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Community Investment Report

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The Leadership of O'Neal Industries, Inc. (ONi) recognizes that its primary responsibility is to operate the company profitably. Profits are necessary to meet the needs of customers, employees, and shareholders. Profits also enable our family of companies to provide much needed support to the communities in which we work. Arts and culture, civic activity, education, health, and the overall welfare of societies are vital in creating a highly desirable quality of life, which in turn makes those communities even better places to live and do business.

There is a direct relationship between the success of our business and the community in which we operate. We are committed to continuously strengthening our society through corporate support of the organizations and institutions that strive to better the quality of life in our communities.

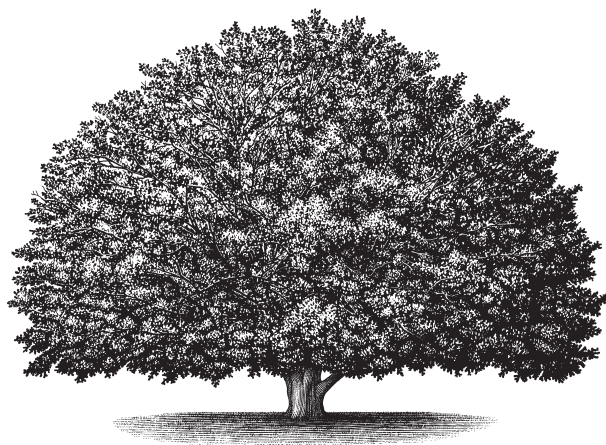
O'Neal Industries has added a custom illustration to our branding materials – a magnolia tree, which you will see throughout this report. This illustration represents the magnolia tree that was planted in 1942 outside of the old office at O'Neal Steel in Birmingham. Over the years, the tree grew and developed with the company, and when in bloom was a thing of rare beauty.

In 1974, when O'Neal Steel moved into its new office, Chairman Emmet O'Neal, son of our company's founder, wanted to save the tree and move it across the street in front of the new office. Experts said it couldn't be done – that the tree wouldn't survive, but Mr. O'Neal said to move it anyway. It took two 60-ton cranes to lift and move it over two hundred feet, roots and all, to its new location. With care and attention that tree is still there today, strong as ever.

The deep roots and reaching branches of the magnolia tree continue to inspire us every day at the O'Neal family of companies. The sense of what has passed and what is to come keeps our extended family of co-workers and communities moving forward together.

Our company's founder, Kirkman O'Neal, had a Latin phrase he liked to use: *Difficultas ne deterrem*, which means difficulties do not deter us.

And they don't.





I am pleased to present the O'Neal Industries Community Investment Report for 2024.

My grandfather, Kirkman O'Neal, founded our company on the belief that it was our responsibility to help improve the quality of life in the local communities in which we operate; in fact, it remains one of our core values today. We build on that foundation laid by our Founder by investing in non-profit organizations that support the many causes which will benefit these communities.

We realize many team members volunteer their time and give financial support to various causes. Because the need is great and we can't support every request, we've set specific criteria for organizations to receive funding. For questions about this, please see the O'Neal Industries website – www.onealind.com/about-us/community-investment/.

O'Neal Industries established the O'NEAL EMPLOYEE DISASTER RELIEF FUND in 2012, which is supported by monetary gifts from O'Neal Industries companies and our team members. The goal of the Fund is to provide short-term financial assistance to employees of all O'Neal Industries companies who have been affected by fires, natural disasters, or other catastrophic events. When financial hardships arise, the Fund helps ONI affiliate employees, as well as provides a way for co-workers to help one another. Please see information on how to request assistance or contribute to the fund on page 20 of this report.

We are sharing this information to encourage you to look for opportunities to give of your time, talent, and resources to community partners who are doing good work in your local area, and to thank those of you who already support numerous organizations, both through volunteerism and philanthropy.

A handwritten signature in black ink, appearing to read 'Craft O'Neal', with a stylized, cursive script.

Craft O'Neal

Chairman & CEO

O'Neal Industries

Giving Summary

We have organized this report to reflect each area of impact.

This report lists the primary organizations that we supported in 2024, and each section highlights a few examples.



Arts & Culture 8-9

Museums; libraries; historical, botanical, zoological, and art societies; cultural centers; performing arts organizations for music, theater, opera, and dance; and public radio and television.

