



2025 Sustainability Report



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Letter From the CEO

Five years ago, we announced a set of goals that supported our commitment to sustainable business practices. I am proud to announce that this year's Sustainability Report reflects that Atkore not only met all of those goals, but also exceeded them.

- **Climate, Carbon and GHG Emissions**
Reduced Scope 1 and Scope 2 GHG Intensity by 21% as compared to the original goal of 10%.
- **Health and Safety**
Increased percentage of sites meeting their annual Team-Based Safety Observation (TBSO) targets to 98%, as compared to the original goal of 80%.
- **Employee Attraction, Development, and Retention**
Increased participation in Employee Engagement and Alignment Survey to 81% as compared to the original goal of 80%.

These accomplishments are a credit to our 5,400 dedicated employees who hold themselves and each other to living our core values of Accountability, Teamwork, Integrity, Respect, and Excellence. Through our employee's efforts, Atkore improved its safety record with a total Recordable Incident Rate (RIR) below the industry standard of 2.0 with almost half of our sites being injury-free for the year. While this is noteworthy, we believe even one injury is too many and will continue to strive for an RIR of zero.

That same level of emphasis also applies to our cyber safety efforts. With the rapidly changing digital landscape, Atkore continues to elevate its policies, practices, and processes to help manage risks and maintain data privacy. Over the past year, we have worked to enhance digital protection through the introduction of an Artificial Intelligence (AI) Policy, deployment of Data Classification & Sensitivity Labels, as well as increased cyber training and exercises.

The concern for and well-being of others extends well beyond the walls of Atkore as we focus on the environmental impact of our supply chain, operations, and finished products. We are committed to the continuous improvement of our manufacturing processes to reduce water usage and waste, optimize energy consumption, and reduce greenhouse gas emissions. We also continue to enhance transparency by publishing Environmental Product Declarations (EPDs), which now cover approximately 60% of our product portfolio by revenue, providing third-party-verified data on the environmental impacts of our products across their lifecycle. This empowers our customers to make informed decisions, meet green building standards, and achieve their own sustainability goals with confidence.

As we look toward the future, we realize that global demand for renewable energy, grid hardening, digitization, and electrical consumption is not slowing, and Atkore is prepared to address those needs. Our product portfolio provides comprehensive solutions to deploy, isolate, and protect critical electrical infrastructure from the source to the outlet. And with that privilege also comes responsibility – ensuring our products deliver electricity safely, effectively, and efficiently.

While this year's report will showcase many accomplishments, we know that there is still much that we can do. As we move forward on our journey of Building Better Together with customers, employees, suppliers, and other stakeholders, Atkore has a commitment to creating a sustainable future that benefits people, the planet, and society.

Sincerely,

Bill Waltz
President and CEO

About Atkore

Who We Are

With a network of manufacturing and distribution facilities worldwide, we are a leading producer of electrical products for commercial, industrial, data center, telecommunications, and solar applications. As a result, our diversified product portfolio delivers sustainable solutions to meet the growing need for renewable energy, grid hardening, electrification, and digital transformation.

We remain committed to operating responsibly and forging a future where our employees, customers, suppliers, shareholders, and communities are Building Better Together – a future focused on powering and protecting the world.

Key Product Categories

- Steel Conduit
- PVC Conduit
- Armored & Metal Clad Cable
- Cable Management
- Strut & Fittings
- Fiberglass Conduit
- PVC-Coated Conduit
- Aluminum Conduit
- Stainless Steel Conduit
- Flexible Conduit
- Conduit & Cable Fittings
- Mechanical Pipe
- HDPE Conduit

Key Brands

- AFC Cable Systems
- Allied Tube & Conduit
- Calbond
- Calbrite
- Cope
- Flexicon
- FRE Composites
- Heritage Plastics
- Kaf-Tech
- Power-Strut
- United Poly Systems
- Unistrut
- US Tray

Founded 1959	Employees 5,400	FY 2025 Revenue \$2,850.4 M USD	Patents 150+	Global Manufacturing Facilities 42
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Global Manufacturing Footprint



Our Values





Our Sustainability Approach

Atkore's sustainability strategy is rooted in listening to our customers, engaging with our investors, supporting our employees, and protecting the environment we all share. We recognize that long-term value creation depends on balancing business performance with responsibility to people and the planet. Guided by this commitment, we conducted both a Climate Risk Assessment and a Double Materiality Assessment update in FY2025. These efforts reflect our proactive approach to identifying risks and opportunities, strengthening resilience, and ensuring transparency in alignment with global frameworks and evolving regulatory requirements. By integrating stakeholder perspectives into our sustainability journey, we are advancing a strategy that not only drives operational excellence but also reinforces Atkore's role as a trusted partner in building a more sustainable future.

Climate Risk Assessment

In FY2025, we completed a comprehensive climate risk assessment to better understand how climate-related challenges could affect our operations and value chain. Using the Task Force on Climate-related Financial Disclosures (TCFD) framework, we evaluated a range of physical and transition risks. The insights gained are shaping our long-term planning, strengthening organizational resilience, and ensuring climate considerations are embedded in strategic decisions across the company.

Double Materiality Assessment

In FY2024, we conducted a comprehensive double materiality assessment to identify and prioritize sustainability topics based on their financial impacts on Atkore and their impacts on people and the environment. In FY2025, we completed a structured refresher assessment to validate the continued relevance of the identified material topics, reflecting changes in our business, operating environment, stakeholder expectations, and evolving regulatory requirements. The outcomes of this process inform the content and focus of this Sustainability Report and support our ongoing sustainability strategy and disclosures.

