



**HARSCO**

**TRANSFORMING FOR A BETTER WORLD**

2021 Environmental, Social and Governance Report

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## About this report

Harsco's 2021 Environmental, Social and Governance (ESG) Report is informed by leading sustainability reporting standards including the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). This report outlines Harsco's four ESG focus areas and the Company's vision and strategy, as well as the importance of the Company's values, Code of Conduct and governance structure in enabling continued success.

This report covers the 2021 fiscal year.



# CHAIRMAN & CEO LETTER

I am pleased to share Harsco's third annual ESG Report, detailing our comprehensive sustainability strategy and the progress made toward achieving our objectives.

As one of the largest companies supporting the world's steel manufacturers with slag and scrap reuse and recycling, and a U.S. leader in hazardous and non-hazardous waste treatment, Harsco is making the world cleaner and greener.

During 2021, Harsco's focused and flexible global team made significant progress toward our vision of zero waste. Last year, 100% of Harsco's revenue came from environmentally-focused segments. Five years ago, that number was 67%. Additionally, last year Harsco launched 38 new environmental solutions, a 70% increase over a two-year span, reimagining how Harsco can reduce its footprint on the planet. We accomplished all of this while becoming more diverse — the number of women holding senior management positions increased to 22% — and safer, significantly decreasing the number of injuries at our sites.

Importantly, Harsco has not changed its four focus areas: Innovative Solutions, Thriving Environment, Safe Workplaces and Inspired People. What has changed is the positive impact Harsco continues to make in each area. I invite you to read the feature stories highlighting each area to learn more about our progress and why I am so optimistic about the future.

There is no doubt that when it comes to ESG, there is always more work to be done, but I am proud of Harsco's continued contributions to making the world a better place by responsibly solving some of its most difficult environmental challenges. Our clear vision of sustainable environmental solutions gives purpose to our present while defining our future.



**F. Nicholas Grasberger**

Chairman and Chief Executive Officer

October 2022



# VISION & STRATEGY

In just five years, Harsco has created one of the largest hazardous waste treatment and recycling companies in the United States. In 2021, 100% of Harsco's revenue came from environmentally-focused segments (Harsco Environmental and Clean Earth), compared to just 67% in 2016.

As Harsco continues to build its global environmental solutions, its focus remains on:

- Integrating and capturing the value of combined specialty waste management businesses in the United States.
- Growing the portfolio of environmental services to steel and aluminum mills globally.
- Increasing the number of branded products that use industrial byproducts as the primary raw material.

Harsco is strategically focused on environmental solutions for the future of the Company. Investors, customers, employees and communities are all demanding that companies do more to enhance the environment, protect human health, reduce waste disposed in landfills, reduce carbon emissions and combat climate change. Harsco's business model is uniquely suited to meet these heightened expectations.

The Company's vision is to be a global leader of environmental solutions. This vision is fully intertwined with the ambition to be an ESG leader in the industry and is critical to successfully executing the Company's growth strategy.



# KEY COMPANY STATISTICS



**\$1.85 BN**  
2021 revenue



**12,000**  
employees



**150+ sites**  
in 30 countries



**168 years**  
in business

## ESG recognition

 **BBB**

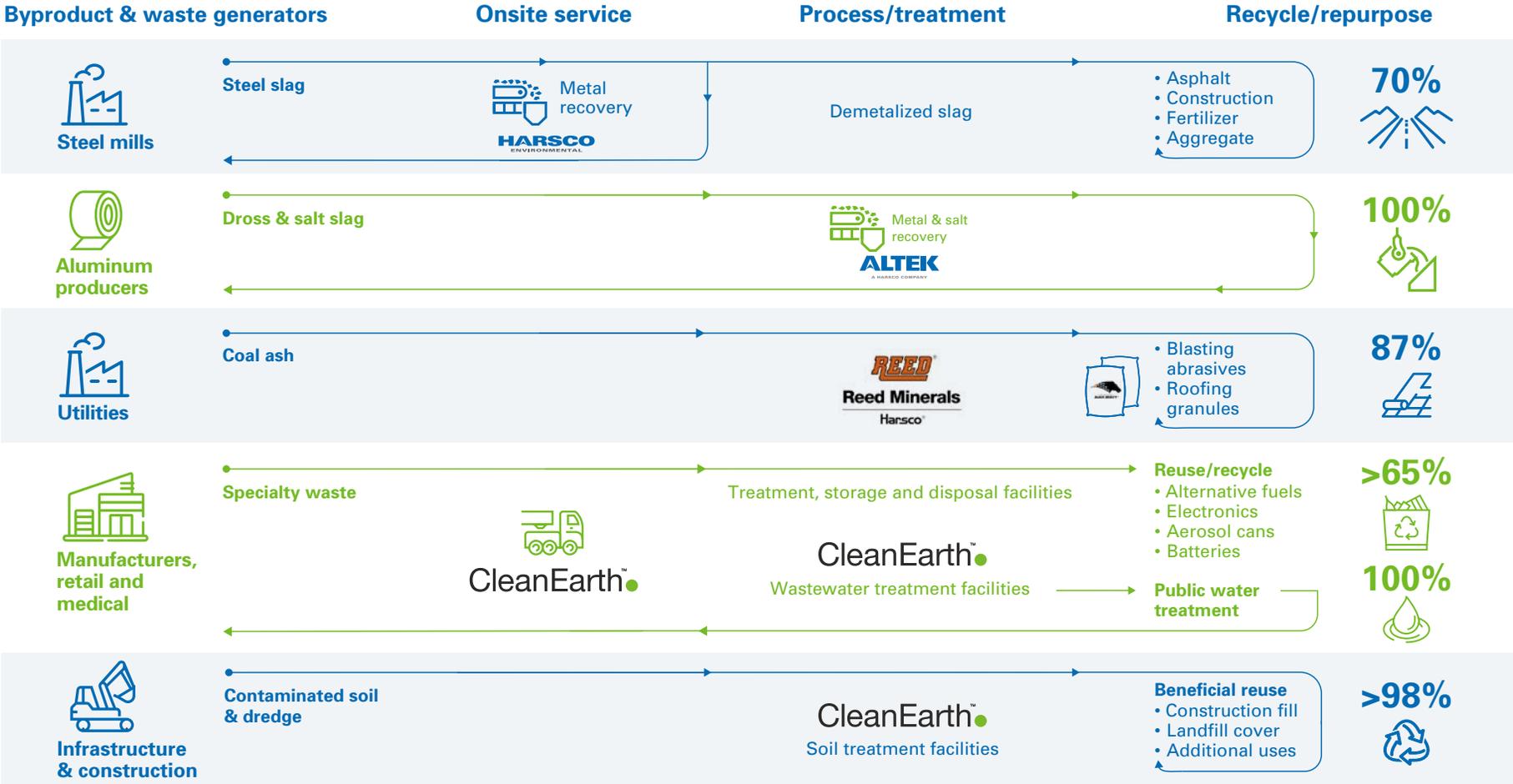
 **9**  
cumulative ESG scores ranging  
from 3 to 30 with 3 being the best

 **26.4**  
scores ranging from 1 to 40+  
with 1 being best



# HARSCO & THE CIRCULAR ECONOMY

To meet the growing needs of its partners, the planet and society, Harsco is committed to accelerating the transition to a circular economy by treating, recycling and repurposing industrial byproducts and specialty wastes.<sup>1</sup>



<sup>1</sup>The chart above is based on 2020 data.

# VALUES & GOVERNANCE

As the cornerstone of its shared culture, Harsco's values reflect its overarching direction and purpose as a business. The values also guide employees' behaviors and decisions. With its **values** and **Code of Conduct**, every Harsco colleague is equipped with the tools, training and guidance to do the right things, the right way.

## Our Six Core Values

### Integrity

We act ethically and in the interest of the customers we serve. We treat others with dignity and respect, and value honesty above all else.

### Satisfy the customer

We are engaged in the relentless pursuit of customer satisfaction by listening to their needs and consistently delivering value that exceeds their expectations.

### Inclusion

We strive to create an environment where all people are actively included. Our diverse global workforce is our most valuable asset.

### Employee care

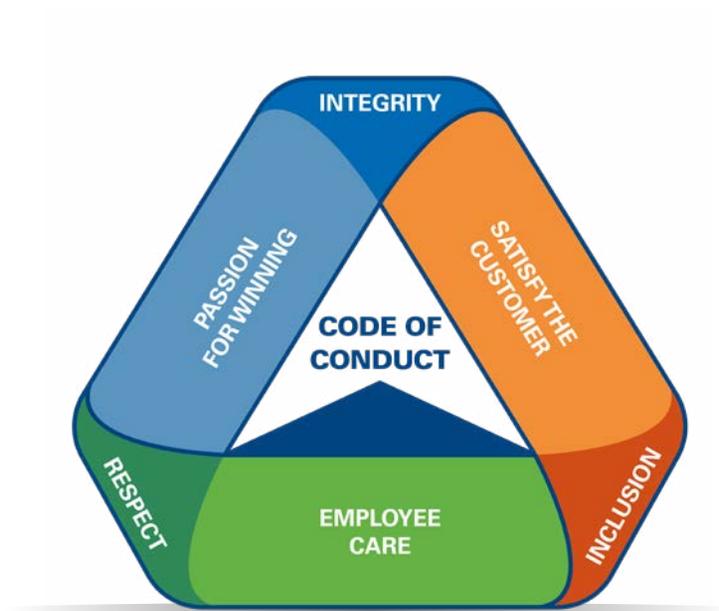
We are committed to safe, appealing work environments, market-competitive benefits programs and investment in personal development.

### Respect

We respect all individuals and their contributions with zero tolerance for discrimination or harassment. Our employees must have a safe, respectful workplace.

### Passion for winning

We are passionate about winning through creating exceptional value for our employees, customers and shareholders. Excellence is a habit, not a single act.



# CORPORATE GOVERNANCE

Excellence in corporate governance is fundamental to how Harsco is managed and operated, from everyday business to ESG.

Harsco’s values and policies are integrated within the [Code of Conduct](#), which applies to all Harsco operations. All directors and employees complete Code of Conduct training upon joining Harsco and receive ongoing reinforcement and reminders via the Training and Communication program. All vendors are expected to follow [Harsco’s Business Partner Code of Conduct](#).

