

2023

Sustainability Report





CEO Letter

Over the last five years, Atkore has worked diligently on our Environment, Social, and Governance (ESG) programs and performance. In our 2021 Sustainability Report, we announced a set of ESG goals that demonstrate our deep commitment to sustainable business practices. We are pleased to share that in 2023, we achieved our Health and Safety goal and Employee Attraction, Development, and Retention goal two years ahead of our 2025 target. I am very proud of these accomplishments and the dedicated Atkore team members who made it possible.

I am also excited about the accolades Atkore received as an employer of choice in 2023. Atkore is Great Place to Work® Certified for the third year in a row, received a Top Workplaces USA Award for the second year in a row, and earned a score of 100 on the Human Rights Campaign Corporate Equality Index (HRC CEI). Together, these recognitions highlight the strength of Atkore's culture and our unwavering commitment to cultivating a workplace of which our employees are proud.

In addition to supporting Atkore employees, we have also supported the communities where we live and work. This year, Atkore expanded our community engagement and corporate philanthropy efforts through our partnership with organizations such as Dallas Hope Charities, Center on Halsted, Greater Boston PFLAG, and Lost-n-Found Youth. Atkore team members engaged in initiatives to support children, families, and the LGBTQIA+ community in locations across the globe.

Atkore's products continue to contribute to the low-carbon economy transition by enabling electrification and renewable energy use around the world. As the need for and availability of renewable

energy has increased, Atkore has responded. We have made notable investments in solar products and capabilities that will allow us to support the growing demand for sustainable energy that is critical to a decarbonized economy.

Our new facility in Hobart, Indiana, showcases Atkore's commitment to environmental stewardship, community engagement, and driving positive impacts through our products. This facility limits the impact of our operations through its state-of-the-art air pollution control technologies, energy management systems, and water reuse capabilities. Employees in Hobart are already demonstrating Atkore's commitment to the community by participating in activities, such as school supply and food drives and a breast cancer awareness walk. The Hobart facility also expands Atkore's capacity to fabricate the solar products that are required by our customers and support the low carbon economy transition.

As Atkore continues on its ESG journey, we remain committed to providing transparent and easily accessible information on our sustainability practices to our stakeholders. We are pleased to introduce expanded ESG content to [our website](#), where our stakeholders can now find information on each of our material ESG topics. In this report, we look forward to sharing some of our most notable ESG accomplishments from 2023.

Sincerely,

Bill Waltz
President and CEO



About Atkore

Atkore is a leading manufacturer of electrical and critical infrastructure products for commercial, industrial, data center, telecommunications, water, and solar applications. Significant product categories include metal conduit, plastic conduit, electrical cable and flexible conduit, metal framing, and cable management systems.

Atkore has approximately 5,600 full-time equivalent employees across 49 manufacturing facilities worldwide. Headquartered near Chicago, Illinois, our manufacturing footprint is concentrated in the United States (U.S.), with additional facilities in Australia, Belgium, Canada, New Zealand, and the United Kingdom (U.K.).

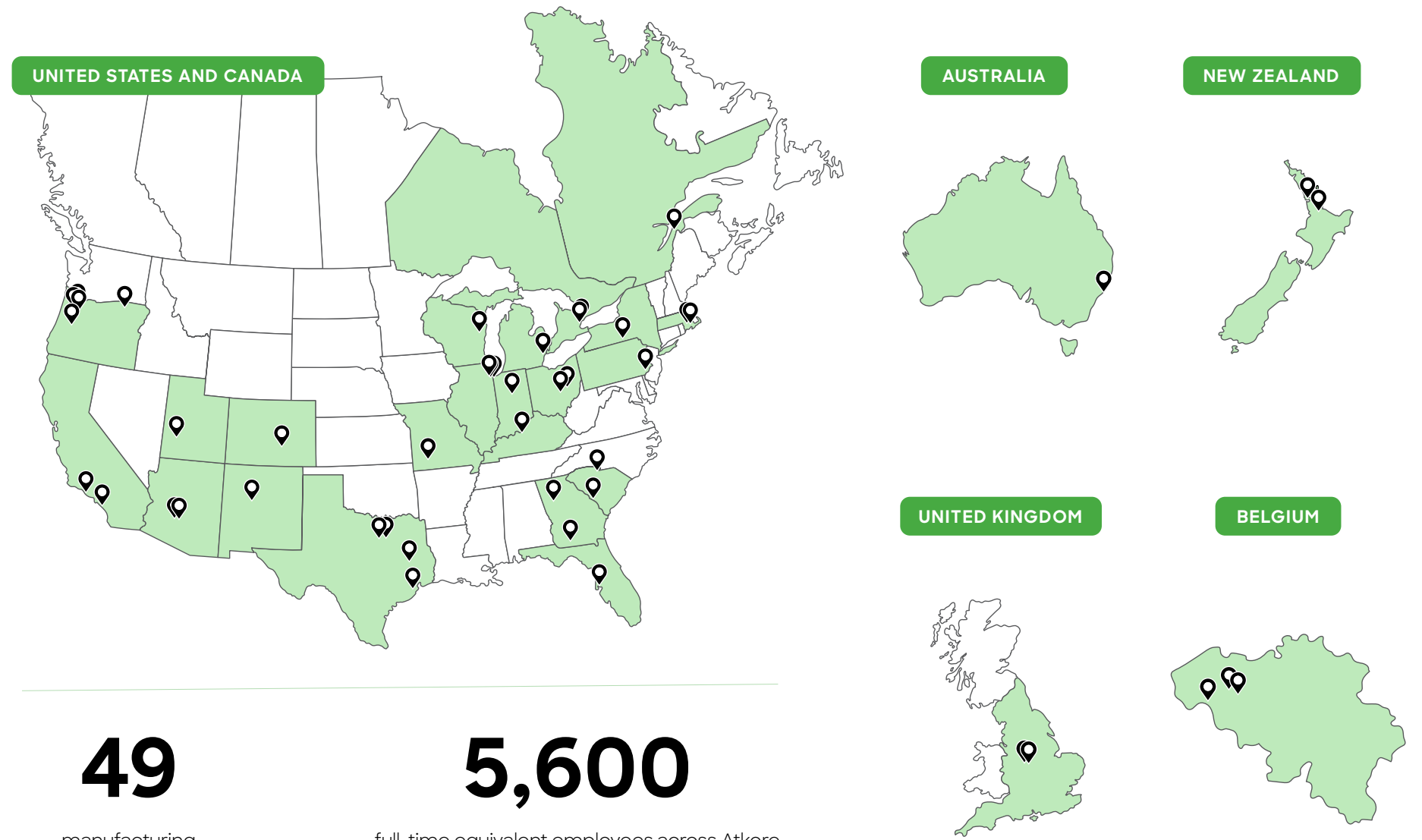
OUR MISSION

To be the customer's first choice by providing unmatched quality, delivery, and value based on sustainable excellence in strategy, people, and process.

