

The HARSCO logo is positioned in the upper right corner of the page. It consists of the word "HARSCO" in a bold, white, sans-serif font. The background of the entire page is a lush green, featuring out-of-focus foliage and leaves, creating a natural and vibrant atmosphere.

Solutions for a Changing World

2020 Environmental, Social and Governance Report

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About this Report

Our 2020 Environmental, Social and Governance (ESG) Report is informed by leading sustainability reporting standards, including the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). This report outlines our four ESG focus areas and our vision and strategy, as well as the importance of our Values, Code of Conduct and governance structure in enabling our continued success.

This report covers calendar year 2020.

Harsco is rising to the challenge of making the world a better place by responsibly solving the most difficult global environmental challenges.



Chairman & CEO Letter

I am pleased to share Harsco's second annual Environmental, Social and Governance (ESG) Report, charting the goals and progress of our comprehensive sustainability strategy. As the largest company supporting the world's steelmakers with slag and scrap recycling and as a leader in hazardous and non-hazardous waste management in the United States, we have a responsibility to sustainably treat industrial and specialty waste, and we remain committed to doing so.

In April 2020, we expanded our environmental services offerings through the acquisition of Stericycle's Environmental Solutions business. As a result, we have created one of the largest hazardous waste treatment and recycling companies in the U.S.—our Clean Earth division. Today, more than 80% of our revenue comes from environmental solutions businesses compared to just over 60% three years ago. Since our last report, we have focused on capturing the value of our combined waste management businesses, scaling our unique and innovative recycling solutions, growing our portfolio of applied products and environmental solutions to steel and aluminum mills globally and responsibly enhancing our manufacturing and supply chain processes in our Rail business.

We cannot report on 2020 without discussing the immense impact COVID-19 had on our business and, most importantly, on our employees, who continued to provide essential services to our customers.

Employee Care is one of our core Harsco Values, and this was never more important than with the onset of the COVID-19 pandemic. Our company responded by establishing the HarscoCares Global Principles, detailing procedures for protecting our employees, customers and their loved ones. Adherence to these principles is required at all Harsco facilities worldwide. As a result, we have experienced relatively few COVID-19 transmissions at our work sites. These principles continue to guide us to this day, and I am proud of everything we were able to accomplish while keeping the health and safety of our employees and business partners our top priority.

Turning to 2021, our strategic focus on environmental solutions is clear. We also look forward to executing the next major steps of our portfolio transformation as conditions warrant.

I am proud of how Harsco is rising to the challenge of making the world a better place by responsibly solving the most difficult global environmental challenges. Our clear vision of sustainable environmental solutions gives purpose to our present and defines our future.



F. Nicholas Grasberger

Chairman and Chief Executive Officer

May 2021

Our Vision and Strategy

Over the past two years, we have made tremendous progress in transforming our portfolio of businesses and building a global environmental solutions platform. In April 2020, we completed our largest acquisition, acquiring Stericycle's Environmental Solutions business and integrating it with our Clean Earth division to create a leading U.S. hazardous waste treatment and recycling company.

While managing the challenges of the COVID-19 pandemic in 2020, we remained focused on:

- Integrating and capturing the value of our combined specialty waste management businesses in the U.S.
- Growing our portfolio of environmental services to steel and aluminum mills globally
- Increasing the number of our branded products that use industrial byproducts as the primary raw material
- Enhancing the manufacturing and supply chain processes in our Rail business, while building our backlog of product sales in preparation for the future disposition of the business

We are even more confident in our strategic focus on environmental solutions for the future of Harsco. Our investors, customers, employees and communities are all demanding that companies do more to enhance the environment, protect human health, reduce waste disposed in landfills, reduce carbon emissions and combat climate change. Our business model at Harsco is uniquely suited to meet these heightened expectations.

Our corporate vision to be a global leader of environmental solutions is fully intertwined with our ambition to be an ESG leader in our industry and critical to successfully executing our ongoing growth strategy.

We have created one of the largest hazardous waste treatment and recycling companies in the United States.

Key Company Statistics



\$1.86BN
2020 revenue



12,000
employees



35+
countries



170+
years in business

ESG recognition



27% improvement
from 2019 to 2020

Based on change from rating in
December 2019 to December 2020



27% improvement
from 2019 to 2020

Based on change from rating in
December 2019 to December 2020



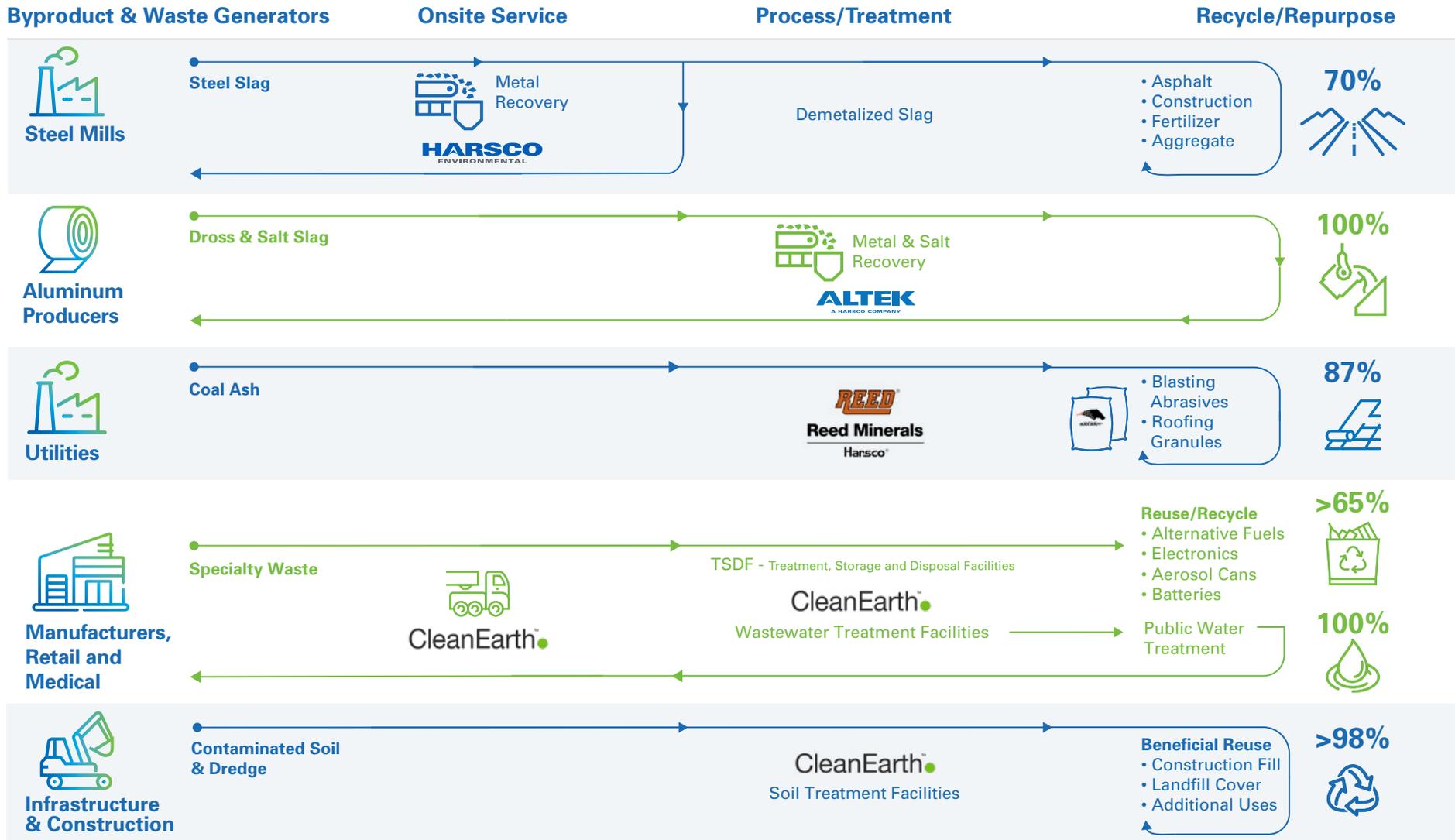
43% improvement
from 2019 to 2020

Based on change from rating in
March 2019 to December 2020



Harsco and the Circular Economy

To meet the growing needs of our partners, the planet and our global society, we are committed to accelerating the transition to a circular economy by treating, recycling and repurposing industrial byproducts and specialty wastes.