## Board of Directors

Nine members serve on Harsco’s Board of Directors, eight of whom are independent. Board members are elected annually. There are three standing committees: the Audit Committee, the Management Development and Compensation Committee and the Governance Committee. Oversight of ESG strategy and disclosures is provided by the Governance Committee. Management Development and Compensation Committee leadership developed a detailed ESG work plan, which integrates the committee’s input at key milestones throughout the year. The Board of Directors’ biographies, committee charters and governance principles are posted on the [Harsco Corporate Governance website](#).

### Key governance accomplishments in 2021 included:



Continued ESG oversight at the director level through expansion of the Governance Committee’s review of ESG strategy, initiatives and policies, including emerging ESG issues, laws and regulations.



Directors reviewed ESG strategy and metrics at quarterly board meetings.



Launched Compliance Champions program to reinforce compliance awareness and the importance of ethical business practices.



ESG component in annual incentive compensation plan for highest ranking executives initiated for first time.



Enhanced focus on ESG in the 2021 enterprise risk management process.

Harsco ranked #16 out of 400 companies in [America’s Most Responsible Companies 2021 by Newsweek](#) for its corporate governance score.

# COMPLIANCE & ETHICS

Harsco has a dedicated Global Compliance and Ethics program that reinforces our uncompromising commitment to doing business the right way.

The program is led at the executive level by the senior vice president and general counsel, chief compliance officer and corporate secretary and is ultimately overseen by the Board of Directors' Audit Committee. Harsco also has a vice president of global compliance and ethics who oversees the day-to-day management of the Global Compliance team. The team proactively drives the Company's Global Compliance and Ethics program through frequent trainings, communications and investigations. The program builds awareness and reinforces the importance of following [Harsco's Code of Conduct](#) and our policies on a broad array of topics such as anti-bribery/anti-corruption, due diligence, and conflicts of interest.

Global Compliance launched the **Compliance Champions** program in 2021 to recognize those employees who – in a challenging circumstance – exercise good judgment, promote Harsco's values and exemplify their strong commitment to compliance and ethics. Sixteen Compliance Champions were selected globally in 2021.



## Key compliance accomplishments in 2021 included:



### Compliance assessments conducted in Mexico, India, Chile and China.

- Compliance assessments for Harsco locations in select countries measure awareness of key compliance principles and resources, management's "tone from the top" and the effectiveness of the program, consistent with the expectations of the United States Department of Justice.

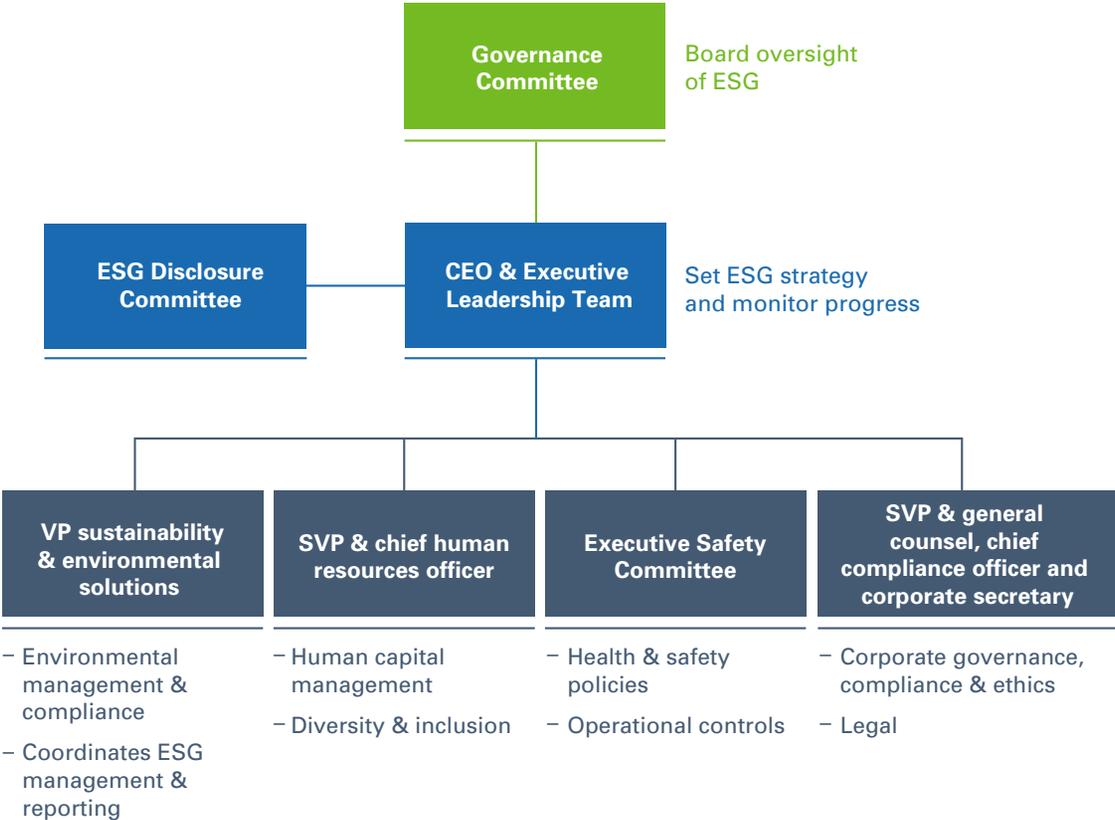


### 2nd annual Global Compliance Day.

- On November 3, 2021, Harsco employees around the world participated in the second annual Compliance Day with the theme "Protecting Harsco Values Globally."
- Compliance Day was celebrated at 27 Harsco sites in 13 different countries, with all three segments participating.
- The objective was to reinforce awareness about the importance of compliance and ethics at Harsco by engaging employees in a variety of fun and interactive activities.
- Simple, easy-to-share messaging for all levels of the organization was also provided, and Global Compliance received overwhelmingly positive feedback with strong participation.

# ESG GOVERNANCE

Harsco’s Board of Directors’ oversight of ESG issues is provided by the Governance Committee. Harsco’s chief executive officer (CEO) and Executive Leadership Team are responsible for guiding the Company’s ESG strategy and progress.



**Linking executive pay to ESG performance**

In 2021, Harsco implemented an ESG modifier for the Executive Leadership Team and selected additional employee participants in the Company’s annual incentive plan, modifying these individuals’ annual variable compensation by +/- 20% across several ESG dimensions, including health and safety; environmental compliance; ethics and compliance; diversity, equity and inclusion; and employee engagement and development.

# FOCUS AREAS, GOALS & KPIS

As part of Harsco’s ESG strategy, the Company has defined four focus areas that create value for the business and provide positive outcomes for its stakeholders – **Innovative Solutions**, **Thriving Environment**, **Safe Workplaces** and **Inspired People**.

Details outlining the ambitions, goals and key performance indicators (KPIs) for these four focus areas are shown on the following page. Additional details describing Harsco’s actions and progress are highlighted in the corresponding sections of this report.

The following nine key sustainability risks and opportunities, based on Harsco’s 2020 materiality assessment, inform the Company’s four focus areas:

## FOUR FOCUS AREAS



**Innovative Solutions**



**Thriving Environment**



**Safe Workplaces**



**Inspired People**

## KEY SUSTAINABILITY RISKS & OPPORTUNITIES

- Waste & hazardous materials management
- Air quality management
- Human rights & labor management
- Employee attraction & retention
- Diversity & inclusion
- Health & safety
- Ethics & competitive behavior
- Water & wastewater management
- Climate change & GHG emissions



# FOUR FOCUS AREAS



## Innovative Solutions

### AMBITION

Help customers solve their most pressing sustainability challenges

### GOALS/KPIs

- Derive over 90% of annual revenue from environmental solutions businesses.
- Aggressively grow the portfolio of environmental solutions.
- Recycle or repurpose more than 75% of the waste and byproduct material processed annually.



## Thriving Environment

### AMBITION

Reduce environmental impacts

### GOALS/KPIs

- Demonstrate continuous improvement in Harsco’s five-year environmental compliance record.
- Reduce the energy and carbon intensity of the Company’s operations by 15% by 2025.
- Avoid more than 25 million tons of carbon emissions from our recycling and repurposing solutions from 2019 to 2025.



## Safe Workplaces

### AMBITION

Ensure Harsco employees return home unharmed every day

### GOALS/KPIs

- Achieve a total recordable incident rate (TRIR) of less than 1.0 in 2021.
- Demonstrate continuous improvement in the Company’s five-year safety record.



## Inspired People

### AMBITION

Support the growth and development of employees and communities

### GOALS/KPIs

- Enhance diversity and gender representation on the board and senior management team.
- Contribute over 10,000 hours of employee volunteer service to community organizations.



# Innovative Solutions

Deliver innovative solutions to help customers solve their most pressing sustainability challenges.

## MANAGEMENT STRATEGIES AND 2021 PERFORMANCE HIGHLIGHTS

### STRATEGY 1

Scale up Harsco's proven environmental solutions to new markets and customers

### PERFORMANCE HIGHLIGHTS

- With the opening of a new SteelPhalt™ manufacturing facility in Cardiff, United Kingdom, Harsco Environmental doubled production capability for high performance, safe and sustainable asphalt products for road applications with at least 95% recycled content.
- Harsco Environmental continued the expansion of the SteelPhalt™ business by preparing to open a new facility in Spain next year and by planning to build a new production facility in the United States.
- Harsco Environmental's ALTEK business brought the new AluSalt™ plant in Bahrain online and began initiating its innovative salt slag processing technology to address one of the largest environmental issues within the aluminum industry.
- Through permit modifications, Clean Earth added paint can recycling to its Avalon, Texas facility, enabling it to now recycle paint cans and paint – keeping both out of landfills.
- Clean Earth began drum washing containers at its Glencoe, Alabama facility, allowing it to recycle and reuse the containers while decreasing the necessity for plastics manufacturing.
- Clean Earth's Kent, WA facility was granted a permit to treat Hazardous Waste locally rather than having to transport it to facilities in California and Nevada, decreasing its carbon footprint, and recycling the waste for beneficial reuse.

