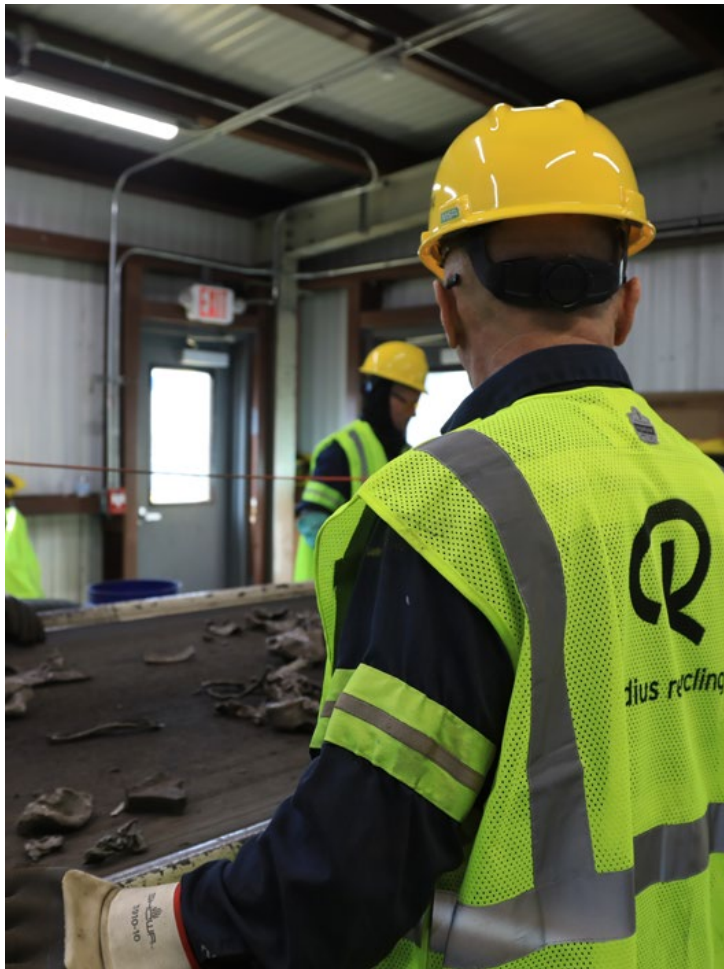
We promote continuous improvement by implementing controls, including elimination, substitution, engineering, and administrative solutions.





TRACKING PROGRESS, CHARTING OUR PATH FORWARD

Our Safety policies and programs align with leading industry practices and rely on the expertise of our Health and Safety leaders. We seek to continuously improve our Safety results by evaluating our performance across leading and lagging metrics, using key performance indicators to reinforce safe behaviors and encourage a sense of mutual accountability.



2023 Safety Highlights

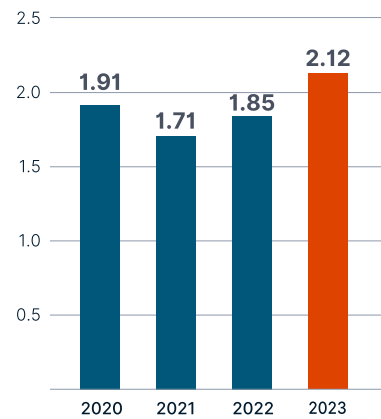
16,500
Safety-related
training hours
completed by
employees

21,000+
layered Safety
observations
performed

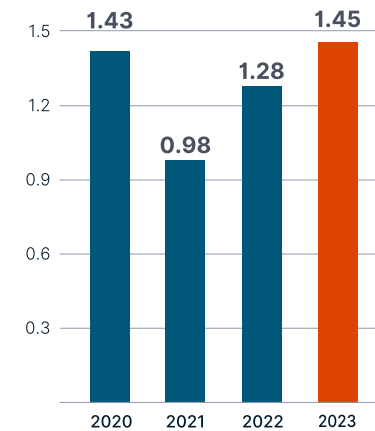
71
recordable-free
facilities

ZERO
fatality rate

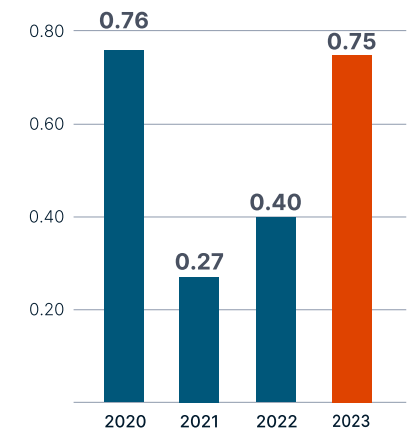
Total Case Incident Rate (TCIR)
(# of incidents per 200K working hours)



**Days Away, Restricted,
or Transferred**
(# of incidents per 200K working hours)



Lost Time Incident Rate
(# of incidents per 200K working hours)



“Building a safe work environment requires perseverance, attention to detail, and a commitment to continuous development.”

- Suresh Rajapakse, Vice President of Environmental Health and Safety

MEASURING LEADING INDICATORS

A critical tool for monitoring and enhancing Safety performance is our EHS scorecard system, which tracks the nine leading indicators listed below and provides a comprehensive measurement of performance and engagement at each of our operating locations. This system allows our teams to review data in real-time and address potential and emerging issues proactively.

EHS Scorecard Metrics

- 1 Layered Safety Observations, with Corrective Actions
- 2 Near Miss Reporting
- 3 Hazard Recognition Reporting
- 4 Quarterly Housekeeping and Annual Health & Safety Compliance Score
- 5 Environmental Good Catch Reporting
- 6 Number of Environmental Enforcement Agency Notices
- 7 Quarterly Environmental Compliance Review Scores
- 8 On-Time Completion of EHS Investigations
- 9 EHS Corrective Actions Completed on Time



Building Controls to Prevent Serious Injuries & Fatalities

Our Serious Injury and Fatality (SIF) Prevention program supports our effort to manage one of the business's top risks and keep our employees safe. Through our SIF program, we identify 14 common high-risk activities and define critical controls for managing each risk. Employees receive thorough training on each risk and are responsible for ensuring controls are implemented before initiating tasks associated with high-risk activities. Field-based safety observations where leaders and peer employees will complete verifications of higher-risk tasks and ensure critical controls have been established.



ZERO RECORDABLE SAFETY INCIDENTS

In fiscal 2023, 71 locations had no recordable safety incidents. In addition, 27 out of these 71 celebrated more than four consecutive years without a recordable incident.

- | | | | | |
|---|---|---|---|--|
| <ul style="list-style-type: none"> • Newark, CA • Burbank, WA • Johnston, RI • Puunene, HI • Kelowna, BC • Concord, NH • Portland, ME • Bend, OR • Chattanooga, TN • Columbus, GA • Worcester, MA • Cumberland, RI • Virginia Beach, VA • Attleboro, MA | <ul style="list-style-type: none"> • Gainesville, GA • Cassidy, BC • Caguas, PR • Canovanas, PR • Sherwood, OR • Manchester, NH • Sparks, NV • Rancho Cordova, CA • Bayamon, PR • Sandquist, NH • Hammond, IN • Providence, RI • Little Rock, AR • Eugene, OR | <ul style="list-style-type: none"> • City of Industry, CA • Albany, GA • Kansas City, MO • Dothan, AL • Summit, IL • Lynnwood, WA • Stockton, CA • St. Louis, MO • Salinas, CA • Everett, MA • Fairfield, CA • Antelope, CA • Oakland, CA • Vancouver, WA | <ul style="list-style-type: none"> • Tumwater, WA • Windsor, CA • Fresno, CA • Iuka, MS • Louisville, KY • Memphis, TN • Meridian, MS • Winchester, KY • Macon, GA • Calgary, AB • Cartersville, GA • Billings, MT • Adamson, GA • San Jose, CA | <ul style="list-style-type: none"> • Richmond, CA • Kansas City, KS • Springfield, MO • White City, OR • Carson City, NV • Tallahassee, FL • Columbus, OH • Sacramento, CA • Rocklin, CA • Rancho Cordova, CA¹ • Newark, CA • Warwick, RI • Morristown, NJ |
|---|---|---|---|--|
- Four years without a recordable incident

¹Representing facilities at three separate locations.

Employee Wellness

Radius's three-pillared approach to wellness supports the mental, physical, and financial health of our workforce. We know wellness directly impacts both productivity and culture and that mental, physical, and financial health are interconnected—when one area is impacted, there is often a cascading effect on the others.

In 2023, Radius delivered health and wellness resources in partnership with WebMD, Lyra, and Empower to advance our people-focused Sustainability goals and increase the engagement of our employees with Company program offerings.

Throughout the year, we hosted a nutritional challenge to help bring attention to developing and maintaining healthy habits, as well as a physical wellness steps competition to inspire healthy lifestyle behaviors at home and at work. Through these program offerings, we have achieved 15% employee participation in our physical and mental wellness programs, moving us closer to our goal of 25% participation by 2025.

To promote financial wellness and ensure our teams have the tools they need to manage everyday financial decisions while planning for a sustainable future, we implemented an employee awareness campaign focused on our Company retirement and savings plans.

Through our 401(k) and Company matching program, we provide benefits to our employees upon retirement. In the past, several of these benefit programs required employees to “opt in” to receive benefits; by implementing automatic enrollment, whereby newly hired employees can “opt out” of the program, we have reached 66% participation in 401(k) matching benefits in fiscal 2023, moving toward our goal of 70% participation by fiscal 2028.



2023 Wellness Progress

15%

Employee participation in physical and mental wellness programs

66%

Employee participation in 401(k) matching benefit program

Engaging Employees Every Day

We help employees reach their full potential by encouraging professional curiosity and continuous improvement. Our training, education, and development programs provide the foundation for employee success by addressing the unique and evolving needs of our teams. Our feedback and recognition programs elevate ideas and stories across cultures, languages, and geographic locations and celebrate a commitment to our shared purpose.

By engaging employees every day, we work to increase awareness, inspire employee collaboration, and create an inclusive workplace environment. Through regular communication platforms, we ensure employees stay informed about Company performance, programs, and offerings and have the opportunity to voice feedback and ask questions of our leadership teams.

WEEKLY UPDATE

In March 2020, our Chairman and CEO, Tamara Lundgren began sending a weekly communication to all Radius employees. What started as a way to offer consistent and up-to-date information and promote a sense of unity amid the challenges of the COVID-19 pandemic has continued as a meaningful weekly marker of connectivity between our CEO and our employee community.