Values and Governance

As the cornerstone of our shared culture, the Harsco Values reflect our overarching purpose as a business and guide employee behaviors and decisions. With the **Harsco Values** and **Code of Conduct**, we have equipped every Harsco colleague with the tools, training and guidance to always do business the right way.

Our Six Core Values:

Integrity

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

Satisfy the Customer

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

Inclusion

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

Employee Care

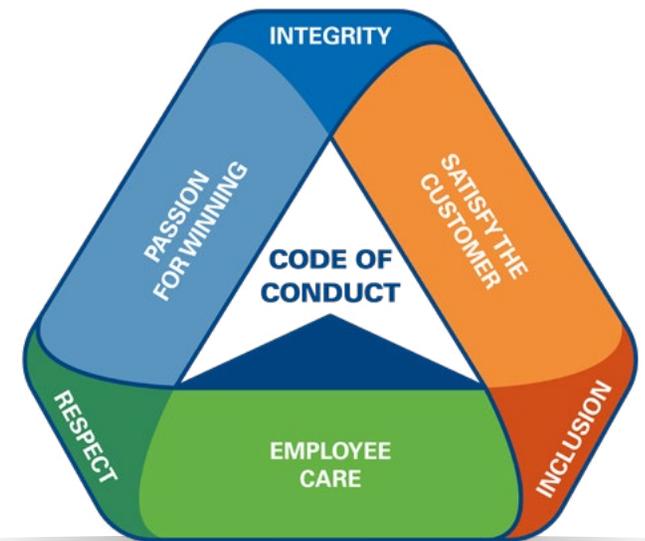
We are committed to safe, appealing work environments, market-competitive benefits programs and investment in personal development.

Respect

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

Passion for Winning

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



Corporate Governance

Excellence in corporate governance is fundamental to how we manage and operate Harsco, from our everyday business to ESG. Harsco’s Values and policies are integrated within our **Code of Conduct**. This Code applies to all Harsco operations. All directors and employees complete Code of Conduct training upon joining Harsco, with ongoing reinforcement and reminders about the Code via our training and communication program. All vendors are expected to follow Harsco’s **Business Partner Code of Conduct**.

Board of Directors

Nine members serve on Harsco’s Board of Directors, eight of whom are independent. Board members are elected annually. There are three standing committees: the Audit Committee, the Management Development and Compensation Committee, and the Governance Committee. Oversight of ESG strategy and disclosures is provided by the Governance Committee. Management and Committee leadership collaborated in developing a detailed ESG workplan, which integrates the Committee’s input at key milestones throughout the year. Our Board of Directors’ biographies, committee charters, and our governance principles are posted on our Corporate Governance **website**.

Key Governance 2020 Achievements:



Increased ESG oversight at the director level by expanding the Governance Committee’s review of ESG strategy, initiatives and policies, including emerging ESG issues, laws and regulations



Launched the Compliance Ambassador program to support management of compliance & ethics globally



Released a new corporate human rights policy in May 2020



Enhanced focus on ESG in the 2020 enterprise risk management process



Added an ESG component to our annual incentive compensation plan



Harsco ranked #16 out of 400 companies for its corporate governance score

Compliance and Ethics

We have a dedicated Global Compliance & Ethics program that reinforces our uncompromising commitment to doing business the right way. The program is led at the executive level by our Senior Vice President and General Counsel, Chief Compliance Officer and Corporate Secretary and is ultimately overseen by the Audit Committee of our Board of Directors. Harsco also has a Vice President of Global Compliance & Ethics who oversees the day-to-day management of the Global Compliance team. The team proactively drives the company’s Compliance & Ethics program through frequent trainings, communications and investigations. The program builds awareness and reinforces the importance of following Harsco’s Code of Conduct and our policies on a broad array of topics such as anti-bribery/ anti-corruption, due diligence and conflicts of interest.



In 2020, we launched our Compliance Ambassadors program to broaden the reach of our Global Compliance & Ethics program. Employees volunteer as ambassadors to promote and reinforce our Code of Conduct, Values and internal policies at a local level. The program will grow to 24 ambassadors in 2021.

Key Compliance Accomplishments in 2020 Included:



Expansion of Compliance Councils to include additional businesses—Clean Earth—and regions—China and India. Councils are composed of cross-functional leaders within each business/region to address relevant “A to Z” compliance matters and reinforce direct ownership of compliance and ethics by management

70+

Conducted over 70 compliance trainings globally (and virtually due to COVID-19), with an increased focus on narratives and case studies as training tools



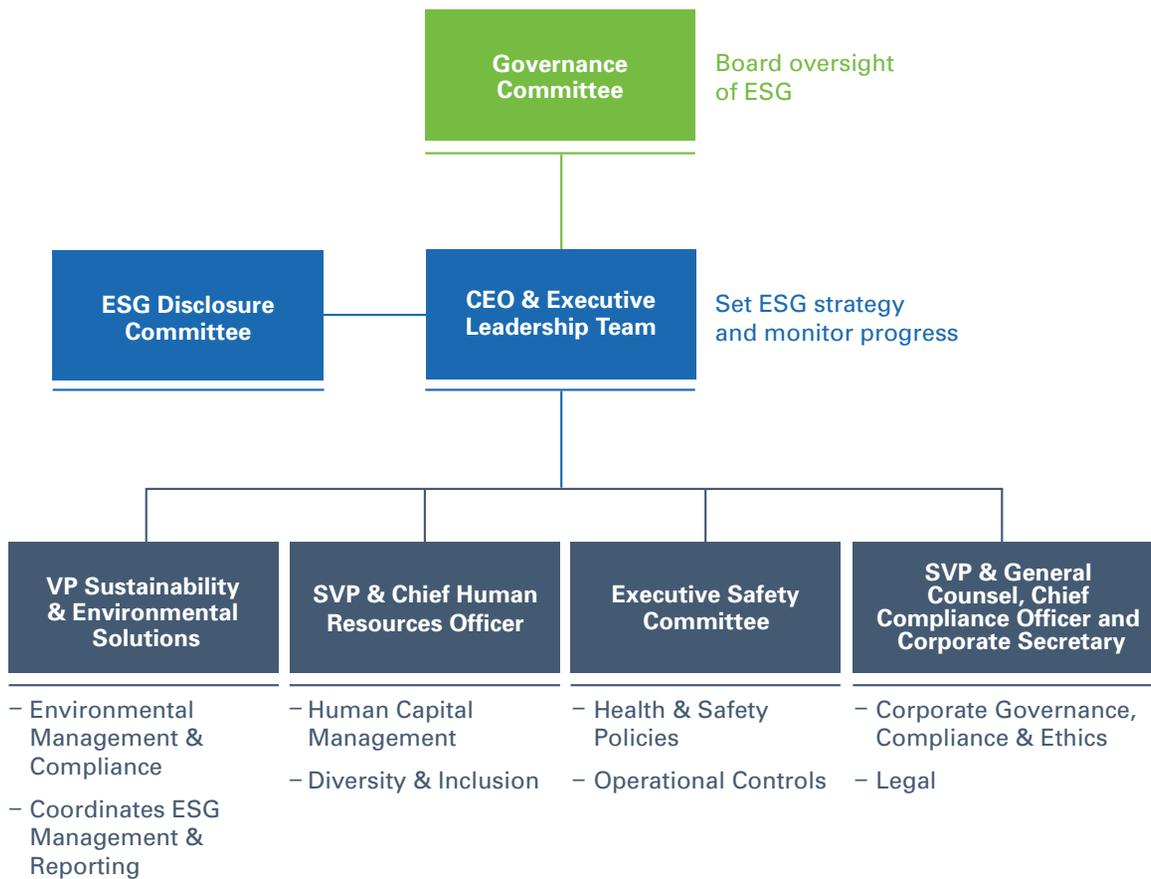
Onboarding trainings and “communication blitzes” by our Global Compliance & Ethics team to new employees from the acquisition of the Environmental Solutions business (ESOL) from Stericycle, Inc.



Driving enhancements to ESOL’s highly regulated controlled substances business to ensure compliance with DEA regulations, customer satisfaction and environmentally friendly disposal

ESG Governance

Our Board of Directors' oversight of ESG issues is provided by the Governance Committee. Harsco's CEO and Executive Leadership Team are responsible for guiding the company's ESG strategy and progress.