## STRATEGY 2

Develop new solutions that satisfy unmet market needs or operate in a more efficient, effective manner than current market solutions

## PERFORMANCE HIGHLIGHTS

- Harsco Environmental's ecoproducts™ team launched 29 innovative environmental solutions in 2021 – the most ever launched by this team.
- Reed Minerals, a Harsco Environmental business, launched its SURE/CUT line of environmentally-friendly abrasive media, offering the blaster a faster cutting solution that saves time and money while increasing productivity.
- Clean Earth launched its AssetSure™ program, providing remote companies and small retailers with a convenient way of disposing of their electronic assets, rather than landfilling them. The initiative, designed to better protect the environment, provides customers with a convenient, sustainable solution for secure and compliant data destruction and recycling of electronics.
- Clean Earth's Morgantown, West Virginia facility began processing and recycling aerosol cans in accordance with the United States Environmental Protection Agency's universal waste program under the federal Resource Conservation and Recovery Act regulations. In 2021, the recycling facility kept more than 11 million aerosol cans out of landfills and incinerators.





Management strategies and 2021 performance highlights | continued

### STRATEGY 3

Invest in and partner with start-ups and businesses that offer innovative sustainable solutions to address the most pressing environmental needs of Harsco's customers

### PERFORMANCE HIGHLIGHTS

Harsco Environmental is positioning itself to help its steel customers reduce and capture carbon through investments in and partnerships with start-up companies. Reducing carbon intensity is the steel industry's most urgent environmental issue today. In 2021, Harsco Environmental:

- Signed a technology exclusivity agreement with MagSort, a Finnish growth company focused on reducing carbon emissions by recovering larger volumes of metal through its innovative new technology.
- Signed an exclusive technology agreement with Engitec Technologies Spa, an Italian company focused on minimizing environmental impact through the development of innovative solutions.
- Conducted an innovation and technology review of over 300 potential solutions.
- Built out its innovation pipeline to 25 high quality solutions.
- Concluded that its environmental innovation initiatives should focus on decarbonization, energy efficiency and enhanced resource recovery technologies.
- Initiated development projects underway with three new technology partners.
- Continued to evaluate potential opportunities with numerous new start-ups.

## 2022 PRIORITIES

### Harsco Environmental

- Increase the proportion of mill services that provide environmental benefits to steel customers. Two years ago, about 64% of Harsco Environmental's revenue came from environmental solutions, such as recycling and reuse; today that number is 73%.
- Grow the ecoproducts™ and SteelPhalt™ businesses.
- Increase revenue from the ecoproducts™ line of innovative offerings.

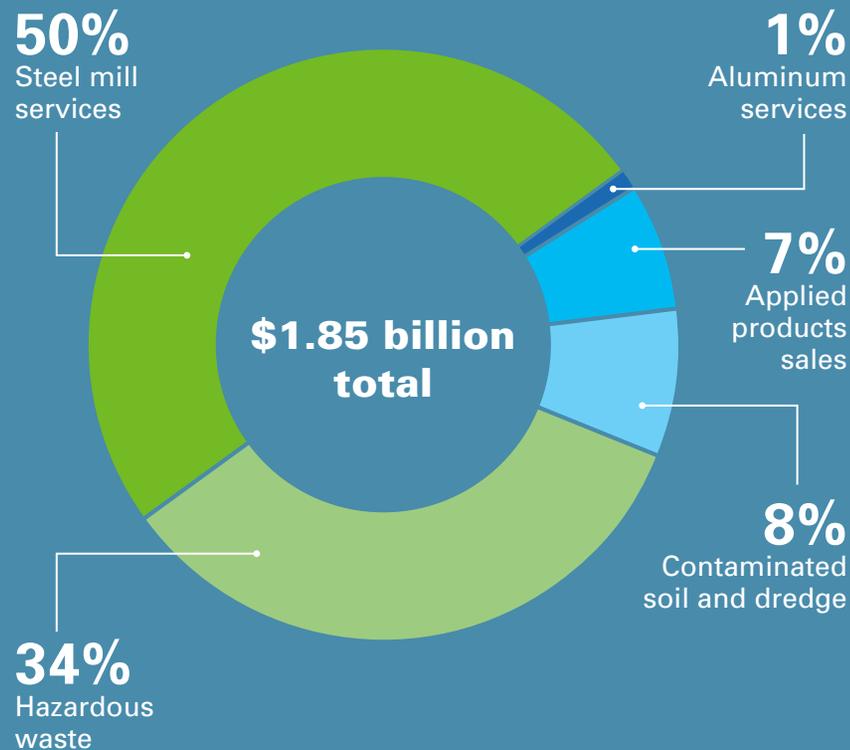
### Clean Earth

- Focus on organic growth opportunities, including growing the Fullcircle™ concierge advanced waste lifecycle program and the business's newly launched Hospitality and Convenience Store hazardous waste services.
- Add treatment capabilities at existing treatment, storage and disposal facilities (TSDFs).

## Our Recycling & Repurposing Solutions

Harsco delivers solutions for treating, recycling and repurposing materials across a wide range of customers, industries and industrial byproducts and specialty wastes, including steel, aluminum, soils, water, electronics, fuel, batteries and more.

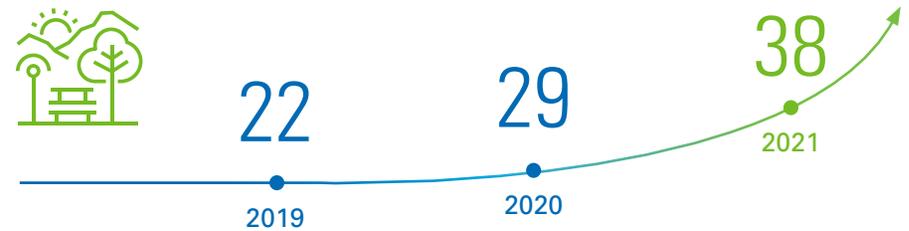
### Percentage of Harsco Environmental's and Clean Earth's 2021 revenue by industry and service area<sup>1</sup>



<sup>1</sup> Includes all Harsco Environmental and Clean Earth revenue in 2021.

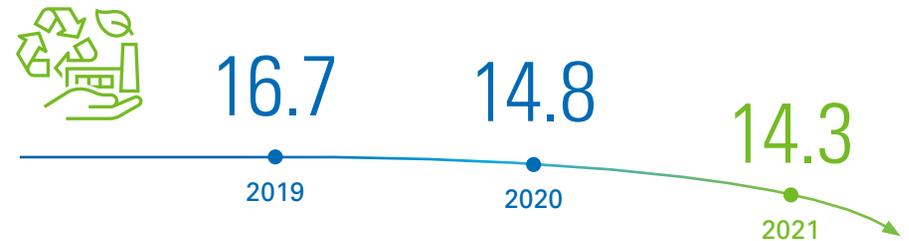
## KEY PERFORMANCE INDICATORS

### Number of new environmental solutions launched



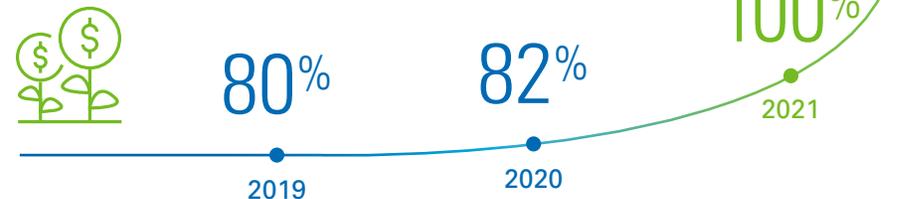
The significant increase in new solutions was primarily driven by the growth in HE's portfolio of ecoproducts™.

### Million tons of material recycled or repurposed



The decrease in material recycled resulted from lower volumes of material processed in HE & CE due to pandemic impacts on our customers' levels of production.

### Percentage of total revenue coming from environmentally-focused segments



Rail now discontinued operation.



# STEELPHALT™ LAUNCHES ITS MOST ECO-FRIENDLY ASPHALT EVER: ULTRA-LOW CARBON STEELSURF ECO+

Harsco Environmental's SteelPhalt™ business, a leading environmentally-focused company that repurposes steel slag that would otherwise be landfilled, has the end goal of being the world's most sustainable asphalt supplier. The problem for the business has been bitumen, an oil-based, carbon-intensive binder required for asphalt. Not anymore. SteelPhalt's objective, combined with its relentless focus on innovation and sustainability, resulted in the launch of its ultra-low carbon slag aggregate-based asphalt.

The project sparked the team's attention when an opportunity arose to work with GautamZenUK, a chemical intelligence company that focuses on innovating technology with renewable materials and Stora Enso, a renewable materials provider. Both partnerships are crucial in producing SteelSurf ECO+. The end product utilizes kraft

lignin-based Lineo™, supplied by GautamZenUK, which is a binder product derived from trees. Lignin is specifically found within the cell walls of every tree; it is a renewable and bio-based alternative to other environmentally harmful materials.

The innovation itself provides an alternative asphalt binder that is sustainable and eco-friendly. The lignin binder partially replaces the more common oil-based binder, bitumen. As a result, the asphalt using the lignin binder has a dramatically lower carbon footprint. SteelSurf ECO+ allows customers to offset carbon that's being consumed elsewhere and achieve their carbon goals.



**This is a huge step forward in our journey to become the world's most sustainable asphalt supplier. This product is an example of what our team's collective passion for innovation and sustainability can deliver, while making the world a greener place.**



**Julian Smith**  
SteelPhalt™  
Strategic Growth Director





# Thriving Environment

Reduce environmental impacts globally through Harsco's commitment to and continuous improvement of the highest quality environmental management practices.

## MANAGEMENT STRATEGIES AND 2021 PERFORMANCE HIGHLIGHTS

### STRATEGY 1

Establish Harsco's leadership commitment through its [Corporate Environmental Policy](#) and its executive oversight

### PERFORMANCE HIGHLIGHTS

- Harsco continues to deliver the highest-quality environmental management in its operations, ensuring compliance with all environmental regulations.

### STRATEGY 2

Implement environmental management systems consistent with ISO 14001 or other leading management standards

### PERFORMANCE HIGHLIGHTS

Harsco's 150+ member Environmental, Health and Safety (EHS) team continues to:

- Implement [Harsco's Environmental Policy](#) and ensure environmental compliance at Harsco sites.
- Utilize environmental management systems to manage regulatory compliance.
- Internally report environmental incidents across the Company's operations.
- Manage corrective actions to address incidents.