OUR CORE VALUES

Accountability, Teamwork, Integrity, Respect, and Excellence

GEOGRAPHIC PRESENCE^[1]



49

manufacturing facilities

5,600

full-time equivalent employees across Atkore manufacturing and distribution facilities

[1] The map includes distribution facilities within our environmental reporting boundary: Addison, IL, Mississauga, Canada, Auckland, New Zealand, and Minto, Australia.



Sustainability Strategy and Material Topics

REPORTING TOPICS

The results of Atkore's materiality assessment, conducted in 2021, represent the ESG topics most important to our stakeholders and our company. These topics continue to inform Atkore's sustainability reporting and strategy.

ENVIRONMENT

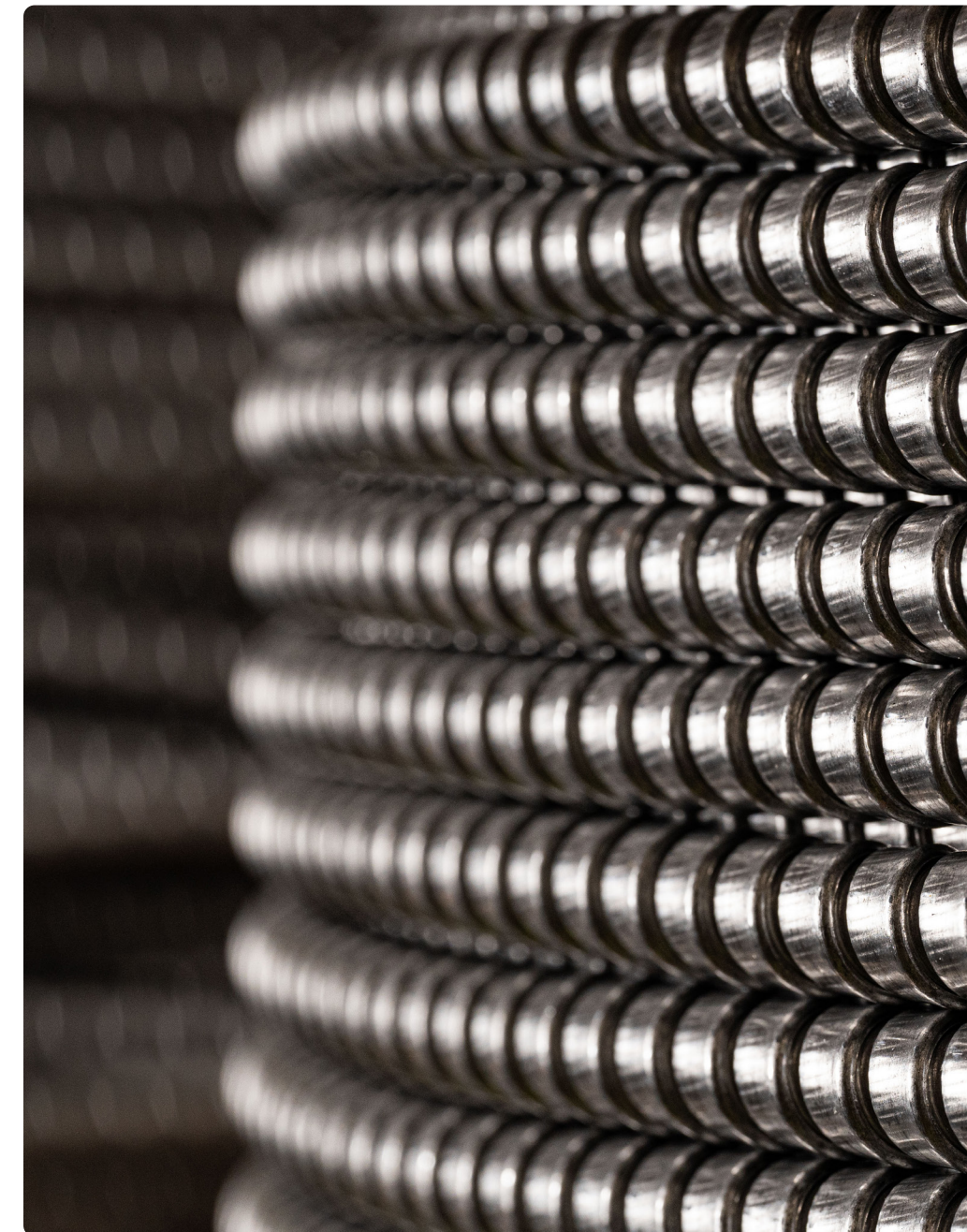
- Air Emissions
- Climate, Carbon, and GHG Emissions
- Energy
- Product Life Cycle
- Sustainable Products
- Waste
- Water

SOCIAL

- Community Engagement and Corporate Philanthropy
- Diversity, Equity, and Inclusion (DEI)
- Employee Attraction, Development, and Retention
- Employee Engagement and Culture
- Employee Well-Being
- Health and Safety
- Human Rights

GOVERNANCE

- Business Continuity and Resilience
- Corporate Governance
- Cybersecurity
- Ethics and Compliance
- Materials Sourcing and Supply Chain
- Product Quality and Safety
- R&D and Innovation





PROGRESS AGAINST OUR GOALS

Announced in 2021, Atkore’s ESG goals continue to guide our sustainability efforts. We are delighted to share that in 2023, we achieved our Health and Safety goal and our Employee Attraction, Development, and Retention goal two years ahead of our 2025 target. Our streamlined progress reflects Atkore’s commitment to continuous improvement.