Linking Executive Pay to ESG Performance

In 2021, Harsco implemented an ESG modifier for the Executive Leadership Team and selected additional employee participants in the company's annual incentive plan, modifying these individuals' annual variable compensation by +/- 10% across several ESG dimensions, including health and safety; environmental compliance; ethics and compliance; diversity, equity and inclusion; and employee engagement and development.



Our Focus Areas, Goals and KPIs

Overview of the four areas where we create value for our business and positive outcomes for our stakeholders

As part of our ESG strategy, we have defined four focus areas where Harsco creates value for our business and positive outcomes for our stakeholders—**Innovative Solutions, Thriving Environment, Safe Workplaces and Inspired People.**

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

In 2020, we reviewed and updated our 2019 materiality assessment of ESG issues and identified nine key sustainability risks and opportunities, which inform our four focus areas:

- Waste & Hazardous Materials Management
- Air Quality & Management
- Human Rights & Labor Management
- Employee Attraction & Retention
- Diversity & Inclusion
- Health & Safety
- Ethics & Competitive Behavior
- Water & Wastewater Management
- Climate Change & GHG emissions

Four Focus Areas



Focus Area

Innovative Solutions

Thriving Environment

Safe Workplaces

Inspired People

Ambition

Help our customers solve their most pressing sustainability challenges

Reduce our environmental impacts

Ensure our people return home unharmed every day

Support the growth and development of our employees and communities

Goals/KPIs

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

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

- Achieve a Total Recordable Incident Rate (TRIR) less than 1.0 in 2021
- Demonstrate continuous improvement in our five-year safety record

- Enhance diversity and gender representation on our Board and Senior Management team
- Contribute over 10,000 hours of employee volunteer service to community organizations

Innovative Solutions

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

Our Management Strategies and 2020 Performance Highlights

Strategy 1

Scale up our proven environmental solutions to new markets and customers

Performance Highlights

- Harsco Environmental opened a second SteelPhalt manufacturing facility in Cardiff, UK, doubling our production capability for the high performance, safe and sustainable asphalt products for road applications with at least 95% recycled content.
- Harsco Environmental completed construction and began commissioning an AluSalt plant in Bahrain, a salt slag processing technology that enables aluminum producers to recycle metallics and salts, recover other non-metallic products and achieve zero waste, addressing one of the largest environmental concerns within the aluminum market.
- Through permit modifications, Clean Earth added new chemotherapy drug treatment capabilities at our Glencoe, AL, facility and fuel blending capabilities at our Calvert City, KY, facility to enable the fuel to be used as an energy source for nearby cement kilns.



Strategy 2

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

Performance Highlights

- Harsco Environmental's Applied Products team developed 10 new refractory and metallurgical additives for clients in France, Germany and Italy.
- At our Clean Earth facility in Morgantown, WV, our custom-built, cutting-edge aerosol recycling plant is capable of recycling 1 million cans per month and processed more than 11 million aerosol cans in 2020.
- Through the acquisition of ESOL, Clean Earth added a wide array of new environmental services, including a household hazardous waste program, hazardous waste collection and treatment from retail customers, emergency response, controlled substances and paint recycling through state-sponsored PaintCare stewardship programs.

Strategy 3

Invest in and partner with innovative start-ups and businesses that offer sustainable solutions

Performance Highlights

Reducing the carbon intensity of steel production is one of the steel industry's most urgent environmental challenges. Many of our top customers have set ambitious zero-carbon goals. Harsco Environmental is positioning itself to help steel customers reduce and capture carbon through investments in innovative start-ups like Carbicrete. Carbicrete manufactures concrete blocks and pavers using technology that enables the production of cement-free, carbon-negative concrete using industrial byproducts and captured CO₂.

2021 Priorities

We will continue to grow our environmental solutions platforms:

Harsco Environmental

- Increase the proportion of mill services that provide environmental benefits to our steel customers
- Grow our Applied Products and SteelPhalt businesses

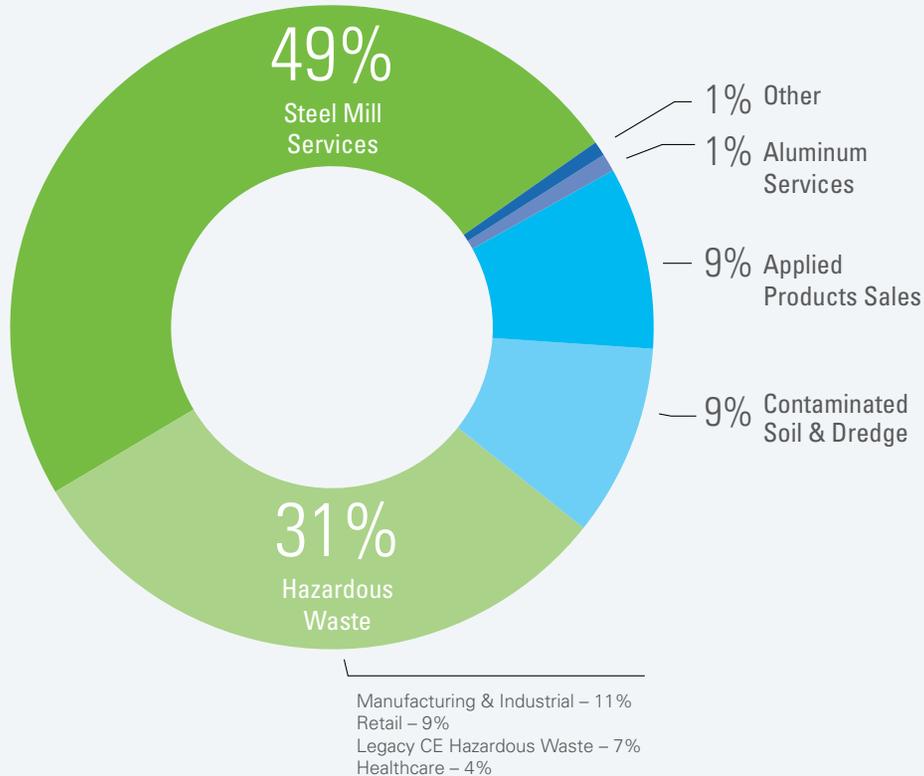
Clean Earth

- Focus on organic growth opportunities, including growing our Fullcircle™ concierge consulting practice (see pages 17-18)
- Add treatment capabilities at existing transfer, storage and disposal facilities (TSDFs)
- Prepare for our next big portfolio move

Our Recycling & Repurposing Solutions

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

Percent of Harsco Environmental & Clean Earth 2020 Revenue by Industry & Service Area¹



¹ Includes all Harsco Environmental and Clean Earth revenue in 2020. 2020 recycling rates can be found on page 7.

Key Performance Indicators

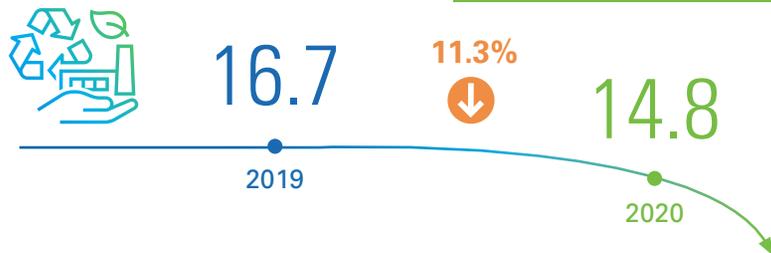
Number of new environmental solutions launched



The significant increase in new solutions was primarily driven by the growth in HE's portfolio of applied products and the new services offered by the ESOL business.

Million tons of material recycled or repurposed

75%+ of the material we processed in 2020 was recycled or repurposed.



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

Percentage of total revenue generated from environmentally focused segments



Environmental revenue increased 2% with the ESOL acquisition in 2020.

Feature Story

Moving Toward Circularity

As experts in compliance and environmental services, Harsco's Clean Earth Fullcircle™ program provides customized solutions for clients regardless of where they are on their sustainability journey. We provide comprehensive waste solutions—managing all waste and byproducts generated in the manufacturing and operations of a business. We also partner with clients seeking to improve their product stewardship goals of designing products for longer life, durability and recyclability.

