



enviri

Transforming the world to green

2023 ESG Report



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ABOUT THIS REPORT

Enviri's 2023 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 Enviri'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 2023 calendar year.

The decisions we make today will determine the future we have tomorrow

Everything we do today will not just affect our future but also the future of the planet. It is why we believe in doing what is right: ensuring that the decisions we are making day in and day out are focused on moving us closer to our environmental, social, and governance goals.



CHAIRMAN & CEO LETTER

Enviri's purpose is to reimagine how some of the world's most challenging waste can be remediated, recycled, and reused. I am pleased to share our fifth annual ESG Report, charting the goals and progress of our comprehensive sustainability strategy to develop and deliver environmental solutions.

Of note, in 2023:

- Enviri generated 87% of revenue from our two environmental solutions divisions (Clean Earth and Harsco Environmental)
- Our divisions recycled/reused 19 million tons of waste
- 93% of processed steel slag waste was recycled/reused by our Harsco Environmental division
- 91% of processed waste materials were recycled/reused by our Clean Earth division

These incredible accomplishments are possible because of Enviri's meticulous attention to detail, which starts with having a safety-first focus. Our employees work in challenging environments, but I am proud to say that our 0.81 Total Recordable Incident Rate (TRIR) makes us one of the safest companies in the industry and helps to ensure that our dedicated workforce returns home safely every day.

We are also committed to creating a culture of inclusion and belonging to drive meaningful change in the workplace and communities where we live and work. Enviri's Diversity, Equity, Engagement, & Inclusion (DEE&I) program, Belonging, seeks to foster an inclusive workplace culture where all employees are treated with respect, feel valued, and have a strong sense of community. To drive meaningful change in our communities, last year, Enviri's newly launched corporate giving program, Thrive, supported six Philadelphia-based organizations whose values closely align with ours.

Our continued success would not be possible without our people. I am grateful to all our nearly 13,000 employees for living our values each day. Their collective passion to make a world of difference is how our business will continue to thrive for generations to come.

While there is always more to accomplish, I am proud of Enviri's contributions.

F. Nicholas Grasberger III
Chairman and Chief Executive Officer
July 2024

Investing in a cleaner future

Overview of Enviri's corporate and ESG vision & strategy

In less than four years, Enviri has created one of the largest hazardous waste treatment and recycling companies in the United States. Globally, Enviri is recognized as a premier provider of material processing, resource recovery, and environmental services to the world's steel and metal industries. In line with our goal to derive 90% of annual revenue from environmental products and services by 2025, 87% of Enviri's revenue was attributed to its environmental solutions divisions in 2023.

As Enviri continues to expand our global environmental solutions business, our focus remains on:

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

Enviri's vision is of a cleaner, greener world. As such, we strategically focus on innovative environmental solutions to help actualize our vision. Today, most stakeholders, including investors, customers, employees, and communities, demand that companies do more to protect the environment and human health, reduce waste disposed of in landfills, reduce carbon emissions, and increase resilience to climate risks. Enviri's business model is uniquely suited to meet these heightened expectations.

VISION & STRATEGY: KEY FACTS

87%
of revenue from continuing operations came from Enviri's environmental solutions divisions

19M
tons of waste recycled or reused by Enviri divisions

93%
of processed steel slag recycled or reused by Harsco Environmental

91%
of processed waste recycled or reused by Clean Earth

446K
tons of hazardous & non-hazardous waste recycled or reused

3.4M
tons of soil recycled or reused

407K
tons of dredged materials recycled or reused

71M
gallons of wastewater recycled or reused

110K
tons of fuel recycled or reused

1,181
GJ / million \$ of revenue energy intensity

79MT
CO2e / million \$ of revenue emissions intensity

2023
Environmental
Highlights

VISION & STRATEGY: KEY FACTS

0.81

total recordable
incident rate
(TRIR)

7-year

average
employment
tenure

30+

country
operations

12,451

employees

67

Harsco
Environmental
ISO-certified
health and safety
management sites

250+

sites/service
locations

U.S. workforce
ethnic diversity

- 57% White
- 19% African American
- 16% Hispanic/Latino
- 2% Asian/Pacific Islander
- 2% Two or more races
- 4% Unspecified

U.S. workforce gender
diversity in leadership*

- 28% Women
- 72% Men
- *Director and above

2023 Social Highlights

VISION & STRATEGY: KEY FACTS

22%

of board directors
are women

26%

of senior
management
positions are
held by women

11%

ethnic diversity
representation
on the board of
directors

14%

of executive
officer positions
are held by
women

NYSE

NVRI public
company

2023 Governance Highlights

Our ultimate goal is zero waste

To meet the evolving needs of our partners, the planet, and society, Enviri is invested in accelerating the transition to a circular economy by treating, recycling, and repurposing industrial co-products and specialty wastes.

UTILITIES

REED MINERALS
PROCESSED

497_K
TONS

OF COAL SLAG

FOR RECYCLED/REPURPOSED
Blasting abrasives
Roofing granules

STEEL MILLS

HARSCO ENVIRONMENTAL
RECOVERED

8.7_M
TONS

OF METAL AND DEMETALIZED SLAG

FOR RECYCLED/REPURPOSED
Asphalt
Construction
Fertilizer
Aggregate

MANUFACTURERS, RETAIL & MEDICAL

CLEAN EARTH
PROCESSED

118_K
TONS

OF SPECIALTY WASTE

FOR RECYCLE/REUSE,
INCLUDING
Alternative fuels
Electronics
Aerosol cans
Batteries

WASTEWATER

CLEAN EARTH
PROCESSED

71_M
GALLONS

OF SPECIALTY WASTE

FOR RECYCLE/REUSE,
INCLUDING
Industrial wastewater
Landfill leachate

INFRASTRUCTURE & CONSTRUCTION

CLEAN EARTH
PROCESSED

3.8_M
TONS

OF SOIL AND DREDGED MATERIALS

FOR BENEFICIAL REUSE AS
Construction fill
Landfill capping material
Brownfield capping and redevelopment
Land reclamation
Remediation and capping

ENVIRI'S CORE VALUES

As the cornerstone of our shared culture, Enviri's values root employees in collective purpose and guide them to act with intention each day. Supported by the values and Code of Conduct, every Enviri employee is empowered with the tools, training, and guidance to do what is right for our customers, our people, our communities, and the environment.

BE ENVIRONMENTAL

Have an unwavering determination to make the world cleaner and greener.

BE CARING

Embed safety into everything we do and treat each other as we'd like to be treated ourselves.

BE PERFORMANCE DRIVEN

Act with a passion to deliver winning results.

BE INCLUSIVE

Create a diverse, collaborative, and inclusive workplace by embracing differences.

BE CUSTOMER FOCUSED

Actively listening to our customers' needs to surpass their expectations.

BE RESPECTFUL

Act truthfully and honorably to create a culture where people, opinions, and feelings are respected.

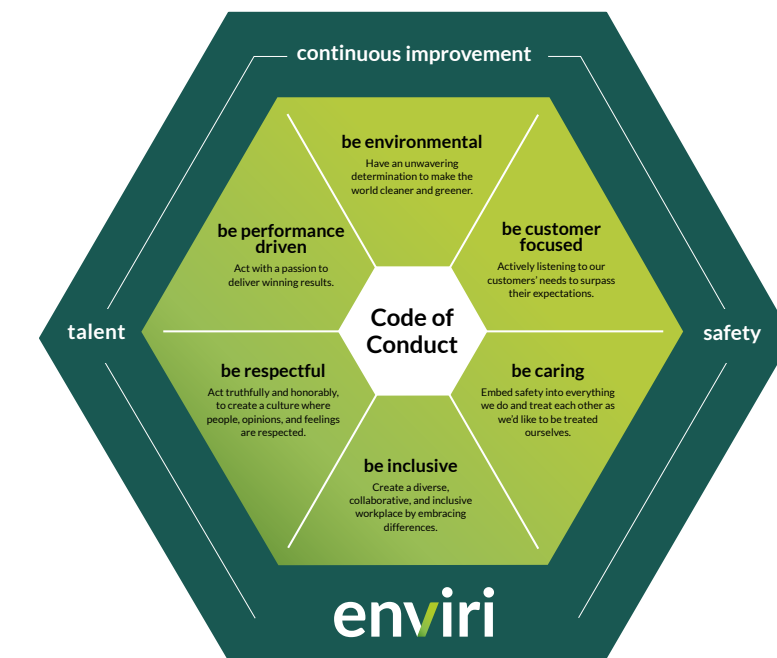
VALUES & GOVERNANCE

Corporate Governance

Excellence in corporate governance is fundamental to how Enviri is managed and operated, from everyday business to ESG. Enviri's values and policies are integrated within our Code of Conduct, which applies to all Enviri operations. All employees complete Code of Conduct training upon joining Enviri and receive ongoing reinforcement and reminders via the training and communication program. All vendors are expected to align with the principles articulated under Enviri's Business Partner Code of Conduct.

Board of Directors

Nine members serve on Enviri'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 (MDCC), and the Governance Committee. Oversight of ESG strategy and disclosures is provided by the Governance Committee. A portion of management compensation is tied to annual ESG goals, with the MDCC providing oversight and final responsibility for determining whether the goals have been achieved. The Board of Directors' biographies, committee charters, and corporate governance principles are posted on the Enviri website under "Leadership."



