MISA

2023

Corporate
Sustainability Report

Table of Contents

About MISA

About MISA

Marubeni-Itochu Steel America Inc. (MISA) is a leader in global supply chain management and metal processing. MISA has a fully integrated network of metal processing facilities and sales and service offices, with 2,700 employees* strategically located in the United States, Canada, and Mexico, with liaison offices in South America. Our products and services contribute to manufacturing around the world in industries including residential and commercial building construction, aerospace, aircraft, automotive, pump/valve manufacturing, machine shops, appliances, renewable energy, oil/gas, infrastructure, electrical, and packaging industries.

MISA was created in 2001 from the merger of the steel divisions of two of Japan's largest general trading companies—ITOCHU Corporation and Marubeni Corporation. MISA is a wholly-owned subsidiary of Marubeni-Itochu Steel Inc. (MISI), which is 50% owned by Marubeni and 50% owned by ITOCHU. Our name is symbolic of a lean, responsive, and flexible company which unites the strengths and skills of our subsidiaries and affiliates to meet the steel logistics and metal processing needs of our global customers.

* Active as of March 31st, 2024.

Message from the President & CEO

Message from the President & CEO

I am pleased to introduce Marubeni Itochu Steel America Inc.'s (MISA) first sustainability report. This is a pivotal moment in our company's journey, as we formalize our commitment to environmental responsibility, social engagement, and sound governance. As this is our first sustainability report, it reflects not only the progress we have made but also our vision for the future as we navigate the challenges and opportunities that sustainability presents.

As a subsidiary of Marubeni Itochu Steel Inc. (MISI), we are building upon the strong foundation laid by MISI's long-standing dedication to responsible business practices. We understand that the steel industry plays a critical role in shaping a sustainable world. Steel is essential to building infrastructure and advancing technology, but we are also conscious of the environmental challenges our industry faces, particularly in terms of carbon emissions and recycling.

In this report, we highlight our initial efforts to reduce our environmental footprint. We have made significant strides in improving energy efficiency, reducing greenhouse gas emissions, and implementing waste reduction measures across our facilities. Our goal is to align with MISI's ambitious long-term vision of achieving carbon neutrality by 2050. While we recognize that this is a significant challenge, we are committed to taking measurable steps toward this goal through innovation and continuous improvement.

Equally important to us is our responsibility toward our employees and the communities where we operate. Our people are the driving force behind MISA's success, and we are deeply committed to fostering a diverse, inclusive, and safe workplace. In this report, we introduce our initiatives to enhance occupational health and safety, our investment in employee development, and our programs for centralizing diversity and inclusion in our corporate culture. We believe that by empowering our employees, we not only strengthen our company but also positively impact the communities in which we live and work.

Governance is the backbone of our sustainability strategy. MISA operates under a robust governance framework that ensures we conduct our business with transparency, accountability, and ethical integrity. Our leadership team is committed to integrating environmental, social, and governance (ESG) principles into our strategic decisions, ensuring we remain adaptable and resilient in a rapidly changing world. We have established clear systems to track our progress and maintain a high level of accountability to our stakeholders.

Looking ahead, we recognize that sustainability is not just about reducing risks but also about seizing opportunities to innovate and grow. As we continue to build on the initiatives outlined in this report, we will continue to focus on creating value for all our stakeholders— our employees, customers, partners, and the communities we serve—while contributing to a more sustainable future.

In closing, I would like to express my gratitude to our dedicated employees, whose hard work and commitment are the foundation of our success. I also would like to show my appreciation to our customers, partners, and stakeholders for their continued trust and collaboration. Together, we are forging a sustainable path forward, and I am excited about the positive impact we can achieve in the coming years.

Toshio Namiki

Toshio Namiki

President and CEO
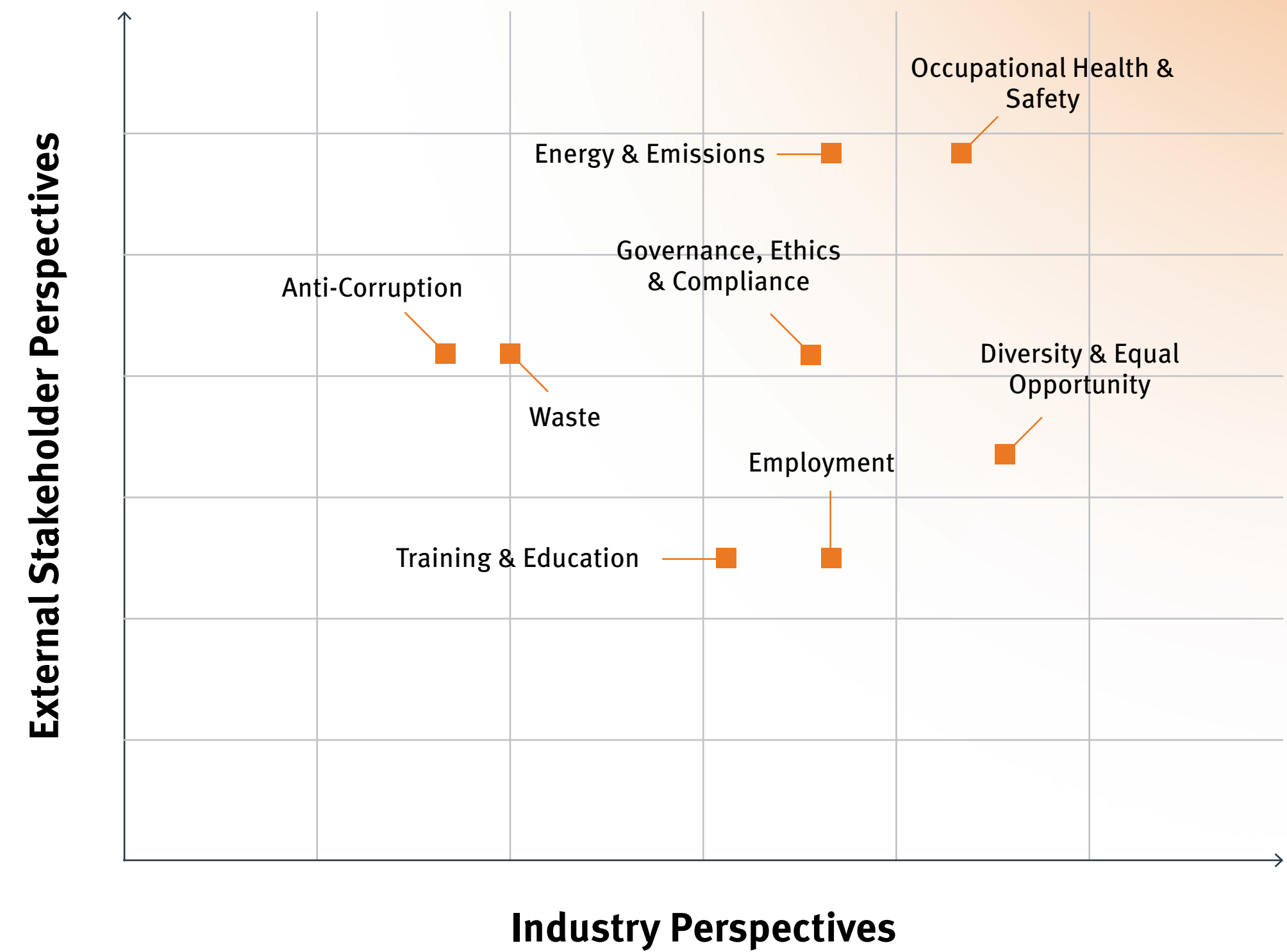Marubeni Itochu Steel America Inc.

Materiality Analysis

Materiality Analysis

In preparing our 2023 Corporate Sustainability Report, MISA retained a third-party consultant to perform a stakeholder-driven materiality assessment to identify and prioritize important sustainability issues impacting the Company and its stakeholders. The assessment captured a range of key stakeholder perspectives, examining one investor-focused ESG standards organization, three peer companies, two customer companies, and one NGO, and incorporating input from internal leadership interviews and an employee survey. This analysis included each of the Global Reporting Initiative (GRI) Standards topics, relevant Sustainability Accounting Standards Board (SASB) topics, the United Nations 17 Sustainable Development Goals (SDGs), and other ESG topics of interest to important stakeholders.

The assessment yielded eight key topics for MISA, which are mapped here to show the importance of each to both external stakeholders and those in the industry, along with other issues of importance to our industry including water, supply chain management, materials, product safety, and local communities. This report reflects the information gained from our materiality assessment and shows our dedication to having a positive impact on our customers, suppliers, partners, and all stakeholders in the communities where we operate and which we serve.

MATERIALITY MATRIX

Occupational Health & Safety

Energy & Emissions

Governance, Ethics & Compliance

Anti-Corruption

Diversity & Equal Opportunity

Waste

Employment

Training & Education

External Stakeholder Perspectives

Industry Perspectives

Environmental Protection

MISA is committed to doing our part to protect the global environment by minimizing the environmental impact of our operations. We recognize the material risks to our long-term growth and success from adverse effects of climate change that would impact our business and the local communities where we live and work. In addition, we recognize the regulatory and reputational risks to the Company from not complying with applicable environmental laws and regulations.

Environmental Management

1

Environmental Management

To mitigate environmental risks, MISA's Business Conduct Guide states our commitment to complying with all applicable environmental laws and regulations. MISA and our subsidiaries follow the **environmental policy** of our parent company, MISI, which pledges to prevent pollution and reduce our environmental impact through actions including:

– Considering environmental impacts in our operations and handling of commodities, including when undertaking finance and development projects

– Complying with all applicable environmental laws and regulations where we operate

– Promoting the effective use of natural resources and energy to realize a sustainable economic society, including in our supply chain

– Increasing awareness of employees and business partners about activities to preserve the environment

– Establishing and continually improving an Environmental Management System for all MISI locations, subsidiaries and affiliated companies

– Ensuring that all employees are informed of the MISI Environmental Policy

MISA and our subsidiaries respond to annual questionnaires from MISI regarding tracking of emissions and waste, as part of MISI's ongoing focus on continuous improvement.
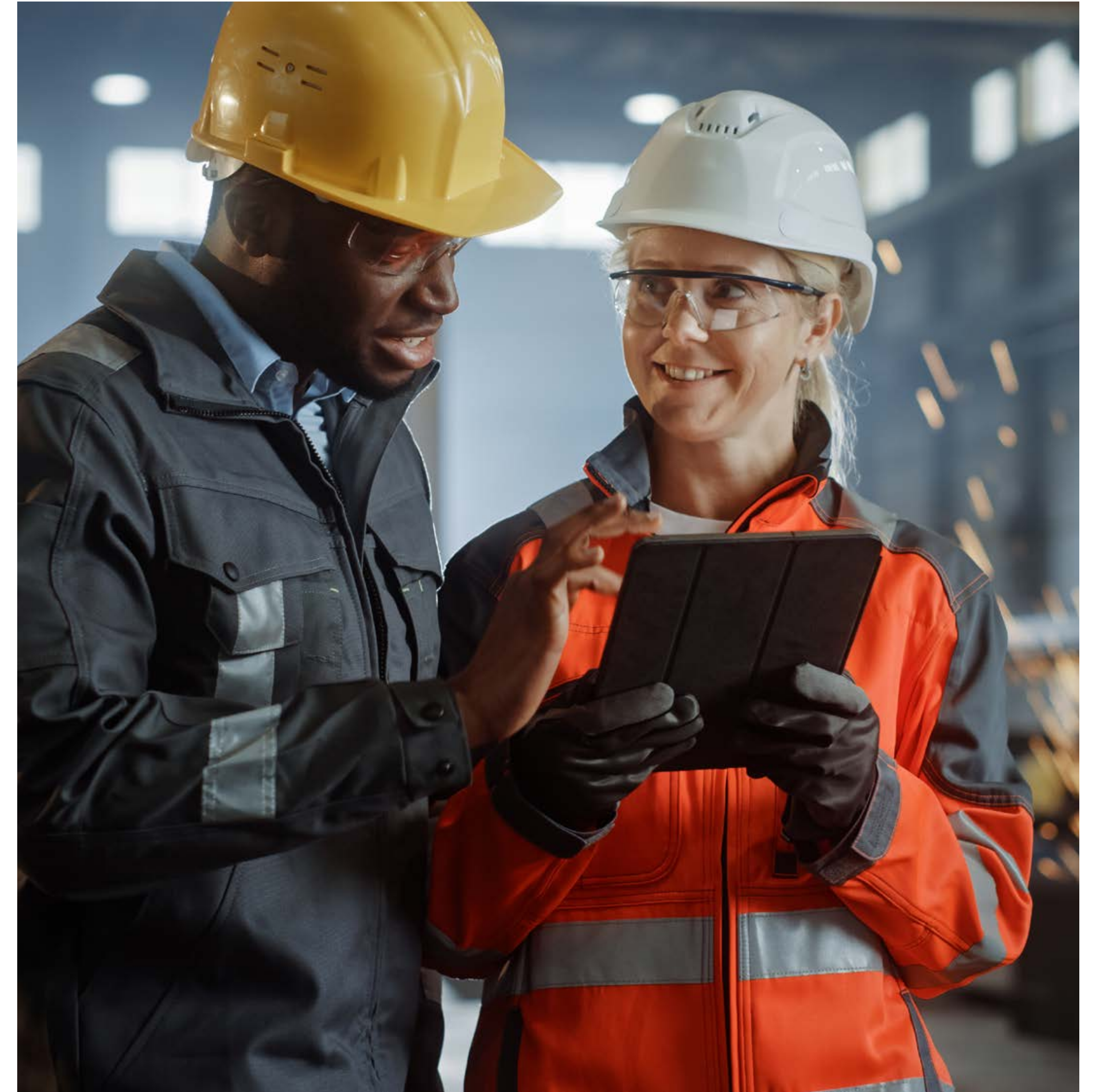
Environmental Management

Environmental Management System

MISA's Chief Executive Officer oversees the implementation of our environmental policies and practices, including the establishment and operation of MISA's systems to enable tracking and regular reporting of environmental data and metrics at our locations. We strive to apply industry best practices and standards, where feasible, to ensure the highest environmental performance and efficiency of our manufacturing processes. At several locations we utilize an environmental management system (EMS) or quality management system that is certified to standards developed by organizations including the International Organization for Standardization (ISO) and The International Automotive Task Force (IATF). Internal audits of these systems are performed regularly, and the ISO and IATF standards are certified through third-party assessors, who perform annual audits.

Several of MISA's departments are involved in tracking and reporting of environmental data and metrics. The Human Resources & General Affairs Department is responsible for handling administrative operations, while MISA's Compliance Committee has oversight of compliance with our environmental policies and with applicable laws and regulations. The Corporate Planning Department compiles data from our subsidiaries and responds to regular questionnaires from MISI to report environmental data.

Environmental Management

Training and Awareness

MISA is committed to providing our employees with the knowledge, skills, and abilities to help minimize our environmental impact and mitigate climate change risk. We develop education and training programs based on regulatory requirements, current risk assessments, and general workplace best management practices and historical incidents.

