

An aerial photograph of a rural landscape. A winding asphalt road curves through the scene, separating a large, vibrant green field of young crops from a smaller, more established green field. To the left, a stream flows through a field of mature, golden-brown crops. The overall scene is bathed in the warm, golden light of late afternoon or early morning, creating long shadows and highlighting the textures of the fields and the road.

FY 2024

Corporate Sustainability Report



Introduction	2	Responsible Governance	29
About MISA	3	Corporate Governance & Oversight	30
Message from the President & CEO	4	Ethics & Integrity	33
Materiality Analysis	5	Product Safety	37
Environmental Protection	6	Appendix	40
Environmental Management	7	About this Report	41
Energy & Emissions	9	Environmental Data Table	42
Waste Management, Materials & Water Conservation	11	Social Data Table	44
		GRI Content Index	56
		SASB Tables	62
Social Impact	15	TCFD Table	64
Occupational Health & Safety	16		
Human Capital Management	21		
Diversity & Inclusion	24		
Local Communities	26		

About MISA

Marubeni-Itochu Steel America Inc. (MISA) is a leader in global supply chain management, metal processing, and building materials for residential and commercial projects. 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.

Supply Chain Management

MISA has the logistical ability to purchase, warehouse, manufacture, and deliver products to our customer's plant floor when they need it and with exact specifications, helping to keep overhead costs to a minimum while ensuring a steady supply of materials.

Metal Processing

MISA delivers a full suite of metal processing services, bringing quality metal processing to some of the world's most demanding businesses with solutions including slitting, laser blanking, conventional blanking, and cut-to-length.

Residential and Commercial Building Materials

MISA and our subsidiaries provide material solutions – including steel and aluminum products and lath and steel framing systems – for both residential and commercial construction needs.

Message from the President & CEO

I am pleased to welcome you to Marubeni Itochu Steel America Inc.'s (MISA) second annual sustainability report. As a subsidiary of Marubeni Itochu Steel Inc. (MISI), we continue to build on MISI's strong foundation of long-standing dedication to responsible business practices, including being transparent and accountable to our stakeholders. In this report, we highlight our achievements in fiscal 2024 in the critical areas of environmental responsibility, social engagement, and strong governance.

MISA recognizes the importance of the steel industry in ensuring a sustainable future for the planet, particularly in providing environmentally-friendly products and solutions for essential infrastructure. We are committed to working with our customers and partners to reduce harmful impacts of our industry by reducing carbon emissions and increasing recycling.

We continue to make significant progress in reducing the environmental footprint of our operations by improving energy efficiency and implementing waste reduction measures across our facilities. MISA remains committed to our goal of aligning with MISI's ambitious long-term vision of achieving carbon neutrality by 2050. Our environmental strategies are focused on reducing emissions by utilizing innovative technology and continuously improving our manufacturing processes.

MISA also remains committed to having a positive impact on the lives of our employees and the communities where we live and work. We recognize that our people are MISA's most important asset, and we are dedicated to ensuring employee health and safety, investing in employee development, and fostering a diverse and inclusive workplace. We empower our employees to support organizations working to improve our communities. Through these endeavors MISA strives to be recognized as a good corporate citizen and an employer of choice in our communities.

We operate under a robust corporate governance framework that ensures MISA conducts all aspects of our business with transparency, accountability, and ethical integrity. MISA's leadership team integrates our sustainability strategy into our business strategies, enabling us to make decisions that help us reduce risks and build resilience into our operations. Our governance policies and procedures are designed to monitor the progress of our sustainability initiatives and maintain a high level of accountability to our stakeholders.

I would like to thank MISA's dedicated employees, whose hard work and commitment power our success. I also thank our customers, partners, and the communities we serve for your trust and support. As we continue to move forward to build a more sustainable future, I am confident that the positive actions we take today will create long-term value for all our stakeholders.



Toshio Namiki

Toshio Namiki

President and CEO
Marubeni Itochu Steel America Inc.

Materiality Analysis

In calendar year 2024, 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 environmental, social, and governance (ESG) standards organization, three peer companies, two customer companies, and one NGO. In addition, we incorporated 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 other 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. These topics guide the disclosures made throughout this report, which reflects 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.



Environmental Protection

MISA recognizes the risks to our business and the communities where we live and work stemming from the harmful effects of climate change. We are committed to minimizing the environmental impact of our operations and complying with all applicable environmental laws and regulations to avoid any regulatory and reputational risks.

CHAPTERS

Environmental Management

Energy & Emissions

Waste Management, Materials & Water Conservation

01

Environmental Management

Our Business Conduct Guide states MISA’s commitment to mitigating environmental risks and complying with all applicable environmental laws and regulations. MISA and our subsidiaries follow the **environmental policy** of our parent company, MISI, which pledges to reduce the environmental impact of our operations and prevent pollution. We also respond to annual questionnaires from MISI regarding tracking of emissions, waste and water management, and biodiversity issues, as part of MISI’s ongoing focus on continuous improvement.



The environmental policy of our parent company, MISI, includes the following actions:

- Consider environmental impacts in our operations and handling of commodities, including when undertaking finance and development projects.
- Comply with all applicable environmental laws and regulations where we operate.
- Promote the effective use of natural resources and energy to realize a sustainable economic society, including in our supply chain.
- Increase awareness of employees and business partners about activities to preserve the environment
- Establish and continually improve an Environmental Management System for all MISI locations, subsidiaries, and affiliated companies.
- Ensure that all employees are informed of the MISI Environmental Policy.

Environmental Management System

Oversight of MISA’s environmental policies and practices starts at the top, with our Chief Executive Officer responsible for overseeing the establishment and operation of MISA’s systems to enable tracking and regular reporting of environmental data and metrics at our locations. To ensure the highest efficiency and environmental performance of our manufacturing operations, we strive to follow industry best practices and standards. Several of MISA’s locations 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). We perform

regular internal audits of these systems and the ISO and IATF standards are certified through third-party assessors, who perform annual audits.

We track and report environmental data and metrics on a continual basis and the Corporate Planning Department compiles data from our subsidiaries and reports environmental data to MISI through responses to regular questionnaires. MISA’s Compliance Committee has oversight of compliance with our environmental policies and with applicable laws and regulations, and the Human Resources & General Affairs Department is responsible for handling administrative operations.

Training and Awareness

MISA’s environmental education and training programs are designed to provide our employees with the knowledge, skills, and abilities to help minimize our environmental impact. Training programs focus on regulatory requirements, current risk assessments, historical incidents, and best management practices to increase energy efficiency and reduce related emissions.

Employees at facilities that have an EMS certified to ISO 14001 receive mandatory annual training on the EMS and our environmental policies and objectives. We also require annual training for employees at facilities certified to the IATF 16949 standard for quality management systems.

MISA is committed to promoting increased awareness of environmental initiatives and activities for our employees and our communities. These initiatives include recycling at all locations, using electronic signatures to reduce the need for printed documents, installing LED lighting and automatic shut-off of lights where possible in our office locations, and placing electronics into sleep mode when not being used.



MISA Sustainability Workshop

MISA held a workshop in November 2024 at RSDC in Holt, Michigan for 20 executives from various subsidiaries to review the status of sustainability initiatives at MISI and MISA. The workshop was designed to promote information sharing and collaboration among the subsidiaries and help identify challenges, potential solutions, and action plans.

02

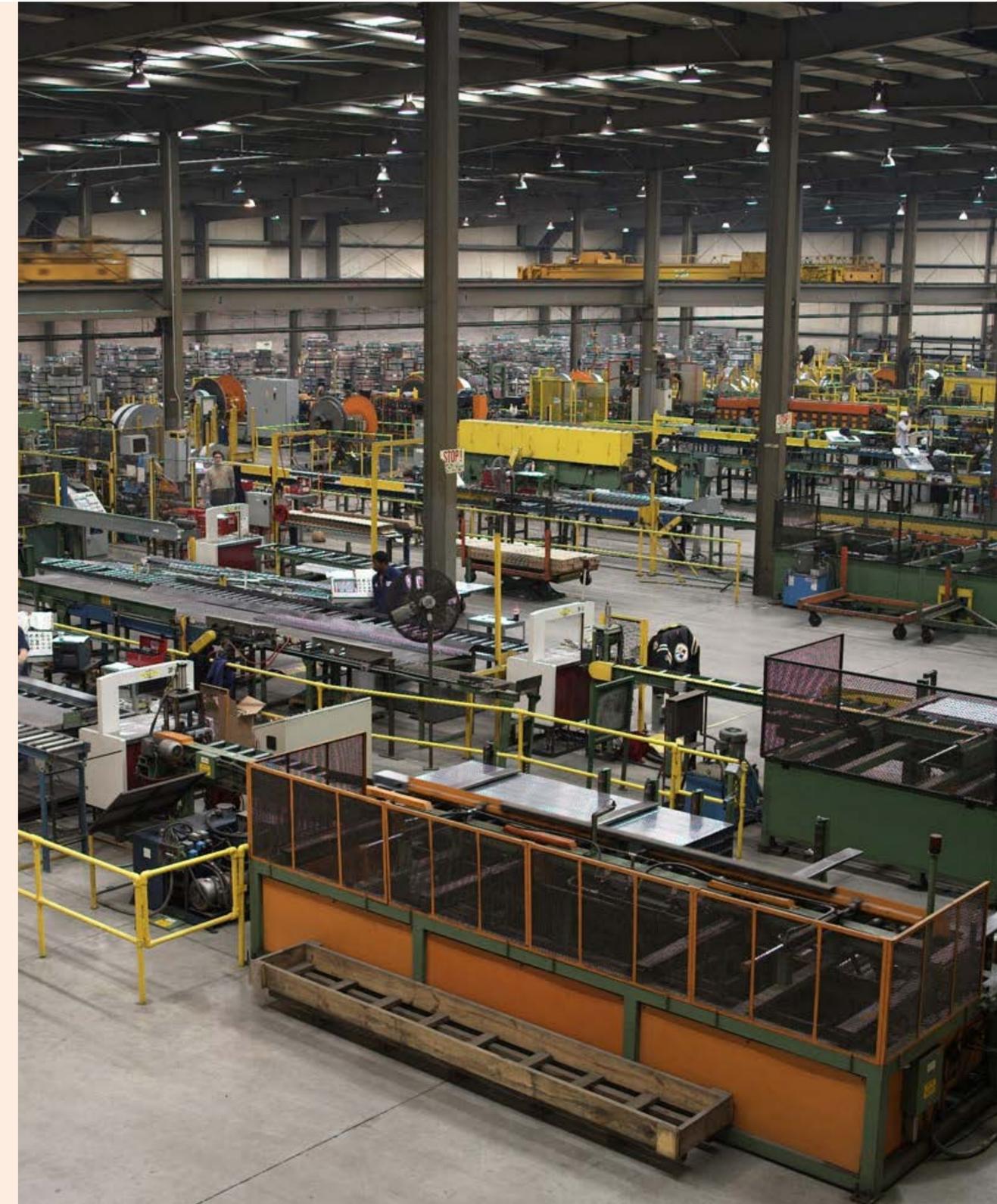
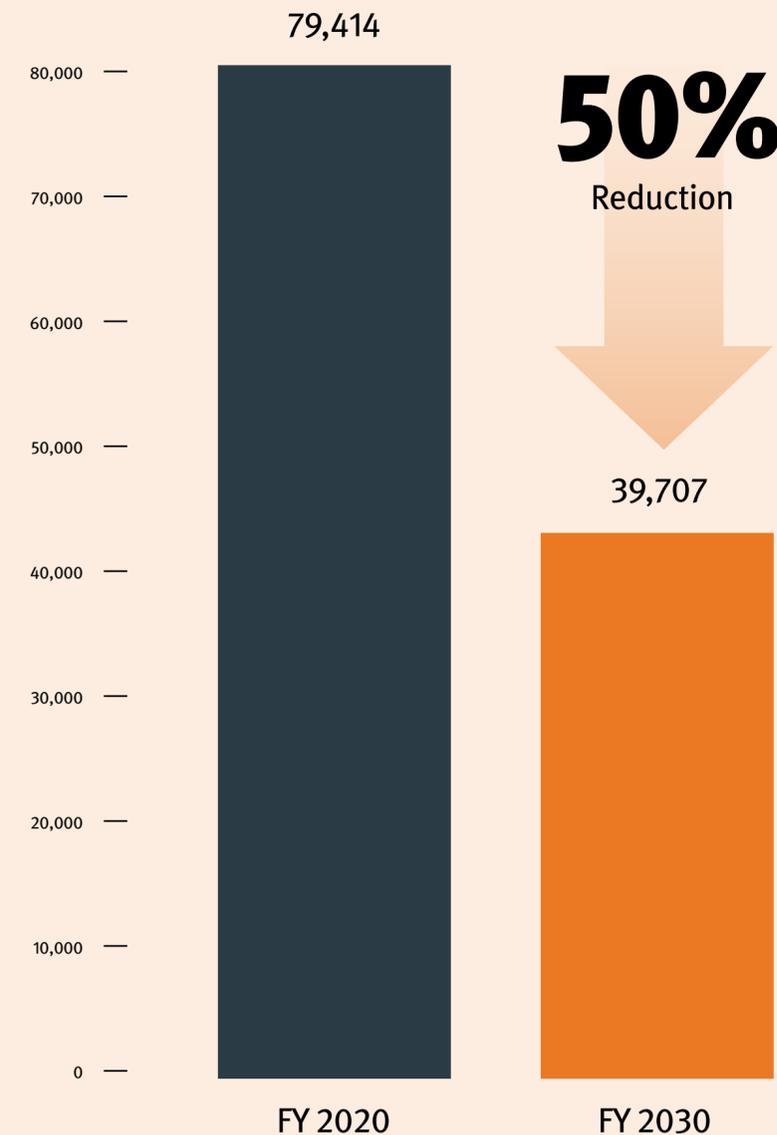
Energy & Emissions