CLIMATE, CARBON, AND GHG EMISSIONS

Reduce Scope 1 and Scope 2 GHG intensity by 10% by 2025 vs. 2020 baseline^[1]

2020 BASELINE	2023 PROGRESS	2025 TARGET
58.2	55.8 ^[2]	52.4
METRIC TONS CO ₂ e / MILLION USD	METRIC TONS CO ₂ e / MILLION USD	METRIC TONS CO ₂ e / MILLION USD

HEALTH AND SAFETY

Increase percentage of sites meeting their annual Team-Based Safety Observation (TBSO) targets to 80% by 2025

2020 BASELINE	2023 PROGRESS	2025 TARGET
48%	85%	80%

DIVERSITY, EQUITY, AND INCLUSION

Achieve 30% diversity across the Senior Leadership Team by 2025

2020 BASELINE	2023 PROGRESS	2025 TARGET
23%	27%	30%

EMPLOYEE ATTRACTION, DEVELOPMENT, AND RETENTION

Increase participation in Employee Engagement and Alignment Survey to 80% by 2025

2020 BASELINE	2023 PROGRESS	2025 TARGET
56%	81%	80%

AWARDS AND ACCOLADES



Great Place to Work® Certified for the third year in a row



Ecovadis Bronze Sustainability Rating for the second year in a row



Included in USA Today's list of America's Climate Leaders



Top Workplaces Award for the second year in a row, including five subcategory awards



Ranked 195th on Newsweek's America's Most Responsible Companies



Recognized by Newsweek as one of America's Greenest Companies



Bill Waltz, Atkore President and CEO, named EY Entrepreneur of the Year Midwest Award Winner



RoSPA Industry Sector Health & Safety Award in the U.K.



In 2023, Atkore received a rating of AA on a scale of AAA-CCC in the MSCI ESG Ratings assessment^[3]



Named in Forbes' 2023 Top 100 Midsize Companies for the second year in a row



Two tED magazine "30 Under 35" winners

[1] Revenue used to calculate intensity related metrics has been adjusted to remove the impact of changes in average selling prices.

[2] FY23 results reflect the positive impact of companywide programs to reduce emissions offset by the impact of recent acquisitions, organic growth expansion initiatives in Hobart, Indiana and Dallas, Texas, and a fire-related incident in Albuquerque, New Mexico.

[3] THE USE BY ATKORE OF ANY MSCI ESG RESEARCH LLC OR ITS AFFILIATES ("MSCI") DATA, AND THE USE OF MSCI LOGOS, TRADEMARKS, SERVICE MARKS OR INDEX NAMES HEREIN, DO NOT CONSTITUTE A SPONSORSHIP, ENDORSEMENT, RECOMMENDATION, OR PROMOTION OF ATKORE BY MSCI. MSCI SERVICES AND DATA ARE THE PROPERTY OF MSCI OR ITS INFORMATION PROVIDERS, AND ARE PROVIDED 'AS-IS' AND WITHOUT WARRANTY. MSCI NAMES AND LOGOS ARE TRADEMARKS OR SERVICE MARKS OF MSCI.



Environment Highlights

ACCOMPLISHMENTS

- Continued to develop our climate risk management strategy, leveraging the results of the TCFD^[1]-aligned scenario analysis conducted in 2022.
- Onboarded an Energy Manager at our Harvey, Illinois, headquarters to lead energy efficiency strategies at this major facility.
- Introduced “share boxes” in U.K. facilities, where employees can place unwanted, pre-packaged food for other employees to eat for free in an effort to reduce food waste.
- Launched internal emissions reduction targets at our highest emitting sites.
- Held a Car Share event at our U.K. facilities, encouraging employees to carpool in recognition of Clean Air Day.
- Implemented energy efficiency projects in our New Bedford, Massachusetts, facility, leading to significant energy savings.

FEATURED HIGHLIGHTS

Gas-Saving Achievements at Harvey Headquarters Recognized by Strategic Energy Management Program

In January 2023, Atkore’s Harvey, Illinois, plant was recognized by the ComEd and Nicor Gas Strategic Energy Management (SEM) Program for achieving significant natural gas savings in 2022. This was accomplished by completing systematic temperature setbacks on all makeup air units throughout the main production facility, implementing setbacks during weekend and holiday shutdowns, and incorporating natural gas reduction measures into standard operating procedures. Ultimately, the Harvey plant saved 157,395 therms in 2022 – resulting in a 17% reduction from 2021. On average, a home in the Chicagoland area uses 150 therms of natural gas for heating purposes per month, or five therms per day during the winter months. Accordingly, the Harvey plant saved enough energy to heat 260 homes in the Chicagoland area during the winter season. This achievement also reflects Atkore’s efforts to decrease our GHG emissions.

Phoenix Solar Panel Installation Project

Atkore’s Phoenix, Arizona, facility began installing solar carports with EV charging stations as well as solar panels and LED lighting on storage canopy roofs. The solar panels utilize the expansive surface area of the facility’s parking lot and storage areas to maximize renewable energy generation. Once completed, the solar panel array will have an annual generation capacity of approximately 1,540,000 kWh, which is equivalent to 138 homes’ electricity use for one year.



CLIMATE, CARBON, AND GHG EMISSIONS GOAL

Reduce Scope 1 and Scope 2 GHG intensity by 10% by 2025 vs. 2020 baseline^[2]

2020 BASELINE

58.2

METRIC TONS CO₂e / MILLION USD

2023 PROGRESS

55.8^[3]

METRIC TONS CO₂e / MILLION USD

2025 TARGET

52.4

METRIC TONS CO₂e / MILLION USD

[1] Task Force on Climate-Related Financial Disclosures.
 [2] Revenue used to calculate intensity related metrics has been adjusted to remove the impact of changes in average selling prices.
 [3] FY23 results reflect the positive impact of companywide programs to reduce emissions offset by the impact of recent acquisitions, organic growth expansion initiatives in Hobart, Indiana and Dallas, Texas, and a fire-related incident in Albuquerque, New Mexico.



