

# GIBRALTAR



# CORPORATE SOCIAL RESPONSIBILITY 2024

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# MESSAGE FROM OUR CEO

At Gibraltar, our businesses are focused every day on making a positive impact on the world. We continue to position ourselves to play a meaningful role in solving today's most challenging opportunities from living and working with greater ease, efficiency, and comfort to harnessing energy and growing food in more efficient and sustainable ways. We embrace these challenges and strive to meet them through our ongoing commitment to Our People, Our Communities, and The World.

For us, Corporate Social Responsibility is simple and straightforward – it is integral to who we are, and how we run our business. It also reflects and supports our core values: **Make it better**, challenging ourselves to continuously improve in what we do; **Make it right**, conducting business the right way each and every day; **Make it together**, creating a culture where our people flourish together; and **Make an impact**, aspiring to drive meaningful change and deliver value in everything we do.

Ultimately, it is our people, commitment, and ongoing investment that drives change and improvement to everything we do, which is illustrated in the pages that follow. I hope you enjoy Gibraltar's 2024 Corporate Social Responsibility report, and our team looks forward to sharing more of our story and progress in the years to come.

## **BILL BOSWAY**

Chairman of the Board of Directors,  
and Chief Executive Officer



# OUR COMPANY AT A GLANCE

## OPERATIONS

Gibraltar operates from 30 facilities, including 23 manufacturing facilities, six offices, and one distribution center across 16 states, Canada, and China.

## STOCK SYMBOL

Our common stock trades on the Nasdaq Global Select Market under the ticker symbol ROCK.

## OUR PURPOSE

We advance the art and science of making and celebrate the people that make life better.

## OUR VALUES

- MAKE IT BETTER
- MAKE IT RIGHT
- MAKE IT TOGETHER
- MAKE AN IMPACT

# GIBRALTAR HIGHLIGHTS



Continued to invest in renewable energy to supply the power needs for a portion of our operations.



Administered our first-ever all-inclusive employee Engagement Survey to offer every employee the opportunity to share how they experience our workplace and to obtain feedback for our leaders to enhance insight into employee sentiment and direct focus on initiatives important to our people and the success of the business.



Provided paid time off and organized activities for our people to volunteer with local and national charities



Invested in over 25,000 hours of training in Safety, Cybersecurity, Leadership, and Workforce Technology Solutions to advance our capabilities

# BUSINESS SEGMENTS

Business	Objective	Value Driver	2023 Adjusted Revenue (in USD) <sup>(1)</sup>
<b>RESIDENTIAL</b>	Create solutions that make indoor and outdoor environments more comfortable, livable, efficient, and functional.	Manufacture ventilation and air management systems, building accessories, mail and parcel solutions, and outdoor awnings and shades.	<b>\$815 M</b>
<b>RENEWABLES</b>	Enable cost-effective, eco-friendly energy generation.	Enable customers and utilities to harness energy efficiently wherever they choose to build.	<b>\$331 M</b>
<b>AGTECH</b>	Build strong agribusinesses, healthier lifestyles, and a sustainable future.	Provide growing solutions including the designing, engineering, manufacturing, full scope construction, maintenance and support of greenhouses and indoor growing operations.	<b>\$145 M</b>
<b>INFRASTRUCTURE</b>	Deliver knowledge and technology to keep people and business moving.	Provide expertise, products, and solutions that enable improvement efforts in highway and transportation infrastructure.	<b>\$87 M</b>

<sup>(1)</sup> For adjusted revenue to GAAP measure refer to the [Annual Report for year ended December 31, 2023 on Form 10-K](#).

# CORPORATE SOCIAL RESPONSIBILITY AT GIBRALTAR

Corporate Social Responsibility (CSR) is a key consideration in everything from the products we make and the suppliers we engage with, to our employment practices, business strategies, and future plans. We are committed to making a difference in the lives of the people our businesses touch, and to creating meaningful impact every day through our work and relationships.

## Foundation of Our Businesses

Our businesses reflect our purpose, values, and desire to make a positive impact on the world.

We continue to transform our company to focus on providing solutions to some of humanity's greatest challenges – from harnessing energy and growing food more sustainably, to living and working with greater ease, efficiency, and comfort.

This transformation positions our company to play a significant role in sustainable development matters, building partnerships with key players that help advance critical technologies, strengthening our **Residential, Renewables, Agtech, and Infrastructure** businesses (see tables below), and enabling us to better respond to humanity's evolving needs.

## Rooted in Our Values

A sense of responsibility to people and the planet is woven into the values that define our purpose and drive our culture. Every day our choices and actions are governed by our values:

- **Make it better** – We challenge ourselves and our way of thinking every day to exceed the needs of our customers. We raise the bar – and set new standards.
- **Make it right** – We care about doing the right thing for each other, our customers, and communities by holding ourselves to the highest standards of ethics and safety.
- **Make it together** – We work collaboratively with our customers and each other – teamwork sets us apart. We work to create a culture that is inclusive of different perspectives and experiences.
- **Make an impact** – We are here to make a difference. We drive change and deliver meaningful value to our customers, investors, and community.

## Business Segment: Residential

Our Role	Key Customers	Connection	Capabilities
<p>Create quality products that make indoor and outdoor environments more efficient, comfortable, livable, and functional.</p>	<ul style="list-style-type: none"> <li>• Residential contractors</li> <li>• Building products wholesalers</li> <li>• Home improvement resellers, dealers, and installers</li> <li>• Mail system resellers and dealers</li> </ul>	<ul style="list-style-type: none"> <li>• Protect and maximize the performance and efficiency of residential spaces.</li> <li>• Improve quality of life with single home, multi-home, and residential postal solutions.</li> </ul>	<p><b>Construction</b></p> <ul style="list-style-type: none"> <li>• Metal building products</li> <li>• Roofing accessories</li> <li>• Rainware systems</li> <li>• Roof &amp; foundation ventilation</li> <li>• Roofing accessories</li> </ul> <p><b>Comfort</b></p> <ul style="list-style-type: none"> <li>• Retractable awnings</li> <li>• Gutter protection</li> </ul> <p><b>Postal</b></p> <ul style="list-style-type: none"> <li>• Single-home mailboxes</li> <li>• Multi-home mailboxes</li> </ul>

## Business Segment: Renewables

Our Role	Key Customers	Connection	Capabilities
<p>Developer of solar photovoltaic solutions that enable customers and utilities to harness energy efficiently wherever they choose to build.</p>	<ul style="list-style-type: none"> <li>• Solar project developers</li> <li>• Solar system integrators</li> </ul>	<ul style="list-style-type: none"> <li>• Expand access to solar energy through project optimization software, flexible solar infrastructure technology, mounting, electrical balance of systems, and design, engineering, and installation services.</li> </ul>	<p><b>Solar Racking Systems</b></p> <ul style="list-style-type: none"> <li>• Design</li> <li>• Engineering</li> <li>• Manufacturing</li> <li>• Installation</li> </ul> <p><b>Electrical Balance of System</b></p> <ul style="list-style-type: none"> <li>• Wire harness solutions</li> <li>• DC combiner boxes</li> <li>• AC recombiners</li> <li>• Fuse boxes</li> <li>• Battery connection</li> </ul>



## Business Segment: Agtech

Our Role	Key Customers	Connection	Capabilities
Design, manufacture, and install controlled agriculture infrastructure.	<ul style="list-style-type: none"> <li>• Commercial fruit and vegetable growers</li> <li>• Flower and plant growers</li> <li>• Educational, research, and institutional organizations</li> <li>• Retail garden centers</li> </ul>	<ul style="list-style-type: none"> <li>• Help meet the demand for fresh, locally grown produce while reducing the use of water, fertilizers, and pesticides.</li> <li>• Support agtech innovation and development with universities and research organizations to bring new varieties of produce to consumers.</li> </ul>	<p><b>Facility Design</b></p> <ul style="list-style-type: none"> <li>• Design &amp; Consultation</li> <li>• Site Development</li> <li>• General Contracting</li> </ul> <p><b>Environmental Systems</b></p> <ul style="list-style-type: none"> <li>• Dehumidification</li> <li>• Lighting</li> <li>• Irrigation</li> <li>• Fertigation</li> <li>• Benching</li> </ul>

## Business Segment: Infrastructure

Our Role	Key Customers	Connection	Capabilities
Design, engineer and manufacture products and solutions that enable improvement efforts in highway and transportation infrastructure.	<ul style="list-style-type: none"> <li>• Bridge, highway, railroad, and airport industries</li> </ul>	<ul style="list-style-type: none"> <li>• Improve infrastructure to increase the speed, safety, and efficiency of commerce in motion.</li> </ul>	<ul style="list-style-type: none"> <li>• Expansion joint systems</li> <li>• Structural bearings</li> <li>• Waterproofing systems</li> <li>• Elastomeric concrete</li> </ul>

## Guided by Our Strategy

The **three pillars of our business strategy** are **Business System**, **Portfolio Management**, and **Organization Development**. Our Organization Development pillar provides the foundation of our commitment to CSR through which we continually advance our culture to improve our positive impact and invest in our people, our communities, and the world.

Pillar	Principles and Approach	Importance
<b>Business System</b>	<ul style="list-style-type: none"> <li>• Execution every day – 80/20 excellence</li> <li>• Design business models and digital systems for speed, agility, and responsiveness to product development and innovation</li> </ul>	<ul style="list-style-type: none"> <li>• Develop products and processes that improve the performance of our operations and drive positive, sustainable impact for our customers</li> </ul>
<b>Portfolio Management</b>	<ul style="list-style-type: none"> <li>• Optimize / extend the portfolio into higher growth and more profitable markets</li> <li>• Expand our leadership positions and shape our markets to deliver more value</li> </ul>	<ul style="list-style-type: none"> <li>• Use mergers and acquisitions to strengthen our impact and leadership position in our industries</li> </ul>
<b>Organization Development</b>	<ul style="list-style-type: none"> <li>• Focus on ensuring we have the right capabilities and structure for scalability</li> <li>• Recruit and develop diverse individuals and high performing teams across the organization</li> <li>• Foster an environment of respect and collaboration</li> </ul>	<ul style="list-style-type: none"> <li>• Resources accessible for everyone to work safely, speak up if they have concerns, and enhance the impact of our products and services</li> </ul>

## Driven by Our Culture

We hold ourselves equally accountable to the way we work as well as the outcomes. We set clear goals linked to customer and shareholder priorities. We connect our values to specific identifiable behaviors which contribute to a performance-driven culture. We listen and share our unique points of view, measure progress, celebrate success, and embrace a spirit of continuous learning.