MISA's environmental policies and initiatives are designed to reduce our greenhouse gas (GHG) emissions by continuously improving the energy efficiency of our manufacturing operations. Our parent company, MISI, sets policies and procedures that are implemented at MISA by our Chief Executive Officer and by the management of each subsidiary. MISI has set an intermediate reduction target of 50% by fiscal 2030 from a fiscal 2020 baseline for Scope 1 (emissions from operations) and Scope 2 (emissions from purchased electricity, steam, heat, and cooling) GHG emissions.

We regularly track energy usage and emissions data at all our facilities, with data collected annually by our Corporate Planning 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: MTCO₂e



Energy Usage

MISA and our subsidiaries are committed to investing in modernizing our facilities, simplifying our processes, and increasing equipment monitoring to optimize energy use. We also reduce energy usage through investments in solar power installations, energy efficient LED lighting replacement, and motion detector lighting at our subsidiary office buildings.

We utilize renewable energy sources where feasible, including a solar panel installation at MISA Metal Processing’s plant in Guanajuato, Mexico, that generated 64% of the facility’s electricity used in 2024. Our ClarkDietrich subsidiary supports the growth of renewable energy sources by purchasing renewable energy certificates (RECs), which are used to reduce the emissions impact of purchased electricity.

31,728

MWh of renewable energy certificates purchased

60%

of electricity from renewable sources

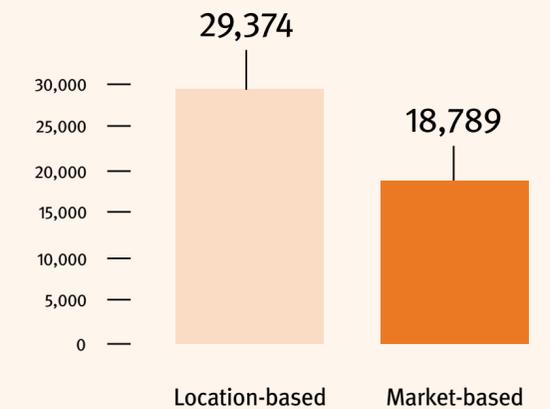
Emissions

MISA is committed to reducing GHG emissions from our operations through initiatives to improve energy efficiency at our plants and optimize logistics to enhance sustainability through load optimization and use of more fuel-efficient technology. We also support the growth of renewable energy sources to reduce emissions. In 2024, our ClarkDietrich subsidiary purchased RECs for the first time, covering 100% of their emissions from purchased electricity and reducing 10,585 MTCO₂e.

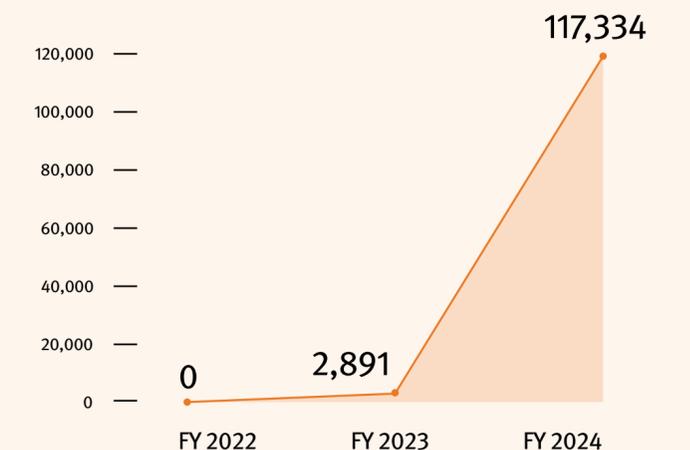
Non-GHG emissions at our manufacturing plants can vary widely in type and quantity based on the production processes used, but in general are not significant. MISA controls and minimizes these emissions to comply with all applicable regulatory requirements and environmental permits governing air emissions that may have an impact on human health and the environment.

As part of our environmental initiatives, MISA supports the efforts of our customers to reduce carbon emissions. We have made substantial investments in equipment to handle laser blanking and aluminum processing for our work with automotive original equipment manufacturers (OEMs) that supply parts for electric vehicles (EVs), including aluminum parts.

FY 2024 Scope 1 and Scope 2 Location-based vs Market-based Emissions (MTCO₂e)



Total Energy Consumed From Renewable Sources (GJ)



03

Waste Management, Materials & Water Conservation

MISA recognizes the importance of reducing potential harmful impacts of our operations on the environment in the communities where we live and work. Our subsidiaries work to minimize waste sent to landfill and reduce the amount of water used in our operations. We are committed to complying with all applicable laws and regulations regarding hazardous waste and responsibly managing the use and disposal of chemicals and hazardous materials. MISA's subsidiaries support the sustainability goals of our customers by providing Environmental Product Declarations (EPDs) and Health Product Declarations (HPDs) for our products, which use materials such as low embodied carbon (LEC) steel.



Sustainable Materials and Products

MISA supports the quality and sustainability goals of our customers in various industries, including automotive and construction. Several of our subsidiaries working with automotive customers have plants with the IATF 16949 certification for quality management systems from the International Automotive Task Force (IATF). This certification, which is discussed in Chapter 10, defines quality system requirements in the automotive supply chain including the use of processes that provide for continuous improvement in preventing defects and reducing variation and waste.

We strive to support the achievement of goals by our construction industry customers for sustainable building programs including LEED®, the most widely recognized green building rating and certification standards overseen by the U.S. Green Building Council (USGBC). We also support customer

efforts to meet requirements of the Living Building Challenge (LBC), a green building certification system managed by the International Living Future Institute. LBC includes performance requirements for materials to avoid intentionally added chemicals defined on the Red List, and we work with customers to find supplier sources and material alternatives that are Red List-free.

We also support green building by providing product transparency documents such as EPDs and other information such as total embodied carbon or recycled content percentages. MISA's ClarkDietrich subsidiary is the largest manufacturer of cold-formed steel framing products in North America, including LEC steel framing products that give architects and engineers greater freedom in designing sustainable buildings and meet growing demand from increased projects with LEC requirements.

LEC cold-formed steel products are manufactured by ClarkDietrich using steel coils from electric arc furnace mills, resulting in products with 30% less embodied carbon and higher recycled steel content as opposed to steel produced in basic oxygen furnaces.

ClarkDietrich's LEC products will also help construction industry customers providing products for private sector LEED projects that require EPDs demonstrating LEC optimization. ClarkDietrich helps customers quickly access product-specific information and certifications needed to calculate contributions to LEED®, LBC, and many other green building certification and rating systems, through an easy-to-use digital tool, SustainabilityPRO.



Water Conservation

We are committed to reducing the amount of water used in our operations to protect this precious natural resource. We implement conservation and reuse initiatives including reusing 100% of water used in hot water wash systems for our subsidiaries with metal blanking facilities. We also utilize processes to treat water used in manufacturing processes before it is released to local sewer systems by separating out solid waste and testing wastewater regularly using third party labs.



Social Impact

MISA's social initiatives focus on our most important stakeholders, our employees, their families, co-workers, and local communities. The health and safety of our employees is our highest priority, and we also strive to help every team member achieve their career goals through learning and development opportunities. We are committed to building an inclusive culture in the workplace and having a positive impact on the communities where we live and work. Our community initiatives include recruitment and workforce development programs, strategic partnerships with local government, schools, universities and nonprofit organizations, philanthropic support, and employee volunteerism, including our MISA Cares program.

CHAPTERS

Occupational Health & Safety

Human Capital Management

Diversity & Inclusion

Local Communities

04

Occupational Health & Safety

MISA is committed to ensuring the health and safety of our employees, visitors, and contractors by maintaining a world-class Occupational Health and Safety (OHS) culture. Our OHS policies and procedures are based on standards and best practices, including ISO 45001 and Voluntary OSHA Onsite Consultation, and are supported by annual Internal Safety Audits designed to eliminate the risk of injuries and illnesses. All employees, visitors, and contractors are required to comply with our OHS policies and participate in safety initiatives and training to achieve our goal of zero work-related accidents at all our facilities.



OHS Strategy and Oversight

Our OHS strategy is focused on proactively identifying and mitigating substandard acts or conditions that could result in fatality, injury or damage to property. We implement comprehensive OHS policies, procedures, and training to prevent unsafe working conditions that could result in material risks to the long-term success of our business, including affecting our ability to operate as an industry leader.

MISA's OHS policies ensure our compliance with all applicable safety laws and regulations where we operate, including regulations of the U.S. Occupational Safety and Health Administration (OSHA). Our safety policies and procedures are included in employee handbooks distributed at orientation for new hires and are reviewed in mandatory safety training. These policies state that employees are empowered to remove themselves from situations they consider unsafe and make a report to their supervisor. We have strict policies prohibiting any reprisals or retaliation for reporting concerns about unsafe conditions.

Safety procedures at MISA's subsidiaries follow best practices including recommended programs from the National Fire Protection Agency for arc flash/electrical safety for workers, lockout/tagout, hazard communication, personal protective equipment (PPE), and fall protection.

Our OHS policies are established by the Company's President, with each facility implementing OHS processes and training through Safety Committees made up of cross-functional teams comprising shop floor employees, supervisors, and management. Safety Committees perform monthly safety audits of specific areas of each facility to ensure required safety procedures are being followed, such as proper use of PPE. MISA's Safety and Engineering Team conducts annual safety audits and seminars at all our subsidiaries, and our parent company MISA performs annual corporate OHS audits at each facility, with a self-evaluation followed by an audit that results in a score for that facility.



OHS Management System and Performance

All MISA subsidiaries have a Safety Director who uses our OHS Management System to track safety data and compile metrics. Employees are required to report safety incidents immediately either through written or online forms. In 2025, we implemented a new Safety 101 software program to improve record keeping and data analysis. Benefits include a safety dashboard, OSHA record keeping, training trackers, and a document manager. 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 MISA.

We track safety metrics including reported accidents and total recordable case (TRC) rate, calculated by OSHA as a Total Recordable Incident Rate (TRIR) and we track potential severity of work-related injuries and illnesses, which are calculated by OSHA as a Days Away, Restricted, or Transferred (DART) rate. We also report near-miss incidents and the countermeasures developed following investigation to avoid future accidents.