Corporate Governance built on integrity

COMPLIANCE & ETHICS

Enviri 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 General Counsel and Chief Compliance Officer and is ultimately overseen by the Board of Directors' Audit Committee. Enviri 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 our Global Compliance and Ethics program through frequent training, communications, and investigations of alleged misconduct. The program builds awareness and reinforces the importance of following Enviri's Code of Conduct and other policies such as 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 Enviri values, and exemplify their strong commitment to compliance and ethics

KEY COMPLIANCE ACCOMPLISHMENTS IN 2023 INCLUDED:

Appointed 20 Global Compliance Champions

- To further amplify the importance of this program and spread globally throughout the Company

Launch of Updated and Rebranded Code of Conduct

- To reflect updated values and emerging compliance topics, including simpler language and a transition to a digital version

Held Fourth Annual Compliance Day

- To reinforce awareness about the importance of compliance and ethics at Enviri, employees around the world participated in the fourth annual Compliance Day on November 30, 2023. The theme, "Be Green, Wear Green," reminded employees of our "Be Environmental" value and to conduct business "the right way"
- Employees engaged in various fun and interactive activities at Enviri sites in 12 different countries, with all three divisions participating, including the Philadelphia corporate headquarters
- Simple, easy-to-share messaging for all levels of the organization was provided, and Compliance Day received overwhelmingly positive feedback with strong participation

ESG GOVERNANCE

Enviri's Board of Directors' oversight of ESG issues is provided by the Governance Committee. Enviri's Chief Executive Officer (CEO) and Executive Leadership Team are responsible for guiding our ESG strategy and progress.

KEY ESG GOVERNANCE ACCOMPLISHMENTS IN 2023:

- In 2023, Enviri streamlined our approach to determining awards for our Executive Leadership Team by revising our Annual Incentive Plan that replaced the use of a performance modifier with two non-financial metrics, strategic and ESG goals, each of which is equally weighted at 10%

Doing what's right,
in the right way

GOVERNANCE COMMITTEE

Board oversight of ESG

CEO & EXECUTIVE LEADERSHIP TEAM

Set ESG strategy and monitor progress

VP, Global
Government Affairs

Sustainability & circular
economy engagement

ESG data management & reporting

SVP & Chief Human
Resources Officer

Human capital management

Diversity & inclusion

Executive Safety
Committee

Health & safety policies

Operational controls

SVP & General Counsel, Chief Compliance
Officer & Corporate Secretary

Corporate governance,
compliance & ethics/legal

ESG GOVERNANCE

General Oversight

The board has general oversight responsibility for the Company's business. Although the board is not responsible for the day-to-day management of the Company, board members stay informed about the Company's business through regular meetings, site visits, and other periodic interactions with management. The board is deeply involved in the strategic planning process for the Company and its business divisions. The board also plays an important oversight role in the Company's risk management, leadership development, and succession planning processes.

Composition

The board is currently comprised of nine directors, eight of whom qualify as independent. There are no family relationships among any of the directors or between any director and any of the Company's executive officers. Following Enviri's Board of Directors Corporate Governance Principles and applicable sections of the NYSE Listed Company Manual (the "NYSE Rules"), the independent directors regularly meet in executive sessions during each board meeting. These meetings allow the independent directors to discuss important issues, including the business and strategic direction of the Company and matters concerning management, without any member of management present. During the 2023 calendar year, the independent directors held five meetings.

Leadership Structure

The Company's governance documents provide the board with the flexibility to select the leadership structure that is most appropriate for the Company and its stockholders. The board regularly evaluates the Company's leadership structure. It has concluded that the Company and its stockholders are best served by not having a formal policy regarding whether the same individual should serve as both Chairman of the Board and CEO. This approach provides the board with the necessary flexibility to elect the most qualified director as Chairman of the Board while also maintaining the ability to separate the Chairman of the Board and CEO roles when necessary or appropriate.

In 2018, the board elected F. Nicholas Grasberger III Chairman of the Board, in addition to his title of Chief Executive Officer. Prior to this, he was President and Chief Executive Officer. In addition, the board elected David C. Everitt, an independent board member, as Lead Director of the Board. When the board appointed Mr. Everitt as the Lead Director, the board reviewed the Lead Director's role and responsibilities to ensure responsible oversight, including considering feedback received from existing investors.



ESG GOVERNANCE

Board Role in Risk Oversight

Management is responsible for identifying, evaluating, managing, and mitigating the Company's exposure to risk. It is the board's responsibility to oversee the Company's risk management process and to ensure that management is taking appropriate action to identify, manage, and mitigate key risks. The board administers its risk oversight responsibilities both through active review and discussion of key risks facing the Company and by delegating certain risk oversight responsibilities to committees for further consideration and evaluation.

THE FOLLOWING SUMMARIZES THE ROLE OF THE BOARD AND EACH OF ITS COMMITTEES IN OVERSEEING RISK

GOVERNING BODY AND ROLE OF RISK AND ESG OVERSIGHT

BOARD

- Regularly reviews the strategic plans of the Company and each of its business divisions, including risks associated therewith
- Reviews enterprise-level and other key risks identified through the Company's enterprise risk management (ERM) process as well as management's plans to mitigate those risks
- Quarterly briefing by the Chief Information Security Officer on information technology and cybersecurity matters
- Regularly reviews the Company's insurance policies, which includes cyber insurance
- Conducts annual succession plan reviews to ensure the Company maintains appropriate succession plans for its senior officers

AUDIT COMMITTEE

- Oversees compliance with legal and regulatory requirements and the Company's Code of Conduct
- Oversees financial risks, including risks relating to key accounting policies
- Oversees the Company's ERM framework and the process for identifying, assessing, and monitoring key business risks
- Reviews internal controls with the Chief Financial Officer, Principal Accounting Officer, and internal auditors
- Oversees the Company's processes and risk management protocols regarding cybersecurity and information technology risks and material cybersecurity incidents
- Meets regularly, including executive sessions, with representatives of the independent auditors

MANAGEMENT DEVELOPMENT AND COMPENSATION COMMITTEE

- Oversees risks relating to the Company's compensation programs
- Oversees risks relating to the Company's equity programs
- Oversees the process for conducting annual risk assessments of the Company's compensation policies and practices
- Employs an independent compensation consultant to assist in reviewing compensation programs, including the potential risks created by the programs
- Oversees the Company's executive management succession planning program
- Oversees diversity and inclusion process

GOVERNANCE COMMITTEE

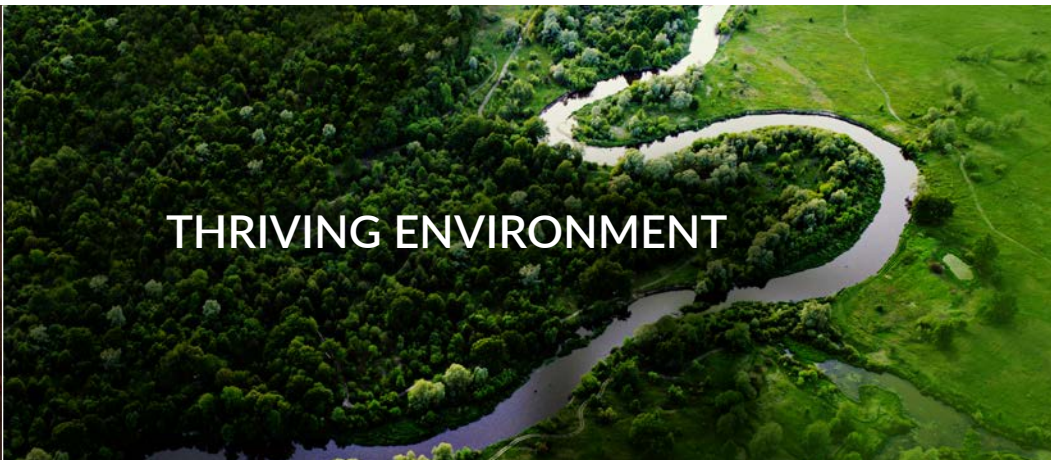
- Oversees risks relating to the Company's governance structure and other corporate governance matters and processes
- Oversees the Company's ESG strategy
- Evaluates related personnel transactions
- Oversees compliance with key corporate governance documents, including the Corporate Governance Principles and the Insider Trading Policy
- Oversees the delegation of risks identified in the ERM framework to the board and its committees
- Oversees the chief executive officer assessment, development and succession planning process, and provides input on assessment to MDCC for compensation decisions

CORE FOCUS AREAS & IMPACT METRICS

Enviri’s ESG strategy is driven by four focus areas: Innovative Solutions, Thriving Environment, Safe Workplaces, and Inspired People. Through our strategic focus, Enviri delivers value for the business and positive outcomes for all stakeholders.