QUARTERLY TOWN HALLS

Town Hall meetings are held at each of our facilities, complemented by quarterly virtual all-Company Town Halls hosted by our CEO and featuring various members of our leadership team. These sessions offer a dedicated space for employees to hear from our leaders and provide direct feedback on workplace experiences, including through online surveys circulated at the conclusion of each meeting. In 2023, to enhance engagement and accommodate the needs of our diverse workforce, we introduced live Spanish translation services during Town Hall sessions.

REGULAR CEO OFFICE HOURS

In 2022, we introduced a communication platform known as *CEO Office Hours* to facilitate meaningful discussions across the Company. By opening her virtual office door, employees gained the opportunity to participate in six *CEO Office Hours* sessions held throughout the 2023 fiscal year. The agenda for each session is entirely driven by employee questions, feedback, and interests, ranging from workplace culture and recruitment to the Company's growth strategy and plans for innovation.



Coffee with a Colleague

Through a suggestion made during one of this year's *CEO Office Hours* sessions, we introduced the *Coffee with a Colleague* initiative, aimed at encouraging engagement among employees through a Company-sponsored coffee or snack. Through this month-long program, employees participated in discussions over a cup of coffee, a meal at a food truck, or around the lunch table and took advantage of the opportunity to connect with co-workers.

“Building strong connections at work is crucial for fostering collaboration, enhancing communication, and creating a supportive and inclusive environment.”

- Stef Murray, Chief Diversity, Equity, and Inclusion Officer & Vice President of Human Resources

Employee Training, Development, & Education

Each year, employees have access to a range of required and voluntary training, development, and educational opportunities designed to enhance skills and knowledge on issues impacting our workforce. Our Learning and Development program offers resources to enhance performance and help employees reach their full potential by targeting foundational leadership competencies and business skills and providing the tools employees need to succeed in today's work environment.

LEARNING OUR BUSINESS

In 2023, we continued our Business Learning and Awareness Program to communicate more details about our business activities to the employee community. Over the past year, we hosted quarterly virtual events to meet the following goals:

- Provide broad exposure to senior leadership teams.
- Offer an opportunity to learn about Company goals and ongoing initiatives.
- Highlight connections between department functions and business success.
- Communicate foreseeable business challenges across the Company.

Through the Business Learning and Awareness Program, we review strategic business objectives and help employees develop a stronger understanding of roles and responsibilities outside their immediate scope of work.



BUILDING A BRIGHTER FUTURE

In 2023, through our *Building a Brighter Future* campaign, we offered online training courses aimed at enhancing individual performance and sharpening leadership skills. The *Building a Brighter Future* curriculum focused on three main topics: communication, career advancement, and leadership.

350+

courses on career advancement and leadership skills

300

courses on enhancing workplace digital communications

2,000

courses completed by Radius team members

14

Hours of core curriculum are required by new leaders at Radius to support their leadership development.

LAUNCHING A MENTORSHIP PROGRAM

In April 2023, we launched a Mentorship Program aimed at connecting individuals from across business lines and experience levels to promote professional development. Through this pilot program, mentors and mentees, who are paired based on interests and skillsets, meet monthly for a calendar year. In addition to offering opportunities for individuals to sharpen specific skills and competencies, the program promotes trust, respect, and camaraderie across our Company.

ELEVATING EMPLOYEE RECOGNITION

STAR Awards

Whether an employee is new to the Company or has been with us for 30 years, our monthly recognition efforts acknowledge employees for their contributions and achievements. The Company's STAR Program recognizes employees who go above and beyond their workplace responsibilities for the good of the Company, other employees, and our suppliers and customers. Nominations for the program are driven entirely by employees and acknowledge teammates who demonstrate exemplary performance in the areas of Safety, Teamwork, Attitude, and Resourcefulness.

Ethics in Action Awards

Our *Ethics in Action Awards* recognize employees who demonstrate outstanding leadership and commitment to the Company's high standards of integrity and ethical behavior. Since 2017, this employee-nominated award has acknowledged 83 employees for serving as role models to their peers, doing the right thing in a tough situation, or any other action that clearly demonstrates our Core Value of Integrity.



Promoting Diversity, Equity, & Inclusion

Ensuring diversity, equity, and inclusion (DEI) within our employee community promotes broader perspectives and stronger connections. DEI is a key part of our business strategy and success, including a commitment to attracting and retaining a diverse workforce and fostering an inclusive culture where employees collaborate toward shared goals.

Our formal DEI program celebrates employees of all backgrounds by advancing a safe and healthy work environment in which individuals are treated equitably and with respect and dignity. We strive to motivate and recognize our teams who work with pride, passion, and mutual accountability. Starting with our hiring practices and extending to our Employee Resource Groups (ERGs), we're actively engaged in cultivating an environment where everyone can thrive.



Creating a Sense of Belonging

Each year, our DEI team develops mandatory Company-wide training with a purpose to focus attention and offer educational resources around a particular DEI topic. Previous training has focused on concepts such as unconscious bias, equity, and equality.

In 2023, our Company DEI training module was centered around the concept of belonging—a term that inspires a sense of acceptance. Belonging is characterized by more than a single interaction and amounts to an accumulation of experiences that enable employees to bring their full, unique selves to work. Starting with our onboarding and hiring practices and extending to the programs and activities championed by our ERGs, we are actively engaged in cultivating a sense of belonging so we can offer an environment where everyone can thrive.

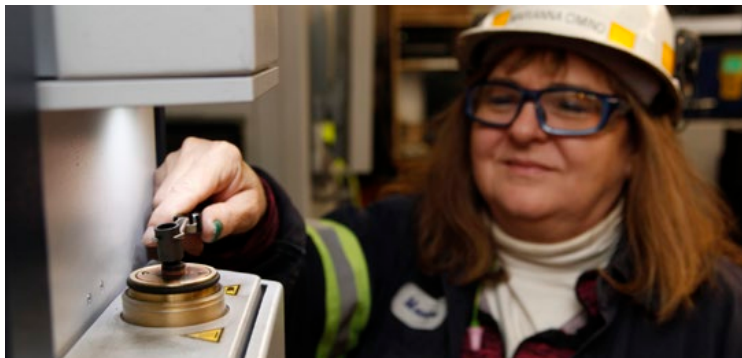
BENCHMARKING DIVERSITY

Benchmarking our diversity data helps us better understand our employee population, extend our hiring practices to a diverse slate of qualified candidates for all positions, and identify opportunities to advance our DEI goals.

New Hires in 2023

24%
Female

53%
Ethnically diverse

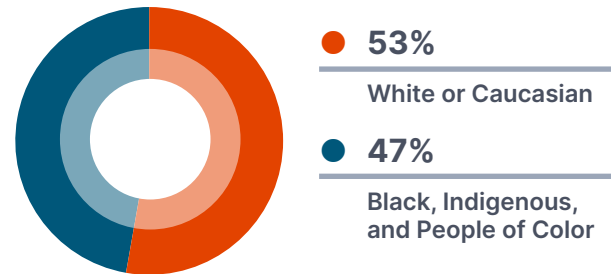


"We remain dedicated to cultivating and advancing diversity because we believe that a wide range of perspectives and talent is crucial to creating a more inclusive culture for employees and strengthening our business as a whole."

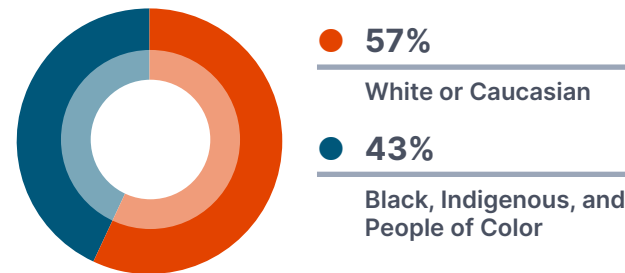
- Tamara Lundgren, Chairman and CEO

WORKFORCE ETHNICITY BREAKDOWN VS. EEO-1 INDUSTRY AVERAGE

Radius Recycling Workforce (U.S. only)



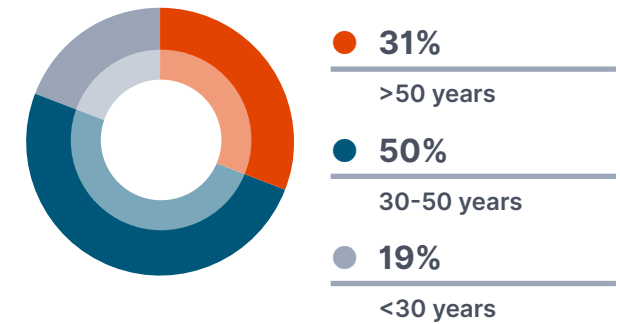
EEO-1 2021¹ Industry Aggregate



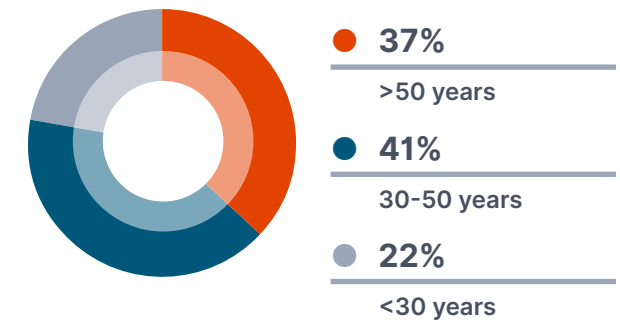
¹ Most recent year industry data is available.

WORKFORCE AGE BREAKDOWN VS. BLS AGGREGATE

Radius Recycling Workforce



Bureau of Labor Statistics 2022¹ Industry Aggregate





EMPLOYEE RESOURCE GROUPS

In 2019, we introduced the concept of ERGs—voluntary, employee-led groups that celebrate diversity and foster an inclusive workplace. Just a few years later, our seven ERGs bring together employees from across all organizational levels to increase cultural awareness, inspire engagement, and create a space where open and safe conversations can take place. ERGs focus much of their efforts on education by bringing both historical context and timely events to the broader employee community. The groups offer valuable insight into employee needs and concerns and seek to help employees better understand each other.

Radius's ERGs are open to all employees and aim to build a sense of belonging and deepen understanding of our shared purpose. Each ERG maintains an executive sponsor and board of directors to support the group's administration, while members have the option to fill other leadership and administrative positions. This year, we launched an ERG dedicated to the Asian and Pacific Islander community, which promotes cultural awareness, diversity, and inclusion in the workplace.

Advancing Equity Through Women's PPE

Personal protective equipment (PPE) is used to prevent or minimize exposure to physical hazards. It is an essential part of our Safety culture. However, most PPE follows unisex or men's sizing specifications, which can result in an oversized fit for a woman's body.

To address the need for expanded PPE options, our Women at Radius ERG worked alongside Safety, Procurement, and Operational teams to identify opportunities to improve PPE fit and comfort for women and find vendors to supply appropriately sized and fitted PPE options. We now offer eye protection, hi-visibility vests and jackets, gloves, and boots—all designed to better suit the biomechanics of a female body.

