



Where change begins

2024 SUSTAINABILITY REPORT

Recycling Metals for a Sustainable Tomorrow

ABOUT THIS DOCUMENT

Policies & 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, 2024.

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 greenhouse gas (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, cyclicality, 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 cyclicality 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 (ESG) 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 GHG 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 multi-employer 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 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.



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About This Report

Radius's 11th Sustainability Report covers the 2024 fiscal year, which concluded on August 31, 2024. This report details our progress on 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, GRI, and SASB Content Indices at the back of this report to help stakeholders find information relevant to their needs.

To learn more about sustainability at Radius, visit radiusrecycling.com/company/sustainability. 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

Radius Recycling

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A MESSAGE FROM OUR CHAIRMAN & CEO, TAMARA LUNDGREN

For more than a century, Radius 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.

Whether for electric vehicle battery production or wind turbine manufacturing, the low-carbon technologies that are fueling the energy transition are more metal-intensive than the technologies they are replacing. Demand for recycled metals continues to rise due to structural shortages of nonferrous metals like copper, increased use of recycled materials by manufacturers, and the growth of electric arc furnace steelmaking, which relies on recycled ferrous metals as its primary feedstock.

Through our metals recycling and Pick-N-Pull operations, we process and sort millions of tons of metals annually, transforming appliances, construction and manufacturing materials, and end-of-life vehicles into processed recycled metals that can be used by steel mills and copper and aluminum smelters around the world to produce new products. At our Cascade steel mill, we produce some of the lowest carbon emission rebar and wire rod in the world through our GRN Steel™ product line. Our 3PR™ services deliver environmental solutions to businesses of all sizes, helping our customers improve recycling rates and material recovery across a growing array of commodities.

Recycling Metals for a Sustainable Tomorrow

What we do and why it matters are defined by our vision of a sustainable tomorrow. Nearly 10 years ago, we created a sustainability framework based on three pillars: People, Planet, and Profit. In 2019, we created multi-year goals aligned with these pillars and established metrics to track progress against these goals. Each year we review our

progress, adjust our metrics as we achieve milestones, and adopt new programs and technologies that keep us moving forward. I take pride in highlighting our Company's achievements and the steady progress we are making toward our goals.

In fiscal 2024, nearly 90% of our facilities remained free from lost-time injuries, and we achieved a 16% year-over-year reduction in total case incident rates. We were honored for the 10th consecutive year by the Ethisphere Institute as one of the 2024 World's Most Ethical Companies and achieved certification as a Great Place to Work® for the fourth consecutive year. Our achievements reflect the agility of our workforce, the resilience of our culture, and the strength of our platform and would not be possible without our employees living our Core Values of Safety, Sustainability, and Integrity. Their nimbleness and collaborative spirit underpin our enduring success.

This year we also made meaningful progress on our goal to reduce greenhouse gas emissions at our recycling operations. We reduced our emissions by 30% against our 2019 baseline, supported by the completion of a state-of-the-art air emissions control system at our metal shredding facility in Portland, Oregon. For the fourth consecutive year, we maintained 100% net carbon-free electricity use across our recycling operations, and we expanded our International Organization for Standardization (ISO)-certified Environmental Management System to encompass 50% of our facilities.



At the same time, we developed solutions for our customers and suppliers to reduce the environmental impact of their operations, and we reinforced our role as a responsible neighbor and steward in the communities in which we operate. In Hawaii, our teams processed debris from the devastating Maui wildfires, aiding in the island's recovery. In California, our Oakland metals facility supported state and regional agencies as they worked to retire end-of-life transit cars and advance air quality programs that remove older, more polluting vehicles from the road. Whether through formal partnerships with government agencies or by stepping up during crises, our teams consistently answer the call.

Where Change Begins

As we look to the future, we are poised for further growth and well-positioned to benefit from the global focus on decarbonization and the increased metal intensity of low-carbon technologies.

In this year's report, you'll learn more about progress toward our sustainability goals and understand why Radius remains a leader in the recycling industry. On behalf of our Board of Directors, shareholders, and dedicated employees, I invite you to read our Fiscal 2024 Sustainability Report.

A handwritten signature in black ink that reads "Tamara L. Lundgren". The signature is fluid and cursive, written in a professional style.

Tamara L. Lundgren / Chairman & CEO



2024 SUSTAINABILITY HIGHLIGHTS

Advancing Circularity

4.9M tons of ferrous and nonferrous metals recycled

509K

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

Protecting the Environment

100%

net carbon-free electricity use across our recycling operations

30%

reduction in Scope 1 and 2 GHG emissions¹

5.5M mtCO₂e avoided due to recycling activity²

Empowering Our People

87%

of facilities free of lost time injury

Zero

fatalities

43.1K

hours of employee training

1.3K

hours of employee volunteerism

16%

year-over-year reduction in TCIR across our operations

¹ At recycling operations, measured against 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.



OUR AWARDS, CERTIFICATIONS & RECOGNITIONS

In fiscal 2024, several global organizations recognized Radius for leading performance in sustainability, ethics, responsible operations, and employee engagement.



SUSTAINABILITY AT RADIUS

Sustainability is at the core of what we do and how we operate, just as it has been since our founding 119 years ago.

Sustainability is 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 frontline employees at our operating facilities and retail stores.

Materiality Defines the Issues That Matter Most to Our Stakeholders

We identify material topics and priorities for our sustainability strategy through a materiality assessment, performed every five years. These priorities inform the way we set goals and report on our achievements. Our assessment from 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



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 from their supply chains.

Communities: Radius employees are active members of the communities in which we operate. Our charitable giving; local, regional, and national partnerships; and volunteer efforts center around a core set of priorities that support individuals and community groups.

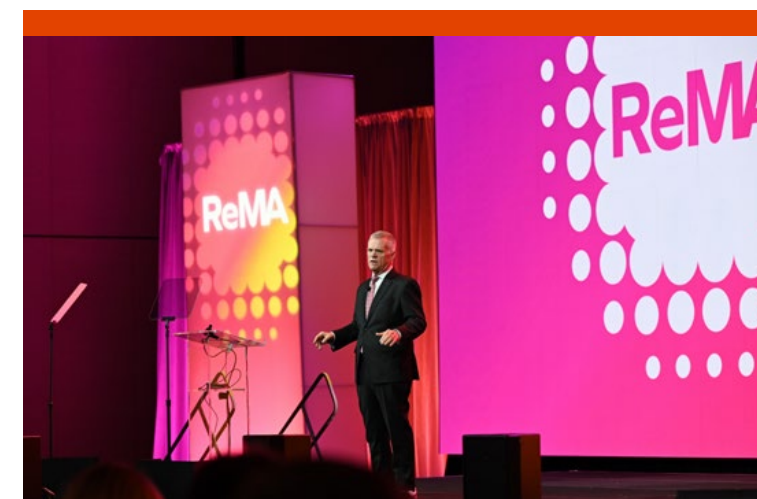
Shareholders & Investors: During our investor relations activities in fiscal 2024, our senior management participated in seven investor conferences and roadshows and hosted over 80 investor meetings. As part of our annual shareholder outreach program led by our Chairman and CEO, together

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 10% of our outstanding shares.

Recycling Industry: One of our major industry associations, the Recycled Materials Association (ReMA), promotes safe, economically sustainable, and environmentally responsible recycling through networking, advocacy, and education. Our engagement in trade associations, national and local chambers of commerce, and industry groups provides opportunities to help shape the conversation around critical policy and governance topics and advance sustainability in the metals recycling and steel manufacturing sectors.

Government: Through engagement with legislative and regulatory bodies that represent the more than 100 communities in which we operate, we take a leadership role in the development of meaningful policy solutions that protect the environment while promoting sustainable business practices.

Radius teams offer regular tours of our facilities to a wide array 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.



Leading ReMA Toward a Sustainable Future

After more than 35 years, the Institute of Scrap Recycling Industries (ISRI) rebranded to the Recycled Materials Association (ReMA) in 2024. This identity shift reflects a movement within our industry to better communicate and emphasize the essential, sustainable, and resilient nature of recycling.

Radius teams engage directly with the ReMA community, including through leadership positions across the association's various focus areas. In 2024, Radius Vice President of Public and Government Affairs, Colin Kelly, was elected Chair of ReMA's Board of Directors.

ADVANCING SUSTAINABILITY PERFORMANCE

Built upon our three pillars of People, Planet, and Profit, we embed our sustainability goals in our business strategy.

Our goals align directly with the issues that matter most to our stakeholders and represent opportunities to address areas of greatest impact. Each year we review progress against our goals, adjust our metrics as we achieve milestones, and adopt new programs and technologies that keep us moving forward.

SUSTAINABLE DEVELOPMENT GOALS

[LEARN MORE](#) about the alignment of our sustainability goals with the United Nations Sustainable Development Goals in the Appendix.

Our Sustainability Goals¹

End of FY28



35%

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

End of FY25



1.00

Achieve a 1.00 TCIR

End of FY25



25%

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

Maintain annually



100%

Maintain 100% net carbon-free electricity use across our recycling operations every year

End of FY28



10K

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

End of FY26



100%

Incorporate all Company facilities within our ISO 14001 certified EMS

End of FY28



85%

Achieve an 85% employee participation rate in our retirement benefits program

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



Our Company

For more than 100 years, Radius has recycled ferrous and nonferrous metals—steel, aluminum, copper, and brass, among others—creating value from materials that might otherwise end up in landfills.

While metals recycling and steel manufacturing have been the foundation of our business for many decades, our Company's impact now spans the globe. Our products and services not only reduce the environmental impact of critical industries but also help meet future global challenges and offer sustainable solutions in today's resource-constrained world. As countries, companies, and organizations advance metal-intensive, low-carbon technologies, we are proud to supply a high-quality stream of recycled metal inputs that help make the world more resilient.

Radius has a proud legacy as a responsible business, balancing the needs of people, planet, and profit. We promote an inclusive workplace that supports the health and well-being of our employees, engage directly with the communities in which we operate, and make thoughtful business decisions that deliver long-term value for our shareholders.



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 more sustainable tomorrow.

OUR CORE VALUES

Our Core Values guide our decision-making, shape our culture, and reflect the priorities of all our stakeholders.

1

Safety

We prioritize the safety and well-being of our people above all else.



2

Sustainability

We work every day to minimize the environmental impact of our operations and ensure a sustainable future for generations to come.



3

Integrity

We hold ourselves to the highest standards of ethical behavior.



OUR NORTH AMERICAN FOOTPRINT

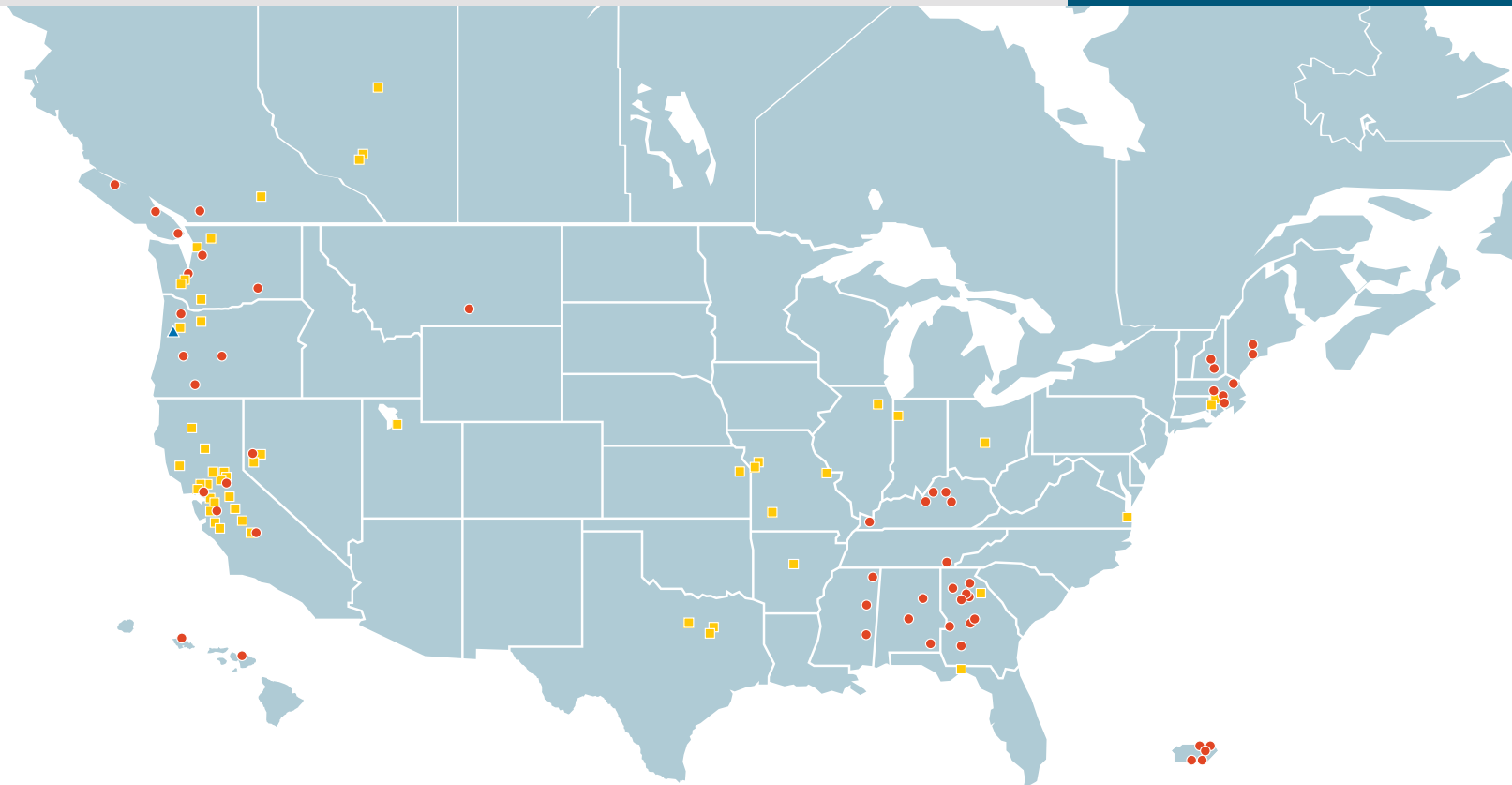
Radius is one of the largest manufacturers and exporters of recycled metal products in North America, with facilities in 25 states, Puerto Rico, and Western Canada.

Across our 53 metals recycling facilities, we process and recycle appliances, industrial materials, and end-of-life vehicles like those from our 50 Pick-n-Pull stores. Through our Pick-n-Pull business, we also sell serviceable used auto parts from salvaged vehicles and receive over 4 million annual retail visits.

At our electric arc furnace (EAF) steel manufacturing operation in McMinnville, Oregon, we produce low-carbon finished steel products, including rebar, wire rod, and other specialty products.

Our 3PR™ *Third Party Recycling* portfolio delivers sustainability and materials management services to more than 1,000 national manufacturing and retail customer locations across the U.S.

Through our global transportation network, including seven deepwater ports, we sold recycled metals across the U.S. and 19 countries in fiscal 2024.



  radius recycling

53 metals recycling facilities



50 auto recycling stores



1 steel manufacturing facility

Our 2024 Impact

4.5M

long tons of ferrous metals recycled

748K

pounds of nonferrous metals recycled

660K

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

509K

short tons of finished steel products sold

RECYCLED METALS SHAPE CRITICAL TECHNOLOGIES

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.

The use of recycled metals is an important strategic solution for companies, industries, and governments focused on meeting this increased demand and accelerating clean energy production.

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 instead of mining virgin materials significantly reduces the emissions associated with the manufacturing process and plays a critical role in decarbonizing any product or process that requires metal—from appliances and computers to EV charging stations and data centers.

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



Copper

65% less CO₂e emissions



Steel

58% less CO₂e emissions



Aluminum

92% less CO₂e emissions

¹ [mining.com](https://www.mining.com)

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.

Technologies & Infrastructure



Bridges



Wind Turbines



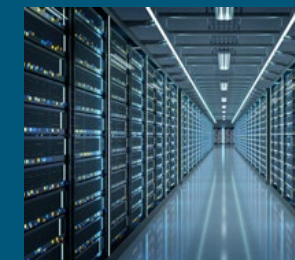
Electricity Lines



EV Charging Stations



Broadband Infrastructure



Data Centers

MEETING THE GROWING DEMAND FOR RECYCLED METALS

In fiscal 2024, Radius facilities processed and recycled millions of metric tons of metals that originated from end-of-life vehicles, including from our Pick-n-Pull stores, as well as appliances, construction and manufacturing materials, and industrial and commercial by-products.