While ensuring our clients' compliance with the latest regulations, we remain committed to seeking innovative solutions where they can meet or exceed their individual corporate environmental goals. Our overarching focus is based on key principles of the circular economy, keeping materials in use longer and eliminating waste going to landfill.

“We don't just implement a program and then we're done. We continue on the sustainability journey with our customers year after year—always seeking out areas for innovation and continuous improvement.”

– Holly Gamage

Senior Director, Fullcircle



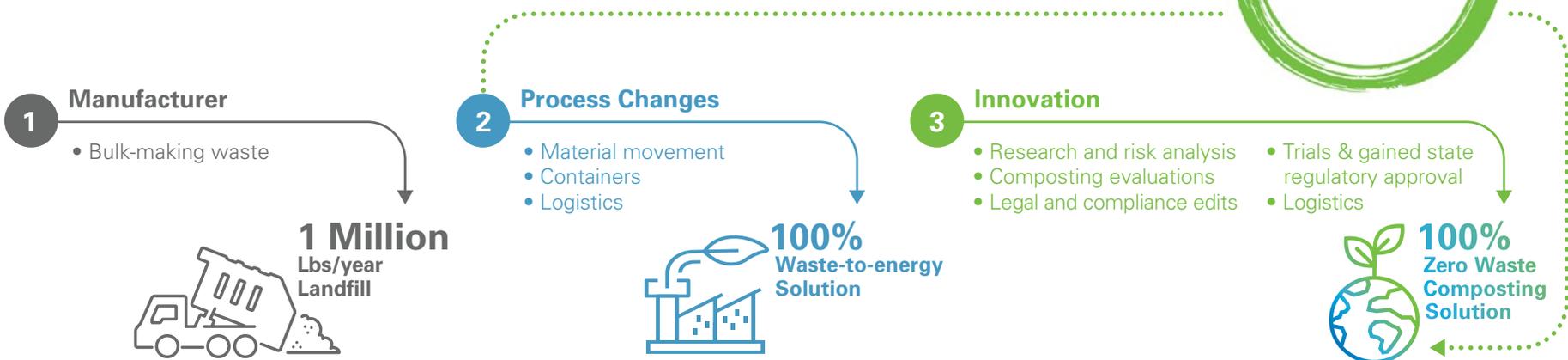
Diverting 1 Million+ Pounds of Landfill Waste to Composting Solutions

In partnership with our clients, we are continually assessing and evaluating significant waste generation points, volumes and process flows to build solutions that improve clients' environmental footprints and drive progress toward reaching their sustainability goals.

Partnering with our Clean Earth client, a multinational consumer goods corporation, we identified a more sustainable solution for millions of pounds of one of the waste byproducts created during the manufacturing of their health and beauty products—bulk-making waste. Clean Earth's Fullcircle™ team worked closely with the client to identify both process and logistical changes to ultimately achieve a zero waste solution. Today, byproducts from their manufacturing process are transformed into an organic compost solution—coming Fullcircle.

Achievements

- 1.1 million pounds of bulk-making waste was diverted from traditional disposal to organic compost within one year
- First phase: bulk-making waste shifted from landfill placement to a waste-to-energy solution
- Over an 18-month period, through our continuous improvement methodologies and pulse on innovation, this waste-to-energy solution transitioned to zero waste as an organic compost solution
- Created an organic compost solution for consumer use as an alternative to chemical fertilizers



Thriving Environment

Reduce our environmental impacts globally through our commitment to the highest quality environmental management practices and continuous improvement

Our Management Strategies and 2020 Performance Highlights

Strategy 1

Establish our leadership commitment through corporate environmental policy and executive oversight

Performance Highlights

We are committed to delivering the highest-quality environmental management in our operations and to ensuring compliance with all environmental regulations. Our commitment to the environment is outlined in our **Corporate Environmental Policy**.

Strategy 2

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

Performance Highlights

Executed by 150+ members of the Environmental, Health and Safety (EHS) team who:

- Implement Harsco's environmental policy and ensure environmental compliance at Harsco sites
- Utilize environmental management systems to manage regulatory compliance
- Internally report environmental incidents across the company's operations
- Manage corrective actions to address incidents



Strategy 3

Set targets to improve our environmental performance, track performance across key performance indicators and conduct regular audits of our operations' environmental compliance

Performance Highlights

We strive to improve our environmental compliance record and environmental footprint through operational efficiency and continuous improvement efforts:

- Divisions set yearly environmental compliance goals
- Our environmental KPIs are reported to the Executive Leadership Team and Board of Directors on a quarterly basis
- In 2020, we established our first enterprise energy and carbon emissions reduction goal to reduce the energy and carbon intensity of our operations 15% by 2025

2021 Priorities

Initiatives to improve energy efficiency, reduce carbon emissions and assess climate change risks:

Renewable energy sourcing

Assess opportunities to procure renewable energy for our operations in the U.S.

Energy efficiency deep dives in our thermal facilities

Engage an energy efficiency consulting firm to evaluate the thermal treatment plants in our Clean Earth business, whose use of natural gas constitutes the largest source of carbon emissions in the division

Climate risk analysis

To meet investor and stakeholder concerns about the impacts of climate change on businesses' operations and supply chains, we are conducting a climate risk analysis for one of our divisions using the Task Force on Climate-Related Financial Disclosures (TCFD) guidelines to inform our TCFD disclosure approach in 2022

Our Goal:



-15%

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

Our Energy Efficiency Progress

In 2020, we implemented two significant projects to reduce energy use and carbon emissions:



Harsco Environmental (HE)

Diesel fuel consumption is the largest source of energy in HE's operations.

The Environmental team in North America has implemented GPS tracking on large mobile equipment to reduce idling time and improve the efficiencies of vehicle movements at our sites. In 2020, this asset management tool was implemented across more than 300 vehicles at 18 sites, reducing diesel fuel use by over 230,000 gallons and saving over \$1 million in operating expenses.



Clean Earth acquired a fleet of over 700 trucks as part of the ESOL acquisition.

Our truck fleet is responsible for picking up hazardous waste from our retail customers across the U.S., averaging over 5,000 stops per week at customer facilities. In 2020, our Fleet and Logistics team implemented a new software system to optimize the routing of our fleet by consolidating routes, improving the efficiency of routes and reducing miles driven. The planning software was piloted across six of our sites. Based on the pilot's results, we expect to achieve a 7.5–10% reduction in fuel consumption and about \$1 million in fuel savings as this routing approach is implemented across our entire fleet in 2021.

Key Performance Indicators

Energy & GHG emissions intensity

Energy intensity



Scope 1 & 2 GHG emissions intensity



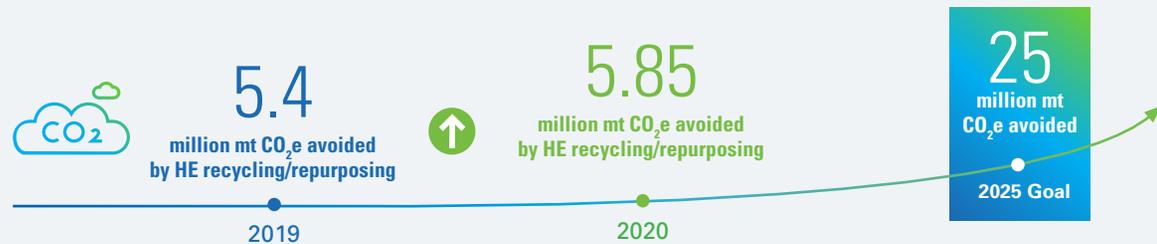
Our energy and carbon emissions intensity decreased by 20% from 2019 to 2020 due to a change in our mix of services resulting from COVID-19 and our acquisition of the ESOL business, decreasing the energy and carbon intensity of our business.

Number of ISO 14001 certified (environmental management) sites



We increased the number of our ISO 14001 certified sites by 44% in 2020, primarily in the EMEA region of our Environmental division.

Carbon emissions avoided by HE recycling/repurposing solutions (million mt CO₂e)



We avoided 11% more carbon emissions in 2020 vs. 2019 due to higher metal recovery and scrap recycling in 2020.