Learn more [atkore.com](https://www.atkore.com)

Alignment to the UN Sustainable Development Goals

We recognize the importance of the United Nations' Sustainable Development Goals (SDGs) in guiding global efforts toward addressing key challenges, advancing long-term positive change, and achieving a more sustainable and equitable future. We are committed to contributing to these goals and have identified eight SDGs where we believe our impact is most significant and our efforts can make the greatest impact.



We foster a healthy, supportive workplace through a comprehensive benefits package that includes traditional benefits, employee assistance programs, voluntary benefits, company-sponsored discounts, and employee purchase programs. We also reinforce our safety culture through adherence to our EHS Incident Reporting Standard, enabling timely reporting, root cause analysis, and corrective actions to promote a safe, well-being-focused environment.



We invest in lifelong learning and career growth through comprehensive employee development that includes cultural onboarding, skill-based training, job qualification programs, and mentorship development. We support employees in continuing their education through our tuition reimbursement program and our learning management system (LMS). We also provide opportunities for career advancement through our Atkore Leadership Development Program (ALDP).



Our products play a key role in supporting the transition to clean energy by enabling more green energy solutions. Also, we are committed to advancing clean energy by using solar panels at certain facilities, as well as transitioning fleet vehicles to electric at select sites.



We are committed to responsible sourcing across our supply chain. This includes supplier assessments of adherence to ethical practices, environmental stewardship, and Atkore's Supplier Code of Conduct. Furthermore, our commitment to protecting human rights – including those of our employees, business partners, and the communities we serve – is reflected in Atkore's Core Values, as well as in our Human Rights Policy, Guide to Ethical Conduct, and Code of Business Conduct.



We innovate with sustainability in mind, especially as we develop solutions that support grid hardening and clean energy technology, such as solar. Our continuous improvement mindset helps drive resource efficiency as many of our steel, copper, and PVC products are recyclable.



Our products play a key role in supporting green electrification, contributing to the development of more sustainable communities. Additionally, for the local communities we operate in, we partner with the Atkore Family Foundation, which provides financial assistance to employees, as well as employees of customers and suppliers, who face unexpected hardships like fires, floods, hurricanes, and other family emergencies.



We are committed to responsible consumption and production through effective recycling and waste management practices. Additionally, our Conflict Minerals Declaration combined with our Supplier Integrity and Sustainability Policy reinforces sustainable and ethical practices across our supply chain, promoting accountability and responsible stewardship.



We remain committed to environmental stewardship through formal materiality assessments to identify and validate sustainability topics most significant to Atkore and its stakeholders. The results of those assessments help us drive process improvements impacting Scope 1 and 2 CO₂e emissions, water consumption and conservation, chemical management, as well as waste generation through prevention, reduction, recycling, and reuse.

Planet

5-Year Climate Goal Achieved

In 2020, Atkore established a five-year goal to reduce Scope 1 and Scope 2 greenhouse gas (GHG) emissions intensity by 10% ^[1]. We are pleased to report that Atkore exceeded this target, improving from an original intensity of 58.2 to 46.1 metric tons of CO₂e per million USD – a 21% reduction by end of FY2025.

This accomplishment reflects a broad range of initiatives across our facilities, such as process and equipment improvements, utilizing renewable energy at certain sites, transitioning to electric vehicles in select locations, and partnering with local utilities on energy efficiency programs. Together, these efforts underscore Atkore’s commitment to reducing GHG emissions, advancing operational excellence, and preparing our business for a more sustainable future. Consequently, we have established a 2026 target of 51.2 metric tons of CO₂e per million USD, which continues our average rate of emission intensity improvement from the original 2020 baseline.

Reduce Scope 1 and Scope 2 GHG intensity vs. 2020 baseline



[1] Revenue used to calculate intensity related metrics has been adjusted to remove the impact of changes in average selling prices. GHG intensities adjusted to base year sites. Emissions and revenue metrics have been normalized to reflect consistent operational boundaries and thus exclude new acquisitions and material organic operational expansions that occurred after base year.

Note: Atkore sustainability goals were originally set for a five-year period ending FY2025 and have been strategically extended by one year to support continued progress and alignment.

Advancing Our Planet-Positive Progress

Transition to Electric Fleets

Our team at the Hamilton, New Zealand, facility transitioned all warehouse operations from LPG forklifts to electric models, not only reducing emissions, but also enhancing site safety by eliminating hazardous fuel storage. Our facilities in Belgium continue expanding their electric vehicle fleet, generating meaningful carbon savings and contributing toward improved environmental performance, as compared to fossil fuel-powered company vehicles.

Wastewater Reduction

By implementing targeted water efficiency measures at our Woodburn, Oregon facility, we lowered water use by 900 gallons per week.



New Bedford, MA facility

Planet

Increased Energy Savings

A pivotal advancement in one of our New Bedford, Massachusetts plant’s energy optimization strategy was the implementation of an Energy Management System across all air conditioning units. The system intelligently regulates temperature settings and reduces unnecessary runtime, including weekend shutdowns, to conserve energy.

In addition, the site installed new LED lighting and upgraded key components for our extrusion lines which resulted in higher efficiency. Collectively, these enhancements achieved a yearly reduction of 200,000 metric tons of CO₂e emissions, which is comparable to the annual emissions of more than 43,000 passenger vehicles.

