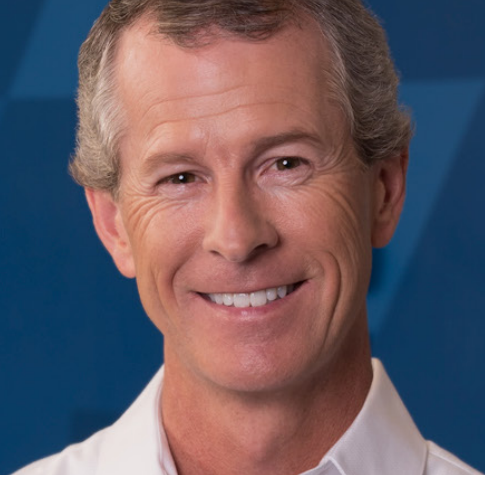


WELCOME TO OUR CITIZENSHIP AND SUSTAINABILITY REPORT.



Over the last year, we celebrated Worthington Industries' 65 years in business and achieved record earnings. When you consider that we accomplished this while navigating the global pandemic and one of the tightest steel markets in decades, it really showcases the strength and resilience of our employees and the positive impact they make every day.

This is the second report highlighting our accomplishments across several important areas including culture, citizenship, corporate governance and environmental health and safety. While each of these areas have long been important aspects of our strategy and culture, they are becoming increasingly important to many of our external constituencies, including investors, customers, suppliers and our communities.

In this year's report we highlight "65 Acts of Good" where our employees worldwide made it their mission to honor our Company's 65th year in business by completing 65 positive acts that made days brighter and lives better for our customers, our business partners, our communities and for each other. At the same time, the Company also contributed \$20 million of the proceeds from its Nikola investment to the Worthington Industries Foundation and prioritized \$1 million in grants to address increased community needs due to the coronavirus pandemic.

In addition, we completed our first Companywide Employee Engagement Survey with over 70 percent of employees participating. Our results exceeded benchmarks in employee engagement, safety and manager effectiveness. The results led to focused efforts around employee development and diversity, equity and inclusion. Guided by Our Philosophy, we believe that our differences make us better and that diverse thought and experience drive innovation and help us achieve better results. We are committed to building an environment where diversity is valued, where all employees feel they belong and can do their best work. Our work continues on this front.

Adding to our records this year, our teams achieved a record low fiscal year recordable injury rate of 1.45. In an industry that benchmarks a recordable rate exceeding 4 and in the face of additional health and safety protocols amid the pandemic, we kept safety our top priority.

Our Green Star Initiative that recognizes our manufacturing facilities for exceptional performance in environmental conservation and stewardship also had a record year with 64 percent of locations achieving four and five star performance in the areas of continuous improvement, energy conservation, waste reduction, water conservation and regulatory compliance. As part of Green Star, we also share how our Delta, Ohio Steel Processing facility reduced wastewater by 20 percent.

With the growing importance of corporate social responsibility and environmental stewardship, we formally gave the Nominating and Governance Committee of Worthington's Board of Directors oversight of all policies, practices and reporting related to corporate social responsibility. At Worthington, we are makers of better, and with Our Philosophy as our guide, we will continue to build upon the past. I encourage you to follow our progress.

Sincerely,

A handwritten signature in black ink that reads "Andy Rose". The signature is written in a cursive, flowing style with a long horizontal line extending to the right.

Andy Rose
President & CEO