

2025



Sustainability Report



California Science Academy
San Francisco, California

Table of Contents

01 Introduction

A Letter from Our President and CEO	4
Awards and Recognition	5
About the Company	6

02 Sustainability Strategy

Areas of Impact	14
Stakeholder Engagement	15
Material Issues	16
Management of Sustainability	17

03 Caring for Our People

Why it Matters	19
Occupational Health and Safety	20
Employee Wellbeing and People Management	24
Inclusion and Belonging	32
Supporting Our Communities	33
Looking Ahead	35

04 Reducing Our Environmental Impact

Why it Matters	37
Environmental Strategy	39
Energy and Emissions	41
Water and Waste Management	44
Supporting Our Customers in Sustainability	46
Looking Ahead	47

05 Conducting Ourselves with Integrity

Why it Matters	49
Governance Structure	50
Risk Management	51
Ethics and Compliance	52
Responsible Supply Chain	53
Data Privacy and Security	55
Trade Associations and Political Engagement	56
Looking Ahead	57

06 Appendix

About this Report	59
Performance Data Tables	60
SDG Index	71
GRI Index	78
SASB Index	84
TCFD Index	86

01

Introduction

The Pearl Research and Education Campus
Charlotte, North Carolina

A Letter from Our President and CEO

I am pleased to welcome you to our 2025 Sustainability Report. This report highlights CMC’s environmental, social and governance (ESG) achievements during the year and reinforces our drive to operate sustainably to support the long-term success of our business. CMC was founded as a recycling company over 110 years ago and we remain focused on ensuring that sustainability, along with our focus on people, excellence and growth, continue to be the pillars that drive our business strategy and operations.

The health and safety of CMC’s people continues to be our highest priority and I’m proud to report that we set another new record in 2025 for safety performance with our lowest ever recordable injury rate as well as no recordable injuries for the year at 133 facilities. This achievement is the result of our investments in creating a safety culture committed to continuous improvement and to the people that embody that culture.

CMC’s Transform, Advance, Grow (TAG) program was launched in 2024 to share best practices across all areas of our business including improving productivity and safety. TAG initiatives have enabled us to successfully identify opportunities to lower costs, reduce input consumption, optimize logistics and increase energy efficiency, which are also boosting our efforts to make CMC a more sustainable company.

We continued to invest in training and leadership development programs to empower our employees and develop future leaders who will power our growth and innovation. CMC continues to engage with local organizations to recruit talented people and provide career opportunities for people in our local communities. We support organizations that are dedicated to positively impacting our communities and contributed \$1.7 million in 2025 through local and corporate giving campaigns.

This report details CMC’s programs focused on reducing our environmental impact and maintaining industry-leading environmental performance. While we remain focused on growth, we are committed to doing so in a way that helps address global challenges, including climate change. We support the circular economy through our vertically integrated operations, which include the entire lifecycle of steel, from production and fabrication to the collection and recycling of scrap to create new products. The pioneering technology we utilize to make steel, including what will soon be our most advanced new micro mill opening in 2026 in West Virginia, along with our continuous efforts to improve our operations, will enable CMC to achieve further reductions in greenhouse gas emissions and make progress toward our newly established environmental goals.

Our efforts continue to support our customers in meeting their sustainability goals. Environmental Product Declarations, or EPDs, are becoming an increasingly important tool to ensure our products meet green building standards and help reduce carbon emissions for construction projects. In 2025, we refreshed many of our EPDs and obtained several new EPDs for several of our products to ensure we are meeting our customer needs. Today, seven CMC products have EPDs.

Finally, our guiding principles include operating our business with the highest standards of integrity, strong governance structures and risk management programs to provide accountability and transparency to all our stakeholders. We remain committed to regular engagement with stakeholders through the communication of our strategies and our progress on meeting sustainability goals.

CMC’s employees around the world are the driving force behind our success, enabling us to meet the needs of our customers, partners, communities and shareholders. I want to thank them for their dedication and thank all our stakeholders for your continued support as we continue to improve the sustainability of our company. We remain optimistic about our ability to contribute positively to a sustainable future for all.



A stylized, handwritten signature in black ink that reads "Peter". The signature is fluid and cursive, with a large loop for the 'P'.