INNOVATIVE SOLUTIONS



THRIVING ENVIRONMENT



SAFE WORKPLACES



INSPIRED PEOPLE

AMBITION

Help customers solve their most pressing sustainability challenges

GOALS / KPIs*

- Derive over 90% of annual revenue from environmental solutions divisions
- Aggressively grow our portfolio of environmental solutions
- Recycle or repurpose more than 75% of the waste and co-product material processed annually

* Key Performance Indicators

AMBITION

Reduce environmental impacts

GOALS / KPIs

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

AMBITION

Ensure Enviri employees return home unharmed every day

GOALS / KPIs

- Achieve a total recordable incident rate (TRIR) of less than 1.0 in 2023
- Demonstrate continuous improvement in our five-year safety record

AMBITION

Support the growth and development of employees and communities

GOALS / KPIs

- Enhance diversity and gender representation on the board and senior management team
- Expand and enhance global Employee Resource Groups (ERGs) to foster an environment of diversity, equity, engagement, and inclusion



INNOVATIVE SOLUTIONS: PERFORMANCE HIGHLIGHTS

Leverage Enviri's proven environmental solutions to new markets and customers

- In 2023, Clean Earth was selected as the exclusive provider of fill material to properly cap and close a former unlined landfill in Massachusetts to bring the site into compliance with the state's current environmental standards. Rather than use quarried aggregates, Clean Earth is beneficially reusing processed, remediated, and recycled fill material generated from local construction and infrastructure projects that meet state standards to reclaim the site while conserving our planet's limited resources. The project is slated for completion in 2024
- Clean Earth expanded its existing potential to process loose-packed material (clusters of waste primed for shredding) by adding new, state-of-the-art infrastructure to its asset base. Specifically, by constructing a second shredding system and processing unit, Clean Earth's Avalon, Texas, facility doubled its capacity to transform waste into small particles that can be used to develop a commercially viable, engineered fuel solution. Similarly, Clean Earth's Reidsville, North Carolina, facility is now able to process and convert greater volumes of waste into engineered fuel. The use of engineered fuel not only reduces the footprint of local landfills, it also reduces the need for fossil fuels

- Clean Earth's Lancaster, Texas, facility earned both the Recycling Industry Operating Standard (RIOS™) certification and the Responsible Recycling Standard Version 3 (R2V3) certification for adhering to best practices developed by industry leaders to minimize the environmental and health risks involved with electronic waste recycling. The Lancaster facility marks the Company's fifth certified electronics recycling facility. The RIOS Standard is an environmental, health, and safety management system based on ISO 9001 and ISO 14001 for the scrap and e-waste recycling industry. The R2V3 certification, the latest and most stringent version developed by Sustainable Electronics Recycling International, is the world's most widely adopted standard for safe and sustainable practices in e-waste processing. Clean Earth was among the first of its industry peers to earn the R2V3 certification, which involves an extensive internal and external audit process

Develop new, more efficient solutions that meet evolving market needs

- Harsco Environmental launched 12 new innovative solutions across its portfolio of environmental products and services to support its international customer base
- Harsco Environmental's AluSalt™ plant in Bahrain expanded production of recycled non-metallic product (NMP) from test quantities for customer use across a range of industrial applications. Recycled NMP redirects aluminum dross salt-cake materials from landfill disposal and provides a sustainable alternative to virgin alumina products for the steel industry
- Harsco Environmental commissioned a new technology pilot plant to develop enhanced solutions for slag valorization, which involves repurposing steel-making co-products as a variety of reusable, high-value mineral products

Invest in and partner with organizations and businesses that offer sustainable innovations for Enviri’s diverse customers

- In 2023, Harsco Environmental joined the Carbon Capture and Storage Initiative, a collaborative effort to evaluate and scale cutting-edge carbon capture and usage technologies to reduce the steel industry’s global carbon footprint. Harsco Environmental will serve as a technology partner in developing high-quality carbon accounting techniques for long-term storage solutions, with a focus on efficient steel production, and the treatment and reuse of steel co-products
- Harsco Environmental introduced a new slag cooling technology for its steel mill customers that increases process efficiency and product quality. The new cooling technology also reduces particulate dust emissions associated with slag processing
- Harsco Environmental is partnering with one of the world’s most respected suppliers of engineered products to develop solutions for customers in the steel industry. As part of the partnership, Harsco Environmental is recycling a wide range of co-product materials to produce engineered products for reuse
- In 2023, SteelPhalt™, a Harsco Environmental ecoproducts™ business, won a research grant from the United Kingdom’s Industrial Energy Transformation Fund. The grant supports the development and deployment of technologies that enable energy-intensive businesses to transition to low-carbon operations. SteelPhalt used the grant to conduct a feasibility study on energy-efficient solutions for asphalt production

2024 PRIORITIES

HARSCO ENVIRONMENTAL

- Maintain the proportion of mill services that provide environmental benefits to our customers in the steel industry. In 2021, nearly 64% of Harsco Environmental’s total annual revenue came from environmental solutions. In 2023, 100% of Harsco Environmental’s revenue was attributed to a range of products and services supporting customer sustainability
- Expand the reach of SteelPhalt’s product offerings to help local governments and businesses in the United Kingdom develop sustainable roadway infrastructure. SteelPhalt produces an alternative to traditional asphalt by using slag, a by-product from steelmaking, as the primary additive. By repurposing slag in this innovative manner, Harsco Environmental diverts large quantities of slag from landfill while reducing the demand for virgin quarried materials for asphalt production

CLEAN EARTH

- Per- and polyfluoroalkyl substances (PFAS) are one of the world’s most persistent and ubiquitous categories of pollutants, thus requiring safe and reliable remediation solutions. Clean Earth is securing permission from the United States

Environmental Protection Agency, Department of Defense, and other regulatory bodies to begin PFAS destruction and treatment operations for contaminated soil and water at its fixed facilities in Charlotte, North Carolina, and Detroit, Michigan. Clean Earth will also utilize mobile technology to provide flexibility in treating PFAS contamination at the site level

- Clean Earth is currently in the permit approval phase for several new and/or enhanced processing technologies, including:
 - Acquiring a new processing system for aerosol cans at its Fernley, Nevada, facility, which can currently process 25 million cans per year;
 - Expanding the pharmaceutical waste processing system at its Glencoe, Alabama, facility to increase capacity by 50%, equaling more than 18 million pounds of waste per year; and
 - Acquiring a new, non-hazardous liquid recycling system at its Indianapolis, Indiana, facility to begin recycling soaps, shampoos, and lotions



INNOVATIVE SOLUTIONS: FEATURE STORY

Steam boxes boost efficiency, cut costs, and conserve resources

By transforming slag from a mere waste product into a valuable resource, steam boxes unlock new opportunities for slag utilization.

When Jindal Steel Works needed a sustainable and economically viable slag management solution, it turned to Harsco Environmental to install and manage a groundbreaking new way to cool slag: steam boxes.

Steam boxes are large containers where hot slag is deposited, cooled, and conditioned using controlled processes.

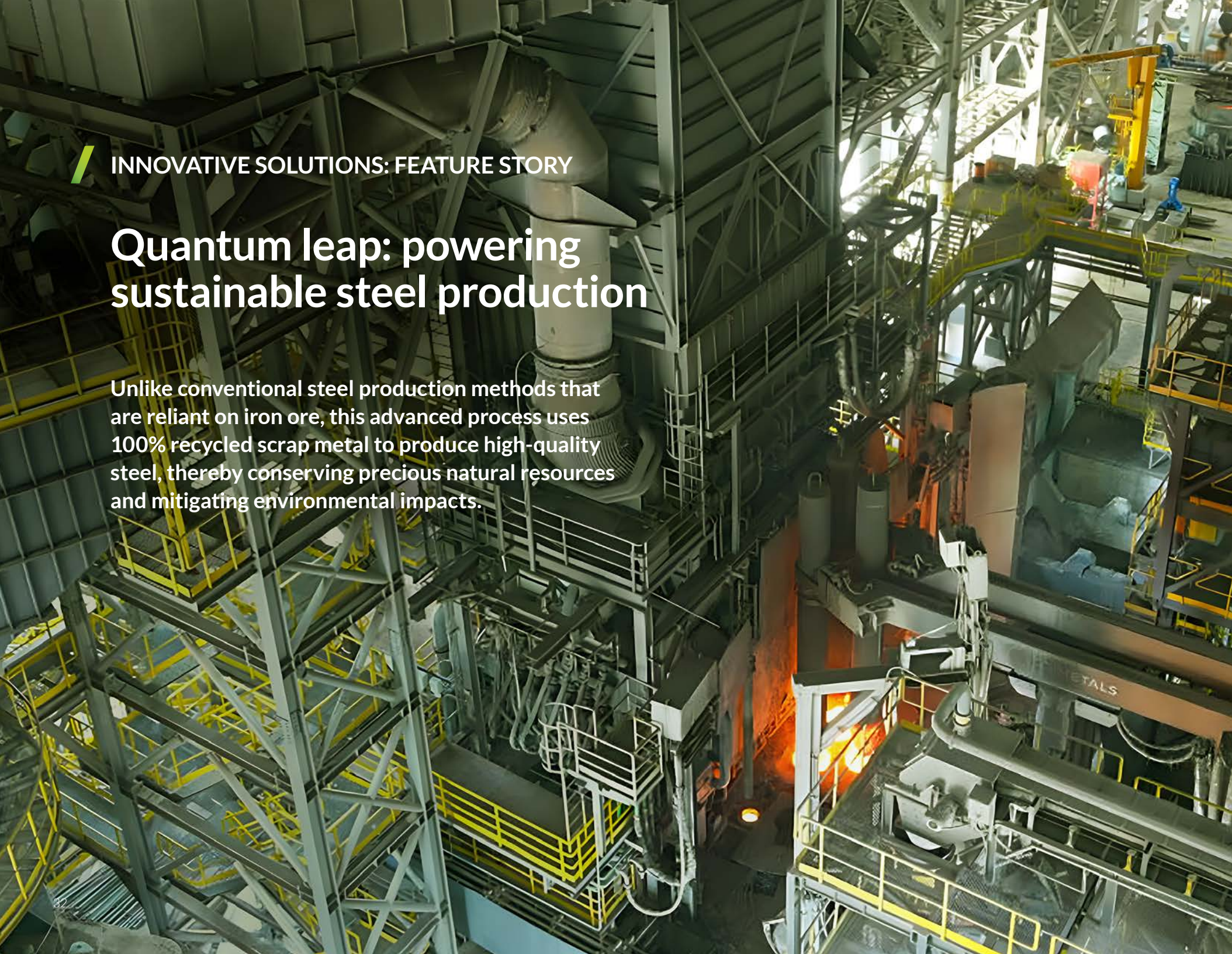
Harsco Environmental has developed its steam box process to improve upon previous methods. The resulting benefits include:

- Reduced space requirements
- Reduced steam and dust emissions inside the processing facility
- Potential for energy recovery from the steam
- Reduced cycle time
- Less water consumption
- Reduced slag expansion by 50% during cooling, meaning the end product is much more versatile

By transforming slag from a mere waste product into a valuable resource, steam boxes unlock new opportunities for slag utilization. Conditioned slag can be used as a substitute for natural aggregates in construction materials, reducing the demand for resources and alleviating pressure on fragile ecosystems. Additionally, the use of slag in road construction enhances pavement durability and longevity, which lowers maintenance costs and extends service life. Through these innovative applications, steam boxes facilitate the transition towards a more sustainable, resource-efficient economy.