Cultivating a Fellowship Program

Radius's Black Employee Network Fellowship program works to engage college graduates in an immersive one-year program within key departments at the Company. The fellowship provides unique opportunities for professional development within a candidate's field of interest. Since launching the Fellowship program in 2022, we have welcomed fellows to our environmental and operations teams.

2023 ERG Participation

15%

Employees actively enrolled in at least one of our seven ERGs

1,300

Employees participated in ERG-hosted events



Asian Pacific Islander
at radius



Black Employee Network
at radius



BUILD
Building Up Individual's Lives Daily at radius



Hispanic
at radius



PRIDE
at radius



Veterans
at radius



Women
at radius

Engaging Tomorrow's Sustainable Workforce

At Radius, we are committed to hiring and retaining a diverse workforce—recruiting, employing, training, compensating, and promoting, regardless of race, religion, color, national origin, sex, disability, age, veteran status, and other protected status as required by applicable law. Our hiring practices underpin the essential role of metals recycling in building a sustainable tomorrow. Partnerships with community-based organizations focused on promoting equity help our talent teams source candidates within the communities in which we operate.



Named a Military Friendly® Employer

For the third consecutive year, Radius has been recognized as a Military Friendly® Employer with Gold distinction by VIQTORY, a U.S. national organization that connects the military community to civilian employment, educational, and entrepreneurial opportunities.



Promoting "Second Chance" Employment

The Second Chance Business Coalition (SCBC) is a network of businesses that promote the benefits of "second chance" employment, the practice of hiring individuals with a criminal record. Radius is a founding member of the SCBC, and our hiring practices seek to expand employment opportunities and create greater upward mobility for people with certain types of criminal records through our comprehensive background assessment that considers the specific job, nature of a past crime, patterns of behavior, and timing. Since January 2020, we have hired more than 400 individuals with support from the SCBC.

EXPANDING RADIUS ACADEMY

In the fall of 2021, we launched Schnitzer Academy, a three-year partnership with several local high schools and community colleges in Oakland and Sacramento, California, that offers educational resources and hands-on training to students interested in the metals recycling industry. This year, we re-branded the program to Radius Academy, with the same goal of providing a pathway to job opportunities at our recycling facilities and Pick-n-Pull retail stores.

Through the program, Academy participants:

- Receive hands-on training from mechanics, welders, and industry experts.
- Access educational instruction on metal working, machine technology, industrial hydraulics, vehicle dismantling, and welding.
- Work with materials sourced directly from Radius facilities, including metal piping, sheet metal, and car parts.
- Attend facility tours at local Radius locations.
- Gain access to paid internship opportunities at the Company's metals recycling facilities and Pick-n-Pull retail stores, academic and workforce scholarships, and tools and equipment to support classroom activity.
- Receive tuition reimbursement benefits upon maintaining employment at Radius for three years.

“A skilled workforce is essential to the national and global transition to a low-carbon economy. Radius Academy aims to bring talented individuals into the metals recycling industry and provide a platform for sustainable workforce development in our local communities and beyond.”

- Tamara Lundgren, Chairman and CEO



In fiscal 2023, we expanded our program to include a partnership with City Baptist High School in Hammond, Indiana. By extending the educational, training, and financial opportunities offered through Radius Academy to a growing population of students, we aim to bring talented individuals to the metals and auto recycling industry and offer pathways to careers at our Company. Skilled positions like those at our recycling facilities and Pick-n-Pull stores are essential to the national and global transition to a low-carbon economy and the continued success of our Company.

Also, in 2023, we announced a partnership with Georgia Piedmont Technical College to support development of their Regional Transportation Training Center. This educational facility will advance training programs for the transportation and logistics industries and is located just a half mile from our metals recycling operations in the area. We hope to grow this partnership and support education programs that provide the technical training needed to enter the metals recycling industry.

Cultivating Community Relationships



Community Investment & Volunteerism

Radius employees are active members of the communities in which we operate.

Through charitable giving, direct donations, and employee volunteerism, 2023 marked an important year filled with meaningful engagement with individuals, families, and community organizations.

Our community investment programs center around a core set of priorities that provide resources to individuals and community groups. Our investment focus areas are aligned with long-term strategic goals such as advancing local workforce development, promoting the Company's role in sustainability and environmental stewardship, and cultivating enduring partnerships with our communities.

PROMOTING VOLUNTEERISM AND COMMUNITY ENGAGEMENT

In addition to financial and donation-based contributions, our employee volunteer efforts reinforce specific and personal connections to our communities. Our Volunteer Time Off Program offers every employee eight paid hours a year to volunteer. In 2019, we set a goal to donate at least 10,000 hours of paid volunteer time off by the end of fiscal 2025. So far, through fiscal 2023, we have achieved 41% of our goal.



\$2.1M
in charitable contributions in
communities since 2019

1,600
volunteer hours recorded by
employees in 2023

Humanitarian Aid

In February 2023, after the 7.8 magnitude earthquake that struck Turkey and Syria, Radius donated more than \$105,000 to relief efforts in the region through our *Recycling for a Better Tomorrow* Foundation. Our Company has relationships in Turkey going back decades, and we have sold millions of tons of recycled metals to domestic and Turkish steel mills over that time. Whether providing support to long-time trading partners like Turkey or offering aid and assisting in clean-up efforts connected with natural disasters in the U.S., our Company and our employees continue to step up and offer many forms of in-kind and financial support.

Championing National Veterans Wheelchair Games

In July 2023, members of our Veterans Employee Resource Group (VERG) spearheaded a volunteer effort to support the National Wheelchair Games in Portland, Oregon. The National Veterans Wheelchair Games program is presented by the U.S. Department of Veterans Affairs and Paralyzed Veterans of America and represents the world's largest annual wheelchair sports and rehabilitation event for military veterans.

Employees from our Portland-area operations joined the VERG's efforts at this event and reinforced our commitment to honor our veterans, support our inclusion efforts, and strengthen our connections with the communities in which we operate.

SUPPORTING TODAY'S CHILDREN & FAMILIES

Support for children and families in the communities in which we operate is an essential part of nurturing the next generation's well-being and ensuring a strong, cohesive society. Our investments in this area offer immediate benefits, such as access to educational services, and contribute to long-term social and economic prosperity by empowering children and youth to reach their full potential.

Through our continued partnerships with Boys and Girls Clubs of America we provided broad support for the Club's efforts to support young people, especially those in marginalized and underserved communities. We view our contributions across six states and nine Boys and Girls Club locations as both a form of service and assistance in the short-term, as well as a long-term investment in the leaders of our sustainable tomorrow.

In fiscal 2023, we also supported a group of students from Oakland's Castlemont High School who participated in the Junior Olympics —an investment that underscores our commitment to nurturing talent and supporting dreams.



COMBATING FOOD INSECURITY & PROMOTING HUNGER RELIEF

For more than 13 years, our National Food Bank Initiative has worked to address urgent community needs to combat hunger and food insecurity. Through longstanding partnerships with local food banks across North America, Radius employees and customers contribute financial and nonperishable food donations, which are matched by our Company and distributed to food banks.

Since 2010, the Radius National Food Bank initiative has donated over \$3.8 million to local food banks, providing approximately 11.6 million meals to people experiencing food insecurity.

ENVIRONMENTAL CONSERVATION & ADVOCACY

Beyond our daily efforts to promote environmental conservation through our recycling products and services, we partner with community groups and nonprofit organizations to extend our impact and protect the environment in the communities in which we operate. In 2023, our employees, including their families and friends, participated in cleanups along rivers, lakes, and shorelines, neighborhood parks, and pedestrian greenways, volunteering their time, talents, and tools to beautify and restore the environment and our communities.

2023 Program Highlights

\$380,000
In total donations

1.1M
Meals provided

61
Food banks served

Nearly 400
hours volunteered during
Earth Month

Appendix



United Nations Sustainable Development Goals

In 2015 the United Nations (UN) introduced 17 Sustainable Development Goals (SDGs) to provide targets and indicators for broad global sustainability achievement. UN SDGs call on the global community to apply innovation and capital to mobilize efforts around a common set of targets. In fiscal 2021 we formally updated our reporting to account for alignment of our goals with the UN SDGs and provide a more detailed mapping of SDGs specific to our business, values, and material issues.

The SDGs offer a framework for refining our priorities and fostering shared accountability with the global business community in contributing real solutions to the societal challenges we face. SDGs also provide a common vocabulary for describing and accelerating our progress. These global goals lay out a common purpose and set of priorities across all dimensions of sustainable development and assist in the creation of more effective partnerships with governments and civil society organizations, as well as other companies large and small.

We plan to advance Radius Sustainability goals in tandem with UN SDGs based on the issues of greatest significance to our future commitments, investments, and initiatives. UN SDGs aligned directly with Radius Sustainability goals include:





ESG Database

	2019	2020	2021	2022	2023
Governance					
Total directors	8	9	8	8	7
Independent	6	7	7	7	6
Female	37.50%	44.44%	50.00%	62.50%	57.14%
Economic Impact					
Total revenue (in billions)	\$2.10	\$1.70	\$2.80	\$3.50	\$2.80
Total capital expenditures (in millions)	\$95	\$82	\$119	\$150	\$130
Technology CapEx (in millions)	\$10	\$29	\$36	\$36	\$21
Environmental CapEx (in millions)	\$36	\$10	\$21	\$35	\$33
Adjusted EBITDA (in millions)	\$143	\$85	\$289	\$313	\$144
Total current tax expense (in millions)	\$3	(\$15)	\$31	\$20	\$1
<i>Total economic impact¹ (in billions)</i>	—	—	\$8.00	\$8.20	\$8.90
<i>U.S. jobs supported</i>	—	—	34,000	34,000	36,000
<i>Taxes generated (in millions)</i>	—	—	\$897	\$872	\$944
<i>Wages earned (in billions)</i>	—	—	\$2.20	\$2.30	\$2.40
Operational Impact					
End-of-life vehicles purchased (thousands)	386	316	338	312	286
Finished steel products sold (thousand short tons)	478	505	488	465	521
Ferrous scrap sold (million long tons)	4.3	4	4.4	4.6	4.4
Nonferrous scrap sold (millions of pounds)	667	551	593	687	739
# of operating sites	98	96	104	107	106
Recycling facilities	96	94	102	105	104
Metals recycling facilities	45	44	52	54	54
Auto parts stores	51	50	50	51	50
Steel facilities	2	2	2	2	2

¹Direct and indirect contributions include our own footprint as well as estimates for our suppliers and re-spending by employees of the U.S. steel industry and U.S. metals recycling industry. Statistics are based on our fiscal 2021 sales volumes of finished steel, recycled ferrous metals, and recycled nonferrous metals, and data sourced from economic impact studies facilitated by the American Iron & Steel Institute (AISI) for the U.S. steel industry and the Institute of Scrap Recycling Industries, Inc. (ISRI) for the U.S. scrap recycling industry.