At our facilities that have an EMS certified to ISO 14001, employees receive mandatory annual training on the EMS and our environmental policies and objectives. Annual training is also required for facilities certified to the IATF 16949 standard for quality management systems.

As stated in our environmental policy, MISA also strives to promote increased awareness of initiatives and activities for our employees and our communities to protect the environment. These initiatives include recycling at all locations, reducing the need to print documents through the use of electronic signatures, using LED lighting and automatic shut-off of lights where possible in our office locations, and placing electronics into sleep mode when not being used.

EARTH DAY ACTIVITIES

Employees at ClarkDietrich's facility in Vienna, Ohio celebrated Earth Day by removing litter from roadsides in our community.
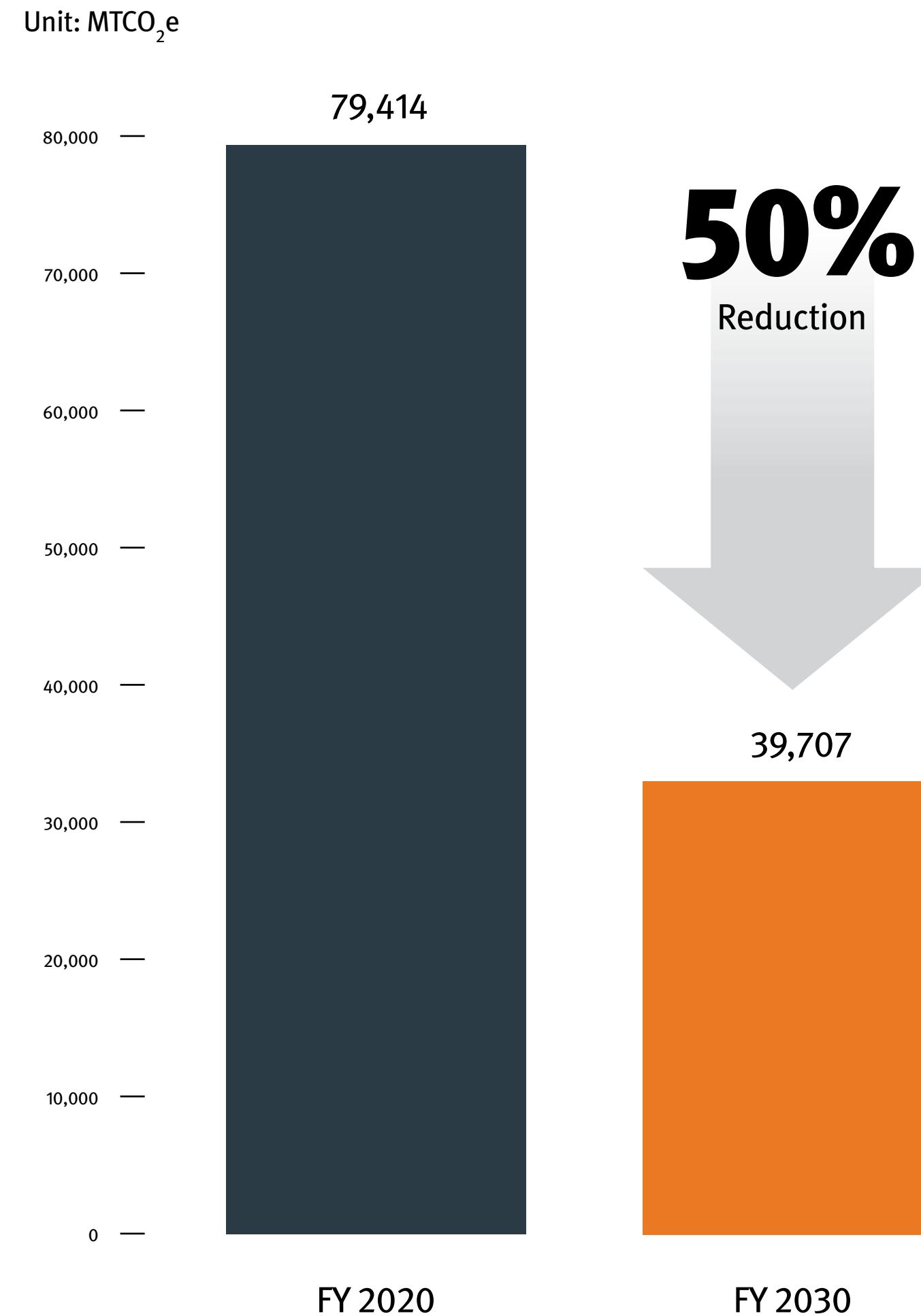
Energy & Emissions

2

Energy & Emissions

MISA is committed to continuous improvement in the energy efficiency of our manufacturing operations to help reduce our carbon footprint. Our parent company, MISI, has established reduction targets for greenhouse gas (GHG) emissions including 50% reductions in Scope 1 (emissions from operations) and Scope 2 (emissions from purchased energy) by fiscal 2030 compared to fiscal 2020.

MISI sets policies and procedures to reduce GHG emissions and energy usage, which are implemented at MISA by our Chief Executive Officer and by the management of each subsidiary. As part of these procedures, MISA tracks energy usage and emissions data at all our facilities. This data is collected annually by our Compliance Department and reported to MISI as part of its annual GHG inventory to measure the progress of GHG emissions reduction initiatives.

MISI GROUP GHG EMISSIONS REDUCTION GOAL

Unit: $MTCO_2e$

79,414

50%
Reduction

39,707

FY 2020	FY 2030

Energy & Emissions

Energy Usage

MISA's subsidiaries invest in programs at our facilities to modernize our plants, simplify our processes, and increase monitoring of equipment to drive efficient energy use. We also invest in projects to reduce energy usage at our plants such as solar power installations and energy efficient LED lighting replacement. Our subsidiary office buildings also strive to reduce electricity consumption through the use of motion detector lighting.

MISA Metal Processing's (MMP) facilities have installed electric capacitor banks on their incoming power source to improve the incoming electric quality, which increases the useful life of equipment, and reduces power usage by leveling peak requirements. MMP and our RSDC subsidiary also upgraded the motors on blanking press and coil feed lines from DC to AC, which reduces power requirements. Several subsidiaries have replaced older air compressors and washer boilers at their facilities with new high efficiency equipment. Where feasible, we have replaced propane forklifts with electric forklifts to reduce the use of propane fuel and resulting GHG emissions.

SOLAR PANEL INSTALLATION IN MEXICO

MISA Metal Processing Guanajuato in San José Iturbide, Mexico, installed 1,290 solar panels on the plant roof, which helped increase the percentage of renewable energy consumed at the plant to 85%. The solar installation also resulted in a decrease of approximately 505 $MTCO_2e$ per year.

322,380

total energy usage (gigajoules)

0.115

energy use intensity (gigajoules per MT of steel product processed)
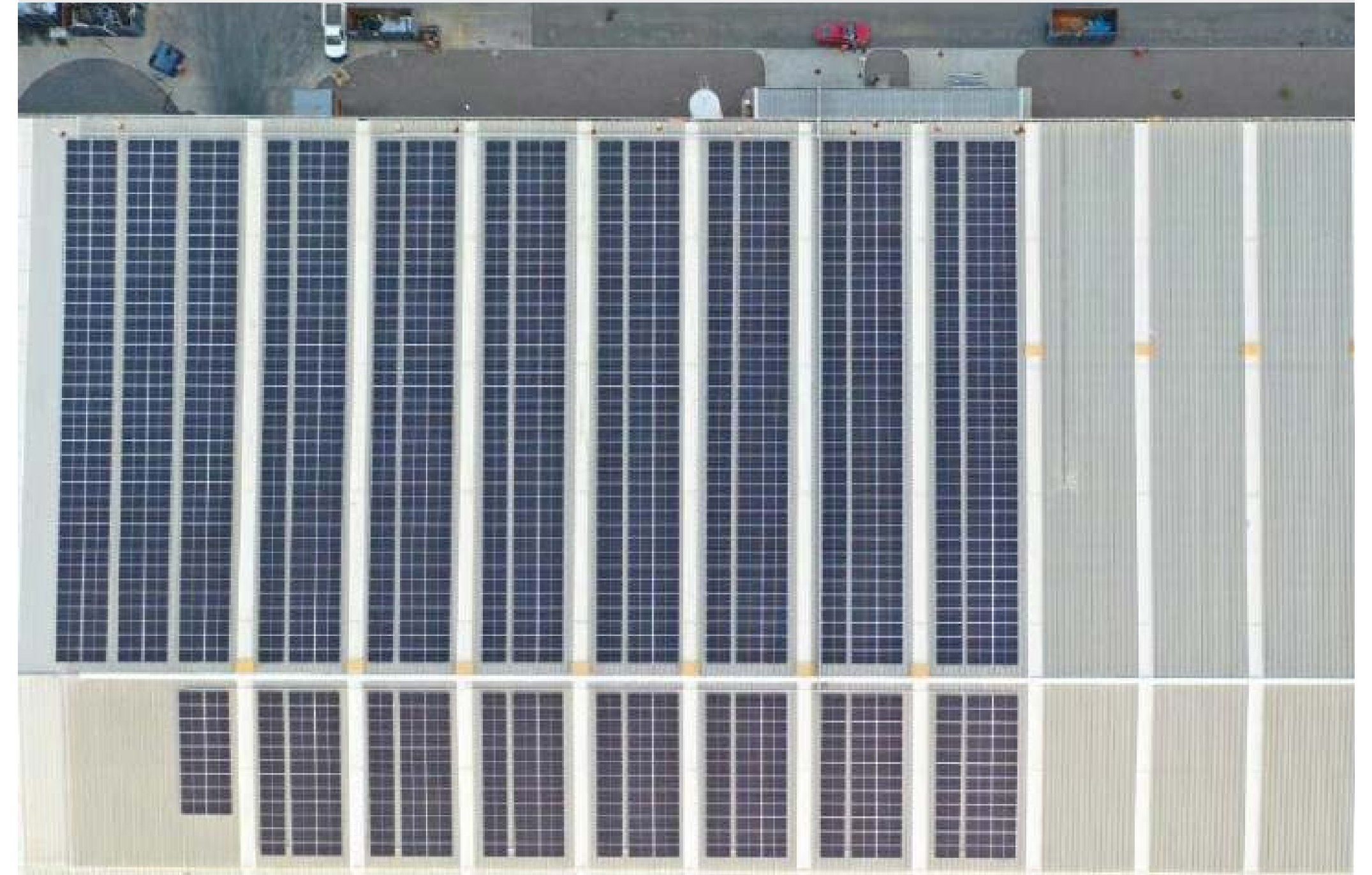
Energy & Emissions

Emissions

MISA is committed to limiting GHG emissions from our operations through the energy efficiency initiatives at our plants. We also strive to reduce emissions by focusing on sustainable logistics, including load optimization and working with carriers to use more fuel-efficient technology.

While our absolute Scope 1 and 2 GHG emissions increased in fiscal 2023, our emissions intensity remained consistent, as our increase in emissions was proportional to our increase in steel product processed.

The type and quantity of non-GHG emissions at our manufacturing plants vary widely depending on the production processes, but in general are not significant. Where applicable, we control and minimize these emissions to comply with all applicable regulatory requirements and environmental permits governing air emissions that may have an impact on human health and the environment.

MISA is also committed to working with our customers to support their efforts to reduce carbon emissions. We work with automotive original equipment manufacturers (OEMs) that supply parts for electric vehicles (EVs), including aluminum parts. MISA has made significant investments in laser blanking equipment and aluminum processing equipment to proactively support our OEM customers and the development of EVs.

SCOPE 1 AND SCOPE 2 (LOCATION-BASED) EMISSIONS (MTCO$_2$e)*
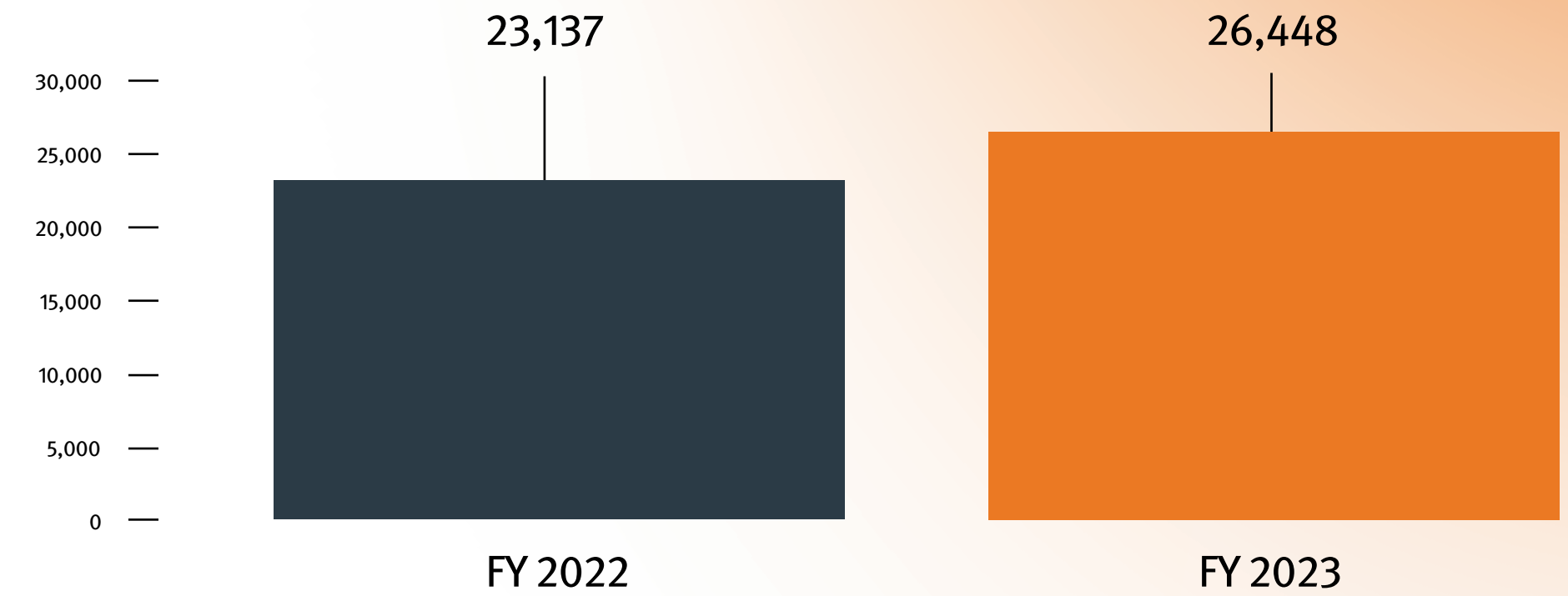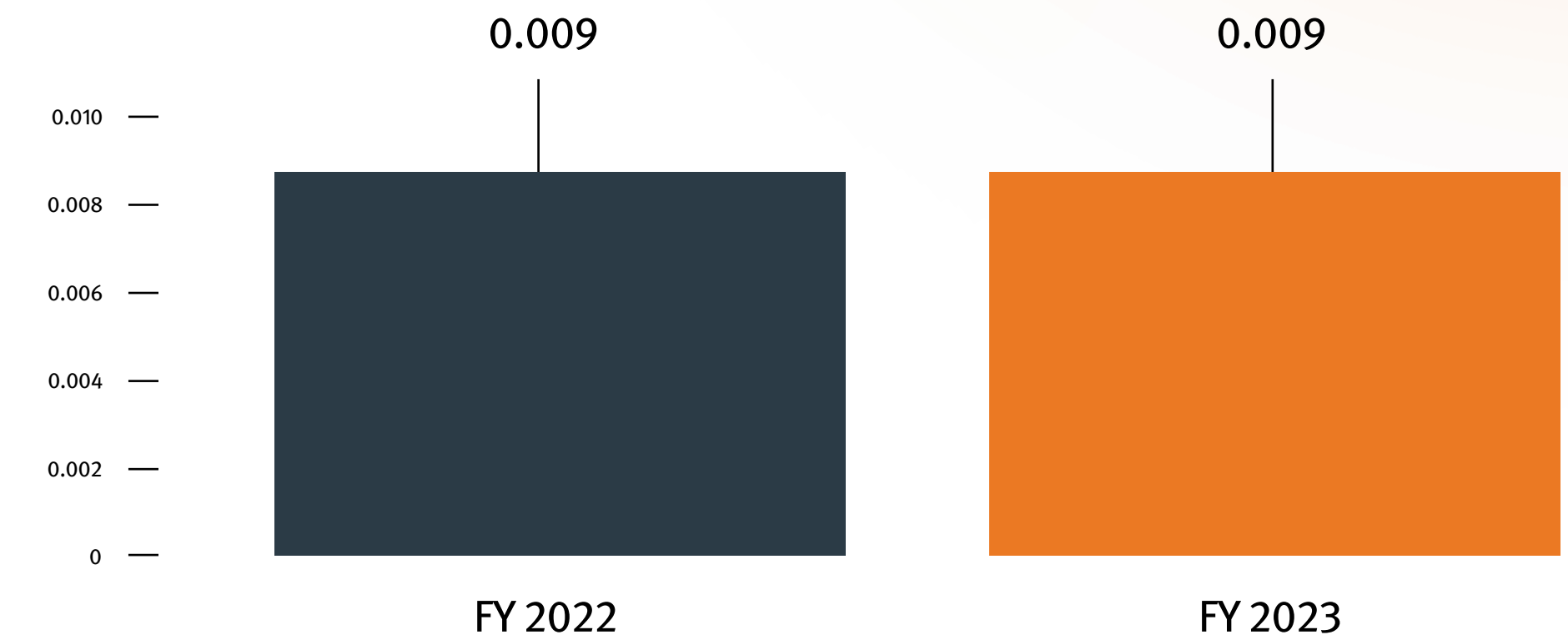
	FY 2022	FY 2023
	23,137	26,448