From an economic standpoint, the adoption of steam boxes yields tangible benefits for steel manufacturers, local communities, and economies at large. By optimizing slag management processes, steam boxes enhance the operational efficiency of steel production, thereby increasing productivity and reducing costs. The controlled cooling and conditioning of slag results in higher-quality end products, which command greater market penetration. As conditioned slag finds its way into various projects, infrastructure development initiatives benefit from enhanced durability, reduced maintenance costs, and improved environmental performance, ultimately driving economic growth and societal well-being.

By conserving resources and unlocking new avenues for utilization, steam boxes contribute to environmental sustainability while enhancing operational efficiency and driving economic growth by helping to manufacture a better, more durable product. As communities around the globe continue to grapple with the dual challenges of environmental degradation and economic development, steam boxes demonstrate that technological innovation can indeed pave the way toward a more prosperous and sustainable future.



INNOVATIVE SOLUTIONS: FEATURE STORY

Quantum leap: powering sustainable steel production

Unlike conventional steel production methods that are reliant on iron ore, this advanced process uses 100% recycled scrap metal to produce high-quality steel, thereby conserving precious natural resources and mitigating environmental impacts.

Harsco Environmental is a key partner in enabling the Sariseki Steel Mill to gain the full sustainability benefits of the state-of-the-art “quantum furnace” technology.

Operated by Harsco Environmental’s longtime partner, the Tosçelik Group, this greenfield facility based in the heart of Iskenderun, Turkey, embodies the principles of environmental stewardship and circular economy practices. The Tosçelik Group pioneered the quantum furnace technology, and their Sariseki Steel Mill is one of the first in the world to use it.

Unlike conventional steel production methods that are reliant on iron ore, this advanced process uses 100% recycled scrap metal to produce high-quality steel, thereby conserving precious natural resources and mitigating environmental impacts. Using electricity to melt scrap metal (instead of raw ore) is more efficient, significantly reducing reliance on fossil fuels and minimizing carbon emissions. Furthermore, the furnace’s innovative design maximizes energy utilization, making it the most efficient steelmaking technology available today.

Harsco Environmental manages, prepares, and handles all the scrap metal for the steel mill, which includes recycled scrap from old car bodies, appliances, and other products that contain steel. Harsco Environmental manages more than 3.5 million tons of scrap annually at this site, which is one of the Company’s largest scrap contracts globally.

In addition to its environmental benefits, the quantum furnace exemplifies the principles of a circular economy. The steel produced in the Sariseki Steel Mill uses 100% recycled materials, which minimizes waste and maximizes resource utilization. This closed-loop system not only reduces the need for natural resources but also diverts significant amounts of waste from landfills, contributing to a more sustainable future.

The Sariseki Steel Mill’s commitment to the circular economy extends beyond steel production to include the management of co-products such as slag. Through a comprehensive process of cooling, processing, and recovery, the Sariseki Steel Mill extracts metallic components from the slag, which are then recycled back into the steelmaking process.

Like many other Harsco Environmental products, this holistic approach ensures minimal waste generation while maximizing the recovery of valuable materials. The Sariseki Steel Mill and its innovative quantum furnace are examples of environmental stewardship and circular economy principles in action. By leveraging advanced technology and embracing sustainable practices, Harsco Environmental and its partners are leading the industry and demonstrating that economic growth and environmental responsibility can go hand in hand.

Demonstrate Enviri’s leadership through our Corporate Environmental Policy and executive oversight

CLEAN EARTH

- Clean Earth treated PFAS-contaminated water at its Detroit, Michigan, facility using granular activated carbon (GAC) technology. GAC technology adsorbs PFAS from the waste matrix, leaving behind treated water
- Clean Earth, as a subsidiary of Enviri Corporation, appeared on *Engineering News-Record's* Top 200 Environmental Firms list for the 13th consecutive year and placed at No. 28, ranking in the Top 30 for the third consecutive year
- Clean Earth diverted materials containing underlying hazardous contents from Hazardous Waste/Subtitle C landfills or incineration. Instead, these materials underwent thermal desorption at Clean Earth's Fort Edward, New York, facility, allowing them to be beneficially reused as post-treatment construction fill materials according to New York's beneficial reuse standards

CLEAN EARTH RECYCLING

2022	2023
TOTAL WASTE RECYCLED 4 million tons	3.9 million tons
TOTAL % OF ALL PROCESSED MATERIALS RECYCLED/REUSED 90%	91%
HAZARDOUS WASTE RECYCLED/REUSED 232,088 tons	436,778 tons
SOIL REUSED/REPURPOSED 3.2 million tons	3.4 million tons

HARSCO ENVIRONMENTAL

- Harsco Environmental, as a subsidiary of Enviri Corporation, appears on *Engineering News-Record's* Top 200 Environmental Firms list for the third consecutive year, placing at No. 30
- To reduce greenhouse gas emissions, Harsco Environmental replaced three of its diesel-powered assets with electric vehicles and equipment at two of its sites, including forklifts in Peru and a van in England. Harsco Environmental will use these assets to evaluate the benefits of electrification and inform future operations
- SteelPhalt combines locally sourced, recycled steel slag with a bio-binder made from non-recyclable polymers that would otherwise be incinerated or disposed of in a landfill. In 2023, SteelPhalt reached the maximum level of recycled content possible in asphalt while maintaining its high standards for quality and performance


ENVIRI

- With the official relocation of our corporate headquarters to Philadelphia in 2023, Enviri turned to sustainable solutions for furnishings and materials in the new office. Items such as window and office blinds, glass doors, and the sound-making system were all sourced from the existing space. Environmental consideration was also paid to small fixtures around the office. Planters, for example, were made from post-consumer recycled plastic, such as keyboards, computer cases, beverage bottles, and phones.

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

ENVIRI'S 150+ MEMBER ENVIRONMENTAL, HEALTH, AND SAFETY TEAM CONTINUES TO:

- Utilize environmental management systems, including ISO 14001, to manage regulatory compliance at more than 75 Enviri facilities
- Proactively implement environmental policies to guide operations and ensure compliance with regulations in the United States and around the world
- Harsco Environmental captures all environmental incidents using its Incident Notification and Investigation System, which allows for proactive management, timely response and corrective actions, and incident analysis to prevent future occurrences. When applicable, Harsco Environmental also reports environmental incidents to the appropriate regulator(s)



THRIVING ENVIRONMENT: PERFORMANCE HIGHLIGHTS

Track and improve environmental compliance and progress through regular operational audits

ENVIRI STRIVES TO IMPROVE OUR ENVIRONMENTAL COMPLIANCE RECORD AND OUR ENVIRONMENTAL FOOTPRINT THROUGH GREATER OPERATIONAL EFFICIENCY AND CONTINUOUS IMPROVEMENT EFFORTS, INCLUDING:

- Auditing and reporting performance towards environmental KPIs quarterly to Enviri's Executive Leadership Team and Board of Directors
- Making and tracking progress towards our emissions reduction goal set in 2019 to reduce the energy and carbon intensity of operations by 15% by 2025

2024 PRIORITIES

IMPROVE ENERGY EFFICIENCY, REDUCE CARBON EMISSIONS, AND ASSESS CLIMATE CHANGE RISKS THROUGH:

- Renewable Energy Sourcing:
Assess opportunities to procure renewable energy for facilities located in the United States
- Double Materiality Assessment:
To comply with current and evolving regulatory reporting requirements, Enviri will conduct an assessment of our operations in 2024 to identify ESG metrics that are material to the Company and our operations. The assessment will analyze the impact of those metrics on both operational performance and the environment

Clean Earth joins in U.S. Department of Defense study on PFAS remediation

Clean Earth has been named by the United States Department of Defense (DoD) as part of a prototype project to demonstrate per- and polyfluoroalkyl substances (PFAS) remediation technologies.

The DoD is committed to addressing its release of PFAS from current and former U.S. Military installations, and to protecting the health of its service members, civilian workforce, and the communities it serves. Likewise, Clean Earth is committed to helping the DoD find innovative and sustainable solutions to remediate PFAS releases.

In its press release, the DoD called the project “a major step forward in the effort to provide [it] commercial PFAS treatment options for a variety of scenarios.” Clean Earth’s engagement in this project positions it to support the U.S. Government’s efforts through its capabilities and dovetails with the Company’s network of facilities, logistical capabilities, and ever-expanding toolbox of PFAS management technologies.

This proof of concept will demonstrate Clean Earth’s capability to remediate PFAS using an economical and environmentally sustainable approach. In the DoD’s hub and spoke remediation strategy, Clean Earth is the hub, and the DoD sites are at the end of the spokes. In this approach, the DoD sites collect and/or pre-process the materials, and the Clean Earth hub serves as the central point for the final treatment and destruction of the PFAS. This remediation structure centralizes expertise and resource allocation, creating long-term efficiencies. This high-priority project allows Clean Earth to demonstrate how its operational expertise can effectively support and deploy various emerging technologies to remediate PFAS, help the DoD achieve its mission, and reduce risks to human health and the environment.