	2019	2020	2021	2022	2023
Environmental Impact					
Environmental Performance					
% of mega-shredders with advanced air quality controls and VOC treatment systems	—	—	25%	50%	75%
% of operating sites certified to ISO 14001	—	—	—	5%	28%
Emissions Footprint					
Total Scope 1 and 2 GHG emissions (normalized mtCO2e)	0.036	0.035	0.028	0.028	0.027
Total Scope 1 (mtCO2e)	159,320	145,467	145,580	154,258	144,040
Fuels	51,121	43,083	45,995	51,683	47,478
Natural gas	48,778	48,689	44,943	52,181	56,287
Process	30,528	32,201	33,055	30,705	26,053
Fugitive	28,893	21,493	21,587	19,689	14,222
Total Scope 2 location-based	27,397	25,454	27,599	28,450	25,485
Total Scope 2 market-based	22,836	20,765	0	0	0
Energy Footprint					
Energy consumption (normalized GJ)	0.613	0.639	0.562	0.611	0.607
Total energy consumption (GJ)	3,143,063	3,019,948	2,915,816	3,312,667	3,187,713
Fuels	734,360	644,042	690,218	770,944	711,137
Natural gas	963,158	961,416	887,448	1,030,352	1,111,429
Electricity	1,445,545	1,414,491	1,338,151	1,511,370	1,365,147
Energy mix (%)					
Fuels	23%	21%	24%	23%	22%
Natural gas	31%	32%	30%	31%	35%
Electricity	46%	47%	46%	46%	43%
Power mix (%)					
Carbon-free electricity power mix, net	92%	93%	100%	100%	100%
Hydro	76%	77%	70%	74%	74%
Nuclear	9%	9%	10%	10%	10%
Renewables and other carbon-free sources (including REC purchases and utility green tariffs)	7%	7%	20%	16%	16%
Fossil fuels	8%	7%	0%	0%	0%
Other	<1%	<1%	0%	0%	0%



	2019	2020	2021	2022	2023
Water Footprint					
Total water withdrawal (normalized cubic meters)	0.242	0.288	0.251	0.241	0.232
Total water withdrawal (m3)	1,242,604	1,360,166	1,305,151	1,308,923	1,219,891
Purchased municipal water (m3)	1,170,017	1,288,596	1,231,982	1,236,328	1,182,856
Extracted well water (m3)	72,586	71,570	73,169	72,595	37,035 ¹
Water recycling rate (%)	85%	85%	88%	89%	89%
Waste Footprint					
Total waste generation (normalized mt)	0.145	0.136	0.136	0.145	0.139
By source					
Business waste (mt)	12,384	9,803	7,504	15,259	12,702
Process waste (mt)	730,255	632,389	697,133	768,946	718,281
By disposition					
Landfill disposal (%)	9%	9%	10%	12%	21%
Alternative daily cover (ADC) beneficial use (%) ²	91%	91%	90%	88%	79%
By regulation					
U.S. Federal RCRA hazardous waste (mt)	2,986	2,004	4,255	3,222	1,879
Social Impact					
Global Recognitions					
CDP Climate Score	B	A-	A-	A-	
CDP Water Score	A-	A	A	A-	
CDP Supplier Engagement Score	A-	A-	A-	A	
Corporate Knights Global 100 Score	—	—	B+	A+	A+
DJSI Yearbook	—	Yes	Yes	Yes	Yes
EcoVadis Rating	—	—	—	Bronze	
Great Place to Work® Certification	—	—	Yes	Yes	Yes
MSCI ESG Rating	AA	AA	AA	AA	AAA
SASB Disclosures	Yes	Yes	Yes	Yes	Yes
World's Most Ethical Companies® by the Ethisphere Institute	Yes	Yes	Yes	Yes	Yes

¹Fiscal 2023 data reflects a return to normalized well water usage by operations and the transition from estimated well water calculations at some of our facilities to metered.

²Alternative daily cover (ADC) means cover material other than earthen material placed on the surface of the active face of a municipal solid waste landfill at the end of each operating day to control vectors, fires, odors, blowing litter, and scavenging. Auto shredder residue (ASR) from our facilities is used as ADC.



	2019	2020	2021	2022	2023
Workforce					
Total hours of paid volunteer time off logged	—	98	913	2,192	1,600
% of employees completing code of conduct training	100%	100%	100%	100%	100%
Total training hours logged	—	—	38,500	67,499	39,574
% participation in retirement benefits program	—	35%	45%	52%	66%
Total number of employees	3,363	3,032	3,167	3,471	3,353
% of workforce covered by collective bargaining agreements	22%	23%	22%	21%	23%
% of full-time employees residing in the U.S.	—	—	93%	95%	95%
Workforce by ethnicity association (U.S. only)					
White or Caucasian	50%	51%	53%	53%	53%
BIPOC	50%	49%	47%	47%	47%
Workforce by age range					
Under 30 years	—	21%	23%	20%	19%
30-50 years	—	48%	48%	50%	50%
Over 50 years	—	31%	29%	30%	31%
Workforce by gender association					
Total workforce					
Female	—	22%	22%	22%	21%
Male	—	78%	78%	78%	79%
All management					
Female	—	22%	22%	22%	23%
Male	—	78%	78%	78%	77%
Top management					
Female	—	17%	20%	17%	18%
Male	—	83%	80%	83%	82%
Junior management					
Female	—	26%	23%	20%	21%
Male	—	74%	77%	80%	79%
Revenue-generating management					
Female	—	21%	20%	20%	21%
Male	—	79%	80%	80%	79%



	2019	2020	2021	2022	2023
Safety					
Total Case Incident Rate (TCIR)	2.8	1.91	1.71	1.85	2.12
Days Away, Restricted, or Transferred (DART) Rate	2	1.43	0.98	1.28	1.45
Lost Time Incident Rate (LTIR)	0.59	0.76	0.27	0.4	0.75
Near Miss Incident Rate (NMIR)	79.45	42.68	15.27	8.75	57.98
Fatality Rate (FR)	0	0	0	0	0
Injury-Free Facilities (% of facilities with no recorded injuries)	55%	67%	70%	67%	63%
Lost Time-Free Facilities (% of facilities with LTIR of zero)	84%	86%	93%	90%	88%



GRI Content Index

Statement of use	Schnitzer Steel Industries, Inc dba Radius Recycling has reported the information cited in this GRI content index for the period September 1, 2022 to August 31, 2023 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021		
The Organization and Its Reporting		
2-1	Organizational details	Schnitzer Steel Industries, Inc dba Radius Recycling 2023 10-K pages 2-4
2-2	Entities included in the organization's sustainability reporting	Our North American Footprint 2023 10-K pages 2-4, 68-69
2-3	Reporting period, frequency and contact point	September 1, 2022-August 31, 2023
2-4	Restatements of information	Environmental Stewardship / Achieving Our Goal, Looking To The Future
2-5	External assurance	Appendix / Assurance Statement
Activities and Workers		
2-6	Activities, value chain and other business relationships	Measuring Our Impact 2023 10-K pages 2-7
2-7	Employees	2023 10-K page 12
Governance		
2-9	Governance structure and composition	Governance / Managing Sustainability At Radius 2023 10-K pages 13, 99
2-10	Nomination and selection of the highest governance body	2023 10-K page 13
2-11	Chair of the highest governance body	Tamara L. Lundgren is Chairman of the Board and Chief Executive Officer CEO Message
2-12	Role of the highest governance body in overseeing the management of impacts	CEO Message Governance / Managing Sustainability At Radius 2023 10-K page 13
2-13	Delegation of responsibility for managing impacts	Governance Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	Governance / Managing Sustainability At Radius Proxy Statement



GRI Standard	Disclosure	Location
2-15	Conflicts of interest	Code of Conduct pages 17-18
2-16	Communication of critical concerns	Governance / Ethics & Compliance Code of Conduct page 39
2-17	Collective knowledge of the highest governance body	Proxy Statement
2-18	Evaluation of the performance of the highest governance body	Proxy Statement
2-19	Remuneration policies	Proxy Statement
2-20	Process to determine remuneration	Proxy Statement
2-21	Annual total compensation ratio	Proxy Statement
Strategy, Policies, and Practices		
2-22	Statement on sustainable development strategy	Advancing Our Sustainability Goals
2-23	Policy commitments	Code of Conduct pages 2, 19, 23, 37, 40
2-24	Embedding policy commitments	Governance / Ethics & Compliance Code of Conduct page 3
2-25	Processes to remediate negative impacts	Governance / Building a Speak Up Culture Code of Conduct pages 5-7
2-26	Mechanisms for seeking advice and raising concerns	Governance / Building a Speak Up Culture Code of Conduct pages 5-7
2-27	Compliance with laws and regulations	2023 10-K pages 9-11, 16, 23, 48, 66, 68 Proxy Statement
2-28	Membership associations	Engaging Our Stakeholders
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Engaging Our Stakeholders Appendix / Assurance Statement
2-30	Collective bargaining agreements	2023 10-K pages 12, 26, 89
Material Topics		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Engaging Our Stakeholders
3-2	List of material topics	Engaging Our Stakeholders
3-3	Management of material topics	Code of Conduct pages 2, 19, 23, 37, 40



GRI Standard	Disclosure	Location
GRI 200: Economic		
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Measuring Our Impact 2023 10-K pages 32-39
201-2	Financial implications and other risks and opportunities due to climate change	Governance / Managing Risk 2023 10-K pages 10-11
201-3	Defined benefit plan obligations and other retirement plans	2023 10-K pages 89-92 Proxy Statement
201-4	Financial assistance received from government	Potential government incentive mechanisms are occasionally evaluated and considered in analysis of site / facility projects / investment activities. No public institutions hold any major shares in Radius.
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Our Products & Services Advancing Our Sustainability Goals Environmental Stewardship Community Investment & Volunteerism
203-2	Significant indirect economic impacts	Our Products & Services Advancing Our Sustainability Goals
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Governance Code of Conduct pages 22-23
205-2	Communication and training about anti-corruption policies and procedures	Governance / Ethics & Compliance Code of Conduct pages 14, 22
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Code of Conduct pages 19-21
GRI 300: Environmental		
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Measuring Our Impact / Advancing the Circular Economy Through Our Vertically Integrated Operating Model / Enabling Decarbonization of Key Industries / Emissions Impact of Using Recycled Metals 2023 10-K pages 2-11
301-2	Recycled input materials used	As a recycling company, and manufacturer of steel using recycled scrap metal, virtually all material inputs into our primary products and services are recycled materials. For example, our finished steel products contain 95% recycled content by weight, using recycled ferrous metal sourced internally from our own recycling and joint venture operations.