EMISSIONS INTENSITY**

	FY 2022	FY 2023
	0.009	0.009

* In 2023, MISA acquired MISA Specialty Processing. MISA Specialty Processing is included in the GHG emissions inventory boundary for 2023 and is excluded from previous GHG emissions inventories.

** Emissions intensity is calculated as total Scope 1 and Scope 2 (location-based) emissions (MTCO$_2$e) divided by the total amount of steel product processed (MT).

3

Waste Management, Materials & Water Conservation

MISA is committed to minimizing waste sent to landfill in our operations through reuse and recycling initiatives. We also work to reduce the amount of water used in our operations, with a focus on conservation and reuse. We strive to responsibly manage the use and disposal of chemicals and hazardous materials and comply with all applicable laws and regulations regarding hazardous wastes. Our subsidiaries work with customers to support their sustainability goals by producing products using materials such as low embodied carbon (LEC) steel and providing product transparency documents including Environmental Product Declarations (EPDs) and Health Product Declarations (HPDs).

Waste Management, Materials & Water Conservation

Reuse and Recycling Initiatives

MISA's subsidiaries work to reduce industrial waste from our operations by appropriately sorting and processing scrap steel and other waste to reuse and recycle as much as possible. For materials that we are unable to reuse internally, we send scrap waste to recyclers and aim to reduce waste sent to landfills. Our plants track and report data on generation and disposal of industrial wastes from operations so that we can continuously improve our manufacturing processes and enhance our recycling and reuse programs. In fiscal 2023, 54% of our non-hazardous waste was diverted from landfills.

We also work with our suppliers and customers to establish circular systems for materials that can be reused or recycled. MISA's subsidiaries work with suppliers and customers to improve recycling of packaging for steel rolls and coils, including bands and pallets. We seek to recycle the bands used for shipping rolls or coils of steel either within our operations or by returning them to steel mills. For pallets used in shipping of finished steel products for automotive and other customers, we work

to develop programs to use metal pallets that can be returned and reused or to use wooden pallets that can be recycled. We have also developed programs for wooden pallets to be returned and reused, with customers including Akebono and Martinrea participating.

Responsible Use of Hazardous Materials

MISA is committed to maintaining compliance with all applicable laws and regulations regarding the storage and disposal of hazardous and nonhazardous wastes. We classify waste from our manufacturing processes to determine safe handling, management, and disposal methods in accordance with environmental requirements. The majority of waste generated in our operations is nonhazardous and we contract with certified environmental contractors to ensure proper removal and disposal of all materials, including wastewater and chemicals.

WASTE GENERATED (MT)*

54%
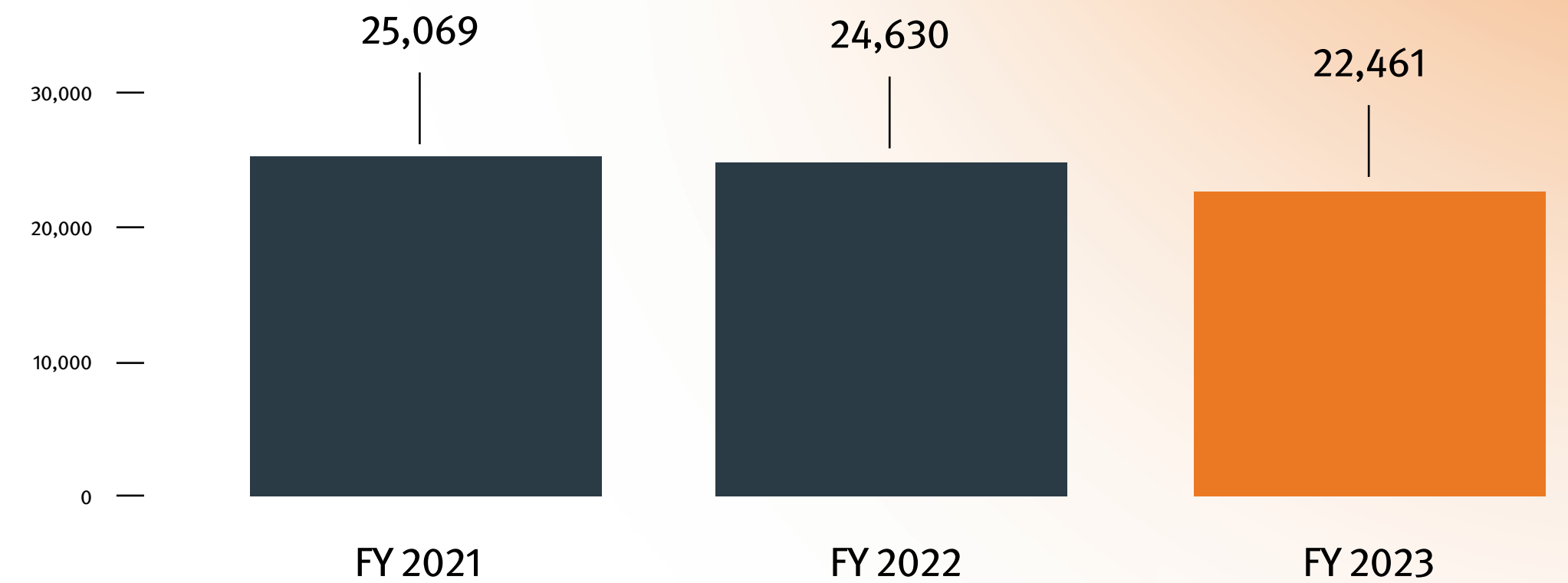
of our non-hazardous waste was diverted from landfills in fiscal 2023
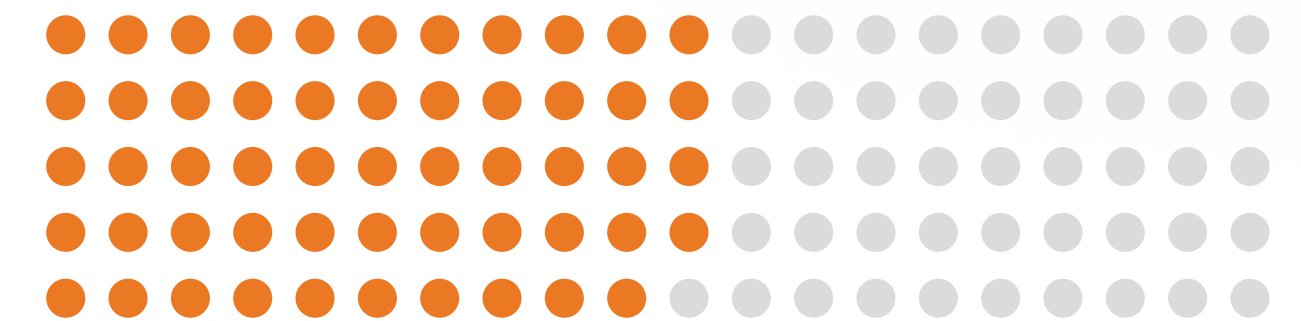
* All waste reported is non-hazardous. Fiscal year 2023 includes waste from our Quality Edge subsidiary.

Waste Management, Materials & Water Conservation

Sustainable Materials and Products

MISA is committed to supporting the quality and sustainability goals of our customers in various industries, including automotive and construction. For our automotive industry customers, several of our subsidiaries have plants with the IATF 16949 certification for quality management systems from the International Automotive Task Force (IATF), which defines the quality system requirements for use in the automotive supply chain. This certification, which is discussed in **Chapter 10**, emphasizes the development of a process-oriented system that provides for continuous improvement to prevent defects and reduce variation and waste in the supply chain.

For MISA's construction industry customers, we strive to support the achievement of goals for sustainable building programs including LEED® Green Building Standards and the Living Building Challenge® (LBC). LEED is the most widely recognized green building rating and certification system overseen by the U.S. Green Building Council (USGBC). LBC is a green building certification system managed

by the International Living Future Institute, which includes performance requirements for materials to avoid intentionally added chemicals defined on the Red List. Our subsidiaries work with customers to find supplier sources and material alternatives that are Red List-free to help support LBC goals.

We support the sustainability goals of our customers by providing product transparency documents such as EPDs and other information such as total embodied carbon or recycled content percentages. In March 2024, MISA's ClarkDietrich subsidiary, the largest manufacturer of cold-formed steel framing products in North America, introduced a new line of low embodied carbon (LEC) steel framing products. These new offerings made ClarkDietrich the first company to offer LEC products across the entire United States, giving architects and engineers greater freedom in designing sustainable buildings and meeting the growing number of projects with LEC requirements.

ClarkDietrich's LEC cold-formed steel products are manufactured using steel coils from electric arc furnace (EAF) mills, as opposed to basic oxygen furnaces (BOFs) commonly used in steel production, resulting in products with 30% less embodied carbon and higher recycled steel content. The products are third party-certified by an EPD which follows definitions from the U.S. General Services Administration's (GSA) interim requirements to qualify for use in GSA public building projects funded by the Inflation Reduction Act passed in 2022.

The EPD for ClarkDietrich's LEC products will also help construction industry customers working to provide products for private sector LEED projects looking to achieve LEC optimization. ClarkDietrich offers customers an easy-to-use digital tool, SustainabilityPRO, which quickly provides product-specific information and certifications needed to calculate contributions to LEED®, LBC, and many other green building certification and rating systems.
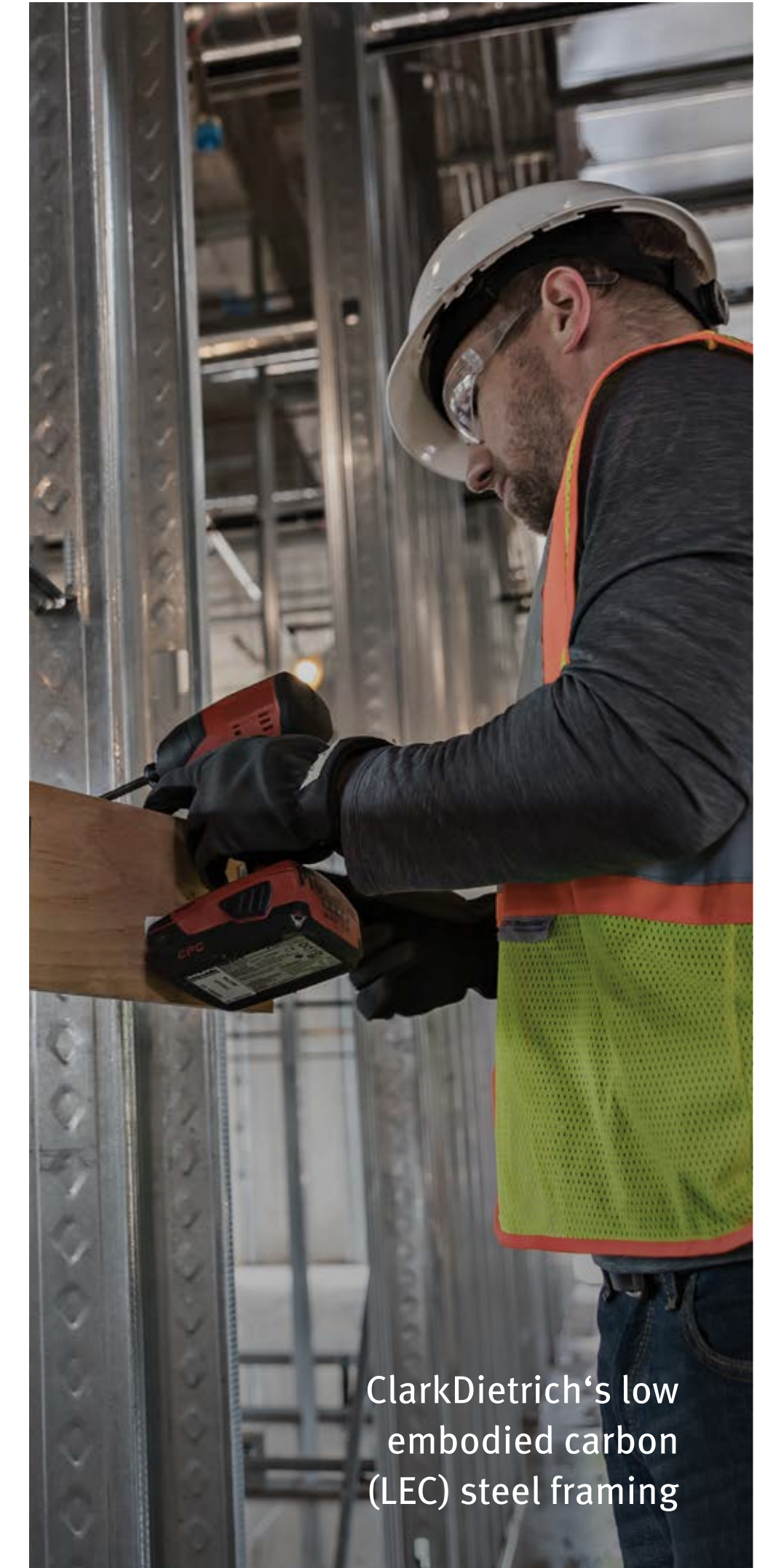
ClarkDietrich's low embodied carbon (LEC) steel framing

Waste Management, Materials & Water Conservation

Water Conservation

MISA recognizes that water is a precious natural resource and we are committed to doing our part to reduce the amount of water used in our operations through conservation and reuse initiatives. Our subsidiaries with metal blanking facilities use hot water wash systems as part of the manufacturing process, with 100% of water used in the process being recycled through circulators and filters and then reused.