Driving Innovation for Future Generations

In 2020, Harsco Environmental (HE) embarked on an exclusive partnership with Volvo Construction Equipment (Volvo CE) to further develop and test Volvo CE's next generation of all-electric, autonomous material transportation solutions—the TA15 hauler.

This groundbreaking technology has never been used before in the environmental services industry.

“This program forces us to reinvent the way we envision operations. Simply put, the world will not continue turning like it is today unless we start to change the way we do business.”

– François Schaeffer

Applied Innovation Lead, EMEA

The TA15 was tested at Harsco's customer site in Hofors, Sweden. The testing location provided:

- Valuable proof points to alleviate future customer concerns around battery life performance in cold climates
- Data related to battery recharging effectiveness across various terrains and elevation changes

The partnership between HE, Volvo CE and the customer created an ideal testing situation where the trial was not just an exercise, but a realistic reflection of an environmentally superior product that could be in operation at HE sites in the future. HE is now one step closer to its vision of being a leader in autonomous, electric transportation solutions in the environmental services space.

Key benefits of all-electric, autonomous haulage, shown to:



Reduce local GHG emissions to zero



Reduce maintenance costs



Decrease noise and light pollution



Increase safety



The TA15 uses various sensors, including GPS, light detection and ranging (LiDAR) and radio detection and ranging (RADAR), that allow the hauler to move around the site autonomously.


HARSCO

Safe Workplaces

Keep our people safe through the highest safety standards on all our sites, ensuring our people return home unharmed every day



Our Management Strategies and 2020 Performance Highlights

Strategy 1

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

Performance Highlights

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

Enterprise Health & Safety Program

- Launched an update of our enterprise safety commitment, policy and management system
- **Health & Safety policy** applies across all Harsco divisions, subsidiaries, third-party businesses, contractors and visitors
- Our Safety Management System provides the framework for our safety management approach and defines the safety program elements each of our divisions are required to implement
- The company's safety policies and operational controls are overseen by a cross-functional Executive Safety Committee comprised of senior leaders from every division, and reports to Harsco's Chairman and Chief Executive Officer

Strategy 2

Develop leading safety practices and provide comprehensive training programs

Performance Highlights

Our HarscoCares Principles & COVID-19 response

The COVID-19 pandemic was an unprecedented challenge for our business in 2020 and 2021. Since all of our businesses are designated essential services, more than 85% of our employees continued working onsite at our facilities or at our customers' facilities. Harsco leadership quickly recognized a critical need to develop health and safety policies and procedures to protect workers, customers and their families, while maintaining business continuity. Just weeks into the pandemic, we implemented the HarscoCares COVID-19 Global Principles at all of our facilities to ensure the health and safety of our global workforce throughout the COVID-19 crisis. These principles cover policies related to travel, face coverings and workplace cleaning, as well as other key areas. We review and update our HarscoCares Principles on an ongoing basis to address new pandemic developments.

Integration of CE & ESOL Safety Programs

The Clean Earth EHS team is leading the integration of the Clean Earth and ESOL safety programs as part of our overall business integration. The Clean Earth team reviewed each group's safety program to identify the best safety policies, procedures, technology and systems to retain for its integrated program.

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

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

2021 Priorities

- Continue executing on our safety culture improvement strategies that started in 2020
- Build on our Harsco Safety Management System to further standardize safety approaches across our divisions



External Safety Recognition

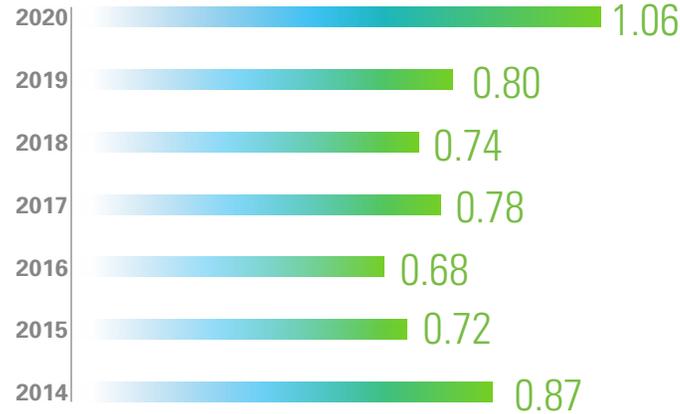
Clean Earth Division

- Successfully completed the ConstructSecure Independent Safety Assessment Program
- Achieved the prestigious 2020 Gold Safety Award for the Waste Collection trade for the first time in company history

Key Performance Indicators

Total Recordable Incident Rate

With the acquisitions of Clean Earth and ESOL in 2019 and 2020, our overall Total Recordable Incident Rate (TRIR) in 2020 exceeded our average recordable rate over the previous five years, but we beat our 2020 enterprise TRIR goal of 1.25 by 15% and are set up to be back on a path of continuous improvement from 2021 onwards.



Number of ISO 18001/45001 certified (health & safety management) sites

We increased the number of our ISO 18001 or 45001 certified sites by 17% in 2020, primarily in the EMEA region of our Environmental division.



Harsco Excels in Rail Safety

Harsco Rail's North America Contract Services Team received a 2020 Platinum Safety Award from the National Railroad Construction and Maintenance Association (NRC) for the third year in a row.

NRC's safety awards recognized contractor member companies with exemplary safety

performance during 2020, commending winners for their extensive efforts to promote and improve safety throughout the railway contracting industry, especially while confronting the challenging and historic COVID-19 pandemic.



Feature Story

A Genuine Safety Culture

In 2020, Harsco Environmental embarked upon a safety strategy refresh to implement at our 150+ sites across the globe. Unique cross-functional working groups formed across the company and utilized a five-step approach to identify, prioritize and implement four key initiatives based on Harsco’s existing Safety Management System: leadership commitment, engagement, risk mitigation, operating discipline and assurance.

Four key initiative highlights:



Visible Felt Leadership

- Developed a six-module iCARE health and safety training program
- To date: trained over 600 employees; Q2 2021 goal to train all managers and supervisors
- Module 3 iPREPARE implementation underway; Q2 2021 goal to have this fully instated at all 152 sites



Cardinal Rules

- Focus on 10 safety rules to help prevent potentially fatal risks
- Employee portal for easy employee access and integration among sites



Safety Committee

- Set minimum standards for meeting expectations and outcomes
- Provide a daily culture where everyone is positioned to be part of the solution



Technology App

- Quickly and effectively reach everyone around the globe at every level of the organization
- Immediately push safety notices to affected employees
- Messaging and work-group functionality to facilitate effective two-way communication

Harsco Safety Management System

Leadership Commitment

- Safety vision and commitment
- Safety leadership behaviors

Engagement

- Safety committees
- Cultivating a positive safety culture
- Rewards recognition

Risk Mitigation

- Identify, report and mitigate risks/hazards
- Incident reporting
- Investigating root causes and defining corrective actions
- Sharing lessons learned

Operating Discipline

- Safety rules and expectations
- Operating standards & best practices
- Job-specific training
- Ensuring safety procedures are followed and timely execution of corrective actions

Assurance

- Self-assessments
- Safety metrics
- Continuous improvement



Site Feature: Arkansas Steel in Newport, AR

Strong safety standards weren't always the standard at Arkansas Steel Associates (ASA) in Newport, AR. However, when Harsco started its service contract at the site, a strong cultural shift toward top-tier safety was ignited.

The team is proud to report that even with all of the extra required COVID-19 standards implemented in 2020, **there has not been a recordable safety incident in close to five years.**

The strong safety culture at the site starts and ends with leadership. As Site Manager Robin Hollingsworth explains, "We helped everybody realize that safety can't just be something we talk about—it has to be who we are. If the site has any type of incident, the leadership team looks at it and thinks, 'How did we fail our employees?' That's a really powerful way to look at things."

Creating a strong safety culture starts with

- Setting safety standards
- Communicating those standards
- Providing consistency
- Ensuring accountability
- Providing transparency
- Encouraging two-way communication

"Being safe all of the time is a standard, but the camaraderie is a really big part of why it sticks. The team helps each other out. Our boss is always looking out for us, too, and reminding us, 'Hey, I want you to make it home safe tonight to your friends and family.' Connecting on this personal level brings about a safety culture in a totally authentic way."