Clean Earth and five other companies, Aquagga, Arcadis, 374Water, Battelle, and General Atomics, will participate in the remediation of PFAS-impacted waste collected from two DoD installations in Pennsylvania (Naval Air Station Joint Reserve Base, Willow Grove and Biddle Air National Guard Base, Horsham Township). The waste will be treated at Clean Earth’s Detroit and Charlotte locations.

With operations covering all 50 states, Clean Earth can manage contaminated materials at its permitted facilities or, when a project necessitates, use its mobile technologies and logistics expertise to manage and remediate contaminated material at the contaminated site location. Rather than a short-term fix, Clean Earth is committed to finding new, innovative, and sustainable solutions that minimize long-term risks and liability for our customers and the environment.



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

- Company-wide safety policies and operational controls are overseen by a cross-functional Executive Safety Committee, consisting of senior leaders from every division, which reports to Enviri's Chairman and CEO
- Enviri's Board of Directors reviews safety metrics quarterly
- Enviri's health and safety policy applies to all our divisions, subsidiaries, and third-party businesses, contractors, and visitors

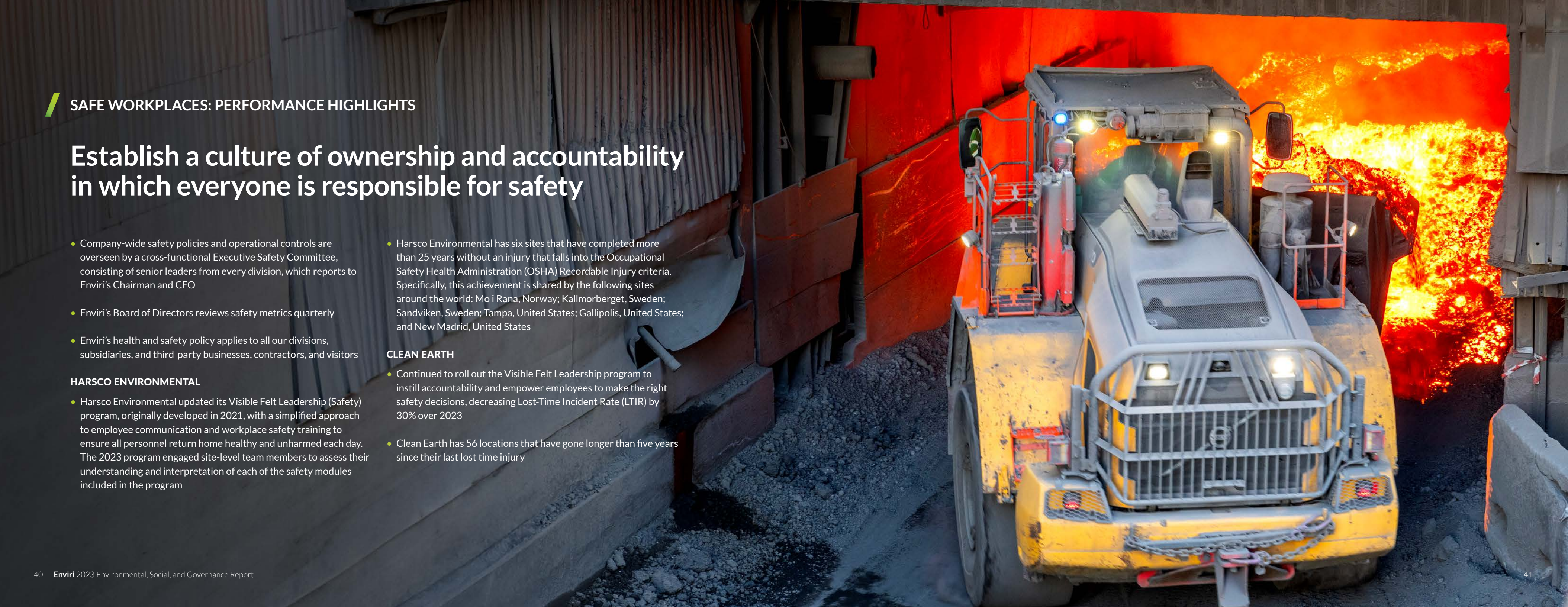
HARSCO ENVIRONMENTAL

- Harsco Environmental updated its Visible Felt Leadership (Safety) program, originally developed in 2021, with a simplified approach to employee communication and workplace safety training to ensure all personnel return home healthy and unharmed each day. The 2023 program engaged site-level team members to assess their understanding and interpretation of each of the safety modules included in the program

- Harsco Environmental has six sites that have completed more than 25 years without an injury that falls into the Occupational Safety Health Administration (OSHA) Recordable Injury criteria. Specifically, this achievement is shared by the following sites around the world: Mo i Rana, Norway; Kallmorberget, Sweden; Sandviken, Sweden; Tampa, United States; Gallipolis, United States; and New Madrid, United States

CLEAN EARTH

- Continued to roll out the Visible Felt Leadership program to instill accountability and empower employees to make the right safety decisions, decreasing Lost-Time Incident Rate (LTIR) by 30% over 2023
- Clean Earth has 56 locations that have gone longer than five years since their last lost time injury



Develop leading safety practices and comprehensive training programs

ACHIEVE A TOTAL RECORDABLE INCIDENT RATE (TRIR) BELOW 1.0

ENVIRI*		HARSCO ENVIRONMENTAL		CLEAN EARTH		HARSCO RAIL	
• TRIR 2023	0.81	• TRIR 2023	0.61	• TRIR 2023	1.82	• TRIR 2023	0.42
• TRIR 2022	0.77	• TRIR 2022	0.45	• TRIR 2022	2.34	• TRIR 2022	0.91
• TRIR 2021	0.97	• TRIR 2021	0.62	• TRIR 2021	2.18	• TRIR 2021	1.63

* a composite of Harsco Environmental, Clean Earth & Harsco Rail

2024 PRIORITIES

- Continue to expand the Visible Felt Leadership program, designed to instill accountability and personal empowerment into employee safety
- Continue iCare training, a program within Enviri’s Safety Business System, to promote safety awareness at all sites and businesses for positive results; initiate refresher training for all managers

HARSCO ENVIRONMENTAL

- Regularly update all employees on safety performance via our Quarterly Business Update Newsletter
- Continue expanding the number of ISO 9001, -14001 and -45001 certifications for Harsco Environmental sites across the globe
- Refresh, enhance, and roll out Hot Work Safe Evacuation Training
- Refresh and enhance Cardinal Rules, our foundational rules of safety
- Increase and improve the safety verification process via the Harsco Environmental Way Assessment program

CLEAN EARTH

- Reorganize the safety team to include specific focus groups for plant operations, service operations, and systems to drive the One Clean Earth program, which unifies all entities in the organization with different histories of legacy safety practices under a single, shared safety system
- Utilize Samsara, Clean Earth’s in-cab video monitoring system powered by artificial intelligence technology, to monitor and improve driver behavior and safety scores and recognize drivers for positive results
- Develop and implement safe, ergonomic practices and tools to minimize manual or assisted lifting and carrying involved in plant operations and transporting waste containers with the goal of reducing or eliminating common injuries

51 years without an injury: a safety record to be proud of

Harsco Environmental has two sites that have gone more than 50 years without an injury, one that has gone more than 40 years, and 13 that have gone a decade without an injury. For these sites, safety is not just an idea; it’s a way of life.

In north-central Norway, just over 3,000 kilometers northeast of Harsco Environmental’s global headquarters in Leatherhead, U.K., sits a city called Mo i Rana (pronounced exactly how it’s spelled). People here have been making iron and steel for as long as anyone can remember. And that’s where Harsco Environmental comes in. Something special is happening in Mo i Rana at the Celsa Nordic Steel Mill: they haven’t recorded a single injury for over 51 years.

To put this into perspective, the last time there was an injury here (more than a half-century ago), the Vietnam War was ending, Watergate was beginning, and a gallon of gasoline cost 39 cents. All of this leads to the question of how a site goes more than 50 years without an injury.

Site Manager Ronald Utland’s answer is simple: “Everyone is always looking after each other. Anything less than each person returning home each day in the same condition that they came to work is not good enough.”

Lars Lindqvist, the Managing Director of Scandinavia, echoed the same: “Everyone is responsible for training and safety – each one of us. Every employee understands that it is their responsibility to do their job safely. They owe it to one another.”

There are 20 employees at Mo i Rana; though the site is small, the employees here do some of the most dangerous work in the steel industry, involving furnaces and molten slag. Daily workers dig under furnaces and move slag pots that can be as hot as 1,500 degrees F (820 degrees C).