We apply risk assessment tools, work instructions, and Job Safety Analysis (JSA) to identify specific hazards and risks in the workplace. When risks are identified or incidents occur, the hierarchy of controls is applied to mitigate the hazards with a goal of eliminating the risks. Reported incidents are tracked, investigated, and undergo root cause analysis, after which corrective actions are assigned to reduce the hazards and risks identified. Findings and changes are communicated to all affected teams.

In 2024 and 2025, MISA's subsidiaries in the U.S. participated in OSHA's On-Site Consultation Program, which helps small and midsize businesses find and fix workplace hazards. The confidential consultations provide advice for compliance with OSHA standards and assist in improving health and safety programs.

MISA Annual Safety Award Program

The MISA Annual Safety Award program is designed to recognize subsidiary locations for excellence in their safety programs and safety results. MISA's Safety Steering Committee reviews criteria including overall safety performance, improvements to safety programs, overcoming obstacles, and corporate culture.

In 2024, the MISA Safety Award was awarded to MISA Metal Processing's Portland, Tennessee plant. This plant also received MISA Metal Processing's President's Trophy, awarded annually to the MISA Metal Processing plant with the best safety record for that year, for the second consecutive year.



Total Recordable Case (TRC) Rate



Days Away, Restricted, or Transferred (DART) Rate



*Industry averages are for the Steel Product Manufacturing from Purchased Steel industry and come from the [U.S. Bureau of Labor Statistics](https://www.bls.gov), Incidence rates of nonfatal occupational injuries and illnesses by industry and case types, 2023.

OHS Training and Awareness

Mandatory safety training is overseen by Safety Directors, who are responsible for ensuring that any new OSHA regulations or other new policies are incorporated in our training. All new hires receive 25-30 hours of safety training, with additional safety training provided depending on roles and responsibilities. Safety training for certain roles, such as new crane operators and forklift operators, includes formal classroom training with written tests followed by shadowing by a MISA qualified operator.

We provide ongoing safety training on a monthly basis, focusing on specific topics such as accident reporting, heat stress, pedestrian safety, and hazard communication. Training is provided through in-person meetings including toolbox and Gemba meetings, through online kiosks, and at our shop floor Safety DOJOS where employees can access training and have questions answered. MISA's subsidiaries also utilize outside consultants for training in specific roles.

All MISA subsidiaries complete Safety Data Sheets for handling of chemicals, which are updated periodically and incorporated into

work instructions, and all MISA facilities have emergency action plans in place and complete regular drills for evacuation and shelter.

MISA builds our safety culture through safety programs including MISA Metal Processing's COIL (Company Observation Immediately Listed) Card program, a near-miss identification program that has contributed to lower injury rates including 365-day Injury Free status at MISA Metal Processing's Tennessee facility in fiscal 2024. We also increase awareness of safety policies and practices through investigation of substandard acts and conditions, in-person meetings, posters, and communications including monthly subsidiary newsletters with reports on safety performance and articles on various safety topics.

MISA recognizes that employee health and wellness is also critical to ensuring safety in the workplace, and we encourage employees to get an annual physical, maintain a healthy diet, and get good rest. Our subsidiaries offer discounts and rewards for health and wellness activities, including gym memberships, and our newsletters and company intranet provide information and promote proper health guidance.

Health and Wellness Activities at MSP

MISA's subsidiary MISA Specialty Processing has implemented several programs to promote employee health and wellness, including:

- Each shift at MISA Specialty Processing facilities has a First Responder trained for AED/ CPR and First Aid.
- DOJO lean manufacturing training includes an annual ergonomic program to provide general awareness training on safe practices.
- A Nurse Hotline is utilized for all medical questions that do not pose a trip to seek medical treatment.
- Hearing tests are completed annually for all employees working in the production area.
- Sound Surveys are conducted in the facility and on employees to identify areas where hearing protection is needed.
- Dust Hazard Analysis is conducted to protect workers in dust filled areas.



Contractor and Visitor Safety

In addition to our employees, MISA is committed to ensuring the safety of all contractors and visitors to our facilities. All contractors must provide proof of liability insurance and are required to submit Safety Data Sheets for any chemicals being brought into a facility. All contractors and visitors must comply with OSHA regulations and MISA policies when visiting our facilities, including mandatory use of PPE such as safety glasses, hearing protection, hard hats, long sleeve shirts or arm guards, and safety toe shoes on the plant floor. We provide our main contractors with specific policies for Lockout Tagout, which is required by OSHA.

Any injury to an employee, contractor or visitor, no matter how slight, is required to be reported immediately. Contractors are also required to report any chemical spills immediately with the location and approximate amount of the spill.



05

Human Capital Management

MISA is committed to implementing Human Capital Management (HCM) initiatives that recruit and retain a high-performing workforce and talented leadership to power our long-term growth. Our HCM programs, including employee training and career development programs, 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.

The Company complies with all fair labor and employment practices, including providing equal opportunities in all phases of employment. MISA is committed to promoting a diverse and inclusive workplace, which is discussed in [Chapter 6](#). We respect the right of workers for freedom of association and 7% of our workforce is covered by collective bargaining agreements.



Training and Development

MISA has begun the implementation of a new HCM system which is scheduled to launch in January 2026. This system will unify all HR functions across the organization and will enhance our talent programs by tracking employee performance and managing career development, including setting goals, selecting learning and development programs, tracking performance appraisals, mentoring, and succession planning. All of our employees participate in mid-year and annual performance reviews designed to help them set career goals and create a plan for achieving those goals.

Career development goals include requirements for employee training, with the type of training decided at the local level based on specific roles and responsibilities. We provide training through online

programs, including the MISA eLearning platform offered by our parent company, MISI, which includes courses on subjects such as Accounting, Management Strategy, Logical Thinking, and Japanese Language Training. We also utilize the eJ4 online training platform, which covers topics such as Interpersonal Communications, Dos and Don'ts of Success, and Communicating with Confidence, as well as required trainings such as Anti-Harassment.

MISA is committed to providing leadership development training to help build our next generation of leaders. Supervisors at MISA Metal Fabricating in Louisville, Kentucky attend weekly leadership training classes given by Ivy Tech.

Emerging leaders from across the organization are selected annually to participate in our national manager-level training program with our parent company in Japan. Attendees learn about the MISI Group's overall operations and various departments, as well as cultural topics, by participating in training and group activities. MISA also has an annual Global Leadership Program in which 20-30 executive-level employees visit MISI in Japan for training and cultural activities.

To help further skills and advance career development, 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 relevant undergraduate or graduate programs.

“Participating in the Global Leadership Program was a truly enriching experience that leaves a lasting impact. We explored cross-cultural leadership and in addition to the training content, the in-person sessions offered memorable cultural experiences as well. It was a great opportunity to connect, reflect, and celebrate across regions and roles.”

- Ryuzo Okazaki, Senior IT Manager, IT Planning, MISA Corporate



Michigan Going PRO Training

MISA Specialty Processing received a grant from the Michigan Department of Labor and Economic Opportunity's **Going PRO Talent Fund**, which was used to increase training for maintenance and production employees in Jackson, Michigan.

Compensation and Benefits

MISA recognizes the importance of providing competitive compensation and benefits packages to attract, incentivize, and retain a qualified, motivated workforce. We design our benefits programs to meet the health and wellness needs of our employees along with planning for retirement. MISA seeks input from employees at the subsidiary level 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.

Parental leave benefits are provided to employees based on federal, state, and local regulations for the location of the employee. To help employees manage certain out-of-pocket costs, MISA offers transportation plans, supplier discounts, and Flexible Spending Accounts. We also provide an Employee Assistance Program (EAP) to all our full-time employees that provides confidential services such as counseling, legal, and financial services. Employees in the U.S. are eligible to participate in a 401(k) plan that includes a 4.5% overall Company match of eligible employee contributions up to 6%.

Employee Engagement

MISA's subsidiaries implement various programs to engage with and recognize employees. MISA Metal Processing's facilities all conduct regular employee town hall meetings and monthly toolbox meetings where Operations and HR leads provide information and gather feedback on topics such as safety, quality, Years of Service recognition, training, and compensation. MISA Specialty Processing, located in Jackson, Michigan, holds regular Employee Experience events including company picnics and performance-related recognition celebrations for successful audits of quality and safety practices.



06

Diversity & Inclusion

MISA is dedicated to building an inclusive culture that fosters a diverse workforce in which employees can achieve their full potential. We also recognize the importance, for our long-term growth, of reflecting the diversity of our customers and business partners.

We are committed to providing equal opportunity and pay equity through all stages of the employee life cycle, from hiring and promotions to layoffs and

terminations. The Company’s 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.

As a wholly-owned subsidiary of a Japanese company with operations across North and South America, MISA strives to help our employees understand the culture of our parent company. We provide training

for our National staff on Japanese culture, customers, and language, and MISA’s internal newsletters and intranet also highlight Japanese holidays and cultural events. Our parent company, MISI, sends Rotational employees from Japan to work at MISA and our subsidiaries and we provide formal training to these employees on topics including local employment regulations, cultural differences, and local customs for our various locations.

MISA strives to recruit and develop employees from the communities where we live and work through outreach activities and partnerships with local educational institutions. MISA also recruits from organizations such as the Association of Women in the Metal Industries (AWMI) that promote the advancement of women and diverse talent in our industry.



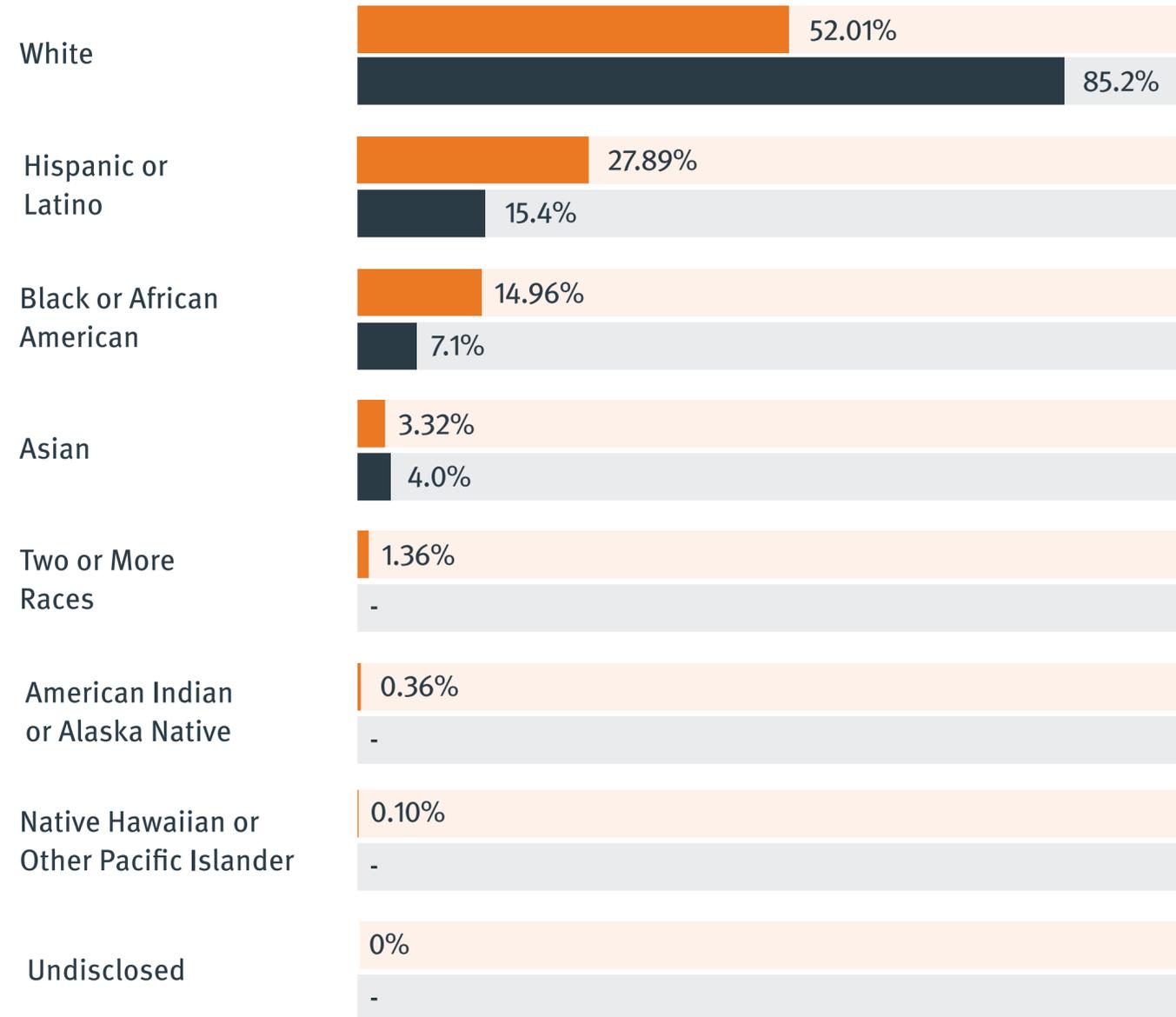
AWMI Annual Conference

MISA is a bronze corporate member of the Association of Women in the Metal Industries (AWMI) an international organization focused on developing the growth of women in the steel industries through networking, mentoring, and education. The AWMI 2024 Annual Conference was held in Nashville, Tennessee and nine MISA employees attended the event.