WATER CONSERVATION PROJECTS IN MEXICO

Our facility in Guanajuato, Mexico implemented several initiatives to conserve water in fiscal 2023. The substitution of dry urinals for water urinals is expected to save 50 m^3 of water annually. The installation of solar panels is expected to save 952 m^3 of water per year by replacing electricity generated by thermal electric plants.

Social Impact

The social initiatives of MISA's ESG program are focused on two of the organization's key stakeholders, our employees and the communities where they live and work. We are committed to ensuring the health and safety of our employees, helping every member of our team achieve their career goals through learning and development opportunities, and fostering a workplace that values diversity and builds a culture of inclusion. MISA strives to have a positive impact on the lives of our stakeholders, including respecting the human rights of all those we engage with. We support our local communities through recruiting and workforce development programs, strategic partnerships with local government and nonprofit organizations, philanthropic support, and employee volunteerism including our MISA Cares program.

Human Capital Management

4

Human Capital Management

MISA recognizes that effective Human Capital Management (HCM) initiatives, including employee training and career development programs, are critical to our ability to build a high-performing workforce to power our long-term growth. Our HCM strategies are linked closely to our business strategies and are overseen by our Vice President, Human Resources & General Affairs, who reports twice a year to senior leadership.

We observe fair labor and employment practices, including providing equal opportunities and promoting diversity and inclusion, which are discussed in **Chapter 6**. MISA respects the right of workers for freedom of association, with 8% of our workforce covered by collective bargaining agreements.

Human Capital Management

Training and Development

MISA utilizes an HCM system to track employee performance and manage career development, including goal setting, learning and development, performance appraisals, mentoring, and succession planning. As part of career development, all employees participate in mid-year and annual performance reviews designed to help employees with setting and achieving career development goals.

Employee goals include requirements for training, with the type of training decided at the local level based on specific roles and responsibilities. Training is provided through online programs, including the MISI eLearning platform offered by our parent company, Marubeni-Itochu Steel Inc., and the eJ4 online training platform. MISI eLearning includes courses on subjects such as Accounting, Management Strategy, Logical Thinking and Japanese Language Training. The eJ4 platform includes training courses for topics such as Interpersonal Communications, Dos and Don'ts of Success, and Communicating with Confidence, as well as required trainings such as Anti-Harassment.

Our learning and development programs also include leadership development training programs. Each year emerging leaders are selected to participate in our national staff training program with our parent company in Japan. Attendees learn about the overall MISI Group, its various departments, and cultural topics, through participation in training and group activities. Executive level employees also have the opportunity to visit MISI in Japan for an executive training program. Looking ahead, next year MISA plans to collaborate with the American Management Association to develop a new supervisory level training program to be applied across the company.

MISA offers tuition assistance to employees for job-related training programs, and several of our subsidiaries also provide tuition assistance for employees who enroll in undergraduate or graduate programs to help further their skills and advance their career development.

MISI's Global Leadership Program

Human Capital Management

Compensation and Benefits

MISA offers competitive compensation and benefits packages to attract, incentivize, and retain a qualified, motivated workforce. Our benefits programs are designed to meet the health and wellness needs of our employees along with planning for retirement. At the subsidiary level, MISA seeks input from employees through surveys on topics such as compensation, recognition, training, and employee engagement.

All full-time MISA employees receive insurance benefits including medical, dental, and vision coverage, as well as life and short- and long-term disability coverage. We provide parental leave benefits to employees based on federal, state and local regulations for the location of the employee. We offer transportation plans, supplier discounts, and Flexible Spending Accounts to help employees manage certain out-of-pocket costs. MISA also provides an Employee Assistance Program (EAP) to all our full-time employees that provides confidential services such as counseling, work-life services, legal and financial services. U.S. employees are eligible to participate in a 401(k) plan that includes a 4.5% overall Company match of eligible employee contributions up to 6%.

401(K) PLAN

4.5%

overall Company match of eligible employee contributions up to

6%

EMPLOYEE ENGAGEMENT

MISA's subsidiaries implement various programs to engage with employees. MISA Metal Processing, headquartered in Portland, Tennessee, conducts employee engagement surveys to gather feedback on topics such as communication, recognition, training, and compensation, with key issues raised in the surveys addressed by management. MISA Specialty Processing, located in Jackson, Michigan, holds Employee Experience events to recognize employees for achievements and build teamwork. Events include regular company picnics and performance-related recognition lunches for successful audits.

Occupational Health & Safety

5

Occupational Health & Safety

One of MISA's core values across our operations is ensuring the health and safety of our employees and contractors. We are committed to fostering a world-class Occupational Health and Safety (OHS) culture based on standards aimed at eliminating the risk of serious injuries and illnesses. We expect all employees and contractors to comply with our OHS policies and participate in initiatives to build our safety culture and work toward achieving our goal of zero work-related accidents at all our facilities.

Occupational Health & Safety

OHS Strategy and Oversight

MISA's OHS strategy is designed to proactively identify and mitigate high-risk conditions that could result in a serious injury or fatality. We recognize that unsafe working conditions could result in material risks to our business operations and affect our ability to operate as an industry leader. Therefore, we strive to ensure the continued long-term success of our business by implementing effective OHS policies, procedures, and training.

Our OHS policies ensure MISA's compliance with all applicable safety laws and regulations where we operate, including regulations of the U.S. Occupational Safety and Health Administration (OSHA). Safety policies and procedures are included in employee handbooks which are distributed at new hire orientation and are reviewed in mandatory safety training. MISA's subsidiaries complete

Job Safety Analysis (JSA) forms to identify hazards and risks in the workplace and Material Safety Data Sheets for handling of chemicals. These are updated periodically and are incorporated into work instructions.

MISA's OHS policies are established by the Company's President with the implementation of OHS processes and training overseen at each facility by Safety Committees made up of a cross-functional team comprising employees and managers. The Safety Committee performs monthly safety audits of specific areas of the facility to ensure that required safety procedures are being followed, such as proper use of personal protective equipment (PPE). Annual corporate OHS audits are performed by MISI, with each facility completing a self-evaluation, followed by an audit, which results in a score for that facility.
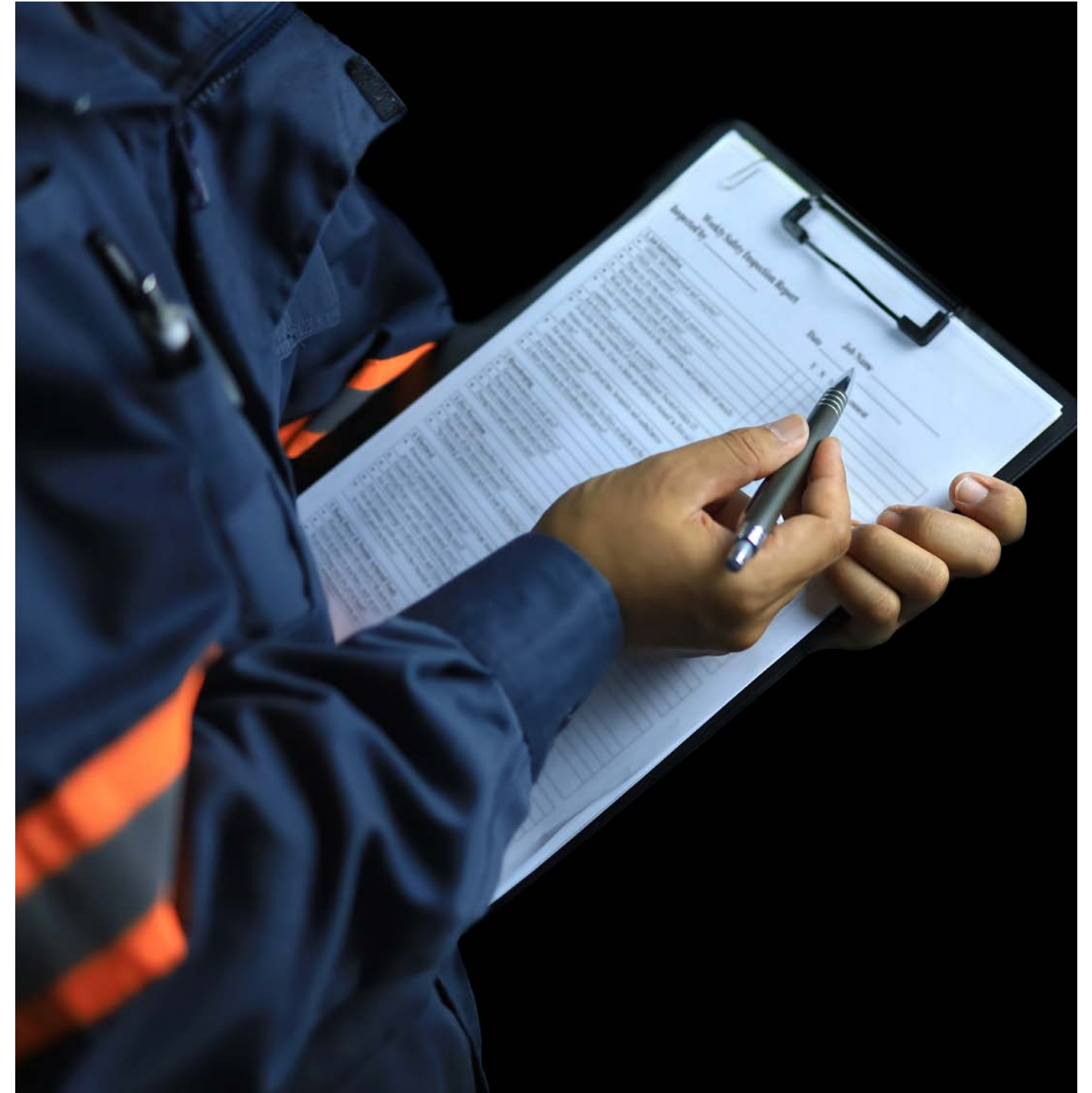
Occupational Health & Safety

OHS Management System

Employees are required to report safety incidents immediately either through written or online forms. In addition, employees are empowered to remove themselves from situations they consider unsafe and make a report to their supervisor, with strict policies against any reprisals or retaliation for doing so.

Each MISA subsidiary has a Safety Director who compiles safety data and metrics using our OHS Management System. Data is reported monthly to the human resources manager at each MISA subsidiary and then to our senior leadership, who report safety data and metrics monthly to our parent company, MISI.

Safety data tracked includes reported accidents, which are calculated by OSHA as a recordable incident rate (RIR), and work-related injuries and illnesses, which are calculated by OSHA as a Days Away Restricted Transferred (DART) rate. Countermeasures developed to avoid future accidents are reported with the data. We also report near miss incidents, which are investigated and tracked to ensure that corrective actions are taken.

MMP PRESIDENT'S AWARD

MISA Metal Processing (MMP) awards the President's Trophy annually to the MMP plant with the best safety record for that year. In 2023, the President's Trophy was awarded to MMP's Portland, Tennessee plant.

Total Recordable Case (TRC) Rate

11% below average

2.4 MISA   2.7 INDUSTRY*

Days Away, Restricted, or Transferred (DART) Rate

6% below average

1.6 MISA   1.7 INDUSTRY*

* Industry averages are from the **U.S. Bureau of Labor Statistics** looking at Injuries, Illnesses, and Fatalities.

Occupational Health & Safety

OHS Training and Awareness

Safety Directors are responsible for ensuring that mandatory safety training is completed and that any new OSHA regulations or other new policies are incorporated in our training. All new hires undergo 25-30 hours of safety training, with additional safety training provided depending on roles and responsibilities. Ongoing safety training is provided monthly, focusing on specific topics such as accident reporting, heat stress, pedestrian safety, and hazard communication. Monthly training is provided through in-person meetings or through online kiosks where employees can access the training, have questions answered, and have their ID card scanned to log completion.

MISA works to build our safety culture by increasing awareness of safety policies and practices through in-person meetings, posters, newsletters, and other communications. Monthly subsidiary newsletters include reports on safety performance and articles on various safety topics.

We recognize that employee health and wellness is also critical to ensuring safety in the workplace, and employees are encouraged to get annual physicals. MISA's subsidiaries offer discounts and rewards for health and wellness activities, including joining gyms, and our newsletters and company intranet provide information and promote proper health guidance.

Contractor and Visitor Safety

MISA is committed to ensuring the safety of all contractors and visitors to our facilities. All contractors are required to provide proof of liability insurance and must provide Safety Data Sheets for any chemicals being brought into a facility. Contractors and visitors must comply with OSHA regulations and MISA policies including the required use of PPE such as safety glasses, hard hats, long sleeve shirts or arm guards, and safety toe shoes on the plant floor.

Any injury to a contractor or visitor is required to be reported immediately, no matter how slight. In addition, contractors must report any chemical spills immediately with the location and approximate amount of the spill.

NEW HIRES RECEIVE

25-30 hours

of safety training, with additional safety training provided depending on roles and responsibilities

Diversity & Inclusion

6

Diversity & Inclusion

MISA recognizes that fostering an inclusive culture and building a diverse workforce has a positive impact on our long-term growth by attracting people with a wider group of skills and knowledge to our organization and enabling all individuals to reach their full potential. We recognize the risks to our business of not having a workplace that reflects the diversity of our customers, business partners, and the communities where we live and work, including potentially limiting business opportunities and employee recruitment efforts.

We are committed to providing equal employment opportunities and our strong employment and non-discrimination policies comply with all federal, state, and local laws, including providing reasonable accommodations for a qualified applicant or employee with a disability. MISA is also committed to pay equity and we review all stages of the employee life cycle to ensure fairness, from hiring and promotions to layoffs and terminations.

MISA is committed to attracting and retaining a diverse workforce and we are members of organizations, including the Association of Women in the Metal Industries, that promote the inclusion and advancement of women and diverse talent in our industry.