The success of this project has played a significant role in meeting our emissions intensity reduction goal. Furthermore, it encourages all our manufacturing sites to introduce operational changes that contribute to energy conservation and consider partnerships with local electric distribution companies.

Reduced annual CO₂e emissions by
200,000 metric tons¹
Equivalent to over more than
43,000 passenger vehicles

¹New Bedford, MA facility



Planet

Atkore Expands Environmental Product Declaration Coverage

Atkore advanced environmental transparency by completing a cradle-to-grave life cycle assessment and publishing an Environmental Product Declaration (EPD) for our Mechanical Tubing product, bringing EPD coverage to approximately 60% of Atkore’s product portfolio by revenue. This EPD, developed for our 4” square solar torque tube, is also applicable to other product shapes and sizes, and supports growing sustainability expectations in the utility-scale solar market. Created in alignment with ISO Type III ecolabel standards and ISO 14040/14044 LCA requirements, the EPD provides customers with clear environmental impact data and contributes to certifications such as LEED and BREEAM through embodied carbon insights. **EPDs are available for download at [atkore.com](https://www.atkore.com)**

Optimizing Packaging

Several advancements at our Regional Service Centers and manufacturing sites are contributing to the reduction of emissions and packaging waste. The transition from traditional corrugated pallet sheets to fully recyclable, anti-slip layering sheets for our Electrical Cable and Flexible Conduit coils has decreased inbound transport shipments from suppliers. Additionally, the implementation of custom recyclable wood crates for stainless steel conduit has minimized product damage during shipment, thereby reducing the labor and freight cost to replace product. According to a study, these packaging changes could result in annual savings of 441 metric tons of CO₂e, divert 37,224 kilograms of waste from landfills, and eliminate emissions comparable to those produced by 94 passenger vehicles



EcoVadis Bronze Rating

Atkore earned a Bronze rating from EcoVadis, reflecting the dedication of our teams to the continued advancement of our sustainability practices.

Planet

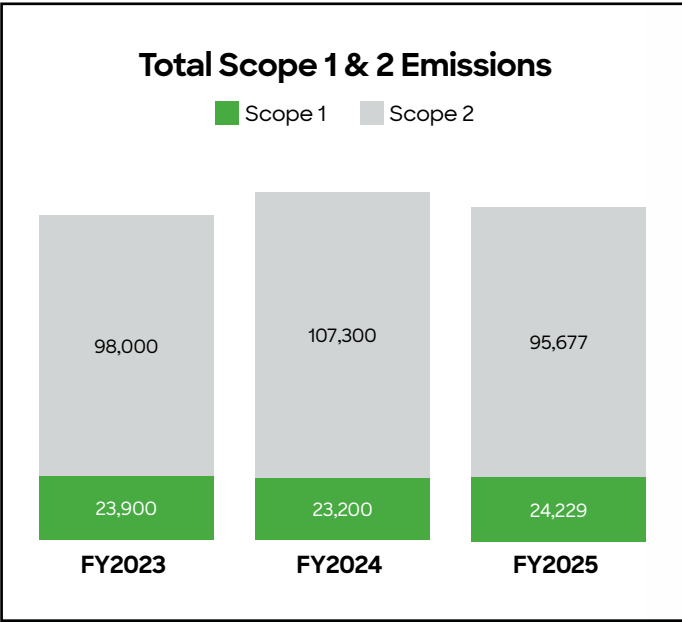
Scope 1 & 2 Emissions

Our Scope 1 and Scope 2 GHG emissions represent the direct emissions from our operations and the indirect emissions from purchased energy. We continue to enhance energy efficiency and reduce our carbon footprint across our facilities. To strengthen transparency and data integrity, Atkore completed an independent audit of our emissions inventory and received limited assurance from a third-party provider.

Scope 1 & 2 MT CO ₂ e	FY2023	FY2024	FY2025
Scope 1	23,900	23,200	24,229
Scope 2*	98,000	107,300	95,677
Total	121,900	130,500	119,906

* Location based emissions

Energy Usage (GJ)	FY2023	FY2024	FY2025
Electricity	929,028	1,013,358	1,004,806
Natural Gas	384,846	394,695	396,807
Propane	55,715	87,664	59,716
Diesel	11,112	12,926	11,563
Total	1,380,701	1,508,643	1,472,892




Emissions were calculated in accordance with the Greenhouse Gas Protocol standards and guidance developed by the World Resources Institute (WRI) and The World Business Council for Sustainable Development (WBCSD). Atkore applied an operational control boundary, which means all emissions are accounted for from operations over which we have control. For all scopes, we utilize the most current emission factors available at time of calculation. Emissions calculations utilize available data and best-possible methodologies. Atkore will continue to evaluate improvements to data collection, calculation methodology, and emissions factor application annually.

Atkore basis of preparation for GhG emissions is available on our website at [atkore.com](https://www.atkore.com)

Atkore Scope 1 & 2 Limited Assurance

For the first time, we obtained independent limited assurance over our Scope 1 and Scope 2 GHG emissions. This assurance enhances stakeholder confidence in the accuracy and reliability of our climate disclosures and reinforces our commitment to transparency, accountability, and the ongoing management and reduction of our carbon footprint.



Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Atkore International, Inc. ("Atkore") to provide limited assurance in relation to the Selected Information set out below and presented in the Atkore 2025 Sustainability Report (the "Report").