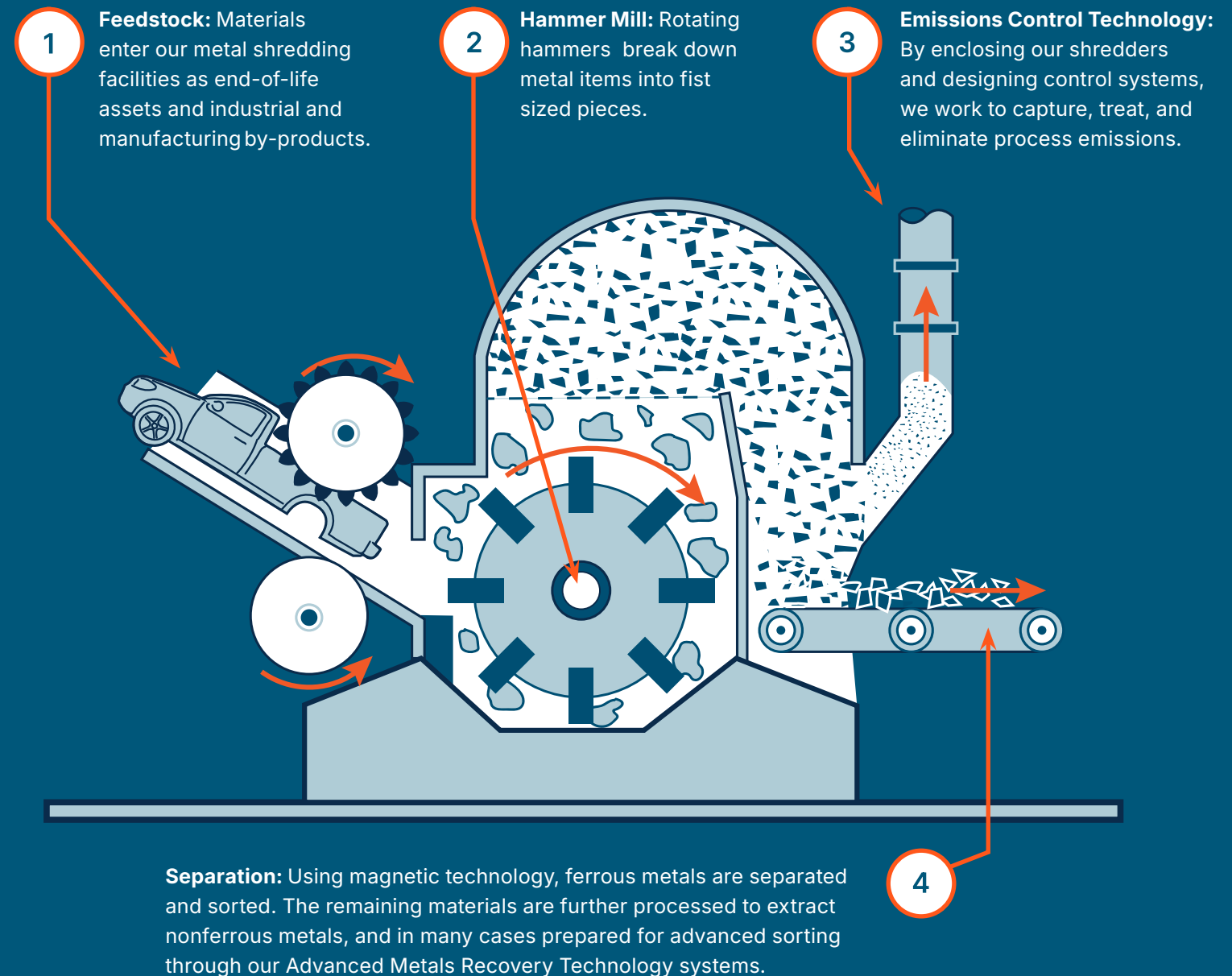
Once at our recycling operations, we separate metals into ferrous and nonferrous categories, process those materials, and sell them to customers around the world.

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

Many nonferrous metals, such as aluminum and copper, undergo further processing using advanced metals recovery technology systems at our major recycling operations.

Our recycling facilities rely on our seven metal shredders, located across our operational footprint, to break down bulky metal items such as cars, trucks, refrigerators, and washing machines.

How does a metal shredder work?

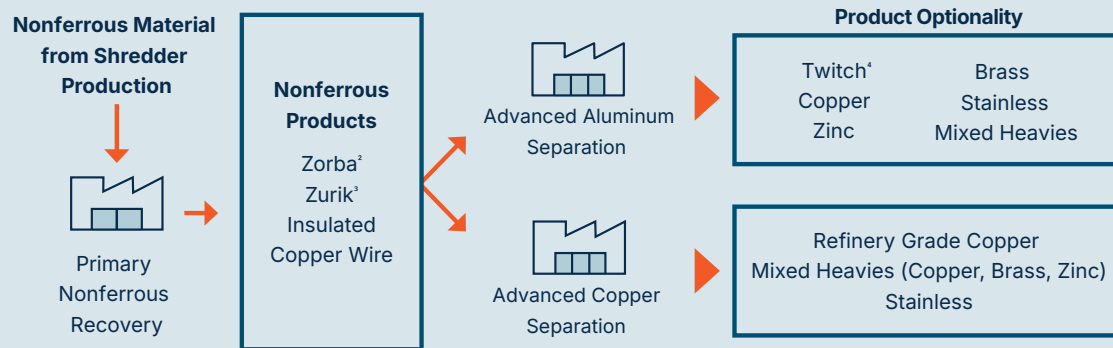


Delivering High-Quality Metals Through Advanced Recovery Technology

Our advanced metals recovery technology systems enable us to extract more nonferrous metals from our shredding activities. These technologies, employed across our major recycling operations, improve the efficiency of our processes to meet global metal content and quality requirements on a cost-effective basis, and create production optionality by enabling us to create furnace-ready products based on demand and price.

Since fiscal 2019, we have invested \$135 million in advanced metals recovery technologies, including magnetic, density separation, x-ray fluorescence, and sizing technologies which have allowed us to diversify our product offerings and competitively meet the needs of both domestic and international customers.

Advanced Metals Recovery Technologies¹



¹ Source: See Radius's [FORM 10-K](#) filing for product definitions.

² Zorba is primarily aluminum.

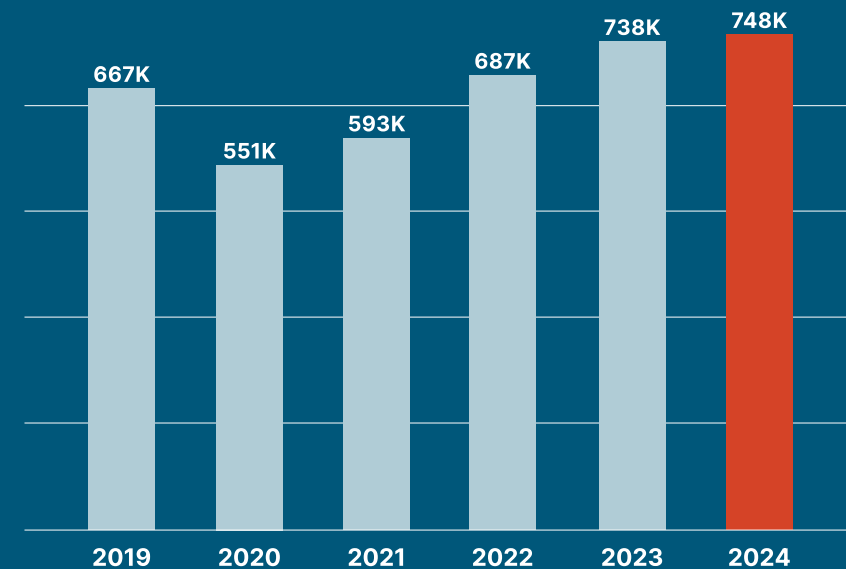
³ Zurik is primarily stainless steel.

⁴ Twitch is light gauge recycled aluminum.

FY24 Nonferrous Product Mix



Nonferrous Sales Volumes (M lbs)



SOURCING RECYCLED MATERIALS ACROSS A GROWING SUPPLY CHAIN

Through our Pick-n-Pull business, we recycle hundreds of thousands of cars annually, including gas-powered, hybrid, and fully electric vehicles.

We remove and responsibly manage materials from the vehicles we receive, including batteries, mercury switches, fluids, and other potentially hazardous materials, which are then processed by third-party partners for reclamation, recovery, incineration, or landfill disposal. After any usable vehicle parts are sold, the remaining auto bodies are crushed and transported to one of Radius' metals recycling facilities or other metals recycling locations in North America.

Pick-n-Pull is an industry-leading chain of auto dismantling and self-service retail stores. We specialize in selling original equipment manufacturer auto parts to both retail and wholesale customers. For over 30 years, Pick-n-Pull has provided affordable, high-quality parts for foreign and domestic cars, vans, and light trucks throughout our national network of 50 stores. Annually, we receive more than 4 million retail visits, including customers seeking a wide range of reusable auto parts, such as tires, rims, batteries, and vehicle accessories.

FY24 Highlights

4M

annual retail visits

3.8M

reusable auto parts sold

Materials processed, recovered, and recycled in FY24



9.2M

pounds of tires



1.1M

metric tons of material from end-of-life vehicles



15.1M

pounds of batteries



660K

end-of-life vehicles



700K

gallons of engine oils and hydraulic fluids



9K

mercury switches



1.6M

gallons of gasoline diesel fuels

SUSTAINABLE STEEL PRODUCTION

Our EAF steel manufacturing facility, Cascade Steel Rolling Mills, sources most of its ferrous metal feedstock from our own recycling operations.

Steel produced through an electric arc furnace uses recycled metals and an average of 74% less energy, 40% less water, and 90% less virgin materials when compared to steel produced using virgin materials.¹ We power our steel mill primarily using carbon-free hydroelectricity, which further reduces the environmental impact of our operation and the overall carbon content of our finished steel products.

We specialize in melting and molding recycled steel into a variety of products, including rebar, coiled products, wire rod, merchant bar, and other specialty items. These products are essential in a wide range of construction applications, including reinforcing concrete in highways, supporting bridge structures, and serving as raw materials for new building projects.

We market finished steel products mainly to customers in the western United States and Canada. In fiscal 2024, we sold 509,000 short tons of finished steel produced from recycled ferrous metals.

¹ [bir.org](https://www.bir.org)

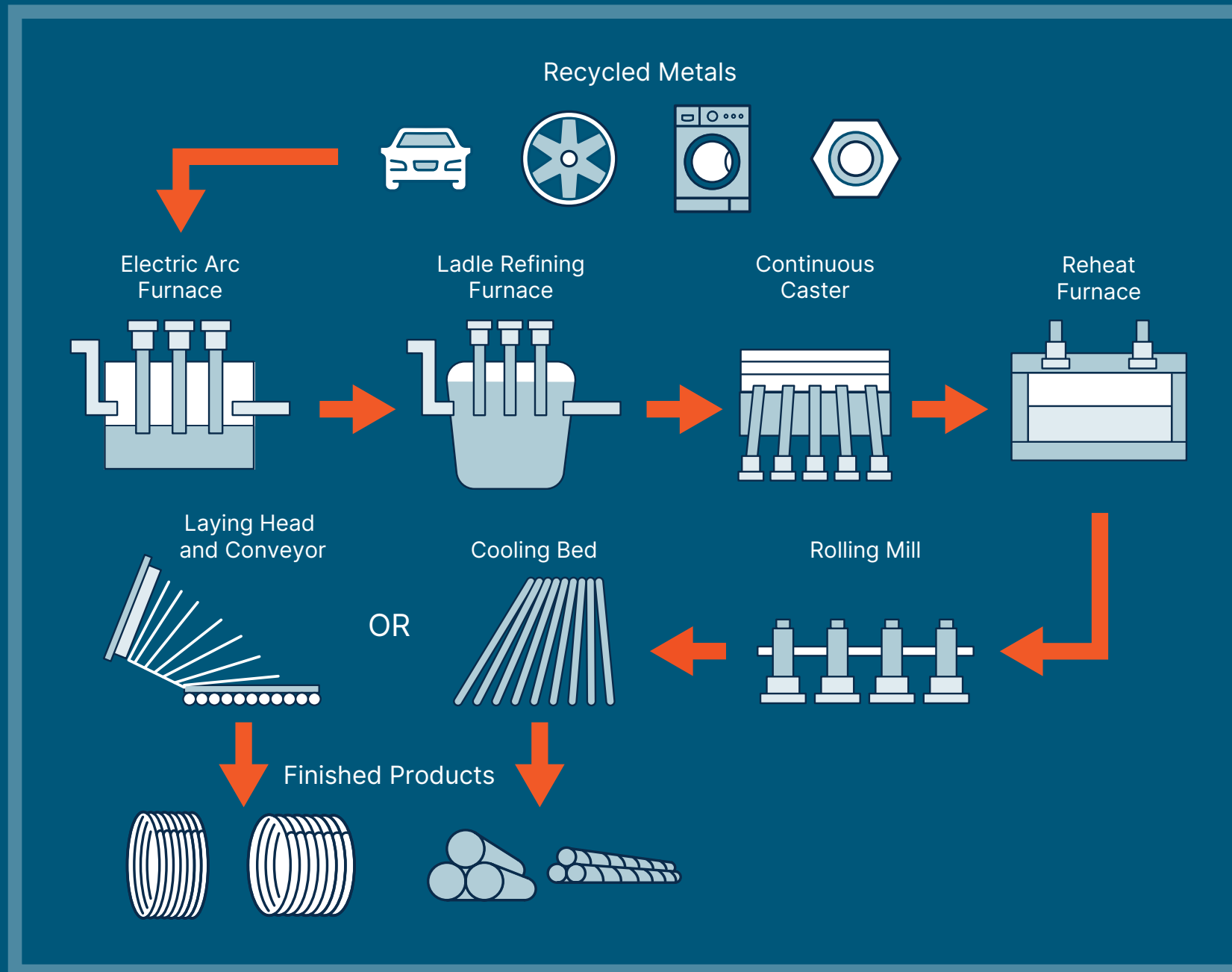
Rebar Reinforces Concrete

Rebar, short for reinforcement bar, is a steel bar or mesh of steel wires used to reinforce concrete structures. Its main role is to provide tensile strength to concrete, which, while strong under compression, is weak when pulled apart.

The incorporation of rebar within concrete enables the composite material to endure various stresses and loads, thereby preventing cracks and structural failures due to tension. The ridged surface of rebar forms a robust bond with concrete, allowing the materials to work together effectively under a load. This reinforcement is utilized in a wide range of structures, including buildings, bridges, highways, and dams, contributing to their long-term durability and stability.



Our Electric Arc Furnace



Definition of Terms

Recycled Metals: Product recipes are designed to blend a variety of grades of recycled metals from Radius and other suppliers to achieve the desired chemistry and properties.

Electric Arc Furnace: Recycled metals are melted in our state-of-the-art EAF, which can take roughly 110 tons of steel from ambient temperature to 3,000°F in approximately 45 minutes.

Ladle Refining Furnace: At the ladle refining furnace, alloys are added based on chemistry samples to achieve the final chemical content required.

Continuous Caster: Our five-strand continuous caster solidifies liquid steel into billets with a 6.3" square cross-section, which are cut to 35'-40' lengths.

Reheat Furnace: The reheat furnace heats billets from the melt shop to as high as 2,200°F for rolling.

Rolling Mill: The rolling process guides billets through up to 28 rolling stands, which gradually reduces the cross-section to the final dimensions. With each reduction in cross-section, the steel grows in length and accelerates in speed.

Laying Head and Conveyor: Wire rod and coiled rebar pass through a high-speed laying head which creates a coiled shape. The coil then travels on a roller conveyor with controlled cooling to optimize mechanical properties. **-or- Cooling Bed:** Rebar and merchant bar walk across a cooling bed for consistent cooling before being cut to length and bundled.

Finished Products: Finished products include rebar, coiled rebar, wire rod, rounds, and specialty grades.

High Quality, Low-Carbon Steel

In recent years, federal, regional, and state governments in the U.S. and Canada 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 and Buy Clean California Act, product-specific environmental product declarations (EPDs) quantify a product's environmental impact throughout its lifecycle. EPDs focus on environmental sustainability attributes and are similar to nutrition labels on food products. The rebar produced by our Cascade steel mill has an [EPD](#) that has been independently

verified in accordance with International Organization for Standardization (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.

Leading Industry to Low-Carbon Solutions

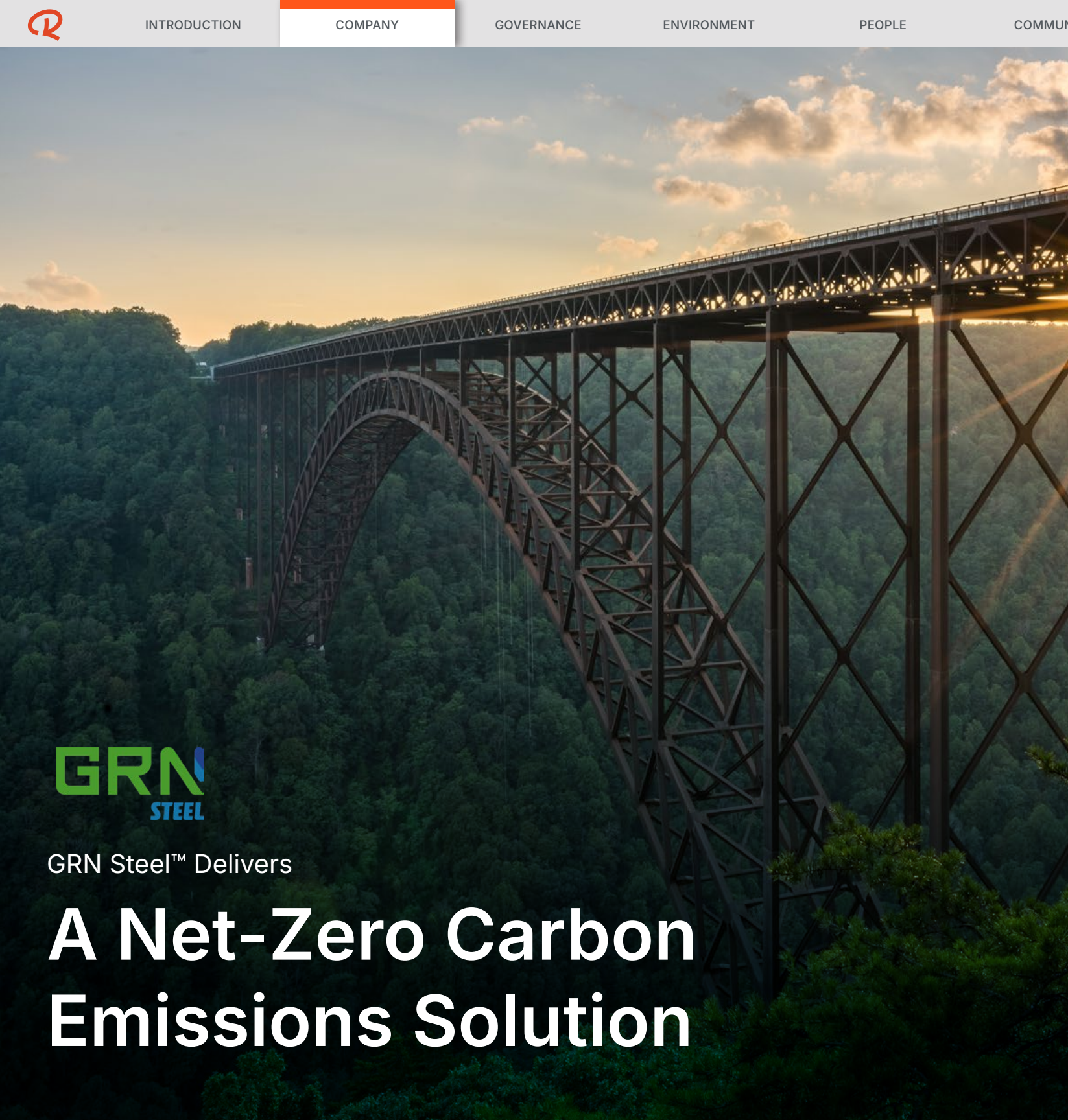
In 2022, we joined the Global Steel Climate Council, a coalition of international steel manufacturers focused on adopting a global emissions standard to incentivize steelmakers to use the cleanest steel production process available in the U.S. and European Union. Through this science-based standard that aligns with the goals of the Paris Climate Agreement, the group promotes 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.