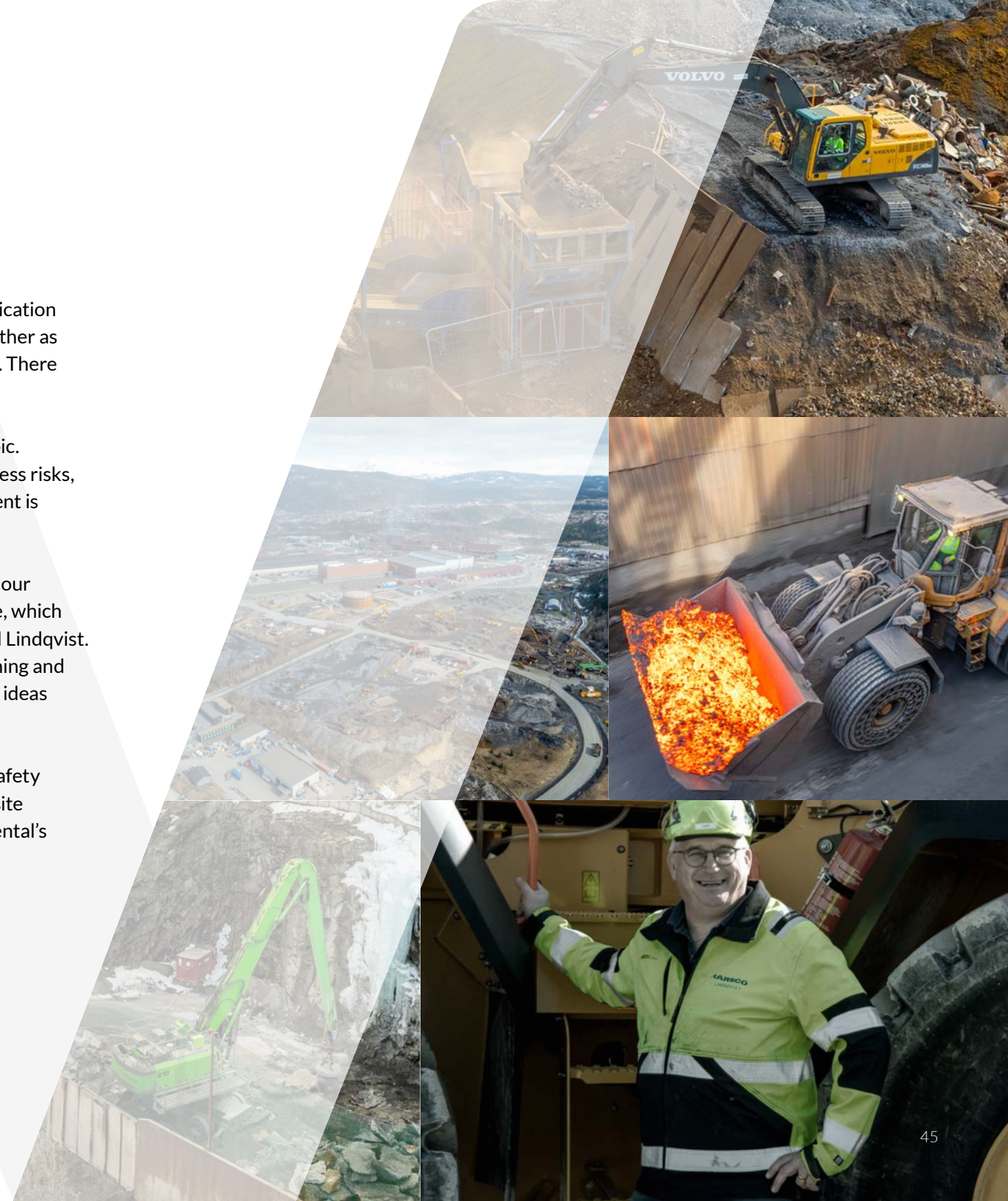
According to Peter Frank, SHEQ Manager, “We have a meeting each morning at nine o’clock to discuss what everyone is doing. We know this is hazardous work. It is very open, honest, and candid communication.” The daily meeting serves as an iPrepare session, part of the iCare initiative in Harsco Environmental’s Visible Felt Leadership safety program, which the team cites as an essential tool.

The entire management team believes communication is vital to a safe site. “Everyone speaks to each other as neighbors,” said Lindqvist. “Everyone speaks up. There are no titles. There is no hierarchy.”

During these morning meetings, risk is a hot topic. “We have a routine and a process in place to assess risks, and we do that daily,” said Frank. “Risk assessment is essential in ensuring we are all safe.”

“Visible Felt Leadership is very compatible with our Norwegian safety philosophy and safety culture, which we have been building for a very long time,” said Lindqvist. “Personal responsibility, open discussions, listening and acting on candid feedback, and embracing good ideas have all been a way of life.”

We salute the Mo i Rana team for their strong safety culture and incredible results. Appropriately, a site bordering the Arctic Circle is Harsco Environmental’s North Star of safety.



Invest in the career development of Enviri's global employees

- Continued to invest time in Talent Management, one of the three Enviri Business System Components designed to create a unique culture while providing value to Enviri's stakeholders, including employees, customers, and shareholders
- Embraced the new global leadership competency model and began training in September 2023 at the Global Leadership Council Conference in Philadelphia. Initial training was deployed at the Global Leadership level, preparing leaders to guide and coach their teams in each of the leadership competencies
- Introduced Enviri's Learning and Development site — a new, web-based resource that provides employees with access to thousands of online courses and hundreds of internal courses to foster employee growth and engagement
- Launched HE Connect, a global leadership development program designed to help leaders and their organizations be effective in a dynamic and challenging context. Two in-person cohorts consisting of employees from multiple continents and across a variety of business functions participated in the inaugural, immersive program in 2023. Attendees built connections with leaders across the globe and shared knowledge that translated into real business impact, according to feedback from both attendees and their managers. The team that helped to launch HE Connect received a CEO Impact Award in 2023 in the "Be Caring" category. Five additional cohorts will participate in HE Connect in 2024
- Continued to identify and develop talent through the Enviri Talent Planning process and prepared to conduct reviews at least two levels below executive leadership in 2024

Foster a diverse and inclusive work culture, knowing that the diversity of perspectives, backgrounds, and talents strengthens Enviri’s business

- Enviri launched a new Diversity, Equity, Engagement, and Inclusion program called Belonging, with the objective to foster an inclusive workplace culture where all Enviri employees are treated with respect, feel valued, and have a strong sense of belonging
 - Enviri’s CEO signed the PricewaterhouseCoopers CEO Action for Diversity & Inclusion pledge
 - The existing Diversity Council was replaced with the Belonging Council and expanded to include employees of additional backgrounds and ages
- Enviri Women, an Employee Resource Group (ERG) focused on the professional and personal development of women, established new chapters across the United States, Latin America, Spain, Portugal, China, India, and South Africa. Expansion is also underway across Europe
 - Enviri Women continues to promote our Belonging strategy and actively supports talent development by creating and managing a mentorship program
- VetNet, an ERG that supports active-duty service members, veterans, and individuals impacted by past or present service, was launched in November 2023. VetNet strives to create a

support network and platform for veterans to connect while raising awareness of service member experiences and career opportunities

- Enviri launched six new, action-oriented values in 2023, which are easy to translate for non-English speakers. The values, first introduced in Enviri’s 2022 ESG Report, include:
 - Be Environmental – Be Caring
 - Be Performance Driven – Be Inclusive
 - Be Customer Focused – Be Respectful

Recognize employees through Enviri’s CEO Impact Awards

- The categories for the CEO Impact Awards, Enviri’s highest employee recognition award, were updated to reflect our six values. The awards occur twice per year and are determined by the CEO and Executive Leadership Team
 - Ten individuals and teams were honored with CEO Impact Awards for their outstanding contributions to our culture

2024 PRIORITIES

- Engage candidates in a positive recruiting and onboarding experience and digitize candidate requirements
- Foster a meaningful sense of belonging for all employees globally through:
 - Belonging and inclusion training;
 - Unconscious bias training to managers;
 - Launch a new ERG focused on global cultural awareness and celebration; and
 - Reinforce the refreshed Enviri values through our CEO Impact Awards program
- Engage employees through relevant career development opportunities, learning and development resources, and recognition programs. Measure engagement through strategic company-wide surveys
- Simplify administrative infrastructure used by employees, managers, and Human Resources by streamlining processes around employee changes. Utilize digital tools, such as our employee portal, and within reporting practices, with an emphasis on self-service

belonging
enriching our workplace



Shaping workplaces and embodying our values

Located in the heart of Iowa, the Harsco Environmental site stands out amidst the rolling plains as the Company’s largest in North America. Its leader, Mike Rummells, with 46 years of experience in the steel mills, is a living encyclopedia of knowledge, having witnessed the industry’s evolution from humble beginnings to modern complexities. Since the inception of the Iowa site in 1997, Mike has been a constant presence, guiding its growth and progress with unwavering commitment.

From his early days as an operator and mechanic welder to his current role as Site Manager, Mike has mastered every aspect of the operation. He has earned the admiration of his colleagues along the way and served as a mentor throughout his tenure.

Whether achieving record-breaking safety milestones or implementing innovative solutions to enhance efficiency, Mike

empowers his team to excel, setting high standards and providing the support and resources needed to achieve them. Mike leads with respect and inclusivity, fostering an environment of open communication and collaboration. The site boasts a team of 100 dedicated employees, more than half of whom have proudly served for over five years, which speaks to the culture of loyalty and expertise Mike has cultivated.

“We (Iowa) are great at communication! We’re great at using our radios,” said Adolph Cooke, a Hot Work Lead Operator with 22 years of experience. “We’re great at talking to people. If you lack communication, you’re putting your coworkers and their family in danger. We have the kind of safety culture here where we look out for each other.”

Under Mike’s transformative leadership, the Iowa site has thrived. Its dedication to safety has earned the site numerous honors, including CEO Impact Awards and recognition from the National Slag Association for its impeccable safety record and commitment to excellence.

“Within our workplace, we foster a robust safety culture ingrained in every aspect of our operations,” said Joe Moseley, a Production Supervisor with 16 years of experience. “Mike stands as a beacon of

It's great working for him. Mike is the best mentor and teacher to have. You won't find a better mentor anywhere else.

Matt Krueger
Maintenance Planner

knowledge and mentorship, not just in the technical facets of our business but also in the invaluable lessons he imparts about life itself.”