MULTI-CULTURAL FOCUS

MISA is a wholly-owned subsidiary of a Japanese company and our parent company, MISI, sends Rotational employees from Japan to work at MISA and our subsidiaries in the United States, Canada, Mexico, and Brazil. We provide formal training to new Rotational employees focusing on topics such as federal, state, and local laws on employment issues, along with cultural differences and local customs for our various locations. To help MISA's National staff better understand our parent company, we also provide cultural training for our National staff regarding Japanese culture, customs, and language, and MISA's internal newsletters and intranet highlight Japanese holidays and cultural events.

Diversity & Inclusion

MISA'S DIVERSITY DATA*   ■ MISA   □ Industry Average**

RACE***

White	55.51%
	86.30%
Hispanic or Latino	22.46%
	16.00%
Black or African American	16.40%
	9.10%
Asian	3.39%
	1.60%
Two or More Races	1.40%
	-
American Indian or Alaska Native	0.49%
	-
Undisclosed	0.26%
	-
Native Hawaiian or Other Pacific Islander	0.10%
	-

AGE

29 and Under	19.61%
30 - 49	46.16%
50 and Over	34.23%
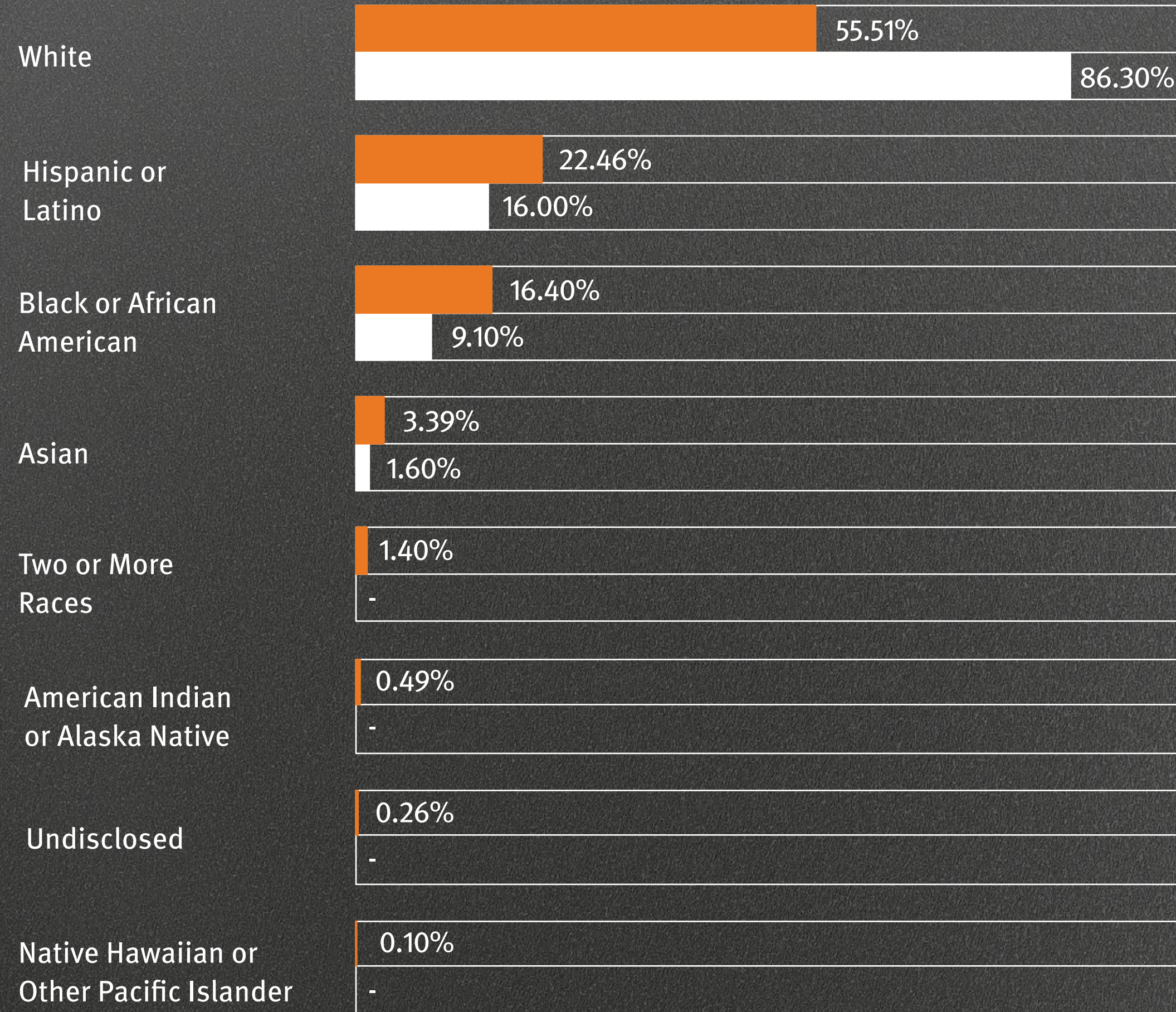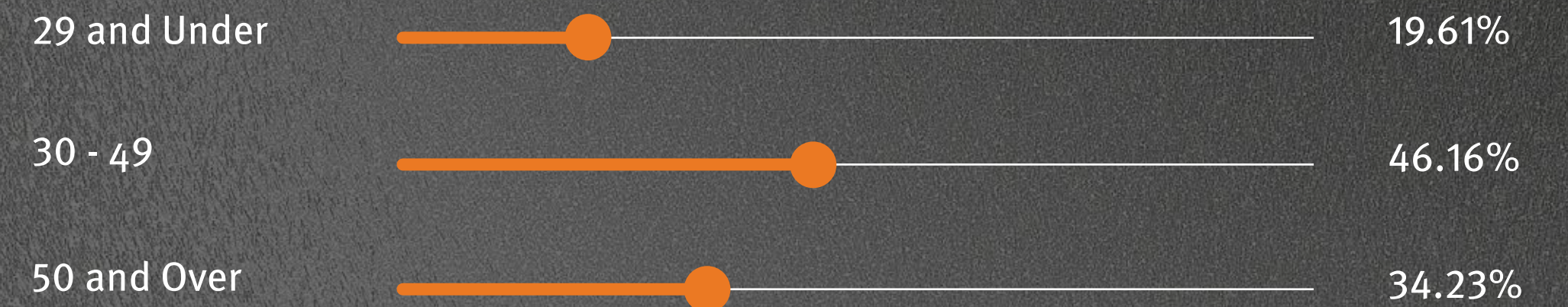
GENDER   ■ MISA   □ Industry Average**

Female	17.18%
	12.70%
Male	82.82%
	87.30%
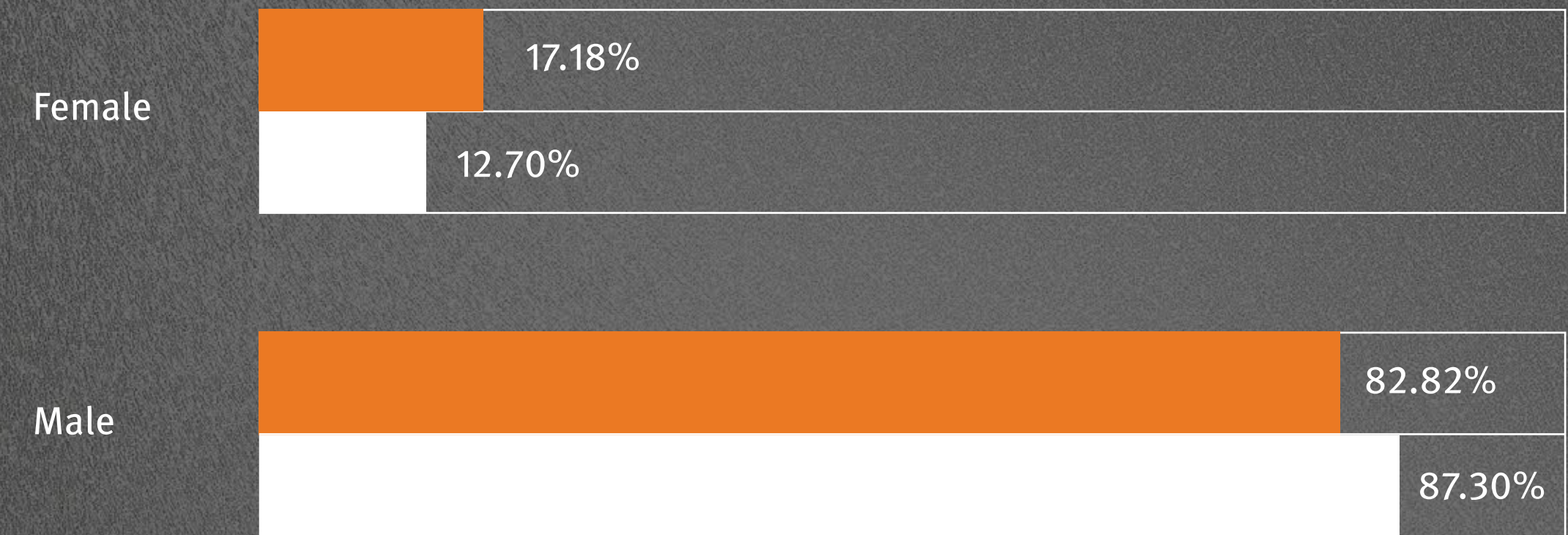
* Data includes full-time employees only and excludes three sales offices.

** Industry averages are derived from the **U.S. Bureau of Labor Statistics** for iron and steel mills and steel product manufacturing. Note from the Bureau of Labor Statistics: Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not shown for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 50,000).

*** U.S. workforce only.

Local Communities

7

Local Communities

MISA is committed to being a good corporate citizen and having a positive impact on the lives of people in the communities where we live and work. We partner with government and educational institutions in our local communities to recruit potential employees and promote career opportunities in the manufacturing industry. MISA and our subsidiaries also support local nonprofit organizations in our communities through financial donations and employee volunteerism, including our MISA Cares program.

Local Communities

Workforce Development

MISA supports workforce development programs in our communities by establishing relationships with colleges, technical schools, high schools, and other organizations that are focused on preparing the workforce of the future through machine skills training and promoting careers in manufacturing. Our subsidiary ClarkDietrich partners with local high schools and with Explore Careers, a platform that connects companies to local schools and job fairs.

MISA's subsidiaries also hold events at their facilities for students to visit and learn more about job opportunities. ClarkDietrich invited students from Ohio University to their headquarters for a Q&A session, and the RSDC facility in Holt, Michigan hosts plant tours for students who attend Lansing Community College.

Community Donations

MISA supports our communities with philanthropic support for nonprofit organizations focused on education, community enrichment, and emergency assistance. In 2023, MISA made corporate

donations to several organizations including a $5,000 donation to the American Red Cross to provide disaster relief after devastating tornados in mid-Tennessee.

Our RSDC subsidiary in Holt, Michigan donated $1,680 to the Ronald McDonald House of Mid-Michigan to support their mission of helping families. RSDC also donated to the annual Shop with a Hero program organized by the Ingham County Sheriff's Office in which children are paired with a police officer, firefighter, or veteran to shop for holiday gifts and receive a holiday food basket.

MISA Metal Processing (MMP) organized holiday donation drives to support charities in its local communities including Angel Tree in Forest, Mississippi; Three Hots and A Cot in Birmingham, Alabama; and food drives in Louisville, Kentucky, and Portland, Tennessee.

MISA Specialty Processing (MSP) held a toy drive and fundraising campaign that raised $1,555 for Toys for Tots in Jackson, Michigan. MSP also donated to other local organizations including a recreational baseball league.

MSP HOSTS MANUFACTURING DAY EVENT

MISA Specialty Processing (MSP) in Jackson, Michigan hosted a job shadowing event on Manufacturing Day, Oct. 6, 2023, at which students from JPS Jackson High School visited the plant to meet employees and learn firsthand about various roles and job opportunities in a steel processing facility. MSP also holds other job shadowing events at the facility through a partnership with the local chapter of Junior Achievement.

Local Communities

Employee Volunteerism

MISA and our subsidiaries coordinate with nonprofit organizations in our communities to promote opportunities for our employees to perform volunteer service work. We established the MISA Cares program in 2004, through which employees receive one paid day per year to volunteer with a local organization. MISA Cares benefits our employees, our communities, and our business by providing people with rich experiences and personal rewards, while making a difference in the lives of our neighbors. The MISA Cares program was suspended during the COVID-19 pandemic and was not active in fiscal 2023 but will restart in fiscal 2024.

CLARKDIETRICH CARE DAYS

MISA's joint venture subsidiary ClarkDietrich sponsors ClarkDietrich Cares Days, in which employees take time out of the office to perform volunteer service for local charities and organizations. In fiscal 2023, employees performed over 300 hours of volunteer service with 47 organizations, including Dallas Zoo, Agape Mission, Boys and Girls Club, St. Vincent de Paul, and Indian Rock Preserve's environmental education facility.

Responsible Governance

MISA is proud of the reputation our company has built for conducting our business ethically and responsibly. We follow strong governance policies to earn the trust of our stakeholders and maintain our reputation now and in future years. We also implement comprehensive programs to ensure compliance with applicable laws and regulations governing ethical business practices in our operations and our supply chain, including protecting human rights and ensuring the safety of our products.

Corporate Governance & Oversight

8

Corporate Governance & Oversight

MISA's commitment to operating our business responsibly starts at the top with our Board of Directors. MISA's directors are nominated and approved annually by our parent company, MISI, and then approved by MISA's existing board, and MISA's shareholders.

MISA's directors hold a formal annual meeting and also meet regularly as needed to approve policies, procedures, and capital expenditures based on our division of responsibilities and criteria established by MISI. Senior management holds monthly financial review meetings with divisional presidents and general managers to assess business and operational performance, including environmental, social and governance issues. MISA's directors oversee management's execution of the Company's strategies related to sustainable development, and also review and approve the Company's ESG reporting.

MISA Corporate Governance System

MISA General Meeting of Shareholders

Appointment / Dismissal   Appointment / Dismissal

Board of Directors   **Accounting Auditor**

Appointment / Dismissal / Supervision   Audit

President & CEO   **Internal Audit Department**

Audit

Compliance Committee   **Assistant to CEO**

Division 1	Division 2
Building Products Division	
Marubeni-Itochu Steel	

Canada	Mexico	Brazil

Headquarters		
Corporate Planning	Finance / Accounting	Legal
Human Resources / General Affairs		IT Planning
IT Planning	Risk Management	Manufacturing

Corporate Governance & Oversight

Business Conduct Guide

MISA's **Business Conduct Guide** ("Guide") states the Company's policy to comply with and ethically conduct business in accordance with all laws and regulations applicable to our business in the United States and abroad. The Guide provides information on the Company's compliance program and the responsibilities of employees under the compliance program.

All new employees, contractors, and agents must certify that they have read the Guide and will conduct their business activities in conformance with it, with violations subject to disciplinary action up to and including

dismissal. All MISA employees receive mandatory annual training on ethics and compliance, and all employees also receive information and training on MISA's policies and compliance programs for anti-corruption and bribery, the U.S. Foreign Corrupt Practices Act, antitrust, export/import management systems, and anti-boycott legislation, which are discussed in **Chapter 9**. MISA and our parent company also conduct compliance awareness surveys to ensure that employees understand our ethical guidelines and the compliance programs that relate to their specific roles and responsibilities.