Peter R. Matt
President and Chief Executive Officer

Awards and Recognition



2025 Dallas Morning News Top Workplaces



2025 Newsweek America's Greatest Workplaces for Women



2025 Fortune 500® Ranking*

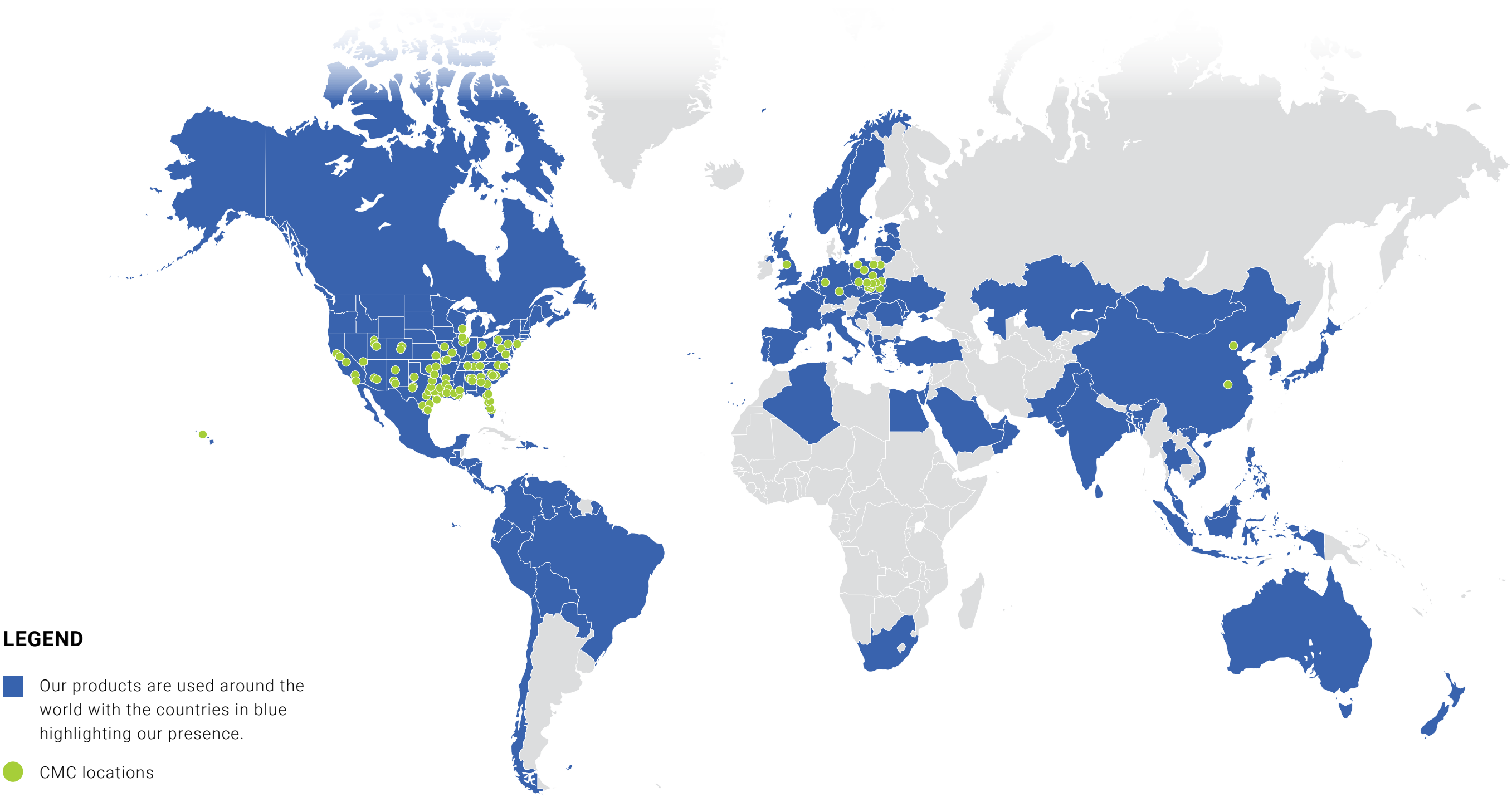
ADDITIONAL AWARDS:

- 2025 JamesDrury Partners The Weight of America’s Boards - received top 10 ranking (#9 in terms of board governance capacity)
- 2025 Corporate Knights Clean200 (top publicly listed companies by clean revenue)

*Fortune 500® is a registered trademark of Fortune Media IP Limited and is used under license.