## Critical to Customers and Partners



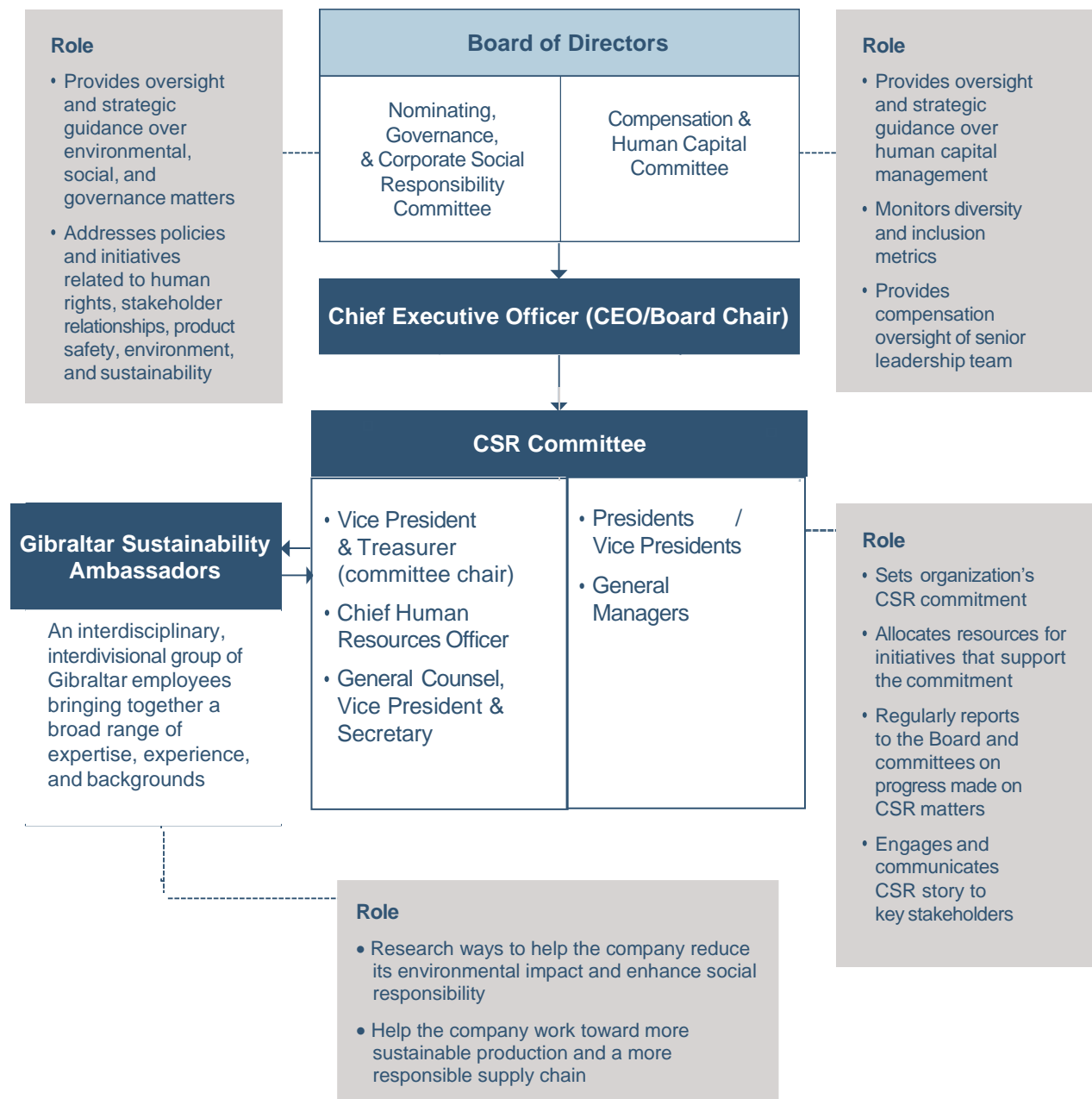
At Gibraltar, we recognize sustainability issues are top of mind not just for us, but for the customers and suppliers we rely on to keep our business moving forward.

As the global need for sustainable solutions grows and expectations for best practices rise in the coming years, we will continue to evolve our efforts – looking for opportunities to take a leading role in our industries as we help our people, our communities, and the world thrive.

# CORPORATE GOVERNANCE

We recognize the close connection between corporate governance and social responsibility, and the importance of developing defined CSR priorities and lines of accountability for the Company and its impact as we operate and grow.

A collaboration between Gibraltar’s Board of Directors, our business leaders, and employees drives the strategic direction and management of Gibraltar’s key CSR priorities, and the structure and processes of our governance efforts reflect our commitment to continuous improvement.



**Responsible for CSR Management**

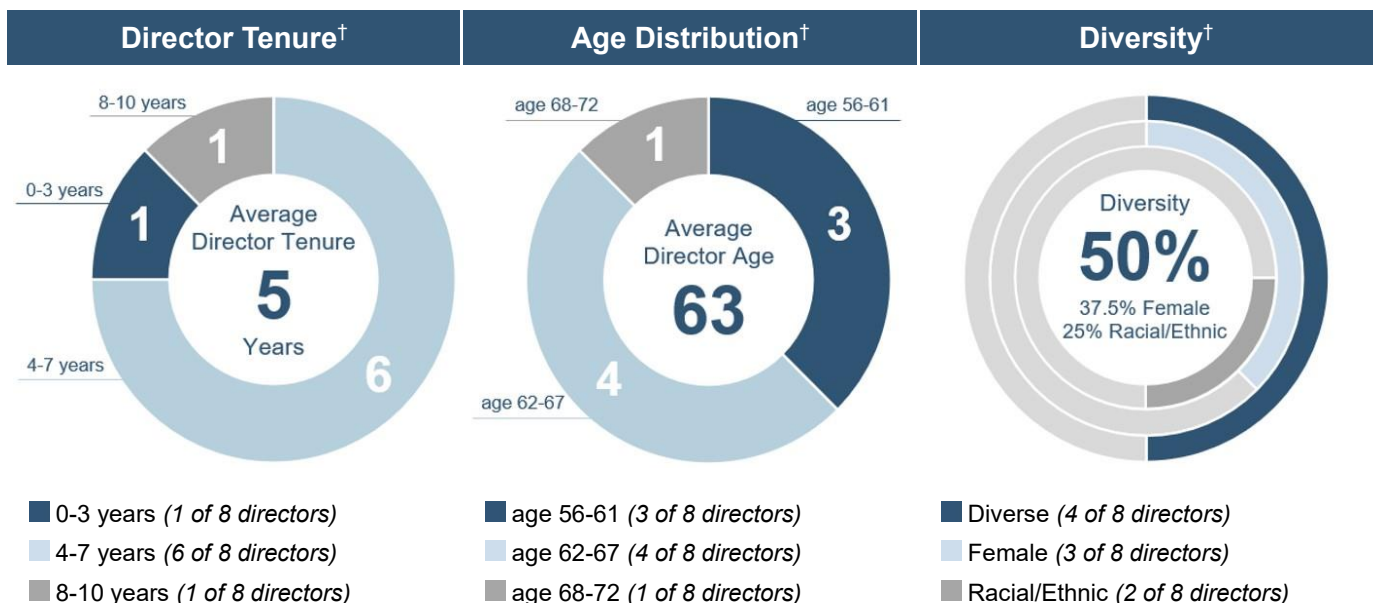
## Board Diversity

The Nominating, Governance and Corporate Social Responsibility Committee believes that, given the size and complexity of Gibraltar’s operations, the best way to ensure that the interests of all stakeholders are met is by having a diverse Board – diversity being broadly construed to mean a variety of opinions, perspectives, as well as personal and professional experiences and backgrounds. The Nominating, Governance and Corporate Social Responsibility Committee considers whether the Board’s composition reflects an appropriately diverse mix of skills and experience in relation to the needs of the Company.

Director <sup>†</sup>	Director Since	Number of Other Public Boards	Backgrounds and Skills									
			SL	G	C	HC	F	L	M	O	PM	D
Mark G. Barberio *	2018	Two	●	●		●	●				●	●
William T. Bosway	2019	One	●		●	●				●	●	●
James S. Metcalf *	2024	One	●	●						●	●	●
Gwendolyn G. Mizell *	2021	None	●		●	●				●	●	
Linda K. Myers *	2020	One	●	●	●	●	●	●	●			
James B. Nish *	2015	One	●	●	●			●			●	●
Atlee Valentine Pope *	2020	None	●	●		●	●			●	●	●
Manish H. Shah *	2021	None	●	●	●			●			●	●

- SL** Senior Leadership      **HC** Human Capital      **M** Marketing      **PM** Portfolio Management
- G** Governance              **F** Finance                      **O** Operations              **D** Digital
- C** Corporate Social Responsibility      **L** Legal

While assessing the composition of its members, the Board focuses on obtaining a diversity of perspectives, experiences, and backgrounds. Diversity among directors strengthens the Board’s ability to provide effective oversight and strategic guidance to Gibraltar and our commitment to CSR.



\* Independent director.  
† As of December 31<sup>st</sup>, 2024.

## Enterprise Risk Management

The Board of Directors is actively engaged in the oversight of strategies adopted by management for mitigating risks faced by the Company. The Board of Directors has tasked the Nominating, Governance and Corporate Social Responsibility Committee with the responsibility of providing oversight and strategic guidance on the environmental, social, and governance (“ESG”) matters most significant to Gibraltar, including policies and initiatives relating to the environment with respect to energy management, climate change, and sustainability. The Committee provides guidance to ensure CSR is integrated with the company’s overall business strategy and implementation of best practices. In addition, since ESG related risks are integrated into our full enterprise risk planning process, the Audit and Risk Committee is included in the risk oversight process.

### Oversight and Management

The Audit and Risk Committee assists the Board with its responsibility to oversee the Company’s risk assessment and risk management guidelines and policies. The Committee’s involvement in reviewing the Company’s enterprise risk management process provides the Board an opportunity to understand the nature of the risks faced by the Company, the strategies we implement to minimize these risks, and an assessment of the level of risk which is acceptable to the Company.

The Audit and Risk Committee and the Board have implemented an enterprise risk management program designed to:

1. **Understand the critical risks in the Company’s business and strategy.**
2. **Evaluate the Company’s risk management process and whether it functions adequately.**
3. **Facilitate open communication between management and the Board.**
4. **Foster an appropriate culture of integrity and risk awareness.**

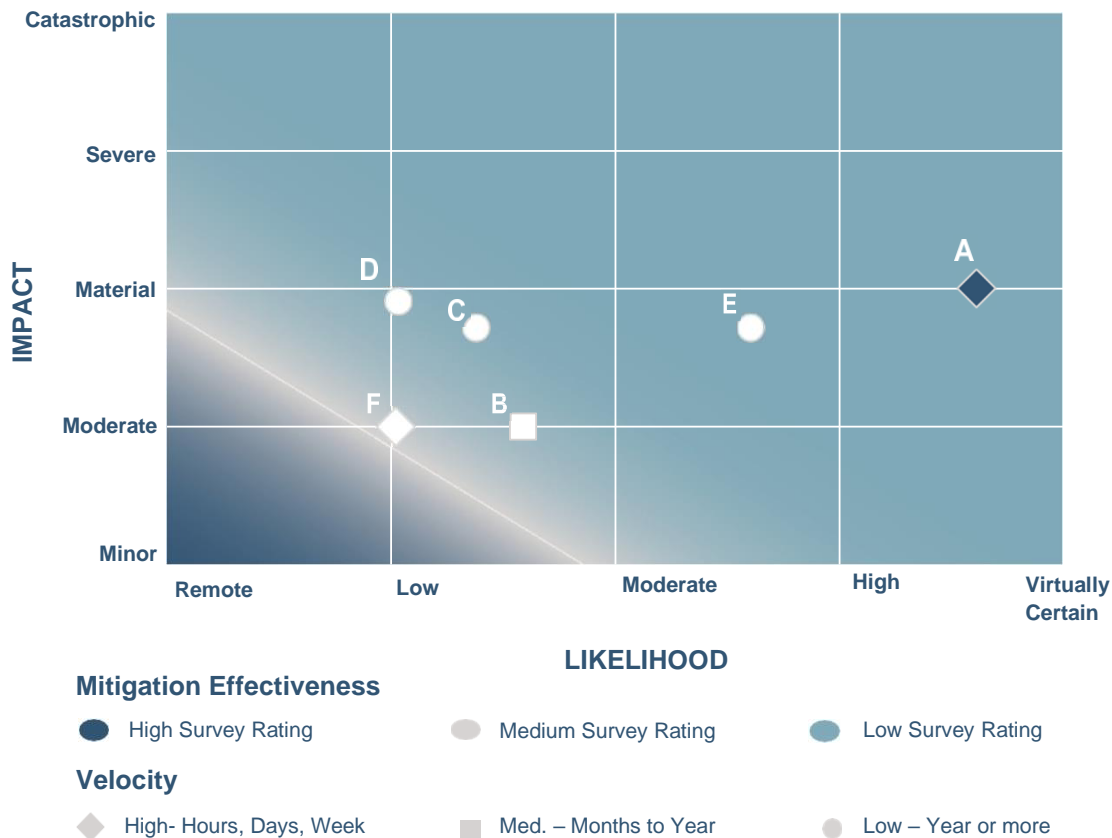
The Board discusses risk in general terms throughout the year at its meetings as well as risks in relation to specific proposed actions, including our CSR commitment. While the Board oversees the enterprise risk management process, management is responsible for implementing and executing controls designed to limit risk to the level deemed acceptable by the Board. The Company has internal processes and an effective internal control environment which facilitates the identification and management of risks and the quality and effectiveness of the risk-related communications with the Board. These include an enterprise risk management program under the leadership of our Chief Financial Officer and our Vice President of Internal Audit, a dedicated cybersecurity team which reports directly to the Chief Digital Information Officer, and a Code of Ethics and Statement of Policy. Senior leadership communicates routinely with members of the Board on the significant risks identified and how they are being managed. For more information regarding certain business and other risks affecting the Company, refer to the section entitled “Risk Factors” in our most recent Annual Report on Form 10-K.