Our Integrated Operations Support the Buy Clean Act

In 2024, we welcomed members of the U.S. General Services Administration, the government entity responsible for the construction and management of federal government buildings and facilities, to our California operations. The visit underscored the vital role our metal recycling operations play in promoting a low-carbon future, including through the Buy Clean Act that gives preference to American-made, low-carbon construction materials in federal procurement and federally funded projects.





GRN Steel™ Delivers

A Net-Zero Carbon Emissions Solution

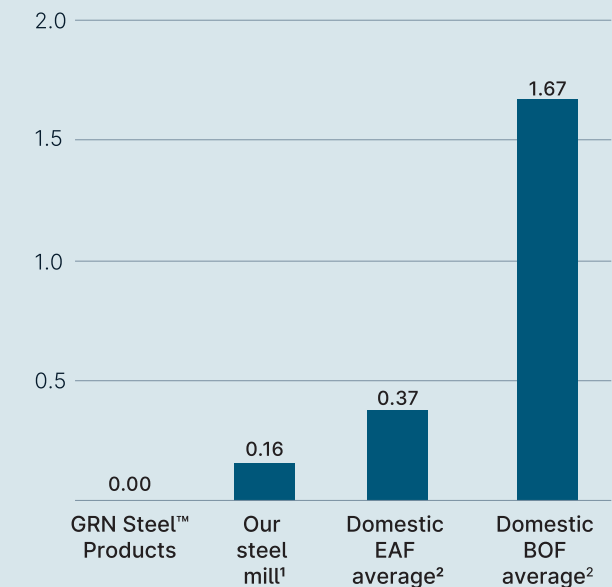
Our GRN Steel™ product line offers some of the lowest carbon emission steel in the world.

To achieve net-zero carbon emissions, we eliminate the limited Scope 1 and 2 emissions generated during our EAF 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 an important pathway to decarbonizing supply chains.

CO2e Emissions Intensity of the Steelmaking Process

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



¹ GHG intensity includes all Scope 1 and 2 emissions, and estimated Scope 3 emissions from "upstream" scrap metal recycling and sourcing operations to our steel mill.

² [SMA Steelmaking Emissions Report](#)

3PR™—IT'S ONLY WASTE IF WE WASTE IT.

Recycling plays a crucial role in the sustainability efforts of any business.

Our 3PR™ *Third Party Recycling* services cater to the growing demand from companies, organizations, and other entities to enhance their recycling rates and materials recovery. The 3PR™ portfolio advances manufacturing and retail productivity, minimizes waste sent to landfills, and mitigates industrial carbon emissions for our partners.

Our comprehensive services examine the supply chains of retail, manufacturing, and industrial customers to identify and leverage materials recovery and recycling strategies for a growing array of material types. We deliver value to our customers through the income generated from recycling efforts, while also reducing the environmental impact of their activities. Through our diversified supply channels, we provide tailored recycling and logistical solutions that enable businesses to efficiently handle both post-industrial and post-consumer materials.

1K+

customer locations serviced across North America

Materials processed in fiscal 2024



Plastics

Multiple resin types



Ferrous & Nonferrous Metals



Pallets



Cardboard



Expanded Polystyrene



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.

6.1M

pounds of EPS recycled



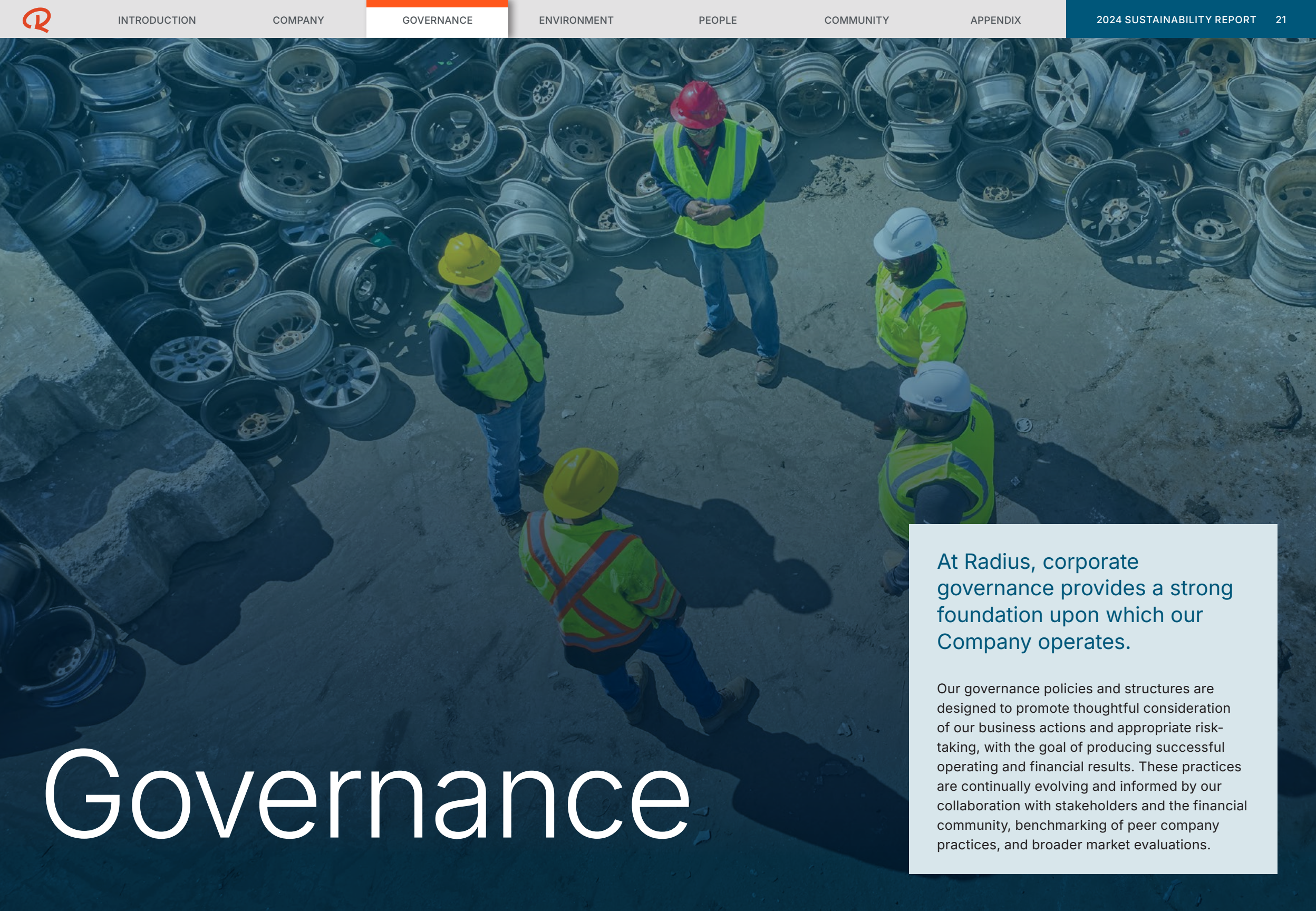
Railcar Parts Management with TTX Company (TTX)

With a fleet of more than 175,000 railcars throughout the U.S., Mexico and Canada, TTX is a critical part of North America's transportation infrastructure. As a leader in railcar retirement services, Radius has supported TTX through management of its end-of-life railcar assets since 2008, and more recently by servicing 20 of the company's railcar maintenance locations.

Through our comprehensive 3PR™ services, Radius not only recycles valuable metals from TTX end-of-life assets, but we extract usable rail parts and return them to the company for reconditioning and reuse. In the last five years alone, Radius has processed approximately 85,000 gross tons (GT) of railcar materials for TTX, ensuring valuable resources are responsibly recycled and remain at the center of the circular economy.

85K GT

railcar materials recycled



Governance

At Radius, corporate governance provides a strong foundation upon which our Company operates.

Our governance policies and structures are designed to promote thoughtful consideration of our business actions and appropriate risk-taking, with the goal of producing successful operating and financial results. 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.

CORPORATE GOVERNANCE

We integrate sustainability into our corporate governance and organizational structure, and we measure progress across a range of metrics to ensure continuous improvement.

Board & Management Oversight

As stewards of long-term enterprise value, the Board of Directors views sustainability, including environmental, social, and governance (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 (ERM) program, the development and implementation of our strategic plan, our corporate governance, and our executive compensation practices.

Our Board members are experienced, qualified, and committed to our Company's vision and purpose. Additional information about Radius's corporate governance policies and procedures as well as detailed biographies of our Board members can be found in the [governance section](#) of our website and the Radius Proxy Statement.

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



Managing Sustainability

The Board of Directors takes a comprehensive approach to overseeing sustainability, climate, and other risks and opportunities impacting our business.

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 and are regularly briefed on progress with respect to our sustainability goals.

Managing Risk

The Board administers its risk oversight function 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, legal, and regulatory 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.

Enterprise Risk Management

Radius deploys an ERM methodology to identify, monitor, manage, and communicate our most significant risks and opportunities. Through our robust programs across ERM, ethics, compliance, and internal and external audit activities, we identify, prioritize and manage risks. Our ERM program engages 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.

Our methodology includes identifying and documenting scenarios, key risk indicators, and mitigation actions. Once identified, we assess, manage, and communicate risks, including reviewing existing and potential material risks during periodic executive management and Board meetings.



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 requires 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 must complete an interactive, web-based training course on our Core Values and the Code of Conduct upon hire and annually thereafter.

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 that 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 our Chief Ethics Officer. Our Chief Compliance Officer, who also serves as General Counsel, leads our Compliance Assurance Program. The Deputy Chief Compliance Officer leads the Anticorruption Program.

This year, Radius was recognized as one of the 2024 World's Most Ethical Companies[®] by Ethisphere,¹ a global leader in defining and advancing the standards of ethical business practices.

This is the 10th consecutive year in which Radius has earned a place among Ethisphere's honorees. Over the last decade, we have developed and implemented programs, policies, trainings, and engagement strategies that continually seek to raise the bar on ethical leadership and social responsibility.



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

Our Core Values & Code of Conduct

Through Radius's annual Our 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.

100%

In 2024, 100% of our employees and all members of our Company's Board of Directors completed a course on Our Core Values and Code of Conduct.

Promoting a Speak Up Culture

We hold ourselves to the highest level of ethical standards and integrity and expect our employees to do the same.

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.

We also educate employees on their ability to report suspected violations through EthicsPoint, a confidential third-party reporting system that is accessible in multiple languages through secure website or telephone. This reporting system allows employees to come forward and anonymously submit issues or concerns. Under the direction of the Chief Ethics Officer, and with the assistance of Human Resources, Security, and Internal Audit, we investigate, resolve, and document every report.

Enterprise Compliance Council

Radius's Enterprise Compliance Council (ECC) enhances information sharing between the Chief Compliance Officer and risk owners across the enterprise about the Company's regulatory compliance risks, including ERM. The ECC advises and assists the Chief Compliance Officer in implementing the Compliance Assurance Program (CAP), which promotes our Company's culture of compliance. The ECC also serves as a governance resource for the Chief Compliance Officer, Deputy Chief Compliance Officer, and Audit Committee in effective management of the CAP.

The CAP includes:

- **Comprehensive Assurance:** Program manages 17 key risk areas across the enterprise.
- **Continuous Improvement:** We develop annual continuous improvement plans for each risk area.
- **Transparency & Collaboration:** Quarterly meetings monitor progress and promote accountability.

HUMAN RIGHTS

As a business engaged in commercial transactions throughout the world and with Integrity as a Core Value, we take seriously our responsibilities to respect human rights and operate 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, through our Supplier Code of Conduct and contract provisions, the responsibility of those we do business with to comply with relevant legislation and 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.





ANTICORRUPTION

An essential part of our global and ethical operating practices 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, information technology (IT), and internal audit, monitors the oversight and execution of Radius's Anticorruption Program.

DATA PRIVACY & SECURITY

Data is a valuable resource and must be handled responsibly.

Ensuring we properly store and manage the data we collect to conduct our business is an essential part of safeguarding sensitive stakeholder information. Our Chief Privacy Officer oversees a close collaboration of Radius Legal, Compliance, and IT teams to implement processes and procedures to maintain the trust of the millions of individuals we interact with each year.

Cybersecurity

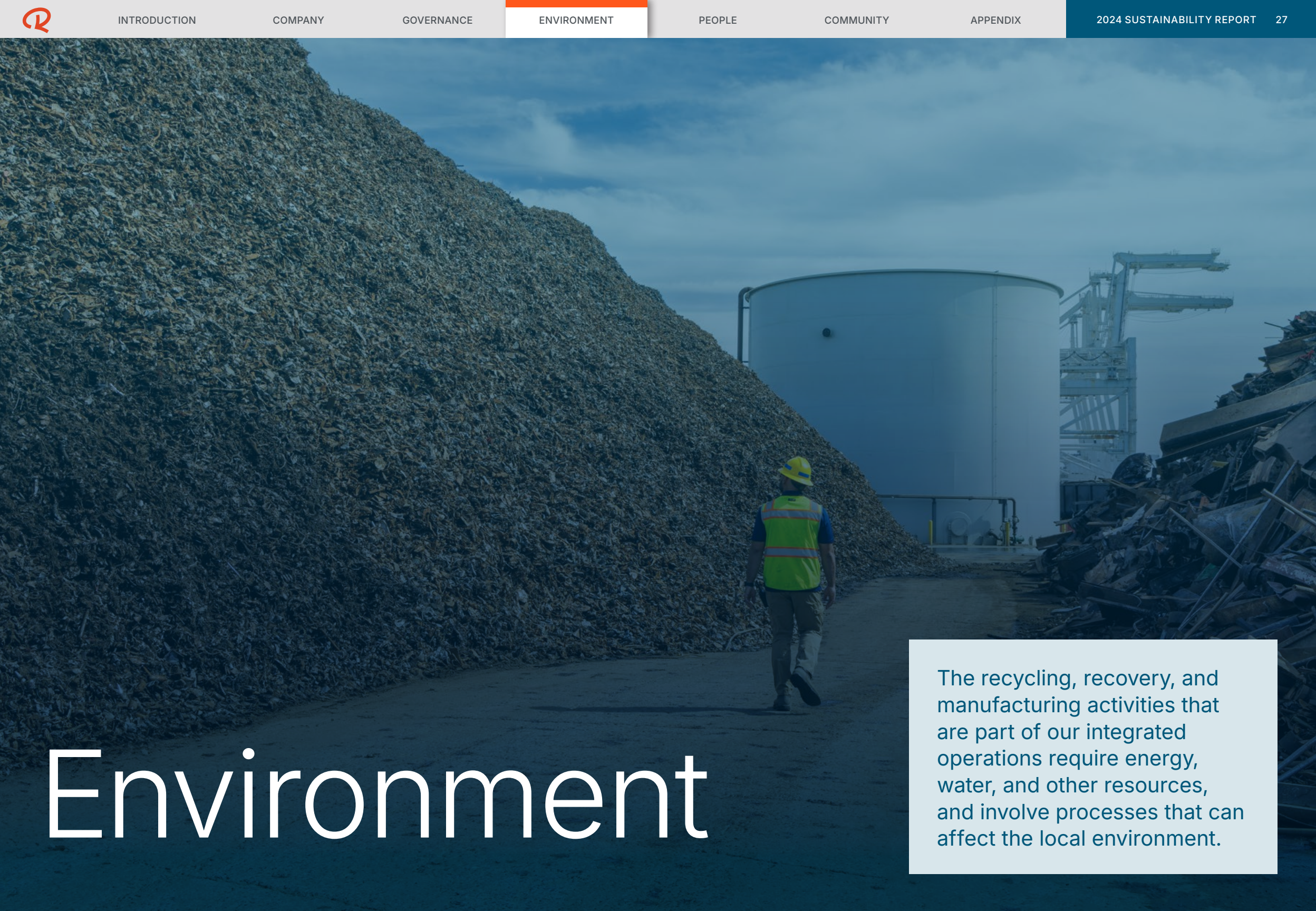
Our Chief Information Officer and the Board of Directors oversee cybersecurity as a top enterprise risk. Protection of the Company's informational assets is managed by a comprehensive, multi-layer strategy, modeled on the National Institute of Standards and Technology (NIST) cybersecurity framework, and combines technology, services, policies, and user education to mitigate cyber risks. Our Acceptable Use, Information Security, and Vendor Risk policies and procedures help to protect employees and contractors and ensure that we partner with responsible vendors that 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. 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 regularly assess the threat landscape and take a holistic view of cybersecurity risks, with a layered cybersecurity strategy based on prevention, detection, and recovery. We also maintain policies and procedures related to remote access monitoring, encryption standards, antivirus protection, multi-factor authentication, confidential information, and the use of the internet, social media, email, and wireless devices.

We have implemented processes for assessing, identifying, and managing material risks from cybersecurity threats, which are integrated into our overall risk management systems and processes. We also engage third parties in connection with the assessment of cybersecurity risk management processes against the NIST and International Organization for Standardization (ISO) frameworks.

We deploy annual cybersecurity training for employees and consider this a critical step in safeguarding our data and assets. The training provides employees and contractors with a baseline understanding of cybersecurity fundamentals to prevent security breaches and safely identify potential threats. The course includes enhancements to strengthen our defensive stance against the increasing number and sophistication of cyberattacks worldwide and includes interactive modules covering various areas, including insider attacks, phishing and email attacks, preventing malware attacks, data protection, data handling, passwords, cloud and internet security, and cybersecurity fundamentals for mobile devices.



Environment

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

OUR OPERATIONAL IMPACT

Responsible management of greenhouse gas (GHG) emissions, energy consumption, water use, and waste production 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 carbon-reduction targets. By focusing 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 network of metal shredders to efficiently break down bulky metal items such as cars, trucks, refrigerators, and washing machines.

In 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 emissions that must be properly managed. Over the past decade, Radius has led research related to air emissions generated by shredding activities and prioritized actions that seek to accurately quantify and responsibly manage the associated environmental impacts.

Our emissions reduction strategy, launched more than eight years ago, encompasses extensive source testing, engineering, commissioning of state-of-the-art emissions control systems, and investments of \$91 million in capital projects to capture, treat, and eliminate the process emissions from our major metal shredding facilities. These systems include:

Regenerative Thermal Oxidizers (RTOs)

Destroy volatile organic compounds (VOCs) and hazardous air pollutants through high-temperature combustion.

Wet Scrubbers

Remove particulate matter and acid gases from shredder emissions.