GRI Standard	Disclosure	Location
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Energy & Emissions / Sourcing Renewable & Low-Carbon Power Appendix / Assurance Statement Appendix / SASB Disclosures
302-2	Energy consumption outside of the organization	CDP Climate Questionnaire Response (A- Score for 2022 Submission)
302-3	Energy intensity	Energy & Emissions / Sourcing Renewable & Low-Carbon Power Appendix / Assurance Statement Appendix / SASB Disclosures
302-4	Reduction of energy consumption	Energy & Emissions / Sourcing Renewable & Low-Carbon Power Appendix / Assurance Statement Appendix / SASB Disclosures
302-5	Reductions in energy requirements of products and services	Investing in Fleet & Facility Efficiency Appendix / Assurance Statement Appendix / SASB Disclosures
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	CDP Water Questionnaire Response (A- Score for 2022 Submission)
303-2	Management of water discharge-related impacts	CDP Water Questionnaire Response (A- Score for 2022 Submission)
303-3	Water withdrawal	Enhancing Environmental Management / Responsible Water Consumption Appendix / Assurance Statement Appendix / SASB Disclosures CDP Water Questionnaire Response (A- Score for 2022 Submission)
303-4	Water discharge	CDP Water Questionnaire Response (A- Score for 2022 Submission)
303-5	Water consumption	CDP Water Questionnaire Response (A- Score for 2022 Submission)
GRI 304: Biodiversity 2016		
304-2	Significant impacts of activities, products and services on biodiversity	Measuring Our Impact Enhancing Environmental Management / Stormwater Management Supports Biodiversity



GRI Standard	Disclosure	Location
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Energy & Emissions / Achieving Our Goal, Looking To The Future Appendix / Assurance Statement Appendix / SASB Disclosures CDP Climate Questionnaire Response (A- Score for 2022 Submission)
305-2	Energy indirect (Scope 2) GHG emissions	Energy & Emissions / Achieving Our Goal, Looking To The Future Appendix / Assurance Statement Appendix / SASB Disclosures CDP Climate Questionnaire Response (A- Score for 2022 Submission)
305-3	Other indirect (Scope 3) GHG emissions	Energy & Emissions / Sourcing Renewable & Low-Carbon Power Appendix / Assurance Statement CDP Climate Questionnaire Response (A- Score for 2022 Submission)
305-4	GHG emissions intensity	Energy & Emissions / Sourcing Renewable & Low-Carbon Power CDP Climate Questionnaire Response (A- Score for 2022 Submission)
305-5	Reduction of GHG emissions	Energy & Emissions / Achieving Our Goal, Looking To The Future Appendix / Assurance Statement Appendix / SASB Disclosures CDP Climate Questionnaire Response (A- Score for 2022 Submission)
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Appendix / SASB Disclosures
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Enhancing Environmental Management Appendix / Assurance Statement Appendix / SASB Disclosures
306-2	Management of significant waste-related impacts	Enhancing Environmental Management Appendix / Assurance Statement Appendix / SASB Disclosures
306-3	Waste generated	Enhancing Environmental Management Appendix / Assurance Statement Appendix / SASB Disclosures
306-4	Waste diverted from disposal	Our Products & Services / Delivering High-Quality Metals for a Low-Carbon Future
306-5	Waste directed to disposal	Enhancing Environmental Management Appendix / Assurance Statement Appendix / SASB Disclosures



GRI Standard	Disclosure	Location
GRI 400: Social		
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Our People Shape the Future / Health & Safety
403-2	Hazard identification, risk assessment, and incident investigation	Our People Shape the Future / Health & Safety
403-3	Occupational health services	Our People Shape the Future / Employee Wellness
403-4	Worker participation, consultation, and communication on occupational health and safety	Our People Shape the Future / Employee Wellness
403-5	Worker training on occupational health and safety	Our People Shape the Future / Health & Safety Our People Shape the Future / Employee Wellness
403-6	Promotion of worker health	Our People Shape the Future / Employee Wellness
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our People Shape the Future / Health & Safety
403-8	Workers covered by an occupational health and safety management system	Policy 8.1.1 Health & Safety, 8.1.2 Safety Documentation, 8.1.3 Workplace Conduct, 8.1.8 Proper Use of Face Coverings
403-9	Work-related injuries	Our People Shape the Future / Health & Safety
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Employee Training, Development, & Education Employees completed more than 2,000 courses. New leaders are required to complete 14 hours of core curriculum learning to support leadership development.
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Training, Development, & Education
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Training, Development, & Education All employees receive regular performance and career development reviews.
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Promoting Diversity, Equity, & Inclusion / Benchmarking Diversity
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Policy 3.1.12, Harassment and Discrimination—see Code of Conduct page 10 The company does not tolerate any form of discrimination, has a non-discrimination policy that is acknowledged by all employees, and comprehensively investigates and addresses any concerns raised.
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Cultivating Community Relationships
GRI 415: Public Policy 2016		
415-1	Political contributions	Policy 6.1.2, Political Contributions—see Code of Conduct pages 23, 26

Sustainability Accounting Standards Board (SASB) Disclosures

Reporting Period

Fiscal Year 2023 (September 1, 2022 through August 31, 2023)

SASB Sector/SICS		Breakdown %		
Steel Manufacturing Business	"Secondary Production"/ Iron & Steel Producers	% of Emissions	52%	The Iron & Steel Producers industry consists of steel producers with iron and steel mills and companies with iron and steel foundries. The steel producers segment consists of companies that produce iron and steel products from their own mills. These products include flat-rolled sheets, tin plates, pipes, tubes, and products made of stainless steel, titanium, and high alloy steels. Iron and steel foundries, which cast various products, typically purchase iron and steel from other firms. The industry also includes metal service centers and other metal merchant wholesalers, which distribute, import, or export ferrous products. Steel production occurs via two primary methods: the Basic Oxygen Furnace (BOF), which uses iron ore as an input, and the Electric Arc Furnace (EAF), which uses scrap steel. Many companies in the industry operate on an international scale. Note: With a few exceptions, most companies do not mine their own ore to manufacture steel and iron products. There are separate SASB standards for the Metals & Mining (EM-MM) industry.
		% of Revenue	18%	
		% of Sites	2%	
		% of Workforce	12%	
Metals Recycling Business	"Recycling"/Waste Management	% of Emissions	40%	The Waste Management industry includes companies that collect, store, dispose of, recycle, or treat various forms of waste from residential, commercial, and industrial clients. Types of waste include municipal solid waste, hazardous waste, recyclable materials, and compostable or organic materials. Major companies are commonly vertically integrated, providing a range of services from waste collection to landfilling and recycling, while others provide specialized services such as treating medical and industrial wastes. Waste-to-energy operations are a distinct industry segment. Certain industry players also provide environmental engineering and consulting services, mostly to large industrial clients.
		% of Revenue	77%	
		% of Sites	51%	
		% of Workforce	48%	
Retail Business	"Used Auto Parts"/ Multiline and Specialty Retailers & Distributors	% of Emissions	5%	The Multiline and Specialty Retailers & Distributors industry encompasses a variety of retailing categories such as department stores, mass merchants, home products stores, and warehouse clubs, as well as a smaller segment of distributors like electronics wholesalers and automotive wholesalers. Common to these companies (except for the distribution segment) is that they manage global supply chains to anticipate consumer demands, keep costs low, and keep products stocked in their brick-and-mortar storefronts. This is a highly competitive industry, in which each company category generally has a small number of key players, characterized by generally low margins. The relatively substitutable nature of retail makes companies in this industry especially susceptible to reputational risks.
		% of Revenue	5%	
		% of Sites	47%	
		% of Workforce	31%	



Activity Metrics

Metric	Category	Unit of Measure	Code	Response/Comment
Topic: Production Activities				
Raw steel production, percentage from: (1) basic oxygen furnace processes	Quantitative	Metric tons (t), Percentage (%)	EM-IS-000.A	Not applicable: We do not produce steel via basic oxygen furnace (BOF) processes. All steel we produce is via electric arc furnace (EAF) processes. From a GHG emissions standpoint, EAF steelmaking results in far lower GHG emissions than BOF steelmaking. Comparable CO2 emissions per metric ton of BOF and EAF emissions intensities produced are: 1.94 and .48 for the Steel Manufacturer Association's U.S. integrated steel production average. Our CO2 emissions per metric ton of finished steel production is approximately 0.14.
Raw steel production, percentage from: (2) electric arc furnace processes	Quantitative	Metric tons (t), Percentage (%)	EM-IS-000.A	<p>521,000 100%</p> <p>Melt shop production: Our melt shop includes an EAF, a ladle refining furnace with enhanced steel chemistry refining capabilities, and a five-strand continuous billet caster, permitting the mill to produce special alloy grades of steel not currently produced by other mills on the West Coast of the U.S. The melt shop produced approximately 512 thousand short tons of steel in the form of billets during fiscal 2023. The substantial majority of these billets are reheated in a natural gas-fueled furnace and are then hot-rolled through the rolling mill to produce finished steel products. The rolling mill has an effective annual production capacity under current conditions of approximately 580 thousand short tons of finished steel products.</p> <p>The primary feedstock (over 95% by weight) for the manufacture of our finished steel products is ferrous recycled scrap metal. Our steel mill obtains substantially all of its scrap metal raw material requirements from our integrated metals recycling and joint venture operations.</p> <p>In fiscal 2023, we sold 521 thousand short tons of finished steel products, i.e. rebar and wire rod, as well as over 4 million metric tons of ferrous scrap metal (including intercompany sales to our steel mill) for use in EAF steelmaking in the U.S. and around the world.</p> <p>To learn more please review our 2023 Sustainability Report.</p>
Total iron ore production	Quantitative	Metric tons (t)	EM-IS-000.B	Not applicable: We do not consume or sell iron ore in the production of our steel products. Rather, the recycling of 1 metric ton of ferrous scrap for use in EAF steelmaking is estimated to conserve 1.4 metric tons of iron ore. Therefore, by extension our operations supported the conservation of more than 691 thousand metric tons of iron ore in fiscal 2023. Additionally, we produce three valuable co-products: millscale, baghouse dust, and slag. Millscale functions as a metallurgical input to steelmaking, supporting the avoidance of iron ore production and conservation of raw iron ore, while baghouse dust avoids zinc production, and slag avoids cement and gravel production.
Total coking coal production	Quantitative	Metric tons (t)	EM-IS-000.C	Not applicable: We do not consume or sell coking coal in the production of our steel products. Rather, the recycling of 1 metric ton of ferrous scrap for use in EAF steelmaking is estimated to conserve 0.74 metric tons of coal. Therefore, by extension our operations supported the conservation of more than 365 thousand metric tons of coal in fiscal 2023.



