

## 2024 SUSTAINABILITY DATA INDEX

This index is intended to help our valued stakeholders compare the information from our sustainability update and related disclosures with leading sustainability reporting frameworks. We are reporting with reference to the Global Reporting Initiative (GRI) Standards and in alignment with the Sustainability Accounting Standards Board (SASB) Standard for the Iron & Steel Producers sector.

Metric	Scope	2024 Reported Value/Report Location	External Framework	
			GRI	SASB
<b>General Disclosures</b>				
<b>Organization and Reporting Practices</b>				
Organizational details	Global	<a href="#">See our 2024 Sustainability Update, "About Metallus," pg. 5</a>	2-1	
Entities included in the organization's sustainability reporting	Global	Except where noted, this update covers Metallus' global operations, which include five manufacturing facilities and corporate campus in the United States and one warehouse/sales office in Mexico. Where we reference "Canton Campus" as the applicable scope, the disclosure refers to our steelmaking operations in Canton, Ohio, composed of Faircrest Steel Plant, Harrison Steel Plant, Gambrius Steel Plant, and our Wastewater Treatment Plant.	2-2	
Reporting period, frequency, and contact point	Global	Calendar year 2024; annually; sustainability@metallus.com	2-3	
Restatements of information	Global	N/A	2-4	
<b>Activities and Workers</b>				
Activities, value chain, and other business relationships	Global	<a href="#">See our 2024 Sustainability Update, "About Metallus," pg. 5</a>	2-6	
Employees	Global	FTE: 1,880; Part-time: 34	2-7	
Workers who are not employees	Global	Contingent: 12; Contractor: 470	2-8	
<b>Governance</b>				
Governance structure and composition	Global	<a href="#">See our 2025 Proxy Statement</a>	2-9	
Nomination and selection of the highest governance body	Global	<a href="#">See our 2025 Proxy Statement</a>	2-10	
Chair of the highest governance body	Global	Ronald Rice: Chairman of the Board	2-11	
Role of the highest governance body in overseeing the management of impacts	Global	<a href="#">See our 2025 Proxy Statement</a>	2-12	
Delegation of responsibility for managing impacts	Global	<a href="#">See our 2025 Proxy Statement</a>	2-13	
Role of the highest governance body in sustainability reporting	Global	<a href="#">See our 2025 Proxy Statement</a>	2-14	
Conflicts of interest	Global	<a href="#">See our 2025 Proxy Statement</a>	2-15	
Communication of critical concerns	Global	<a href="#">See the Metallus Code of Conduct</a>	2-16	
Collective knowledge of the highest governance body	Global	<a href="#">See our 2025 Proxy Statement</a>	2-17	
Evaluation of the performance of the highest governance body	Global	<a href="#">See our 2025 Proxy Statement</a>	2-18	
Annual total compensation ratio	Global	<a href="#">See our 2025 Proxy Statement</a>	2-21	

Metric	Scope	2024 Reported Value/Report Location	External Framework	
			GRI	SASB
<b>General Disclosures</b>				
<b>Strategy, Policies, and Practices</b>				
Statement on sustainable development strategy	Global	<a href="#">See our 2025 Proxy Statement</a>	2-22	
Policy commitments	Global	<a href="#">See the Metallus Code of Conduct</a>	2-23	
Embedding policy commitments	Global	<a href="#">See the Metallus Code of Conduct</a>	2-24	
Processes to remediate negative impacts	Global	<a href="#">See the Metallus Code of Conduct</a>	2-25	
Mechanisms for seeking advice and raising concerns	Global	<a href="#">See the Metallus Code of Conduct</a>	2-26	
Membership associations	Global	<a href="#">See our 2024 Sustainability Update, "Advancing Our Environmental Stewardship," p. 13</a> , and our <a href="#">2022 Sustainability Report, "Organization Memberships," p. 9</a>	2-28	
<b>Stakeholder Engagement</b>				
Approach to stakeholder engagement	Global	<a href="#">See our 2024 Sustainability Update, "About This Update," pg. 4</a> , and our <a href="#">2025 Proxy Statement</a> for more details	2-29	
Collective bargaining agreements	Global	As of December 31, 2024, we had approximately 1,880 employees, with approximately 62% of our employees covered under a collective bargaining agreement. On October 29, 2021, the United Steelworkers ("USW") Local 1123 voted to ratify a new four-year contract (the "Contract"). The Contract, which is in effect until September 27, 2025, provides Metallus' Canton-based bargaining employees an increase to base wages every year, competitive healthcare and retirement benefits for all members, as well as a continued focus on employee wellbeing and safe and sustainable operations. The Contract covers approximately 1,170 bargaining employees at the Canton Campus operations.	2-30	
<b>Materiality</b>				
Process to determine material topics	Global	A materiality assessment was conducted in 2021 with internal and external stakeholders to determine sustainability topics material to the company, and the topics are reviewed for relevance annually by the Company's Board of Directors and executive leadership team.	3-1	
List of material topics	Global	<a href="#">See our 2024 Sustainability Update, "Sustainability Strategy," pg. 4</a> , and our <a href="#">2025 Proxy Statement</a> for more details	3-2	
Management of material topics	Global	<a href="#">See our 2024 Sustainability Update, "Sustainability Strategy," pg. 4</a>	3-3	