Social Highlights

DRIVING DIVERSITY, EQUITY, AND INCLUSION

AT ATKORE

In 2023, Atkore designated over 60 DEI Champions across our sites to assist with coordinating DEI initiatives. These champions connect with DEI team members to ensure continual engagement and suggest potential improvements to our current DEI practices. Additionally, we embedded mandatory DEI awareness trainings into our onboarding and immersion process for salaried employees, including our new “Seeing is Believing: Anti-Racism, Equity, and Inclusion in a Diverse Workplace” training.

IN OUR COMMUNITY

In 2023, Atkore attended two events in conjunction with the Center on Halsted, the Midwest’s most comprehensive community center dedicated to advancing community and securing the health and well-being of LGBTQIA+ individuals in the Chicago area. In April, Atkore attended the 2023 Human First Gala, which recognizes the contributions that LGBTQIA+ individuals, businesses, and other organizations make to Chicago. In September, Atkore also participated in Center on Halsted’s LGBTQIA+ job fair, where Atkore representatives met with local community members to discuss open positions at Atkore.

IN OUR INDUSTRY

Atkore employees attended the National Association of Electrical Distributors’ Women in Industry Conference and the National Society of Black Engineers Convention. Participating in these events helps us engage and recruit a diverse workforce.

COMMUNITY ENGAGEMENT AND IMPACT

2,000

backpacks containing school supplies donated at our annual Back 2 School Drive in Harvey.

2,400

pounds of food provided to communities near our Harvey, Mokena, and Hobart sites through our Thanksgiving Food Drive.

3,500

COVID at-home test kits donated to the Chicago area in partnership with UChicago Medicine.

100

coats provided to local children at an event sponsored by our long-term partner, Restoration Ministries.

~100

people received food from U.K. employee donations to the West Bromwich Food Bank.

\$245,000+

raised for the Atkore Family Foundation.



SUPPORTING EMPLOYEE WELL-BEING

Atkore takes a holistic approach to employee well-being and we are committed to supporting the physical and mental health of our people. In 2023, we:

- Designated Mental Health Champions to support the mental health of employees in the U.K.
- Welcomed certified therapy dogs for a day in our Addison, Illinois, office.
- Recognized Parent Mental Health Day in the U.K.
- Distributed #FightTheStigma decals across multiple offices and construction sites to raise awareness about mental health.
- Participated in Outdoor Office Day to provide employees with a break from the traditional office environment at our European sites.

ADDITIONAL ACCOMPLISHMENTS

- Won five Top Workplaces cultural excellence subcategory awards for Innovation, Work Life Flexibility, Leadership, Compensation and Benefits, and Purpose and Values.
- Received the Royal Society for the Prevention of Accidents (RoSPA) Silver Award for Health & Safety at our West Bromwich, U.K. facility.
- Updated our Human Rights Policy to include the LGBTQIA+ community within our respect for diversity, customs, cultures, and values of communities.
- Donated to Dallas Hope Charities, based in Dallas, Texas; Center on Halsted, based in Chicago, Illinois; Greater Boston PFLAG, based in Boston, Massachusetts; and Lost-n-Found Youth, based in Atlanta, Georgia. These organizations all offer services for the LGBTQIA+ community.

HEALTH AND SAFETY GOAL

Increase percentage of sites meeting their annual TBSO targets to 80% by 2025

2020 BASELINE	2023 PROGRESS	2025 TARGET
48%	85%	80%

DIVERSITY, EQUITY, AND INCLUSION GOAL

Achieve 30% diversity across the Senior Leadership Team by 2025

2020 BASELINE	2023 PROGRESS	2025 TARGET
23%	27%	30%

EMPLOYEE ATTRACTION, DEVELOPMENT, AND RETENTION GOAL

Increase participation in Employee Engagement and Alignment Survey to 80% by 2025

2020 BASELINE	2023 PROGRESS	2025 TARGET
56%	81%	80%

FEATURED HIGHLIGHT

Atkore Received a Perfect Score on the Human Rights Campaign Corporate Equality Index

Atkore is proud to have received a score of 100 in our second submission to the HRC CEI. We believe this score represents our deep commitment to building a more diverse and inclusive work environment.

HRC CEI is considered the foremost benchmarking tool in the U.S. for measuring policies, practices, and benefits pertinent to LGBTQIA+ employees.



Governance and Product Highlights

GOVERNANCE ACCOMPLISHMENTS

- Increased Board diversity to 44%.
- Began development of a Supplier ESG Assessment program, reflecting our dedication to partnering with suppliers to uphold our commitment to sustainable and ethical business practices. The program is expected to launch in 2024.
- Achieved a 100% supplier response rate to the Responsible Minerals Initiative Conflict Minerals Reporting Template.
- Achieved a 96% completion rate for anti-corruption training.

PRODUCT ACCOMPLISHMENTS

- Continued Life Cycle Assessments and Environmental Product Declarations for major product categories, which are expected to be completed in 2024. These projects will help us identify potential environmental benefits and impacts of our products.
- Achieved \$158+ million in direct sales attributed to products that support the global transition to a decarbonized economy.
- Expanded solar product fabrication capabilities.





FEATURED HIGHLIGHT

ATKORE'S HOBART, INDIANA FACILITY

Atkore's new, state-of-the-art facility in Hobart, Indiana, exemplifies our company values and commitment to sustainability. The site showcases our efforts to drive environmental stewardship, contribute to our communities, and develop products that have positive impacts.

Practicing Environmental Stewardship With Leading Technology

The Hobart facility utilizes leading technology in its air emissions, energy, and water management systems to minimize impacts to the environment. Key features include:

- Zero wastewater discharge from manufacturing operations.
- Fumes, particulate matter, and volatile solvents treated on-site with air pollution control equipment.
- Water treatment systems to extend chemical use and reduce water consumption and waste.
- Hyperfiltration system that leverages heat created by internal processes to regulate the plant's air temperature in the winter, utilizing less energy than traditional heating systems.