ENGAGEMENT SUMMARY

Scope of our assurance engagement	Whether the following Selected Information for FY2025 are fairly presented in the Report, in all material respects, in accordance with the reporting criteria. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.
Selected Information	<ul style="list-style-type: none">Total Scope 1 GHG emissions [metric tonnes CO₂e]Total Scope 2 GHG emissions (location-based) [metric tonnes CO₂e]Total energy consumed [GJ]
Reporting period	October 1, 2024 to September 30, 2025
Reporting criteria	<ul style="list-style-type: none">Atkore's Basis of ReportingThe GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissionsGHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions
Assurance standard and level of assurance	We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.
Respective responsibilities	Atkore is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Selected Information. ERM CVS' responsibility is to provide a conclusion to Atkore on the agreed assurance scope based on our engagement terms with Atkore, the assurance activities performed and exercising our professional judgement.

OUR CONCLUSION

Based on our activities, as described on the next page, nothing has come to our attention to indicate that the Selected Information for FY2025 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

OUR ASSURANCE ACTIVITIES

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Interviewing management representatives responsible for managing the Selected Information;

- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated FY2025 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Evaluating the conversion factors, exclusions, emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with the resolution of our findings.

THE LIMITATIONS OF OUR ENGAGEMENT


The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context. We did not undertake source data verification at any operated facilities.

OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL


ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Atkore in any respect.



January 30, 2026
Malvern, PA
ERM Certification & Verification Services Incorporated
www.ermcvs.com | post@ermcvs.com



2025 Sustainability Report

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People

Atkore Invests in our Talent

Our frontline employee development program uses four key pillars to make onboarding smoother, improve immersion, and offer structured, hands-on training in safety, quality, lean practices, and technical skills. More than 100 certified peer trainers now play a critical role in guiding new and existing team members, ensuring work is performed safely and consistently to established standards. Since its launch in 2024, the program has contributed to a 7% reduction in hourly employee turnover, demonstrating its impact on engagement, retention, and operational excellence as we build a stronger, more capable workforce for the future.

Atkore Promotes from Within

Through our Organizational Leadership Review (OLR) process, Atkore systematically gathers continuous feedback regarding employees’ educational background, professional accomplishments, core strengths, areas for growth, and long-term career goals. A robust OLR is essential for the organization’s ongoing success and sustainability, as shown by the fact that over 20% of open positions were filled internally during the past year.



Atkore Awards

Atkore was recertified as a Great Place To Work® for the fifth consecutive year, certified as a Top Workplace for the fourth consecutive year, and awarded a Culture Excellence Award in the category of Innovation.





People

Employee-Driven Community Initiatives

In FY2025, Atkore formed a team of more than 55 Engagement & Alignment Champions from our domestic and international locations, empowering them to drive relevant and meaningful impact through initiatives that addressed specific local community needs.

Some of their efforts included back-to-school drives held in Harvey, Illinois, and Hobart, Indiana, where employees prepared and distributed nearly 2,000 bookbags filled with essential school supplies to students in surrounding communities. In addition, our facility in Oudenaarde, Belgium, organized a chocolate sale and hosted several walking and bicycling challenges to raise donations for childhood cancer research. Meanwhile, our Santa Paula, California, facility formed a team to participate in a running race to raise funds for autism awareness.

During the holiday season, some of our other facilities organized food drives and gift donations. Our office in Addison, Illinois, proudly gathered enough food donations to fill two pickup trucks, and our Fort Worth, Texas, Phoenix, Arizona, and Oudenaarde, Belgium, facilities all collected toys and meaningful items to benefit those less fortunate.

Support for Unexpected Financial Hardships

The Atkore Family Foundation, an independent 501(c)(3) charity, helps Atkore employees, customers, and suppliers facing unexpected financial hardships such as natural disasters, medical bills, funerals, and other emergencies. In FY2025, the Atkore Family Foundation provided more than \$194,000 in grants. Atkore's fundraising activities have been a primary source of funding for this charity.





People

Health and Safety Goal

In 2020, Atkore established a five-year goal to increase the percentage of sites meeting annual Team-Based Safety Observation (TBSO) targets to 80% from a 48% baseline. By the close of FY2025, 98% of sites successfully met this benchmark. To maintain a strong culture of safety, we established a 2026 target of 90%, which continues a level of improvement from the original 2020 baseline.

2020 Baseline	2025 Target	2025 Actual
48%	80%	98%

Employee Attraction, Development, and Retention Goal

In 2020, Atkore established a five-year goal to increase the participation in the Employee Engagement and Alignment Survey to 80% from a 56% baseline. For FY2025, 81% of employees completed the survey. To help ensure a strong culture of engagement and alignment, we established a 2026 target of 80%, which maintains a level of improvement from the original 2020 baseline.

2020 Baseline	2025 Target	2025 Actual
56%	80%	81%

Governance

Ethics

Atkore is committed to operating with integrity and maintaining strong corporate governance. Our Board of Directors, Board Committees, Company policies, and core values guide our ethical behavior and support compliance with applicable laws and regulations.

Data Security

As cybersecurity risks continue to expand, Atkore introduced the use of sensitivity labels to strengthen protection of sensitive and proprietary information. They enable users to classify documents, emails, presentations, and spreadsheets according to sensitivity level, helping prevent unauthorized access or inadvertent disclosure of this information, while reinforcing Atkore's information security controls and supporting a culture grounded in accountability and responsible data management.