Metric	Scope	2024 Reported Value/Report Location	External Framework	
			GRI	SASB
<b>Operations</b>				
<b>Steel Production</b>				
Raw steel production: basic oxygen furnace processes	Canton Campus	0 mt		EM-IS-000.A
Raw steel production: electric arc furnace processes	Canton Campus	677,481 mt		EM-IS-000.A
Raw steel production: basic oxygen furnace processes	Canton Campus	0		EM-IS-000.A
Raw steel production: electric arc furnace processes	Canton Campus	100%		EM-IS-000.A
Total iron ore production	Canton Campus	0 mt		EM-IS-000.B
Total coking coal production	Canton Campus	0 mt		EM-IS-000.C
<b>Materials</b>				
Materials used by weight or volume	Canton Campus	Non-renewable raw materials <ul style="list-style-type: none"> <li>• Ferrous scrap: 818,000 mt</li> <li>• Carbonaceous materials (e.g., coal, coke): 34,300 mt</li> <li>• Flux materials (e.g., limestone, dolomite): 41,700 mt</li> </ul> Renewable raw materials <ul style="list-style-type: none"> <li>• None</li> </ul>	301-1	
Recycled input materials used	Canton Campus	Percentage of recycled input materials used to manufacture primary products: 91%	301-2	

Metric	Scope	2024 Reported Value/Report Location					External Framework	
							GRI	SASB
<b>Environment</b>								
<b>GHG Emissions</b>								
Scope 1 emissions	Canton Campus	Scope 1 GHG emissions: 325,901 mt CO <sub>2</sub> e Biogenic GHG emissions: 0					305-1	EM-IS-110a.1
Scope 2 emissions	Canton Campus	Location-based Scope 2 GHG emissions: 309,128 mt CO <sub>2</sub> e					305-2	
Scope 1+2 emissions	Canton Campus	635,029 mt CO <sub>2</sub> e					*Self-reported	
Scope 1+2 emissions intensity	Canton Campus	Scopes 1 and 2 GHG emissions intensity: 0.94 mt CO <sub>2</sub> e/ton steel produced					305-4	
Scope 3 emissions	USA	Metallus did not calculate Scope 3 emissions in 2024; however, Metallus' operations, employee base, customers, suppliers, and annual spend associated with purchased goods and services are substantially similar to 2022 data. In 2022, our global Scope 3 emissions across all categories were estimated to be 1,253,713 mt CO <sub>2</sub> e. For more information, see our <a href="#">2022 Sustainability Report, p. 29</a> .					305-3	
% Scope 1+2 + % Scope 3	USA	Scope 1: Metallus did not calculate Scope 3 emissions in 2024; however, Metallus' operations, employee base, customers, suppliers, and annual spend associated with purchased goods and services are substantially similar to 2022 data.					*Self-reported	EM-IS-110a.2
Emissions strategy (long & short)	Global	<p>Metallus has been actively engaged in managing Scope 1 greenhouse (GHG) emissions, which we have been tracking since October 2009 consistent with the U.S. Environmental Protection Agency (EPA) mandatory GHG reporting rule. With our increased focus on sustainability, climate-related issues will be monitored at all management levels up to and including Board-level oversight.</p> <p>Each of our facilities has been certified to ISO 14001 since 2003, which provides an opportunity to identify, assess, and respond to climate-related risks and opportunities.