MISA's Diversity Data*

■ MISA
 ■ Industry Average**

RACE

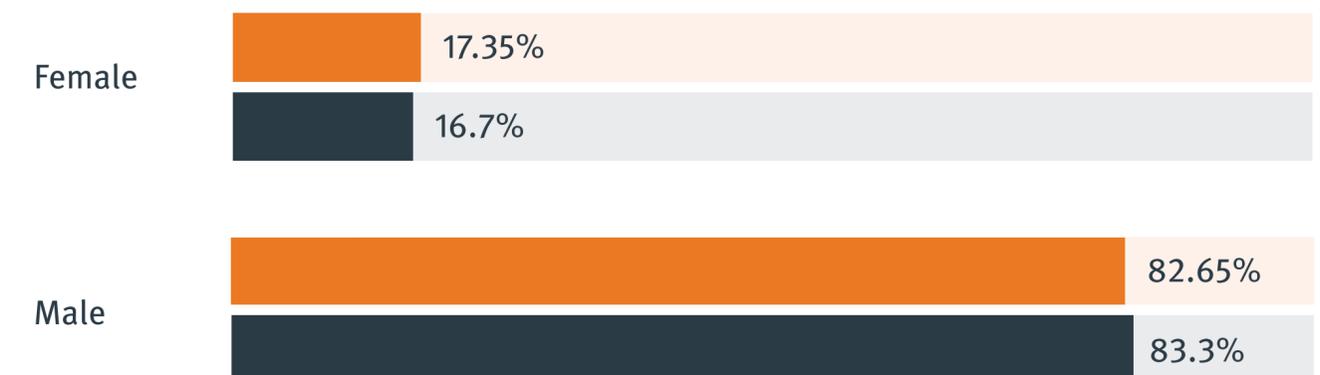


AGE



GENDER

■ MISA
 ■ Industry Average**



*Data includes full-time employees only and excludes one sales office in Canada, one sales office in Mexico, and one sales office in Brazil.

**Industry averages are for the Iron and Steel Mills and Steel Product Manufacturing industry and come from the [U.S. Bureau of Labor Statistics](#). 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)."

07

Local Communities

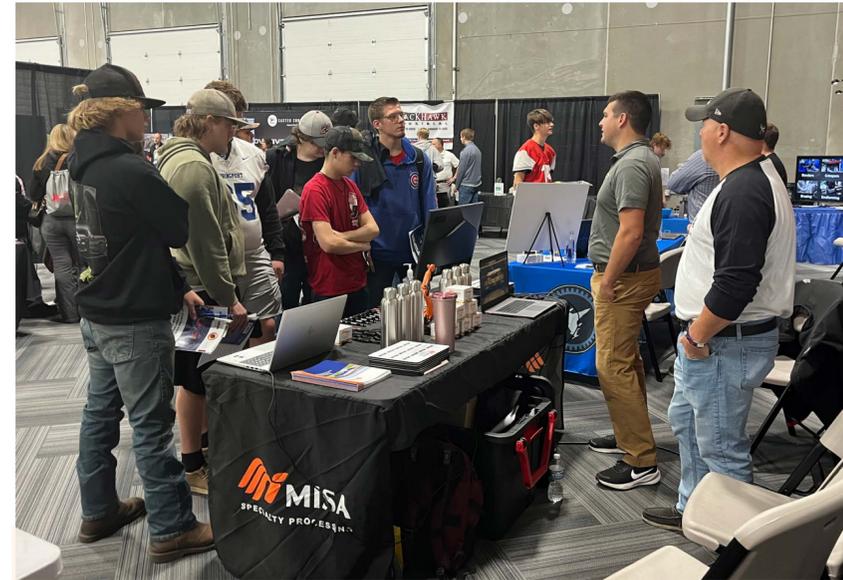
MISA recognizes the importance of being a good corporate citizen and supporting the local communities where we live and work. We strive to build a reputation as an employer of choice and partner with government and educational institutions to recruit potential employees and promote career opportunities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



Workforce Development

MISA is committed to promoting careers in manufacturing and developing the workforce of the future in our communities. We support workforce development programs through partnerships with colleges, technical schools, high schools, and other organizations that provide machine skills training and other training for manufacturing positions.

Our subsidiaries also hold events for students to visit our facilities and learn more about career opportunities. RSDC in Holt, Michigan hosted plant tours for students who attend Lansing Community College, while ClarkDietrich hosted students from Ohio University at corporate headquarters in West Chester, OH, to answer questions about the company and industry.



MISA Specialty Processing Hosts Job Shadowing Events

MISA Specialty Processing in Jackson, Michigan participated in a Jackson Area Manufacturing Day in October 2024 by hosting a job shadowing event for students from JPS Jackson High School to visit the plant and learn firsthand from employees about various roles and job opportunities in a steel processing facility. MISA Specialty Processing also attended a job fair for graduating seniors at Western High School and held a job shadowing event for students interested in accounting and finance through a partnership with the local chapter of Junior Achievement.

Community Donations

MISA and our subsidiaries provide philanthropic support to nonprofit organizations in our communities focused on education, community enrichment, and emergency assistance. In 2024, MISA made corporate donations to several organizations including LaBonheur Children’s Hospital and the Tri-State International Education Fund. Our ClarkDietrich subsidiary donated over \$100,000 to organizations including St. Vincent DePaul Mission of Waterbury, Brian’s Angels Homeless Shelter, Rescue Mission of Winnebago, Feeding America, and Northeast Ohio Adoption Services.

MISA Metal Processing organized holiday donation drives to support charities in its local communities including Hands of Hope Food Bank in Portland, TN.

Our RSDC subsidiary in Holt, Michigan donated \$2,000 to DA Blodgett St. John’s of Grand Rapids, which provides loving homes and forever families for children in foster care. RSDC also donated to the Holt Community Food Bank, Capital Area Humane Society, and Lansing Old Newsboys Association.

MISA Specialty Processing holds fundraising drives throughout the year including raising donations for local organizations in Jackson, MI including Toys for Tots and the Concord Robotics Team.

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 MISA National employees receive one paid day per year to volunteer with a local organization.

"I worked with volunteers at The Storehouse Pantry in Nashville helping to distribute food for 243 families preparing for Thanksgiving. I'm grateful to MISA for the opportunity to be a part of something that directly impacts people in our communities."

- Jennifer Browning, Sales Manager, MISA



ClarkDietrich Cares

MISA's subsidiary ClarkDietrich sponsors ClarkDietrich Cares, a community service program that encourages employees to perform voluntary community service work for local charities and organizations. In fiscal 2024, employees performed over 500 hours of volunteer service with 67 organizations, including San Diego Food Bank, Dallas Zoo, Tina's Angels, Ridge Road Clean Up, Wreaths Across America, Boys and Girls Club, and Indian Rock Preserve's environmental learning center.

Responsible Governance

MISA is committed to operating our business with the highest standards of ethics to maintain our reputation for integrity with all our stakeholders. Our robust corporate governance policies and programs are designed to promote accountability and ensure compliance with applicable laws and regulations governing ethical business practices throughout our operations and our supply chain. These include laws regarding human rights, anti-corruption and anti-bribery, and product safety.

CHAPTERS

Corporate Governance & Oversight

Ethics & Integrity

Product Safety

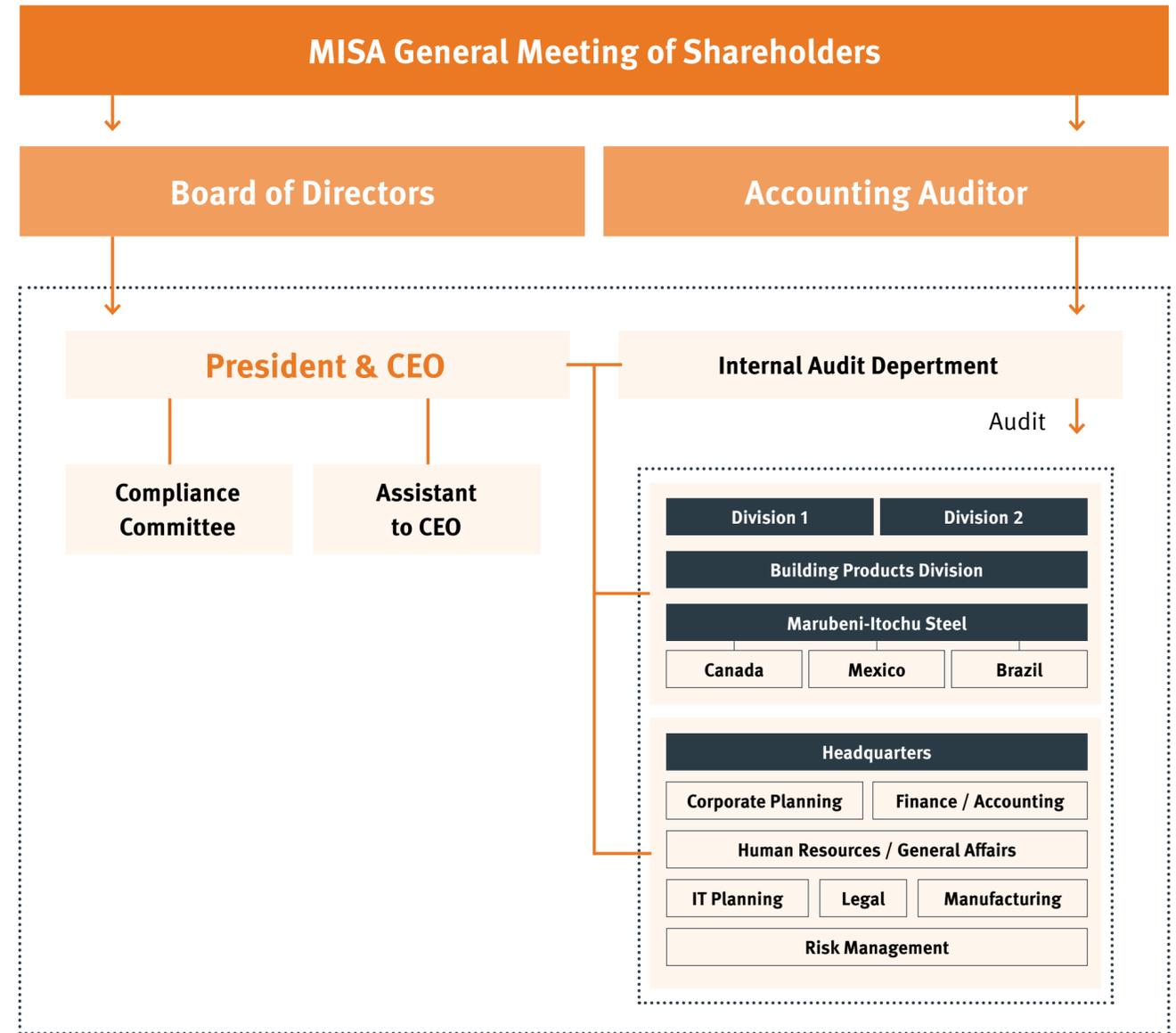
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Corporate Governance & Oversight

MISA's Board of Directors are responsible for oversight of our corporate governance policies and compliance programs. Our directors are nominated and approved annually by our parent company, MISI, and then approved by MISA's existing board and our shareholders at our annual general meeting.