Establishing Responsible Use of Artificial Intelligence

To address the unique risks associated with generative AI, Atkore has implemented a dedicated policy that outlines strict guidelines for sensitive data protection, mitigating potential misinformation, and safeguarding proprietary information across our global operations. Under this newly established policy, the use of AI for employment decisions, internal system integration, or generating employee headshots is strictly prohibited unless explicit authorization is granted. Furthermore, any AI-generated content must undergo required reviews and validation steps before being utilized for business purposes. Oversight of cybersecurity matters related to this policy is provided by independent members of the Atkore Board of Directors.

Policies

- [Human Rights Policy](#)
- [Supplier Integrity and Sustainability Standards](#)
- [Conflict Minerals Policy](#)
- [Whistleblower Policy](#)
- [Anti-Bribery & Anti-Corruption Policy](#)

Governance

Executive Responsibility for Sustainability

Oversight of sustainability resides with Atkore's Board of Directors, primarily through the Nominating and Governance Committee, which reviews sustainability strategy, policies, and disclosures, and provides recommendations to management. The full Board also evaluates sustainability-related risks and opportunities, including those connected to climate change, with several directors offering meaningful sustainability expertise.

Execution of our sustainability program is led by the sustainability Steering Committee, a cross-functional team of senior leaders and subject matter experts who meet quarterly to drive progress on climate strategy, responsible sourcing, and transparent reporting. Their work ensures sustainability remains integrated into Atkore's operations and long-term strategic planning.

Carbon Disclosure Project (CDP)

In FY2025, Atkore strengthened its climate transparency by participating in CDP's global disclosure program and earning a Discloser Badge, as well as a C score for Climate.

This assessment provides an important benchmark of our current reporting maturity and highlights opportunities to enhance the completeness, comparability, and decision-usefulness of our climate data. Atkore will continue to expand the quality and depth of our climate disclosures, reinforcing our disciplined approach of operating with transparency and leading with integrity across our value chain.



Responsible Sourcing

Building a Responsible Supply Chain Through Standards and Training

As global regulatory requirements continue to address environmental and social issues, such as fair trade, community development, conflict minerals, and labor rights, Atkore is strengthening its approach to compliance and risk management with sustainable procurement training that equips our team with the knowledge and tools needed to work effectively with current and new suppliers to adopt sustainable practices. The training, which achieved 100% completion from our team, covers the following topics:

- Sustainability and Atkore's Sustainability Goals
- Importance of Sustainable Procurement
- Key Principles of Sustainable Procurement
- Sustainable Procurement Strategy and Framework
- Atkore Code of Conduct and Policies
- Conflict Minerals
- Risk Assessment Tools

Our Supplier Integrity and Sustainability Standards, available at [atkore.com](https://www.atkore.com), outline our expectations for suppliers and reflect Atkore's commitment to integrity and high standards of business conduct. We will continue to review and update this training annually to remain aligned with the evolving sustainable procurement landscape.

Supplier Sustainability Risk Assessment and Mitigation Framework

The Supplier Risk Assessment and Mitigation Framework outlines key considerations to strengthen supply chain resilience, operational performance, and sustainability across our network. The framework defines our approach to evaluating our material supplier base on sustainability performance using a risk matrix that categorizes suppliers into four risk levels. Through this assessment process, we seek to enhance supplier partnerships and promote responsible, sustainable practices throughout the broader supply chain.

100% Supplier Response to Conflict Minerals Campaign

Atkore again achieved a 100% supplier response rate for our global Conflict Minerals campaign, demonstrating comprehensive engagement across our supply chain and reinforcing our commitment to responsible sourcing, regulatory compliance, and transparent, ethical business practices.

“At Atkore, we are committed to sustainable sourcing guided by our Supplier Integrity Policy. We conduct regular supplier sustainability assessments and work closely with our partners to ensure responsible practices across our supply chain.”

- **Bill Waltz, President and CEO**

Data & Approach

Reporting framework

Atkore has reported the information provided in the following data tables for the period October 1, 2024, through September 30, 2025, 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 (RT-EE version 2023-12). Atkore discloses climate-related risks and opportunities in the Task Force on Climate-related Financial Disclosures (TCFD) Index.

Report Scope

The 2025 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 sustainability 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 2025 refresher materiality assessment. We consider the impact of our direct operations in the scope of this report. All employees 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 information presented in the body of this report is based on activities carried out during fiscal year 2025 (October 2024–September 2025). The data in this report is based on activities carried out during fiscal years 2023 (October 2022–September 2023), 2024 (October 2023–September 2024), and 2025 (October 2024–September 2025). **For questions regarding the report or its contents, contact Investors@atkore.com.**

Cautionary & 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.

Reporting Uncertainties

Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different, but acceptable measurement techniques can result in different measurements. The precision of different measurement techniques may also vary.