</p> <p>Metallus is focusing its short-term strategy for managing Scope 1 GHG emissions on "end-use" energy conservation projects (e.g., more efficient combustion in steel manufacturing) and long-term strategies on energy supply projects (e.g., renewable fuels). We are not currently evaluating any projects relating to carbon capture or sequestration.</p> <p>Metallus established quantitative emissions reductions targets in 2021. By 2030, Metallus intends to reduce combined Scopes 1 and 2 emissions of CO<sub>2</sub>e by 40% compared to a base year of 2018 and is on track to meet or exceed the goal.</p>					305-6	EM-IS-110a.2
Emissions of ozone-depleting substances	Global	Each of our facilities has been certified to ISO 14001 since 2003, which provides an opportunity to identify, assess, and respond to climate-related risks and opportunities.					305-6	
CO, NO <sub>x</sub> , SO <sub>x</sub> , PM <sub>10</sub> , MnO, Pb, VOCs, PAHs	Canton Campus	<b>Metric tons (t)</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	305-7	EM-IS-120a.1
		CO	881	803	617	536		
		NO <sub>x</sub> (excluding N <sub>2</sub> O)	398	312	308	295		
		SO <sub>x</sub>	107	184	135	116		
		Particulate matter (PM <sub>10</sub> )	34	42	47	39		
		Manganese (MnO)	.0008	.0006	.0006	0.0004		
		Lead (Pb)	.017	.086	.064	0.055		
		Polycyclic aromatic hydrocarbons (PAHs)	.0002	.0002	.0002	0.00014		

Metric	Scope	2024 Reported Value/Report Location	External Framework	
			GRI	SASB
<b>Environment</b>				
<b>Energy</b>				
Total energy consumed	Canton Campus	6,405,589 GJ	302-1	EM-IS-130a.1
% Grid electricity	Canton Campus	36%		EM-IS-130a.1
% Renewable electricity	Canton Campus	5%		EM-IS-130a.1
Total fuel consumed	Canton Campus	4,108,793 GJ		EM-IS-130a.2
% Coal	Canton Campus	0		EM-IS-130a.2
% Natural gas	Canton Campus	99.95%		EM-IS-130a.2
% Renewable (fuel)	Canton Campus	0		EM-IS-130a.2
Total natural gas	Canton Campus	3,769,493 GJ	*Self-reported	
Total electricity	Canton Campus	2,296,796 GJ	*Self-reported	
Energy intensity	Canton Campus	Energy intensity: 9.5 GJ/mt steel produced	302-3	
Reduction in energy consumption	Global	We recognize the importance of energy management as a component of environmental stewardship. In 2021, recognizing that we were operating with excess capacity, we made the decision to indefinitely idle melt and cast operations at our Harrison steel plant. We shifted those operations to our Faircrest steel plant, which features a jumbo bloom vertical caster that is one of the largest in the world. The benefits of this decision were not limited to production. Through consolidation, we have also reduced transportation-related GHG emissions.	302-4	
Reduction in energy requirements of products and services	Global	Key to responsible energy management is our ongoing focus on operational efficiency while maintaining an overarching commitment to sustainability best practices. We are continually looking for ways to improve our operations.	302-5	