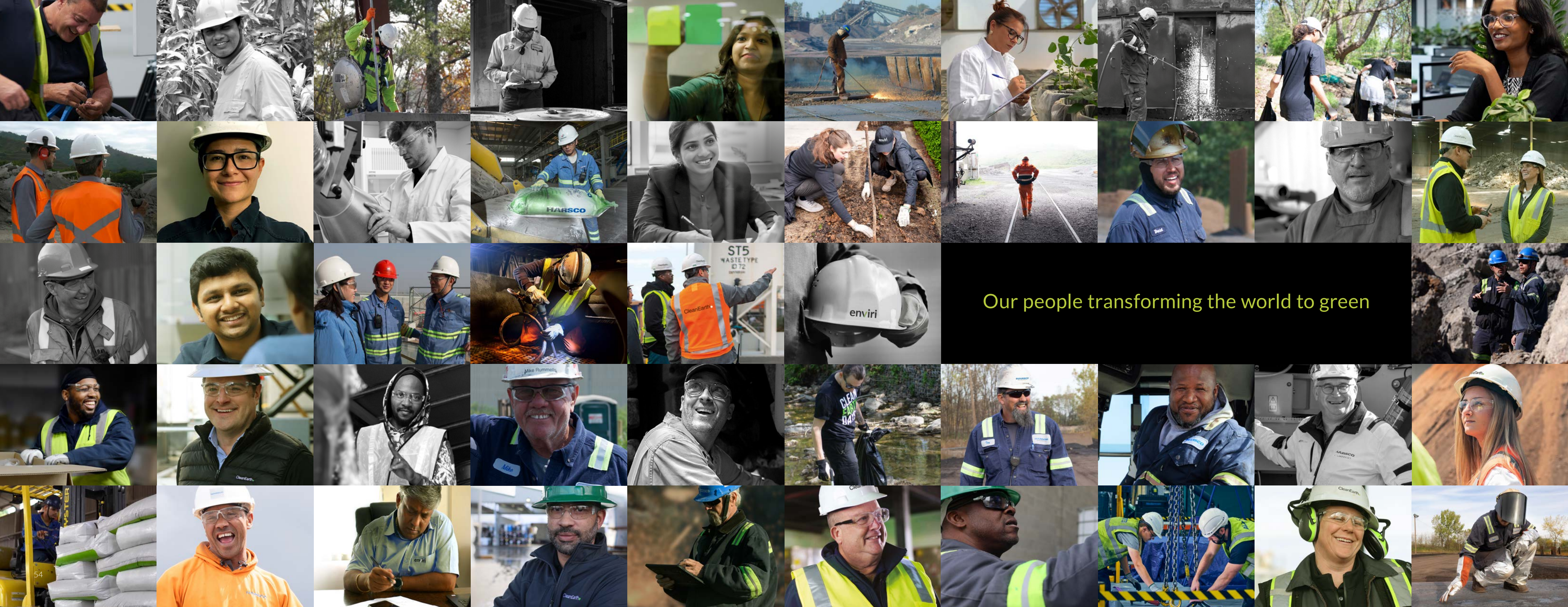
“This place has always felt like home to me, and I cherish its seamless work-life balance. Mike is a big reason why I came back,” said Matt Krueger, a Maintenance Planner with seven years of experience. “It’s great working for him. Mike is the best mentor and teacher to have. You won’t find a better mentor anywhere else.”

Mike Rummells’ leadership at Harsco Environmental’s Iowa site exemplifies Enviri’s values — shaping not just a workplace but rather a community built on mutual care and respect. These values will continue to advance the Company’s efforts to lead the steel industry toward a sustainable future.



By constantly asking why, what if, and why not, we are exploring, imagining, and creating innovative ways to create a cleaner and greener world.





Our people transforming the world to green

/
GRI 102: GENERAL DISCLOSURES

Disclosure	Description	Cross-reference or answer
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	ENVIRI CORPORATION (NYSE: NVRI)
102-2	Activities, brands, products, and services	<p>Enviri 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 Clean Earth. Enviri is a single-thesis environmental solutions Company that is a leader in the markets it serves.</p>
102-3	Location of headquarters	Two Logan Square, 100-120 North 18th Street, 17th Floor, Philadelphia, PA
102-4	Location of operations	<p>Enviri’s Harsco Environmental division serves 70 customers at approximately 150 sites in approximately 30 countries. Their 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>Enviri’s Clean Earth division operates a leading network of 93 waste management sites across the United States, including 18 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 co-product streams. Harsco Environmental’s services support the metal manufacturing process, generating significant operational and financial efficiencies for its customers and allowing them to focus on their core steelmaking businesses.</p> <p>Enviri’s Clean Earth division operates a leading network of 93 waste management sites across the United States, including 18 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, 2023, Enviri had 12,451 employees, excluding contingent workers, in more than 30 countries.
102-8	Information on employees and other workers	Refer to Inspired People and 2023 Form 10-K Annual Report (pg. 7) for description of Enviri’s human capital resources.



Disclosure	Description	Cross-reference or answer
ORGANIZATIONAL PROFILE [CONT.]		
102-10	Significant changes to the organization and its supply chain	<p>Enviri 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 Enviri’s business transformation. The purchases of Clean Earth and Environmental Solutions (ESOL), along with the sale of an energy-linked business in 2019, have been significant strategic steps for the Company. As a result, 87% of revenues from continuing operations in 2023 were generated from the Company’s two environmentally-focused segments, Harsco Environmental and Clean Earth.</p> <p>More broadly, Enviri is committed to viewing every customer need through a sustainability lens. Enviri’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>
STRATEGY		
102-14	Statement from senior decision-maker	Chairman & CEO Letter
102-15	Key impacts, risks, and opportunities	Risks: 2023 Form 10-K Annual Report (pg. 9) Opportunities/growth strategy: 2023 Form 10-K Annual Report (pg. 3 and pg. 5)
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	Refer to Our Code of Business Conduct
102-17	Mechanisms for advice and concerns about ethics	Refer to Our Code of Business Conduct
GOVERNANCE		
102-18	Governance structure	Refer to https://www.enviri.com/corporate-governance
102-19	Delegating authority	ESG governance
102-20	Executive-level responsibility for economic, environmental, and social topics	Enviri’s environmental policy and global environmental compliance is overseen by Enviri’s Executive Leadership Team.

Disclosure	Description	Cross-reference or answer
GOVERNANCE [CONT.]		
102-23	Chair of the highest governance body	Refer to https://www.enviri.com/corporate-governance CEO is also chairman of the board.
102-24	Nominating and selecting the highest governance body	<p>Refer to https://www.enviri.com/corporate-governance</p> <p>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 renomination.</p>
102-25	Conflicts of interest	Refer to https://www.enviri.com/corporate-governance (sections titled “Independence” and “Service on Other Boards”) and Our Code of Business Conduct
102-26	Role of highest governance body in setting purpose, values, and strategy	<p>Refer to https://www.enviri.com/corporate-governance (section titled “Responsibilities of the Board”) and 2024 Proxy Statement (pg. 11)</p> <p>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:</p> <ul style="list-style-type: none">• 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.• 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.• 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.• Overseeing risk assessment and management of the Company’s major financial and other risk exposures.• Providing advice and counsel to the CEO and other executives of the Company.• 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.• 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.• Periodically assessing the effectiveness of policies for communication between the Company’s stockholders and directors.• Periodically assessing the Company’s position on issues related to corporate social responsibility, public policy, and philanthropy.• 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. <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>

Disclosure	Description	Cross-reference or answer
GOVERNANCE [CONT.]		
102-29	Identifying and managing economic, environmental, and social impacts	Refer to 2024 Proxy Statement (pg. 12)
102-30	Effectiveness of risk management processes	Refer to 2024 Proxy Statement (pg. 12)
102-31	Review of economic, environmental, and social topics	Refer to 2024 Proxy Statement (pg. 13)
102-32	Highest governance body's role in sustainability reporting	Refer to 2024 Proxy Statement (pg. 13)
102-35	Remuneration policies	Refer to 2024 Proxy Statement (pg. 5, 28, 37-38, 87)
102-36	Process for determining remuneration	Refer to 2024 Proxy Statement (pg. 5, 28, 43-59)
102-37	Stakeholders' involvement in remuneration	Refer to 2024 Proxy Statement (pg. 5, 28, 39-59)
102-38	Annual total compensation ratio	93:1 – Refer to 2024 Proxy Statement (pg. 74)
102-39	Percentage increase in annual total compensation ratio	Refer to 2024 Proxy Statement (pg. 74)
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	Refer to 2023 10-K Annual Report
102-46	Defining report content and topic Boundaries	Refer to About this report
102-47	List of material topics	Refer to Focus areas, goals, and KPIs
102-48	Restatements of information	None
102-49	Changes in reporting	None
102-50	Reporting period	January 1, 2023 to December 31, 2023
102-51	Date of most recent report	October 2023
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Maura Pfeiffer, Communications Manager
102-54	Claims of reporting in accordance with the GRI Standards	Refer to About this report
102-55	GRI content index	Refer to ESG data table
102-56	External assurance	No external assurance on ESG Report

GRI topic	Disclosure	Description	Cross-reference or answer
ECONOMIC TOPICS			
Economic performance	201-2	Financial implications and other risks and opportunities due to climate change	Physical risks 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.
			Transition risks and opportunities Global decarbonization is closely linked to a more circular economy. Harsco Environmental's 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: <ol style="list-style-type: none">The expansion of environmental policy, such as requirements to clean legacy stockpiles and increased landfill tax present substantial opportunity for Harsco Environmental to grow existing and offer complementary environmental services.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 Environmental, given the secondary production process and market dynamics are typically more favorable.The relocation of blast furnaces due to increased carbon tax in certain regions (e.g., in Europe) may present short-term risks. However, Harsco Environmental's global footprint relative to its competitors means it is well-positioned to relocate into new regions of operation.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.
Anti-corruption	103-1	Management approach	Refer to Anti-Corruption Policy
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	Refer to Our Code of Business Conduct
Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Refer to Anti-Corruption Policy <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 2023 Form 10-K Annual Report (pg. 39, 73) <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 [Cont.]