## Risk Mapping

Annually, the Audit and Risk Committee reviews with management the process deployed by Company management to evaluate risks and magnitude of the risks facing the Company. The Audit and Risk Committee leverages their knowledge of the Company’s strategy, industry trends, market conditions, and experience to evaluate significant corporate-wide risks.

Risks are identified by executive and segment leadership and measured using a bottom-up and top-down approach. Any event identified that would result in a substantial negative reputational and/or monetary impact on the business if it were to occur, is deemed a significant risk. An annual survey is administered to the Company’s management team regarding the Company’s ability to effectively manage significant areas of risk for each business segment and the Company as a whole. Results of the survey are reviewed with the Audit and Risk Committee and business leadership, which drives the business units and management team to develop and implement action plans where needed and provide a measure of progress to the previous years’ results.

Risk Categories are plotted to a heat map and prioritized by impact and likelihood as shown in the example figure below. “Impact” represents the quantitative negative effect to earnings and/or the Company’s reputation, while “Likelihood” represents the chance of an unwanted risk occurring within a 24-month period. Different shapes for each core risk indicate the velocity at which a risk can manifest itself, and color coding is used to indicate the measurement of the Company’s ability to mitigate the impact of potential risks based on management’s responses to the survey.



## Corporate Policies and Practices

The policies and practices that guide our company are deeply connected facets of our commitment to Make it Right – one of our Values (see page 7). The following are some of the Company's most important policies and practices relating to our performance and accountability:

### Gibraltar Code of Ethics and Statement of Policy

At Gibraltar, we strive to conduct our business with integrity and in accordance with all applicable federal, state, and local laws in the countries where we operate. Employees are expected to deal fairly and honestly with each other, as well as with our suppliers, customers, and other third parties.

[Gibraltar's Code of Ethics and Statement of Policy](#) ("Our Code") outlines the principles and provides guidance on how Gibraltar and its business partners can uphold their commitments to acting responsibly and ethically. Our Code sets forth the fundamental principles governing the ethical conduct of all officers, directors and employees of Gibraltar and its subsidiaries. It is applied to consultants, supply chain partners, and others engaged in business with Gibraltar to the extent that Gibraltar can influence their conduct.

**Our Code seeks to ensure compliance with laws and regulations applicable to our industry, including:**

Antitrust Laws	Insider Trading
Human Rights	Product Quality and Safety
Labor Rights and Collective Bargaining	Participation in Political Affairs
Equal Employment Opportunity / Workplace Environment	Conflict Minerals
Environment, Health, and Safety	Other Forms of Problematic or Illegal Actions



**Our Code also affirms Gibraltar's commitment to:**

**Comply with both the letter and spirit of all applicable laws, regulations, customs, and social standards wherever the Company's business is conducted.**

**Conduct business affairs honestly, impartially, and in an ethical manner that avoids even the appearance of conflict between personal interests and those of the Company.**

**Provide a workplace that is free from discrimination, harassment, retaliation, and other forms of personal behavior or treatment not conducive to a productive work environment.**

**Adhere to the principle of equal employment opportunity for all individuals.**

**Ensure the health and safety of the Company's employees, neighbors, and environment.**

All employees and our Board of Directors are required to complete an annual training curriculum which includes Ethics – “Doing the Right Thing”, and Compliance – “Doing It the Right and Responsible Way.” Our Code and corresponding training materials are provided in multiple languages to ensure all employees have access to our fundamental principles governing the ethical conduct of all officers, directors, and employees of Gibraltar.

Every Gibraltar employee, regardless of position, has the ability and duty to report any activities that appear inconsistent with or in violation of Our Code. Violations may be reported anonymously through Gibraltar's toll-free 24-hour integrity hot line. Gibraltar is committed to making every effort to keep the identity of reporting individuals confidential and strongly prohibits any adverse actions or retribution of any kind against any member based on their proper reporting of any suspected unethical activities.

## Political Advocacy and Lobbying

Gibraltar has committed to complying with all national, state, and local laws regarding corporate participation in political affairs, including contributions to political parties, national political committees, and individual candidates.

As stated in Our Code, Gibraltar employees are barred from making political contributions or pledges of such contributions or other expenditures to any political organization or candidate for political office on behalf of Gibraltar. Employees are also prohibited from giving, offering, or accepting any personal payments, whether of money, services, property, or any other item of value, to or from an employee, officer, agent, or representative of any public or private organization, or any person seeking to do business with Gibraltar.

During 2023, Gibraltar made zero contributions to political candidates, campaigns, and political action committees, and did not partake in any direct lobbying efforts.

Several of our businesses are members of industry and trade associations. Gibraltar's contributions to trade associations do not extend beyond routine membership fees. Trade associations in which we retained memberships in 2023 included:

- Advanced Textiles Association
- American Association of Airport Executives
- American Association of State Highway and Transportation Officials
- American Concrete Pavement Association
- American Concrete Pavement Association – Pennsylvania Chapter
- American Institute of Steel Construction
- American Road and Transportation Builders Association
- American Segmental Bridge Institute
- Association of Pennsylvania Contractors
- Canadian Welding Bureau
- Cincinnati Flower Growers Association
- Concrete Paving Association of Minnesota
- Florida Nursery Growers & Landscape
- International Grooving and Grinding Association
- Manhattan (Kansas) Area Chamber of Commerce
- Montana Nursery and Landscape
- North Baltimore (Ohio) Area Chamber of Commerce
- Ohio Contractors Association
- Solar Energy Industries Association
- Texas Nursery & Landscape Association
- Toledo Regional Chamber of Commerce
- Transportation System Preservation – Bridge Preservation Member
- Women in Cleantech & Sustainability

# PRIORITIES, PROGRESS, AND PERFORMANCE



## OVERVIEW

Make it better. Make it right. Make it together. Make an impact. These Values are more than words to us – they are what drive us to continuously improve what we do and how we do it. This is especially true where our work gives us a daily opportunity to make life better for people and the planet.



## KEY AREAS OF IMPACT

Our efforts are focused on delivering positive impact in three key areas: **Our People**, **Our Communities**, and **the World**.

**OUR PEOPLE**  
(see page 22)

The safety, well-being, and success of our people is our top priority. We are dedicated to developing their potential as professionals and future leaders, drawing on the unique abilities of each team member to build a rich, inclusive culture of difference-makers.

**OUR COMMUNITIES**  
(see page 28)

Sharing our success with the communities where we live and work is vital to our purpose. By supporting local nonprofits and institutions as investors and volunteers, we help build resilience and strengthen the bonds that will help our communities thrive.

**THE WORLD**  
(see page 29)

Our work is firmly rooted in making life better for people and the planet; we innovate in the service of possibility, acting responsibly to create positive, lasting change in our world. We promote sustainability across our value chain, developing products and services for our customers that reduce environmental impact and improve quality of life.

## Strategic Priorities

A sense of responsibility to people and the planet is built into our DNA. Engaging our stakeholders to identify issues that reflect our purpose, values, and desire to make a positive impact is key to developing effective strategies that address our commitment to our people, our communities, and the world.

### Stakeholder Engagement

In 2021, we conducted our first formal priority assessment process, requesting input from stakeholders on topics that shape our strategy and promote the long-term sustainability of our company. Across this assessment, we spoke to the following Gibraltar groups:

Employees	Leadership	Investors
-----------	------------	-----------

Most stakeholders were polled directly via an online survey. Three shareholders and more than 500 employees delivered detailed responses. We also held feedback sessions with two institutional investors.

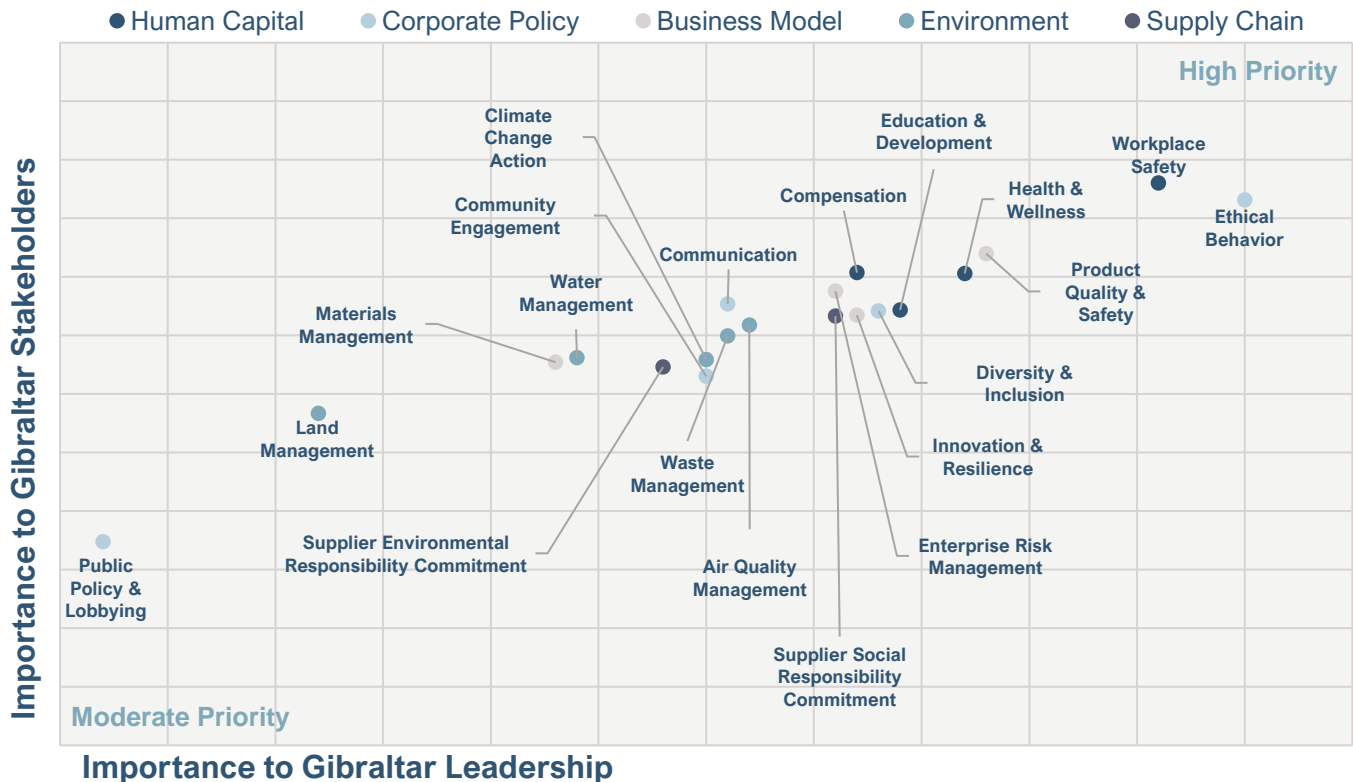
In the survey, we included topics that helped us gauge Gibraltar’s economic, environmental, and social impact, as well as ones that we found made a difference in our stakeholders’ decisions. We chose these topics by reviewing sustainability standards, ESG indicators, risks, benchmarking reports, and the Global Reporting Initiative (GRI) Standards framework. We asked participants to prioritize these topics based on how much they thought Gibraltar could influence or affect the topics.