Metric	Scope	2024 Reported Value/Report Location	External Framework	
			GRI	SASB
<b>Operations</b>				
<b>Waste Management</b>				
Waste generation and significant waste-related impacts	Global	<a href="#">See our 2024 Sustainability Update, "Advancing the Circular Economy," p. 10;</a> and <a href="#">"Investing to Reduce Our Impact," p. 14</a>	306-1	EM-IS-150a.1
Management of significant waste-related impacts	Global	Waste management and recycling is built into our entire production cycle and has been since before the full deployment of our first EAF at the Harrison steel plant in the early 1950s. We recognize that steelmaking is a material- and energy-intensive process, and we continue to look for ways to increase our recycling and reclamation processes throughout our production cycle.	306-2	EM-IS-150a.1
Waste generated	USA	Total waste generated: 20,464 mt	306-3	EM-IS-150a.1
Waste diverted from disposal	USA	<p>Non-hazardous waste</p> <ul style="list-style-type: none"> <li>•Preparation for reuse: 0</li> <li>•Recycling: 3,429 mt</li> <li>•Other recovery: 0</li> </ul> <p>Hazardous waste</p> <ul style="list-style-type: none"> <li>•Preparation for reuse: 0</li> <li>•Recycling: 13,317 mt</li> <li>•Other recovery: 0</li> </ul>	306-4	
Waste directed to disposal	USA	<p>Non-hazardous waste</p> <ul style="list-style-type: none"> <li>•Incineration (with energy recovery): 0</li> <li>•Incineration (without energy recovery): 0</li> <li>•Landfill: 3,133 mt</li> <li>•Other disposal: 0</li> </ul> <p>Hazardous waste</p> <ul style="list-style-type: none"> <li>•Incineration (with energy recovery): 0</li> <li>•Incineration (without energy recovery): 0</li> <li>•Landfill: 585 mt</li> <li>•Other disposal: 0</li> </ul>	306-5	
% of waste hazardous	USA	68%		EM-IS-150a.1
% of waste recycled	USA	84.70%		EM-IS-150a.1

Metric	Scope	2024 Reported Value/Report Location	External Framework	
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<b>Operations</b>				
<b>Water Management</b>				
Interactions with water as a shared resource	USA	Water used in the process of steelmaking needs to be cleaned and treated so that we can either reuse it in our own operations or release it. We track all water usage in our steelmaking and processing facilities and have achieved substantial annual decreases in water consumption since 2018. Our water treatment plant processes and recycles approximately five times more water than the amount of fresh water withdrawn from groundwater and city water.	303-1	
Management of water discharge-related impacts	USA	Effluent discharges at our facilities are regulated by the Clean Water Act through National Pollutant Discharge Elimination System (NPDES) permits.	303-2	
Fresh water withdrawal	USA	Surface water: 0 Ground water: 2,117 ML Sea water: 0 Produced water: 0 Third-party water: 895 ML	303-3	EM-IS-140a.1
Fresh water discharge	USA	Surface water: 1,571 ML Ground water: 0 Sea water: 0 Produced water: 0 Third-party water: 0	303-4	
Fresh water total consumption	USA	1,441 ML	303-5	
% fresh water recycled	USA	618%		EM-IS-140a.1
% water use in regions with High or Extremely High Baseline Water Stress	USA	0%		EM-IS-140a.1