The EHS team is supported by other Company functions and external consultants.

### STRATEGY 3

Track and improve environmental compliance and performance across KPIs through regular audits of Harsco operations

### PERFORMANCE HIGHLIGHTS

Harsco strives to improve its environmental compliance record and its environmental footprint through operational efficiency and continuous improvement efforts, including:

- Segments setting yearly environmental compliance goals.
- Reporting environmental KPIs to the Executive Leadership Team and Board of Directors on a quarterly basis.
- Establishing the first enterprise emissions reduction goal in 2020 to reduce the energy and carbon intensity of the Company's operations 15% by 2025.

### 2022 PRIORITIES

Improve energy efficiency, reduce carbon emissions and assess climate change risks through:

- **Renewable energy sourcing:** Assess opportunities to procure renewable energy for operations in the United States.
- **Energy efficiency deep dives in thermal facilities:** Engage an energy efficiency consulting firm to evaluate Clean Earth's thermal treatment plants. Clean Earth's use of natural gas constitutes the largest source of carbon emissions in the division.
- **Climate risk analysis:** To meet investor and stakeholder concerns about the impacts of climate change on business operations and supply chains, the Company is using the Task Force for Climate-Related Financial Disclosure (TCFD) guidelines to conduct a climate risk analysis at one of its divisions and to inform a TCFD disclosure in 2022.

### Our Goal:



# -15%

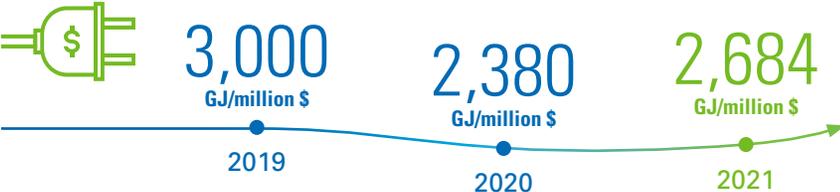
Reduce energy and carbon emissions intensity 15% by 2025 from 2019 baseline



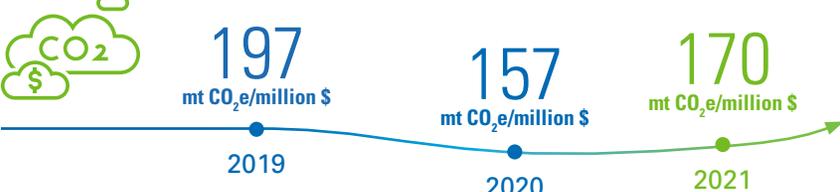
# KEY PERFORMANCE INDICATORS

## Energy and GHG emissions intensity

### Energy intensity



### Scope 1 and 2 GHG emission intensity

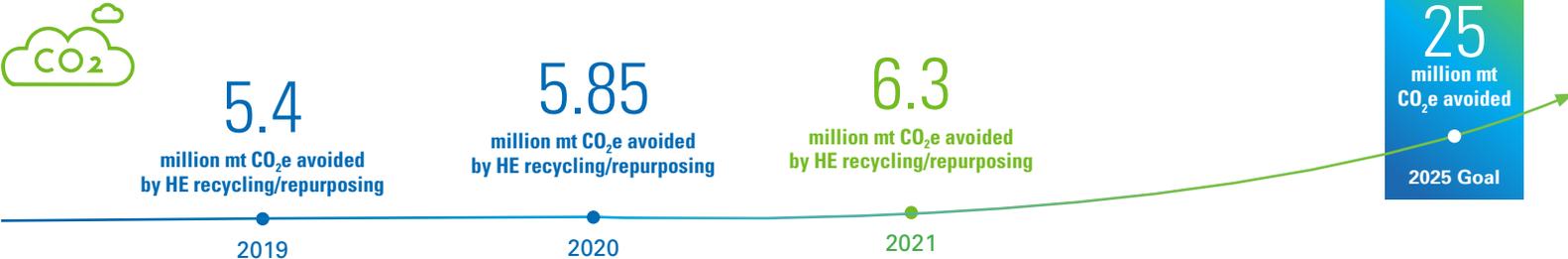


Our energy and carbon emissions intensity increased by 13% from 2020 to 2021 due to a change in our mix of services resulting from COVID-19 and the integration of our newly acquired ESOL business.

## Number of ISO 14001 certified (environmental management) sites



## Carbon emissions avoided by Harsco Environmental recycling/repurposing solutions



We avoided 8% more carbon emissions in 2021 vs. 2020 due to higher metal recovery and scrap recycling in 2021.



# CLEAN EARTH RECYCLES MORE THAN 8 BILLION POUNDS OF WASTE IN 2021

With its vision set on being a sustainability leader in the industry, Clean Earth is committed to accelerating the transition to a circular economy through treating, recycling and repurposing industrial byproducts and specialty wastes across the country. In 2021, Clean Earth successfully recycled over 93% of waste processed, equaling more than 8 billion pounds.

With the help of Clean Earth's efforts, 100% of Harsco's revenue came from environmentally-focused segments in 2021, compared to just 67% five years ago.

Exemplified by the expansion in service offerings in the hospitality and convenience store sectors during 2021, Clean Earth offers a broad range of customizable and environmentally responsible solutions. The segment remains poised to expand services and initiatives, while prioritizing reduced environmental impacts.



## In 2021, Clean Earth recycled:

**362** million pounds  
of hazardous waste

**88.3** million pounds of  
non-hazardous waste

**3.26** million tons of  
contaminated soil



**271,000** tons of dredged  
material

**140,000** tons of  
wastewater

**129,000** tons of  
fuel

**10.7** million pounds  
of lamps

**10.4** million pounds  
of batteries

**10.3** million pounds  
of aerosol cans

**964,000** pounds of  
ballast





# Safe Workplaces

Harsco aims to keep people safe through the highest safety standards at all sites, ensuring employees return home unharmed every day.

## MANAGEMENT STRATEGIES AND 2021 PERFORMANCE HIGHLIGHTS

### STRATEGY 1

Establish a culture of ownership and accountability in which everyone is responsible for safety

### PERFORMANCE HIGHLIGHTS

Harsco's vision to eliminate workplace injuries and illnesses is embedded in the Company's Employee Care value. This value drives a sustainable safety culture designed to protect employees, customers, work environments and communities. The commitment to workplace health and safety is grounded in the belief that all workplace injuries and illnesses are preventable.

Enterprise health and safety program:

- Launched Visible Felt Leadership Program in Harsco Environmental to instill accountability and empower employees to make the right safety decisions.
- Health and safety policy applies across all Harsco segments, subsidiaries, third-party businesses, contractors and visitors.
- The Company's safety policies and operational controls are overseen by a cross-functional executive Safety Committee composed of senior leaders from every segment, and this committee reports to Harsco's Chairman and CEO.

## STRATEGY 2

Develop leading safety practices and comprehensive training programs

## PERFORMANCE HIGHLIGHTS

HarscoCares principles and COVID-19 response:

- The COVID-19 pandemic was an unprecedented challenge for the business in 2020 and 2021. Since all of Harsco's businesses are designated essential services, more than 85% of employees continued working onsite at Harsco's facilities or at the facilities of its customers. From the onset of the COVID-19 pandemic, Harsco leadership quickly recognized a critical need to develop health and safety policies and procedures to protect workers, customers and their families, while maintaining business continuity. In 2021, these policies and procedures were revisited monthly by the Executive Leadership Team and changes were made, when appropriate, to better adapt to COVID-19 to ensure the Company was protecting its most important asset – its employees. In September 2021, corporate staff returned to the office at its global headquarters as did Harsco Environmental staff. New in-office policies and procedures were implemented and, as a result, there were very few office-transmitted COVID-19 cases amongst employees.

Integration of Clean Earth and Environmental Solutions safety programs:

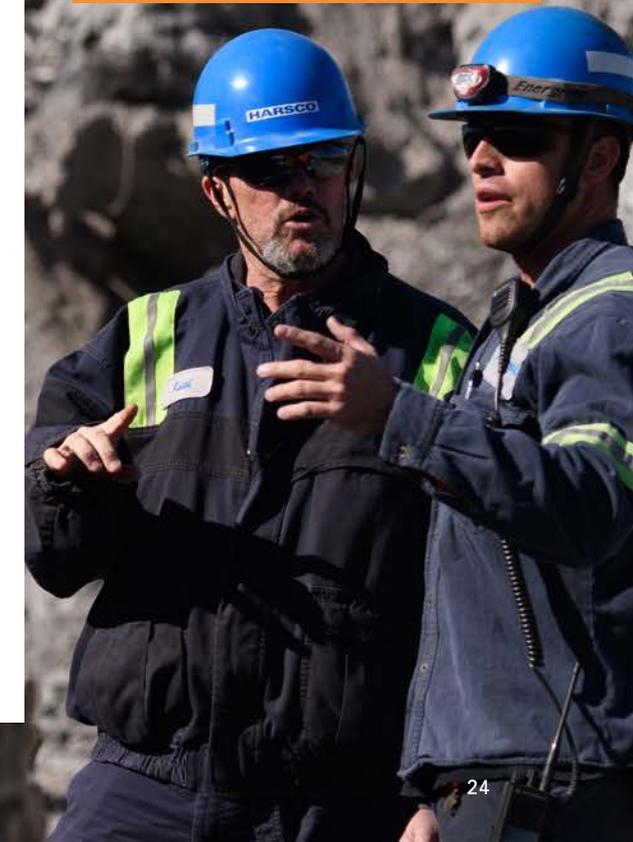
The Clean Earth EHS team continued leading the integration of the Clean Earth and Environmental Solutions (ESOL) safety programs across the enterprise. The Clean Earth team reviewed each group's safety program to identify the best safety policies, procedures, technology and systems to retain for its integrated program.

To improve its safety and compliance performance this year, Clean Earth proactively engaged in five key activities:

- **Internal visit/audit program:** Implemented for safety and environmental compliance at all locations.
- **Improved training programs:** Ensure employees understand hazard identification, policies and procedures.
- **Improved communications:** Release internal monthly reports on EHS metrics highlighting best practices.
- **Accountability:** Hold every employee to the same high standard, individually and collectively.
- **Zero-tolerance:** Zero-tolerance policy for non-compliance with safety and environmental regulations.