Activity Metrics

Metric	Category	Unit of Measure	Code	Response/Comment	
Number of customers by category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Quantitative	Number	IF-WM.000.A	The customers of our recycled metal products consist, almost exclusively, of industrials operating within the “Iron & Steel Producers” sector. The customers of our recycling services consist of a wide variety of municipal, commercial, industrial, residential, and other entity types. We do not track the number of customers by the categories described because of the inherent interconnectedness of the industry (i.e., constant movement of material up and downstream of the supply chain), however, the overwhelming majority of our recycling services customers, in terms of amount of material managed, are likely categorized as commercial and industrial businesses.	
Vehicle fleet size	Quantitative	Number	IF-WM.000.B	Our fleet consists of approximately 200 drivers operating a wide variety of owned and leased over-the-road (OTR) trucks performing short-range B2B hauling, between our operating sites and those of our trade suppliers (aka recycling services customers) and our customers (aka industrials that consume our recycled products). We may utilize third-party hauling service providers to move material between our operating sites and those of our suppliers and customers. Given the importance and necessity of serving the local communities where we operate (i.e., typically, high-density urban environments), our short-range OTR hauling is typically under 250 miles between origin and destination. Our fleet contributes approximately 8% to our Scope 1 GHG emissions footprint through its consumption of both conventional and alternative fuel sources.	
Number of: (1) landfills, (2) transfer stations, (3) recycling centers, (4) composting centers, (5) incinerators, and (6) all other facilities	Quantitative	Number	IF-WM.000.C	Our facilities consist of over 100 autos and metals recycling locations throughout the U.S., including Hawaii and Puerto Rico, and western Canada. We operate seven large-scale metal shredding facilities and seven export terminals on both the west and east coasts of North America. We do not operate any landfills, transfer stations, composting centers, or incinerators.	
Total amount of materials managed, by customer category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Quantitative	Metric tons (t)	IF-WM.000.D	The total amount of materials managed exceeds 4.5 million metric tons annually. We do not track total amount of materials managed by the categories described, however, the overwhelming majority for total amount of materials managed are likely sourced from commercial and industrial businesses.	
Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	50	Our network of (50) retail self-service auto parts stores located across the United States (“U.S.”) and Western Canada, which operate under the commercial brand-name Pick-n-Pull, procure the significant majority of our salvaged vehicles and sell serviceable used auto parts from these vehicles. Upon acquiring a salvaged vehicle, we remove catalytic converters, aluminum wheels, and batteries for separate processing and sale prior to placing the vehicle in our retail lot. Approximate total area of retail space is 2.88 million square meters. After retail customers have removed desired parts from a vehicle, we may remove remaining major component parts containing ferrous and nonferrous metals, which are primarily sold to wholesalers. The remaining auto bodies are crushed and shipped to our metals recycling facilities to be shredded or sold to third parties where geographically more economical.
Total area of: (1) retail space and (2) distribution centers	Quantitative	Square meters (m2)	CG-MR-000.B	2,880,007	



Accounting Metrics

Metric	Category	Unit of Measure	Code	Response/Comment
Topic: Greenhouse Gas Emissions				
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t), Percentage (%)	EM-IS-110a.1	74,059 0%
				Currently, 0% of our gross global Scope 1 emissions from steel manufacturing operations are covered under emissions-limiting regulations. We are required to annually report GHG emissions from our steel mill to the State of Oregon Department of Environmental Quality (ODEQ) and the U.S. Environmental Protection Agency (EPA). In March 2020, the Governor of Oregon issued an executive order directing state agencies to take certain actions to reduce and regulate GHG emissions. Pursuant to this executive order, ODEQ adopted a new Climate Protection Program to limit GHG emissions in the state including from large stationary sources such as our steel mill. Pursuant to these regulations, our steel mill's GHG process emissions will be subject to a best available emission reduction technology analysis and standard and its natural gas GHG combustion emissions will be subject to the cap and annual reductions applied to its natural gas supplier. In addition, the ODEQ Cleaner Air Oregon ("CAO") program regulates toxic air emissions from manufacturing and commercial facilities located in Oregon. The ODEQ has published a prioritization list of the facilities within the state subject to the CAO program based on emissions inventories that facilities submitted to the ODEQ. The prioritization list established four tiers of risk groups. Our steel mill has been assigned to the first-tier risk group and entered the CAO program in 2020. The CAO program covers approximately 50% of our total enterprise Scope 1 GHG emissions.
			IF-WM-110a.1	56,638 0% 10%
				Currently, 0% of our gross global Scope 1 emissions from recycling operations are covered under emissions-limiting regulations. In March of 2020, the Governor of Oregon issued an executive order directing state agencies to take certain actions to reduce and regulate GHG emissions, including development of a "cap and reduce" program that would cover large stationary sources. In Oregon, our metal shredding operations may be subject to emissions-limiting regulations in the near-term that may impact approximately 3% of our total enterprise Scope 1 emissions. Approximately 10% of our Scope 1 emissions from recycling operations are covered under emissions-reporting regulations. In the near-term, we anticipate our major metal shredding operations to be subject to additional emissions-reporting regulations that may impact approximately 27% of our total enterprise Scope 1 emissions.
Total landfill gas generated, percentage flared, percentage used for energy	Quantitative	Million British Thermal Units (MMBtu), Percentage (%)	IF-WM-110a.2	Not applicable: We have no landfill operations or related facilities, and do not generate any amount of landfill gas.



Accounting Metrics

Metric	Category	Unit of Measure	Code	Response/Comment
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions and lifecycle emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	N/A	EM-IS-110a.2; IF-WM-110a.3	<p>Our sustainability goals are aligned with our short- to medium-term business success with targets for fiscal 2024 to 2028, and in the long-term for fiscal 2028 and beyond, set to a base year of fiscal 2019. We have updated our goal to reduce Scope 1 GHG emissions from our recycling operations by 35% by the end of fiscal 2028. Mechanisms for achieving our goal and meeting our targets may include (1) research and development in “low-carbon” to “carbon-free” steel production capabilities and advanced carbon capture & storage applications for our steel mill, and capital investments in emissions control and air pollutant elimination technologies on our metal shredding operations, (2) capital investments to achieve greater fuel economy by retrofit and/or replacement of on-road transport vehicles and off-road equipment, (3) capital investments to electrify equipment that is currently fuel-consuming, (4) sourcing a greater proportion of fuels with suitable low-carbon fuel alternatives (i.e., renewable natural gas, renewable diesel, biodiesel, and ethanol fuel blends), (5) capital investments in other energy efficiency technologies for water and space heating applications that reduce our consumption of natural gas, and (6) the purchase and retirement of “high-quality” carbon credits. Limiting factors to achieving these goals may include (i) a shortfall in or inability to make adequate capital investments, (ii) a shortfall in the emission reduction performance of control technologies acquired and deployed, (iii) an inability to acquire and deploy adequate emission reduction controls and energy efficiency technologies, (iv) an inability to source suitable low-carbon fuel alternatives, and (v) an inability to source “high-quality” carbon credits. In fiscal 2023, we achieved a 9.66% reduction in Scope 1 emissions from all operations compared to our base year. We have obtained external assurance, by S&P Global Market Intelligence in accordance with AA1000AS Type 2 moderate-level assurance, for 100% site coverage and sources of Scope 1 emissions.</p> <p>To learn more please review our 2023 Sustainability Report.</p>
Topic: Fleet Fuel Management				
Fleet fuel consumed, percentage natural gas and percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	IF-WM-110b.1	<p>170,933 0% .92%</p> <p>We manage an over-the-road fleet of approximately 200 drivers to haul recycled metals, end-of-life vehicles, and finished steel products throughout the U.S. and Western Canada. These vehicles are fueled by diesel, biodiesel blended, gasoline, and ethanol blended fuels. We anticipate our use of alternative fuels to increase in the near-term while we are exploring alternative fuel and zero-emission vehicles.</p>
Percentage of alternative fuel vehicles in fleet	Quantitative	Percentage (%)	IF-WM-110b.2	<p>0%</p> <p>We are exploring alternative fuel vehicles most suitable to our business needs and operating environments and hope to deploy such assets in the near-term.</p>



Accounting Metrics

Metric	Category	Unit of Measure	Code	Response/Comment	
Topic: Air Emissions					
(1) CO	Quantitative	Metric tons (t)	EM-IS-120a.1	281	We report on distinct air emissions associated with the consumption of fuels by our on-road transport vehicles and off-road equipment only. The emittance of some of these pollutants (i.e., VOCs) from other sources, such as production processes or the consumption of natural gas, may be reported on within our Scope 1 emissions, in terms of metric tons of CO ₂ e.
(2) NO _x (excluding N ₂ O)				1,294	
(3) SO _x				85	
(4) PM ₁₀				91	
(5) MnO				n/a	
(6) Pb				n/a	
(7) VOCs				116	
(8) PAHs				<1	
Number of facilities in or near areas of dense population	Quantitative	Number	IF-WM-120a.2	2	We operate over 100 facilities in areas of varying population density. Most notable metropolitan areas (based on >11k people per km ²) include the greater Boston area in Massachusetts, San Francisco Bay Area (including San Jose and Oakland) in California, Providence in Rhode Island, and Portland in Oregon.
Number of incidents of non-compliance associated with air emissions	Quantitative	Number	IF-WM-120a.3	2	We have led research related to air emissions generated by shredding activities over the past decade, and we have prioritized actions that seek to accurately quantify and responsibly manage the air quality effects of our shredding operations. This effort has included investments of more than \$67 million since 2019 that advance our emissions reduction goals.