Civic 8-9

Community-based organizations, clubs, associations, or any other groups acting in concert to further local economic development purposes; involved in the improvement of housing, urban renewal, parks, and other similar activities.

Conservation 8-9

Organizations that protect, analyze, or monitor the environment against misuse or degradation.

Education 10-11

Groups that operate exclusively to further educational opportunities; build education equity. Aid schools with limited resources and achievement/social gaps in students. Includes public and private educational institutions, scholarships, and fellowships.

Health 12-13

Health-focused groups (physical/mental/diseases/clinical programs/disabilities/addiction) that provide services for, advocate for, and represent the local communities they serve. Includes hospital foundations and research.

Social Services 14-15

Organizations designed to promote the basic physical and material well-being of people (basic needs such as food and shelter).

Social Equity 16-17

Organizations that promote equal economic, political, social rights, and character-building; help create the conditions/opportunities for the success of all people; and eradicate chronic injustice against a minority group of citizens.

United Way 18-19

To improve lives by mobilizing the caring power of communities around the world.

O'Neal Employee Disaster Relief Fund 20-21

Established and supported by monetary gifts from O'Neal Industries companies and our employees.

Empowering Communities Through Strategic Investments

The 2024 Community Investment Report shines a spotlight on the incredible work being done by nonprofits across various sectors. These organizations are dedicated to addressing critical issues and driving positive change in communities. This summary provides an overview of the highlighted nonprofits, their missions, and the impact of their work over the past year.

O'Neal Industries 2024 Giving by Impact Areas

● 29%
United Way

● 25%
Education

● 14%
Health

● 12%
Social Equity

● 10%
Social Services

● 10%
Arts, Culture, Civic, and Conservation





Arts & Culture, Civic and Conservation

Jefferson County Greenways Foundation encompasses Red Mountain Park, Ruffner Mountain, and Turkey Creek Nature Preserve. Ruffner Mountain: Saved from development in 1977 by a community nonprofit, starting with a small group committed to preserving 24 acres. Turkey Creek Nature Preserve: Formed in the 1990s to prevent a jail construction and clean up the creek, officially protected in 2008 with support from Freshwater Land Trust and Alabama Forever Wild Program. Red Mountain Park: Initiated by community effort in 1999 to reclaim the abandoned No.11 Mine, officially reclaimed in 2012 by the Red Mountain Greenway and Recreational Area Commission.

In each instance, citizens and community leaders recognized the importance of maintaining publicly accessible land.

Grundy County Historical Society Heritage Center in Grundy County, Tennessee, is a library and research center containing thousands of books, maps and genealogical resources and a museum with permanent exhibits depicting themes of history that grew out of the plateau that have had national or international impact.

The mission of Grundy County Historical Society Heritage Center is to inspire all of the people and communities of the South Cumberland Plateau, its coves and valleys, to understand who they are and how they are connected in history with interrelated pathways.

Red Mountain Theater (RMT) is a nonprofit theatre organization that supports artists, provides educational programs for youth, and engages audiences through theatre.

RMT offers a variety of theatre-based educational opportunities for young people, including the RMT Youth Ensembles. Through participation in theatre, students enhance their creative and collaborative skills, as well as build confidence. These skills are beneficial both on stage and in other areas of life.

Alabama Symphonic Association
Birmingham Botanical Society
Birmingham Museum of Art
Birmingham Sunrise Rotary Foundation
Birmingham Zoo, Inc.
Black Belt Community Foundation
Black Hawk County Conservation
Fnd/Community Foundation NE Iowa
Empowered Citizens of Birmingham
Friends of Jemison Park
Friends of Rickwood
Grundy County Heritage Foundation
Jefferson County Greenways
Commission and Foundation
Leadership Birmingham
Public Affairs Research Council of Alabama
Red Mountain Theatre Company
Second Chance Animal Shelter
The Birmingham Folk Festival
U.S. Naval Academy Alumni Foundation
Virginia Samford Theater



A+ Education Foundation

Better Basics

Birmingham-Southern College

Cornerstone Schools of Alabama

Empower Schools of Alabama

Executive Women International

Hayes K-8 School

Holy Family Catholic High School

Jefferson State Community College

Jones Valley Teaching Farm

Junior Achievement of Alabama

Rotary Club of Birmingham Foundation

Spring Valley School Foundation

STAIR

Teach For America

Vestavia Hills City School Foundation

Woodlawn Foundation, Inc. | I3 Academy

Education

Teach For America (TFA) exemplifies a profound dedication to educational equity and excellence. By enlisting and developing the nation's most promising future leaders, TFA works tirelessly to ensure that all young people recognize their own potential and have the opportunities to realize it. Through initiatives such as the teacher corps, Ignite Fellowship, and alumni programs, TFA builds transformational relationships that inspire and empower students and leaders alike, regardless of their initial background in education.