Data & Approach

Sustainability Accounting Standards Board (SASB) Content Index

Accounting Metrics					
Topic	Code	Metric	FY23	FY24	FY25
Energy Management	RT-EE-130a.1 (1)	Total energy consumed	1.38 million Gigajoules (GJ)	1.46 million Gigajoules (GJ)	1.47 million Gigajoules (GJ)
	RT-EE-130a.1 (2)	Percentage grid electricity	67%	69%	69%
	RT-EE-130a.1 (3)	Percentage renewable energy	0.24%	0.47%	0.42%
Hazardous Waste Management	RT-EE-150a.1 (1)	Amount of hazardous waste generated	2.4 thousand metric tons	2.2 thousand metric tons	8.3 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	1	0	0
	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	16%	14%	16%
	RT-EE-410a.2	Percentage of eligible products, by revenue, certified to an energy efficiency certification	0%	0%	0%
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products (USD)	\$158.1 million USD	\$189.1 million USD ^[1]	\$165.7 million USD
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	Sustainability Website	Sustainability Website	Sustainability Website
	RT-EE-510a.1 (2)	Description of policies and practices for prevention of: anti-competitive behavior	Sustainability Website	Sustainability Website	Sustainability Website
	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	\$0	\$0	\$0
	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	\$0	\$0	\$0

[1] This value has been restated. In our FY24 Sustainability Report, it was disclosed as \$202.4 million USD.

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GRI Content Index

Atkore has reported the information cited in this GRI content index for the period October 1, 2024 – September 30, 2025 with reference to the GRI Standards.

GRI 2: General Disclosures 2021

Disclosure	Description	Report Reference or Answer
2-1	Organizational details	2025 Annual Report on Form 10-K, p. 4
2-2	Entities included in the organization's sustainability reporting	2025 Annual Report on Form 10-K, exhibit 21.1
2-3	Reporting period, frequency and contact point	October 1, 2024 - September 30, 2025
2-4	Restatements of information	None.
2-5	External assurance	Received limited assurance for Scope 1 and 2 emissions
2-6	Activities, value chain and other business relationships	2025 Annual Report on Form 10-K, pp. 4-6
2-7	Employees	Total number of employees (including contractors): ~5,400
2-8	Workers who are not employees ^[1]	Total number of workers who are not employees: 340
2-9	Governance structure and composition	2026 Proxy Statement, pp. 7-9
2-10	Nomination and selection of the highest governance body	2026 Proxy Statement, pp. 11-12
2-11	Chair of the highest governance body	2026 Proxy Statement, p. 7
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance p.16
2-13	Delegation of responsibility for managing impacts	Sustainability Website
2-14	Role of the highest governance body in sustainability reporting	Sustainability Website
2-17	Collective knowledge of the highest governance body	Sustainability Website
2-18	Evaluation of the performance of the highest governance body	2026 Proxy Statement, p. 7
2-19	Remuneration policies	2026 Proxy Statement, p. 13
2-20	Process to determine remuneration	2026 Proxy Statement, p. 13
2-21	Annual total compensation ratio	2026 Proxy Statement, p. 46
2-22	Statement on sustainable development strategy	CEO Letter, p. 3
2-23	Policy commitments	Governance Documents (https://investors.atkore.com/investors/governance/default.aspx)
2-26	Mechanisms for seeking advice and raising concerns	Employees may report potential violations or concerns to their manager, their Human Resources business partner, or the Legal Department. All employees can also access our ethics hotline and website, managed by an independent third-party, to confidentially ask questions and report concerns regarding possible inconsistencies with our policies, values, and applicable laws. Information about the hotline is available at every Atkore site, and we promote the hotline across employee communications. Human Resources professionals, the Legal Department, and/or other personnel investigate each hotline inquiry with support from in-house or third-party professionals as needed. Inquiries are shared with management and raised to the Board when appropriate. The Board also receives a report outlining hotline activity each quarter.
2-27	Compliance with laws and regulations	We had no significant instances of non-compliance with laws and regulations greater than \$100,000. We had no significant instances of non-compliance with laws and regulations for which non-monetary sanctions were incurred.
2-29	Approach to stakeholder engagement	81% of employees participate in the Employee Engagement and Alignment Survey (permanent employees only)

[1] Includes contractors employed directly by agents.

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GRI 3: Material Topics 2021

Disclosure	Description	Report Reference or Answer
3-1	Process to determine material topics	Our Sustainability Approach, p. 5
3-2	List of material topics	Our Sustainability Approach, p. 5

GRI 102: Climate Change 2025

Disclosure	Description	Report Reference or Answer
102-5	Scope 1 GHG emissions	Planet, p. 10
102-6	Scope 2 GHG emissions	Planet, p. 10
102-7	Scope 3 GHG emissions	Not Disclosed
102-8	GHG emissions intensity ^{[2] [3] [4]}	46.1 metric tons CO ₂ e /million USD Revenue: \$1,973.0 million USD Scope 1 and 2 only Gases included in the calculation: CO ₂ , CH ₄ , N ₂ O, Halon 1301

[2] GHG intensities adjusted to base year sites. Emissions metrics have been normalized to reflect consistent operational boundaries and thus exclude new acquisitions and material organic operational expansions that occurred after base year.

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

[4] Revenues have been normalized to reflect consistent operational boundaries and thus exclude new acquisitions and material organic operational expansions that occurred after the base year.

GRI 103: Energy 2025

Disclosure	Description	Report Reference or Answer
103-2	Energy consumption and self-generation within the organization ^[5]	.468 thousand GJ fuel consumed within the organization from non-renewable sources Zero GJ fuel consumed within the organization from renewable sources 1.004 thousand GJ electricity consumed 1.472 thousand GJ total energy consumed within the organization ^[6]
103-4	Energy intensity	705 GJ/million USD Revenue: \$2,617.1 million USD
103-5	Reduction in energy consumption	Planet, p.8-9

[5] Includes natural gas, propane, diesel, and gasoline.