Our directors meet regularly as needed to approve policies, procedures, and capital expenditures based on our division of responsibilities and criteria established by MISI. MISA's senior management holds monthly financial review meetings with divisional presidents and general managers to assess business and operational performance, including the implementation of our ESG programs. MISA's directors oversee management's execution of our sustainability strategies and also review and approve the Company's ESG reporting to ensure transparency to our stakeholders.

MISA Corporate Governance System



Risk Management

Our parent company, MISI, has established a group-wide risk management policy and framework to evaluate and respond to risks within the group companies. MISA manages risks by applying this framework, in which Risk Reporting Criteria for each major risk are established from both quantitative and qualitative perspectives.

MISA's CEO is responsible for risk management and serves as the Company's Risk Management Officer. Our management team and employees from the relevant departments responsible for each major risk assess and manage these risks, and when there is a possibility that a risk may materialize, they promptly report it to the CEO and consider and implement appropriate countermeasures.



Advancing Climate Risk Management Across the Enterprise

In fiscal 2024, MISA launched a process to undertake a climate-related risks and opportunities assessment in fiscal 2025. This assessment will take into consideration both physical and transition risks across multiple timeframes and scenarios. Upon completion, MISA intends to integrate the climate-related risk assessment into the Company's broader enterprise risk management framework and practices, to ensure the effectiveness of environmental management policies and programs.

Business Conduct Guide

MISA's Business Conduct Guide (Guide) provides a framework for operating our business responsibly, including our policy to comply with all laws and regulations applicable to our business in the U.S. 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 are required to receive annual training on ethics and compliance, and all employees receive information and training on MISA's policies and compliance programs for legislation governing anti-corruption and anti-bribery, Foreign Corrupt Practices Act (FCPA), antitrust, export/import management systems, and anti-boycott, 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.

Compliance Oversight and Hotline

The Company’s compliance program is overseen by management’s 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, which meets twice per year, is responsible for approving all compliance policies and programs governing ethical behavior in conducting our business.

Our subsidiaries have Compliance Committees to oversee compliance programs at the subsidiary level. These subsidiary committees report regularly to MISA’s Chief Compliance Officer, and any major compliance issues are reported to MISA’s parent company. Compliance officers from all companies in the MISA Group also meet annually in a Compliance Roundtable to share best practices.

MISA encourages employees to immediately report any suspected violations of our policies, and the Guide states the obligation of employees to report any unauthorized, illegal, or questionable activities directly to the Company Compliance Officer. Employees are 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. The Guide states our zero-tolerance policy prohibiting reprisal or retaliation against any employee reporting a compliance issue, and the employee will be advised of the result of the related investigation and any actions taken by the Company as a result.



09

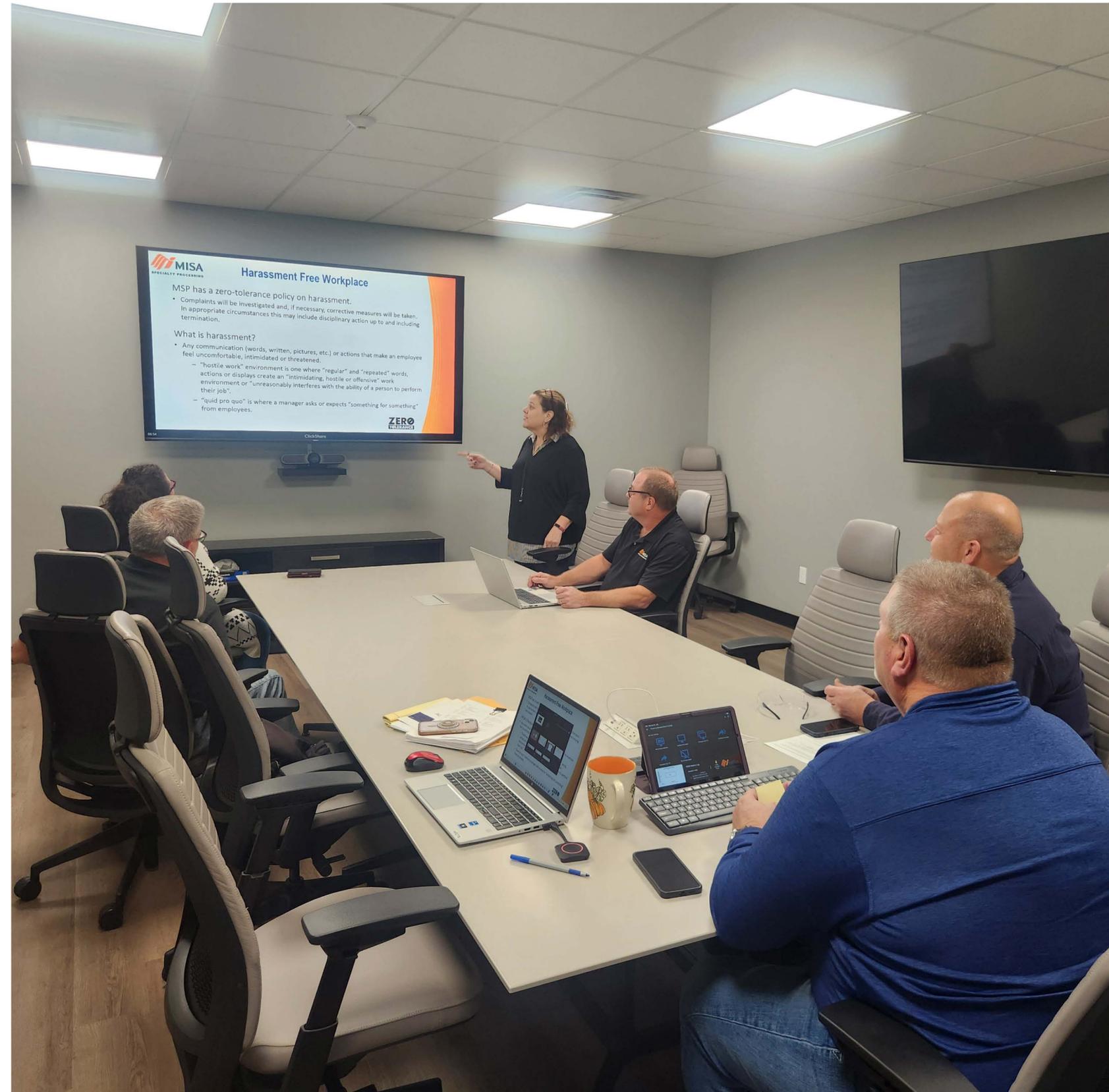
Ethics & Integrity

MISA has built a reputation for conducting our business and serving our customers around the world ethically and responsibly. We are proud to compete and win in the marketplace with integrity, including maintaining strict compliance with all applicable laws and regulations in countries where we operate.

Our Chief Compliance Officer oversees the implementation of comprehensive compliance programs for MISA’s policies governing ethical behavior, which apply to the Company and all of our subsidiaries. MISA’s 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 2024, MISA did not record any significant non-compliance with applicable laws or regulations.

All employees have access to MISA’s policies and compliance program manuals through onboarding materials and the Company’s intranet. We encourage employees to seek advice on implementing our compliance programs or raise any concerns by discussing with their managers, the Compliance team, and through the Compliance Hotline as discussed in [Chapter 8](#).

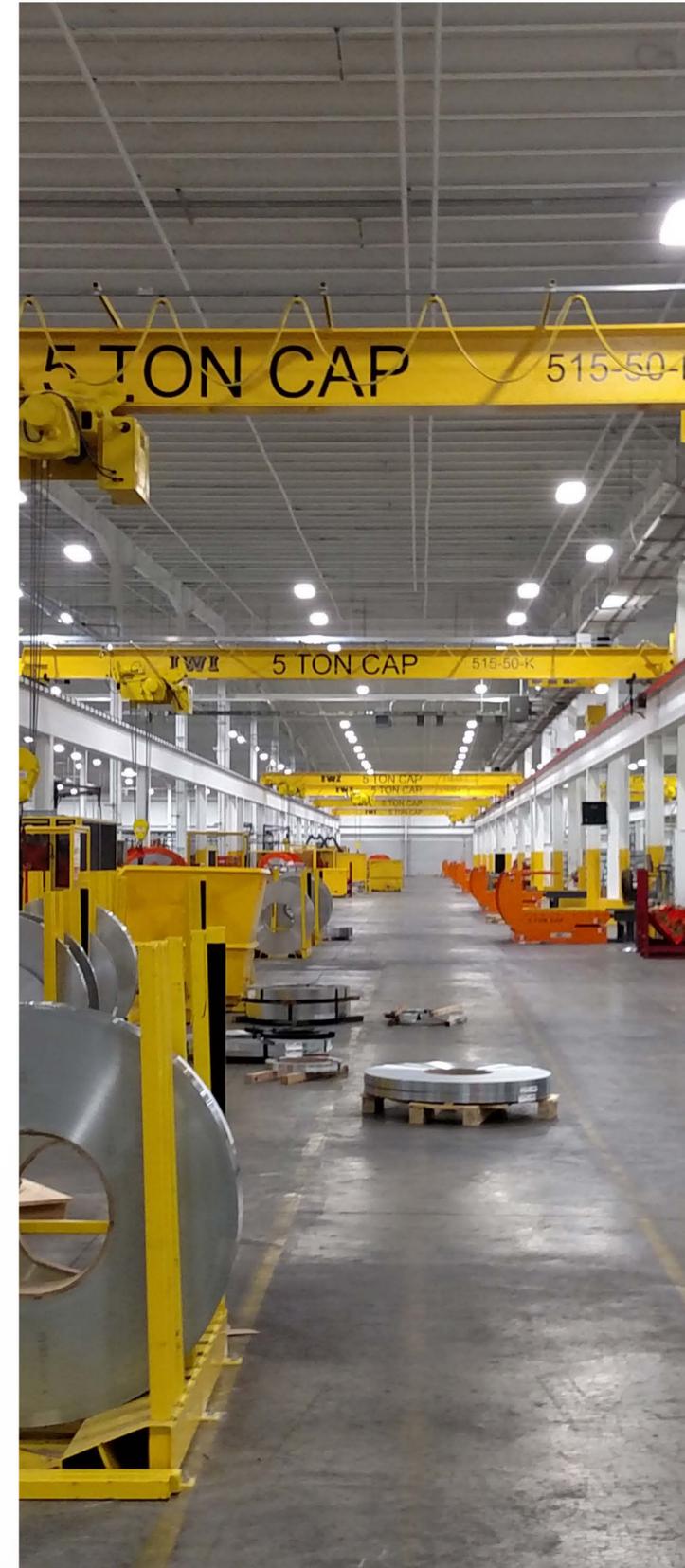


Anti-Corruption and Anti-Bribery

MISA’s Business Conduct Guide states our 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. The Company has also developed a policy and manual for the U.S. FCPA which includes details of our FCPA Compliance Program such as management responsibilities, record keeping, training, and internal audit. All employees receive regular training on MISA’s compliance programs including FCPA.

The FCPA Compliance Program includes notification practices, including placing holds on suspect transactions, and using necessary screens as part of the Company’s order processing system. We place special controls on foreign representatives and consultants, and 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 operations, training, and effectiveness of the program. Our Internal Audit team conducts annual audits and spot audits of program activities, 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 2024, MISA did not record any material instances of corruption.