## Topic Prioritization

The priority matrix below plots topics that were deemed important to both stakeholders and Gibraltar leadership. The highest priority topics for both groups (located in the top right region of the matrix) were:

- **Ethical Behavior:** Promoting high standards of ethics to prevent and eliminate corruption, extortion, and bribery everywhere we do business. Our collective commitment to high ethical standards is reinforced through Our Code and ethical training (see page 16).
- **Workplace Safety:** Championing a workplace that is free of injuries and fatalities by implementing employee training and enforcing safety precautions that continuously minimize physical risks to our workforce. Safety is a top priority and we continue to invest in our safety organization (see page 23).
- **Product Quality and Safety:** Supplying our customers with quality products and services that constantly meet or exceed expectations. Our customer-centric focus ensures we adapt to the needs of our customers while continually meeting expectations for product quality and safety (see page 31).
- **Health and Wellness:** Supporting our employees' physical and mental wellbeing at work and home. We strive to create an environment where our people have the best chance to thrive (see page 22) and we seek to help enrich our employees' lives through our continued investment in the communities in which they live (see page 28).



Other topics plotted on the graph include areas for consideration as we evolve our CSR efforts and annual CSR reporting. We continue to develop systems to accurately quantify our impacts and design effective strategies to positively address them in a manner aligned with our commitments.

# Our People

Our focus on organization development is built on two fundamental beliefs:

1. Our ability to perform and deliver shareholder value is dependent on our people.
2. Each member of our team plays an important role in creating an environment where individuals are respected, valued, and have the opportunities to thrive.

We seek to support an array of career pathways and life journeys by engaging our entire organization, with areas of focus that include Health and Safety, Learning and Development, Diversity and Inclusion, Compensation and Benefits, as well as Communication and Employee Engagement.



## Health & Safety

Safety is a top priority. We expect each of our team members to follow our safety standards, best practices, and support our key initiatives. We expect all team members to be accountable to themselves and each other and collaborate on safety solutions. We believe all accidents and near misses are preventable as we strive to create a zero-incident work environment.

We have continued to invest in our safety organization by implementing a disciplined safety management and reporting process to measure and review our safety results continuously at each location. Our CEO reviews safety performance monthly, including recordable incidents, near misses, and first aid cases. Safety performance and best practices are also reviewed quarterly enterprise-wide during company Town Hall meetings.

Each of the Company's business units has a safety team that collaborates with leaders and employees to assess risks to identify mitigating actions to prevent accidents. Our businesses also identify additional safety investments required for training, education, equipment, and processes as part of our annual budget and capital planning procedure.

### Occupational Health and Safety Metrics

Metric <sup>(1)</sup>	2021	2022	2023
Total Recordable Incident Rate (TRIR) <sup>(2)</sup>	2.5	1.8	1.6
Lost Time Injury Frequency Rate (LTIFR) <sup>(3)</sup>	1.9	2.7	2.9
Lost Time Incident Rate (LTIR) <sup>(4)</sup>	N/A	0.1	1.4
Work-related fatalities <sup>(5)</sup>	—	—	—

<sup>(1)</sup> Safety measures include data from discontinued operations, operations held for sale, and recent acquisitions. Data from acquisitions is reported from date of acquisition to reporting date; data prior to acquisition not included.

<sup>(2)</sup> Incident rates are defined as number of work-related injuries or illness serious enough to require treatment beyond first aid, per 200,000 hours worked.

<sup>(3)</sup> Lost time injury frequency rates are defined as number of lost time injuries per year divided by the total hours worked per year.

<sup>(4)</sup> Lost time incident rate measures the number of lost time incidents per 100 employees working per 200,000 hours worked. Processes to accurately track LTIR were not implemented until 2022.

<sup>(5)</sup> Work-related fatality defined as a death that occurs while a person is at work or performing work-related tasks.

## Diversity & Inclusion

We support and encourage a culture where diversity of thought flourishes and all employees feel appreciated, included, and know they have an equal opportunity to develop, grow, and succeed based on their performance. We believe that demonstrating respect and valuing perspectives and contributions are critical to cultivating our best and most successful outcomes.

Key workforce demographics are shown in the tables below. While the figures below are aggregated, we measure and strive to reflect in our teams the diversity of the communities in which we operate.

## Employee Composition by Gender and Age <sup>(1)</sup>

Employee Category	Female	Male	Non-Binary	Age Group Totals	
Age Group	# of Employees	# of Employees	# of Employees	# of Employees	% of Workforce
Less than 30	86	276	2	364	17.3%
30 to 49	297	678	—	975	46.2%
50 and over	245	526	—	771	36.5%
<b>Total Company</b>	<b>628</b>	<b>1,480</b>	<b>2</b>	<b>2,110</b>	

<sup>(1)</sup> Data as of December 31, 2023.

## Gender Distribution <sup>(1)</sup>

Employee Category	Female		Male		Non-Binary		Totals
Level	Count	% of total	Count	% of total	Count	% of total	Total at level
Executives & Senior Leaders	12	28.6%	30	71.4%	—	—	42
Managers	71	24.5%	218	75.5%	—	—	289
Admin Worker	181	28.8%	448	71.2%	—	—	629
Production Worker	364	31.6%	784	68.4%	2	0.1%	1,150
<b>Total Company</b>	<b>628</b>	<b>29.8%</b>	<b>1,480</b>	<b>70.1%</b>	<b>2</b>	<b>0.1%</b>	<b>2,110</b>

<sup>(1)</sup> Data as of December 31, 2023.



## Ethnic Background of Employees <sup>(1)</sup>

Ethnic Background	Number of Employees	Percent of Workforce
White	1,241	58.8%
Hispanic / Latino	358	17.0%
Black / African American	265	12.6%
Asian	90	4.3%
Not Specified	73	3.5%
Two or more	49	2.3%
Hawaiian / Pacific Islander	20	0.9%
American Indian / Alaskan Native	14	0.6%

<sup>(1)</sup> Data as of December 31, 2023.

## Number of Employees by Employment Type <sup>(1)</sup>

Employee Category	Female	Male	Non-Binary	Comp Group Totals	
Comp Group	# of Employees	# of Employees	# of Employees	# of Employees	% of Workforce
Salaried	242	554	—	796	37.7%
Hourly	386	926	2	1,314	62.3%
<b>Total Company</b>	<b>628</b>	<b>1,480</b>	<b>2</b>	<b>2,110</b>	

<sup>(1)</sup> Data as of December 31, 2023.

We believe in building a team that includes people who bring diversity of thought, experience, and perspective to our organization. We recognize that our organization and the communities in which we operate will continue to evolve and grow, which will require that we remain focused on the following initiatives:

- Continue our mandatory and annual education and development program for the Company, including the Board of Directors, and evolve the curriculum as needed.
- Continue to map our organization with the communities where we operate and strive to reflect the diversity of the communities in which we operate.
- Implement and upgrade business systems across the Company to give us the capability to gather and analyze data, derive conclusions, and develop action plans for implementation.
- Communicate our progress through monthly business reviews with leadership teams, quarterly communications with our teams, and quarterly reviews with the Board.
- Build the most effective talent acquisition framework to attract the best people and extend training and development opportunities through a combination of on-the-job experiences, peer connections, as well as classroom and self-paced learning.
- Be proactive with our customers and supply chain partners to find ways to work together in promoting positive social development.

## Leadership Development

Our leadership development journey blends on-the-job experiences with peer learning, self-study and facilitated training sessions. The Gibraltar Leadership Program is our hallmark two-day program with modules on servant leadership, emotional intelligence, communication techniques, fostering collaboration amongst diverse and distributed teams, assuring accountability and managing conflict. All leaders complete this Gibraltar Leadership Program.

In addition, leaders have access to Manager Fundamentals courses that complement the Gibraltar Leadership Program with practical application tools for a variety of situations including Goal-Setting, Problem-Solving, Receiving and Delivering Feedback, Delegating, Leading through Change, Time Management, and Behavior-based Interviewing among other topics.

Gibraltar maintains its commitment to ethical conduct with regular ethics training for all employees. Gibraltar encourages and supports employees who pursue additional training and career development to expand their technical expertise through continuing education and certification programs related to their area of focus.

Implementation of the final stages of our workforce management platform will feature a Learning Management System and Document Management System enabling employees and leaders to more readily access information on demand.

## Employee Engagement

Gibraltar conducted its first all-inclusive employee Engagement Survey to provide every employee the opportunity to share how they experience our workplace. The broad feedback gained through the survey has provided all leaders better insight into employee sentiment and is directing focus on initiatives that are important to our people and that will drive success across the business.

Engagement reflects how our employees understand their role and contribution to the team's success, how they feel about the company and colleagues, and their level of commitment to achieving goals. Gibraltar believes the business outcomes of engaged employees are significant and meaningful, with engaged employees enjoying greater well-being, delivering higher productivity, better quality of work, and experiencing fewer workplace injuries.

The feedback from the 2024 Engagement Survey highlighted how strongly our employees connect their work to our overall business goals, our customers, and community impact. Employees indicated their confidence and support for our ethical conduct programs, product quality expectations, and safety culture. Our leaders shared feedback from the survey with their respective teams and hosted focus group conversations to further listen and advance the dialogue on identifying which actions work well today and what improvements will enable our teams to reach the company's goals in the future. Action plans were developed in a collaborative manner and are being deployed thoughtfully throughout our workplaces to reinforce positive actions and address improvements identified from the results of the survey.

## Our Communities

We are committed to investing in the communities where our people live and work and to being an active and responsible corporate citizen in each community in which we reside and operate.

### Workplace Giving Program

Gibraltar partners with local, regional, and national charities and recognizes our employees' efforts to support nonprofits in quarterly companywide Town Hall meetings. We proudly sponsor a Workplace Giving Program, through which we provide all employees with the opportunity to financially support nonprofit organizations and causes that they are passionate about. For every donation or contribution an employee makes, Gibraltar matches the same contribution amount up to \$500 per year in the name of the employee.