Jones Valley Teaching Farm (JVTF) uses food to empower young people, helping them create a healthy future for themselves and their community. JVTF operates vibrant outdoor learning spaces called Teaching Farms on school campuses. Through experiential lessons during school, after school, and at home, students explore academics, leadership, and career pathways using food, farming, and culinary arts.

Jefferson State Community College's Center for Workforce Education delivers fast-track skills training designed to quickly train individuals for immediate employment. Its full portfolio of non-credit training covers IT, manufacturing, CDL/driving, craft training, and business sectors and is ever evolving to accommodate the needs of employers in the state of Alabama.







Health

aTeam Ministries is an organization dedicated to providing spiritual, financial, and emotional support to children and their families dealing with pediatric cancer. The organization assists these families through various programs, including prayer teams, Home Away from Home lodging, financial grants, and a range of events and activities. It consists of volunteers who aim to offer support and compassion as families navigate this challenging journey.

Susan G. Komen Breast Cancer Foundation was founded forty-two years ago by a sisterly promise which ignited a fight against breast cancer. Focused on risk reduction, early detection, and innovative treatments, the Foundation has contributed to a 42% reduction in mortality.

Susan G. Komen invested nearly \$3.6 billion in research, community health, advocacy, and programs across 60+ countries, leading to the approval of 19 new drugs in the past decade. Its vision remains a world free from breast cancer.

Turning Point provides a safe, peaceful environment for men recovering from substance use disorder. Their program is a residential 12-Step Immersive Experience with a Christ-centered focus. It promotes a spiritual solution to substance or alcohol abuse in a supportive community. The campus offers a serene environment where the residents can focus on healing and recovery without distractions.

Alabama Oncology Foundation

aTeam Ministries

Bell Center for Early Intervention

Central City Autism Awareness Inc

CJD Foundation-Creutzfeldt-Jakob

Disease Foundation

Community Grief Support Service

Crohn's & Colitis Foundation

Equip

Breakthrough T1D

Medilife of Houston, Inc.

Mitchell's Place

National Multiple Sclerosis Society

Parkinson's Association of Alabama

Quarterbacking Children's Health Foundation

Sight Savers America

Susan G. Komen Breast Cancer Foundation

Team Rowland

Turning Point Foundation

UAB Center for Neurodegeneration

and Experimental Therapeutics

Vanishing White Matter Foundation



American Red Cross
Brandon Area Food Pantry
Center For Hope
Chattanooga Area Food Bank
Chester County Food Bank
Covenant House
Covenant Rescue Group
Firehouse Ministries
Good Samaritan
Grace House Ministries
Habitat for Humanity of Greater Indianapolis
Houston Children's Charity
Hueytown Baptist Church
Isaiah 117 House
Lovelady Foundation
Maddie's Footprints
Meals on Wheels of Tarrant County
Mary's Shelter
Northern IL Foodbank
Portage Township Food Pantry
Ronald McDonald House Charities
Shepherds Fold, Inc.
Smile-A-Mile
Tarrant Area Food Bank
Texas Good Deeds Project Inc.
The Fuse Project
West Suburban Community Pantry
YMCA of Birmingham

Social Services

American Red Cross plays a crucial role in hurricane and tropical storm relief by stocking supplies in preparation for hurricane victims and establishing safe shelters for public safety. They provide shelter and food until families can return home, offering guidance, hope, and comfort to the community. Moreover, they provide medical care for anyone in need, distribute clean-up supplies, assess damage in impacted neighborhoods, and work with families in developing comprehensive recovery plans.

Ronald McDonald House Charities (RMHC) is a non-profit organization that supports families of children who are sick or injured. RMHC provides various programs, including Ronald McDonald Houses, Family Rooms, and Care Mobile programs. It assists families so they can stay close to the hospital and helps reduce stress and financial burdens. The home-like facilities offer a free place to stay for as long as necessary.