Accounting Metrics

Metric	Category	Unit of Measure	Code	Response/Comment		
Topic: Energy Management						
(1) Total energy consumed	Quantitative	Gigajoules (GJ), Percentage (%)	EM-IS-130a.1; CG-MR130a.1	3,192,161	<p>In fiscal 2023, we experienced a 1% increase in total energy consumed compared to our base year. Sources of energy consumed by our operations include grid electricity, natural gas, and other fuels (listed below). In the medium-term, we anticipate our energy consumption to increase, from both renewable and non-renewable sources. We have obtained external assurance, by S&P Global Market Intelligence in accordance with AA1000AS Type 2 moderate-level assurance, for 100% site coverage and sources of energy consumed.</p> <p>To learn more please review our 2023 Sustainability Report.</p>	
(2) percentage grid electricity				43%		
(3) percentage renewable (including carbon-free): (i) total energy, (ii) grid electricity use, (iii) fossil fuel consumption				46% 100% <2%		
(1) Total fuel consumed	Quantitative	Gigajoules (GJ), Percentage (%)	EM-IS-130a.2	1,822,499	<p>In fiscal 2023, we experienced a 7% increase in total fuel consumed compared to our base year. Sources of fuel consumed by our operations include natural gas, conventional diesel, renewable diesel, biodiesel blends, gasoline, ethanol blends, fuel oil, kerosene, propane, propylene, ametalene, and acetylene. We have obtained external assurance, by S&P Global Market Intelligence in accordance with AA1000AS Type 2 moderate-level assurance, for 100% site coverage and sources of fuel consumed.</p> <p>To learn more please review our 2023 Sustainability Report.</p>	
(2) percentage coal				0%		<p>Not applicable: We do not consume coal as a source of fuel. Rather, the recycling of 1 metric ton of ferrous scrap for use in EAF steelmaking is estimated to conserve 0.74 metric tons of coal. Therefore, by extension our operations supported the conservation of more than 365 thousand metric tons of coal in fiscal 2023.</p>
(3) percentage natural gas				61%		<p>In fiscal 2023, we experienced a 15% increase in total natural gas consumption compared to our base year. Our primary use of natural gas is in the reheat furnaces and melt shop of our steel manufacturing operations, where pre-casted billets are reheated and then processed through our rolling mill to produce our finished steel products—rebar and wire rod. Our secondary use of natural gas consumption is in regenerative thermal oxidizers (RTO) of our mega-metal shredding operations where captured VOC air emissions are treated to reduce GHG emissions from our shredding production processes. In the third quarter of fiscal 2022, we completed installation of a second RTO on one of our mega-shredders. In the medium-term, we anticipate our natural gas consumption to increase.</p>
(4) percentage renewable				<2%	<p>Since 2019, we have steadily increased our procurement of alternative fuels, e.g. renewable diesel, biodiesel blended, and ethanol blended fuels in our on-road transport vehicles and off-road equipment. In the medium-term, we anticipate our procurement and use of alternative fuels to increase.</p>	



Accounting Metrics

Metric	Category	Unit of Measure	Code	Response/Comment	
Topic: Water Management					
(1) Total fresh water withdrawn	Quantitative	Thousand cubic meters (m3), Percentage (%)	EM-IS-140a.1	1,219	<p>In fiscal 2023, we experienced an almost 2% decrease in total fresh water withdrawn compared to our base year. Our steel mill is the primary user of water, representing 52% of total fresh water withdrawal and maintaining a water recycling rate of greater than 90% on average. Our metal shredding operations are also significant users of water, representing 39% of total fresh water withdrawal in fiscal 2023. We have obtained external assurance, by S&P Global Market Intelligence in accordance with AA1000AS Type 2 moderate-level assurance, for 100% site coverage and sources of fresh water withdrawn.</p> <p>To learn more please review our 2023 Sustainability Report.</p>
(2) percentage recycled				>90%	<p>Our steel mill is the primary user of water, representing 52% of total fresh water withdrawal and maintaining a water recycling rate of greater than 90% on average. Our metal shredding operations are also significant users of water, representing 39% of total fresh water withdrawal in fiscal 2023. Water recycling rates and capabilities for our metal shredding operations are influenced by various factors, such as (1) weather-related events (e.g., floods, hurricanes, storms, wildfires, heat waves, and droughts), (2) regulatory compliance requirements regarding control and treatment of wastewater and stormwater, and (3) existing infrastructure, conveyance and storage equipment, and control technologies for practicable collection and re-use of water.</p>
(3) percentage in regions with high or extremely high baseline water stress				<2%	<p>The percentage of total fresh water resources indirectly withdrawn from areas characterized to have high or extremely high baseline water stress decreased to less than 2%. Our operations source water from (1) third-party purchased municipal water sources and (2) onsite well-extracted renewable groundwater sources. Approximately 18% of our sites purchase water from municipalities that operate in geographic areas characterized to have high or extremely high baseline water stress. At this time, water availability directly linked to the respective geographic locations of our operations is not believed to be of significant concern, as water is not a direct, raw material input of our products, and our water uses in operations are limited in scope to, predominately, cooling in steelmaking and metal shredding production processes, emergency-response fire suppression, emissions control, dust suppression, and to a lesser extent, landscaping irrigation, human sanitation, and consumption.</p>



Accounting Metrics

Metric	Category	Unit of Measure	Code	Response/Comment	
Topic: Waste Management					
Amount of waste generated	Quantitative	Metric tons (t), Percentage (%)	EM-IS-150a.1	730,997	<p>In fiscal 2023, we experienced an increase of 0.4% in total waste generated compared to our base year. We continue to execute on our waste management strategy through (1) greater stakeholder engagement with our providers of waste services and (2) greater employee training on proper waste classification, handling, storage, and management. We have obtained external assurance, by S&P Global Market Intelligence in accordance with AA1000AS Type 2 moderate-level assurance, for 100% site coverage and sources of waste generated.</p> <p>To learn more please review our 2023 Sustainability Report.</p>
percentage hazardous				<1%	
percentage recycled				79%	
Topic: Management of Leachate & Hazardous Waste					
Total Toxic Release Inventory (TRI) releases, percentage released to water	Quantitative	Metric tons (t), Percentage (%)	IF-WM-150a.1	Not applicable: We do not generate landfill leachate and our facilities do not treat hazardous wastes. Facilities that report to the U.S. EPA's TRI Program are typically "larger facilities involved in manufacturing, metal mining, electric power generation, chemical manufacturing and hazardous waste treatment." While we may be involved in some of these activities, we intend to operate our facilities to avoid releases of toxic substances to air, land, and water.	
Number of corrective actions implemented for landfill releases	Quantitative	Number	IF-WM-150a.2	Not applicable: We do not operate any landfills.	
Number of incidents of non-compliance associated with environmental impacts	Quantitative	Number	IF-WM-150a.3	Not applicable: We do not generate landfill leachate and our facilities do not treat hazardous wastes. Instances of non-compliance associated with hazardous waste management at our facilities typically consist of maintaining of proper storage and containment, labeling and recordkeeping, general housekeeping, and due-diligence of third-party hauler and disposition end-facilities.	
Topic: Labor Practices					
Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	IF-WM-310a.1	23%	<p>We hire employees from across the United States, Puerto Rico, and Canada and have employees residing in all states, territories, and provinces in which we operate. We aim to offer a competitive compensation package and suite of benefits that align our employees with the interests of our strategic long-term growth and our customers, communities, and shareholders. As of August 31, 2023, we had 3,353 full-time employees, 763 of whom were covered by collective bargaining agreements—approximately 23% of our full-time employees are represented by unions under collective bargaining agreements, including substantially all of the manufacturing employees at our steel manufacturing facility. Of our full-time employees as of August 31, 2023, approximately 95% resided in the United States.</p>
Number of work stoppages and total days idle	Quantitative	Number, Days idle	IF-WM-310a.2	0	



Accounting Metrics

Metric	Category	Unit of Measure	Code	Response/Comment
Topic: Workforce Health & Safety				
(1) Total recordable incident rate (TRIR) for full-time employees	Quantitative	Rate	EM-IS-320a.1; IF-WM-320a.1	2.23 Since fiscal 2019, we have achieved a 20% reduction in TRIR and our NMFR fell 27% against our base year. Our fatality rate remains 0%.
(2) Fatality rate for full-time employees				0 To learn more please review our 2023 Sustainability Report.
(3) Near miss frequency rate (NMFR) for full-time employees				57.98
(1) Total recordable incident rate (TRIR) for contract employees				Not applicable: We do not currently report on rates exclusive to “contract employees”.
(2) Fatality rate for contract employees				
(3) Near miss frequency rate (NMFR) for contract employees				
Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance	Quantitative	Percentile	IF-WM-320a.2	Not applicable: We do not currently report on the listed (1-5) “SMS Basic %s”, and we do not transport hazardous materials.
Number of road accidents and incidents	Quantitative	Number	IF-WM-320a.3	Not applicable: We do not currently report on the number of road accidents and incidents.



Accounting Metrics

Metric	Category	Unit of Measure	Code	Response/Comment	
Topic: Recycling & Resource Recovery					
Amount of waste incinerated, percentage hazardous, percentage used for energy recovery	Quantitative	Metric tons (t), Percentage (%)	IF-WM-420a.1	n/a <1% n/a	We do not currently operate any waste incineration facilities and we do not currently report on the amount of waste incinerated or the percentage of waste used for energy recovery. The percentage of hazardous waste that generated in our operations is consistently representative of less than 1% of total waste generated.
Percentage of customers receiving (1) recycling and (2) composting services, by customer type	Quantitative	Percentage (%)	IF-WM-420a.2	100% 0%	In addition to the ferrous and nonferrous metal, and other recyclable materials that we procure, our recycling services include "Secure Recycling and Certified Destruction", "Automotive Parts Recycling and Asset Recovery", "Managed Recycling and Reclamation for National Accounts", "Railcar Dismantling and Recycling", and "Reverse Logistics". We do not provide composting services. To learn more about our Recycling Services please visit radiusrecycling.com .
Amount of material (1) recycled, (2) composted, and (3) processed as waste-to-energy	Quantitative	Metric tons (t)	IF-WM-420a.3	>96% n/a n/a	As one of the largest metals recyclers in North America, our supply network of over 100 facilities procure, process, and recycle more than 4.7 million metric tons of material annually. Less than 4% of all material received may result in waste generated to be managed for landfill disposal. We do not currently report on the amount of "composted" material or material "processed as waste-to-energy (WtE) recovery". We do not operate any composting or WtE facilities.
Amount of electronic waste collected, percentage recovered through recycling	Quantitative	Metric tons (t), Percentage (%)	IF-WM-420a.4	n/a >99%	We do not currently report on the amount of "e scrap" or electronic waste we collect; however, any "e scrap" that we may procure or electronic waste that we may receive is managed for recycling and landfill diversion.