### Volunteer Time Off Program

To foster meaningful community engagement opportunities for our employees, we have established a volunteer paid time off program. The program enables employees to receive pay at their regular hourly rate while volunteering for up to one working day per calendar year with an eligible nonprofit 501(3)(c) organization. By sponsoring group events and helping our employees participate in individual volunteer activities of their choosing, we hope to enrich lives while helping those in need.



## The World

We are committed to operating responsibly in the world by focusing on measuring, managing, and reducing our environmental impact and by uplifting our communities. Our commitment to the world is a natural fit with our strategy to develop products and services that reduce environmental impact and improve quality of life.

### Supply Chain Responsibility

Gibraltar is committed to partnering with suppliers whose dedication to global social responsibility, environmental stewardship, ethical standards, and business conduct matches our own.

### Supplier Code of Conduct

Complementary to Our Code, the [Gibraltar Supplier Code of Conduct](#) sets forth our expectations for suppliers to uphold a steadfast commitment to high ethical standards and business conduct.

Gibraltar expects all suppliers to comply with ethical, labor, health, safety, environmental, quality, employee, and management responsibilities and standards outlined in the Supplier Code of Conduct. If failure to comply is detected, Gibraltar will request a corrective action plan from the supplier to ensure future compliance. In the event a supplier does not implement a corrective action plan in a timely manner, Gibraltar will review and assess all business/agreements, and take appropriate action.

Gibraltar also reserves the right to inspect and audit supplier facilities, ensuring compliance. Our Supplier Code of Conduct extends to all subcontractors, secondary suppliers, other third parties, and employees in business agreements with the supplier.

**Key elements of our Supplier Code of Conduct include:**

1. **Business Conduct and Compliance – includes protecting intellectual property / confidential information, compliance with all laws, and the barring of illegal or improper payments.**
2. **Human Rights – includes adhering to all internationally recognized and local labor standards regarding wages, benefits, collective bargaining, working conditions, and forced labor.**
3. **Fair Treatment, Diversity, and Inclusion – includes providing a work environment free from all forms of inhumane treatment, harassment, and abuse.**
4. **Material / Product Quality – includes proper product reporting, labeling, and meeting agreed quality expectations.**
5. **Environmental Responsibility – includes complying with all applicable laws and regulations, monitoring relevant emissions, and supporting efforts to reduce environmental impact.**
6. **Health and Safety – includes ensuring workers are guaranteed safe working conditions and provided adequate and accessible water and sanitation services.**

## Supplier Handbook

Gibraltar engages with supply chain partners to develop consistent, quality, and cost-effective relationships. To further this engagement, we deployed the Gibraltar Supplier Handbook during 2023, with the purpose of concisely communicating the Company's expectations to our suppliers, complementary to our Supplier Code of Conduct. The handbook serves as a reference for suppliers during the onboarding process and while they continue to partner with Gibraltar.

### Scope of the Gibraltar Supplier Handbook:

1. **Communicate expectations- we will clearly state our expectations for quality, delivery, pricing, and compliance. This helps to ensure that suppliers are aware of what Gibraltar requires of them and that they can meet those requirements.**
2. **Build relationships - by providing clear and concise information, we can show our commitment to collaborating with suppliers in a mutually beneficial way.**
3. **Improve the quality of the products that Gibraltar receives from its suppliers – by setting clear standards and providing feedback, Gibraltar can help suppliers to improve their processes and products.**
4. **Reduce costs by collaborating with suppliers to improve efficiency and reduce waste.**
5. **Mitigate risk and improve compliance - adherence to the terms of the handbook will assist us in complying with applicable laws and regulations.**
6. **Do business the right way – we promote corporate social responsibility and high ethical standards when interacting with all supply chain partners.**

The expectations set forth in the handbook serves to build sustainable partnerships between Gibraltar and its suppliers through increased transparency, improved efficiency, improved quality, and risk reduction. The handbook was distributed to Tier I suppliers who were asked to confirm that they had reviewed the contents and understand what they can expect of Gibraltar and what Gibraltar expects of its suppliers.

## Sourcing Minerals Responsibly

In accordance with section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, which aims to prevent the use of tin, tantalum, tungsten, and gold (3TG) that directly and indirectly finance armed groups in The Democratic Republic of the Congo (DRC) and adjoining countries, Gibraltar does not support the purchase of any conflict minerals from the DRC or countries adjoining the DRC.

We expect our suppliers (both directly and indirectly) to source any 3TG minerals from countries other than the DRC and adjoining countries, and we reserve the right to request from suppliers at any time information, certifications, and documentation as we deem necessary to monitor or assess compliance. Refer to [Gibraltar's Conflict Mineral Policy](#) for more information.

## Product Quality and Safety

Gibraltar manufactures and distributes products for a variety of applications across the renewables, residential, agtech, and infrastructure markets. Our customer-centric focus ensures we adapt to the needs of our customers while continually meeting expectations for product quality and safety.

Examples of the practices implemented for product quality and safety include:

1. Following the principles of “Safety by Design”, which applies methods early in the product design process to emphasize the protection of human health and safety, and to minimize hazards throughout a product’s life cycle.
2. Providing installation guides that include safety precautions and warnings of potential risks to consumers, and where applicable sending out field technicians who instruct customers on proper and safe installation of various products.
3. Complying with all regulatory requirements for labeling and certifications such as Globally Harmonized System of Classification and Labeling of Chemicals, CE marking, and American Association of State Highway and Transportation Officials design and safety requirements where applicable.
4. Observing industry standards to ensure product specifications conform to well accepted codes and standards.
5. Performing routine testing, as well as internal and third-party audits, to ensure compliance in the manufacture of the product as prescribed by law, industry practices, or standards.
6. Pursuing third-party certifications for environmental and quality management – at the end of 2023, two manufacturing facilities had ISO 9001 certification for quality management and one facility had ISO 14001 certification for environmental management.

We seek to expand the use of sustainable and environmentally friendly materials in our products and operations. In addition, we are working to apply life cycle assessments to evaluate the overall environmental footprint of our products and services to help us identify opportunities for energy and emissions optimization within our production lines, to design products for a low-carbon and circular economy, and to meet the growing demand for eco-conscious products.

## Tax Strategy

Gibraltar prudently implements tax strategies which are consistent with the Company's risk profile and assumes every tax strategy and initiative will be examined by the relevant fiscal authorities. Gibraltar's earnings before taxes and current and deferred tax expense are broken out by Domestic and Foreign in Note 18 Income Taxes to the financial statements included in our Annual Report on Form 10-K for the year ended December 31, 2023, filed with the U.S. Securities and Exchange Commission. Countries outside the United States are shown as "Foreign" in the Form 10-K because historically the majority of the Company's earnings have been generated within the United States. Gibraltar receives reductions in the amount of taxes payable in the form of various tax credits.

To foster product innovations and efficiencies in our processes, we continuously invest in research and development (R&D) initiatives. The majority of tax credits received are attributed to R&D credits, which support our ability to meet the needs of our customers and remain competitive in the end markets we serve. Financial benefits Gibraltar received from government for 2023 are reflected in the table below.

### Financial Benefits Received from Government

Country <sup>(1)</sup>	Tax Relief & Tax Credits	Subsidies	Grants	Financial Incentives
United States	\$1,192,000	—	—	—
Other Countries	—	—	—	—



## Environmental Metrics

Gibraltar is committed to conducting our business operations in an environmentally conscious manner. Principles of [Gibraltar's Environmental Policy](#) guide us to:

**Act in an environmentally responsible and safe way with respect to fellow employees, suppliers, contractors, customers, business partners, and members of our local communities, and commit to continuous education to create environmental awareness across all Gibraltar locations.**

**Focus on continuous improvement in the design, operation, and management of our facilities to minimize emissions, releases, and waste, and use natural resources and energy more efficiently.**

**Integrate environmental initiatives and practices through our business and operating systems to drive investment planning, implementation of initiatives, and business results.**

**Monitor and regularly report our progress on environmental performance.**

**Engage with our stakeholders and industry leaders to learn and develop best practices used in improving our environmental performance.**

Gibraltar's manufacturing facilities are subject to location-specific federal, state, and local environmental laws regarding air pollution, water pollution, waste disposal, and chemical control. Each facility has policies and procedures in place to ensure that operations adhere to all relevant laws and regulations.

Measuring the impact of our operations has allowed us to identify areas to improve operational efficiencies and set goals to reduce emissions. Gibraltar follows the operational control approach for its reporting boundary, whereby Gibraltar accounts for 100 percent of the emissions from operations in which it has the full authority to introduce and implement its own operating policies. Emissions data is collected from each of our facilities, using metered data in most instances. In cases where metered data is unavailable, estimates are made. Key metrics for energy consumption, greenhouse gas emissions, and water withdrawal for Gibraltar's operations are presented in the following tables.

For tracking absolute metrics including energy consumption, greenhouse gas emissions, and water withdrawal, we have selected 2020 as our fixed base year. Data for the base year and subsequent years have been calculated to include Gibraltar's continuing operations as of December 31<sup>st</sup>, 2023.

Intensity metrics are calculated using environmental data collected from invested facilities as of December 31<sup>st</sup> for the reported year. The financial data to which the environmental intensity metrics are normalized to are the net sales for the reported year inflation-adjusted to the value of 2020 dollars.

## Energy Consumption

Metric <sup>(1)</sup>	Unit	2020	2021	2022	2023
<b>Non-renewable Energy</b>					
Consumption of non-renewable fuel (excluding feedstock)	MWh	47,300	49,103	51,600	45,146
Consumption of non-renewable purchased or acquired heat, steam, cooling	MWh	—	—	—	—
Consumption of non-renewable purchased or acquired electricity <sup>(2)</sup>	MWh	34,851	35,980	32,437	27,404
Total non-renewable energy (heat, steam, cooling, electricity) sold	MWh	—	—	—	—
<b>Total non-renewable energy (nuclear, coal, natural gas, diesel, gasoline, propane, etc.) purchased and consumed</b>	<b>MWh</b>	<b>82,151</b>	<b>85,083</b>	<b>84,037</b>	<b>72,550</b>
<b>Renewable Energy</b>					
Consumption of renewable fuel (excluding feedstock)	MWh	—	—	—	—
Consumption of renewable purchased or acquired heat, steam, cooling	MWh	—	—	—	—
Consumption of renewable purchased or acquired electricity <sup>(3)</sup>	MWh	—	—	—	4,881
Consumption of self-generated non-fuel renewable energy	MWh	—	—	—	34
Total renewable energy (heat, steam, cooling, electricity) sold	MWh	—	—	—	—
<b>Total renewable energy (wind, solar, geothermal, hydroelectric) consumed</b>	<b>MWh</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>4,915</b>
<b>Energy Intensity</b>					
<b>Total Energy Consumption</b>	MWh	82,151	85,083	84,037	77,465
<b>Energy Intensity by net sales <sup>(4)</sup></b>	MWh per million USD	64.0	64.2	68.0	65.4

<sup>(1)</sup> Energy metrics are based on metered data and good faith estimates of energy consumption within Gibraltar's operational control, including fuel consumed on-site and purchased energy and energy consumed through operations of Gibraltar-owned or -leased vehicles. When possible, site-level purchased energy invoices are entered electronically into the EcoStruxure™ Resource Advisor system from Schneider Electric and subjected to several audits to check both the completeness and the validity of the data. Gibraltar has selected 2020 as a fixed base year. Energy data for the base year and subsequent years have been calculated to account for Gibraltar's continuing operations as of December 31<sup>st</sup>, 2023.

<sup>(2)</sup> Non-renewable purchased electricity accounts for all electricity purchased from the grid.