GRI topic	Disclosure	Description	Cross-reference or answer
ENVIRONMENTAL TOPICS			
Materials	301-2	Recycled input materials used	The following information is currently not available to be disclosed in this reporting period.
Energy	103-1	Management approach	Refer to Thriving Environment
Energy	302-1	Energy consumption within the organization	Direct energy use (GJ): 2,075,461 Indirect energy use (GJ): 368,753 Total energy use (GJ): 2,444,214 Additional details on energy consumption within the organization are currently not available to be disclosed in this reporting period.
Energy	302-3	Energy intensity	1,181 GJ/ million \$ Additional details on energy intensity are currently not available to be disclosed in this reporting period.
Energy	302-4	Reduction of energy consumption	The following information is currently not available to be disclosed in this reporting period.
Emissions	103-1	Management approach	Refer to Thriving Environment
Emissions	305-1	Direct (scope 1) GHG emissions	122,886 (t CO ₂ e) Additional details on calculation and methodologies are not available to be disclosed in this reporting period.
Emissions	305-2	Energy indirect (scope 2) GHG emissions	39,584 (t CO ₂ e) Additional details on calculation and methodologies are not available to be disclosed in this reporting period.
Emissions	305-3	Other indirect (scope 3) GHG emissions	The following information is currently not available to be disclosed in this reporting period.
Emissions	305-4	GHG emissions intensity	a. 79 metric tons CO ₂ e/M \$ b. per million \$ c. Scope 1 and 2 GHG emissions intensity d. Additional details on methodologies are not available to be disclosed in this reporting period.
Emissions	305-5	Reduction of GHG emissions	The following information is currently not available to be disclosed in this reporting period.
Waste	306-3	Significant spills	The following information is currently not available to be disclosed in this reporting period.
Waste	306-4	Waste diverted from disposal	The following information is currently not available to be disclosed in this reporting period.
Waste	306-5	Water bodies affected by water discharges and/or runoff	The following information is currently not available to be disclosed in this reporting period.

GRI 200-400: TOPIC-SPECIFIC DISCLOSURES [Cont.]

GRI topic	Disclosure	Description	Cross-reference or answer
ENVIRONMENTAL TOPICS [CONT.]			
Environmental compliance	103-1	Explanation of the material topic and its boundary	Refer to Corporate Environmental Policy
Environmental compliance	103-2	The management approach and its components	Refer to Corporate Environmental Policy
Environmental compliance	103-3	Evaluation of the management approach	Refer to Corporate Environmental Policy
SOCIAL TOPICS			
Employment	401-1	New employee hires and employee turnover	Refer to Inspired People
Occupational health and safety	103-1	Explanation of the material topic and its boundary	Refer to Safe Workplaces
Occupational health and safety	103-2	The management approach and its components	Refer to Safe Workplaces
Occupational health and safety	103-3	Evaluation of the management approach	Refer to Safe Workplaces
Occupational health and safety	403-1	Occupational health and safety management system	Refer to Safe Workplaces
Occupational health and safety	403-2	Hazard identification, risk assessment, and incident investigation	Refer to Safe Workplaces Total Recordable Incident Rate (TRIR): 0.81. <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 Safe Workplaces
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 Safe Workplaces
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	No fatalities occurred in 2023. There were 130 work-related injuries. The total recordable incident rate (TRIR) for 2023 is 0.81 per 200,000 hours worked. <i>Additional details on work-related injuries are currently not available to be disclosed in this reporting period.</i>

GRI topic	Disclosure	Description	Cross-reference or answer
SOCIAL TOPICS [CONT.]			
Training and education	103-2	The management approach and its components	Refer to Values and Governance, Safe Workplaces, Inspired People
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 Inspired People
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: 14% female / 86% 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 Values and Governance
Non-discrimination	103-3	Evaluation of the management approach	Refer to Our Code of Business Conduct
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 Inspired People
Local communities	103-2	The management approach and its components	Refer to Inspired People
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 Corporate Governance
Socioeconomic compliance	103-2	The management approach and its components	Refer to Corporate Governance

/ SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB): WASTE MANAGEMENT

Topic	Accounting metric	Category	Unit of measure	Response
GREENHOUSE GAS EMISSIONS				
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 CO2e) Percentage (%)	(1) 122,886 (2) This information is currently not available to be disclosed in this reporting period. (3) This information is currently not available to be disclosed in this reporting period.
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: Enviri 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).
FLEET FUEL MANAGEMENT				
IF-WM-110b.1	(1) Fleet fuel consumed, (2) percentage natural gas, (3) percentage renewable	Quantitative	Gigajoules (GJ) Percentage (%)	(1) 992,346 (2) Response from prior year (3) Response from prior year
IF-WM-110b.2	Percentage of alternative fuel vehicles in fleet	Quantitative	Percentage (%)	0%
AIR QUALITY				
IF-WM-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Quantitative	Metric tons (t)	This information is currently not available to be disclosed in this reporting period.
IF-WM-120a.2	Number of facilities in or near areas of dense population	Quantitative	Number	This information is currently not available to be disclosed in this reporting period.
IF-WM-120a.3	Number of incidents of non-compliance associated with air emissions	Quantitative	Number	This information is currently not available to be disclosed in this reporting period.



Topic	Accounting metric	Category	Unit of measure	Response
MANAGEMENT OF LEACHATE AND HAZARDOUS WASTE				
F-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>
LABOR PRACTICES				
IF-WM-310a.1	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	74% United States employees and 26% Canada employees
IF-WM-310a.2	(1) Number of work stoppages and (2) total days idle	Quantitative	Number Days idle	(1) 11 (2) 15
WORKFORCE HEALTH AND SAFETY				
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) 0.81 TRIR (2) Zero fatalities in 2023 (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>

Topic	Accounting metric	Category	Unit of measure	Response
RECYCLING AND RESOURCE RECOVERY				
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) 19 million (2) 172 (3) 158,390
IF-WM-420a.4	Amount of electronic waste collected; percentage recovered through recycling	Quantitative	Metric tons (t) Percentage (%)	5,017; <i>This information is currently not available to be disclosed in this reporting period.</i>
ACTIVITY METRICS				
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) 60 service centers and 10-day transfer facilities (3) Zero (4) Zero (5) Zero (6) 18 permitted TSDFs The Company's properties are more fully described in the 2023 Form 10-K Annual Report.
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 Enviri 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, Enviri 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) the Company’s ability to successfully enter into new contracts and complete new acquisitions, divestitures, or strategic ventures in the time-frame contemplated or at all; (2) the Company’s inability to comply with applicable environmental laws and regulations; (3) the Company’s inability to obtain, renew, or maintain compliance with its operating permits or license agreements; (4) various economic, business, and regulatory risks associated with the waste management industry; (5) the seasonal nature of the Company’s business; (6) risks caused by customer concentration, the long-term nature of customer contracts, and the competitive nature of the industries in which the Company operates; (7) the outcome of any disputes with customers, contractors and subcontractors; (8) the financial condition of the Company’s customers, including the ability of customers (especially those that may be highly leveraged or have inadequate liquidity) to maintain their credit availability; (9) higher than expected claims under the Company’s insurance policies, or losses that are uninsurable or that exceed existing insurance coverage; (10) market and

competitive changes, including pricing pressures, market demand and acceptance for new products, services and technologies; changes in currency exchange rates, interest rates, commodity and fuel costs and capital costs; (11) the Company’s ability to negotiate, complete, and integrate strategic transactions and joint ventures with strategic partners; (12) the Company’s ability to effectively retain key management and employees, including due to unanticipated changes to demand for the Company’s services, disruptions associated with labor disputes, and increased operating costs associated with union organizations; (13) the Company’s inability or failure to protect its intellectual property rights from infringement in one or more of the many countries in which the Company operates; (14) failure to effectively prevent, detect or recover from breaches in the Company’s cybersecurity infrastructure; (15) changes in the worldwide business environment in which the Company operates, including changes in general economic and industry conditions and cyclical slowdowns; (16) fluctuations in exchange rates between the U.S. dollar and other currencies in which the Company conducts business; (17) unforeseen business disruptions in one or more of the many countries in which the Company operates due to changes in economic conditions, changes in governmental laws and regulations, including environmental, occupational health and safety, tax and import tariff standards and amounts; political instability, civil disobedience, armed hostilities, public health issues or other calamities; (18) liability for and implementation of environmental remediation matters; (19) product liability and warranty claims associated with the Company’s operations; (20) the Company’s ability to comply with financial covenants and obligations to financial counterparties; (21) the Company’s outstanding indebtedness and exposure to derivative financial instruments that may be impacted by, among other factors, changes in interest rates; (22) tax liabilities and changes in tax laws; (23) changes in the performance of equity and bond markets that could affect, among other things, the valuation of the assets

in the Company’s pension plans and the accounting for pension assets, liabilities and expenses; (24) risk and uncertainty associated with intangible assets; and the other risk factors listed from time to time in the Company’s SEC reports. A further discussion of these, along with other potential risk factors, can be found in Part I, Item 1A, “Risk Factors” of the Company’s most recently filed Annual Report on Form 10-K, as updated by subsequent Quarterly Reports on Form 10-Q, which are filed with the Securities and Exchange Commission. Enviri cautions that these factors may not be exhaustive and that many of these factors are beyond Enviri’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.

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.

Data collection and verification
The data provided in this report through facts and figures is based on, unless otherwise specifically indicated, activities during Enviri’s calendar year 2023. 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 (July 2024), 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 Enviri internal data, and we did not seek, nor was there, external assurance from third parties with respect to such information.



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