— Johnathan Dobbs
Production Leadman



Inspired People

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



12,000
employees

35+
countries

17+
languages

Our Management Strategies and 2020 Performance Highlights

Strategy 1

Invest in the career development of our global employees

Performance Highlights

- Provide comprehensive development framework and training for all employees
- Conduct leadership programs built around Core Values
- Expanded employee training and development programs in Harsco Environmental: Supervisor 101/202, Certified Harsco Leader and Commercial Effectiveness
- Facilitated a company-wide leadership development series in response to COVID-19: "Leading Through Crisis"

Strategy 2

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

Performance Highlights

- Commitment to creating an inclusive and dynamic workplace where everyone is heard and can excel
- Value our differences and welcome the unique contributions, perspectives and ideas of every employee

In 2020, we took a step back to reflect on our Inclusion value and assess the impact of our commitment and efforts to promote diversity and inclusion in our business and culture. We concluded that while we believe Harsco managers and employees live up to our Inclusion value, there is more we can do. We will continue to address our diversity, equity and inclusion focus for the company in 2021.

Strategy 3

Engage employees through our annual engagement survey and Feed Forward program

Performance Highlights

- Global employee engagement survey
 - Measure current employee engagement
 - Obtain input to make Harsco an even better place to work
 - Distribute survey results throughout the organization by both global and local leaders
 - 83% participation, a strong indicator of our engaged workforce
- Feed Forward program
 - Developed as a result of survey feedback
 - Voluntary, employee-led teams develop and implement projects, programs and activities to make their workplaces even better

Strategy 4

Recognize employees through our Impact Awards program

Performance Highlights

Harsco's Impact Awards

- Exceptional employees nominated by fellow coworkers
- Recognize individuals and teams who have made significant contributions to Harsco
- Winners reflect our core business drivers and values
- CEO Awards are highest honor
- Over 500 nominations from employees in 2020



Strategy 5

Community and civic engagement

Performance Highlights

- Reflect our commitment to building strong, sustainable communities
- Employees volunteer their time and talents to our neighbors and neighborhoods across the globe
- Provide opportunities throughout the year for employees to dedicate Harsco work time to doing charitable work



2021 Priorities

Human capital management priorities:

- Assess and redesign our end-to-end talent management philosophy and processes
- Enhancing our approach to diversity, equity and inclusion
- Launch our new global corporate giving program and accompanying website, ensuring global employee access to our funding arm, the Harsco Fund
- Globalizing our corporate giving but narrowing focus areas to the environment, education (STEM and the arts) and community

Key Performance Indicators

Participation in annual employee survey

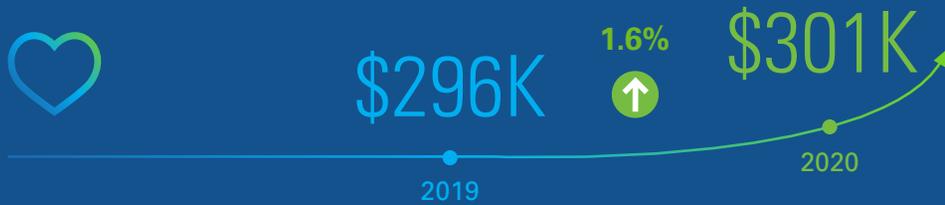


We saw a 3% participation rate improvement in our employee engagement survey, primarily driven by much better engagement of our Clean Earth business in their second year with Harsco.

Annual charitable giving and employee volunteerism

There was a slight increase in our charitable giving in 2020 vs. 2019. Employee events and volunteering with local community organizations were significantly reduced due to the global pandemic.

Annual charitable giving



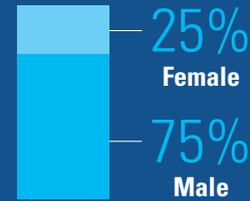
Employee volunteerism (hours)



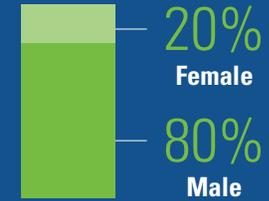
Gender diversity & retention

Gender diversity did not materially change from 2019 to 2020, while retention rates were more balanced in 2020.

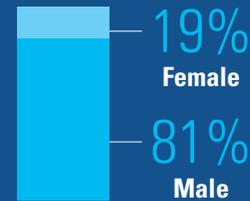
Board 2019 & 2020



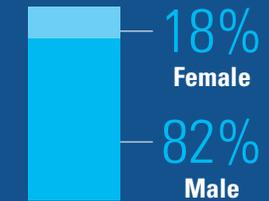
Executive Officers 2019 & 2020



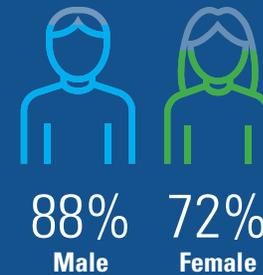
Senior Management 2019



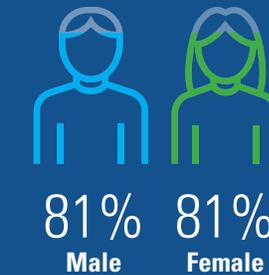
2020



Retention Rate 2019



2020



Feature Story

Spread the Warmth Campaign

With record-breaking cold temperatures and widespread COVID-19 outbreaks limiting travel and support, the Corporate Social Responsibility (CSR) team at Harsco's Global Services Centre in Hyderabad, India, stepped up to partner with the nonprofit Yuvatha to safely distribute blankets to people living in remote tribal areas across India.

These tribal villages are highly marginalized—cut off from access to social, educational and health benefits. They live off the land and stay warm at night by burning firewood from nearby forests.

Traversing over 1,200 miles (2,000 km) of narrow, unpaved roads across rough terrain, the team often found that the roads themselves did not reach the villages. With each blanket weighing over two pounds (1 kg), the team carried piles of blankets into the farthest-reaching areas to ensure warmth and comfort for those in need.

Although the team often encountered language barriers upon arrival in the villages, tribal members quickly understood the universal language of caring, and villagers lined up quickly to receive their much-needed gifts of warmth and support.

“When you travel to these remote places, it’s very humbling. We want to make our volunteer time count—nothing more than that.”

1,800

blankets distributed

40

villages supported

1,200+

miles traveled (2,000 km)

Watch a video of the team's journey [here](#)



ESG Data Tables

GRI 102: General Disclosures		
Disclosure	Description	Cross-Reference or Answer
Organizational Profile		
102-1	Name of the organization	Harsco Corporation [NYSE: HSC]
102-2	Activities, brands, products, and services	Harsco is a provider of environmental solutions for industrial and specialty waste streams and innovative rail technologies. Our Divisions are: Clean Earth, Harsco Environmental, and Harsco Rail.
102-3	Location of headquarters	350 Poplar Church Road; Camp Hill, PA 17011, United States
102-4	Location of operations	Operations in 35+ countries. See page 21 of our 2020 10-K for locations of our owned and leased properties. See pages 122-127 of our 10-K for locations of incorporation of Harsco subsidiaries.
102-5	Ownership and legal form	Publicly traded on NYSE
102-6	Markets served	Harsco Corporation is a market-leading, global provider of environmental solutions for industrial and specialty waste streams, and innovative equipment and technology for the rail sector. See pages 1-10 of our 10-K for a detailed business description.
102-7	Scale of the organization	Harsco employs over 12,000 employees in over 200 locations in more than 35 countries. Our 2020 revenue was \$1.86 billion. See pages 1-10 of our 10-K for a detailed business description.
102-8	Information on employees and other workers	Inspired People and see page 9 of our 10-K for description of our human capital resources.
102-10	Significant changes to the organization and its supply chain	Our Vision and Strategy and see pages 1-10 of our 10-K for a detailed business description.
Strategy		
102-14	Statement from senior decision-maker	Chairman and CEO Letter and see pages 9-10 of our 10-K for a description of our approach to Environmental, Social, and Governance (ESG) issues.
102-15	Key impacts, risks, and opportunities	Our Vision and Strategy . See pages 1-19 of our 10-K for a detailed business description and risk factors.
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Corporate Governance
102-17	Mechanisms for advice and concerns about ethics	Corporate Governance
Governance		
102-18	Governance structure	Corporate Governance site
102-19	Delegating authority	ESG Governance
102-20	Executive-level responsibility for economic, environmental, and social topics	ESG Governance
102-23	Chair of the highest governance body	Our Chief Executive Officer is also Chairman of the Board.