[6] Includes purchased electricity, natural gas, propane, diesel, gasoline, and refrigerants/HFCs.



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GRI 205: Anti-corruption 2016

Disclosure	Description	Report Reference or Answer
205-2	Communication and training about anti-corruption policies and procedures	100% (9 out of 9) governance body members have received communication on the organization's anti-corruption policies and procedures. 100% of employees have received communication on the organization's anti-corruption policies and procedures ^[7] . 98% of employees have received training on anti-corruption ^[7] .

[7] Includes global, salaried employees.

GRI 207: Tax 2019

Disclosure	Description	Report Reference or Answer (only contains traditional federal level income tax)
207-4	Country-by-country reporting	United States: \$5.5 million Canada: \$4.3 million United Kingdom: \$4.6 million Belgium: \$2.5 million

GRI 303: Water and Effluents 2018

Disclosure	Description	Report Reference or Answer
303-3	Water withdrawal	919 million liters of water withdrawal from all areas - Groundwater: 0.78 million liters - Third-party water: 918 million liters 55 ML of water withdrawal from all areas with water stress - Groundwater: 0.78 million liters - Third-party water: 54 million liters
303-5	Water consumption	919 million liters of water consumed from all areas 55 million liters of water consumed from all areas with water stress

GRI 306: Waste 2020

Disclosure	Description	Report Reference or Answer
306-4	Waste diverted from disposal	41.3 thousand metric tons of waste diverted from disposal - Ferrous metals: 15.7 thousand metric tons - Non-ferrous metals: 2.7 thousand metric tons - PVC and other plastics: 17.3 thousand metric tons - Non-PVC: 5.5 thousand metric tons - WEE, cardboard, etc.: 0.1 thousand metric tons Zero metric tons of hazardous waste diverted from disposal 19.2 thousand metric tons of non-hazardous waste diverted from disposal
306-5	Waste directed to disposal	4.8 thousand metric tons of hazardous waste directed to disposal



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GRI 403: Occupational Health and Safety 2018

Disclosure	Description	Report Reference or Answer
403-9	Work-related injuries	28 high-consequence work-related injuries (excluding fatalities) for all employees - 0.5 rate of high-consequence work-related injuries (excluding fatalities) for all employees (based on 200,000 hours worked) 91 recordable work-related injuries for all employees - 1.7 rate of recordable work-related injuries for all employees (based on 200,000 hours worked) Hand injuries is the main type of work-related injury for all employees (Calculations based on 10.8 million hours worked by all employees)

GRI 404: Training and Education 2016

Disclosure	Description	Report Reference or Answer
404-3	Percentage of employees receiving regular performance and career development reviews	100%

GRI 405: Diversity and Equal Opportunity 2016

Disclosure	Description	Report Reference or Answer
405-1	Diversity of governance bodies and employees	32% management diversity (U.S. regular headcount only) ^[8] 5% management disabled (U.S. regular headcount only) Total employees: 18% female; 82% male
405-2	Ratio of basic salary and remuneration of women to men	102.7%

[8] Regular headcount = FTE, full time, permanent

GRI 408: Child Labor 2016

Disclosure	Description	Report Reference or Answer
408-1	Operations and suppliers at significant risk for incidents of child labor	None.

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GRI 409: Forced or Compulsory Labor 2016

Disclosure	Description	Report Reference or Answer
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None.

GRI 416: Customer Health and Safety 2016

Disclosure	Description	Report Reference or Answer
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Zero.



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TCFD index

Pillar	Recommendation	Response
Governance	a) Describe the board’s oversight of climate related risks and opportunities.	Atkore’s (the “Company”) Board of Directors (the “Board”) has oversight of the Company’s Sustainability matters, which includes climate-related risks and opportunities, with primary responsibility delegated to the Nominating & Governance Committee. This Committee oversees Sustainability on behalf of the Board and receives quarterly updates from management and subject-matter experts on Atkore’s Sustainability strategy, key performance indicators, progress, and emerging risks. It receives quarterly updates from management and subject-matter experts on Atkore’s Sustainability strategy, key performance indicators, progress, and risk profile. The Committee regularly provides guidance and recommendations to senior management and reports its oversight activities to the full Board, ensuring alignment across all governance bodies. In addition, the full Board also receives regular updates and discusses Sustainability-related risks and opportunities, including those linked to climate change. Annually, the Board is updated on the performance of Sustainability and climate-related initiatives and on the Company’s long-term Sustainability strategy. The Board also retains oversight of company-wide risk management through the Audit Committee and full Board sessions.
	b) Describe management’s role in assessing and managing climate related risks and opportunities.	Atkore has established a Sustainability Steering Committee comprised of senior leadership team members, executive leadership team members and subject-matter experts. The committee meets quarterly to review and oversee the execution of the sustainability program, including climate-related strategy and risk. The Sustainability Committee reports to executive leadership who in turn provides updates to the Nominating & Governance Committee of the Atkore Board. Senior management is responsible for translating Board-level oversight into operational execution, channeling information upward to the Board and downward to operational business units. This group also regularly monitors performance against Atkore’s environmental goals, including the 2025 target to reduce Scope 1 and 2 greenhouse gas (“GHG”) emissions intensity by 10%, compared to a 2020 baseline.
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	In 2025, Atkore assessed and is working to frame and categorize climate-related risks and opportunities over the following time horizons and climate scenarios: <ul style="list-style-type: none">• Current: 2025• Short-term: Target year used for the short-term scenario was 2030.• Long-term: Target year used for the long-term scenario was 2050.
	b) Describe the impact of climate- related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning Using scenario modeling outcomes to determine exposure to climate-related risks, Atkore evaluated how those risks and opportunities could impact various business functions. <ul style="list-style-type: none">• Financial modeling conducted during the climate risk assessment in FY2025 concluded that the limited exposure at strategic sites and distributed business model prevent a material financial impact to the Company.• Capital Planning: Climate-related risks are incorporated into the planning lifecycle. This includes site selection, facility resilience, and maintenance investments to protect asset value, reduce downtime, and enhance operational resilience.
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.	Atkore’s business model demonstrates structural resilience to climate-related risks through its diversified and redundant operational footprint. The Company operates more than 50 manufacturing and distribution facilities across the United States and internationally, reducing reliance on any single asset or region. This geographic dispersion provides natural disaggregation of risk that mitigates physical climate hazards. In the event that a facility experiences disruption, it is expected production can be shifted to alternative sites with comparable equipment and capabilities, resulting in minimal disruption to revenue and operations. In addition, Atkore maintains a broad, global supplier base and actively monitors supplier Sustainability performance through Ecovadis, which preemptively surfaces risk in upstream suppliers and materials. This supply chain oversight increases the Company’s resilience to localized impacts, regulatory compliance requirements, and/or changes to market conditions. This combination of operational redundancy and supply chain diversification creates a robust capability to maintain continuity under varying climate scenarios and supports long-term resilience.