Antitrust

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

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

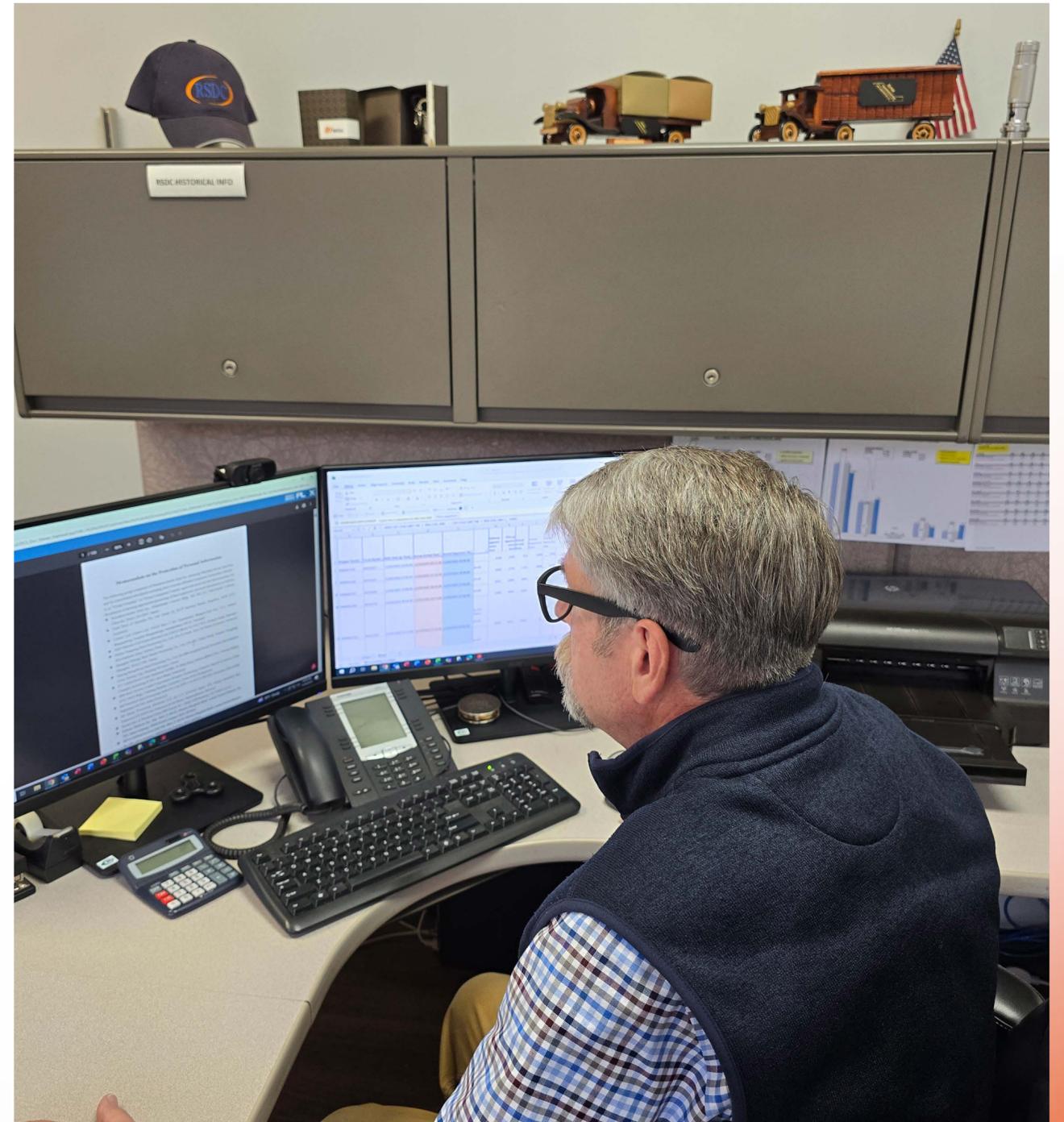
Export Management System

As a global company, international trade is critical to our business, and we operate in compliance with all export controls and applicable laws and regulations on exports and embargoes in general. MISA's Export Management System Policy and Manual was designed 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 governing U.S. export controls, focusing in particular on 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 details specific responsibilities and procedures for conducting the necessary screening to detect and prevent transactions involving sanctioned and denied parties or embargoed locations. Using MISA's Export Management System, employees are able

to identify the Commerce Department's red flags for problem transactions, persons subject to denial orders, and entities involved in proliferation activities, along with the State Department's Debarred Parties List and the Treasury Department's Specially Designated Nationals List.

Our Export Management System includes requirements for record keeping, ongoing training, and notification practices regarding suspect transactions. MISA's 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 annual audits and spot audits of activities in the program, and an annual report on the audit results and effectiveness of the program must be submitted within 60 days of the end of the Company's fiscal year.



Import Management System

MISA's Import Management System Policy and Manual is designed to enable the Company to maximize our import sales 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 policy applies to all employees involved in phases of importing including purchasing, sales, traffic, and related functions.

The manual specifies responsibilities and screening procedures to prevent MISA from making imports contrary to U.S. laws and regulations. These include becoming familiar with the U.S. Customs entry procedures and general principles of classification and

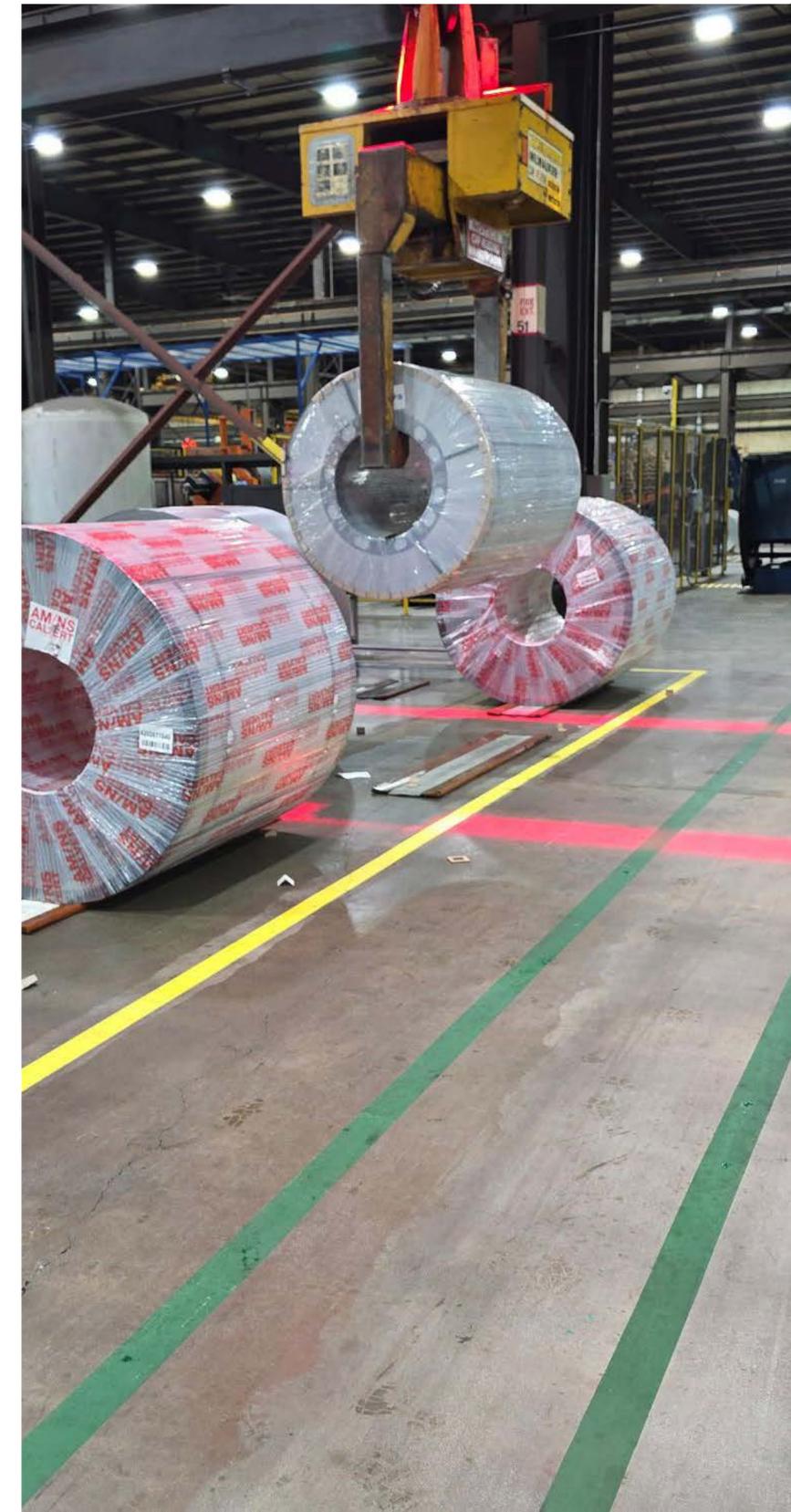
valuation, and requirements for maintaining complete and accurate records of all import transactions. The manual also includes requirements for training, record keeping, and notifications regarding a suspect transaction or practice.

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. Mandatory annual audits and spot audits are conducted by our Internal Audit team, and an annual report on the audit results and effectiveness of the program must be submitted within 60 days of the end of the Company's fiscal year.

Antiboycott Legislation

MISA recognizes the importance of complying with all U.S. laws and regulations regarding the boycott of Israel sponsored by the Arab League, which require reporting to U.S. government agencies of most requests received by a U.S. firm or its domestic (U.S.) or foreign subsidiaries or branches to enter into agreements or take other actions supportive of that boycott. 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 has established an Antiboycott Legislation Policy and Manual which states that all boycott requests required to be reported to U.S. government agencies will be reported within the applicable time period. Our antiboycott compliance program sets out general management responsibilities for reporting and procedures for prompt and efficient decision-making. The manual details required training, record keeping, and notification practices regarding suspected violations. Our Chief Compliance Officer is responsible for monitoring ongoing compliance, including conducting reviews of different businesses.



10

Product Safety

MISA is committed to maintaining our leadership position in global supply chain management and metal processing by continuing to deliver products and services of the highest quality, reliability, and safety. We strive to be flexible and responsive to the needs of our customers in the automotive, construction, and other industries, including by partnering with suppliers who share our commitment to quality and product safety.



Quality Management

MISA's manufacturing facilities monitor product quality using robust processes and industry-leading systems. 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.

For customers in the automotive industry, several of our subsidiaries operate facilities certified to the IATF 16949 standard for automotive industry quality management systems, which is based on ISO 9001. This sector-specific standard was developed by the members of International Automotive Task Force (IATF) to define quality system requirements for use in the automotive supply chain. MISA's facilities certified to the IATF 16949 standard undergo annual third-party audits.

As part of MISA's quality control processes, all products are inspected for defects before being shipped to customers. These 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 utilize advanced technology to identify product defects, including camera systems incorporating AI technology. Among the key performance indicators we track to monitor quality performance are defects per million products and cost of defects.

Our subsidiaries conduct monthly refresher training for production employees on quality standards, covering topics including proper techniques for testing equipment and materials used in production and inspecting wood and metal pallets.

We use humidity control systems and climate control systems in our facilities, particularly in warm areas like the Southern U.S., to ensure proper environments for steel storage and high standards of quality. MISA's major customers perform regular assessments of our facilities to review our quality control procedures and standards, including training of inspectors, reporting capabilities, and storage environments.

IATF 16949 Certifications

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

- MISA Metal Processing – Forest, MS
- MISA Metal Processing – Louisville, KY
- MISA Metal Processing – Portland, TN
- MISA Metal Processing – Guanajuato, Mexico
- MISA Metal Processing – Aguascalientes, Mexico
- MISA Specialty Processing – Jackson, MI
- RSDC – Holt, MI



Supply Chain

To maintain our leading reputation for providing the highest-quality value-added metal processing services, MISA strives to work with suppliers who meet our quality standards and the standards of our customers. These suppliers include the steel mills that provide the materials we process, and we perform regular quality assessments to ensure quality control processes are in place during manufacturing and shipping of steel to our facilities.