As a direct result of our emissions reduction strategy, in fiscal 2024, we reduced Scope 1 and 2 emissions at our recycling operations by 30% versus our 2019 baseline. The continued success of our emissions reduction efforts illustrates our dedication to environmental leadership within the metals recycling industry, our commitment to responsible operation within our communities, and our path to achieving our 2028 emissions reduction goal.

Emissions Control Systems 2024 Progress Update



EVERETT, MA

Commissioned and operational since end of FY21.

Result: Eliminated more than 21,690 mtCO₂e since installation.



OAKLAND, CA

Commissioned and operational since Q3 of FY22.

Result: Eliminated 6,380 mtCO₂e since installation.



PORTLAND, OR

Commissioned and operational since Q3 of FY24.

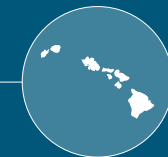
Result: Estimated to eliminate 1,500 mtCO₂e annually.



TACOMA, WA

In construction.

Expected result: Estimated to eliminate more than 3,000 mtCO₂e annually.



KAPOLEI, HI

Enclosure and particulate matter (PM) emissions control system in design.

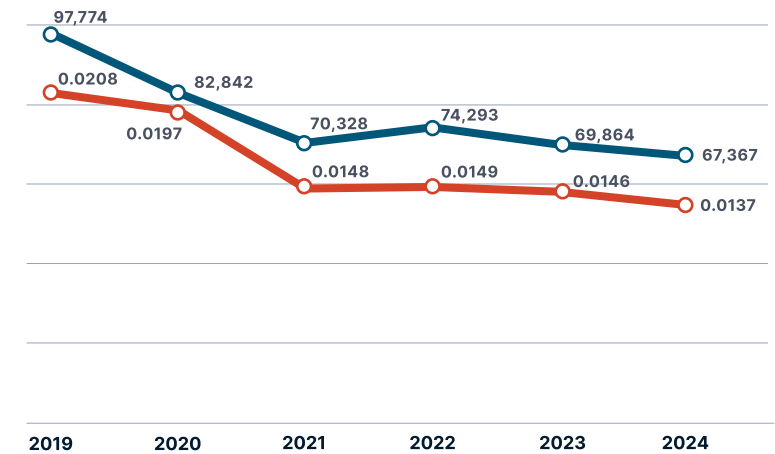


Portland's Emissions Control System

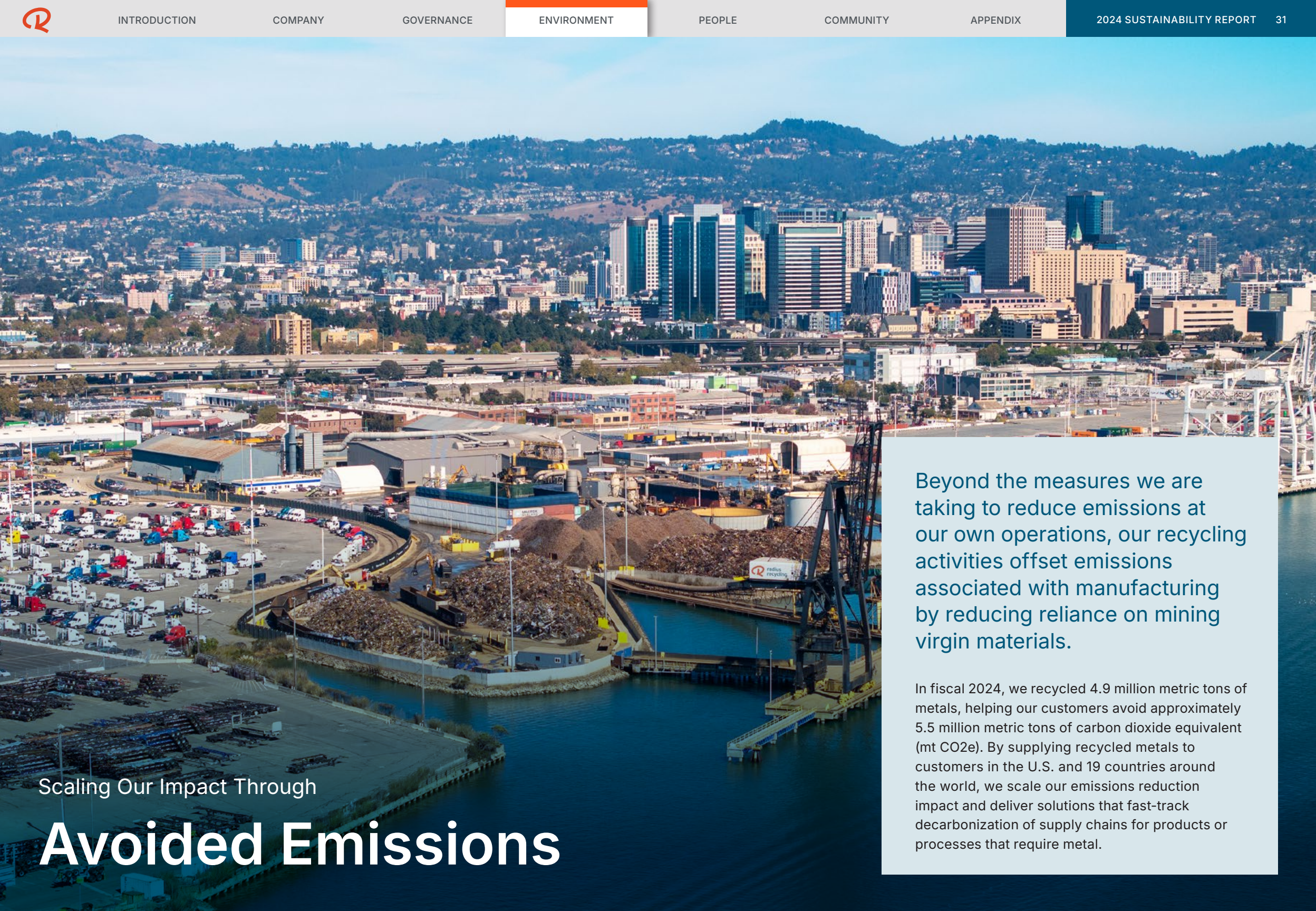
On our largest throughput shredders, like our facility in Portland, Oregon, we are installing enclosures with RTOs to treat VOC emissions. This technology protects local air quality by reducing the potential for ground-level ozone formation and significantly decreasing GHG emissions. By enclosing our shredders and designing control and treatment systems in a manner consistent with U.S. Environmental Protection Agency protocols, we are able to capture more than 95% of the emissions, as well as achieve corresponding reductions in PM produced during the shredding process. In Q3 of fiscal 2024, we began operation of our RTO system at our Portland metal shredding operation.

Scope 1 and 2 Emissions Footprint

(mtCO₂e/mt)



- Scope 1 and 2 Absolute (mtCO₂e)
- Intensity (mtCO₂e/mt)



Scaling Our Impact Through

Avoided Emissions

Beyond the measures we are taking to reduce emissions at our own operations, our recycling activities offset emissions associated with manufacturing by reducing reliance on mining virgin materials.

In fiscal 2024, we recycled 4.9 million metric tons of metals, helping our customers avoid approximately 5.5 million metric tons of carbon dioxide equivalent (mt CO₂e). By supplying recycled metals to customers in the U.S. and 19 countries around the world, we scale our emissions reduction impact and deliver solutions that fast-track decarbonization of supply chains for products or processes that require metal.



Renewable & Low-Carbon Power

Since fiscal 2021, we have achieved 100% net carbon-free electricity across our recycling operations by participating in community-focused green power purchase programs, prioritizing on-site energy efficiency upgrades, and expanding implementation of carbon-free energy options. We power our steel mill primarily using carbon-free hydroelectricity from our local energy provider. Through our commitment to sustainable operations, we support the growth and accessibility of renewable energy supply and infrastructure in the communities in which we operate, reduce the local impact of our own operations, and offer low-carbon products and services to our customers and suppliers.

2024 Electricity Use Across Our Operations

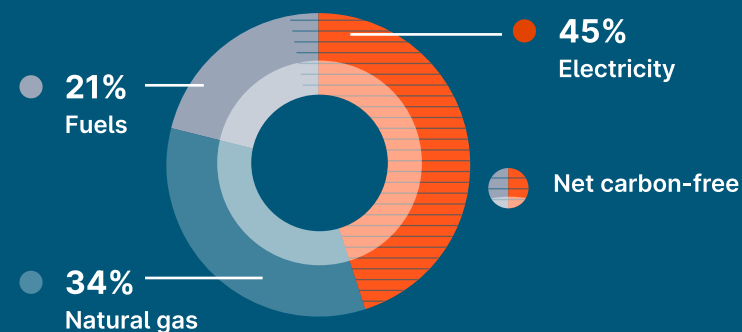
91% sourced from utility green power

9% offset by the purchase of renewable energy credits

Understanding Our Energy & Power Impacts

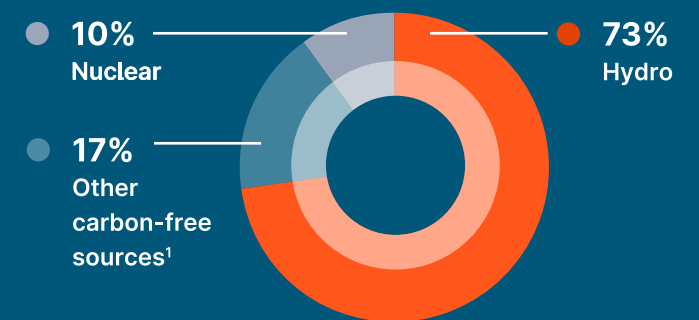
Energy Mix

(in percent)



Power Mix

(in percent)



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

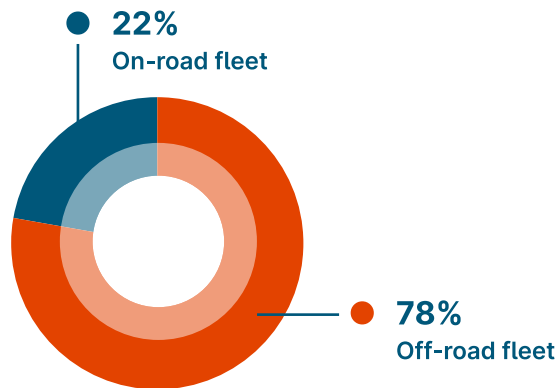
FLEET & FACILITY EFFICIENCY

Increasing the use of alternative fuels and advancing the efficiency of our facilities and fleet present significant opportunities to reduce the environmental impact of 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 to more fuel-efficient or lower-impact models. In fiscal 2024, we increased use of alternative fuels to power our fleet and equipment, including more than 680,000 gallons of renewable diesel. By transitioning some diesel-powered vehicles to “drop-in” fuels like renewable diesel, we can utilize an alternative fuel without the engine modifications or additional investments often required with changing fuel types. This transition allows for reduced emissions in the short term, while technological advancements facilitate the availability of zero-emission vehicles in the future.

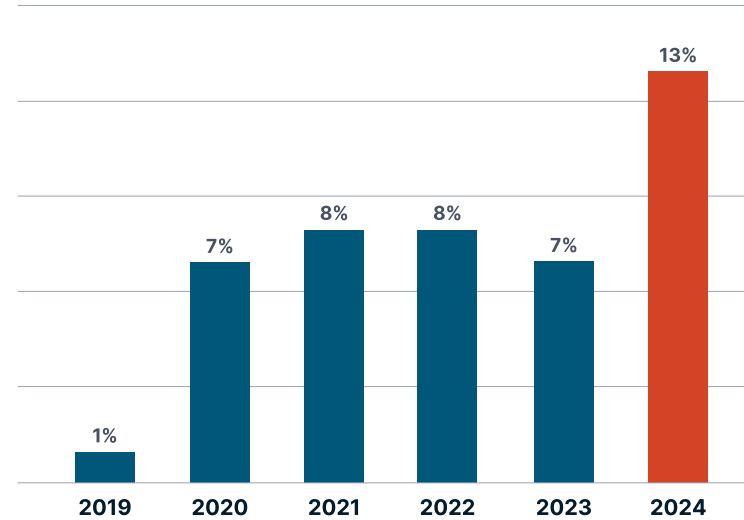
Fleet Fuel Use

[in percent of total gigajoules (GJs) of fuel]



Alternative Fuel Use in Fleet & Equipment

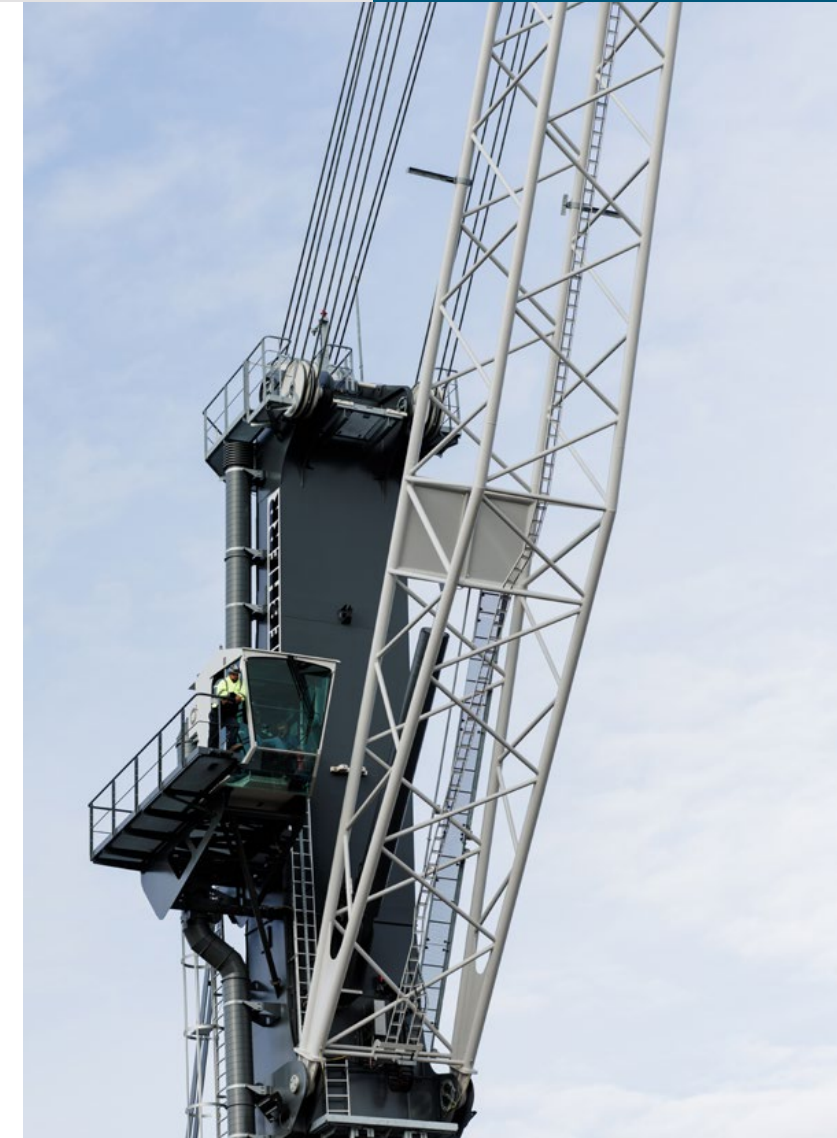
(in % of total GJ of fuel)



Electrifying Our Equipment

Electrifying the equipment and vehicles that support our operating facilities is essential to our broader effort to improve local air quality and minimize our environmental impact.

We actively work with vendors and equipment manufacturers to explore opportunities to transition to electric alternatives, including last year when we introduced the Company’s first-ever electric harbor crane at our Everett, Massachusetts,



facility. The crane is used to load recycled metals sourced primarily from individuals and businesses in the Northeast onto cargo ships to be delivered to smelters and foundries across the globe. It 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. Investing in an electric vehicle of this magnitude is an important step in our long-term plan to lower our operational carbon footprint.



Improving Air Quality Through

Vehicle Recycling

In California, our recycling operations support the efforts of state and regional agencies to retire end-of-life transit cars and promote air quality programs that remove older, more polluting vehicles from the road.

Since 2012, we have facilitated the retirement of over 200,000 vehicles through partnerships with the California Bureau of Automotive Repair, regional air quality management districts, and various county and municipal programs. Our collective efforts have directly contributed to cleaner air in our communities.

As a regional asset for Northern California's critical infrastructure, we process over 800,000 metric tons of material each year at our Oakland, California facility, including public infrastructure such as retired transit train cars, the San Francisco Bay Bridge replacement, and material sourced from California Air Resources Board programs that incentivize residents and businesses to retire cars and transition to zero-emission vehicles.

Fiscal 2024 Program Highlights

7.9K

vehicles retired

64

transit cars recycled

ENVIRONMENTAL MANAGEMENT

EXPANDING ISO CERTIFICATION

In 2022, we deployed an International Organization for Standardization (ISO) certified environmental management system (EMS) to enhance the consistency of our processes and procedures across our diverse operations.

Our EMS considers operational complexities—from intake procedures and material inspection needs to air quality, water use, and stormwater management requirements. It addresses environmental impacts specific to our Company and offers a uniform approach to ensuring compliance with regulations and improving efficiency through resource conservation. 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 live and work.



A Focus on Continuous Improvement

Our ISO Certified EMS follows a Plan, Do, Check, Act process of continuous improvement through which facilities demonstrate compliance with standard requirements, including:

- **Context of the Organization:** Define needs, expectations, and scope of the Company's EMS. Identify internal and external stakeholders and document engagement with respect to the EMS.
- **Leadership:** Identify leadership and define roles and responsibilities regarding the EMS. Prepare and communicate the Company's Environmental Policy to internal and external stakeholders.
- **Planning:** Identify environmental and legal requirements, aspects, impacts, risks, and opportunities for improvement, while setting environmental objectives and targets.
- **Support:** Demonstrate the resources, competencies, document control processes, communication systems, and training to support the EMS.
- **Operations:** Demonstrate the operational controls to effectively implement the EMS, including alignment with Emergency Preparedness and Response Plans.

- **Performance Evaluation:** Monitor and measure the EMS performance and evaluate environmental compliance through internal and external auditing.
- **Improvement:** Define processes for addressing non-conformances with the ISO 14001 standards and identify environmental compliance gaps.