## 2022 PRIORITIES

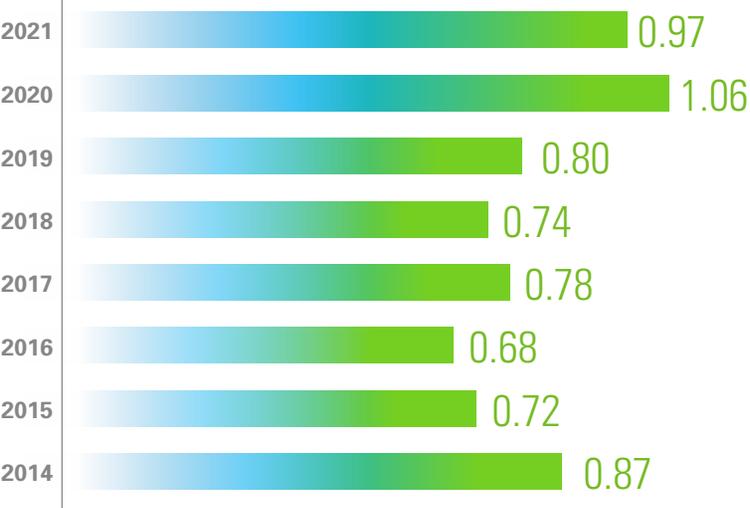
- Integrate Harsco Environmental's Visible Felt Leadership safety program at Clean Earth.
- Continue executing safety culture improvement strategies initiated in 2020.
- Build out the Harsco Safety Management System to further standardize safety approaches across segments and geographies.



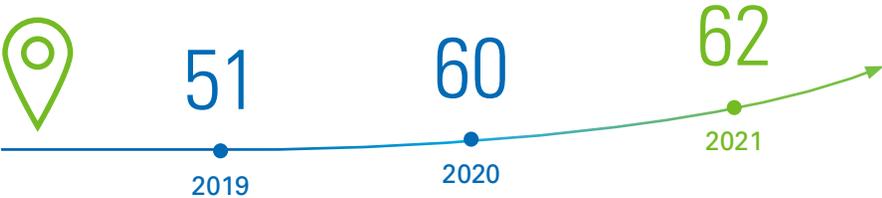
# KEY PERFORMANCE INDICATORS

## Total Recordable Incident Rate

With the acquisitions of Clean Earth and ESOL in 2019 and 2020, the overall TRIR in 2020 exceeded the average recordable rate over the previous five years. However, in 2021, Harsco achieved its goal to have a TRIR of 1.0 or less with a TRIR of 0.97 for the year.



## Number of ISO 18001/45001 certified health and safety management sites





# VISIBLE FELT LEADERSHIP: HARSCO ENVIRONMENTAL'S SAFETY JOURNEY

When it comes to safety, good is never good enough for Harsco Environmental. In 2021, Harsco's largest division embarked on a safety culture change journey called Visible Felt Leadership – an intentional leadership model where every leader is consistently visible and leads in such a way that their teams know their leader genuinely cares for their well-being. And the program is paying dividends.

In 2021, Harsco Environmental's TRIR dropped to 0.62, virtually unheard of in the dangerous steel mill services industry. That's a 16% increase in safety performance in just 18 months.

The program focuses on engagement and empowerment throughout all functions. This includes stopping work to assess safety issues and becoming part of the solution to ensure a safe work environment every hour of every day.

About 1,000 of the division's 8,000 employees have taken part in the solutions-based and

awareness-focused Visible Felt Leadership program, with continued rollout planned for 2022. Finger pointing or blame have no place in this program or at Harsco Environmental's work sites, but rather, employees are encouraged to proactively engage in safety. They take the program's iCare mantra to work each day and communicate with each other and leaders when they spot operational or EHS concerns.

By not treating safety as a one-time event, and continuing to roll out the program, massive safety improvements continue. Harsco Environmental's TRIR was 0.36 through the first half of 2022, a nearly 60% improvement over 2021, where it recorded a record low incident rate. Impressive, but the journey is not complete because anything less than all employees returning home safely after their shifts is unacceptable.



**We should all celebrate our success to date, but as a cautious safety leader we still have a long way to go on our safety culture journey. However, we are deeply committed to making it part of every employee's DNA.**



**Craig Kirby**  
Vice President  
Harsco Environmental EHS





# IMPROVING THE CULTURE OF SAFETY IN INDIA

When Siva Subramaniyam took on a leadership role as the regional president of Harsco Environmental India four years ago, he felt the region’s safety record required improvement. Starting from a core belief that a strong culture of safety is important for both employee welfare and the Company’s bottom line, Subramaniyam, his leadership team and site managers implemented strategies to improve their safety record.

The team acknowledged that, for this focus on safety to be successful, all 900 Harsco Environmental India employees would have to embrace a “safety starts with me” mantra, beginning with senior leadership. Over the

past two years, Harsco Environmental India has launched more than a dozen strategic safety initiatives, including:

- An initial EHS program focused on leadership, engagement, operating discipline, risk focus and systems, which later became the baseline for the Visible Felt Leadership safety initiative.
- Mandatory site visits by senior leaders.
- Constant review of safety systems and processes.
- A strategy that was easy for everyone to embrace, regardless of job or level.

Due to the success of these strategies, as of December 31, 2021, Harsco Environmental India has gone 5.25 million person-hours without an injury.

Harsco Environmental India’s renewed commitment to safety has also led to the development of numerous unique programs, such as *Share2Care* – a personalized safety program designed specifically for on-site employees, their colleagues and families. This initial innovative approach and its successful results importantly led to a much more comprehensive safety program – Visible Felt Leadership – which has been launched across the Company.



**Siva Subramaniyam**  
Regional President, India, Middle East & Africa  
Harsco Environmental



# Inspired People

Foster a diverse and inclusive Company culture that recognizes, supports and encourages personal development and community contributions.

## MANAGEMENT STRATEGIES AND 2021 PERFORMANCE HIGHLIGHTS

### STRATEGY 1

Invest in the career development of Harsco's global employees

### PERFORMANCE HIGHLIGHTS

- Launched Harsco Talent Planning to replace an older talent assessment platform. Harsco Talent Planning better identifies high potential employees and ways to enhance their development. Launched a new leadership competency model and development framework and began an overhaul of Harsco's overall learning and development portfolio.
- Facilitated a Company-wide leadership development series in response to COVID-19 called "Leading Through Crisis."

## STRATEGY 2

Foster a diverse and inclusive culture, knowing that diversity of perspectives, backgrounds and talents strengthens Harsco's business

## PERFORMANCE HIGHLIGHTS

- Committed to creating an inclusive and dynamic workplace where everyone is heard and can excel.
- Continued to value Harsco's differences and welcome the unique contributions, perspectives and ideas of every employee.
- Established a first-ever diversity, equity, engagement and inclusion (DEE&I) dashboard to track key talent indicators that drive action, accountability and desired outcomes.

In 2021, Harsco launched its first-ever global DEE&I Council as a critical driver of organizational change with regard to inclusive cultural development, talent attraction, employee experience and employee engagement. The DEE&I Council is comprised of Harsco's Chairman and CEO, Chief Human Resources Officer, representatives from corporate and representatives from each division. The DEE&I Council engaged in a discovery process in 2021 to identify trends, risks and opportunities with the goal of debuting a global enterprise strategy in 2022.





Management strategies and 2021 performance highlights | continued

### STRATEGY 3

Recognize employees through Harsco's Global Impact Awards and CEO Impact Awards

### PERFORMANCE HIGHLIGHTS

- More than 400 nominations of exceptional employees by their coworkers in categories aligned directly with Harsco's values.
- Recognized individuals and teams who have made significant contributions to Harsco.
- Winners of Global Impact Awards are then nominated for the Company's highest recognition, the CEO Impact Award.
- More than two dozen CEO Impact Awards were awarded to individuals and teams – the most ever in a single year – for reflecting Harsco's values and core business drivers.

### STRATEGY 4

Encourage community and civic engagement

### PERFORMANCE HIGHLIGHTS

- The Company continued its commitment to building strong, sustainable communities.
- Employees volunteered their time and talents to their communities across the globe.
- Opportunities were provided throughout the year for employees to dedicate work time to doing charitable work.

## 2022 PRIORITIES

### Human capital management priorities

- Promote an enterprise DEE&I strategy and associated initiatives that lead to improved employee retention and engagement.
- Continue to build an enterprise approach to talent management with a particular focus on leadership development investments and other critical talent segments.
- Continue to advance the maturity of Harsco Talent Planning leading to improved succession management outcomes in senior leadership and critical roles.
- Anchored by a new director of global talent acquisition, simplify and globalize the talent acquisition function, standardizing how and who Harsco recruits.

# KEY PERFORMANCE INDICATORS

## Gender in the global workforce

Total workforce

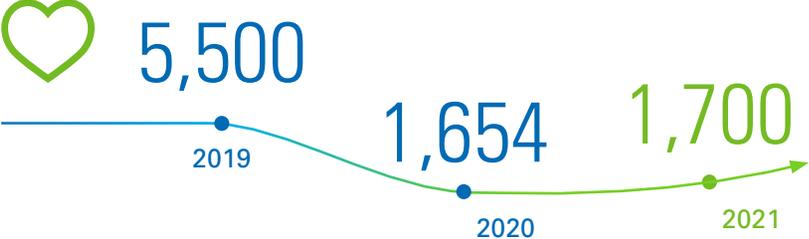
12,000 employees



## Annual charitable giving



## Employee volunteerism (hours)



Employee volunteer rates since 2019 declined because of the global COVID-19 pandemic.

## Gender diversity and retention

Gender diversity



Retention Rate





# WOMEN OF HARSCO

A casual conversation between a few women at Clean Earth about the need for a mentoring and development program for women and by women evolved into a multifaceted global program offering an all-inclusive community. The initial concept, “women at work,” quickly flourished into the Company’s first-ever employee resource group known as Women of Harsco, which aims to support women in the workplace.

As the idea germinated, 11 employees formed a core team and quickly got to work on a vision. The team identified three focus areas: mentorship, community and resources.