<sup>(3)</sup> Consumption of renewable purchased or acquired electricity is reported as what we procure from market-based mechanisms including purchase power agreements and renewable energy certificates; not what is already on the grid.

<sup>(4)</sup> Energy intensity is calculated using energy consumption from invested facilities as of December 31<sup>st</sup> of the reported year; financial data used are the net sales for the reported year which have been inflation adjusted to the value of 2020 dollars.

## Greenhouse Gas (GHG) Emissions

Metric <sup>(1)</sup>	Unit	2020	2021	2022	2023
Scope 1 (Direct)	MTCDE	9,723	10,085	10,577	9,054
Scope 2 (Energy Indirect)	Market-based (MTCDE)	15,692	16,555	14,075	12,031
	Location-based (MTCDE)	13,852	15,028	13,011	13,067
<b>GHG Intensity</b>					
GHG Intensity (Scope 1 & 2) by net sales <sup>(2)</sup>	MTCDE per million USD	20.5	20.1	19.9	17.8

## GHG Emissions by Country

Metric <sup>(1)</sup>	Unit	2020	2021	2022	2023
<b>Scope 1</b>					
Canada	MTCDE	458	404	390	243
China	MTCDE	—	—	—	—
United States	MTCDE	9,266	9,682	10,187	8,811
Other Countries	MTCDE	—	—	—	—
<b>Scope 2: Market-Based</b>					
Canada	MTCDE	26	26	24	16
China	MTCDE	35	22	17	15
United States	MTCDE	15,629	16,504	14,031	12,000
Other Countries	MTCDE	2	2	3	—
<b>Scope 2: Location-Based</b>					
Canada	MTCDE	26	26	24	16
China	MTCDE	35	22	17	15
United States	MTCDE	13,789	14,978	12,968	13,036
Other Countries	MTCDE	2	2	3	—

## GHG Emissions by Segment

Metric <sup>(1)</sup>	Unit	2020	2021	2022	2023
<b>Scope 1</b>					
Renewables	MTCDE	3,458	3,654	3,663	2,348
Residential	MTCDE	3,626	3,780	4,029	3,978
Agtech	MTCDE	777	732	761	650
Infrastructure	MTCDE	1,773	1,856	1,978	1,917
Corporate	MTCDE	88	63	146	161
<b>Scope 2: Market-Based</b>					
Renewables	MTCDE	1,391	1,265	697	662
Residential	MTCDE	9,267	10,530	9,270	9,170
Agtech	MTCDE	1,339	1,344	749	596
Infrastructure	MTCDE	3,625	3,362	3,312	1,558
Corporate	MTCDE	71	54	46	45
<b>Scope 2: Location-Based</b>					
Renewables	MTCDE	866	836	658	616
Residential	MTCDE	9,064	9,883	8,408	8,872
Agtech	MTCDE	728	781	683	546
Infrastructure	MTCDE	3,120	3,472	3,211	2,982
Corporate	MTCDE	74	57	52	51

<sup>(1)</sup> Absolute emissions are reported in metric tons of carbon dioxide equivalents (MTCDE) per the corporate and reporting standards of the Greenhouse Gas Protocol. Gibraltar has selected 2020 as a fixed base year. Emissions data for the base year and subsequent years have been calculated to account for Gibraltar's continuing operations as of December 31<sup>st</sup>, 2023. All greenhouse gases declared in the Kyoto Protocol (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, NF<sub>3</sub>) are included in the evaluation of our Scope 1 and Scope 2 GHG emissions inventory. GHG sources relevant to Gibraltar's operations include purchased electricity, natural gas, diesel, gasoline, propane, and liquefied petroleum gas. Emissions resulting from fire extinguishers, refrigerants, welding, and other industrial gases have been excluded as de minimis. Scope 1 and Scope 2 emissions data has been verified to a limited level of assurance by SCS Global Services, refer to Appendix B: Assurance Statement.

<sup>(2)</sup> GHG intensity is calculated using Scope 1 emissions and market-based Scope 2 emissions from invested facilities as of December 31<sup>st</sup> of the reported year; financial data used are the net sales for the reported year which have been inflation adjusted to the value of 2020 dollars.

## Water Withdrawal

Metric <sup>(1)</sup>	Unit	2020	2021	2022	2023
<b>Water withdrawal by source</b>					
Surface water	cubic meters	—	—	—	—
Groundwater	cubic meters	194	79	104	422
Seawater	cubic meters	—	—	—	—
Produced water	cubic meters	—	—	—	—
Third-party water	cubic meters	83,990	85,387	76,597	76,266
<b>Total water withdrawal</b>	<b>cubic meters</b>	<b>84,183</b>	<b>85,466</b>	<b>76,702</b>	<b>76,688</b>
<b>Water withdrawal intensity</b>					
<b>Water withdrawal intensity by net sales <sup>(2)</sup></b>	cubic meters per million USD	81.5	66.7	62.1	64.8
<b>Percent water withdrawal by level of water stress <sup>(3)</sup></b>					
Low	%	67%	73%	72%	83%
Low-Medium	%	2%	1%	1%	1%
Medium-High	%	6%	8%	8%	8%
High	%	11%	11%	9%	3%
Extremely High	%	14%	7%	9%	4%
<b>Water withdrawal by source in areas of High to Extremely High water stress <sup>(3)</sup></b>					
Surface water	cubic meters	—	—	—	—
Groundwater	cubic meters	—	—	—	—
Seawater	cubic meters	—	—	—	—
Produced water	cubic meters	—	—	—	—
Third-party water	cubic meters	21,090	15,504	14,261	5,498
<b>Total water withdrawal in areas with high water stress</b>	<b>cubic meters</b>	<b>21,090</b>	<b>15,504</b>	<b>14,261</b>	<b>5,498</b>

## Water Withdrawal by Country

Metric <sup>(1)</sup>	Unit	2020	2021	2022	2023
<b>Low to Medium-High water stress <sup>(3)</sup></b>					
Canada	cubic meters	1,240	931	591	679
China	cubic meters	—	—	—	—
United States	cubic meters	61,854	69,031	61,850	70,511
Other Countries	cubic meters	—	—	—	—
<b>High to Extremely High water stress <sup>(3)</sup></b>					
Canada	cubic meters	—	—	—	—
China	cubic meters	167	114	114	115
United States	cubic meters	20,874	15,333	14,096	5,383
Other Countries	cubic meters	49	57	51	—

## Wastewater Discharge

Metric <sup>(1)</sup>	Unit	2020	2021	2022	2023
<b>Wastewater discharge by destination <sup>(4)</sup></b>					
Surface water	cubic meters	—	—	—	—
Groundwater	cubic meters	13,684	17,108	15,561	19,340
Seawater	cubic meters	—	—	—	—
Produced water	cubic meters	—	—	—	—
Third-party water	cubic meters	63,233	61,331	54,820	50,243
<b>Total wastewater discharge</b>	<b>cubic meters</b>	<b>76,917</b>	<b>78,439</b>	<b>70,381</b>	<b>69,583</b>
<b>Percent wastewater discharge by level of water stress <sup>(3)</sup></b>					
Low	%	67%	73%	73%	83%
Low-Medium	%	2%	1%	1%	1%
Medium-High	%	6%	8%	8%	9%
High	%	11%	11%	10%	3%
Extremely High	%	14%	7%	9%	4%

## Water Consumption

Metric <sup>(1)</sup>	Unit	2020	2021	2022	2023
<b>Water consumption by level of water stress <sup>(3)</sup></b>					
Low	cubic meters	4,663	4,891	4,464	6,010
Low-Medium	cubic meters	125	104	88	100
Medium-High	cubic meters	393	507	496	555
High	cubic meters	946	901	573	133
Extremely High	cubic meters	1,140	624	699	307
<b>Total water consumption</b>	<b>cubic meters</b>	<b>7,266</b>	<b>7,027</b>	<b>6,321</b>	<b>7,105</b>

<sup>(1)</sup> Water metrics are based on metered data and good faith estimates of water consumption within Gibraltar's operational control. Gibraltar has selected 2020 as a fixed base year. Water data for the base year and subsequent years have been calculated to account for Gibraltar's continuing operations as of December 31<sup>st</sup>, 2023.

<sup>(2)</sup> Water intensity is calculated using water data from invested facilities as of December 31<sup>st</sup> of the reported year; financial data used are the net sales for the reported year which have been inflation adjusted to the value of 2020 dollars.

<sup>(3)</sup> Water stress is evaluated using information provided by the World Resources Institute's Water Risk Atlas. Water stress indicates the level of competition among users and measures the ratio of total water withdrawals to available renewable surface and groundwater supplies.

<sup>(4)</sup> For instances where wastewater discharge is not metered, Gibraltar assumes that 90 percent of the water used in operations and processes will become wastewater.

**Steps we have taken to improve our environmental impact include:**

- Sourcing renewable energy for our operations through installation of on-site solar photovoltaic systems and purchases of renewable electricity.
- Transitioning internal combustion engine-powered forklifts to electric-powered forklifts.
- Founding a cross-functional team of environmental leaders to share ideas, engage in training activities, and collaborate to reduce the environmental footprint of our operations.

**Additionally, we support the following efforts to further reduce our environmental footprint:**

Gibraltar participates in the U.S. Department of Energy's Better Plants Program to learn and implement solutions to improve the energy efficiency and reduce the environmental footprint of our operations. Our participation in the program continues to strengthen our energy resiliency and manufacturing competitiveness in the United States.

We have utilized the Better Plants Program to conduct several energy audits and energy efficiency training activities at our facilities that consume the energy contributing to the largest share to Gibraltar's Scope 1 and 2 greenhouse gas emissions. Following these activities, our teams develop and implement the recommended energy efficiency and carbon saving measures that were determined. Moving forward, we will continue to invest in our facilities, to make them safer, more energy efficient, and to reduce our overall environmental impact on our local communities and the world.

## Gibraltar Climate Disclosure

For the second consecutive year, Gibraltar completed the CDP Climate disclosure to report on the Company's greenhouse gas emissions and climate change risks and opportunities. CDP is a nonprofit organization that runs a global disclosure system for investors, companies, cities, states, and regions to manage their environmental impact. Gibraltar's response can be viewed at [www.cdp.net/en/responses](http://www.cdp.net/en/responses). In addition, refer to the TCFD Disclosure section of this report (page 43) for further information on Gibraltar's climate reporting.



# ABOUT THE REPORT

Unless otherwise indicated, references to “Gibraltar”, “the Company”, “we”, “our” and “us” in this Gibraltar Corporate Social Responsibility (CSR) Report refer to Gibraltar Industries, Inc. and its consolidated subsidiaries. Information provided is as of December 31, 2023 or covers the period January 1, 2023 through December 31, 2023 unless otherwise noted.

The CSR Report also addresses certain events and initiatives that occurred after the end of calendar year 2023 to provide the most relevant information to stakeholders. Unless otherwise indicated, information in this CSR Report relates to our continuing operations, including business acquired in 2023. On December 1, 2023, the Company sold its Japan-based solar racking business within its Renewable segment to a third party. On July 5, 2023, the Company acquired the assets of a privately held Utah-based company that manufactures and distributes roof flashing and accessory products.

Inclusion of information in this CSR Report (including when such information is described as material, important, priority, or significant) is not an indication that such information is material as defined under the U.S. federal securities laws and the applicable regulations thereunder. Uncertainties are inherent in collecting data from a wide range of facilities and operations globally. Other than our audited financial information, the data included in this CSR Report has not been externally assured and reflects our good faith estimates. We expect our data collection system to evolve and will seek to continually improve our processes for collecting and disclosing accurate, meaningful, and consistent data. We plan to issue updated environment, social, and governance data on an annual basis in subsequent reports.