Corporate Governance & Oversight

Compliance Oversight and Hotline

MISA's compliance program is overseen by the Compliance Committee, made up of our senior leadership team and chaired by our Vice President, Human Resources & General Affairs, who is the Chief Compliance Officer. The Compliance Committee approves all policies and compliance programs governing ethical behavior in conducting our business.

The Compliance Committee meets twice per year and any major compliance issues are reported to MISA's parent company. Our subsidiaries also have Compliance Committees to oversee compliance programs at the subsidiary level, with these subsidiary committees reporting regularly to MISA's Chief Compliance Officer.

The Guide states the obligation of employees to report immediately any unauthorized, illegal, or questionable activities directly to the Company Compliance Officer. Employees are also able to make reports anonymously through MISA's Compliance Hotline, which is operated by a third party and includes a toll-free 24/7 phone number and website. Any reports may be made without fear of reprisal or retaliation and the employee who reported a compliance issue will be advised of the result of the related investigation and any actions taken by the Company as a result.

MISA COMPLIANCE COMMITTEE

- Chief Compliance Officer and VP, Human Resources & General Affairs
- President, Supply Chain Management Division
- President, Metals Trading Division
- VP, Risk Management
- VP, Investment Management
- VP, Corporate Strategy
- Chief Financial Officer
- Chief Executive Officer

9
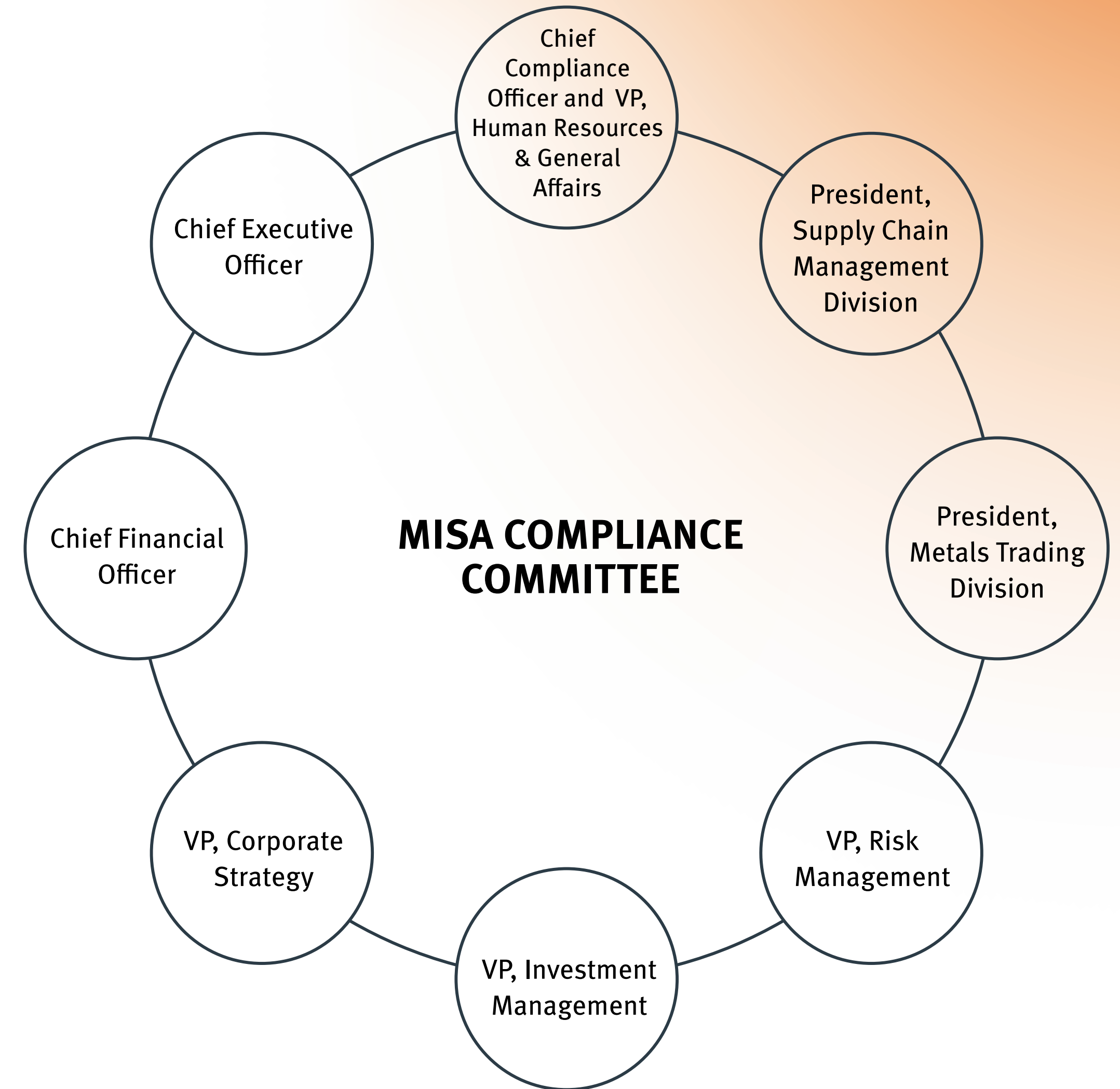
Ethics & Compliance

MISA is committed to conducting our business with the highest ethical standards, competing in the marketplace by winning with integrity, and responsibly serving our customers around the world while maintaining strict compliance with all applicable laws and regulations in countries where we operate.

MISA's Chief Compliance Officer oversees the implementation of comprehensive compliance programs for the Company's policies governing ethical behavior, which apply to MISA and all of our subsidiaries. Our Chief Compliance Officer is also responsible for monitoring the effectiveness of these compliance programs and

serves as the Compliance Administrator of each program. In fiscal 2023, MISA did not record any significant non-compliance with applicable laws or regulations.

All employees have access to the Company's policies and compliance program manuals through onboarding materials and the Company's intranet. Employees are encouraged to seek advice on implementing the Company's compliance programs and raise any concerns by discussing with their managers, the Compliance team, and through the Compliance Hotline as discussed in **Chapter 8**.

Ethics & Compliance

Anti-Corruption and Anti-Bribery

It is MISA's policy to comply in all respects with U.S. laws and regulations regarding prohibited corrupt practices in foreign countries and to comply with local laws regarding anti-corruption and anti-bribery in all the countries where we conduct business. MISA has developed a policy and manual for the U.S. Foreign Corrupt Practices Act (FCPA), which includes details of our FCPA Compliance Program including management responsibilities, record keeping, training, internal audit, and notification practices including placing holds on suspect transactions.

The FCPA Compliance Program includes necessary screens to be used as part of the Company's order processing system, special controls placed on foreign representatives and consultants, and special controls placed on the Company's foreign joint ventures or other investments. All new employees are required to receive a letter of orientation on the FCPA Compliance Program, which must be acknowledged by the employee.

MISA's Chief Compliance Officer is required to have at least a biannual meeting with each senior officer and manager in the company to review training and the operation and effectiveness of the program. All employees receive regular training on MISA's compliance programs including FCPA. Annual audits and spot audits of activities in the program are conducted by our Internal Audit team, and an annual report on the results, operation, and effectiveness of the program must be submitted within 60 days of end of the Company's fiscal year. In fiscal year 2023, MISA did not record any material instances of corruption.

Antitrust

MISA encourages vigorous competition in the marketplace. Such competition must be fair and we are committed to complying with all applicable laws governing antitrust activities wherever we do business. Our Antitrust Compliance Policy and Manual includes a summary of the basic principles of the antitrust laws and a set of rules to avoid violations. Offenders of the policy are subject to disciplinary action, including potential termination. Our policy prohibits engaging in unethical activities including entering into agreements with competitors to restrain trade by fixing prices, allocating customers or territories, limiting production or services for anticompetitive purposes, or engaging in other anticompetitive behavior.

The manual includes specific responsibilities for compliance with our policy, and also includes requirements for record keeping, training, and notification practices regarding suspect transactions. Our Chief Compliance Officer is responsible for monitoring antitrust compliance on an ongoing basis, including conducting compliance reviews of different business decisions to determine whether the policies and practices in the program are being adhered to.
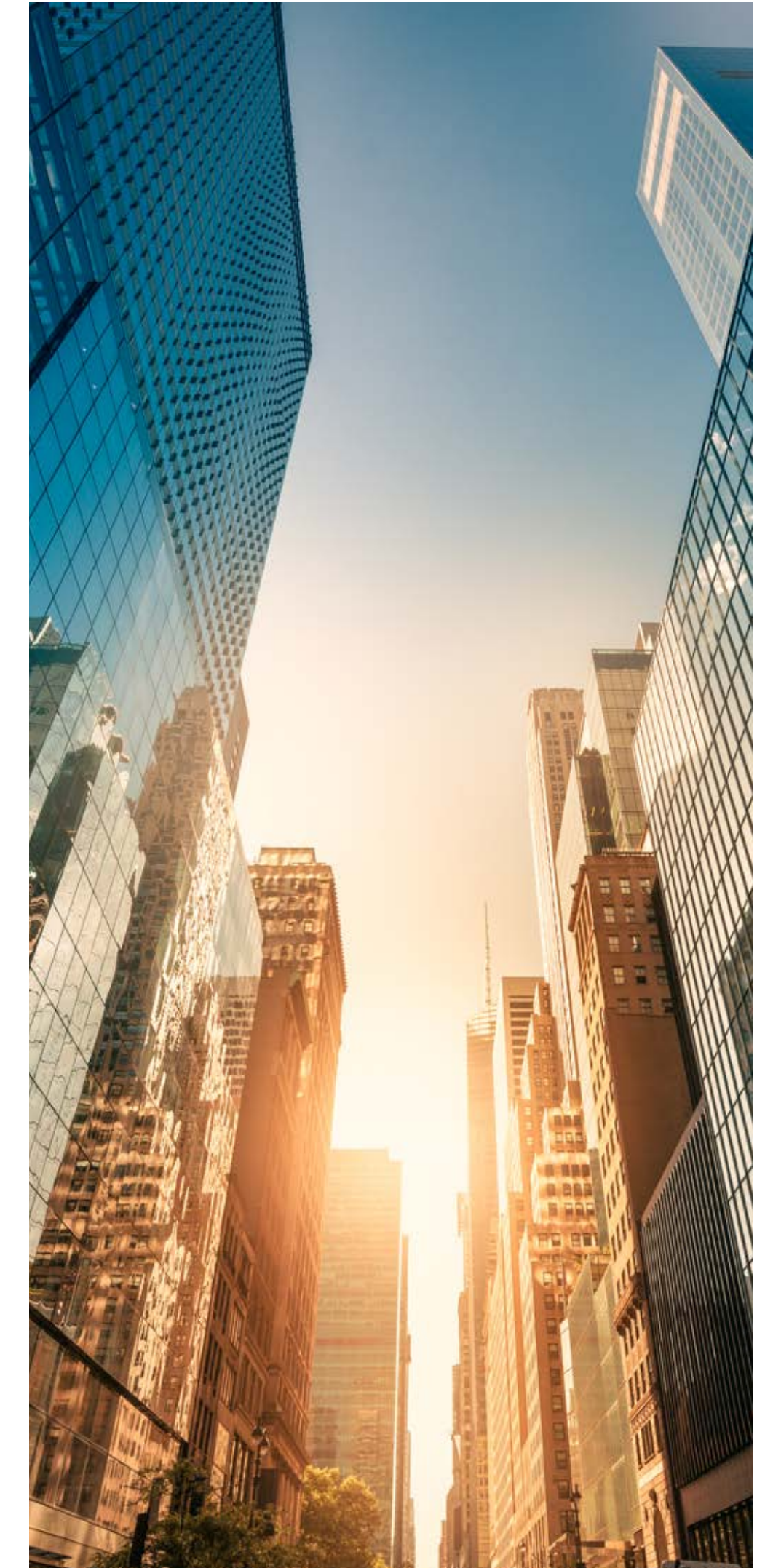
Ethics & Compliance

Export Management System

International trade is critical to MISA's operations and we recognize the importance of operating our business in compliance with export controls and all applicable laws and regulations on exports and embargoes in general. MISA has established an Export Management System Policy and Manual for use by employees involved in export sales, traffic, credit, finance, and related functions. The policy states our commitment to comply in all respects with U.S. laws and regulations relative to U.S. export controls, and in particular with the Commerce Department's Export Administration Regulations, the State Department's International Traffic in Arms Regulations and the Treasury Department's various embargo regulations.

The manual specifies responsibilities and procedures for conducting the necessary screening to detect and prevent transactions involving sanctioned and denied parties or embargoed locations. MISA's Export Management System enables employees to become familiar with the Commerce Department's red flags for problem transactions, persons subject to denial orders, and list of

entities involved in proliferation activities, along with the State Department's Debarred Parties List and the Treasury Department's Specially Designated Nationals List.

The Export Management System includes requirements for record keeping, ongoing training, and notification practices regarding suspect transactions. Our Chief Compliance Officer is required to have at least a biannual meeting with each manager and traffic manager in each merchandise group to review the program's operation and effectiveness. Annual audits and spot audits of activities in the program are conducted by our Internal Audit team. An annual report on the results, operation, and effectiveness of the program must be submitted within 60 days of end of the Company's fiscal year.

Import Management System

MISA is focused on maximizing our sales of imports while taking all necessary steps to comply with U.S. import laws and regulations, including U.S. Customs Service valuation and classification laws and regulations. Our Import Management System Policy and Manual covers

employees involved in all phases of importing including purchasing, sales, traffic, and related functions.

The manual specifies responsibilities and procedures for conducting the necessary screening to preclude the Company from making imports contrary to U.S. laws and regulations, including becoming familiar with the U.S. Customs entry procedures, general principles of classification and valuation, and procedures for maintaining complete and accurate records of all import transactions. The manual also includes requirements for record keeping, training, and notification practices regarding a suspect transaction or practice.

Our Chief Compliance Officer is required to have at least a biannual meeting with each manager and traffic manager in each merchandise group to review the program's operation and effectiveness. Our Internal Audit team conducts mandatory annual audits and spot audits of activities in the program and an annual report on the results, operation, and effectiveness of the program must be submitted within 60 days of end of the Company's fiscal year.

Ethics & Compliance

Antiboycott Legislation

MISA is committed to complying in all respects with U.S. laws and regulations regarding the boycott of Israel sponsored by the Arab League. These laws and regulations require the reporting to U.S. government agencies of most requests to enter into agreements or take other actions supportive of that boycott if those requests are received by a U.S. firm or its domestic (U.S.) or foreign subsidiaries or branches. In addition, these laws and regulations impose sanctions, which include criminal and civil penalties and the loss of tax benefits, if certain requested or required boycott-supportive actions are taken.