The group has completed the following since its launch in 2021:

- Piloted a mentorship program using a sophisticated software program to ensure effective mentor/mentee pairings.
- Initiated a speaker series featuring both internal and external speakers to spark discussions around leadership and tips for success.
- Began community outreach efforts with the United States Girl Scouts to promote science, technology, engineering and math career exploration for girls and young women.

Originating at Clean Earth, Women of Harsco was quickly embraced by Harsco Corporate and Harsco Environmental. The group’s mission, to promote the advancement of women through personal and professional development, mentorship and empowerment, continues to resonate Company-wide as group members multiply.



**Women of Harsco has spread to all facets of the Company. We all believed in the program, and knew it would benefit women, and we’re watching it grow with each passing day.**



**Kaila Ilyes**

Technical Sales Supervisor and Women of Harsco’s Team Lead



# ESG DATA TABLES

## GRI 102: General Disclosures

Disclosure	Description	Cross-reference or answer
<b>Organizational Profile</b>		
102-1	Name of the organization	HARSCO CORPORATION (NYSE: HSC)
102-2	Activities, brands, products, and services	Harsco Corporation is a market-leading, global provider of environmental solutions for industrial and specialty waste streams. The Company's two reportable business segments are Harsco Environmental and Harsco Clean Earth, and Harsco Corporation is a single-thesis environmental solutions Company that is a leader in the markets it serves.
102-3	Location of headquarters	350 Poplar Church Road, Camp Hill, Pennsylvania
102-4	Location of operations	<p>Harsco's Environmental division serves 70 customers at approximately 150 sites in approximately 30 countries. Harsco's diversified customer base includes the largest steel producers in the regions where Harsco Environmental operates, serving a mix of mini-mill and integrated operations. In recent years, Harsco Environmental has extended its reach, signing new services contracts in bellwether emerging markets like India and further strengthening its footprint in the Americas and Europe. Regions specified: North America, Western Europe, Latin America, Asia-Pacific, Middle East and Africa, Eastern Europe.</p> <p>Harsco's Clean Earth division operates a leading network of 88 waste management sites across the United States, including 19 federally permitted treatment, storage and disposal facilities (TSDFs).</p>
102-5	Ownership and legal form	Publicly traded on NYSE
102-6	Markets served	<p>Today, Harsco Environmental is a premier, global provider of environmental services and material processing to the global steel and metals industries. Harsco Environmental partners with its global customer base to deliver production-critical on-site operational support and resource recovery services, through management of its customers' primary waste or byproduct streams. Harsco's services support the metal manufacturing process, generating significant operational and financial efficiencies for its customers and allowing them to focus on their core steel making businesses.</p> <p>Harsco's Clean Earth division operates a leading network of 88 waste management sites across the United States, including 19 federally permitted TSDFs, recycling and reusing hazardous and non-hazardous waste and contaminated materials (soil and dredge).</p>
102-7	Scale of the organization	As of December 31, 2021, Harsco had approximately 12,000 employees, excluding contingent workers, in more than 35 countries.
102-8	Information on employees and other workers	Refer to Inspired People and <a href="#">2021 10-K Annual Report</a> (pg. 7) for description of Harsco's human capital resources.

## GRI 102: General disclosures | continued

Disclosure	Description	Cross-reference or answer
<b>Organizational Profile</b>		
102-10	Significant changes to the organization and its supply chain	<p>Harsco has worked in recent years to transform its portfolio, strengthen its financial results and invest to grow the Company. These investments include targeted organic investments, as well as mergers and acquisitions, that have accelerated Harsco's business transformation. The purchases of Clean Earth and Environmental Solutions (ESOL), along with the sale of an energy-linked business in 2019 and Harsco's intention to sell its Rail business, have been significant strategic steps for the Company. As a result, 100% of revenues from continuing operations in 2021 were generated from the Company's two environmentally-focused segments, Clean Earth and ESOL. It also is important to note that these transactions have reduced the Company's portfolio complexity and business cyclicality.</p> <p>More broadly, Harsco is committed to viewing every customer need through a sustainability lens. Harsco's customers are increasingly expecting more customizable solutions that address environmental challenges within their industries. The Company is responding to this need by helping customers build better businesses and, in a larger sense, a better environment. The go-forward strategy is clear: to continue building a leading, global environmental solutions company.</p>
<b>Strategy</b>		
102-14	Statement from senior decision-maker	CEO Letter; <a href="#">2021 10-K Annual Report</a> (pg. 12)
102-15	Key impacts, risks and opportunities	Risks: <a href="#">2021 10-K Annual Report</a> (pg. 10-20) Opportunities/growth strategy: <a href="#">2021 10-K Annual Report</a> (pg. 4-5)
<b>Ethics and integrity</b>		
102-16	Values, principles, standards and norms of behavior	Refer to <a href="#">Our Code of Business Conduct</a>
102-17	Mechanisms for advice and concerns about ethics	Refer to <a href="#">Our Code of Business Conduct</a>
<b>Governance</b>		
102-18	Governance structure	Refer to <a href="https://www.harsco.com/corporate-governance">https://www.harsco.com/corporate-governance</a>
102-19	Delegating authority	ESG governance
102-20	Executive-level responsibility for economic, environmental and social topics	(post not currently filled) Refer to <a href="https://www.harsco.com/sustainability">https://www.harsco.com/sustainability</a> – <a href="#">Harsco's environmental policy</a> and global environmental compliance is overseen by the vice president of sustainability and environmental solutions, a member of Harsco's Executive Leadership Team, and a direct report to the CEO and chairman of the board.
102-23	Chair of the highest governance body	Refer to <a href="https://www.harsco.com/corporate-governance">https://www.harsco.com/corporate-governance</a> CEO is also chairman of the board.

GRI 102: General disclosures | continued

Disclosure	Description	Cross-reference or answer
<b>Governance</b>		
102-24	Nominating and selecting the highest governance body	Refer to <a href="https://www.harsco.com/corporate-governance">https://www.harsco.com/corporate-governance</a> The board will work together in seeking and nominating candidates for board membership. The board has delegated the screening process for new directors to the Governance Committee in consultation with the chairman. Consistent with its charter, the Governance Committee is responsible for screening director candidates, for establishing criteria for director nominees and for recommending to the board a slate of nominees for election to the board at the Annual Meeting of Stockholders, and nominees for election by the board to fill vacancies on the board. In addition, the Governance Committee will make a serious evaluation of each incumbent director prior to any re-nomination.
102-25	Conflicts of interest	Refer to <a href="https://www.harsco.com/corporate-governance">https://www.harsco.com/corporate-governance</a> (section titled “service on other boards”) and <a href="#">Our Code of Business Conduct</a>
102-26	Role of highest governance body in setting purpose, values and strategy	Refer to <a href="https://www.harsco.com/corporate-governance">https://www.harsco.com/corporate-governance</a> (section titled “responsibilities of the board”) and <a href="#">2022 Proxy Statement</a> (pg. 11)  The primary responsibility of the board is to oversee and provide direction and counsel to the senior management of the Company. Board members are expected to devote the time necessary to appropriately discharge their responsibilities, to review materials distributed in advance of board and committee meetings and to prepare for and attend and participate in all meetings of the board and of board committees on which they serve. In addition, each director is expected to attend the Annual Meeting of Stockholders. The board’s responsibilities include, but are not limited to: <ul style="list-style-type: none"> <li>• Reviewing and, where appropriate, approving the Company’s major financial and operational objectives, plans, strategies and actions overseeing the conduct of the Company’s business to assure that it is being properly managed.</li> <li>• Regularly evaluating the performance and approving the compensation of the CEO, and in consultation with the CEO, also reviewing the performance of the other members of the Company’s senior management team.</li> <li>• Planning for succession with respect to the CEO, including planning appropriate contingencies in case the CEO retires, resigns or is incapacitated, and monitoring management’s succession planning for other key executives of the Company.</li> <li>• Overseeing risk assessment and management of the Company’s major financial and other risk exposures.</li> <li>• Providing advice and counsel to the CEO and other executives of the Company.</li> <li>• Assisting management in the oversight of compliance by the Company with applicable laws and regulations, including in connection with public reporting obligations of the Company.</li> <li>• Overseeing management with a goal of ensuring that the assets of the Company are safeguarded through the maintenance of appropriate accounting, financial and other controls.</li> <li>• Periodically assessing the effectiveness of policies for communication between the Company’s stockholders and directors.</li> <li>• Periodically assessing the Company’s position on issues related to corporate social responsibility, public policy and philanthropy.</li> <li>• Evaluating and taking steps to maintain the effectiveness of the board, by recommending appropriate candidates for membership, by establishing appropriate compensation and by regularly reviewing and evaluating the operations of the board, each committee and each board member.</li> </ul> <p>Directors will discharge the above responsibilities by exercising their business judgment in a manner that they believe in good faith is in the best interest of the Company and its stockholders. The proceedings and deliberations of the board and its committees are confidential. Each director will maintain the confidentiality of information received in connection with his or her service as a director of the Company.</p>

## GRI 102: General disclosures | continued

Disclosure	Description	Cross-reference or answer
<b>Governance</b>		
102-29	Identifying and managing economic, environmental, and social impacts	Refer to <a href="#">2022 Proxy Statement</a> (pg. 11)
102-30	Effectiveness of risk management processes	Refer to <a href="#">2022 Proxy Statement</a> (pg. 11)
102-31	Review of economic, environmental, and social topics	Refer to <a href="#">2022 Proxy Statement</a> (pg. 12)
102-32	Highest governance body's role in sustainability reporting	Refer to <a href="#">2022 Proxy Statement</a> (pg. 12)
102-35	Remuneration policies	Refer to <a href="#">2022 Proxy Statement</a> (pg. 5, 27, 38, 83)
102-36	Process for determining remuneration	Refer to <a href="#">2022 Proxy Statement</a> (pg. 5, 27, 42-52)
102-37	Stakeholders' involvement in remuneration	Refer to <a href="#">2022 Proxy Statement</a> (pg. 5, 27, 42-52)
102-38	Annual total compensation ratio	93:1 – Refer to <a href="#">2022 Proxy Statement</a> (pg. 74)
102-39	Percentage increase in annual total compensation ratio	Refer to <a href="#">2022 Proxy Statement</a> (pg. 74)
<b>Reporting practice</b>		
102-45	Entities included in the consolidated financial statements	Refer to <a href="#">2021 10-K Annual Report</a>
102-46	Defining report content and topic Boundaries	Refer to <a href="#">About this report</a>
102-47	List of material topics	Refer to <a href="#">Focus areas, goals and KPIs</a>
102-48	Restatements of information	None
102-49	Changes in reporting	None
102-50	Reporting period	January 1, 2021 to December 31, 2021
102-51	Date of most recent report	May 2021
102-52	Reporting cycle	Annual