We are proud of the Hobart site's exceptional environmental attributes and hope to replicate these qualities in other Atkore locations.

Contributing to the Community

Employees in Hobart have already reflected Atkore's deep commitment to supporting the communities where we live and work. In 2023, employees in Hobart participated in both a food drive and a back-to-school drive, contributing 2,100 pounds of food and 400 backpacks, respectively. Team members also took part in a breast cancer walk to raise awareness for this cause and those who are affected by it. In all of the communities where Atkore has a presence, we strive to be a good neighbor—and our colleagues in Hobart have set an excellent example.

Driving Positive Impacts Through Our Products

Atkore's products have a key role to play in the transition to a low-carbon economy by enabling electrification and renewable energy use. As the demand for and availability of renewable energy has increased, solar products have become a much larger part of the Atkore portfolio. The size and efficiency of the Hobart facility allows us to meet this need; a key feature of the site is its mechanical mill, which can manufacture larger sized products and increase our total production capacity. The vast majority of production at Hobart is related to solar products, and we expect this site to be our largest manufacturing location for these products. Atkore is committed to providing our customers with products that help them solve problems, and we are pleased to offer solutions that both serve our customers and help to combat climate change.





Data and Approach

REPORTING FRAMEWORKS

Atkore has reported the information provided in the following data tables for the period October 1, 2022 through September 30, 2023, with reference to the Global Reporting Initiative (GRI) Standards. Additionally, Atkore reports in line, but not fully in accordance, with the Sustainability Accounting Standards Board (SASB) Standard for Electrical & Electronic Equipment (RTEE version 2023-06). Atkore discloses climate-related risks and opportunities in the Task Force on Climate-related Financial Disclosures (TCFD) Index.

REPORT SCOPE

The 2023 Sustainability Report describes key accomplishments and updates from our sustainability programs and initiatives. Strategy, governance, policies, and management approaches for our material topics can be found in the [ESG section of our website](#). Atkore reports on all material topics identified in the SASB standard for our industry, as well as on other topics identified in our materiality assessment. We only consider the impact of our direct operations in the scope of this report. All workers are included in the health and safety statistics, all material manufacturing and distribution facilities are included in environmental statistics, and full-time and part-time employees and contractors are included in demographic statistics. Material manufacturing and distribution facilities include sites with 10 or more full-time employees; however, there are smaller locations meeting this definition where water use is non-material and usage data is not available. The data in this report is based on activities carried out during fiscal years 2021 (October 2020–September 2021), 2022 (October 2021–September 2022), and 2023 (October 2022–September 2023).

For questions regarding the report or its contents, contact Investors@Atkore.com.



CAUTIONARY AND FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements that are subject to known and unknown risks and uncertainties, many of which are beyond our control. All statements other than statements of historical fact included in this report are forward-looking statements. Forward-looking statements appearing throughout this report include, without limitation, statements regarding our intentions, beliefs, assumptions, or current expectations. You can identify forward-looking statements by the fact that they do not relate strictly to historical or current facts. These statements may include words such as “believes,” “expects,” “may,” “will,” “shall,” “should,” “would,” “could,” “seeks,” “aims,” “projects,” “is optimistic,” “intends,” “plans,” “estimates,” “anticipates,” and other comparable terms. We caution you that forward-looking statements are not guarantees of future performance or outcomes and that actual performance and outcomes may differ materially from those made in or suggested by the forward-looking statements contained in this report. Further, any forward-looking statement speaks only as of the date on which it is made.



SASB CONTENT INDEX

TOPIC	CODE	METRIC	FY21	FY22	FY23
ACCOUNTING METRICS					
ENERGY MANAGEMENT	RT-EE-130a.1 (1)	Total energy consumed	1.18 million Gigajoules (GJ)	1.20 million Gigajoules (GJ)	1.38 million Gigajoules (GJ)
	RT-EE-130a.1 (2)	Percentage grid electricity	67%	68%	67%
	RT-EE-130a.1 (3)	Percentage renewable energy	0.12%	0.23%	0.24%
HAZARDOUS WASTE MANAGEMENT	RT-EE-150a.1 (1)	Amount of hazardous waste generated	2.2 thousand metric tons	1.8 thousand metric tons	2.4 thousand metric tons
	RT-EE-150a.1 (2)	Percentage of hazardous waste recycled	0%	0%	0%
	RT-EE-150a.2 (1)	Number and aggregate quantity of reportable spills	0	0	1
	RT-EE-150a.2 (2)	Quantity recovered	N/A	N/A	N/A
PRODUCT SAFETY	RT-EE-250a.1 (1)	Number of recalls issued	0	0	0
	RT-EE-250a.1 (2)	Total units recalled	0	0	0
	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety (USD)	\$0	\$0	\$0
PRODUCT LIFE CYCLE MANAGEMENT	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	19%	17%	16%
	RT-EE-410a.2	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	0%	0%	0%
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products (USD)	\$78.2 million	\$101.9 million	\$158.1 million



TOPIC	CODE	METRIC	FY21	FY22	FY23
MATERIALS SOURCING	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	None	None	None
BUSINESS ETHICS	RT-EE-510a.1 (1)	Description of policies and practices for prevention of: corruption and bribery	Ethics and Compliance (2021 Sustainability Report)	Ethics and Compliance (2022 Sustainability Report)	ESG Website
	RT-EE-510a.1 (2)	Description of policies and practices for prevention of: anti-competitive behavior	Ethics and Compliance (2021 Sustainability Report)	Ethics and Compliance (2022 Sustainability Report)	ESG Website
	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption (USD)	\$0	\$0	\$0
	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations (USD)	\$0	\$0	\$0



DATA TABLES

DISCLOSURE	DESCRIPTION	FY21	FY22	FY23
GRI 2-7	Total number of employees, including contractors	~4,100	~5,000	~5,600
GRI 2-8	Total number of workers who are not employees ^[1]	612	840	759
GRI 2-27	Total number of significant issues of non-compliance with laws and regulations: instances for which governmental fines (> \$100,000) were incurred	0	0	0
	Total number of significant issues of non-compliance with laws and regulations: instances for which non-monetary sanctions were incurred	0	0	0
GRI 205-2	Total number of governance body members that the organization's anti-corruption policies and procedures have been communicated to	-	9 of 9	9 of 9
	Percentage of employees ^[2] that the organization's anti-corruption policies and procedures have been communicated to	100%	100%	100%
	Percentage of employees ^[2] that have received training on anti-corruption	-	94%	96%

[1] Includes contractors employed directly by agents.