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TCFD index

Pillar	Recommendation	Response
Risk Management	a) Describe the organization's processes for identifying and assessing climate related risks.	Atkore has a history of Sustainability and climate-related oversight and due diligence. Most recently, Atkore conducted a double materiality assessment to identify the issues most critical to its stakeholders and business. In addition, a climate risk assessment was conducted to identify and prioritize climate-related risks and opportunities. The comprehensive assessment followed the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD") and aligned with the Company's enterprise risk management ("ERM") framework. This alignment was key to enabling the integration and strategic alignment of Sustainability and climate-related risk to the Company's broader risk management approach, ensuring cohesive monitoring of issues that could materially impact Atkore's operations, financial condition, and/or strategic outcomes. Specifically, the Company carried out a physical climate-related risk assessment covering key manufacturing, distribution, and supplier locations in CY 2025. This assessment considered a comprehensive set of climate hazards (such as river flooding, water stress, extreme temperature, hurricanes, wildfires) across current and future time-horizons, using two climate scenarios aligned with the recommendations of TCFD. Atkore also completed its first assessment of transition risk, providing directional insights regarding the impact of various transition risks to Atkore's industry and business model
	b) Describe the organization's processes for managing climate related risks.	Atkore has established processes to manage and mitigate material climate-related risks through its Sustainability program and operational controls. For example: <ul style="list-style-type: none">• Site-specific mitigation actions for high-risk facilities through its physical risk assessment.• Supplier-level Sustainability assessments (including a 100% response rate for conflict-minerals reporting) to manage upstream supply chain risk.• Embedding climate-related risk mitigation into the development of sustainable product declarations (EPDs) and product-life-cycle transparency, enabling Atkore to respond to market demand shifts and regulatory pressures.
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Management monitors progress quarterly via the Sustainability Steering Committee and reports to the Nominating & Governance Committee, aligning Sustainability performance with the broader business strategy and risk management framework. Atkore's climate-related risk identification, assessment and mitigation processes are aligned with Company's overall risk management processes. The risk rating language and severity thresholds are consistent with internal ERM guidance. Climate-related risks are considered within Atkore's broader enterprise risk management approach. The Nominating & Governance Committee oversees Sustainability and climate-related matters on behalf of the Board and provides regular updates to the full Board, enabling these issues to be reviewed and monitored alongside other strategic, operational, financial, and compliance risks. This structure ensures that climate-related considerations are incorporated into the Company's overall risk oversight processes
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate related risks and opportunities	Metrics used to assess climate related risks and opportunities Event impact: <ul style="list-style-type: none">• Days closed per event• Estimated lost earnings• Estimated asset damages• Estimated repair and rebuild costs Operations and resource use metrics: <ul style="list-style-type: none">• Electricity consumption• Water consumption
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Scope 1 and Scope 2 GHG emissions <ul style="list-style-type: none">• 2025 Scope 1 emissions: 24.23 thousand metric tons of CO₂e• 2025 Scope 2 emissions:<ul style="list-style-type: none">• Location-based: 95.68 thousand metric tons of CO₂e• Market-based: N/A• 2025 GHG intensity metrics: 46.1 metric tons of CO₂e per million USD^[1]
	c) Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets.	Atkore met its Climate, Carbon, and Emissions goal to reduce Scope 1 and Scope 2 GHG emissions intensity 10% by 2025, compared to 2020 baseline values in 2024 — one year ahead of schedule.

[1] Revenue used to calculate intensity related metrics has been adjusted to remove the impact of changes in average selling prices. GHG intensities adjusted to base year sites. Emissions and revenue used to calculate GHG intensity metrics have been normalized to reflect consistent operational boundaries and thus exclude new acquisitions and material organic operational expansions that occurred after 2020 base year.