## GRI 102: General disclosures | continued

Disclosure	Description	Cross-reference or answer
<b>Reporting practice</b>		
102-53	Contact point for questions regarding the report	Jay Cooney, chief marketing and communications officer
102-54	Claims of reporting in accordance with the GRI Standards	Refer to <a href="#">About this report</a>
102-55	GRI content index	Refer to <a href="#">ESG data table</a>
102-56	External assurance	No external assurance on ESG Report

## GRI 200-400: Topic-specific disclosures

GRI topic	Disclosure	Description	Cross-reference or answer
<b>Economic topics</b>			
Economic performance	201-2	Financial implications and other risks and opportunities due to climate change	<p><b>Physical risks</b> Harsco Environmental is well-positioned to respond dynamically to changes in physical climate risks. Analysis of present-day conditions shows a third of current sales originate from sites that have already experienced a significant shift in climate-related hazards.</p> <p><b>Transition risks and opportunities</b> Global decarbonization is closely linked to a more circular economy. Harsco Environmental's EMEAs business is centered around providing waste-to-value industrial services and this transition presents a significant opportunity for the division. For this high-level assessment the Company considered these material changes relating to this transition:</p> <ol style="list-style-type: none"> <li>1. The expansion of environmental policy, such as requirements to clean legacy stockpiles and increased landfill tax present substantial opportunity for Harsco to grow existing and offer complementary environmental services.</li> <li>2. The transition from primary to secondary steel production may be accelerated due to the low-emissions potential of electric arc furnaces. This is an opportunity for Harsco given the secondly production process and market dynamics are typically more favorable.</li> <li>3. The relocation of blast furnaces due to increased carbon tax in certain regions (e.g., in Europe) may present short-term risks. However, Harsco's global footprint relative to its competitors means it is well positioned to relocate into new regions of operation.</li> <li>4. A shift away from steel to alternative materials is a potential risk that should be monitored over the next one to five years. While automakers are expected to continue using steel, timber (e.g., cross-laminated timber) has emerged as a potentially more sustainable alternative to steel for certain building applications. Timber faces a range of challenges to widespread adoption, including questions as to whether forestry practices can be sustainably scaled to support this new material.</li> </ol>
Anti-corruption	103-1	Management approach	Refer to <a href="#">Anti-Corruption Policy</a>
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	Refer to <a href="#">Our Code of Business Conduct</a>
Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Refer to <a href="#">Anti-Corruption Policy</a> <i>Additional details required by GRI on legal actions are not currently available to be disclosed in this reporting period.</i>
Taxes	207-1	Approach to tax	Refer to <a href="#">2021 10-K Annual Report</a> <i>Additional details required by GRI on approach to tax are currently not available to be disclosed in this reporting period.</i>

GRI 200-400: Topic-specific disclosures | continued

GRI topic	Disclosure	Description	Cross-reference or answer
<b>Environmental topics</b>			
Materials	301-2	Recycled input materials used	79.2%
Energy	103-1	Management approach	Refer to <a href="#">Thriving Environment</a>
Energy	302-1	Energy consumption within the organization	Direct energy use (GJ): 4,341,773 Indirect energy use (GJ): 619,433 Total energy use (GJ): 4,961,206  <i>Additional details on energy consumption within the organization are currently not available to be disclosed in this reporting period.</i>
Energy	302-3	Energy intensity	2,684 GJ/million \$  <i>Additional details on energy intensity are currently not available to be disclosed in this reporting period.</i>
Energy	302-4	Reduction of energy consumption	<i>The following information is currently not available to be disclosed in this reporting period.</i>
Emissions	103-1	Management approach	Refer to <a href="#">Thriving Environment</a>
Emissions	305-1	Direct (scope 1) GHG emissions	271,503 (t CO <sub>2</sub> e)  <i>Additional details on calculation and methodologies are not available to be disclosed in this reporting period.</i>
Emissions	305-2	Energy indirect (scope 2) GHG emissions	43,302 (t CO <sub>2</sub> e)  <i>Additional details on calculation and methodologies are not available to be disclosed in this reporting period.</i>
Emissions	305-3	Other indirect (scope 3) GHG emissions	31,933 (t CO <sub>2</sub> e)  <i>Additional details on calculation and methodologies are not available to be disclosed in this reporting period.</i>
Emissions	305-4	GHG emissions intensity	a. 170 million CO <sub>2</sub> e/million \$ b. per million \$ c. Scope 1 and 2 GHG emissions intensity d. <i>Additional details on methodologies are not available to be disclosed in this reporting period.</i>
Emissions	305-5	Reduction of GHG emissions	<i>The following information is currently not available to be disclosed in this reporting period.</i>
Waste	306-3	Significant spills	<i>The following information is currently not available to be disclosed in this reporting period.</i>
Waste	306-4	Waste diverted from disposal	<i>The following information is currently not available to be disclosed in this reporting period.</i>

**GRI 200-400: Topic-specific disclosures** | continued

GRI topic	Disclosure	Description	Cross-reference or answer
<b>Environmental topics</b>			
Waste	306-5	Water bodies affected by water discharges and/or runoff	<i>The following information is currently not available to be disclosed in this reporting period.</i>
Environmental compliance	103-1	Explanation of the material topic and its boundary	Refer to <a href="#">Corporate Environmental Policy</a>
Environmental compliance	103-2	The management approach and its components	Refer to <a href="#">Corporate Environmental Policy</a>
Environmental compliance	103-3	Evaluation of the management approach	Refer to <a href="#">Corporate Environmental Policy</a>
<b>Social topics</b>			
Employment	401-1	New employee hires and employee turnover	Refer to <a href="#">Inspired People</a>
Occupational health and safety	103-1	Explanation of the material topic and its boundary	Refer to <a href="#">Safe Workplaces</a>
Occupational health and safety	103-2	The management approach and its components	Refer to <a href="#">Safe Workplaces</a>
Occupational health and safety	103-3	Evaluation of the management approach	Refer to <a href="#">Safe Workplaces</a>
Occupational health and safety	403-1	Occupational health and safety management system	Refer to <a href="#">Safe Workplaces</a>
Occupational health and safety	403-2	Hazard identification, risk assessment and incident investigation	Refer to <a href="#">Safe Workplaces</a> <b>Total recordable incident rate: 0.97.</b> <i>Additional details on hazard identification, risk assessment and incident investigation are currently not available to be disclosed in this reporting period.</i>
Occupational health and safety	403-3	Occupational health services	Refer to <a href="#">Safe Workplaces</a>
Occupational health and safety	403-4	Worker participation, consultation, and communication on occupational health and safety	<i>The following information is currently not available to be disclosed in this reporting period.</i>
Occupational health and safety	403-5	Worker training on occupational health and safety	Refer to <a href="#">Safe Workplaces</a>

GRI 200-400: Topic-specific disclosures | continued

GRI topic	Disclosure	Description	Cross-reference or answer
<b>Social topics</b>			
Occupational health and safety	403-6	Promotion of worker health	<i>The following information is currently not available to be disclosed in this reporting period.</i>
Occupational health and safety	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<i>The following information is currently not available to be disclosed in this reporting period.</i>
Occupational health and safety	403-8	Workers covered by an occupational health and safety management system	<i>The following information is currently not available to be disclosed in this reporting period.</i>
Occupational health and safety	403-9 a.	Work-related injuries	Unfortunately, two fatalities occurred in 2021, as well as 146 work-related injuries. The total recordable incident rate (TRIR) for 2021 is 0.97 per 200,000 hours worked.  <i>Additional details on work-related injuries are currently not available to be disclosed in this reporting period.</i>
Training and education	103-2	The management approach and its components	Refer to <a href="#">Values &amp; governance</a> , <a href="#">Safe Workplaces</a> , <a href="#">Inspired People</a>
Training and education	404-1	Average hours of training per year per employee	<i>The following information is currently not available to be disclosed in this reporting period.</i>
Diversity and equal opportunity	103-3	Evaluation of the management approach	Refer to <a href="#">Inspired People</a>
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	Gender representation of the board: 22% female / 78% male Gender representation of executive officers: 20% female / 80% male  <i>Additional details on diversity of governance bodies and employees are currently not available to be disclosed in this reporting period.</i>
Diversity and equal opportunity	405-2	Ratio of basic salary and remuneration of women to men	<i>The following information is currently not available to be disclosed in this reporting period.</i>
Non-discrimination	103-1	Explanation of the material topic and its boundary	Refer to <a href="#">Values &amp; governance</a>
Non-discrimination	103-3	Evaluation of the management approach	Refer to <a href="#">Our Code of Business Conduct</a>

**GRI 200-400: Topic-specific disclosures** | continued

GRI topic	Disclosure	Description	Cross-reference or answer
<b>Social topics</b>			
Freedom of association and collective bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<i>The following information is currently not available to be disclosed in this reporting period.</i>
Child labor	408-1	Operations and suppliers at significant risk for incidents of child labor	<i>The following information is currently not available to be disclosed in this reporting period.</i>
Forced or compulsory labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<i>The following information is currently not available to be disclosed in this reporting period.</i>
Human rights assessment	412-2	Employee training on human rights policies or procedures	<i>The following information is currently not available to be disclosed in this reporting period.</i>
Local communities	103-1	Explanation of the material topic and its boundary	Refer to <a href="#">Inspired People</a>
Local communities	103-2	The management approach and its components	Refer to <a href="#">Inspired People</a>
Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	<i>The following information is currently not available to be disclosed in this reporting period.</i>
Socioeconomic compliance	103-1	Explanation of the material topic and its boundary	Refer to <a href="#">Corporate governance</a>
Socioeconomic compliance	103-2	The management approach and its components	Refer to <a href="#">Corporate governance</a>