MISA's Antiboycott Legislation Policy and Manual states that all boycott requests required to be reported to U.S. government agencies will be reported within the applicable time period. We established a compliance program to set out general management responsibilities for reporting and procedures for prompt and efficient decision-making. The manual includes requirements for record keeping, training, and notification practices regarding suspected violations. Our Chief Compliance Officer is responsible for monitoring compliance on an ongoing basis, including conducting reviews of different businesses.

Product Safety

10
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Product Safety

MISA has built its leadership position in global supply chain management and metal processing by establishing a reputation for delivering products and services of the highest quality, reliability, and safety. We meet the exacting needs of our customers in the automotive, construction, and other industries by being responsive and flexible, including partnering with suppliers who share our commitment to quality and product safety.
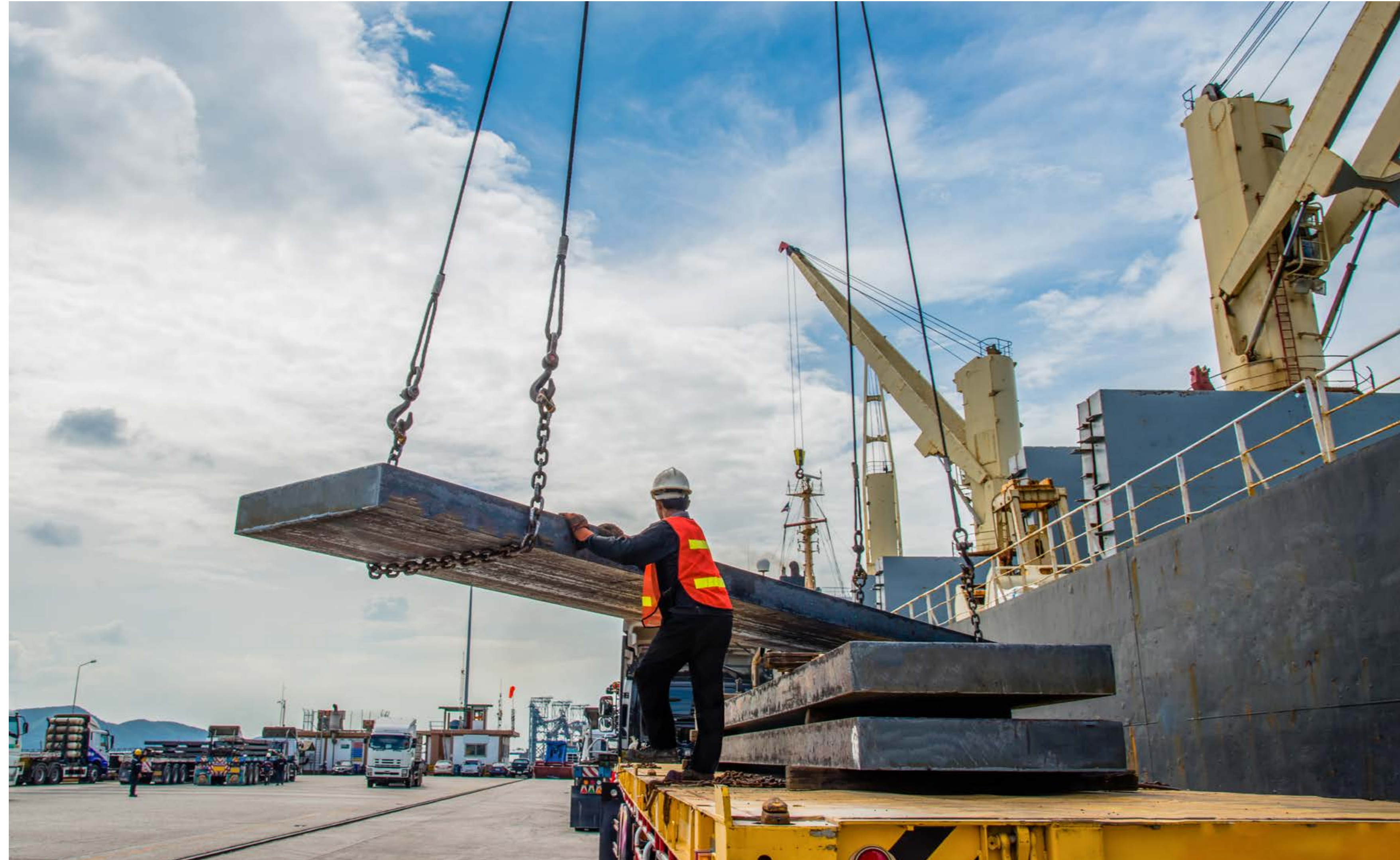
Product Safety

Quality Management

Our subsidiaries implement robust processes and utilize industry-leading systems in our manufacturing facilities to monitor product quality. For customers in the automotive industry, several of our subsidiaries operate facilities that are certified to the IATF 16949 standard for quality management systems for the automotive industry. This sector-specific standard, which is based on ISO 9001, was developed by the members of International Automotive Task Force (IATF) and defines the quality system requirements for use in the automotive supply chain.

MISA's facilities certified to the IATF 16949 standard undergo annual third-party audits. In addition, all facilities at subsidiaries wholly-owned by MISA are audited by MISI on an annual basis to assess controls around quality, operational efficiency, and safety.

As part of our quality control processes, all products are inspected for defects before being shipped to customers. Inspections are performed by employees who have a minimum of 40 hours of training before becoming inspectors, with training recertified every two to four years. We are also taking advantage of new technology including camera systems utilizing AI technology to identify product defects. Key performance indicators including defects per million products and cost of defects are tracked to monitor performance around quality.

MISA's facilities utilize humidity control systems and climate control systems, particularly in warm areas like the Southern United States, to ensure proper storage environments for steel and maintain high quality standards for our customers. Our major customers perform regular assessments of our facilities to review our quality control procedures and standards, including inspector training, reporting capabilities, and storage environment.

IATF 16949 CERTIFICATIONS

These MISA facilities are certified to the IATF 16949 standard for quality management systems for the automative industry:

MISA Metal Processing
Forest, Mississippi

MISA Metal Processing Guanajuato
San José Iturbide, Mexico

MISA Metal Processing
Louisville, Kentucky

MISA Specialty Processing
Jackson, Michigan

MISA Metal Processing
Portland, Tennessee

RSDC
Holt, Michigan

Product Safety

Supply Chain

As a provider of value-added metal processing services, MISA strives to work with suppliers who meet our quality standards and the standards of our customers. We perform regular quality assessments of the steel mills that provide the materials we process to ensure quality control processes are in place during manufacturing and shipping of steel to our facilities.

Customer Health and Safety

MISA is committed to protecting the health and safety of our customers by ensuring that finished products are packaged properly and safely. In addition to preventing any damage to our products during shipping, proper packaging helps reduce the risk of injuries to customer employees in the shipping process.

Our subsidiaries working with customers in the building and construction industries are committed to providing product transparency information regarding health impacts to meet green building standards such as LEED and the Living Building Challenge. This product transparency includes Health Product Declarations (HPDs), which are a standardized way of reporting the materials content of building products, including chemicals, and related health information. The HPD Open Standard was developed and is managed by the HPD Collaborative, a non-profit coalition of architects, designers, owners, manufacturers, contractors, and materials researchers.

MISA's ClarkDietrich subsidiary provides product transparency information using SustainabilityPRO, a platform powered by ecomedes, which manages the most comprehensive database of green certifications across a wide range of products. Air quality information such as volatile organic compound (VOC) testing and certification is also provided for certain products.

NEW PRODUCT SAFETY EVALUATIONS

As part of its product development process, new products at ClarkDietrich undergo a comprehensive process to protect the health and safety of its customers and employees. The products are evaluated by its Product Evaluation Committee and screened for hazardous materials, including any chemicals on the Red List. In addition, the products are reviewed by its Director of Environmental, Health, and Safety to address any potential OSHA concerns for employees.

Appendix

About this Report

About this Report

Our 2023 Corporate Sustainability Report primarily covers data and metrics related to MISA and its subsidiaries for the 2023 fiscal year ended March 31, 2024, unless otherwise noted.

This report was prepared with reference to the Global Reporting Initiative (GRI) Standards and incorporates the Iron & Steel Producers Standard and Building Products & Furnishings Standard of the Sustainability Accounting Standards Board (SASB). We have also mapped our progress on material topics aligned with the United Nations Sustainable Development Goals (SDGs). Content indexes are available from page 56.

MISA is committed to transparency, engagement, and consistent communication of our ESG strategies and programs to all stakeholders.

Environmental Data Table

Dimension	FY 2022	FY 2023
Greenhouse Gas Emissions (MTCO$_2$e) [1,2]		
Total Scope 1 and 2 GHG emissions (MTCO$_2$e)	**23,137**	**26,448**
Scope 1 GHG emissions (MTCO$_2$e)	5,625	7,508
Scope 2 GHG emissions (MTCO$_2$e) (location-based)	17,512	18,940
GHG emissions intensity (Total Scope 1 and 2 GHG emissions (MTCO$_2$e) per total amount of steel product processed (MT))	0.009	0.009
Energy Management (GJ)		
Total energy consumed (GJ)	**269,901**	**322,380**
Total energy consumption from non-renewable sources	269,901	319,489
Total energy consumption from renewable sources	0	2,891
Grid electricity	177,848	187,588
Percentage of energy from grid electricity	66%	58%
Percentage of electricity from renewable sources	0%	2%
Compressed natural gas	51,066	77,816
Diesel	4,898	4,740
Gasoline	1,874	6,195
Liquid petroleum gas	34,215	43,149
Energy intensity (energy consumed (GJ) per total amount of steel product processed (MT))	0.105	0.115
Waste Management (MT) [3]		
Total waste generated (MT)	**24,630** [4]	**22,461** [5]
Total waste diverted from disposal [6]	14,959	12,033
Total waste directed to landfills	9,671	10,428

1 - MISA accounts for Scope 1 and 2 GHG emissions from operations over which it or one of its subsidiaries has operational control. The GHG Protocol Corporate Accounting and Reporting Standard was used in the energy and GHG emissions calculations.

2 - In 2023, MISA acquired MISA Specialty Processing. MISA Specialty Processing is included in the GHG emissions inventory boundary for 2023 and is excluded from previous GHG emissions inventories.

3 - All waste reported is non-hazardous.

4 - 2022 excludes corporate operations and two manufacturing operations.

5 - 2023 excludes corporate operations and one manufacturing operation.

6 - Waste diverted from disposal includes recycling, preparation for reuse, and/or other recovery options.

Social Data Table [7,8]

Dimension	FY 2021	FY 2022	FY 2023
Employee Diversity			
Total Workforce			
Total Headcount	2,419	2,653	3,161
Total U.S. Headcount	2,326	2,550	3,068
Gender			
Number			
Female	389	446	543
Male	2,030	2,207	2,618
Percentage			
Female	16.08%	16.81%	17.18%
Male	83.92%	83.19%	82.82%
Age			
Number			
29 and Under	404	475	620
30-49	1,147	1,209	1,459
50 and Over	868	969	1,082
Percentage			
29 and Under	16.70%	17.90%	19.61%
30-49	47.42%	45.57%	46.16%
50 and Over	35.88%	36.52%	34.23%

7 - Data includes all full-time employees that were active during the fiscal year.
8 - Data excludes three sales offices.

Social Data Table

Dimension	FY 2021	FY 2022	FY 2023
Race (U.S. workforce only)			
Number			
American Indian or Alaska Native	6	7	15
Asian	97	100	104
Black / African American	341	360	503
Hispanic / Latino	505	567	689
Native Hawaiian / Pacific Islander	5	3	3
Two or More Races (Not Hispanic or Latino)	26	32	43
White	1344	1477	1703
Undisclosed	2	4	8
Percentage			
American Indian or Alaska Native	0.26%	0.27%	0.49%
Asian	4.17%	3.92%	3.39%
Black / African American	14.66%	14.12%	16.40%
Hispanic / Latino	21.71%	22.24%	22.46%
Native Hawaiian / Pacific Islander	0.21%	0.12%	0.10%
Two or More Races (Not Hispanic or Latino)	1.12%	1.25%	1.40%
White	57.78%	57.92%	55.51%
Undisclosed	0.09%	0.16%	0.26%
Employee Diversity by Employment Category			
Senior Management			
Total Headcount	153	164	166
Gender			
Number			
Female	30	33	32
Male	123	131	134

Social Data Table

Dimension	FY 2021	FY 2022	FY 2023
Percentage			
Female	19.61%	20.12%	19.28%
Male	80.39%	79.88%	80.72%
Age			
Number			
29 and Under	3	1	3
30-49	58	59	56
50 and Over	92	104	107
Percentage			
29 and Under	1.96%	0.61%	1.81%
30-49	37.91%	35.98%	33.73%
50 and Over	60.13%	63.41%	64.46%
Race (U.S. workforce only)			
Number			
American Indian or Alaska Native	0	0	0
Asian	24	28	27
Black / African American	3	3	2
Hispanic / Latino	6	10	9
Native Hawaiian / Pacific Islander	0	0	0
Two or More Races (Not Hispanic or Latino)	1	1	1
White	117	120	125

Social Data Table

Dimension	FY 2021	FY 2022	FY 2023
Percentage			
American Indian or Alaska Native	0.00%	0.00%	0.00%
Asian	15.89%	17.28%	16.46%
Black / African American	1.99%	1.85%	1.22%
Hispanic / Latino	3.97%	6.17%	5.49%
Native Hawaiian / Pacific Islander	0.00%	0.00%	0.00%
Two or More Races (Not Hispanic or Latino)	0.66%	0.62%	0.61%
White	77.48%	74.07%	76.22%
Management			
Total Headcount	216	223	240
Gender			
Number			
Female	53	62	66
Male	163	161	174
Percentage			
Female	24.54%	27.80%	27.50%
Male	75.46%	72.20%	72.50%
Age			
Number			
29 and Under	11	7	7
30-49	130	131	142
50 and Over	75	85	91
Percentage			
29 and Under	5.09%	3.14%	2.92%
30-49	60.19%	58.74%	59.17%
50 and Over	34.72%	38.12%	37.92%

Social Data Table

Dimension	FY 2021	FY 2022	FY 2023
Race (U.S. workforce only)			
Number			
American Indian or Alaska Native	0	0	0
Asian	25	26	30
Black / African American	20	17	20
Hispanic / Latino	26	27	33
Native Hawaiian / Pacific Islander	1	2	1
Two or More Races (Not Hispanic or Latino)	4	4	5
White	138	145	149
Percentage			
American Indian or Alaska Native	0.00%	0.00%	0.00%
Asian	11.68%	11.76%	12.61%
Black / African American	9.35%	7.69%	8.40%
Hispanic / Latino	12.15%	12.22%	13.87%
Native Hawaiian / Pacific Islander	0.47%	0.90%	0.42%
Two or More Races (Not Hispanic or Latino)	1.87%	1.81%	2.10%
White	64.49%	65.61%	62.61%
Professionals			
Total Headcount	114	142	140
Gender			
Number			
Female	27	28	30
Male	87	114	110