[2] Includes global, salaried employees as of Nov. 1, 2023.

DISCLOSURE	DESCRIPTION	FY21	FY22	FY23
GRI 302-1	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used ^[3]	392 thousand GJ	377 thousand GJ	451 thousand GJ
	Total fuel consumption within the organization from renewable sources	0 thousand GJ	0 thousand GJ	0 thousand GJ
	Electricity consumption	790 thousand GJ	820 thousand GJ	929 thousand GJ
	Electricity sold	1.8 thousand GJ	1.9 thousand GJ	2.3 thousand GJ
	Total energy consumption within the organization ^[4]	1,182 thousand GJ	1,197 thousand GJ	1,380 thousand GJ
GRI 302-3	Energy intensity for the organization	606 GJ/million USD	617 GJ/million USD	630 GJ/million USD
	Organization-specific metric (the denominator) chosen to calculate the ratio ^[5]	Revenue: \$1,950.1 million USD	Revenue: \$1,939.8 million USD	Revenue: \$2,191.30 million USD

[3] FY21 and FY22 include natural gas, propane, diesel, and kerosene; FY23 includes natural gas, propane, diesel, kerosene, and gasoline.

[4] FY21 includes purchased electricity, natural gas, propane, diesel, and kerosene; FY22 includes purchased electricity, natural gas, propane, diesel, kerosene, and refrigerants/HFCs; FY23 includes purchased electricity, natural gas, propane, diesel, kerosene, gasoline, and refrigerants/HFCs.

[5] Revenue used to calculate intensity related metrics has been adjusted to remove the impact of changes in average selling prices.



DISCLOSURE	DESCRIPTION	FY21	FY22	FY23
GRI 305-1	Direct (Scope 1) GHG emissions ^[6]	19.7 thousand metric tons CO ₂ e	21.5 thousand metric tons CO ₂ e	23.9 thousand metric tons CO ₂ e
	Gases included in the calculation	CO ₂ , CH ₄ , N ₂ O	CO ₂ , CH ₄ , N ₂ O, Halon 1301	CO ₂ , CH ₄ , N ₂ O, Halon 1301
	Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent	0 thousand metric tons CO ₂ e	0 thousand metric tons CO ₂ e	0 thousand metric tons CO ₂ e
	Base year for the calculation	October 1, 2020 through September 30, 2021	October 1, 2021 through September 30, 2022	October 1, 2022 through September 30, 2023
	Source of the emission factors and the global warming potential (GWP) rates used	Emission Factors for Greenhouse Gas Inventories (epa.gov) [March 2020]	e-Grid Summary Tables January 2022 and Emission Factors for Greenhouse Gas Inventories (epa.gov) [March 2020] ; and the Greenhouse Gas Protocol Global-Warming-Potential-Values (Feb 16 2016)	e-Grid Summary Tables January 2023 and Emission Factors for Greenhouse Gas Inventories (epa.gov) [April 2022] ; and the Greenhouse Gas Protocol Global-Warming-Potential-Values (Feb 16 2016)
	Consolidation approach for emissions (Scope 1)	Operational Control	Operational Control	Operational Control
GRI 305-2	Gross location-based energy indirect (Scope 2) GHG emissions	93 thousand metric tons CO ₂ e	83 thousand metric tons CO ₂ e	98 thousand metric tons CO ₂ e
	Gases included in the calculation	CO ₂ , N ₂ O, CH ₄	CO ₂ , N ₂ O, CH ₄	CO ₂ , N ₂ O, CH ₄

[6] FY21 includes natural gas, propane, diesel, and kerosene; FY22 includes natural gas, propane, diesel, kerosene, and refrigerants/HCFs; FY23 includes natural gas, propane, diesel, kerosene, gasoline, and refrigerants/HCFs.

DISCLOSURE	DESCRIPTION	FY21	FY22	FY23
GRI 305-2	Base year for the calculation	October 1, 2020 through September 30, 2021	October 1, 2021 through September 30, 2022	October 1, 2022 through September 30, 2023
	Source of the emission factors and the global warming potential (GWP) rates used	Emission Factors for Greenhouse Gas Inventories (epa.gov) [March 2020]	e-Grid Summary Tables January 2022 and Emission Factors for Greenhouse Gas Inventories (epa.gov) [March 2020]	e-Grid Summary Tables January 2023 and Emission Factors for Greenhouse Gas Inventories (epa.gov) [April 2022] ; and the Greenhouse Gas Protocol Global-Warming-Potential-Values (Feb 16 2016)
	Consolidation approach for emissions (Scope 2)	Operational Control	Operational Control	Operational Control
GRI 305-4	GHG emissions intensity ratio for the organization	57.9 metric tons CO ₂ e/million USD	54.1 metric tons CO ₂ e/million USD	55.8 ^[7] metric tons CO ₂ e/million USD
	Organization-specific metric chosen to calculate the ratio ^[8]	Revenue: \$1,950.1 million USD	Revenue: \$1,939.8 million USD	Revenue: \$2,191.30 million USD
	Types of GHG emissions included in the intensity ratio	Scope 1 and 2	Scope 1 and 2	Scope 1 and 2
	Gases included in the calculation	CO ₂ , N ₂ O, CH ₄	CO ₂ , N ₂ O, CH ₄ , Halon 1301	CO ₂ , N ₂ O, CH ₄ , Halon 1301

[7] FY23 results reflect the positive impact of companywide programs to reduce emissions offset by the impact of recent acquisitions, organic growth expansion initiatives in Hobart, Indiana and Dallas, Texas, and a fire-related incident in Albuquerque, New Mexico.