ESG Data Tables Continued

GRI 102: General Disclosures		
Disclosure	Description	Cross-Reference or Answer
Governance		
102-24	Nominating and selecting the highest governance body	See our Corporate Governance site for information on our Board of Directors composition, structure, and responsibilities.
102-25	Conflicts of interest	Ethics & Compliance
102-26	Role of highest governance body in setting purpose, values, and strategy	ESG Governance
102-29	Identifying and managing economic, environmental, and social impacts	Our Vision and Strategy
102-30	Effectiveness of risk management processes	See page 11 of our 2021 proxy statement for an overview of the Board's role in risk oversight. See our Audit Committee charter for information on our enterprise risk management process
102-31	Review of economic, environmental, and social topics	Occurs annually
102-32	Highest governance body's role in sustainability reporting	Governance Committee
102-35	Remuneration policies	See pages 31-76 of our 2021 proxy statement for more information on our remuneration policies
102-36	Process for determining remuneration	See pages 31-76 of our 2021 proxy statement for more information on our remuneration policies
102-37	Stakeholders' involvement in remuneration	See pages 31-76 of our 2021 proxy statement for more information on our remuneration policies
102-38	Annual total compensation ratio	See pages 31-76 of our 2021 proxy statement for more information on our remuneration policies
102-39	Percentage increase in annual total compensation ratio	See pages 31-76 of our 2021 proxy statement for more information on our remuneration policies
Reporting Practice		
102-45	Entities included in the consolidated financial statements	See pages 122-127 of our 10-K for a listing of Harsco subsidiaries.
102-46	Defining report content and topic Boundaries	About this Report
102-47	List of material topics	Our Focus Areas, Goals and KPIs
102-48	Restatements of information	Our 2019 report incorrectly stated that we recycled 18,620,960 tons of material. The actual figure was 16,669,095 tons.
102-49	Changes in reporting	None
102-50	Reporting period	January 1, 2020 - December 31, 2020
102-51	Date of most recent report	2020
102-52	Reporting cycle	Annual

ESG Data Tables Continued

GRI 102: General Disclosures		
Disclosure	Description	Cross-Reference or Answer
Reporting Practice		
102-53	Contact point for questions regarding the report	Cope Willis, VP of Sustainability
102-54	Claims of reporting in accordance with the GRI Standards	<u>About this Report</u>
102-55	GRI content index	<u>ESG Data Table</u>
102-56	External assurance	No external assurance on sustainability report

GRI 200-400: Topic-Specific Disclosures			
GRI Topic	Disclosure/ Source	Required Sub-element(s)	Cross-Reference or Answer
Economic topics			
Economic performance	201-2	Financial implications and other risks and opportunities due to climate change	Climate Risk Analysis and the Task Force on Climate-Related Financial Disclosure
Anti-corruption	103	<i>Management Approach</i>	See our <u>Anti-Corruption Policy</u>
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	See our <u>Code of Business Conduct</u>
Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See our <u>Anti-Corruption Policy</u>
Taxes	207-1	Approach to tax	See pages 43-44 of our <u>10-K</u> for more information on our income taxes
Energy	103	<i>Management Approach</i>	<u>Thriving Environment</u>
Energy¹	302-1	Energy consumption within the organization	Direct energy use (GJ): 3,839,414 Indirect energy use (GJ): 601,025 Total energy use (GJ): 4,440,438
Energy	302-3	Energy intensity	<u>Thriving Environment</u>
Energy	302-4	Reduction of energy consumption	<u>Thriving Environment</u>

Footnotes:

1. Energy and GHG emissions data reported for major operating/manufacturing facilities based on best available information. For Harsco Environment, indirect energy use includes electricity provided by some customers as part of contract services and, in some cases, relies on customer-provided electricity consumption data or must be estimated based on best available information.

ESG Data Tables Continued

GRI 200-400: Topic-Specific Disclosures			
GRI Topic	Disclosure/ Source	Required Sub-element(s)	Cross-Reference or Answer
Environmental topics			
Emissions	103	<i>Management Approach</i>	<u>Thriving Environment</u>
Emissions²	305-1	Direct (Scope 1) GHG emissions	242,008 (t CO ₂ e)
Emissions	305-2	Energy indirect (Scope 2) GHG emissions	50,765 (t CO ₂ e)
Emissions³	305-3	Other indirect (Scope 3) GHG emissions	27,233 (t CO ₂ e)
Emissions	305-4	GHG emissions intensity	<u>Thriving Environment</u>
Emissions⁴	305-5	Reduction of GHG emissions	<u>Thriving Environment</u> Emissions avoided from recycling activities: 5,850,000 (t CO ₂ e)
Waste	306-4	Waste diverted from disposal	<u>Innovative Solutions</u>
Environmental Compliance	103-1	<i>Explanation of the material topic and its Boundary</i>	<u>Corporate Environmental Policy</u>
Environmental Compliance	103-2	<i>The management approach and its components</i>	<u>Corporate Environmental Policy</u>
Environmental Compliance	103-3	<i>Evaluation of the management approach</i>	<u>Corporate Environmental Policy</u>
Employment	401-1	New employee hires and employee turnover	Retention rate of women and men: 81%
Occupational Health and Safety	103-1	<i>Explanation of the material topic and its Boundary</i>	<u>Safe Workplaces</u>
Occupational Health and Safety	103-2	<i>The management approach and its components</i>	<u>Safe Workplaces</u>
Occupational Health and Safety	403-1	Occupational health and safety management system	<u>Safe Workplaces</u>
Occupational Health and Safety	403-2	Hazard identification, risk assessment, and incident investigation	<u>Safe Workplaces</u>
Occupational Health and Safety	403-3	Occupational health services	<u>Safe Workplaces</u>

Footnotes:

2. Energy and GHG emissions data reported for major operating/manufacturing facilities based on best available information. GHG emissions estimates made based on GHG Protocol's corporate standard.
3. Scope 3 emissions estimates include business air travel and emissions from electricity provided by customers as part of contract services.
4. Emissions avoided are estimated based on industry-accepted lifecycle emission factors.

ESG Data Tables Continued

GRI 200-400: Topic-Specific Disclosures			
GRI Topic	Disclosure/ Source	Required Sub-element(s)	Cross-Reference or Answer
Social topics			
Occupational Health and Safety	403-4	Worker participation, consultation, and communication on occupational health and safety	<u>Safe Workplaces</u>
Occupational Health and Safety	403-5	Worker training on occupational health and safety	<u>Safe Workplaces</u>
Occupational Health and Safety	403-6	Promotion of worker health	<u>Safe Workplaces</u>
Occupational Health and Safety	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<u>Safe Workplaces</u>
Occupational Health and Safety	403-8	Workers covered by an occupational health and safety management system	<u>Safe Workplaces</u>
Occupational Health and Safety	403-9	Work-related injuries	<u>Safe Workplaces</u>
Training and Education	103-2	<i>The management approach and its components</i>	<u>Values and Governance</u> <u>Safe Workplaces</u> <u>Inspired People</u>
Diversity and Equal Opportunity	103-3	<i>Evaluation of the management approach</i>	<u>Inspired People</u>
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	<u>Inspired People</u> <ul style="list-style-type: none"> • Gender representation of Board: 25% Female / 75% Male • Gender representation of Executive Officers: 20% Female / 80% Male • Gender representation of Senior Management: 18% Female / 82% Male
Non-discrimination	103-1	<i>Explanation of the material topic and its Boundary</i>	<u>Values and Governance</u>
Non-discrimination	103-3	<i>Evaluation of the management approach</i>	<u>Code of Business Conduct</u>
Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<u>Human Rights Policy</u>
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	<u>Code of Business Conduct</u>
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<u>Code of Business Conduct</u>

ESG Data Tables Continued

GRI 200-400: Topic-Specific Disclosures			
GRI Topic	Disclosure/ Source	Required Sub-element(s)	Cross-Reference or Answer
Social topics			
Human Rights Assessment	412-2	Employee training on human rights policies or procedures	<u>Human Rights Policy</u>
Local Communities	103-1	<i>Explanation of the material topic and its Boundary</i>	<u>Inspired People</u>
Local Communities	103-2	<i>The management approach and its components</i>	<u>Inspired People</u>
Socioeconomic Compliance	103-1	<i>Explanation of the material topic and its Boundary</i>	<u>Corporate Governance</u>
Socioeconomic Compliance	103-2	<i>The management approach and its components</i>	<u>Corporate Governance</u>