Accounting Metrics

Metric	Category	Unit of Measure	Code	Response/Comment
Topic: Supply Chain Management				
Discussion of the process for managing iron ore and/or coking coal sourcing risks arising from environmental and social issues	Discussion and Analysis	n/a	EM-IS-430a.1	<p>Not applicable: A process for managing iron ore and/or coking coal sourcing risks is not necessary because we do not consume iron ore or coking coal. Rather, the recycling of 1 metric ton of ferrous scrap for use in EAF steelmaking is estimated to conserve 1.4 metric tons of iron ore and 0.74 metric tons of coal. Therefore, by extension our operations supported the conservation of more than 691 thousand metric tons of iron ore and 365 thousand metric tons of coal in fiscal 2023. Additionally, we produce three valuable co-products: millscale, baghouse dust, and slag. Millscale functions as a metallurgical input to steelmaking, supporting the avoidance of iron ore production and conservation of raw iron ore, while baghouse dust avoids zinc production, and slag avoids cement and gravel production.</p> <p>In regards to any existing or projected risks or constraints in obtaining other raw materials: We believe we operate the only mini-mill in the Western U.S. that obtains the majority of its scrap metal feedstock from an integrated metals recycling operation—our metals recycling operations provide our steel mill with a mix of recycled metal grades, which allows the mill to achieve optimum efficiency in its melting operations. Our finished steel products contain approximately 95.4% recycled scrap steel content with 4.5% alloys and additives. Although the synergies from our integrated operations allow us to be our own source for some raw materials, particularly with respect to scrap metal for our steel manufacturing operations, we rely on third-party suppliers for other input needs, including inputs to steel production such as graphite electrodes, alloys, and other required consumables.</p>

Assurance Statement



S&P Global Sustainable1 Assurance

Radius Recycling assurance statement: AA1000AS v3

S&P Global Sustainable1, a business of S&P Global Inc. (hereafter, “Sustainable1”) was engaged by Schnitzer Steel Inc. (rebranded to **Radius Recycling** in July 2023) to provide assurance of the environmental data held within its 2023 CDP Response and 2023 Sustainability Report. Hereafter, Schnitzer Steel Inc. will be referred as Radius Recycling.

Intended users

The intended users of this assurance statement are the management and stakeholders of Radius Recycling

Responsibilities of Radius Recycling and assurance provider

The management of Radius Recycling has sole responsibility for the preparation and content of the Sustainability Report and CDP Climate Change Response (hereafter, “CDP”). Sustainable1’s statement represents its independent and balanced opinion on the content and accuracy of the information and environmental data held within.

Assurance standard

Sustainable1 undertook the assurance in accordance with AA1000AS v3 (2020) Type 2 moderate-level assurance, covering:

- ✓ Evaluation of adherence to the AA1000AP (2018) Principles of .inclusivity, materiality, responsiveness and impact (the Principles)
- ✓ The reliability of specified environmental performance information (energy use, greenhouse gas emissions, employee safety, water use and waste generated)

Sustainable1 used the Global Reporting Initiative (GRI) and the GHG Protocol to evaluate Radius Recycling’s performance information and adherence to the Principles.

Scope and limitations

Sustainable1 was engaged to assure the data and claims in Radius Recycling’s 2023 external reporting, encompassing the period of 1 September 2022 – 31 August 2023. Sustainable1 was asked to assure reporting for specific KPIs – Scope 1, Scope 2 (Location based and Market based), Scope 3 Category 6 (Business Travel), Waste, Water and TCIR. Radius Recycling took an operational control approach.

Sustainable1 verified the environmental impacts, as calculated by Radius Recycling, within the table below.

* As per the request made by the company, for the purpose of this statement, the company will be referred to as “Radius Recycling” instead of “Schnitzer Steel Inc.”.

 Sustainable 1

¹ The quantity reported under GHG Scope 1 fuel combustion includes the following fuel types: Diesel, Biodiesel, Renewable Diesel, Gasoline, Ethanol, Fuel Oil, Kerosene, Propane, Propylene, and Acetylene.

² The quantity reported under GHG Scope 2 market-based electricity includes electric utility-specific renewable portfolio standard (RPS) mixes, utility green tariff participation, and purchases of bundled and unbundled renewable energy credits (RECs)

³ The quantity reported under Waste by Beneficial Reuse/Recycling category is inclusive of materials for reuse/recycling; materials used for energy recovery and may include U.S. federal RCRA materials.

⁴ The quantity reported under U.S. federal RCRA may be inclusive of both disposition types i.e., by landfill disposal, and reuse/recycling.

⁵ TCIR stands for Total Case Incident Rate (TCIR) as the number of work-related recordable injuries per 200,000 working hours during a one-year period.

Methodology

Sustainable1's assurance activities included the following:

- Review of the processes by which Radius Recycling defines the sustainability issues that are relevant and material to its operations and its stakeholders.
- Interviews with managers responsible for sustainability performance and data collection
- Assessment of the extent to which Radius Recycling's sustainability activities adheres to the Principles
- Review of processes and systems used to gather and consolidate environmental data. The data sources that Sustainable 1 reviewed includes invoices, spreadsheets, and other data points.
- Verification of data accuracy for a selection of sites, including an audit of conversion factors, and calculations

SCOPE	SOURCE	UNIT	QUANTITY
GHG Scope 1	Natural gas		56,287
	Fuels ¹		47,478
	Production Processes		26,053
	Production Fugitives		14,222
GHG Scope 2	Electricity (Location based)	Metric tonnes CO ₂ e	25,485
	Electricity (Market based) ²		0
GHG Scope 3	Business travel (Rail and Air) & Hotel Stay		2,026
Water	Purchased municipal water	m ³	1,182,856
	Extracted well water		37,035
Waste (by source category)	Business Waste		12,702
	Process Waste		718,281
Waste (by disposition category) ³	Landfill Disposal	Metric tonnes	151,008
	Beneficial Reuse/Recycling		579,989
Waste (by regulation) ⁴	US Federal RCRA		1,879
Employee Safety	TCIR ⁵	(Number of cases per 200,000 hours worked)	2.12



PRINCIPLE	COMMENTS
<p>Inclusivity: the participation of stakeholders in developing and achieving an accountable and strategic response to sustainability</p>	<p>Radius Recycling has been actively engaging with a wide range of internal and external stakeholder groups over the years. Some of the key stakeholders are shareholders, customers, employees, trade as well as non-trade suppliers, regulatory agencies, local communities, and other businesses or parallel industries, including peers and supply-chain partners. With respect to stakeholder engagement, Radius Recycling assigns higher priority to its shareholders, investors, and customers. Several internal teams are involved in obtaining feedback from stakeholders through periodic meetings. Shareholders and investors are updated regarding the financial and ESG performance of the organization through quarterly earnings call, customer services representatives engage with and update the customers, while the procurement team communicates the company's ESG-related expectations to its suppliers on a regular basis. Radius Recycling prioritizes sustainability experience at the highest level of governance. Further, highlights of the company's ESG strategy are being incorporated into the proxy statement. Radius Recycling's Board has direct oversight and responsibility of the company's sustainability strategy and goals and receives regular updates on the progress towards these goals. The Chief Sustainability Officer, reporting directly to the Chairman and Chief Executive Officer, works with the executive leadership team for planning and executing ESG initiatives and goals.</p>
<p>Materiality: determining the relevance and significance of an issue to an organization and its stakeholders</p>	<p>Radius Recycling conducted its most recent materiality assessment in 2021, which led to the identification of priority issues such as environmental management, employee safety, talent recruitment and retention, employee training and development, local community relations, carbon neutrality, employee satisfaction, climate change management, ethics, and diversity, equity, and inclusion (DE&I). The company has deployed an ISO 14001 certified environmental management system (EMS) and plans to incorporate it across more facilities in the upcoming years. The EMS will allow sites to set goals aligned with the company's sustainability strategy and to monitor their performance against the company's targets with respect to energy, waste, water, etc. The company has established several employee resource groups under its 'Safe Spaces for All' campaign. With the aim of educating its workforce on the importance of DE&I, the company has launched several internal training programs on topics such as unconscious bias, equity and equality, and the concept of belonging, as well as a mentorship program. Radius Recycling continues to align its sustainability goals with various United Nations Sustainable Development Goals (SDGs) such as SDG 5: Gender Equality, SDG 6: Clean Water and Sanitation, SDG 7: Affordable and Clean Energy, SDG 10: Reduced Inequalities, among others.</p>



<p>Responsiveness: an organization's response to stakeholder issues that affect its sustainability performance and is realized through decisions, actions and performance, as well as communication with stakeholders</p>	<p>Radius Recycling has set up a corporate communications team that acts as a first point of contact to address questions, information requests and feedback from its stakeholders. The company ensures that these communications are turned around within a reasonable timeframe, usually within a week. The company also engages with its stakeholders through press releases and social media platforms such as LinkedIn. Radius Recycling disclosed that insights from stakeholder engagements often influence its sustainability strategy and initiatives. For instance, queries regarding Radius Recycling's green steel product, and its low emission intensity compared with industry peers, prompted the company to publish factsheets providing more information regarding this product as well as its emission calculation methodology. Further, in response to certain stakeholder queries regarding Radius Recycling's impact on water, the company plans to develop a water balance at one of its high-consumption manufacturing facilities, to identify opportunities for water efficiencies within its production-related activities.</p>
<p>Impact: Organizations should monitor, measure and be accountable for how their actions impact broader ecosystems</p>	<p>In FY23, Radius Recycling met its target of reducing its absolute Scope 1 and Scope 2 emissions by 25% by FY25 from the FY19 baseline. Moving forward, Radius Recycling has set a new goal to reduce absolute emissions by 35% by end of FY28 against the FY19 baseline. It purchases Renewable Energy Certificates (RECs) and Green Tariffs to maintain net zero Scope 2 emissions. It deployed emissions control technology at two out of its four mega shredders, which allowed it to reduce its Scope 1 emissions. It aims to deploy this technology at all of its mega shredders to further reduce its absolute Scope 1 emissions. By the end of FY23, Radius Recycling incorporated 30 facilities under its ISO 14001 certified EMS. Radius Recycling plans to incorporate all of its sites by FY26. The company has prioritized safety within its facilities and is focused on meeting its target of 1.00 total case incident rate (TCIR) by FY25.</p>



Findings, conclusions, and recommendations

The Principles:

Nothing came to Sustainable1's attention to suggest that Radius Recycling's CDP Response does not adhere to the AA1000 Principles.

Data reliability:

Radius Recycling has implemented rigorous processes to collect and aggregate global energy consumption, GHG emissions, employee safety, water use and waste generation. Upon evaluating this system, Sustainable1 found that data was accurate overall, and any minor corrections were made as necessary.

Assurance provider

Sustainable1 has been researching, standardizing and validating corporate environmental performance data since 2000. Sustainable1's research team has the relevant professional and technical competencies and experience to conduct an assurance to the AA1000 standard.

Sustainable1 has conducted this assurance independently and impartially and in compliance with S&P Global's policies and procedures, including its Code of Business Ethics that provide a framework relating to ethical conduct, conflict of interest and compliance with law.

S&P Global Sustainable1, a business of S&P Global Inc.

London, December 2023



Richard Mattison
Vice-Chair, Sustainable1





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