## Sustainability Accounting Standards Board (SASB): Waste management

Topic	Accounting method	Category	Unit of measure	Response
<b>Greenhouse gas emissions</b>				
IF-WM-110a.1	(1) Gross global scope 1 emissions, percentage covered under (2) emissions-limiting regulations and (3) emissions-reporting regulations	Quantitative	Metric tons (t CO <sub>2</sub> e) Percentage (%)	(1) 271,503 t CO <sub>2</sub> e (2) <i>This information is currently not available to be disclosed in this reporting period.</i> (3) <i>This information is currently not available to be disclosed in this reporting period.</i>
IF-WM-110a.2	(1) Total landfill gas generated, (2) percentage flared, (3) percentage used for energy	Quantitative	Million British thermal units (MMBtu) Percentage (%)	(1) Not applicable – no owned or operated landfills (2) Not applicable – no owned or operated landfills (3) Not applicable – no owned or operated landfills
IF-WM-110a.3	Discussion of long-term and short-term strategy or plan to manage scope 1 and lifecycle emissions, emissions reduction targets and an analysis of performance against those targets	Discussion and analysis		Targets and progress: Harsco has set an enterprise goal to reduce the carbon intensity of its business by 15% by 2025 (scope 1 and 2 emissions, based on a 2019 baseline). Since 2019, scope 1 and 2 emissions have declined nearly 14%, primarily as a result of merger and acquisition activity, through which Harsco has divested more carbon intensive businesses while acquiring less carbon intensive businesses.
<b>Fleet fuel management</b>				
IF-WM-110b.1	(1) Fleet fuel consumed, (2) percentage natural gas, (3) percentage renewable	Quantitative	Gigajoules (GJ) Percentage (%)	(1) 2,668,148 GJ (2) 0% (3) 0%
IF-WM-110b.2	Percentage of alternative fuel vehicles in fleet	Quantitative	Percentage (%)	0%
<b>Air quality</b>				
IF-WM-120a.1	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic compounds (VOCs) and (4) hazardous air pollutants (HAPs)	Quantitative	Metric tons (t)	<i>This information is currently not available to be disclosed in this reporting period.</i>
IF-WM-120a.2	Number of facilities in or near areas of dense population	Quantitative	Number	<i>This information is currently not available to be disclosed in this reporting period.</i>
IF-WM-120a.3	Number of incidents of non-compliance associated with air emissions	Quantitative	Number	<i>This information is currently not available to be disclosed in this reporting period.</i>

Sustainability Accounting Standards Board (SASB): Waste management | continued

Topic	Accounting method	Category	Unit of measure	Response
<b>Management of leachate and hazardous waste</b>				
IF-WM-150a.1	(1) Total Toxic Release Inventory (TRI) releases, (2) percentage released to water	Quantitative	Metric tons (t) Percentage (%)	<i>This information is currently not available to be disclosed in this reporting period.</i>
IF-WM-150a.2	Number of corrective actions implemented for landfill releases	Quantitative	Number	Not applicable – no owned or operated landfills
IF-WM-150a.3	Number of incidents of non-compliance associated with environmental impacts	Quantitative	Number	<i>This information is currently not available to be disclosed in this reporting period.</i>
<b>Labor practices</b>				
IF-WM-310a.1	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	16% (United States and Canada employees)
IF-WM-310a.2	(1) Number of work stoppages and (2) total days idle	Quantitative	Number Days idle	(1) 0 (2) 0
<b>Workforce health and safety</b>				
IF-WM-320a.1	1) Total recordable incident rate (TRIR), (2) fatality rate and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Quantitative	Rate	(1) 0.97 TRIR (2) Two fatalities in 2021 (3) <i>This information is currently not available to be disclosed in this reporting period.</i>
IF-WM-320a.2	Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance and (6) Hazardous Materials Compliance	Quantitative	Percentile	<i>This information is currently not available to be disclosed in this reporting period.</i>
IF-WM-320a.3	Number of road accidents and incidents	Quantitative	Number	<i>This information is currently not available to be disclosed in this reporting period.</i>

Sustainability Accounting Standards Board (SASB): Waste management | continued

Topic	Accounting method	Category	Unit of measure	Response
<b>Recycling and resource recovery</b>				
IF-WM-420a.1	(1) Amount of waste incinerated, (2) percentage hazardous, (3) percentage used for energy recovery	Quantitative	Metric tons (t) Percentage (%)	Not applicable – no owned or operated incinerators
IF-WM-420a.2	Percentage of customers receiving (1) recycling and (2) composting services, by customer type	Quantitative	Percentage (%)	<i>This information is currently not available to be disclosed in this reporting period.</i>
IF-WM-420a.3	Amount of material (1) recycled, (2) composted and (3) processed as waste-to-energy	Quantitative	Metric tons (t)	(1) 14.3 million metric tons (2) <i>This information is currently not available to be disclosed in this reporting period.</i> (3) <i>This information is currently not available to be disclosed in this reporting period.</i>
IF-WM-420a.4	Amount of electronic waste collected; percentage recovered through recycling	Quantitative	Metric tons (t) Percentage (%)	8,305 t; 99.2% recycled
<b>Activity metrics</b>				
IF-WM-000.A	Number of customers by category: (1) municipal, (2) commercial, (3) industrial, (4) residential and (5) other	Quantitative	Number	<i>This information is currently not available to be disclosed in this reporting period.</i>
IF-WM-000.B	Vehicle fleet size	Quantitative	Number	<i>This information is currently not available to be disclosed in this reporting period.</i>
IF-WM-000.C	Number of: (1) landfills, (2) transfer stations, (3) recycling centers, (4) composting centers, (5) incinerators and (6) all other facilities	Quantitative	Number	(1) Zero (2) 51 10-day transfer facilities (3) Zero (4) Zero (5) Zero (6) 19 permitted TSDF  The Company's properties are more fully described in the <a href="#">2021 10-K Annual Report</a> .
IF-WM-000.D	Total amount of materials managed, by customer category: (1) municipal, (2) commercial, (3) industrial, (4) residential and (5) other	Quantitative	Metric tons (t)	<i>This information is currently not available to be disclosed in this reporting period.</i>

## Forward-looking statement

This report contains certain forward-looking statements based on Harsco management's current assumptions and expectations, including statements regarding our ESG targets, goals, programs, initiatives and objectives. These statements can be identified by terms such as "may," "could," "expect," "hope," "anticipate," "intend," "believe," "likely," "estimate," "outlook," "plan," "aspire," "goal," "target," "objective," "planned," "projects" or other comparable terms. In accordance with the "safe harbor" provisions of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934, Harsco provides the following cautionary remarks regarding important factors that, among others, could cause future results, including the achievement of targets, goals or commitments, to differ materially from the results contemplated by forward-looking statements, including the expectations and assumptions expressed or implied herein. Factors that could cause actual results to differ, perhaps materially, from those implied by forward-looking statements include, but are not limited to: (1) changes in the worldwide business environment in which Harsco operates, including changes in general economic conditions or changes due to COVID-19 and governmental and market reactions to COVID-19; (2) changes in currency exchange rates, interest rates, commodity and fuel costs and capital costs; (3) changes in the performance of equity and bond markets that could affect, among other things, the valuation of the assets in Harsco's pension plans and the accounting for pension assets, liabilities and expenses; (4) changes in governmental laws and regulations, including environmental, occupational health and safety, tax and import tariff standards and amounts; (5) market and competitive changes, including pricing pressures, market demand and acceptance for new products, services and technologies; (6) Harsco's inability or failure to protect its intellectual property

rights from infringement in one or more of the many countries in which Harsco operates; (7) failure to effectively prevent, detect or recover from breaches in Harsco's cybersecurity infrastructure; (8) unforeseen business disruptions in one or more of the many countries in which Harsco operates due to political instability, civil disobedience, armed hostilities, public health issues or other calamities; (9) disruptions associated with labor disputes and increased operating costs associated with union organization; (10) the seasonal nature of Harsco's business; (11) Harsco's ability to successfully enter into new contracts and complete new acquisitions or strategic ventures in the timeframe contemplated, or at all; (12) the integration of Harsco's strategic acquisitions; (13) failure to complete a divestiture of the Rail division, as announced on November 2, 2021 on satisfactory terms, or at all; (14) potential severe volatility in the capital markets; (15) failure to retain key management and employees; (16) the outcome of any disputes with customers, contractors and subcontractors; (17) the financial condition of Harsco's customers, including the ability of customers (especially those that may be highly leveraged, have inadequate liquidity or whose business is significantly impacted by COVID-19) to maintain their credit availability; (18) implementation of environmental remediation matters; (19) risk and uncertainty associated with intangible assets; (20) the risk that Harsco may be unable to implement fully and successfully the expected incremental actions at Clean Earth due to market conditions or otherwise and may fail to deliver the expected resulting benefits; and (21) other risk factors listed from time to time in Harsco's Securities and Exchange Commission ("SEC") reports. A further discussion of these, along with other potential risk factors, can be found in Part I, Item 1A, "Risk Factors," of Harsco's Annual Report on Form 10-K for the year ended December 31, 2021, and subsequent quarterly

reports on Form 10-Q. Harsco cautions that these factors may not be exhaustive and that many of these factors are beyond Harsco's ability to control or predict. Accordingly, forward-looking statements should not be relied upon as a prediction of actual results. The forward-looking statements in this report are made as of the date of this report, unless otherwise indicated, and we undertake no duty to update forward-looking statements to reflect subsequent events or circumstances.

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## Note on materiality

Materiality, as used in this report, and sometimes referenced as "ESG materiality" or our materiality review process, is different than the definition used in the context of filings with the SEC. Issues deemed material for purposes of this report and for purposes of determining our ESG strategies may not be considered material for SEC reporting purposes.

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## Data collection and verification

The data provided in this report through facts and figures is based on, unless otherwise specifically indicated, activities during Harsco's calendar year 2021. For some performance indicators, the previous year's data are provided to allow for annual comparisons. The facts and figures used in this report are as of the date of this report (October 2022), and we undertake no duty to update such data to reflect subsequent data or information. Unless otherwise specifically indicated, data used to determine facts and figures herein are based on Harsco internal data, and we did not seek, nor was there, external assurance from third parties with respect to such information.

# HARSCO

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