Metric	Scope	2024 Reported Value/Report Location	External Framework	
			GRI	SASB
<b>Operations</b>				
<b>Biodiversity</b>				
Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Global	<p>Metallus' Columbus, North Carolina, facility is within the Appalachian and Mixed Mesophytic Forests ecoregion (Ecoregion #69, Biome 4) according to the World Wildlife Fund Global 200 list.</p> <p>The World Wildlife Fund Global 200 project analyzed patterns of biodiversity to identify ecoregions that harbor exceptional biodiversity to be considered for conservation. Each ecoregion is a relatively large unit of land or water containing a characteristic set of natural communities that share a large majority of species dynamics and environmental conditions. This ecoregion is considered critically endangered with 95% of the habitat degraded or converted to commercial forest. Major rivers in the ecoregion, such as the Tennessee River, have been dammed. This has resulted in the threatened or endangered status of many species of native fish, amphibians, and shellfish.</p> <p>Metallus will continue to assess areas within and surrounding our operational sites to identify future designed protected areas, areas of high biodiversity value, and species at risk, as applicable.</p>	304-1	
Significant impacts of activities, products, and services on biodiversity	Global	<p>We have concluded as part of this initial assessment that Metallus' current operational activities, products, and services, including impacts in the supply chain, do not have a significant impact on biodiversity, as defined by GRI standards.</p> <p>Metallus' vision for biodiversity management is to secure a net positive impact on biodiversity in areas affected by our activities. Through changes in our approach to biodiversity and resource management, we have seen a net positive impact in a perennial waterway, Hurford Run, which flows through our Canton Campus.</p>	304-2	
Habitats protected or restored	Global	<p>Areas restored are those "used during or affected by operational activities, and where remediation measures have either restored the environment to its original state, or to a state where it has a healthy and functioning ecosystem."</p> <p>Metallus does not own or manage protected or restored areas, as defined by GRI standards.</p> <p>Recently, Metallus has evaluated over 150 acres of company-owned land in Canton, Ohio, in order to identify sensitive resources, including wetlands and waterways. The information obtained during the evaluations was used to avoid and minimize impacts to sensitive resources during operational activities. Where total wetland avoidance was not feasible, Metallus secured compensatory wetland mitigation credits in the watershed at a 2:1 and/or 2.5:1 ratio. The compensatory mitigation purchased by Metallus was done in accordance with federal and state regulations, and resulted in a net gain of wetland acreage in the watershed.</p>	304-3	
IUCN Red List species and national conservation list species with habitats in areas affected by operations	Global	<p>There are thousands of species on the IUCN Least Concern list with geographic ranges that lie within Metallus-owned land. Least Concern species are those not considered close to qualifying for a threatened category in the near future. Due to the number of species and the species status, the Least Concern species were not evaluated in detail.</p> <p>Two of the IUCN-designated Near Threatened species with geographic ranges overlapping Metallus facilities are also listed as federally endangered in the United States: the Indiana bat and the northern long-eared bat.</p> <p>Metallus facilities contain wooded habitat, including wooded riparian habitat along the perennial stream Hurford Run in Ohio, which may serve as a summer habitat for the listed bats. In order to minimize adverse effects to listed bat species, Metallus avoids and minimizes tree cutting during operations when feasible. Where tree cutting is required, trees are cut during the winter when bats are most likely to be hibernating and less likely to be utilizing trees, in accordance with the United States Fish and Wildlife general recommendations.</p>	304-4	

Metric	Scope	2024 Reported Value/Report Location	External Framework	
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<b>Occupational Health and Safety</b>				
<b>Safety Strategy</b>				
Occupational health and safety management system	Global	<a href="#">See our 2024 Sustainability Update, "Health &amp; Safety Governance and Management," p. 8</a>	403-1	
Hazard identification, risk assessment, and incident investigation	Global	<a href="#">See our 2024 Sustainability Update, "Our Safety Strategy," p. 6</a>	403-2	
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Global	<a href="#">See our 2024 Sustainability Update, "Our Safety Strategy," p. 6</a>	403-7	
Workers covered by an occupational health and safety management system	Global	100%	403-8	
<b>Employee Resources</b>				
Occupational health services	Global	<a href="#">See our 2022 Sustainability Report, "Our Holistic Approach to Employee Well-being," p. 19</a>	403-3	
Worker participation, consultation, and communication on occupational health and safety	Global	<a href="#">See our 2024 Sustainability Update, "Our Safety Strategy," p. 6</a>	403-4	
Worker training on occupational health and safety	Global	<a href="#">See our 2024 Sustainability Update, "Continued Engagement in Safety Training," p. 8</a>	403-5	
Promotion of worker health	Global	<a href="#">See our 2022 Sustainability Report, "Our Holistic Approach to Employee Well-being," p. 19</a>	403-6	
<b>Safety Metrics</b>				
Work-related injuries	Global	53	403-9	
Work-related ill health	Global	0	403-10	
Lost time incident rate	Global	0.47		
Total recordable incident rate (TRIR)	Global	2.74		EM-IS-320a.1
Fatality rate	Global	0		EM-IS-320a.1
Near miss frequency rate (NMFR) FTE	Global	25.72		EM-IS-320a.1
Near miss frequency rate (NMFR) contractors	Global	N/A		EM-IS-320a.1