30
facilities certified in 2024

50%
of Company facilities now ISO 14001:2015-certified

1,589
employees trained

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 Carbon Disclosure Project (CDP) supporter since 2017, we have consistently prioritized environmental impact reduction strategies, including our efforts to conserve water. Across our diverse operations, we implement reuse, recycling, and efficiency measures to safeguard this essential resource.

Over half of our water use occurs at our steel manufacturing operation, where water serves a critical function during melting processes, cooling, descaling, and dust scrubbing. Our state-of-the-art water recycling system allows processed water at this facility to be recycled multiple times. In fiscal

2024, we launched a comprehensive water use assessment at our steel mill to identify additional opportunities to reduce consumption and increase water reuse.

Approximately 37% of our water use is attributed to our seven metal shredding operations where it cools materials used during the shredding process, supports dust and fire suppression activities on-site, and contributes to emissions control and treatment.

The remaining water use occurs at our 50 autos and 46 metals recycling facilities without metal shredding operations where it plays a role in general maintenance, industrial hygiene, and the operation of dust and fire suppression systems.

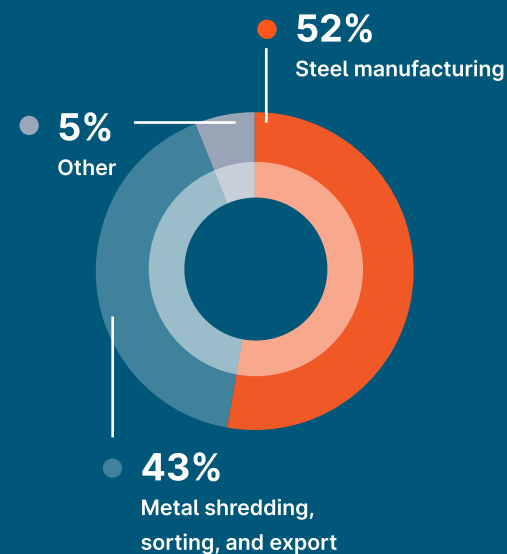
As we integrate more advanced processing and sorting equipment and EMS programs throughout our operations, we anticipate a rise in our water usage. Each year, we invest in enhancements to stormwater management at our locations, which includes the improvement of conveyance, storage, treatment, and the development of sustainable water recycling and reuse practices. These initiatives are vital to bolstering water security in our communities, especially those facing increased rainfall and a heightened risk of flooding and hurricanes.

Since 2019, we have invested \$59 million in water-related projects.

Our Water Impact

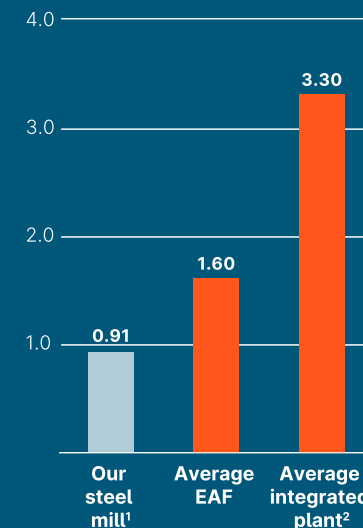
Our Water Use Mix

(in percent)



Understanding Our Steel Mill's Water Consumption

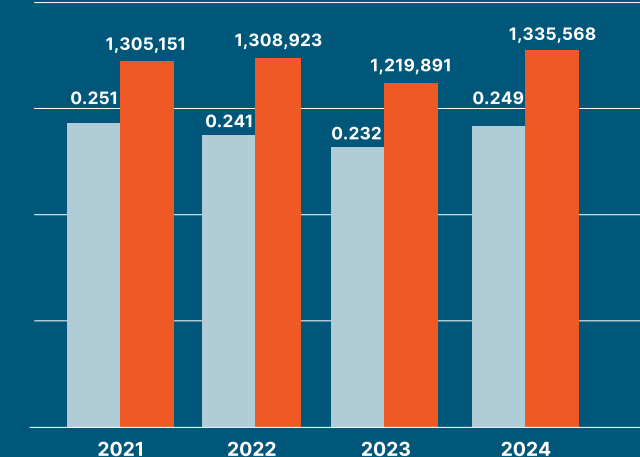
[cubic meters (m³)/mt]



Our Water Footprint

(m³)

- Intensity (m³/mt)
- Absolute (m³)



¹ Water consumption is calculated by subtracting water discharge from water intake.

² Industry average sourced from the World Steel Association's 2020 policy paper, "Water Management in the Steel Industry."



Our People Shape the Future

Our people work to create a sustainable future by transforming recycled materials into renewed resources.

Together we foster a culture of safety, drive innovation, and implement sustainable practices that help to meet the world's demand for critical materials.

SAFETY

Our proactive safety culture encourages employee engagement at all levels of the organization.

We train and direct our employees to take an active role in promoting safety through continuous hazard identification and risk mitigation. Our programs and policies support this collaborative approach by setting clear expectations for employees, ensuring standardized procedures for high-risk activities, and aligning with all relevant laws, regulations, and recognized industry standards.

We perform regular reviews of our safety program and engage in comprehensive reporting, training initiatives, and recordkeeping. These activities ensure our standards and procedures continually evolve to protect our workforce, reinforce the Company's commitment to eliminate serious injuries and fatalities (SIF), and reduce the frequency of injuries and illnesses.



Strategy & Management System

Building a safe work environment requires perseverance, attention to detail, and a commitment to continuous improvement. Our three-pillar safety strategy embodies these principles and guides our journey toward an injury-free workplace.

1

Integrate Safety Every Day

We embed safety practices into each employee's daily work routine to foster a proactive approach to managing risks and preventing injury.



2

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.



3

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.



Training & Feedback

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 the task, the pair discuss potential hazards and existing controls. Managers may offer constructive feedback, and employees share concerns or suggestions for process improvement. LSOs encourage open communication and actively involve employees in decision-making related to health and safety.

In 2024, we increased hourly employee participation in our LSO program by 57% from the previous year and tailored observations to address specific focus areas based on past performance indicators.

Our feedback system facilitates reporting of incidents, injuries, near misses, and hazards and helps us determine root causes and implement corrective actions to ensure learning is shared across our operations. We conduct regular audits and inspections to verify compliance with safety standards and identify areas for improvement.



Partnering for Emergency Preparedness

Our site-specific emergency management action plans and protocols address weather-related and man-made emergencies. Bi-monthly drills involving all employees help teams to familiarize themselves with the established protocols, ensure the highest level of preparedness, and hone response skills.

In 2024, several of our metals recycling facilities provided tours to members of their local fire and rescue departments to allow firefighters and paramedics the opportunity to learn about the complexities of our operations and ensure a cohesive and efficient collective response in case of an on-site incident. During the visits, Radius teams reviewed our detailed emergency action plans, and fire department attendees provided suggestions and relayed best practices for managing fire, medical, or weather emergency situations.

Communication & Culture

Our communication and engagement activities support our strategy to embed safety practices into each employee's daily work routine. We foster a proactive approach to risk management and injury prevention through daily safety meetings, morning stretches, flex exercises, Field-Level Risk Assessments, and monthly Environmental Health and Safety (EHS) town hall meetings.

In fiscal 2024, regional operational leadership teams met in person to conduct comprehensive safety culture assessments and address critical safety concerns, including the importance of situational awareness, the exercise of stop-work authority, and the implementation of strategies to prevent common injuries. Together, leaders from across our operational footprint reviewed past safety incidents to identify opportunities to improve our overall safety performance by learning from past experiences and proactively addressing potential safety issues. During these meetings, attendees participated in a leadership development course designed to enhance their communication and engagement skills and provide effective strategies to strengthen interaction and collaboration among team members.

Also in fiscal 2024, we introduced a weekly communication to guide our operational teams and support our culture of awareness and responsibility. By regularly distributing updates during pre-shift meetings, we ensure frontline employees receive consistent information about safety protocols, potential hazards, and best practices, as well as general updates from across our Company.

Tracking Progress, Charting Our Path Forward

Our safety policies and programs align with industry practices and draw 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 and using key performance indicators to reinforce safe behaviors and promote a culture of shared accountability.

Leading Indicators

A critical tool for monitoring and enhancing safety performance is our EHS scorecard system, which tracks nine leading indicators and measures performance and engagement at each of our operating locations. The scorecard allows teams to review data in real time and address potential and emerging issues proactively.

EHS Scorecard Metrics

1. LSOs (includes Total Observations, LSO with Hourly Participant, LSO with Corrective Action and LSO with Critical Risk)
2. Near Miss Reporting
3. Hazard Recognition Reporting
4. On-time completion of EHS Investigations
5. EHS Tasks completed on-time
6. Environmental Hazard Recognition
7. Environmental Regulatory Notices
8. Quarterly Housekeeping / Health & Safety Systems Audit
9. Environmental Root Cause Analysis—completed on time



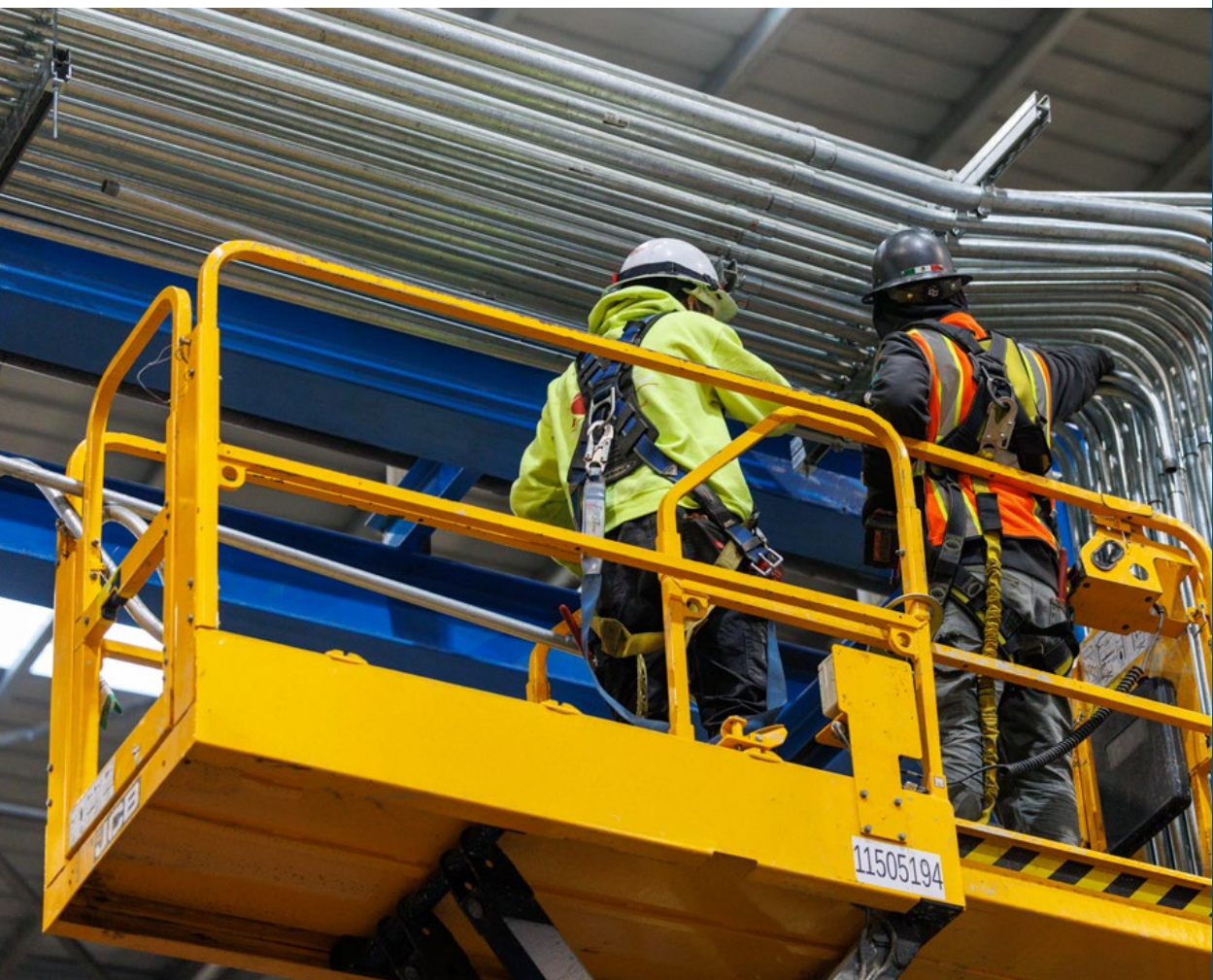
Encouraging a Holistic Approach to Health & Safety

Maintaining a safe work environment 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.

Preventing Serious Injuries and Fatalities

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



14

Critical Risks



FALL FROM HEIGHTS



MOBILE EQUIPMENT OPERATION



LOCK OUT, TAG OUT



CONFINED SPACE



MACHINE SAFEGUARDING



BYPASSING SAFETY CONTROLS



OVER-THE-ROAD TRANSPORTATION



MATERIAL HANDLING AND RECEIVING



VEHICLE HANDLING



TORCHING



CRANES AND LIFTING



RAIL OPERATIONS



HOT METAL OPERATIONS



PROJECTILES



2024 Safety Highlights

16K

safety-related training hours completed by employees

18.5K

layered safety observations performed

66%

of facilities operated without a recordable injury

87%

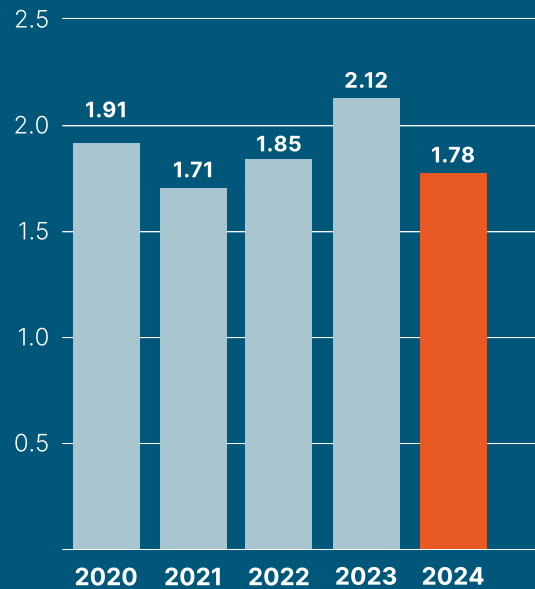
of facilities posted no lost time for the year

Zero

fatality rate

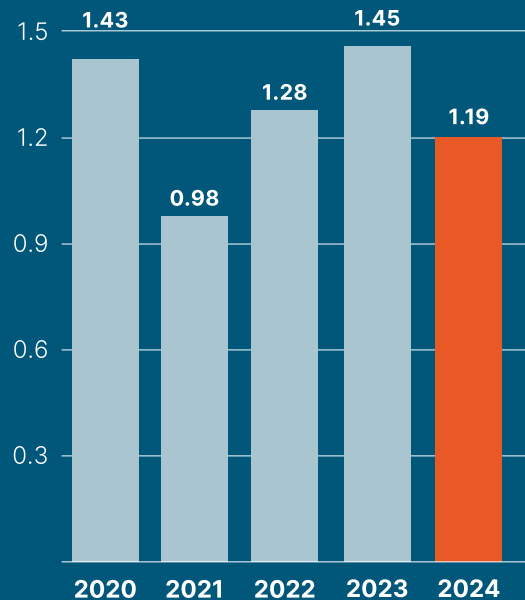
Total Case Incident Rate

(# of incidents per 200K working hours)



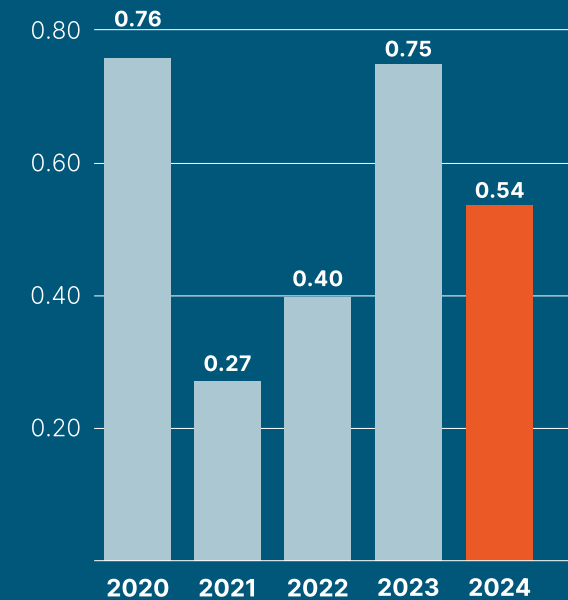
Days Away, Restricted, or Transferred

(# of incidents per 200K working hours)



Lost Time Incident Rate

(# of incidents per 200K working hours)



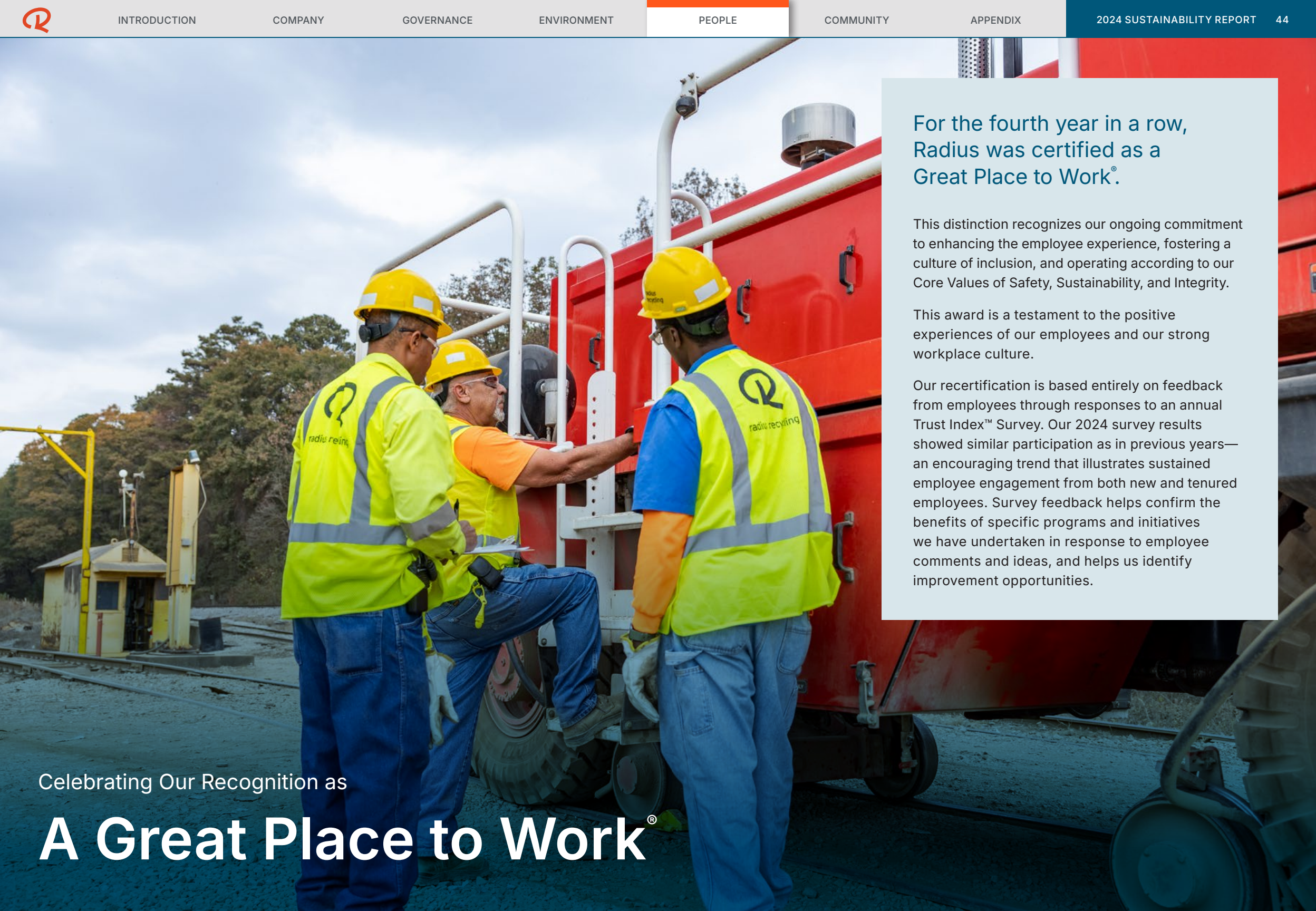
ZERO RECORDABLE SAFETY INCIDENTS

In fiscal 2024, 72 of our locations had no recordable safety incidents.