Isaiah 117 House offers a safe and nurturing environment for children awaiting placement after being removed from their homes due to safety concerns. Instead of waiting in a child welfare services office, which can take several hours to days, children are brought to Isaiah 117 House where they receive physical and emotional support. The house staff provides clean clothes, toys, and comforting items, ensuring the children feel safe and cared for while child welfare staff finds suitable placements.







Social Equity

The Exceptional Foundation offers comprehensive year-round social and recreational services for individuals with intellectual disabilities. Our programs are designed to promote healthy living, enhance life skills, foster social relationships, and encourage community participation. We provide full-day programming for adults, alongside after-school and summer programs for children. Established in 1993, The Exceptional Foundation aims to address the social and recreational needs of individuals with special needs, filling gaps not covered by educational institutions or the broader community.

Renew Birmingham is actively involved on the ground, investing time, energy, intellectual resources, and funds to support neighborhoods. Along with partners, it aims to address issues such as violence, substance abuse, poverty, and blight, aiming to improve conditions for vulnerable residents. External intervention often has limited success in revitalizing underserved neighborhoods. Effective change requires initiatives from within the community. Residents are empowered to collaborate to revitalize their communities and enhance their quality of life for sustainable change.

The Boys and Girls Club of Oshkosh, Wisconsin aims to improve the lives of children and families. For over 50 years, it has offered a safe space for youth to learn and grow. The Club provides quality programs, mentoring by caring professionals, and excellent facilities. Serving over 3,000 youth, the Club helps young people reach their full potential through safe environments, supportive adults, and engaging activities.

A Soldier's Child Foundation

Alabama Appleseed Center

Big Brothers Big Sisters of Greater Birmingham

Boy Scouts of America

Boys & Girls Club of Oshkosh

Boys & Girls Clubs of Central Alabama

Childcare Resources

CJFS-Collat Jewish Family Services

Exceptional Foundation

Girls, Inc. of Shelbyville

Hispanic Interest Coalition of Alabama

Red Barn Foundation

Renew Birmingham

Special Olympics

Special Operations Warrior Foundation

Studio By the Tracks

Vietnam Veterans Foundation

of Wilson County TN

Workshops Empowerment



Butler County United Way

Cedar Valley United Way

United Way Hands On

United Way of Beaver County

United Way of Buffalo and Erie County

United Way of Central Alabama

United Way



United Way's mission is to improve lives by mobilizing the caring power of communities around the world to advance the common good; fighting for the health, education, and financial stability of every person in every community.

United Way Hands On's mission is to connect people with organized and meaningful volunteer opportunities to help bring about positive social change. In 2024, more than 3,000 volunteers donated over 12,500 hours of hands-on service.







O'Neal Employee Disaster Relief Fund

O'Neal Industries established the O'Neal Employee Disaster Relief Fund in 2012, which is supported by monetary gifts from O'Neal Industries companies and our employees. The goal of the Fund is to provide short-term financial assistance to employees of all O'Neal Industries companies who have been affected by fires, natural disasters, or other catastrophic events. When financial hardships arise, the Fund helps ONI affiliate employees, as well as provides a way for co-workers to help one another. Employees who have been impacted will be contacted by the HR Partners at their companies to ensure that they know about this fund and how to make requests.

The need for assistance must stem directly from:

- A natural disaster, such as a devastating flood, ice storm, hurricane, tornado, or fire
- A short-term personal emergency like a house/apartment fire or flood resulting in a loss of basic needs such as food, clothing, or shelter
- A catastrophic event such as the death of an employee or family member or sudden illness or injury that causes an unforeseen financial circumstance

Awards of assistance will be made based on financial need and the severity and impact of the disaster on the named applicant and his or her family. Employees must have a minimum of 90 days of service with the company in order to be eligible for assistance. Supporting documentation and signatures will be required.

Donations

This fund is a 501(c)3 organization, and it is supported by monetary gifts from the company and our employees. A critical component of the fund is to be assured that there will always be money available whenever disaster strikes. Employees may make a one-time donation, or we are allowing **employee payroll deduction** - you may contact Human Resources Partner to sign up for payroll deductions to make contributions each pay period. You may not designate a specific party to be the recipient of the funds that you donate – all distribution decisions are made by the employee committee.