Customer Health and Safety

We are committed to protecting the health and safety of our customers by ensuring that finished products are packaged properly and safely to reduce the risk of injuries to their employees in the shipping process.

MISA's subsidiaries working with customers in the building and construction industries provide product transparency information regarding health impacts to meet green building standards such as LEED and the Living Building Challenge. This product transparency information includes Health Product Declarations (HPDs), which are based on the HPD Open Standard 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. ClarkDietrich is also a member of the Steel Framing Industry Association (SFIA) Code Compliance program which verifies that steel framing products meet building

codes by undergoing regular inspections and product testing by a third party. In addition, air quality information such as volatile organic compound (VOC) testing and certification is provided for certain products.

New products at ClarkDietrich undergo a comprehensive process to protect the health and safety of its customers and employees. The process includes an evaluation by the Product Evaluation Committee and screenings for hazardous materials, including any chemicals on the Red List used by the Living Building Challenge. New products are also reviewed by the Director of Environmental, Health, and Safety to address any potential OSHA concerns for employees.



Clean Air Gold Certifications

ClarkDietrich manufactures several products that are certified by third parties as Clean Air Gold, meeting the criteria of the California Department of Public Health for use in private offices and school classrooms. These products include PVC interior molding and trim, cold-formed steel framing products, and Strait-Flex drywall finishing products.

Appendix



About this Report

This report is MISA's second annual Corporate Sustainability Report and covers data and metrics related to MISA and its subsidiaries for the 2024 fiscal year ended March 31st, 2025, unless otherwise noted. Data may be rounded.

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) as well as the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. 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.

Due to improvements in our waste data calculation methodology to reclassify wastewater and more comprehensively include scrap recycling, we are restating our waste generated, waste diverted from disposal, and waste directed to landfill amounts for fiscal years 2022 and 2023 in the Environmental Data Table on page 43.

MISA is committed to transparency, engagement and consistent communication of our ESG strategies and programs to all stakeholders. Feedback or questions about the report can be sent to sustainability@us.benichu.com.



Environmental Data Table

Dimension	FY 2022	FY 2023	FY 2024
Greenhouse Gas Emissions (MTCO₂e)^{1,2}			
Total Scope 1 and 2 GHG Emissions (Location-based)	23,137	26,448	29,374
Total Scope 1 and 2 GHG Emissions (Market-based)	NA	NA	18,789
Scope 1 GHG Emissions	5,625	7,508	11,073
Scope 2 GHG Emissions (Location-based)	17,512	18,940	18,301
Scope 2 GHG Emissions (Market-based)	NA	NA	7,716
GHG Emissions Intensity (Total Scope 1 and 2 GHG emissions (location-based) per total amount of steel product processed (MT))	0.009	0.009	0.011
Energy Management (GJ)³			
Total Energy Consumed	269,901	322,380	401,315
Non-renewable	269,901	319,489	283,980
Renewable	0	2,891	117,334
Percent Grid Electricity	66%	58%	49%
Total Fuel Consumed⁴	92,053	131,901	205,359
Non-renewable	92,053	131,901	205,359
<i>Natural Gas</i>	51,066	77,816	150,709
<i>Diesel</i>	4,898	4,740	11,535
<i>Gasoline</i>	1,874	6,195	3,675
<i>Liquified Petroleum Gas</i>	34,215	43,149	9,952
<i>Propane</i>	NA	NA	22,862
<i>Town Gas</i>	NA	NA	6,627
Renewable	0	0	0

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 FY 2023 and FY 2024 and is excluded from previous GHG emissions inventories.

3 - Energy data for FY 2022 excludes MISA Specialty Processing.

4 - EIA conversion factors have been used to calculate the energy consumed from fuels.

Environmental Data Table

Dimension	FY 2022	FY 2023	FY 2024
Total Electricity Consumed	177,848	190,479	195,883
Total Purchased Electricity	177,848	190,479	195,883
<i>Non-renewable</i>	177,848	187,588	78,549
<i>Renewable</i>	0	2,891	117,334
Percent of Electricity from Renewable Sources	0%	2%	60%
Total Purchased Heating	0	0	72
Non-renewable	NA	NA	72
Renewable	0	0	0
Energy Intensity (Energy consumed per total amount of steel product processed (MT))	0.105	0.115	0.154
Waste Management (MT)			
Total Waste Generated ^{5,6}	46,706	48,190	81,199
Total Waste Diverted from Disposal ⁷	37,035	37,762	71,214
Total Waste Directed to Landfills	9,671	10,428	9,985

5 - Waste data for FY 2024 is not comparable to that of prior years due to the addition of scrap recycling for one of MISA's subsidiaries and an expanded scope to include additional entities for another of MISA's subsidiaries.

6 - All waste reported is non-hazardous. FY 2022 excludes corporate operations and two manufacturing operations. FY 2023 excludes corporate operations and one manufacturing operation. FY 2024 excludes corporate operations.

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

Social Data Table

Dimension	FY 2022	FY 2023	FY 2024
Employee Diversity ^{8,9}			
Total Workforce			
Total Headcount	2,653	3,161	3,015
Total U.S. Headcount	2,550	3,068	2,906
Gender			
Number			
Female	446	543	523
Male	2,207	2,618	2,492
Percentage			
Female	16.81%	17.18%	17.35%
Male	83.19%	82.82%	82.65%
Age			
Number			
29 and Under	475	620	583
30-49	1,209	1,459	1,424
50 and Over	969	1,082	1,008
Percentage			
29 and Under	17.90%	19.61%	19.34%
30-49	45.57%	46.16%	47.23%
50 and Over	36.53%	34.23%	33.43%

8 - Data includes all full-time employees that were active during the fiscal year.

9 - Data excludes one sales office in Canada, one sales office in Mexico, and one sales office in Brazil.

Social Data Table

Dimension	FY 2022	FY 2023	FY 2024
Race ¹⁰			
Number			
American Indian or Alaska Native	7	15	11
Asian	100	104	100
Black / African American	360	503	451
Hispanic / Latino	567	689	841
Native Hawaiian / Pacific Islander	3	3	3
Two or More Races (Not Hispanic or Latino)	32	43	41
White	1,477	1,703	1,568
Undisclosed	4	8	0
Percentage			
American Indian or Alaska Native	0.27%	0.49%	0.36%
Asian	3.92%	3.39%	3.32%
Black / African American	14.12%	16.39%	14.96%
Hispanic / Latino	22.24%	22.46%	27.89%
Native Hawaiian / Pacific Islander	0.12%	0.10%	0.10%
Two or More Races (Not Hispanic or Latino)	1.25%	1.40%	1.36%
White	57.92%	55.51%	52.01%
Undisclosed	0.16%	0.26%	0.00%
Employee Diversity by Employment Category ^{11, 12}			
Senior Management			
Total Headcount	164	166	165

10 - Race data for FY 2022 and FY 2023 is for U.S. workforce only.

11 - Data includes all full-time employees that were active during the fiscal year.

12 - Data excludes one sales office in Canada, one sales office in Mexico, and one sales office in Brazil.

Social Data Table

Dimension	FY 2022	FY 2023	FY 2024
Gender			
Number			
Female	33	32	30
Male	131	134	135
Percentage			
Female	20.12%	19.28%	18.18%
Male	79.88%	80.72%	81.82%
Age			
Number			
29 and Under	1	3	2
30-49	59	56	64
50 and Over	104	107	99
Percentage			
29 and Under	0.61%	1.81%	1.21%
30-49	35.98%	33.73%	38.79%
50 and Over	63.41%	64.46%	60.00%
Race ¹³			
Number			
American Indian or Alaska Native	0	0	0
Asian	28	27	23
Black / African American	3	2	2
Hispanic / Latino	10	9	13
Native Hawaiian / Pacific Islander	0	0	0

13 - Race data for FY 2022 and FY 2023 is for U.S. workforce only.

Social Data Table

Dimension	FY 2022	FY 2023	FY 2024
Two or More Races (Not Hispanic or Latino)	1	1	1
White	120	125	126
Percentage			
American Indian or Alaska Native	0.00%	0.00%	0.00%
Asian	17.28%	16.46%	13.94%
Black / African American	1.85%	1.22%	1.21%
Hispanic / Latino	6.17%	5.49%	7.88%
Native Hawaiian / Pacific Islander	0.00%	0.00%	0.00%
Two or More Races (Not Hispanic or Latino)	0.62%	0.61%	0.61%
White	74.08%	76.22%	76.36%
Management			
Total Headcount	223	240	246
Gender			
Number			
Female	62	66	67
Male	161	174	179
Percentage			
Female	27.80%	27.50%	27.24%
Male	72.20%	72.50%	72.76%
Age			
Number			
29 and Under	7	7	9
30-49	131	142	151
50 and Over	85	91	86

Social Data Table

Dimension	FY 2022	FY 2023	FY 2024
Percentage			
29 and Under	3.14%	2.92%	3.66%
30-49	58.74%	59.16%	61.38%
50 and Over	38.12%	37.92%	34.96%
Race ¹⁴			
Number			
American Indian or Alaska Native	0	0	0
Asian	26	30	30
Black / African American	17	20	19
Hispanic / Latino	27	33	35
Native Hawaiian / Pacific Islander	2	1	1
Two or More Races (Not Hispanic or Latino)	4	5	7
White	145	149	154
Percentage			
American Indian or Alaska Native	0.00%	0.00%	0.00%
Asian	11.77%	12.61%	12.19%
Black / African American	7.69%	8.40%	7.72%
Hispanic / Latino	12.22%	13.87%	14.23%
Native Hawaiian / Pacific Islander	0.90%	0.42%	0.41%
Two or More Races (Not Hispanic or Latino)	1.81%	2.10%	2.85%
White	65.61%	62.60%	62.60%
Professionals			
Total Headcount	142	140	177

14 - Race data for FY 2022 and FY 2023 is for U.S. workforce only.

Social Data Table

Dimension	FY 2022	FY 2023	FY 2024
Gender			
Number			
Female	28	30	61
Male	114	110	116
Percentage			
Female	19.72%	21.43%	34.46%
Male	80.28%	78.57%	65.54%
Age			
Number			
29 and Under	27	25	49
30-49	68	68	81
50 and Over	47	47	47
Percentage			
29 and Under	19.01%	17.86%	27.68%
30-49	47.89%	48.57%	45.76%
50 and Over	33.10%	33.57%	26.56%
Race ¹⁵			
Number			
American Indian or Alaska Native	1	1	0
Asian	15	14	16
Black / African American	5	7	8
Hispanic / Latino	11	9	50
Native Hawaiian / Pacific Islander	0	1	0

¹⁵ - Race data for FY 2022 and FY 2023 is for U.S. workforce only.

Social Data Table

Dimension	FY 2022	FY 2023	FY 2024
Two or More Races (Not Hispanic or Latino)	3	3	2
White	107	105	101
Percentage			
American Indian or Alaska Native	0.71%	0.71%	0.00%
Asian	10.56%	10.00%	9.04%
Black / African American	3.52%	5.00%	4.52%
Hispanic / Latino	7.75%	6.43%	28.25%
Native Hawaiian / Pacific Islander	0.00%	0.71%	0.00%
Two or More Races (Not Hispanic or Latino)	2.11%	2.15%	1.13%
White	75.35%	75.00%	57.06%
Administrative			
Total Headcount	334	358	312
Gender			
Number			
Female	185	184	157
Male	149	174	155
Percentage			
Female	55.39%	51.40%	50.32%
Male	44.61%	48.60%	49.68%
Age			
Number			
29 and Under	66	75	52
30-49	142	149	133
50 and Over	126	134	127

Social Data Table

Dimension	FY 2022	FY 2023	FY 2024
Percentage			
29 and Under	19.76%	20.95%	16.67%
30-49	42.52%	41.62%	42.63%
50 and Over	37.72%	37.43%	40.70%
Race ¹⁶			
Number			
American Indian or Alaska Native	1	1	1
Asian	12	15	13
Black / African American	14	15	12
Hispanic / Latino	29	34	42
Native Hawaiian / Pacific Islander	0	0	0
Two or More Races (Not Hispanic or Latino)	5	6	7
White	235	250	237
Percentage			
American Indian or Alaska Native	0.34%	0.31%	0.32%
Asian	4.05%	4.67%	4.17%
Black / African American	4.73%	4.67%	3.85%
Hispanic / Latino	9.80%	10.59%	13.46%
Native Hawaiian / Pacific Islander	0.00%	0.00%	0.00%
Two or More Races (Not Hispanic or Latino)	1.69%	1.87%	2.24%
White	79.39%	77.89%	75.96%
Production			
Total Headcount	1,790	2,257	2,115

16 - Race data for FY 2022 and FY 2023 is for U.S. workforce only.