Notably, 31 of these facilities have maintained this milestone for more than four years.

These accomplishments underscore a sustained dedication to our Core Value of Safety and the successful integration of a safety-first culture within our Company. Recognizing and celebrating our teams at these facilities serves as an inspiration for employees across our organization to pursue similar standards and promote a safe and productive work environment.

- Burbank, WA
- Johnston, RI
- Puunene, HI
- Kelowna, BC
- Macon, GA (Poplar St)
- Portland, ME
- Bend, OR
- Columbus, GA
- Worcester, MA
- Virginia Beach, VA
- Attleboro, MA
- Cassidy, BC
- Caguas, PR
- Canovanas, PR
- Sherwood, OR
- Manchester, NH
- Sparks, NV
- Bayamón, PR
- Sandquist, NH
- Hammond, IN
- Providence, RI
- Little Rock, AR
- Eugene, OR
- City of Industry, CA
- Dothan, AL
- Summit, IL
- Lynnwood, WA
- Stockton, CA
- St. Louis, MO
- Fairfield, CA
- Antelope, CA
- Windsor, CA
- Fresno, CA
- Iuka, MS
- Louisville, KY
- Memphis, TN
- Meridian, MS
- Winchester, KY
- Calgary 52nd Street, Alberta
- Cartersville, GA
- Billings, MT
- Macon, GA (Edgewood)
- Adamson, GA
- Richmond, CA
- Springfield, MO
- Tallahassee, FL
- Columbus, OH
- Sacramento, CA
- Rancho Cordova, CA (admin)
- Newark, CA
- Johnston, RI
- Victoria, BC
- Elizabethtown KY
- Auburn, ME
- American Canyon, CA
- KOIN Portland, OR
- San Jose North
- Kapolei, HI
- Woodinville, WA
- Attalla, AL
- Reno, NV
- Ponce, PR
- Tacoma, WA
- Arlington, WA
- Campbell River, BC
- Moss Landing, CA
- Frankfort, KY
- Chico, CA
- Edmonton, Alberta
- Redding, CA
- Calgary Barlow Trail, Alberta
- Fort Worth, TX
- Four years without a recordable incident



For the fourth year in a row, Radius was certified as a Great Place to Work®.

This distinction 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 2024 survey results showed similar participation as in previous years—an encouraging trend that illustrates sustained employee engagement from both new and tenured employees. Survey feedback helps confirm the benefits of specific programs and initiatives we have undertaken in response to employee comments and ideas, and helps us identify improvement opportunities.

Celebrating Our Recognition as

A Great Place to Work®

EMPLOYEE HEALTH & WELLNESS

Our holistic approach to wellness supports the mental, physical, and financial health of our workforce while providing solutions to address the needs of our employees and their families.

We recognize that wellness directly impacts both productivity and culture, and the interconnectedness of mental, physical, and financial health means that when one area is affected, there is often a cascading effect on the others.

Continuing in 2024, Radius delivered health and wellness resources in partnership with WebMD, Lyra, and Empower, including traditional PPO and HMO options as well as a high-deductible healthcare plan and benefits such as paid parental bonding leave and adoption assistance programs.

In addition to our medical, dental, vision, and employee assistance offerings, we encourage our employees and their families to improve health and well-being through our expansive wellness programs. Throughout the year, we hosted wellness competitions and challenges to inspire employees to develop healthy habits and behaviors at home and at work and increase engagement with Company program offerings that advance our people-focused sustainability goals.

In fiscal 2024, we achieved 16% 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, this year we surpassed our goal of 70% participation in 401(k) matching benefits and have updated our target to 85% participation by fiscal 2028.



ENGAGING EMPLOYEES EVERY DAY

By engaging employees every day, we work to increase cultural awareness, inspire employee collaboration, and create an inclusive workplace environment.

Through regular communication platforms, we ensure employees stay informed on 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, started a weekly communication to all Radius employees as a means to provide consistent and up-to-date information, and promote a sense of unity during the challenges posed by the COVID-19 pandemic. This weekly update has evolved into a steadfast connection between our CEO and our employee community.

Quarterly Town Halls

Each quarter, we hold virtual Town Hall meetings, hosted by our CEO and featuring various members of our leadership team. Town Halls present a dedicated space for employees to hear from our leaders and provide direct feedback on workplace experiences, including through online surveys offered at the conclusion of each meeting.

In 2024, we facilitated a Town Hall panel discussion to promote engagement on safety-related programs. Building on the insights from these discussions, we conducted in-person Safety Town Halls at facilities across our Company to gather input directly from frontline employees.

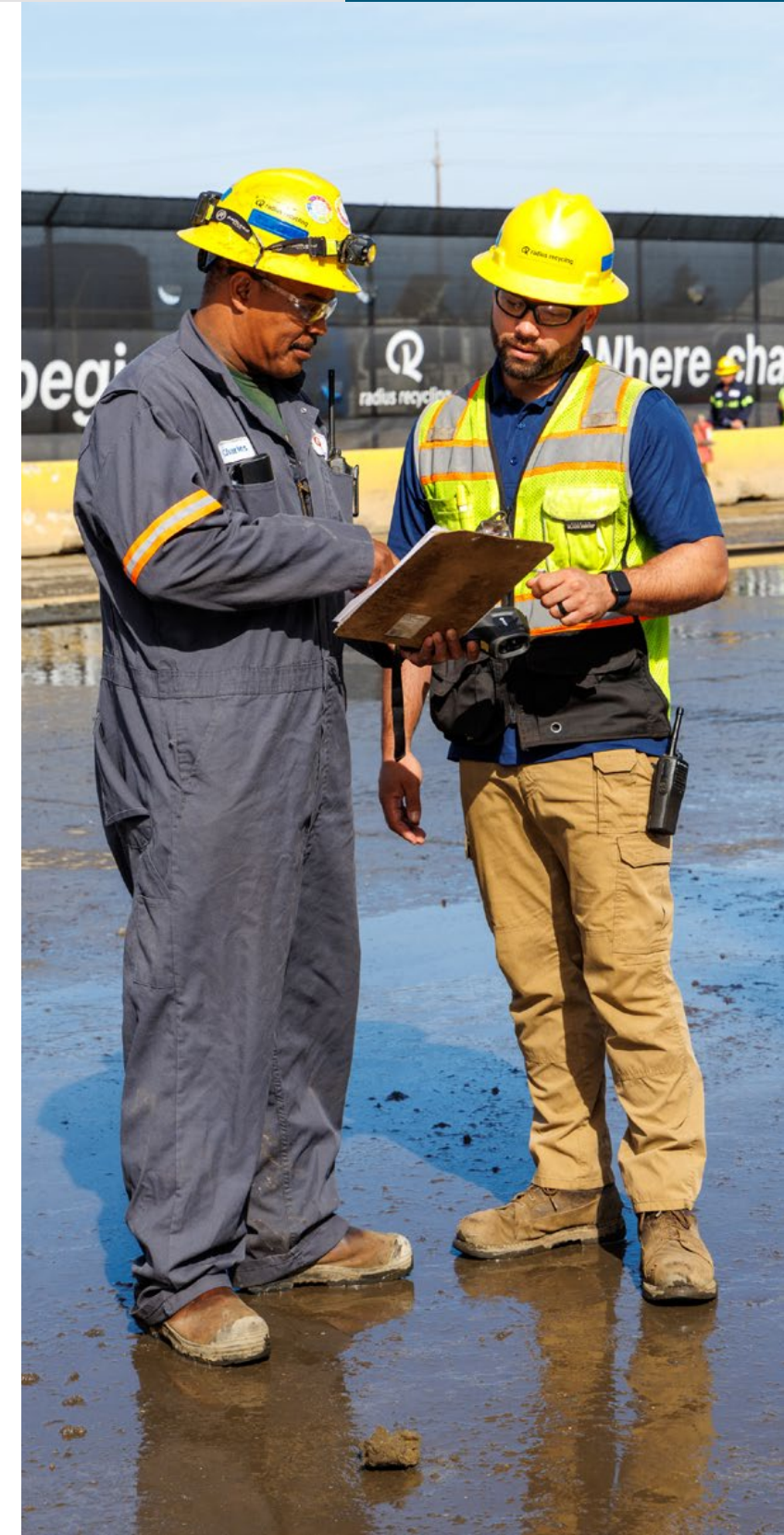
CEO Office Hours

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, our CEO gained the opportunity to engage directly with employees throughout the year. The agenda for each *Office Hours* 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.

Huddle Topics

In fiscal 2024, we introduced a weekly communication—*Huddle Topics*—to support our culture of awareness and responsibility. Site leaders share the topics provided in the communication during team “huddles” or meetings. This daily touchpoint keeps employees informed on Company updates, safety reminders and best practices, and departmental initiatives to ensure information is consistently communicated across our North American footprint.

Huddle Topics complements our quarterly all-Company newsletter and regular departmental communications that enable employees to make informed decisions that align with the Company's strategy.



TRAINING, DEVELOPMENT & RECOGNITION

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.

Each year, employees access a range of required and voluntary training, development, and educational opportunities designed to enhance workplace skills and knowledge on issues impacting our workforce. These resources target foundational leadership competencies and business skills and provide the tools needed to succeed in today's work environment.

Learning Our Business

In 2024, we continued our Business Learning and Awareness Program to communicate details about our business activities and help employees develop a stronger understanding of roles and responsibilities outside their immediate scope of work. 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.

Building a Brighter Future

Through our *Building a Brighter Future* campaign, we offer training courses aimed at enhancing individual performance and sharpening leadership skills. In 2024, in addition to our online course offerings, we expanded our *Building a Brighter Future* program to include in-person development opportunities focused on communication skills for our frontline leaders.

Program Highlights

350+

courses on career advancement and leadership

300

courses on enhancing workplace digital communications

4.9K

courses completed by Radius employees since program launch





Mentorship Program

In 2023, we launched a Mentorship Program aimed at connecting individuals from across business lines and experience levels to promote professional development. In fiscal 2024, participation in this program increased by 50%, as mentees gained valuable insights, guidance, and support from experienced professionals, and mentors shared knowledge, refined leadership skills, and built stronger connections within our Company.

Performance Reviews

Our annual performance reviews provide a structured opportunity for feedback, goal-setting, and professional development. They help employees understand how their work aligns with organizational objectives and identify areas for improvement. These regular reviews foster communication between employees and managers, enhancing engagement and motivation and guiding conversations on training opportunities, accountability, and continuous improvement. In fiscal 2024, 55% of our workforce participated in an annual performance review.

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 honor 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 96 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 Values.

VTO Champion

Our Volunteer Time Off (VTO) program offers every employee eight paid hours a year to volunteer. In 2024, we continued our quarterly VTO Champion program to recognize employees who regularly support local community groups or nonprofit organizations through volunteerism. Since launching our VTO program in 2019, employees have participated in over 5,600 hours of volunteer activities across more than 20 states.

DIVERSITY, EQUITY & INCLUSION

Ensuring diversity, equity, and inclusion (DE&I) within our employee community promotes broader perspectives and stronger connections.

DE&I 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 DE&I 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.

Employee Resource Groups

Since 2019, Employee Resource Groups (ERGs) have advanced our DE&I strategy by bringing together employees from across our Company and across organizational levels to increase cultural awareness, inspire engagement, and foster an environment where open and safe conversations can take place. ERGs have provided valuable insights into employee needs and concerns and created space for employees to engage with and better understand one another.

While ERGs have played a crucial role in strengthening our DE&I program, in 2024 we introduced a singular leadership team to continue our progress. This change represents a shift from the ERG model to an approach that integrates DE&I principles holistically across all functions and levels of our organization and encourages all employees to take shared responsibility for inclusivity.

Our Reliable, Inclusive, Supportive, and Engaged (RISE) team, made up of former ERG Board of Directors members, includes 20 individuals representing geographic regions and experience levels throughout our Company. RISE members help to drive systemic and sustainable change throughout the Company by embedding DE&I into everyday practices, policies, and leadership roles.

Initiatives Advanced Through DE&I Programs

- Developed and implemented a Company-wide mentorship program.
- Hosted dozens of commemorative events celebrating Memorial Day, Black History Month, PRIDE Month, Women’s History Month, Hispanic Heritage Month, and countless others.
- Launched an external Fellowship program to create a talent pipeline and engage African American and Black students interested in gaining professional work experience in the metals recycling industry.
- Introduced personal protective equipment specifically designed for women.
- Promoted opportunities to use VTO to support the communities in which we operate.



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



RISE

Benchmarking Diversity

Benchmarking our diversity data helps us better understand our employee population, ensure our hiring practices reach a diverse slate of qualified candidates for all positions, and identify opportunities to advance our DE&I strategy.

New Hires in 2024

22%

women

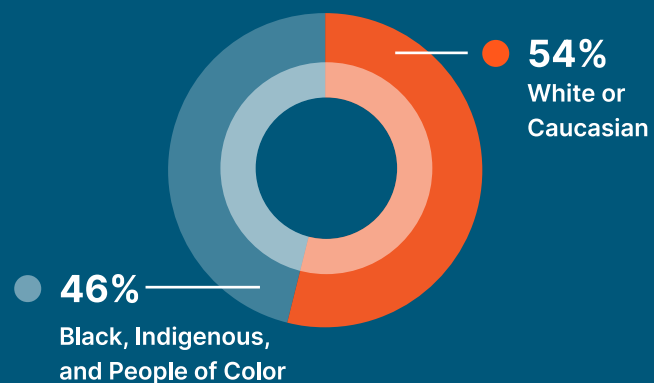
57%

ethnically diverse

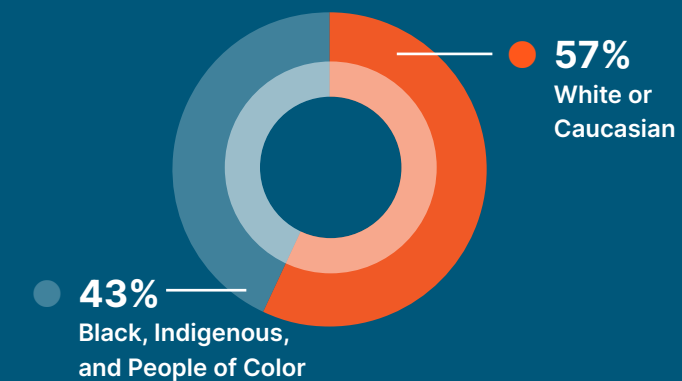


Workforce ethnicity breakdown vs. EEO-1 industry average

Radius Recycling Workforce (U.S. only)

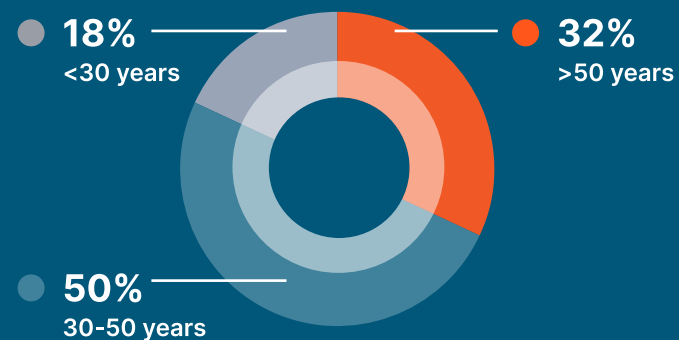


EEO-1 2021¹ Industry Aggregate

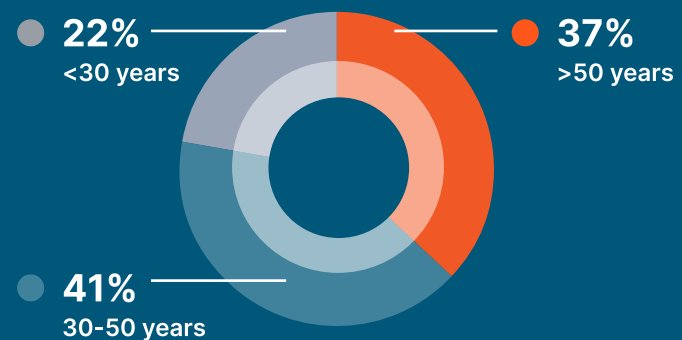


Workforce age breakdown vs. Bureau of Labor Statistics (BLS) aggregate

Radius Recycling Workforce



BLS 2022¹ Industry Aggregate



¹ Most recent year industry data available.

TOMORROW'S SUSTAINABLE WORKFORCE

At Radius, our hiring practices underpin the essential role of metals recycling in building a sustainable tomorrow.