ESG Data Tables Continued

Sustainability Accounting Standards Board (SASB): Waste Management				
Topic	Accounting Metric	Category	Unit of Measure	Response
Greenhouse Gas Emissions				
IF-WM-110a	(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations	Quantitative	Metric tons (t) CO ₂ e Percentage (%)	(1) 242,008 (t CO ₂ e) (2) Not determined (3) Not determined
IF-WM-110a.2	(1) Total landfill gas generated, (2) percentage flared, (3) percentage used for energy	Quantitative	Million British Thermal Units (MMBtu), Percentage (%)	(1) Not applicable - no owned or operated landfills (2) Not applicable - no owned or operated landfills (3) Not applicable - no owned or operated landfills
IF-WM-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 and lifecycle emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis		<p>Targets and progress: We have set an enterprise goal to reduce the carbon intensity of our business 15% by 2025 (Scope 1 and 2 emissions, based on 2019 baseline). In 2020, our carbon intensity decreased by 20% as a result of (1) our acquisition of the ESOL business, a less carbon intensive business and (2) a change in our mix of services across the company due to COVID-19. We expect some portion of these improvements to roll back in 2021.</p> <p>Emissions strategy/management:</p> <ul style="list-style-type: none"> • Continue to shift our business portfolio to businesses with less carbon-intensive operations and change the mix of services to focus more on less carbon-intensive services • Continue to improve fuel economy in our fleet vehicles • Continue to improve energy efficiency at our facilities • Source renewable energy
Fleet Fuel Management				
IF-WM-110b.1	(1) Fleet fuel consumed, (2) percentage natural gas, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) 2,438,547 GJ (includes Clean Earth and Harsco Environmental division mobile assets globally) (2) 0% (3) 0%
IF-WM-110b.2	Percentage of alternative fuel vehicles in fleet	Quantitative	Percentage (%)	0%
Air Quality				
F-WM-120a.3	Number of incidents of non-compliance associated with air emissions	Quantitative	Number	22

ESG Data Tables Continued

Sustainability Accounting Standards Board (SASB): Waste Management				
Topic	Accounting Metric	Category	Unit of Measure	Response
Management of Leachate & Hazardous Waste				
IF-WM-150a.2	Number of corrective actions implemented for landfill releases	Quantitative	Number	Not applicable - no owned or operated landfills
IF-WM-150a.3	Number of incidents of non-compliance associated with environmental impacts	Quantitative	Number	6
Labor Practices				
IF-WM-310a.1	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	7% of U.S. employees
IF-WM-310a.2	(1) Number of work stoppages and (2) total days idle	Quantitative	Number Days idle	(1) 0 (2) 0
Workforce Health & Safety				
IF-WM-320a.1	(1) Total Recordable Incident Rate (TRIR), (2) fatality rate, and (3) near-miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Quantitative	Rate	(1) 1.06 TRIR per 200,000 hours for all direct and contract employees and all Harsco operations (2) 0 (3) Not determined
Recycling & Resource Recovery				
IF-WM-420a.1	(1) Amount of waste incinerated, (2) percentage hazardous, (3) percentage used for energy recovery	Quantitative	Metric tons (t) Percentage (%)	(1) Not applicable – no owned or operated incinerators (2) Not applicable – no owned or operated incinerators (3) Not applicable – no owned or operated incinerators
IF-WM-420a.3	Amount of material (1) recycled, (2) composted, and (3) processed as waste-to-energy	Quantitative	Metric tons (t)	(1) 13.4 million metric tons of material recycled or repurposed (2) Not determined (3) Not determined
IF-WM-420a.4	Amount of electronic waste collected, percentage recovered through recycling	Quantitative	Metric tons (t), Percentage (%)	6,514 metric tons, 100% recycled
Activity Metrics				
IF-WM-000.B	Vehicle fleet size	Quantitative	Number	4,703 (includes Clean Earth and Harsco Environmental division mobile assets globally)
IF-WM-000.C	Number of: (1) landfills, (2) transfer stations, (3) recycling centers, (4) composting centers, (5) incinerators, and (6) all other facilities	Quantitative	Metric tons (t)	(1) Zero (2) 51 10-day transfer facilities (3) Zero (4) Zero (5) Zero (6) 19 permitted treatment, storage, and disposal facilities (TSDF) Above facilities are for our Clean Earth division only. Our properties are more fully described in the Company's 2020 Form 10-K filing.

Forward-Looking Statements

This report contains certain forward-looking statements based on Harsco management's current assumptions and expectations, including statements regarding our ESG targets, goals, programs, initiatives and objectives. These statements can be identified by terms such as "expect," "hope," "anticipate," "intend," "believe," "plan," "aspire," "goal," "target," "objective," "planned," "projects" or other comparable terms. In accordance with the "safe harbor" provisions of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934, Harsco provides the following cautionary remarks regarding important factors that, among others, could cause future results, including the achievement of targets, goals or commitments, to differ materially from the results contemplated by forward-looking statements, including the expectations and assumptions expressed or implied herein.

Factors that could cause actual results to differ, perhaps materially, from those implied by forward-looking statements include, but are not limited to: (1) changes in the worldwide business environment in which Harsco operates, including changes in general economic conditions or changes due to COVID-19 and governmental and market reactions to COVID-19; (2) changes in currency exchange rates, interest rates, commodity and fuel costs and capital costs; (3) changes in the performance of equity and bond markets that could affect, among other things, the valuation of the assets in Harsco's pension plans and the accounting for pension assets, liabilities and expenses; (4) changes in governmental laws and regulations, including environmental, occupational health and safety,

tax and import tariff standards and amounts; (5) market and competitive changes, including pricing pressures, market demand and acceptance for new products, services and technologies; (6) Harsco's inability or failure to protect its intellectual property rights from infringement in one or more of the many countries in which Harsco operates; (7) failure to effectively prevent, detect or recover from breaches in Harsco's cybersecurity infrastructure; (8) unforeseen business disruptions in one or more of the many countries in which Harsco operates due to political instability, civil disobedience, armed hostilities, public health issues or other calamities; (9) disruptions associated with labor disputes and increased operating costs associated with union organization; (10) the seasonal nature of Harsco's business; (11) Harsco's ability to successfully enter into new contracts and complete new acquisitions or strategic ventures in the time-frame contemplated, or at all; (12) the integration of Harsco's strategic acquisitions; (13) potential severe volatility in the capital markets; (14) failure to retain key management and employees; (15) the outcome of any disputes with customers, contractors and subcontractors; (16) the financial condition of Harsco's customers, including the ability of customers (especially those that may be highly leveraged, have inadequate liquidity or whose business is significantly impacted by COVID-19) to maintain their credit availability; (17) implementation of environmental remediation matters; (18) risk and uncertainty associated with intangible assets and (19) other risk factors listed from time to time in Harsco's Securities and Exchange Commission ("SEC") reports. A further discussion of these, along with other potential risk factors, can be found in Part I, Item 1A, "Risk Factors," of Harsco's Annual Report

on Form 10-K for the year ended December 31, 2020, and subsequent quarterly reports on Form 10-Q. Harsco cautions that these factors may not be exhaustive and that many of these factors are beyond Harsco's ability to control or predict. Accordingly, forward-looking statements should not be relied upon as a prediction of actual results. The forward-looking statements in this report are made as of the date of this report, unless otherwise indicated, and we undertake no duty to update forward-looking statements to reflect subsequent events or circumstances.

Note on Materiality

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

Data Collection and Verification

The data provided in this report through facts and figures is based on, unless otherwise specifically indicated, activities during Harsco's calendar year 2020. For some performance indicators, the previous year's data are provided to allow for annual comparisons. The facts and figures used in this report are as of the date of this report (May 2021), and we undertake no duty to update such data to reflect subsequent data or information. Unless otherwise specifically indicated, data used to determine facts and figures herein are based on Harsco internal data, and we did not seek, nor was there, external assurance from third parties with respect to such information.



HARSCO

Harsco Corporation
Corporate Headquarters
350 Poplar Church Road
Camp Hill, PA 17011
United States

T +1 717 763 7064

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