[8] Revenue used to calculate intensity related metrics has been adjusted to remove the impact of changes in average selling prices.



DISCLOSURE	DESCRIPTION	FY21	FY22	FY23
GRI 305-7	NO _x	15 thousand kg	14.6 thousand kg	24.4 thousand kg
	SO _x	0.1 thousand kg	0.1 thousand kg	0.6 thousand kg
	Volatile organic compounds (VOC)	85.4 thousand kg of which 25.6 thousand kg is VHAP	115.4 thousand kg of which 23.3 thousand kg is VHAP	226.2 thousand kg of which 36.6 thousand kg is VHAP
	Particulate matter (PM)	19.6 thousand kg	10.9 thousand kg	1,599.0 thousand kg
	Source of the emission factors used	EPA AP-42 from combustion. Material usage and operations data from non-combustion sources.	EPA AP-42 from combustion. Material usage and operations data from non-combustion sources.	EPA AP-42 from combustion. Material usage and operations data from non-combustion sources.
GRI 306-4	Total weight of waste diverted from disposal	-	42.5 thousand metric tons	28 thousand metric tons
	Total weight of waste diverted from disposal: Ferrous metals	-	25.4 thousand metric tons	19.0 thousand metric tons
	Total weight of waste diverted from disposal: Non-ferrous metals	-	5.4 thousand metric tons	3.6 thousand metric tons
	Total weight of waste diverted from disposal: PVC and other plastics	-	11.3 thousand metric tons	2.2 thousand metric tons
	Total weight of waste diverted from disposal: Non PVC	-	0.3 thousand metric tons	3.1 thousand metric tons
	Total weight of waste diverted from disposal: WEE, Cardboard, etc.	-	0.1 thousand metric tons	0.1 thousand metric tons

DISCLOSURE	DESCRIPTION	FY21	FY22	FY23
GRI 306-4	Total weight of hazardous waste diverted from disposal	-	0 metric tons	0 metric tons
	Total weight of non-hazardous waste diverted from disposal	-	42.5 thousand metric tons	28 thousand metric tons
GRI 306-5	Total weight of hazardous waste directed to disposal	2.2 thousand metric tons	1.8 thousand metric tons	2.4 thousand metric tons
GRI 303-3	Total water withdrawal from all areas	812 ML	746 ML	848 ML
	Total water withdrawal from all areas: Groundwater	0.6 ML	0.4 ML	0.4 ML
	Total water withdrawal from all areas: Third-party water	811 ML	745 ML	847 ML
	Total water withdrawal from all areas with water stress	29 ML	26 ML	83 ML
	Total water withdrawal from all areas with water stress: Groundwater	0 ML	0 ML	0 ML
GRI 303-5	Total water consumption from all areas	812 ML	746 ML	848 ML
	Total water consumption from all areas with water stress	29 ML	26 ML	83 ML



DISCLOSURE	DESCRIPTION	FY21	FY22	FY23
GRI 416-2	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	0	0	0
Sustainable Products	Revenue from green products (USD)	\$78.2 million	\$101.9 million	\$158.1 million
GRI 403-9	Number of high-consequence work-related injuries (excluding fatalities): All employees	20	18	28
	Rate of high-consequence work-related injuries (excluding fatalities): All employees	0.5	0.4	0.5
	Number of recordable work-related injuries: All employees	101	113	176
	Rate of recordable work-related injuries: All employees	2.7	2.7	3.3
GRI 403-9	Main types of work-related injuries: All employees	Hand injuries	Hand injuries	Hand injuries
	Number of hours worked: All employees	7.6 million	8.3 million	10.3 million
	Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	200,000	200,000	200,000

DISCLOSURE	DESCRIPTION	FY21	FY22	FY23
GRI 405-1	Diversity HC ^[9] (mgmt. ethnicity): U.S. only	24%	27%	28%
	Diversity HC (mgmt. disabled): U.S. only	4%	4%	5%
	Percentage of employees ^[9] : Female	18%	18%	19%
	Percentage of employees: Male	82%	82%	81%
GRI 405-2	Ratio of basic salary and remuneration of women to men ^[10]	103%	102%	108%
GRI 404-3	Percentage of employees receiving regular performance and career development reviews ^[11]	98%	100%	100%
Employee Engagement and Culture	Percentage of employee participation in Employee Engagement and Alignment Survey ^[9]	72%	78%	81%
Community Engagement and Corporate Philanthropy	Atkore Family Foundation Fundraiser amount (USD)	-	\$190,869	\$245,089
GRI 408-1	Operations and suppliers considered to have significant risk for incidents of child labor	None	None	None

[9] Includes permanent employees only.

[10] Includes U.S. non-union permanent employees.

[11] All salaried employees are eligible to participate in the mid-year performance review process. This excludes new employees, and employees at new acquisition or closed sites.



DISCLOSURE	DESCRIPTION	FY21	FY22	FY23
GRI 409-1	Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: Type of operation (such as manufacturing plant) and supplier	None	None	None
Tax Payments (USD)	United States	\$120.1 million	\$303.9 million	\$129.5 million
Tax Payments (USD)	Canada	\$1.3 million	\$1.6 million	\$6.1 million
Tax Payments (USD)	United Kingdom	\$1.5 million	\$0.9 million	\$2.3 million
Tax Payments (USD)	Belgium	\$0.8 million	\$1 million	\$1.3 million