Social Data Table

Dimension	FY 2021	FY 2022	FY 2023
Percentage			
Female	23.68%	19.72%	21.43%
Male	76.32%	80.28%	78.57%
Age			
Number			
29 and Under	17	27	25
30-49	62	68	68
50 and Over	35	47	47
Percentage			
29 and Under	14.91%	19.01%	17.86%
30-49	54.39%	47.89%	48.57%
50 and Over	30.70%	33.10%	33.57%
Race (U.S. workforce only)			
Number			
American Indian or Alaska Native	1	1	1
Asian	14	15	14
Black / African American	2	5	7
Hispanic / Latino	9	11	9
Native Hawaiian / Pacific Islander	1	0	1
Two or More Races (Not Hispanic or Latino)	0	3	3
White	87	107	105

Social Data Table

Dimension	FY 2021	FY 2022	FY 2023
Percentage			
American Indian or Alaska Native	0.88%	0.70%	0.71%
Asian	12.28%	10.56%	10.00%
Black / African American	1.75%	3.52%	5.00%
Hispanic / Latino	7.89%	7.75%	6.43%
Native Hawaiian / Pacific Islander	0.88%	0.00%	0.71%
Two or More Races (Not Hispanic or Latino)	0.00%	2.11%	2.14%
White	76.32%	75.35%	75.00%
Administrative			
Total Headcount	312	334	358
Gender			
Number			
Female	170	185	184
Male	142	149	174
Percentage			
Female	54.49%	55.39%	51.40%
Male	45.51%	44.61%	48.60%
Age			
Number			
29 and Under	55	66	75
30-49	144	142	149
50 and Over	113	126	134
Percentage			
29 and Under	17.63%	19.76%	20.95%
30-49	46.15%	42.51%	41.62%
50 and Over	36.22%	37.72%	37.43%

Social Data Table

Dimension	FY 2021	FY 2022	FY 2023
Race (U.S. workforce only)			
Number			
American Indian or Alaska Native	1	1	1
Asian	12	12	15
Black / African American	10	14	15
Hispanic / Latino	26	29	34
Native Hawaiian / Pacific Islander	0	0	0
Two or More Races (Not Hispanic or Latino)	6	5	6
White	225	235	250
Percentage			
American Indian or Alaska Native	0.36%	0.34%	0.31%
Asian	4.29%	4.05%	4.67%
Black / African American	3.57%	4.73%	4.67%
Hispanic / Latino	9.29%	9.80%	10.59%
Native Hawaiian / Pacific Islander	0.00%	0.00%	0.00%
Two or More Races (Not Hispanic or Latino)	2.14%	1.69%	1.87%
White	80.36%	79.39%	77.88%
Production			
Total Headcount	1624	1790	2257
Gender			
Number			
Female	109	138	231
Male	1515	1652	2026

Social Data Table

Dimension	FY 2021	FY 2022	FY 2023
Percentage			
Female	6.71%	7.71%	10.23%
Male	93.29%	92.29%	89.77%
Age			
Number			
29 and Under	318	374	510
30-49	753	809	1044
50 and Over	553	607	703
Percentage			
29 and Under	19.58%	20.89%	22.60%
30-49	46.37%	45.20%	46.26%
50 and Over	34.05%	33.91%	31.15%
Race (U.S. workforce only)			
Number			
American Indian or Alaska Native	4	5	13
Asian	22	19	18
Black / African American	306	321	459
Hispanic / Latino	438	490	604
Native Hawaiian / Pacific Islander	3	1	1
Two or More Races (Not Hispanic or Latino)	15	19	28
White	777	870	1074
Undisclosed	2	4	8

Social Data Table

Dimension	FY 2021	FY 2022	FY 2023
Percentage			
American Indian or Alaska Native	0.26%	0.29%	0.59%
Asian	1.40%	1.10%	0.82%
Black / African American	19.53%	18.57%	20.82%
Hispanic / Latino	27.95%	28.34%	27.39%
Native Hawaiian / Pacific Islander	0.19%	0.06%	0.05%
Two or More Races (Not Hispanic or Latino)	0.96%	1.10%	1.27%
White	49.59%	50.32%	48.71%
Undisclosed	0.13%	0.23%	0.36%
Employment			
New Employee Hires			
Gender			
Number			
Female	63	96	188
Male	403	510	951
Rate			
Female	13.52%	15.84%	16.51%
Male	86.48%	84.16%	83.49%
Age			
Number			
29 and Under	155	203	362
30-49	248	310	558
50 and Over	63	93	219

Social Data Table

Dimension	FY 2021	FY 2022	FY 2023
Rate			
29 and Under	33.26%	33.50%	31.78%
30-49	53.22%	51.16%	48.99%
50 and Over	13.52%	15.35%	19.23%
Employee Turnover			
Gender			
Number			
Female	51	75	82
Male	292	368	493
Rate			
Female	2.05%	2.96%	2.82%
Male	11.76%	14.51%	16.96%
Age			
Number			
29 and Under	95	136	158
30-49	186	222	276
50 and Over	62	85	141
Rate			
29 and Under	3.83%	5.36%	5.44%
30-49	7.49%	8.75%	9.49%
50 and Over	2.50%	3.35%	4.85%
Parental Leave			
Total number of employees that were entitled to parental leave			
Female	355	434	511
Male	2,026	2,153	2,544

Social Data Table

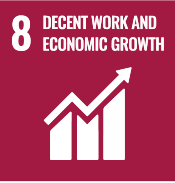| Dimension	FY 2021	FY 2022	FY 2023
Total number of employees that took parental leave			
Female	15	7	15
Male	39	33	27
Total number of employees that returned to work in the reporting period after parental leave ended			
Female	15	7	15
Male	33	29	27
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work			
Female	13	6	12
Male	30	25	24
Return to work rate of employees that took parental leave			
Female	100.00%	100.00%	100.00%
Male	84.62%	87.88%	100.00%
Retention rate of employees that took parental leave			
Female	86.67%	85.71%	80.00%
Male	90.91%	86.21%	88.89%
Occupational Health & Safety [9]			
Total recordable incident rate (TRIR) (incidents per 200,000 hours worked)	-	-	2.20
Days away, restricted, or transferred (DART)	-	-	2,250
DART incident rate (incidents per 200,000 hours worked)	-	-	1.50
Total near misses	-	-	18,468
Total fatalities	-	-	0
Total substandard acts or conditions	-	-	1,299
Total hours worked	-	-	5,410,061

9 - Data excludes corporate operations.

GRI Content Index

Statement of Use	MISA has reported the information cited in this GRI content index for the period April 1, 2023-March 31, 2024 with reference to the GRI Standards.

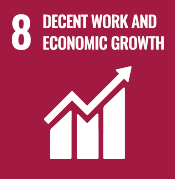| GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage*
GRI 1: Foundation 2021			
General Disclosures			
	Organizational profile		
GRI 2: General Disclosures 2021	2-1 Organizational details	a: Legal Name: Marubeni Itochu Steel America Inc. (MISA) b: Nature of ownership and legal form: Private corporation c: Location of headquarters: New York, NY d: About MISA, page 3	
	2-2 Entities included in the organization's sustainability reporting	**MISA and subsidiaries**	
	2-3 Reporting period, frequency and contact point	a: Fiscal 2023, Annual b: 4/1/23 - 3/31/24 c: January 2025 d: Sustainability@us.benichu.com	
	2-4 Restatements of information	No restatements of information have been made in the reporting period.	
	2-5 External assurance	We have not received external assurance for the information in this report.	
	2-6 Activities, value chain and other business relationships	About MISA, page 3	
	2-7 Employees	Chapter 4: Human Capital Management, page 18 Chapter 6: Diversity & Inclusion, page 25 Social Data Table, page 44	8 DECENT WORK AND ECONOMIC GROWTH
	2-8 Workers who are not employees	**MISA does not engage a significant number of workers who are not employees.**	

* The SDGs linked here are those determined to be most material for MISA during our materiality assessment.

GRI Content Index

GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage*
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Chapter 8: Corporate Governance & Oversight, page 31	
	2-10 Nomination and selection of the highest governance body	Chapter 8: Corporate Governance & Oversight, page 31	
	2-11 Chair of the highest governance body	Chapter 8: Corporate Governance & Oversight, page 31	
	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter 8: Corporate Governance & Oversight, page 31	
	2-13 Delegation of responsibility for managing impacts	Chapter 8: Corporate Governance & Oversight, page 31	
	2-14 Role of the highest governance body in sustainability reporting	Chapter 8: Corporate Governance & Oversight, page 31	
	2-15 Conflicts of interest	Chapter 9: Ethics & Compliance, page 34 **MISA Business Conduct Guide**	
	2-16 Communication of critical concerns	Chapter 8: Corporate Governance & Oversight, page 31 **MISA Business Conduct Guide**	
	2-22 Statement on sustainable development strategy	Message from the President & CEO, page 4	
	2-23 Policy commitments	Chapter 9: Ethics & Compliance, page 34 **MISA Business Conduct Guide**	
	2-24 Embedding policy commitments	Chapter 9: Ethics & Compliance, page 34 **MISA Business Conduct Guide**	
	2-25 Processes to remediate negative impacts	Chapter 8: Corporate Governance & Oversight, page 31 **MISA Business Conduct Guide**	
	2-26 Mechanisms for seeking advice and raising concerns	Chapter 8: Corporate Governance & Oversight, page 31 **MISA Business Conduct Guide**	

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GRI Content Index

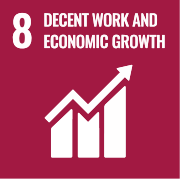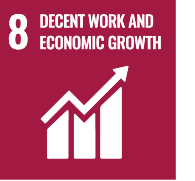| GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage*
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Chapter 9: Ethics & Compliance, page 34 **MISA Business Conduct Guide**	
	2-29 Approach to stakeholder engagement	Materiality Analysis, page 5	8 DECENT WORK AND ECONOMIC GROWTH
	2-30 Collective bargaining agreements	Chapter 4: Human Capital Management, page 18	
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis, page 5	
	3-2 List of material topics	Materiality Analysis, page 5	
	3-3 Management of material topics	Chapter 1: Environmental Management, page 7 Chapter 2: Energy & Emissions, page 10 Chapter 3: Waste Management, Materials & Water Conservation, page 13 Chapter 4: Human Capital Management, page 18 Chapter 5: Occupational Health & Safety, page 21 Chapter 6: Diversity & Inclusion, page 25 Chapter 8: Corporate Governance & Oversight, page 31 Chapter 9: Ethics & Compliance, page 34	
200 series (Economic topics)			
Anti-corruption			
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Chapter 9: Ethics & Compliance, page 34 **MISA Business Conduct Guide**	
	205-3 Confirmed incidents of corruption and actions taken	Chapter 9: Ethics & Compliance, page 34	

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GRI Content Index

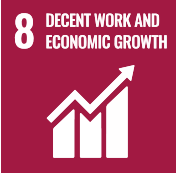| GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage*
300 series (Environmental topics)			
Energy			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Data Table, page 43	8 DECENT WORK AND ECONOMIC GROWTH, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION
	302-3 Energy intensity	Environmental Data Table, page 43	
	302-4 Reduction of energy consumption	Environmental Data Table, page 43	
	302-5 Reductions in energy requirements of products and services	Chapter 3: Waste Management, Materials & Water Conservation, page 13	
Emissions			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Data Table, page 43	3 GOOD HEALTH AND WELL-BEING, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Data Table, page 43	
	305-4 GHG emissions intensity	Environmental Data Table, page 43	
	305-5 Reduction of GHG emissions	Chapter 2: Energy & Emissions, page 10	
Waste			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Chapter 3: Waste Management, Materials & Water Conservation, page 13	3 GOOD HEALTH AND WELL-BEING, 6 CLEAN WATER AND SANITATION, 8 DECENT WORK AND ECONOMIC GROWTH, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	306-2 Management of significant waste-related impacts	Chapter 3: Waste Management, Materials & Water Conservation, page 13	
	306-3 Waste generated	Environmental Data Table, page 43	
	306-4 Waste diverted from disposal	Environmental Data Table, page 43	
	306-5 Waste directed to disposal	Environmental Data Table, page 43	

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GRI Content Index

GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage*
400 series (Social topics)			
Employment			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social Data Table, page 44	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 4: Human Capital Management, page 18	
	401-3 Parental leave	Social Data Table, page 44	
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Chapter 5: Occupational Health & Safety, page 21	
	403-2 Hazard identification, risk assessment, and incident investigation	Chapter 5: Occupational Health & Safety, page 21	
	403-3 Occupational health services	Chapter 5: Occupational Health & Safety, page 21	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter 5: Occupational Health & Safety, page 21	
	403-5 Worker training on occupational health and safety	Chapter 5: Occupational Health & Safety, page 21	
	403-6 Promotion of worker health	Chapter 5: Occupational Health & Safety, page 21	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Chapter 5: Occupational Health & Safety, page 21	
	403-8 Workers covered by an occupational health and safety management system	Social Data Table, page 44	
	403-9 Work-related injuries	Social Data Table, page 44	

* The SDGs linked here are those determined to be most material for MISA during our materiality assessment.

GRI Content Index

GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage*
Training and Education			
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Chapter 4: Human Capital Management, page 18	
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Data Table, page 44	
Diversity and Equal Opportunity			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social Data Table, page 44	

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SASB Tables

Iron and Steel Producers

SASB Topic	Accounting Metric	Code	Section Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-IS-110a.1	Environmental Data Table, page 43
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-IS-110a.2	Chapter 2: Energy & Emissions, page 10
Air Emissions	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) manganese (MnO), (6) lead (Pb), (7) volatile organic compounds (VOCs), and (8) polycyclic aromatic hydrocarbons (PAHs)	EM-IS-120a.1	Chapter 2: Energy & Emissions, page 10
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	EM-IS-130a.1	Environmental Data Table, page 43
	(1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas, (4) percentage renewable	EM-IS-130a.2	Environmental Data Table, page 43
Water Management	(1) Total fresh water withdrawn, (2) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress	EM-IS-140a.1	MISA's water use is limited and so we do not currently track these water related metrics. MISA recognizes that water is a precious natural resource and we are committed to doing our part to reduce the amount of water used in our operations.
Waste Management	Amount of waste generated, percentage hazardous, percentage recycled	EM-IS-150a.1	Environmental Data Table, page 43
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	EM-IS-320a.1	Social Data Table, page 57
Supply Chain Management	Discussion of the process for managing iron ore and/or coking coal sourcing risks arising from environmental and social issues	EM-IS-430a.1	MISA specializes in steel trading, steel supply chain management and steel processing, and does not manage the sourcing of iron ore and/or coking coal, therefore this metric is not applicable.

SASB Tables

Building Products & Furnishings

SASB Topic	Accounting Metric	Code	Section Reference
Management of Chemicals in Products	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-BF-250a.1	Chapter 10: Product Safety, page 38
	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	CG-BF-250a.2	Chapter 10: Product Safety, page 38
Product Lifecycle Environmental Impacts	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	CG-BF-410a.1	Chapter 3: Waste Management, Materials & Water Conservation, page 13