No part of this CSR Report constitutes, or shall be taken to constitute, an invitation or inducement to invest in us and must not be relied upon in any way in connection with any investment decision. Readers are cautioned not to place undue reliance on this information when making investment or other business decisions. Furthermore, the CSR metrics, methodologies, and frameworks used in this CSR Report may differ from those used by other companies or recognized industry standards.

Certain information, estimates, projections, plans, or goals set forth in this CSR Report, other than historical statements, contain “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995 that are based, in whole or in part, on current expectations, estimates, forecasts, and projections about the Company’s business, and management’s beliefs about future operations, results, and financial position. These statements are not guarantees of future performance and are subject to a number of risk factors, uncertainties, and assumptions. Actual events, performance, or results could differ materially from the anticipated events, performance, or results expressed or implied by such forward-looking statements.

Factors that could cause actual results to differ materially from current expectations include, among other things, the availability and pricing of our principal raw materials and component parts, supply chain challenges causing project delays and field operations inefficiencies and disruptions, availability of labor at our manufacturing and distribution facilities or on our project sites, the loss of any key customers, other general economic conditions and conditions in the particular markets in which we operate, changes in customer demand and capital spending, competitive factors and pricing pressures, our ability to develop and launch new products in a cost-effective manner, our ability to realize synergies from newly acquired businesses, disruptions to our IT systems, the impact of regulation (including the Department of Commerce’s solar panel anti-circumvention investigation), the bifacial exemption revocation, the Auxin Solar challenge to the Presidential waiver of tariffs, deadline to install certain modules under the waiver,

and the Uyghur Forced Labor Prevention Act (UFLPA), rebates, credits and incentives and variations in government spending and our ability to derive expected benefits from restructuring, productivity initiatives, liquidity enhancing actions, and other cost reduction actions.

Before making any investment decisions regarding our company, we strongly advise you to read the section entitled “Risk Factors” in our most recent annual report on Form 10-K which can be accessed under the “SEC Filings” link of the “Investor Info” page of our website at [www.Gibraltar1.com](http://www.Gibraltar1.com). We undertake no obligation to update any forward-looking statement, whether as a result of new information, future events or otherwise, except as may be required by applicable law or regulation.

Statements regarding our policies, guidelines or goals are aspirational in nature. They are not promised to be delivered nor guaranteed for achievement. We cannot guarantee that our directors, officers, employees, and suppliers follow the requirements of our codes, policies, and guidelines in all circumstances.

Any trademarks, product names or brand images appearing herein are the property of their respective owners.

# APPENDIX A: TCFD DISCLOSURE

The Task Force on Climate-related Financial Disclosures (TCFD) has developed guidance to support organizations in developing climate-related financial disclosures to provide information needed by investors, lenders, and insurance underwriters to appropriately assess and price climate-related risks and opportunities. The following section details Gibraltar's approach to governance, strategy, risk management, and metrics and targets used to evaluate climate-related risks and opportunities.

## TCFD Disclosure: Governance

Our CSR commitment is integrated into the way Gibraltar operates its business. Gibraltar's Board of Directors and business leadership team are committed to acting in a manner which promotes sustainability, a culture of doing what's right, and generating positive benefits for all stakeholders.

### Board Oversight of Climate-related Risks and Opportunities

The Board of Directors has tasked our Nominating, Governance and Corporate Social Responsibility Committee with the responsibility of providing oversight and strategic guidance on environmental, social, and governance matters significant to the Company, including policies and initiatives relating to the environment with respect to energy management, climate change, and sustainability. The Committee provides guidance to ensure it is integrated with the Company's overall business strategy and corporate best practices. In addition, since climate change risks are integrated into our full enterprise risk planning process, the Audit and Risk Committee is included in the risk oversight process.

Senior management meets with the Nominating, Governance and Corporate Social Responsibility Committee at least quarterly to discuss Gibraltar's progress, including environmental sustainability. The Committee evaluates Gibraltar's progress through these regular updates.

### Management Assessment and Management of Climate-related Risks and Opportunities

The Corporate Social Responsibility Committee, which is overseen by the CEO, includes members of the Company's management team who are responsible for identifying priorities and implementing initiatives.

The Committee is led by the Vice President & Treasurer (the Committee Chair). The meeting includes the Chief Human Resources Officer, General Counsel, Vice President & Secretary, and the business unit presidents and general managers. The CSR Committee is responsible for monitoring and reporting on our sustainability performance to the Nominating, Governance and Corporate Social Responsibility Committee on a quarterly basis.

The leaders of each of our business units are responsible for monitoring all climate-related matters that impact each business unit. Gibraltar also monitors the Company's climate-related data using Schneider Electric's Resource Advisor system.

## TCFD Disclosure: Strategy

### Identification of Climate-related Risks and Opportunities

Gibraltar defines time horizons for climate-related risks and opportunities as follows:

Short-term (0 to 5 years)	Medium-term (5 to 10 years)	Long-term (over 10 years)
---------------------------	-----------------------------	---------------------------

Examples of climate-related risks and opportunities that Gibraltar has identified over the short, medium, and long-term can be found at the end of the TCFD disclosures in Table A and Table B. Key risks and opportunities identified as most impactful to Gibraltar’s business are described in detail below:



#### Risk: Increased Severity and Frequency of Extreme Weather

Climate change will continue to increase the severity of weather including heat, drought, wildfires, wind events, and heavy precipitation. These events can impact Gibraltar’s day-to-day operations and ability to manager an effective supply chain so that we can distribute products and services to customers in a timely and efficient manner. Major weather events or patterns can damage facilities, capital equipment, inventory, impact revenue, and create a safety risk for our employees. Major weather events or patterns can also impact our field operations where we provide project management and construction services for our renewables and agtech customers.

#### Risk: Increased Volatility and Reduced Availability of Key Materials

Our principal raw materials are steel, aluminum, and resins. Market pricing and availability can be challenging when general economic conditions change, supply and demand are not in balance, global pandemics occur, labor availability is low, import duties and tariffs exist, geopolitical tensions arise, and there is significant currency fluctuation. Climate change can amplify these factors and further increase market volatility in both scope and magnitude. The introduction of greenhouse gas regulations will likely impact input costs and production capacity for raw material producers until they learn to scale their production using low-carbon inputs more effectively.



#### Risk: Enhanced Reporting Requirements

Interest from all stakeholders – employees, customers, suppliers, governments, investors, and other organizations – to understand environmental performance of products and services continues to increase. We anticipate we will be requested to or required to report environmental product declarations and will have to develop the domain knowledge and expertise to do so.



### Opportunity: Growth of Renewable Energy

Alternative forms of energy are needed to meet the world's energy demand and transition to a low-carbon economy. Through 2050, over 60 percent of the world's commercial energy needs will be met by renewable energy sources, with more than half coming from solar energy<sup>1</sup>. In the United States, electricity generation from renewables is projected to be 38 percent of total energy production in 2050, with solar being the fastest growing method of renewable generation<sup>2</sup>. Our ability to design, engineer, manufacture, and install flexible solar infrastructure technologies enhances the deployment of solar energy anywhere to meet this growing demand. In 2023, our Renewables segment generated 24 percent of Gibraltar's sales.

### Opportunity: Controlled Environment Agriculture

Gibraltar delivers turnkey solutions for controlled environment agriculture for growers of fruits, vegetables, flowers, and cannabis. Our greenhouse structures and growing equipment systems optimize growing conditions and maximize yields irrespective of outdoor weather conditions. This presents an opportunity for customers to grow produce locally throughout the year, decreasing shipping delays and waste and ensuring products reach end customers at peak flavor and freshness. Growing in a controlled environment also uses significantly less water, fertilizer, pesticides, and land for the equivalent amount of plant grown outdoors.



### Opportunity: Manufacturing of Energy-Saving Products

Homeowners are looking for more indoor and outdoor comfort, and want it to be energy efficient, which Gibraltar's ventilation and outdoor living solutions provide. We offer both passive and active ventilation products to improve air flow and assist / augment the conditioning of indoor air. Gibraltar also provides retractable outdoor sunshades and screens to create more usable outdoor living space for multiple seasons.

<sup>1</sup> U.S. Energy Information Administration, Energy Outlook Report 2021

<sup>2</sup> U.S. Energy Information Administration, Energy Outlook Report 2020

## Impacts of Climate-related Risk and Opportunities on Strategy and Financial Planning

Identification of climate-related risks and opportunities has impacted Gibraltar's businesses, strategy, and financial planning in the following areas:

### Products and Services

Our primary platforms are well positioned to lead the growing demand for renewable energy, controlled environment agriculture, and better comfort and energy efficiency for the home. We continue to invest additional resources to improve the performance of our products and services, and to drive future innovation and product development of solutions that are also more sustainable and contribute a positive impact on the environment.

### Supply Chain

Our business deploys working capital to ensure we create an exceptional customer experience. We implemented enterprise resource planning systems along with a corporate-wide SIO (Sales, Inventory, & Operations Planning) process to further optimize working capital, forecast customer orders, enable efficient supply chain management, and create agility and flexibility to support any changing customer demands and market conditions. We believe our SIO process improves the reliability of our supply chain and maximizes our ability to respond in difficult operating environments.

### Adaptation and Mitigation Activities

We perform due diligence assessments of all acquisitions, and before we purchase or lease property. To mitigate the impact of weather events or patterns on our operations, we developed incident response plans at each business unit to minimize disruption in our operations from climate-related and other unplanned events. Gibraltar also maintains a risk management program which includes insurance policies that protect the Company from losses that result from natural disaster, flooding, and related business interruptions. We will continue to evaluate our facilities for chronic climate risks and consider planning for more extreme weather conditions.

### Investment in Research & Development (R&D)

To address our customers' goals of creating renewable energy, engaging in sustainable agriculture, and enjoying comfortable homes, our business units continuously invest in R&D initiatives to foster innovation in our products and efficiencies in our processes. For instance, within the Renewables segment we collaborate with our customers to reduce the cost per watt of solar energy created with the aid of our products. In 2023, Gibraltar invested \$15.6 million in R&D, of which over half was related to product development for comfortable living, sustainable power, and productive growing.



## Operations

We have established systems to track environmental data across our operations including energy consumption within the organization, Scope 1 and Scope 2 greenhouse gas emissions, water use, and waste generation. For the most part, our facilities are not subject to GHG and air quality regulations because our manufacturing processes do not directly generate significant GHG emissions or emissions that negatively impact air quality. We partner with a third party to track energy consumption and GHG emissions across our facilities. Having improved data collection and tracking systems across our operations, we are now preparing to solidify short, medium, and long-term environmental goals. As a member of the U.S. Department of Energy's Better Plants Program, we have conducted several energy audits at key facilities using the resources provided through the program, in addition to evaluating opportunities to invest in energy efficiency measures and procuring locally sourced renewable energy for our facilities.

## Operating Costs and Revenues

As noted above, our manufacturing processes are not heavily regulated, so we expect any regulatory impacts associated with greenhouse gas and climate regulations to be primarily indirect and result in pass through costs from our energy suppliers and suppliers of carbon intensive materials, such as the metals we purchase. Through capital investments in plant upgrades, employee training opportunities provided through our participation in the Better Plants Program, and expanding our efforts to source certain eco-conscious materials into our products, we anticipate better management of resources including energy, water, and materials. Improved operational efficiencies may lead to lower operating costs that also reduce our exposure to potential climate-related regulations.