We are committed to hiring and retaining a diverse workforce—recruiting, employing, training, compensating, and promoting, regardless of race, religion, color, national origin, sex, sexual orientation, disability, age, veteran status, and other protected status.

Our partnerships with community-based organizations focused on promoting equity help our talent teams source candidates within the communities in which we operate.

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, we can provide opportunities to individuals who may struggle to find them. Since January 2020, we have hired more than 516 individuals with support from the SCBC.

Recognized as a Military Friendly® Employer

Radius continues to be 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.



5%

veteran representation
in our workforce





Training the Next Generation of Recycling Professionals

Launched in 2021, Radius Academy is our educational partnership program that offers educational resources and hands-on training to students interested in the metals recycling industry, eventually providing a pathway to job opportunities across our diverse operations.

Through the program, Academy participants:

- Work alongside and learn from mechanics, welders, and industry experts.
- Access educational instruction on 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, academic and workforce scholarships, and tools and equipment to support classroom activity.
- Receive tuition reimbursement benefits upon maintaining employment at Radius for three years.

In fiscal 2024, we expanded our Radius Academy footprint and established a partnership with Career Technical Education Center (CTEC) in McMinnville, Oregon. CTEC is an educational institution that offers students the ability to work side-by-side with industry professionals and core academic teachers to prepare for high-skill, high-wage, and high-demand careers. CTEC helps students focus on developing professional skills, technical knowledge, academic foundation, and real-world experience to ensure their success upon graduation.

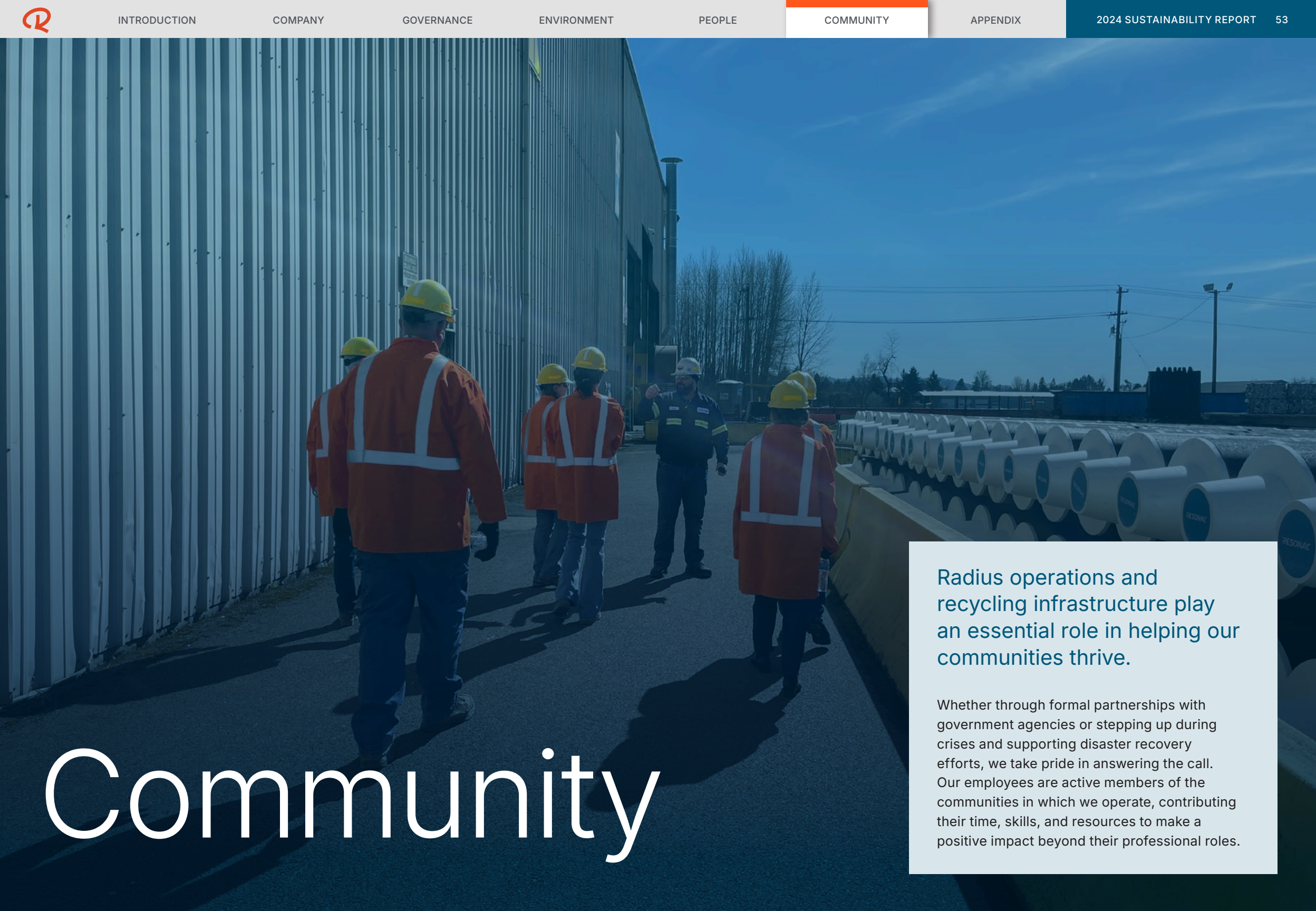
By extending the educational, training, and financial opportunities offered through Radius Academy to CTEC students, we aim to bring talented individuals to the recycling industry and offer pathways to careers at our Company, including skilled positions like those at our recycling facilities, Pick-n-Pull stores, and steel mill, which are essential to the national and global transition to a low-carbon economy, as well as the continued success of our Company.

Youth Employment Partnership in Oakland, California

This year, we hosted nearly 100 Bay-area students who participated in the Environmental Education Summer Job program through Oakland's Youth Employment Partnership (YEP). YEP's guiding vision is that all Oakland youth and young adults will have the necessary work history, experience, and soft skills to be self-sufficient, stable, and engaged members of our communities.

During their visits, students had the chance to tour our facility, learn about job opportunities, and gain insight into how our metals recycling, auto-parts retail, and steel manufacturing operations contribute to local and regional economies. By showcasing our facilities and exposing students to the specialized jobs available within our Company, we can attract a skilled workforce capable of driving innovation, maintaining operational excellence, and contributing to a sustainable future.





Community

Radius operations and recycling infrastructure play an essential role in helping our communities thrive.

Whether through formal partnerships with government agencies or stepping up during crises and supporting disaster recovery efforts, we take pride in answering the call. Our employees are active members of the communities in which we operate, contributing their time, skills, and resources to make a positive impact beyond their professional roles.

OUR COMMUNITY IMPACT

Our community investment and engagement activities center around a core set of priorities that provide resources to individuals and community groups.

We align our focus areas 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.

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, and in fiscal 2024 our teams donated more than 1,300 hours of volunteer time across 23 states. Since setting our goal in 2019 to donate 10,000 volunteer hours, we have achieved more than 50% of our target. This year, we have updated our timeline to achieve this goal to fiscal 2028 to account for changes in availability of in-person volunteer activities during the COVID-19 pandemic.

Through charitable giving, direct donations, and employee volunteerism, 2024 marked an important year filled with meaningful engagement with individuals, families, and community organizations.

Children & Families

Supporting children and families in the communities in which we operate is essential for fostering the next generation's well-being and creating a strong, cohesive society. Our investments in this area contribute to long-term social and economic prosperity by empowering children and youth to reach their full potential.

In fiscal 2024, our community partnerships, donation drives, and volunteer activities from across our footprint made a positive impact on our neighbors and families in need. For example, our Northeast operations maintained their longstanding relationship with the Everett, Massachusetts Police Department to support its National Night Out initiative, an annual community-building campaign that fosters police and community partnerships and neighborhood camaraderie to create safer and more caring neighborhoods. In Oregon, our teams continued their annual donation drive to support Raphael House, a women's and children's domestic violence shelter in Portland. In Atlanta, Georgia, we spearheaded a Back-to-School drive to provide donations including crayons, markers, paper, pencils, notebooks, backpacks, and calculators to schools in the communities in which we operate.

Environmental Conservation & Advocacy

Beyond our daily efforts to promote environmental conservation through our recycling 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 2024, 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.

247

hours volunteered during Earth Month





Radius's Recycling Infrastructure

Supports Disaster Recovery

In the aftermath of the 2023 Lahaina wildfires, the County of Maui turned to Radius's Hammerhead Metals team as a critical partner in the recovery process.

The wildfires left behind a trail of destruction, including charred vehicles, twisted metal, and debris. During recovery efforts, the Maui community leveraged our operations as an essential infrastructure resource to sort, dismantle, and recycle the fire-damaged materials. By collaborating closely with local authorities, we worked to ensure the recovery efforts were efficient, environmentally responsible, and contributed to rebuilding the community.

Throughout the year, Radius employees supported various relief initiatives through our *Recycling for a Better Tomorrow Foundation*, including the Maui Strong Wildfire Relief Fund.



Partnering with Local Fire Departments

Beyond the emergency management action planning activities we conduct at our facilities, our operational teams regularly collaborate with local fire departments to facilitate first responder training programs. These partnerships serve to improve community emergency response capabilities by providing valuable hands-on experience for firefighters, who utilize our space and inventory of end-of-life vehicles to simulate real-life situations, including rescue scenarios involving crushed cars.

Extraction is an essential, life-saving operation performed by fire departments, and our facilities offer a unique opportunity to train using crushed cars as authentic examples of real accident vehicles that pose challenges for extraction. The varied car configurations and problem-solving exercises allow officers the chance to hone extraction skills in real time.

We are proud to partner with fire departments across North America to support public safety. In fiscal 2024, we hosted local teams at operating facilities across our operational footprint.

Promoting Hunger Relief

For more than 14 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.

By coordinating donation efforts across our geographic footprint, we reach more individuals and families in need to help reduce hunger and foster a sense of solidarity and responsibility within our communities. Since 2010, the Radius National Food Bank Initiative has donated over \$4 million to local food banks, providing approximately 12 million meals to people experiencing food insecurity.

National Food Bank 2024 Highlights

\$220K

in total donations

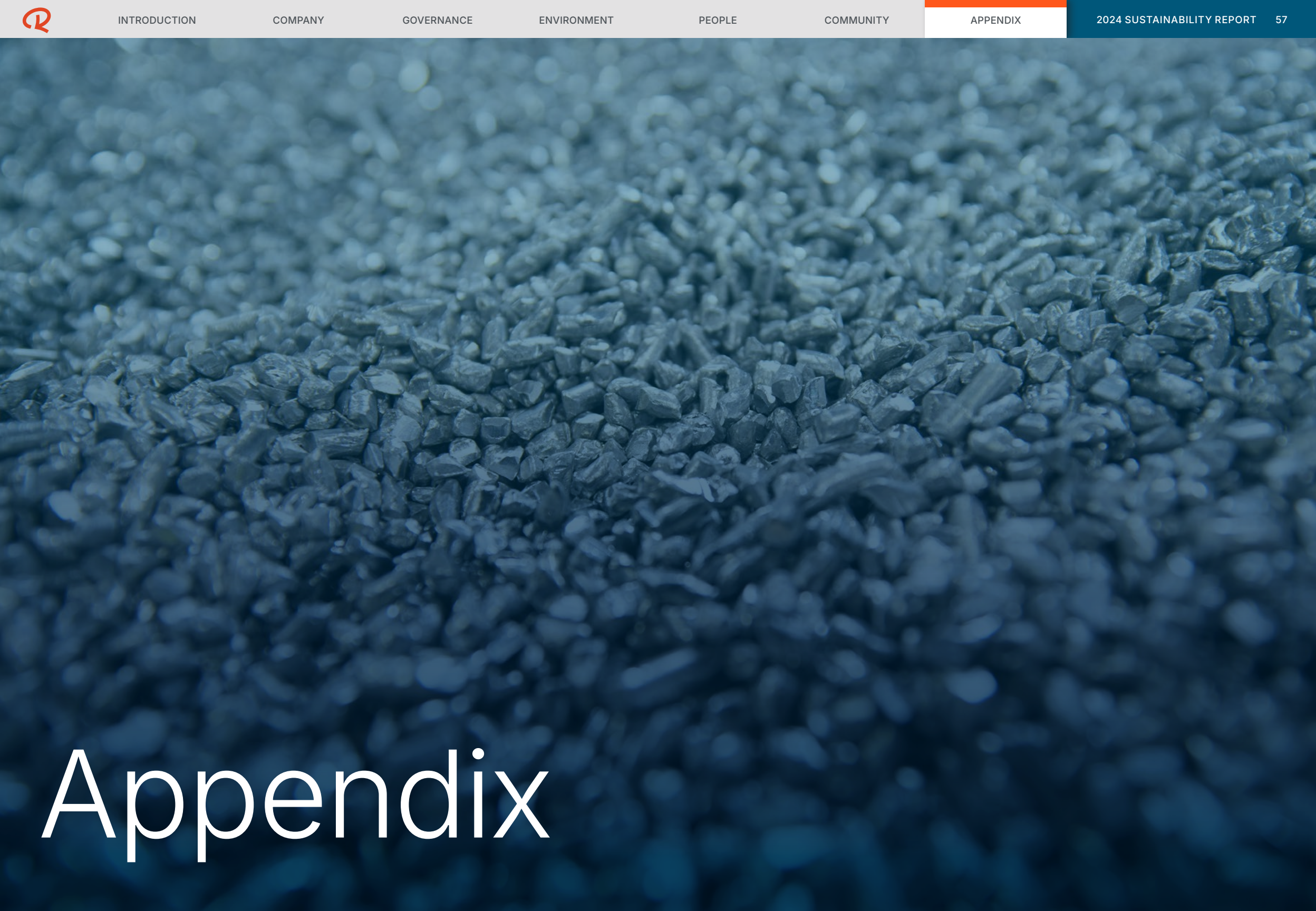
660K

meals provided

40

food banks served





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	2024
GOVERNANCE						
Total Directors	8	9	8	8	7	7
Independent	6	7	7	7	6	6
Female	37.50%	44.44%	50.00%	62.50%	57.14%	57.14%
ECONOMIC IMPACT						
Total Revenue (in billions)	\$2.1	\$1.7	\$2.8	\$3.5	\$2.8	\$2.7
Total Capital Expenditures (in millions)	\$95	\$82	\$119	\$150	\$130	\$76
Technology CapEx (in millions)	\$10	\$29	\$36	\$36	\$21	\$5
Environmental CapEx (in millions)	\$36	\$10	\$21	\$35	\$33	\$21
Adjusted EBITDA (in millions)	\$143	\$85	\$289	\$313	\$144	\$29
Total Current Tax Expense (in millions)	\$3	-\$15.0	\$31	\$20	\$1	\$1
<i>Total Economic Impact¹ (in billions)</i>	—	—	\$8.0	\$8.2	\$8.9	\$8.5
<i>U.S. Jobs Supported</i>	—	—	34,000	34,000	36,000	35,000
<i>Taxes Generated (in millions)</i>	—	—	\$897	\$872	\$944	\$900
<i>Wages Earned (in billions)</i>	—	—	\$2.2	\$2.3	\$2.4	\$2.3
OPERATIONAL IMPACT						
End-of-Life Vehicles Purchased (thousands)	386	316	338	312	286	258
Finished Steel Products Sold (thousand short tons)	478	505	488	465	521	509
Ferrous Scrap Sold (million long tons)	4.3	4.0	4.4	4.6	4.4	4.5
Nonferrous Scrap Sold (millions of pounds)	667	551	593	687	739	748
# of Operating Sites	98	96	104	107	106	105
Recycling Facilities	96	94	102	105	104	103
Metals Recycling Facilities	45	44	52	54	54	53
Auto Parts Stores	51	50	50	51	50	50
Steel Facilities	2	2	2	2	2	2

¹ Direct 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. metal 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 Recycled Materials Association (ReMA) for the U.S. scrap recycling industry.



	2019	2020	2021	2022	2023	2024
ENVIRONMENTAL IMPACT						
Environmental Performance						
% of Mega-Shredders with Advanced Air Quality Controls and VOC Treatment Systems	—	—	25%	50%	75%	75%
% of Operating Sites Certified to ISO 14001	—	—	—	5%	28%	50%
Emissions Footprint						
Total Scope 1+2 GHG Emissions (normalized mtCO2e)	0.036	0.035	0.028	0.028	0.027	0.026
Total Scope 1 (mtCO2e)	159,320	145,467	145,580	154,258	144,040	142,217
Fuels	51,121	43,083	45,995	51,683	47,478	46,114
Natural Gas	48,778	48,689	44,943	52,181	56,287	56,799
Process	30,528	32,201	33,055	30,705	26,053	26,952
Fugitive	28,893	21,493	21,587	19,689	14,222	12,352
Total Scope 2 Location-Based	121,889	103,532	101,780	112,118	101,290	109,196 ¹
Total Scope 2 Market-Based	22,836	20,765	0	0	0	3,916
Energy Footprint						
Energy Consumption (normalized GJ)	0.613	0.639	0.562	0.611	0.607	0.617
Total Energy Consumption (GJ)	3,143,063	3,019,948	2,915,816	3,312,667	3,187,713	3,314,882
Fuels	734,360	644,042	690,218	770,944	711,137	712,945
Natural Gas	963,158	961,416	887,448	1,030,352	1,111,429	1,121,545
Electricity	1,445,545	1,414,491	1,338,151	1,511,370	1,365,147	1,480,392
Energy Mix (%)						
Fuels	23%	21%	24%	23%	22%	21%
Natural Gas	31%	32%	30%	31%	35%	34%
Electricity	46%	47%	46%	46%	43%	45%
Power Mix (%)						
Carbon-Free Electricity Power mix, Net	92%	93%	100%	100%	100%	100%
Hydro	76%	77%	70%	74%	74%	73%
Nuclear	9%	9%	10%	10%	10%	10%
Renewables and Other Carbon-Free Sources (including REC purchases and utility green tariffs)	7%	7%	20%	16%	16%	17%
Fossil Fuels	8%	7%	0%	0%	0%	0%
Other	<1%	<1%	0%	0%	0%	0%

¹ 2024 emissions adjusted to reflect updated location-based emissions factor.