Social Data Table

Dimension	FY 2022	FY 2023	FY 2024
Gender			
Number			
Female	138	231	208
Male	1,652	2,026	1,907
Percentage			
Female	7.71%	10.23%	9.83%
Male	92.29%	89.77%	90.17%
Age			
Number			
29 and Under	374	510	471
30-49	809	1,044	995
50 and Over	607	703	649
Percentage			
29 and Under	20.89%	22.60%	22.27%
30-49	45.20%	46.25%	47.04%
50 and Over	33.91%	31.15%	30.69%
Race ¹⁷			
Number			
American Indian or Alaska Native	5	13	10
Asian	19	18	18
Black / African American	321	459	410
Hispanic / Latino	490	604	701
Native Hawaiian / Pacific Islander	1	1	2
Two or More Races (Not Hispanic or Latino)	19	28	24
White	870	1,074	950
Undisclosed	4	8	0

17 - Race data for FY 2022 and FY 2023 is for U.S. workforce only.

Social Data Table

Dimension	FY 2022	FY 2023	FY 2024
Percentage			
American Indian or Alaska Native	0.29%	0.59%	0.47%
Asian	1.10%	0.82%	0.85%
Black / African American	18.56%	20.82%	19.39%
Hispanic / Latino	28.34%	27.39%	33.14%
Native Hawaiian / Pacific Islander	0.06%	0.04%	0.09%
Two or More Races (Not Hispanic or Latino)	1.10%	1.27%	1.14%
White	50.32%	48.71%	44.92%
Undisclosed	0.23%	0.36%	0.00%
Employment ^{18, 19}			
New Employee Hires			
Gender			
Number			
Female	96	188	144
Male	510	951	671
Rate			
Female	15.84%	16.51%	17.67%
Male	84.16%	83.49%	82.33%
Age			
Number			
29 and Under	203	362	302
30-49	310	558	384
50 and Over	93	219	129

18 - Data includes all full-time employees that were active during the fiscal year.

19 - Data excludes one sales office in Canada, one sales office in Mexico, and one sales office in Brazil.

Social Data Table

Dimension	FY 2022	FY 2023	FY 2024
Rate			
29 and Under	33.50%	31.78%	37.05%
30-49	51.15%	48.99%	47.12%
50 and Over	15.35%	19.23%	15.83%
Employee Turnover			
Gender			
Number			
Female	75	82	100
Male	368	493	619
Rate			
Female	2.96%	2.82%	3.24%
Male	14.51%	16.96%	20.05%
Age			
Number			
29 and Under	136	158	222
30-49	222	276	338
50 and Over	85	141	159
Rate			
29 and Under	5.36%	5.44%	7.19%
30-49	8.75%	9.49%	10.95%
50 and Over	3.35%	4.85%	5.15%
Parental Leave			
Total Number of Employees that were Entitled to Parental Leave			
Female	434	511	401
Male	2,153	2,544	1,889

Dimension	FY 2022	FY 2023	FY 2024
Total Number of Employees that Took Parental Leave			
Female	7	15	15
Male	33	27	36
Total Number of Employees that Returned to Work in the Reporting Period After Parental Leave Ended			
Female	7	15	11
Male	29	27	32
Total Number of Employees that Returned to Work after Parental Leave Ended that were Still Employed 12 Months After their Return to Work			
Female	6	12	11
Male	25	24	30
Return to Work Rate of Employees that Took Parental Leave			
Female	100.00%	100.00%	73.33%
Male	87.88%	100.00%	88.89%
Retention Rate of Employees that Took Parental Leave			
Female	85.71%	80.00%	100.00%
Male	86.21%	88.89%	93.75%
Occupational Health & Safety ^{20, 21, 22}			
Total Recordable Incidents	NA	60	52
Total Recordable Incident Rate (TRIR) (Incidents per 200,000 hours worked)	NA	2.20	1.97
Days Away, Restricted, or Transferred (DART)	NA	2,250	1,703
DART Incident Rate (Incidents per 200,000 hours worked)	NA	1.50	1.06
Total Near Misses	NA	18,468	18,905
Total Fatalities	NA	0	0
Total Substandard Acts or Conditions	NA	1,299	1,638
Total Hours Worked	NA	5,410,061	5,289,117

20 - Data includes all full-time employees that were active during the fiscal year.

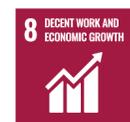
21 - Data excludes one sales office in Canada, one sales office in Mexico, and one sales office in Brazil.

22 - 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, 2024-March 31, 2025 with reference to the GRI Standards.

GRI Standard	Disclosure	Report Location or External Reference	SDG Linkage*
GRI 1: Foundation 2021			
General Disclosures			
GRI 2: General Disclosures 2021	Organizational profile		
	2-1 Organizational details	a: Legal Name: 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 2024, Annual b: April 1, 2024-March 31, 2025 c: February 2026 d: Sustainability@us.benichu.com	
	2-4 Restatements of information	About this Report, page 41	
	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 5: Human Capital Management, pages 21-23 Chapter 6: Diversity & Inclusion, pages 24-25 Social Data Table, page 44	
	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, pages 30-32	
	2-10 Nomination and selection of the highest governance body	Chapter 8: Corporate Governance & Oversight, pages 30-32	
	2-11 Chair of the highest governance body	Chapter 8: Corporate Governance & Oversight, pages 30-32	
	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter 8: Corporate Governance & Oversight, pages 30-32	
	2-13 Delegation of responsibility for managing impacts	Chapter 8: Corporate Governance & Oversight, pages 30-32	
	2-14 Role of the highest governance body in sustainability reporting	Chapter 8: Corporate Governance & Oversight, pages 30-32	
	2-15 Conflicts of interest	Chapter 9: Ethics & Integrity, pages 33-36 MISA Business Conduct Guide	
	2-16 Communication of critical concerns	Chapter 8: Corporate Governance & Oversight, pages 30-32 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 & Integrity, pages 33-36 MISA Business Conduct Guide	
	2-24 Embedding policy commitments	Chapter 9: Ethics & Integrity, pages 33-36 MISA Business Conduct Guide	
	2-25 Processes to remediate negative impacts	Chapter 8: Corporate Governance & Oversight, pages 30-32 MISA Business Conduct Guide	
	2-26 Mechanisms for seeking advice and raising concerns	Chapter 8: Corporate Governance & Oversight, pages 30-32 MISA Business Conduct Guide	

*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	2-27 Compliance with laws and regulations	Chapter 9: Ethics & Integrity, pages 33-36 MISA Business Conduct Guide	
	2-29 Approach to stakeholder engagement	Materiality Analysis, page 5	
	2-30 Collective bargaining agreements	Chapter 5: Human Capital Management, pages 21-23	
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, pages 7-8 Chapter 2: Energy & Emissions, pages 9-10 Chapter 3: Waste Management, Materials & Water Conservation, pages 11-14 Chapter 4: Occupational Health & Safety, pages 16-20 Chapter 5: Human Capital Management, pages 21-23 Chapter 6: Diversity & Inclusion, pages 24-25 Chapter 8: Corporate Governance & Oversight, pages 30-32 Chapter 9: Ethics & Integrity, pages 33-36	
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 & Integrity, pages 33-36 MISA Business Conduct Guide	
	205-3 Confirmed incidents of corruption and actions taken	Chapter 9: Ethics & Integrity, pages 33-36	

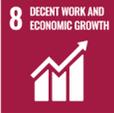
*The SDGs linked here are those determined to be most material for MISA during our materiality assessment.

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 42	
	302-3 Energy intensity	Environmental Data Table, page 43	
	302-4 Reduction of energy consumption	Chapter 2: Energy & Emissions, pages 9-10	
	302-5 Reductions in energy requirements of products and services	Chapter 3: Waste Management, Materials & Water Conservation, pages 11-14	
Emissions			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Data Table, page 42	
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Data Table, page 42	
	305-4 GHG emissions intensity	Environmental Data Table, page 42	
	305-5 Reduction of GHG emissions	Chapter 2: Energy & Emissions, pages 9-10	
Waste			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Chapter 3: Waste Management, Materials & Water Conservation, pages 11-14	
	306-2 Management of significant waste-related impacts	Chapter 3: Waste Management, Materials & Water Conservation, pages 11-14	
	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	

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

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, pages 53-54	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 5: Human Capital Management, pages 21-23	
	401-3 Parental leave	Social Data Table, pages 54-55	
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Chapter 4: Occupational Health & Safety, pages 16-20	
	403-2 Hazard identification, risk assessment, and incident investigation	Chapter 4: Occupational Health & Safety, pages 16-20	
	403-3 Occupational health services	Chapter 4: Occupational Health & Safety, pages 16-20	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter 4: Occupational Health & Safety, pages 16-20	
	403-5 Worker training on occupational health and safety	Chapter 4: Occupational Health & Safety, pages 16-20	
	403-6 Promotion of worker health	Chapter 4: Occupational Health & Safety, pages 16-20	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Chapter 4: Occupational Health & Safety, pages 16-20	
	403-8 Workers covered by an occupational health and safety management system	Chapter 4: Occupational Health & Safety, pages 16-20	
	403-9 Work-related injuries	Social Data Table, page 55	

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

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 5: Human Capital Management, pages 21-23	
	404-3 Percentage of employees receiving regular performance and career development reviews	Chapter 5: Human Capital Management, pages 21-23	
Diversity and Equal Opportunity			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social Data Table, pages 44-53	 

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

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 42
	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, pages 9-10
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, pages 9-10
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	EM-IS-130a.1	Environmental Data Table, page 42
	(1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas, (4) percentage renewable	EM-IS-130a.2	Environmental Data Table, page 42
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 55
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, pages 37-39
	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	CG-BF-250a.2	Chapter 10: Product Safety, pages 37-39
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, pages 11-14

TCFD Table

TCFD Element	Disclosure	Location
Governance	a) Describe the board’s oversight of climate-related risks and opportunities.	Task Force on Climate-related Financial Disclosures Report , Governance, page 3
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Task Force on Climate-related Financial Disclosures Report , Governance, page 3
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Task Force on Climate-related Financial Disclosures Report , Strategy, page 6-8
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Task Force on Climate-related Financial Disclosures Report , Strategy, pages 6-8
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Task Force on Climate-related Financial Disclosures Report , Strategy, page 9
Risk Management	a) Describe the organization’s processes for identifying and assessing climate-related risks.	Task Force on Climate-related Financial Disclosures Report , Risk Management, page 4-5
	b) Describe the organization’s processes for managing climate-related risks.	Task Force on Climate-related Financial Disclosures Report , Risk Management, page 5
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Task Force on Climate-related Financial Disclosures Report , Risk Management, page 5
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Task Force on Climate-related Financial Disclosures Report , Metrics & Targets, page 9
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environmental Data Table, page 42 Task Force on Climate-related Financial Disclosures Report , Metrics & Targets, page 9
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Chapter 2: Energy & Emissions, page 9 Task Force on Climate-related Financial Disclosures Report , Metrics & Targets, page 9



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