If you would like to donate to the fund, you may make checks payable to “O'Neal Employee Disaster Relief Fund” and send them to your company representative, or directly to the Fund Treasurer:

O'Neal Employee Disaster Relief Fund
Attention: Accounting
2311 Highland Avenue South, Suite 200
Birmingham, AL 35205

We hope that this fund will provide assistance when our employees need it most.

Qualifications for Assistance

To request assistance, an applicant should contact his or her company's Employee Disaster Relief Fund Committee Member to receive an application form. Here are company representatives.

Damon Prince
G&L Tube

Mary Latronica
Leeco Steel

Shirley Fagan
O'Neal Industries

Amy Gartman
O'Neal Manufacturing Services

Jay Morrow
O'Neal Steel

Dean McKay
Skilcraft

Christine Thatcher
TW Metals

Jeff Liesch (Chairperson)
United Performance Metals



A Soldier's Child Foundation

A+ Education Foundation

Alabama Appleseed Center

Alabama Oncology Foundation

Alabama Symphonic Association

American Red Cross

aTeam Ministries

Bell Center for Early Intervention

Better Basics

Big Brothers Big Sisters of Greater Birmingham

Birmingham Botanical Society

Birmingham Museum of Art

Birmingham-Southern College

Birmingham Sunrise Rotary Foundation

Birmingham Zoo, Inc.

Black Belt Community Foundation

Black Hawk County Conservation Fund/

Community Foundation NE Iowa

Boy Scouts of America

Boys & Girls Club of Oshkosh

Boys & Girls Clubs of Central Alabama

Brandon Area Food Pantry

Breakthrough T1D

Butler County United Way

Cedar Valley United Way

Center For Hope

Central City Autism Awareness Inc

Chattanooga Area Food Bank

Chester County Food Bank

Childcare Resources

CJD Foundation-Creutzfeldt-Jakob

Disease Foundation

CJFS-Collat Jewish Family Services

Community Grief Support Service

Cornerstone Schools of Alabama

Covenant House

Covenant Rescue Group

Crohn's & Colitis Foundation

Empower Schools of Alabama

Empowered Citizens of Birmingham

Equip

Exceptional Foundation

Executive Women International

Firehouse Ministries

Friends of Jemison Park

Friends of Rickwood

Girls, Inc. of Shelbyville

Good Samaritan

Grace House Ministries

Grundy County Heritage Foundation

Habitat for Humanity of Greater Indianapolis

Hayes K-8 School

Hispanic Interest Coalition of Alabama

Holy Family Catholic High School

Houston Children's Charity

Hueytown Baptist Church

Isaiah 117 House

Jefferson County Greenways Commission
and Foundation

Jefferson State Community College

Jones Valley Teaching Farm

Junior Achievement of Alabama

Leadership Birmingham

Lovelady Foundation

Maddie's Footprints

Mary's Shelter

Meals on Wheels of Tarrant County

Medilife of Houston, Inc.

Mitchell's Place

National Multiple Sclerosis Society

Northern Illinois Food Bank

Parkinson's Association of Alabama

Portage Township Food Pantry

Public Affairs Research Council of AL

Quarterbacking Children's Health Foundation

Red Barn Foundation

Red Mountain Theatre Company

Renew Birmingham

Ronald McDonald House Charities

Rotary Club of Birmingham Foundation

Second Chance Animal Shelter

Shepherds Fold, Inc.

Sight Savers America

Smile-A-Mile

Special Olympics

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U.S. Naval Academy Alumni Foundation

UAB Center for Neurodegeneration
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United Way Hands On

United Way of Beaver County

United Way of Buffalo and Erie County

United Way of Central Alabama

Vanishing White Matter Foundation

Vestavia Hills City School Foundation

Vietnam Veterans Foundation of Wilson County TN

Virginia Samford Theater

West Suburban Community Pantry

Woodlawn Foundation, Inc. | I3 Academy

Workshops Empowerment

YMCA of Birmingham



G&L TUBE
AN ONI COMPANY

SLICE
OF STAINLESS
AN ONI COMPANY

Leeco
STEEL
AN ONI COMPANY

 **STELLA
SOURCE**

 **O'NEAL
MANUFACTURING
SERVICES**
AN ONI COMPANY **Let's Build Things®**

 **STP**
STAINLESS TUBULAR
PRODUCTS
AN ONI COMPANY

 **O'NEAL STEEL**
THE METALS COMPANY
AN ONI COMPANY

 **TW METALS®**
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 **UNITED**
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O'NEAL INDUSTRIES