	2019	2020	2021	2022	2023	2024
Water Footprint						
Total Water Withdrawal (normalized Cubic Meters)	0.242	0.288	0.251	0.241	0.232	0.249
Total Water Withdrawal (m ³)	1,242,604	1,360,166	1,305,151	1,308,923	1,219,891	1,335,568
Purchased Municipal Water (m ³)	1,170,017	1,288,596	1,231,982	1,236,328	1,182,856	1,304,292
Extracted Well Water (m ³)	72,586	71,570	73,169	72,595	37,035 ¹	31,277
Water Recycling Rate (%)	85%	85%	88%	89%	89%	89%
Waste Footprint						
Total Waste Generation (normalized MT)	0.145	0.136	0.136	0.145	0.139	0.147
By Source						
Business Waste (MT)	12,384	9,803	7,504	15,259	12,702	11,589
Process Waste (MT)	730,255	632,389	697,133	768,946	718,281	776,619
By Disposition						
Landfill Disposal (%)	9%	9%	10%	12%	21%	13%
Beneficial Re-Use/Recycling (%)	91%	91%	90%	88%	79%	87%
By Regulation						
U.S. Federal RCRA Hazardous Waste (MT)	2,986	2,004	4,255	3,222	1,879	1,779
SOCIAL IMPACT						
Global Recognitions						
CDP Climate Score	B	A-	A-	A-	B	
CDP Water Score	A-	A	A	A-	Not Scored	
CDP Supplier Engagement Score	A-	A-	A-	A	B-	
Corporate Knights Global 100 Score	—	—	B+	A+	A+	A+
DJSI Yearbook	—	Yes	Yes	Yes	Yes	No
EcoVadis Rating	—	—	—	Bronze	—	Bronze
Great Places to Work Certification	—	—	Yes	Yes	Yes	Yes
MSCI ESG Rating	AA	AA	AA	AA	AAA	AAA
SASB Disclosures	Yes	Yes	Yes	Yes	Yes	Yes
World's Most Ethical Companies® by the Ethisphere Institute	Yes	Yes	Yes	Yes	Yes	Yes

¹ 2023 data reflects a transition from estimated well water usage to metered water usage at certain facilities.



	2019	2020	2021	2022	2023	2024
Workforce						
Total Hours of Paid Volunteer Time Off Logged	—	98	913	2,192	1,600	1,300
% Of Employees Completing Code of Conduct Training	100%	100%	100%	100%	100%	100%
Total Training Hours Logged	—	—	38,500	67,499	39,574	43,101
Training Hours Per Employee	—	—	12	19	12	14
% Participation In Retirement Benefits Program	—	35%	45%	52%	66%	72.61%
Total Number of Employees	3,363	3,032	3,167	3,471	3,353	3,011
% of Workforce Covered by Collective Bargaining Agreements	22%	23%	22%	21%	23%	24%
% of Full-Time Employees Residing in the U.S.	—	—	93%	95%	95%	95%
Workforce By Ethnicity Association (U.S. Only)						
White Or Caucasian	50%	51%	53%	53%	53%	54%
Bipoc	50%	49%	47%	47%	47%	46%
Workforce by Age Range						
Under 30 Years	—	21%	23%	20%	19%	18%
30-50 Years	—	48%	48%	50%	50%	50%
Over 50 Years	—	31%	29%	30%	31%	32%
Workforce by Gender Association						
Total Workforce						
Female	—	22%	22%	22%	21%	20%
Male	—	78%	78%	78%	79%	80%
All Management						
Female	—	22%	22%	22%	23%	23%
Male	—	78%	78%	78%	77%	77%
Top Management						
Female	—	17%	20%	17%	18%	18%
Male	—	83%	80%	83%	82%	82%
Junior Management						
Female	—	26%	23%	20%	21%	25%
Male	—	74%	77%	80%	79%	75%
Revenue-Generating Management						
Female	—	21%	20%	20%	21%	20%
Male	—	79%	80%	80%	79%	80%



	2019	2020	2021	2022	2023	2024
Safety						
Total Case Incident Rate (TCIR)	2.80	1.91	1.71	1.85	2.12	1.78
Days Away, Restricted, or Transferred (DART) Rate	2.00	1.43	0.98	1.28	1.45	1.19
Lost Time Incident Rate (LTIR)	0.59	0.76	0.27	0.40	0.75	0.54
Near Miss Incident Rate (NMIR)	79.45	42.68	15.27	8.75	57.98	48.28
Fatality Rate (FR)	0.00	0.00	0.00	0.00	0.00	0.00
Injury-Free Facilities (% of facilities with no recorded injuries)	55%	67%	70%	67%	63%	66%
Lost Time-Free Facilities (% of facilities with LTIR of zero)	84%	86%	93%	90%	88%	87%

GRI CONTENT INDEX

Statement of Use Radius Recycling, Inc. has reported the information cited in this GRI content index for the period September 1, 2023 to August 31, 2024 with reference to the GRI Standards. Unless otherwise noted, the locations referenced relate to sections of our 2024 Sustainability Report.

GRI 1 Used GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021		
2-1	Organizational details	Radius Recycling, Inc. 2024 10K Pages 2-4
2-2	Entities included in the organization's sustainability reporting	Our North American Footprint 2024 10K Pages 2-4, 65, Exhibit 21.1
2-3	Reporting period, frequency, and contact point	Table of Contents
2-4	Restatements of information	ESG Database
2-5	External assurance	Assurance Statement
2-6	Activities, value chain, and other business relationships	Our Company 2024 10K Pages 2-7
2-7	Employees	2024 10K Page 12 ESG Database
2-9	Governance structure and composition	Corporate Governance Proxy Statement
2-10	Nomination and selection of the highest governance body	Proxy Statement
2-11	Chair of the highest governance body	A Message from Our Chairman & CEO, Tamara Lundgren Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance Proxy Statement
2-13	Delegation of responsibility for managing impacts	Corporate Governance Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance Proxy Statement
2-15	Conflicts of interest	Code of Conduct Pages 17-18
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

GRI STANDARD	DISCLOSURE	LOCATION
2-21	Annual total compensation ratio	Proxy Statement
2-22	Statement on sustainable development strategy	Advancing Sustainability Performance
2-23	Policy commitments	Corporate Governance / Ethics & Compliance / Human Rights / Anticorruption Code of Conduct Pages 7-37
2-24	Embedding policy commitments	Corporate Governance / Ethics & Compliance / Human Rights / Anticorruption Code of Conduct Page 3
2-25	Processes to remediate negative impacts	Corporate Governance / Ethics & Compliance Code of Conduct Pages 5-7
2-26	Mechanisms for seeking advice and raising concerns	Ethics & Compliance
2-27	Compliance with laws and regulations	2024 10K Pages 9-11, 45-46, 78-82 Proxy Statement Code of Conduct Pages 14
2-28	Membership associations	Engaging Our Stakeholders
2-29	Approach to stakeholder engagement	Sustainability at Radius / Engaging Our Stakeholders
2-30	Collective bargaining agreements	2024 10K Pages 12, 85
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Sustainability at Radius / Engaging Our Stakeholders
3-2	List of material topics	Sustainability at Radius / Engaging Our Stakeholders
3-3	Management of material topics	Environmental Management / Safety / Tomorrow's Sustainable Workforce / Training, Development & Recognition / Our Company / Ethics & Compliance / Diversity, Equity & Inclusion
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Our Company 2024 10K Pages 33-48
201-2	Financial implications and other risks and opportunities due to climate change	Corporate Governance 2024 10-K Pages 11, 21
201-3	Defined benefit plan obligations and other retirement plans	2024 10K Pages 84-88 Proxy Statement
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Advancing Sustainability Performance / Recycled Metals Shape Critical Technologies / Sustainable Steel Production / Fleet and Facility Efficiency
203-2	Significant indirect economic impacts	Our Company
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	Corporate Governance / Anticorruption Code of Conduct Pages 22-23
205-2	Communication and training about anti-corruption policies and procedures	Corporate Governance / Ethics & Compliance Code of Conduct Pages 14 and 22

GRI STANDARD	DISCLOSURE	LOCATION
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Our Company / Sourcing Recycled Materials Across a Growing Supply Chain / Meeting the Growing Demand for Recycled Metals 2024 10K Pages 5-7, 37
301-2	Recycled input materials used	Our Company / Sourcing Recycled Materials Across a Growing Supply Chain / Meeting the Growing Demand for Recycled Metals / 3PR™—It's Only Waste if We Waste It / SASB Disclosures
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Energy & Emissions / Assurance Statement / SASB Disclosures
302-3	Energy intensity	Sustainable Steel Production / Energy & Emissions
302-4	Reduction of energy consumption	Sustainable Steel Production / Energy & Emissions / SASB Disclosures
302-5	Reductions in energy requirements of products and services	Sustainable Steel Production / Energy & Emissions / Fleet & Facility Efficiency / SASB Disclosures
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Our Operational Impact / Environmental Management / SASB Disclosures
303-3	Water withdrawal	Environmental Management / Assurance Statement / SASB Disclosures
303-5	Water consumption	Our Operational Impact / Environmental Management / Assurance Statement / SASB Disclosures
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Sustainable Steel Production / Advancing Sustainability Performance / Energy & Emissions / Assurance Statement / SASB Disclosures
305-2	Energy indirect (Scope 2) GHG emissions	Sustainable Steel Production / Advancing Sustainability Performance / Energy & Emissions / Assurance Statement / SASB Disclosures
305-4	GHG emissions intensity	Sustainable Steel Production / Energy & Emissions
305-5	Reduction of GHG emissions	Recycled Metals Shape Critical Technologies / Sustainable Steel Production / Energy & Emissions / SASB Disclosures
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SASB Disclosures
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	3PR™—It's Only Waste if We Waste It / Assurance Statement / SASB Disclosures
306-2	Management of significant waste-related impacts	3PR™—It's Only Waste if We Waste It / Assurance Statement / SASB Disclosures
306-3	Waste generated	Assurance Statement / SASB Disclosures
306-4	Waste diverted from disposal	2024 Sustainability Highlights / Sourcing Recycled Materials Across a Growing Supply Chain / Meeting the Growing Demand for Recycled Metals / Sustainable Steel Production / 3PR™—It's Only Waste if We Waste It
306-5	Waste directed to disposal	Assurance Statement / SASB Disclosures



GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Safety
403-2	Hazard identification, risk assessment, and incident investigation	Safety
403-3	Occupational health services	Safety / Employee Health & Wellness
403-4	Worker participation, consultation, and communication on occupational health and safety	Safety / Employee Health & Wellness
403-5	Worker training on occupational health and safety	Safety / Employee Health & Wellness / Training, Development & Recognition
403-6	Promotion of worker health	Advancing Sustainability Performance / Human Rights / Safety / Employee Health & Wellness
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety / Employee Health & Wellness / Training, Development & Recognition
403-8	Workers covered by an occupational health and safety management system	Safety / Employee Health & Wellness
403-9	Work-related injuries	Safety
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	ESG Database
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Health & Wellness / Training, Development & Recognition
404-3	Percentage of employees receiving regular performance and career development reviews	Training, Development & Recognition
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Diversity, Equity & Inclusion Proxy Statement
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Engaging Our Stakeholders / Advancing Sustainability Performance / Safety / Training, Development & Recognition / Tomorrow's Sustainable Workforce / Our Community Impact

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) DISCLOSURES

Reporting Period

Fiscal Year 2024 (September 1, 2023 through August 31, 2024)

SASB Sector / SICs		Breakdown	%	
Steel Manufacturing Business	"Secondary Production" / Iron & Steel Producers	% of Emissions	53%	<p>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.</p>
		% of Revenue	16%	
		% of Sites	2%	
		% of Workforce	13%	
Metals Recycling Business	"Recycling" / Waste Management	% of Emissions	39%	<p>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.</p>
		% of Revenue	78%	
		% of Sites	50%	
		% of Workforce	44%	
Retail Business	"Used Auto Parts" / Multiline and Specialty Retailers & Distributors	% of Emissions	4%	<p>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.</p>
		% of Revenue	6%	
		% of Sites	48%	
		% of Workforce	34%	

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 BOF processes. All steel we produce is via EAF processes. From a greenhouse gas (GHG) emissions standpoint, EAF steelmaking results in far lower GHG emissions than BOF steelmaking. Comparable CO2 emissions per metric ton of crude steel produced are: 1.91 for the World Steel Association's 2021 global industry average, 1.67 for the Steel Manufacturer Association's United States (U.S.) integrated steel production average, 0.37 for the Steel Manufacturer Association's U.S. EAF steel production average. Our CO2 emissions per metric ton of crude steel production is approximately 0.16.
Raw steel production, percentage from: (2) electric arc furnace processes	Quantitative	Metric tons (t), Percentage (%)	EM-IS-000.A	<p>461,757 100%</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 543,000 short tons of steel in the form of billets during fiscal 2024. 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 580,000 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 2024, we sold 509,000 short tons (461,757 metric tons) of finished steel products (i.e., rebar and wire rod), as well as nearly 5 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 2024 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 740,000 metric tons of iron ore in fiscal 2024. 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 391,000 metric tons of coal in fiscal 2024.

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 business-to-business (B2B) hauling between our operating sites and those of our trade suppliers (i.e., recycling services customers) and our customers (i.e., 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 greenhouse gas (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 auto and metals recycling locations throughout the U.S., including Hawaii, 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 5 million metric tons annually. We do not track total amount of materials managed by the categories described; however, the overwhelming majority 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 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 2.82 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	2,821,043



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) CO ₂ -e, Percentage (%)	EM-IS-110a.1	74,850 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 emissions 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	55,897 0% 9%	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 9% 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 26% 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 amounts 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 2025 to 2028, and in the long-term for fiscal 2028 and beyond, set to a base year of fiscal 2019. In fiscal 2023, we 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, and (iv) an inability to source suitable low-carbon fuel alternatives, and (v) an inability to source "high-quality" carbon credits. In fiscal 2024, we achieved a 10.74% reduction in Scope 1 emissions from all operations compared to our base year. We have obtained external assurance, by Apex Companies, LLC in accordance with ISAE 3000 (Revised) limited assurance, for 100% site coverage and sources of Scope 1 emissions.</p> <p>To learn more please review our 2024 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>156,435 0% 1.69%</p> <p>We manage an OTR fleet of more than 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, bio-diesel blended, gasoline, and ethanol blended fuels. We anticipate our use of alternative fuels to increase in the near-term while we explore 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	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 [e.g., Volatile Organic Compounds (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 carbon dioxide equivalent (CO2e.)	
(2) NOx (excluding N2O)					282
(3) SOx					1,301
(4) PM10					85
(5) MnO					91
(6) Pb					n/a
(7) VOCs					n/a
(8) PAHs					116
Number of facilities in or near areas of dense population	Quantitative	Number	IF-WM-120a.2	<1	
Number of incidents of non-compliance associated with air emissions	Quantitative	Number	IF-WM-120a.3	6	We operate over 100 facilities in areas of varying population density. Most notable metropolitan areas (based on more than 11,000 people per square kilometer) include the greater Boston area in Massachusetts, the San Francisco Bay Area (including San Jose and Oakland) in California, Providence in Rhode Island, and Portland in Oregon.
					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 \$70 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	3,314,882	<p>In fiscal 2024, we experienced a 5% 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 Apex Companies, LLC in accordance with ISAE 3000 (Revised) limited assurance, for 100% site coverage and sources of energy consumed.</p> <p>To learn more please review our 2024 Sustainability Report.</p>
(2) percentage grid electricity				45%	
(3) percentage renewable (including carbon-free): (i) total energy,				47%	
(ii) grid electricity use, (iii) fossil fuel consumption				100% <3%	
(1) Total fuel consumed	Quantitative	Gigajoules (GJ), Percentage (%)	EM-IS-130a.2	1,834,490	<p>In fiscal 2024, we experienced an 8% increase in total fuel consumed compared to our base year. Sources of fuel consumed by our operations include natural gas, conventional diesel, renewable diesel, bio-diesel blends, gasoline, ethanol blends, fuel oil, kerosene, propane, propylene, ametalene, and acetylene. We have obtained external assurance, by Apex Companies, LLC in accordance with ISAE 3000 (Revised) limited assurance, for 100% site coverage and sources of fuel consumed.</p> <p>To learn more please review our 2024 Sustainability Report.</p>
(2) percentage coal				0%	
(3) percentage natural gas				61%	
(4) percentage renewable				5%	



Accounting Metrics

Metric	Category	Unit of Measure	Code	Response/Comment	
Topic: Water Management					
(1) Total fresh water withdrawn	Quantitative	Thousand cubic meters (m ³), Percentage (%)	EM-IS-140a.1	1,336	<p>In fiscal 2024, we experienced a 9% increase 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 over 89% on average. Our metal shredding operations are also significant users of water, representing 37% of total fresh water withdrawal in fiscal 2024. We have obtained external assurance, by Apex Companies, LLC in accordance with ISAE 3000 (Revised) limited assurance, for 100% site coverage and sources of fresh water withdrawn.</p> <p>To learn more please review our 2024 Sustainability Report.</p>
(2) percentage recycled				89%	<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 89% on average. Our metal shredding operations are also significant users of water, representing 37% of total fresh water withdrawal in fiscal 2024. 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				<3%	<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 3%. Our operations source water from (1) third-party-purchased municipal water sources and (2) on-site 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 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	788,208
percentage hazardous				<1%
percentage recycled				87%
<p>In fiscal 2024, we experienced an increase in total waste generated compared to our base year as a result of current year improvements in data quality. We have obtained external assurance by Apex Companies, LLC in accordance with ISAE 3000 (Revised) limited assurance, for 100% site coverage and sources of waste generated.</p> <p>To learn more please review our 2024 Sustainability Report.</p>				
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	24%
Number of work stoppages and total days idle	Quantitative	Number, Days idle	IF-WM-310a.2	0
<p>We hire employees from across the U.S., including 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, 2024, we had 3,011 full-time employees, 724, or 23% of whom were covered by collective bargaining agreements, including substantially all of the manufacturing employees at our steel manufacturing facility. Of our full-time employees as of August 31, 2024, approximately 95% resided in the U.S.</p>				

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	1.78 Since fiscal 2019, we have achieved a 37% reduction in TRIR, and our NMFR fell 39% against our base year. Our fatality rate remains 0%.
(2) fatality rate for full-time employees				0 To learn more please review our 2024 Sustainability Report.
(3) near miss frequency rate (NMFR) for full-time employees				48.28
(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.
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 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 https://www.radiusrecycling.com/
Amount of material (1) recycled, (2) composted, and (3) processed as waste-to-energy	Quantitative	Metric tons (t)	IF-WM-420a.3	>98% 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 4.9 million metric tons of material annually. Less than 2% of all material received may result in waste generated and 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 740,000 metric tons of iron ore and 391,000 metric tons of coal in fiscal 2024. 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 regard 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>



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