TCFD INDEX

PILLAR	RECOMMENDATION	RESPONSE
<p>GOVERNANCE</p>	<p>a) Describe the board’s oversight of climate related risks and opportunities.</p> <p>b) Describe management’s role in assessing and managing climate related risks and opportunities.</p>	<p>The Nominating & Governance Committee of Atkore’s Board of Directors has oversight of ESG issues, including climate-related risks and opportunities. The Committee receives a quarterly update on Atkore’s ESG activities, including progress against our GHG emissions intensity goal and supporting key performance indicators. The full Board of Directors is updated on Atkore’s long-term ESG strategy annually and was informed of the findings of the scenario analysis conducted in 2022.</p> <p>Atkore’s EHS team oversees the company’s key environmental programs and associated metrics—including GHG emissions, energy use, and water use. Quarterly, Atkore’s Executive Steering Committee reviews environmental metrics and progress against internal key performance indicators. This information is further relayed to the Nominating & Governance Committee of the Board.</p>
<p>STRATEGY</p>	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p> <p>b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</p> <p>c) Describe the resilience of the organization’s strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.</p>	<p>Atkore has analyzed transition and physical climate risks and opportunities through 2050 under business-as-usual and low emission scenarios.</p> <p>The physical risk analysis included an assessment of site-specific climate hazards to Atkore’s key manufacturing, distribution, and data center locations. Fifty-one site locations were assessed for nine different climate hazards, including flooding, water stress, extreme temperatures, hurricanes, and wildfires, based on present, 2030, and 2050 timeframes. The climate scenarios used for future projections included lower and higher emission scenarios based on Shared Socioeconomic Pathways (SSPs) developed by the Intergovernmental Panel on Climate Change. SSP1-2.6 is a low GHG emissions scenario where global warming stays below 2°C warming by 2100, aligned to current commitments under the Paris Agreement; SSP3-7.0 represents a high GHG emissions scenario that reflects an average warming greater than 3°C by 2100.</p> <p>In the short-term present timeframe, two manufacturing sites were identified as having high risk—largely due to river flooding. The site identified as the highest risk is one of Atkore’s smallest manufacturing sites and both high risk sites have integrated strong flood prevention and mitigation measures to manage risks. In medium and longer-term timeframes, the number of sites with high risks are projected to increase to four locations (2030) and 10 locations (2050) under the higher emission climate scenario. Across all locations, the top hazard in the present timeframe is river flooding, while the main emerging climate hazard is projected to be water stress.</p> <p>The physical risk analysis demonstrated how climate change may affect Atkore’s physical assets, present a potential health and safety risk to employees, impact suppliers, and impact transportation and distribution networks. Climate events may also impact the construction sector, thereby not only increasing the risk of possible construction delays, but also increasing demand for more resilient infrastructure. However, by identifying these climate risks, Atkore has the opportunity to enhance its risk management measures and incorporate them into business strategy.</p> <p>The transition risk analysis applied sector-specific indicators representing changes across the economy to analyze various climate scenarios (from business as usual to Net Zero by 2050) to assess how changes in policies that incentivize a low carbon future could present risks and opportunities that may have a commercial impact on the company. Emerging energy transition risks may be lower in the near-term but could increase over time through 2050 in a lower carbon future with greater pressures to reduce manufacturing emissions and energy consumption. However, there are also market expansion opportunities for Atkore’s electrical business in a low carbon future that are available beginning in the near-term and could further expand over time.</p> <p>Pressures to decarbonize manufacturing could increase Atkore’s operational costs; for example, as a result of pass-through costs of carbon pricing policies targeting industrial manufacturing, power use, or energy use. Costs for key input materials, such as steel, could also increase due to potential policies aimed at decarbonizing input material production, and Atkore may see competing demand for the same materials also needed in other expanding green sectors in a low carbon future. Concurrently, there are climate-related opportunities for Atkore across product lines. Atkore’s electrical products can support the low carbon transition as electrification increases, more renewable generation infrastructure is built, and electric vehicle charging infrastructure is deployed at a larger scale. Demand for electrical products may also increase as a result of climate policies that could push to build out climate-resilient infrastructure.</p>



PILLAR	RECOMMENDATION	RESPONSE
<p>RISK MANAGEMENT</p>	<ul style="list-style-type: none"> a) Describe the organization’s processes for identifying and assessing climate related risks. b) Describe the organization’s processes for managing climate related risks. c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management. 	<p>Atkore aligned with industry-leading approaches to assess climate risks and opportunities.</p> <p>The climate physical risk analysis assessed risk to climate hazards at 51 of Atkore’s key manufacturing, distribution, and data center locations. Nine different climate hazards were assessed across lower- and higher-emission climate scenarios (SSP1-2.6 and SSP3-7.0) in current, medium-term (2030), and longer-term (2050) time horizons. For select assets identified as critical to business operations, a deep dive analysis was conducted to assess Atkore’s insurance coverage against flooding and hurricane hazards.</p> <p>The transition risk analysis applied sector-specific indicators representing changes to energy and emissions across the economy under various climate scenarios (from business as usual to Net Zero by 2050). The evaluation relied on geography-specific scenario data from several organizations, such as the International Energy Agency and the Network for Greening of the Financial System, to highlight the landscape of financial risks and opportunities that Atkore may be expected to operate in over the coming decades to inform how to position itself. The analysis focused on Atkore’s sensitivity to policy and legal risk (e.g., from carbon pricing and regulatory obligations), technology and resource efficiency changes (e.g., from renewable energy and advances in energy efficient technology), market risks and expansion opportunities for various product lines (e.g., due to changing policies, customer behavior, and cost of raw materials or energy), and reputation (e.g., from changing customer preferences and stakeholder concerns).</p> <p>Atkore strives to manage transition risks associated with a lower carbon future by reducing our operational GHG emissions. Our greatest source of Scope 1 and Scope 2 emissions is generated from our industrial plants using grid electricity, which we aim to reduce through our partnership with ENERGY STAR® and other initiatives across our sites. Company efforts to reuse and recycle raw materials in operations may also help to further support lower environmental, energy, and emissions impacts.</p>
<p>METRICS AND TARGETS</p>	<ul style="list-style-type: none"> a) Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process. b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. c) Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets. 	<p>Atkore remains committed to our Climate, Carbon, and Emissions goal to reduce Scope 1 and Scope 2 GHG emissions intensity by 10% by 2025, compared to 2020 baseline values. In FY23, Atkore implemented additional internal emissions reduction targets at our highest emitting sites, which we will begin tracking progress against in 2024. Atkore’s Scope 1 and Scope 2 GHG emissions and other relevant environmental metrics related to water, energy, and air emissions are included in the Data Tables in this report.</p>