## Capital Expenditures and Capital Allocation

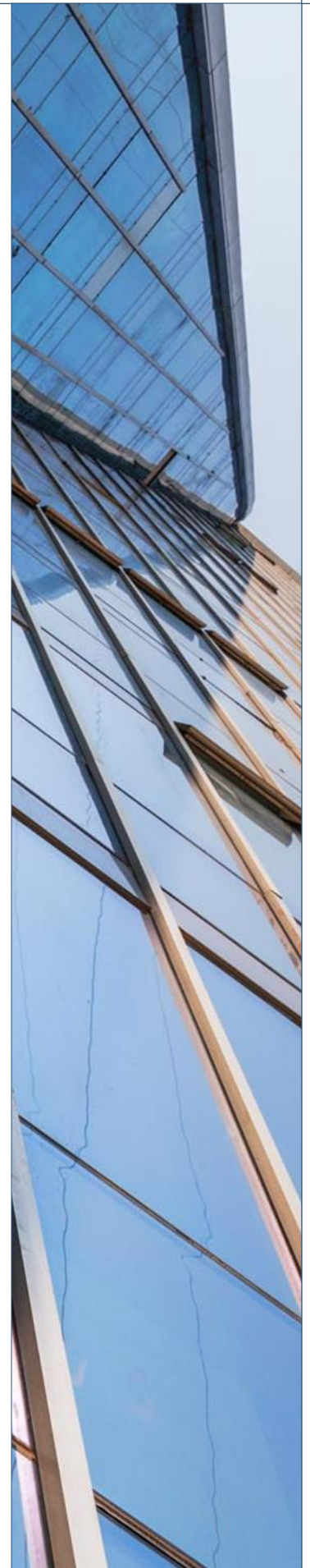
Based on the recommendations of the energy audits we conducted at key facilities between 2021 to 2023, we are working to allocate capital to invest in long-term energy saving upgrades including modernizing lighting fixtures, heating, ventilation, and air conditioning systems, and optimizing manufacturing process controls. We will continue to conduct energy assessments at other facilities through the Better Plants Program to identify additional savings opportunities. Furthermore, we continue to invest in energy efficient air filtration and air movement systems to make our facilities more comfortable and safer for our employees.



## Acquisitions and Divestitures

Portfolio management is one of the three pillars of Gibraltar's strategy to transform the Company to create compounding and sustainable value for our shareholders and stakeholders. We use portfolio management to optimize the Company's business portfolio and ensure our financial capital and human resources are effectively and efficiently deployed to deliver sustainable, profitable growth, while increasing our relevance with customers and shaping our markets. When we evaluate acquisition candidates, we focus on our acquisition rubric which emphasizes attractive markets and our ability to extract and create value from the target business. Our rubric has guided our capital allocation decisions for acquisition targets in the renewables, agtech, and comfortable living markets.

Since 2015, Gibraltar has invested nearly \$500 million of capital for acquisitions in the renewables and agtech markets. We believe these investments have aligned Gibraltar with more relevant products and services that address some of the world's most significant challenges, including climate change.





### **Resilience of Gibraltar's Strategy for Various Climate Scenarios**

We recognize the recommendations set forth by the TCFD of the need to consider how identified climate-related risks and opportunities may evolve and what potential implications to our businesses may be under different warming scenarios. Through our risk assessment process, we have identified several key climate-related risks and opportunities, as well as mitigation and capitalization measures that our businesses have in place to address them. In our overall risk profile, climate related risks are relatively low, and we believe our portfolio management strategy has positioned us well to address mitigation and resiliency challenges posed by climate change. We may consider conducting a climate-scenario analysis to evaluate our existing programs and processes relative to the TCFD recommendations in the future.

### **TCFD Disclosure: Risk Management**

Core risks are identified through Gibraltar's enterprise risk management program which is led by the Chief Financial Officer and Vice President of Internal Audit and overseen by the Board. Details regarding the processes used for identifying and assessing core risks can be found in the report section entitled Enterprise Risk Management. The execution of our business strategy and integration of CSR into our operations results in Gibraltar's leadership continually seeking strategies to both realize opportunities and mitigate climate-related risks.

### **TCFD Disclosure: Metrics and Targets**

We track our impact on the environment in areas including operational energy consumption, Scope 1 and Scope 2 greenhouse gas emissions, water use, and waste generation, as noted in the section entitled Environmental Metrics. We utilize this data to continue to develop and implement strategies to minimize our environmental impact. We are working towards solidifying short, medium, and long-term environmental goals using our established data collection and tracking systems.

**Table A. Examples of climate-related risks and potential financial impacts with mitigation strategies**

Risk Type	Potential Financial Impact (-)	Time Horizon			Mitigation Strategy
		Short	Medium	Long	
Transition – Policy and Legal	Increased operating costs		X		Pricing of GHG emissions will affect our purchases of energy and GHG intensive materials. As part of climate goals, we are looking to improve energy efficiency at our facilities and source renewable energy to reduce our exposure to potential GHG emissions pricing. In addition, we are expanding our efforts with our suppliers to acquire more low-carbon materials in a cost-effective manner across our business units.
Transition - Technology	Costs to adopt / deploy new practices and processes	X			We actively participate in the Better Plants Program to identify energy savings opportunities and develop energy management plans to improve energy efficiency and reduce operating costs associated with energy expenditures. Technical support we have received through the program has aided our business units in performing energy audits to identify capital investments in energy efficiency upgrades with <5-year payback periods and supported employee training events to help us manage operational challenges with energy use.
Transition - Market	Increased production costs due to changing input prices		X		Input costs for the raw materials we purchase may be subject to increases as a result of regulatory actions related to climate change. Our ability to navigate volatile market conditions by negotiating with suppliers and customers has been one of our strengths. We continually monitor commodity markets to understand the impact changes in input costs of steel, aluminum, and resins have on our operations and our competitors. Managing these input costs and improving our S1OP process help mitigate the risk of volatility in input costs. As part of our process, we are developing plans to work with suppliers to acquire low-carbon materials in a cost-effective manner.

	Abrupt and unexpected shifts in energy costs		X		Our operations do not heavily rely on energy purchases as these costs contribute less than one percent of our sales. Our low exposure to energy costs in combination with efforts we are taking to reduce energy usage at our facilities reduce our exposure to increases in energy costs.
Physical – Acute	Reduced revenue from decreased production capacity (e.g., transport difficulties, supply chain interruptions)	X			Supply chain disruptions caused by climate-related risks could accelerate. To address this risk, Gibraltar relies on holding adequate inventory levels, a strong SIOB process, and communication with supply chain partners to identify issues in a timely manner.
	Increased capital costs from repairing or restoring damaged locations	X			To mitigate the impacts of extreme weather on our operations we purchase flood and property insurance for facilities as needed and have equipped locations to minimize losses due to natural disasters.
Physical – Chronic	Increased insurance premiums and potential for reduced availability of insurance on assets in “high-risk” locations			X	We monitor the risk profile of our facilities through our insurance renewal process on an annual basis. If insurance coverage becomes cost prohibitive or we determine a facility is in an area that is too “high-risk” we will consider relocating.
	Reduced revenue and higher costs from negative impacts on workforce (e.g., health, safety, absenteeism)		X		We focus on providing our workforce with the appropriate personal protection equipment and training to emphasize health and safety matters at our facilities. Safety is our number one priority and commitment to our employees.

**Table B. Examples of climate-related opportunities and potential financial impact with strategies to realize opportunities**

Opportunity Type	Potential Financial Impact (+)	Time Horizon			Strategy to realize opportunity
		Short	Medium	Long	
<b>Resource Efficiency</b>	Reduced operating costs	X			We have a strategic partnership with Schneider Electric and are an active participant in the Better Plants Program, both of which provide technical support to track energy use, identify energy-savings opportunities, and develop energy management plans to improve energy efficiency and reduce operating costs associated with energy expenditures.
<b>Products &amp; Services</b>	Increased revenue through demand for lower emissions products and services and new solutions to adaptation needs	X			As part of our portfolio management strategy, we continue to evaluate and invest in acquisitions to optimize our business portfolio to better serve the renewables and agtech markets.

# APPENDIX B: ASSURANCE STATEMENT

The SCS Greenhouse Gas Footprint Verification Program has conducted a verification of GHG emissions based upon the following Scope, Objectives, and Criteria:

### Verification Scope

# Gibraltar Industries, Inc.

3556 Lake Shore Rd.  
Buffalo, NY 02028  
USA

**Reporting Period:** CY2023 (Jan 1, 2023 - Dec 31, 2023); Re-Verification CY22, CY21, CY20

**Geographic Boundary:** United States, Canada, China, Egypt

### Facilities, physical infrastructure, activities, technologies, and processes:

Manufacturing and distribution (greenhouses, solar racking), Electrical Balance of system products, Architectural engineering

### GHG Sources, Sinks, and/or Reservoirs:

Scope 1 - natural gas, diesel, gasoline, LPG, propane  
Scope 2 - electricity

**Boundary Method:** Operational Control

**GHG Gases:** CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O

**Level of Assurance:** Limited

**Materiality:** +/-5% quantitative, qualitative based upon requirements specified within verification criteria



### Verification Objectives

- Evaluate the organization's GHG inventory for material discrepancies based upon the specified level of assurance
- Evaluate the organization's GHG inventory is in conformance with the specified verification criteria

### Verification Criteria

- World Resources Institute/World Business Council for Sustainable Development's "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)" dated March 2004
- World Resources Institute/World Business Council for Sustainable Development's "Scope 2 Guidance Document: An Amendment to the GHG Protocol Corporate Standard" dated 2015
- The Investor CDP Information Request
- ISO 14064-3: 2019 Specification with guidance for the validation and verification of GHG assertions

## Verification Opinion

This Verification Statement documents that SCS Global Services has conducted verification activities in conformance with ISO 14064-3: 2019, Specification with guidance for the validation and verification of greenhouse gas assertions. Based upon the reporting scope, criteria, objectives, and agreed upon level of assurance, SCS has issued the following verification opinion:

Positive Verification (Limited Assurance) – No evidence was found that the GHG assertion was not prepared in all material respects with the reporting criteria

## Verification Qualifications

– None

## Verified Emissions

### EY 2020:

Scope	Total (tCO <sub>2</sub> e)
Scope 1	9,723
Scope 2 - Location	13,852
Scope 2 - Market	15,692

### EY 2022:

Scope	Total (tCO <sub>2</sub> e)
Scope 1	10,577
Scope 2 - Location	13,011
Scope 2 - Market	14,075

### EY 2021:

Scope	Total (tCO <sub>2</sub> e)
Scope 1	10,085
Scope 2 - Location	15,028
Scope 2 - Market	16,555

### EY 2023:

Scope	Total (tCO <sub>2</sub> e)
Scope 1	9,054
Scope 2 - Location	13,067
Scope 2 - Market	12,031

## Lead Verifier



DATE: 08-22-2024

Melodie Chen-Glasser, *Technical Specialist, GHG Footprint Verification Program*  
Environmental Certification Services  
SCS Global Services, 2000 Powell Street, Suite 600,  
Emeryville, CA 94608 USA

## Independent Reviewer



DATE: 09-05-2024

Michelle Hirst, *Verification Scientist*  
Environmental Certification Services  
SCS Global Services, 2000 Powell Street, Suite 600,  
Emeryville, CA 94608 USA