Metric	Scope	2024 Reported Value/Report Location	External Framework	
			GRI	SASB
<b>People</b>				
<b>Diversity and Equal Opportunity</b>				
Diversity of governance bodies and employees	Global	45% board; 47% leaders	405-1	
<b>Training and Education</b>				
Programs for upgrading employee skills and transition assistance programs	Global	<a href="#">See our 2022 Sustainability Report, "Engaging Our Employees," pp. 17–18</a> and our <a href="#">career website</a> .	404-2	
Percentage of employees receiving regular performance and career development reviews	Global	100% of salaried employees	404-3	
<b>Economic Performance; Employment</b>				
New employee hires and employee turnover	USA	233 new hires (this includes 41 interns and co-ops); 188 employee turnovers, including all voluntary and involuntary terminations, retirements, deaths, and interns returning to school.	401-1	
Benefits provided to full-time employees that are not provided to temporary or part-time employees	USA	<a href="#">See our 2024 Benefits Offerings</a> .	401-2	
Defined benefit plan obligations and other retirement plans	USA	<a href="#">See our 2024 Annual Report on Form 10-K</a>	201-3	
<b>Rights of Indigenous Peoples</b>				
Incidents of violations involving rights of Indigenous peoples	Global	0	411-1	

Metric	Scope	2024 Reported Value/Report Location	External Framework	
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<b>Supply Chain</b>				
<b>Procurement Practices</b>				
Proportion of spending on local suppliers	Global	Approximately 60% of our supply chain spend went to local suppliers in 2024.	204-1	
Discussion of the process for managing iron ore and/or coking coal sourcing risks arising from environmental and social issues	Global	Metallus is a 100% electric arc furnace (EAF) manufacturer of special bar quality (SBQ) steel products. As such, we are not dependent on upstream sources of iron ore or coking coal. Our steelmaking process utilizes 100% recycled scrap metals, along with virgin alloys, as required for meeting customer product specifications.		EM-IS-430a.1
<b>Child Labor</b>				
Operations and suppliers at significant risk for incidents of child labor	Global	0	408-1	
<b>Forced or Compulsory Labor</b>				
Operations and suppliers at significant risk for incidents of forced or compulsory labor	Global	0	409-1	
<b>Product</b>				
<b>Marketing and Labeling</b>				
Incidents of non-compliance concerning product and service information and labeling	Global	None	417-2	
Incidents of non-compliance concerning marketing communications	Global	None	417-3	
<b>Customer Health and Safety</b>				
Incidents of non-compliance concerning the health and safety impacts of products and services	Global	None	416-2	

Metric	Scope	2024 Reported Value/Report Location	External Framework	
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<b>Finance</b>				
<b>Tax</b>				
Approach to tax	Global	<a href="#">See our 2024 Annual Report on Form 10-K</a>	207-1	
Tax governance, control, and risk management	Global	<a href="#">See our 2024 Annual Report on Form 10-K</a>	207-2	
Stakeholder engagement and management of concerns related to tax	Global	<a href="#">See our 2024 Annual Report on Form 10-K</a>	207-3	
Country-by-country reporting	Global	<a href="#">See our 2024 Annual Report on Form 10-K</a>	207-4	
<b>Economic Performance</b>				
Direct economic value generated and distributed	Global	<a href="#">See our 2024 Annual Report on Form 10-K</a>	201-1	
Financial implications and other risks and opportunities due to climate change	Global	<a href="#">See our 2024 Annual Report on Form 10-K</a>	201-2	
Financial assistance received from government	Global	<a href="#">See our 2024 Annual Report on Form 10-K</a>	201-4	
<b>Miscellaneous</b>				
<b>Anti-corruption</b>				
Operations assessed for risks related to corruption	Global	<a href="#">See our 2025 Proxy Statement</a>	205-1	
Communication and training about anti-corruption policies and procedures	Global	<a href="#">See our 2025 Proxy Statement</a>	205-2	
Confirmed incidents of corruption and actions taken	Global	None	205-3	
<b>Anti-competitive Behavior</b>				
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Global	None	206-1	
<b>Public Policy</b>				
Political contributions	Global	None	415-1	
<b>Customer Privacy</b>				
Substantiated complaints concerning breaches of customer privacy and losses of customer data	Global	None	418-1	