About the Company

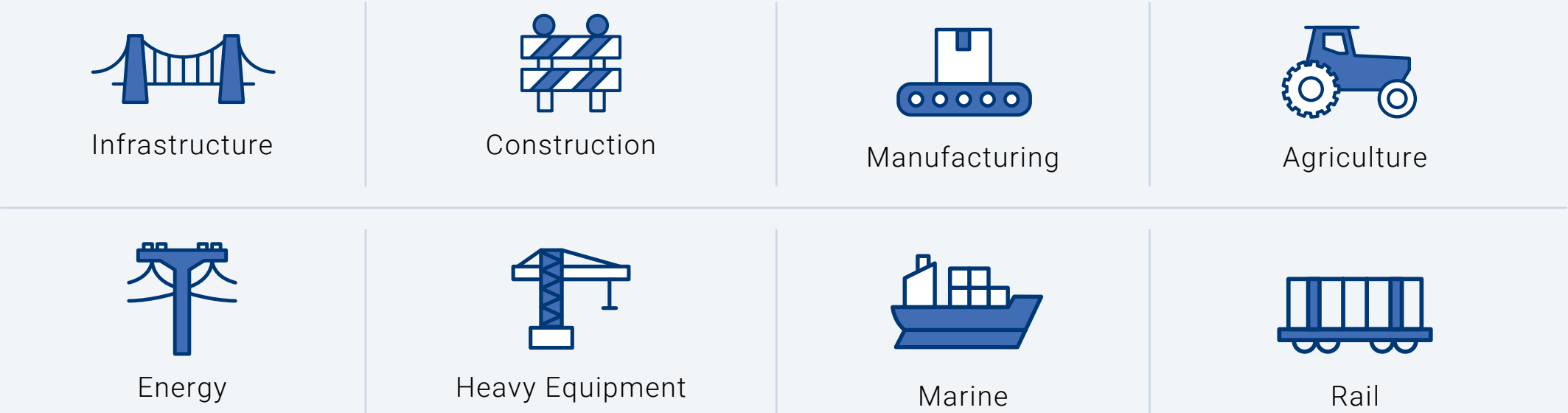
CMC (Commercial Metals Company) was founded in 1915 as a recycling business and has grown into a global leader in sustainable solutions for early-stage construction. Headquartered in Irving, Texas, CMC is a publicly traded company (NYSE: CMC) and employs over 13,000 people in 209 facilities across the United States (U.S.), the United Kingdom (UK), the European Union (EU) and Asia. The success of our business is built on our guiding principles of placing the customer at the core of all we do, staying committed to our employees, giving back to our communities and creating value for our investors, all while continuing our commitment to sustainability.



What We Do

CMC’s steel products and construction solutions are essential in the building of critical infrastructure and can be found everywhere, from the places we live and work, to the roads we travel and the infrastructure that powers our homes and businesses. Our business model is inherently sustainable. Each year, we gather, sort, upgrade and transform over 16 billion pounds of scrap metal into high-quality steel products at facilities that produce some of the greenest steel in the world. Our geogrid products provide valuable sustainability benefits including reduced materials and transportation requirements and longer asset life, helping our customers meet their sustainability targets.

MARKETS WE SERVE




2025 TOTAL RECYCLED METAL (MT)

7,260,038

2025 TOTAL RAW STEEL PRODUCTION (MT)

5,108,803

Our Products

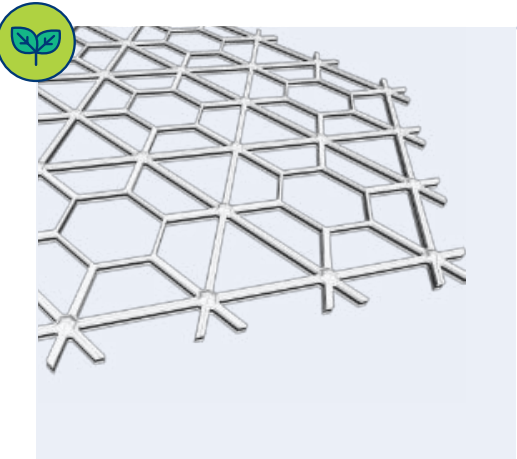
 CMC has obtained an Environmental Product Declaration (EPD) for this product, and information is available in [Chapter 4](#) of the report.



ANCHORING SYSTEMS

The success of any construction project begins with a secure foundation such as CMC’s top-quality anchoring system. Our anchor bolt cages, anchor bolts and other anchoring products have delivered proven reliability in projects around the world.

[LEARN MORE](#)



GEOGRID

Geogrids are a category of geosynthetic material primarily manufactured from polypropylene or high-density polyethylene materials that can be used to provide superior solutions for ground reinforcement, stabilization and filtration when compared to traditional methods.

[LEARN MORE](#)



BRIDGE SYSTEMS

In the U.S., CMC is the authorized provider of InQuik® Bridges, an innovative bridge solution that is pre-engineered and installs in less than a week.

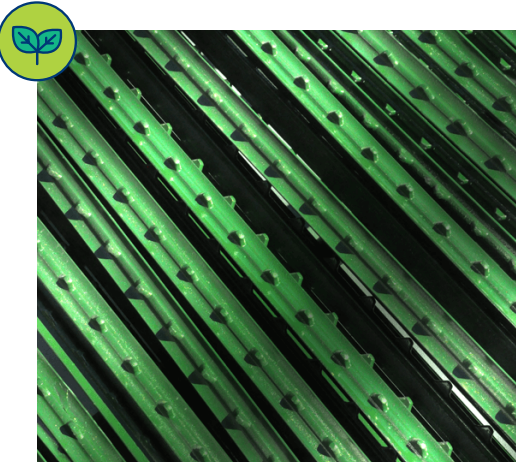
[LEARN MORE](#)



GEOPIER

Geopier®, a division of CMC, is a design-build geotechnical engineering team that specializes in ground improvement and can provide a superior solution when compared to traditional methods like stone columns, deep foundations and other rigid inclusions.

[LEARN MORE](#)



FENCE POST

Our T-posts are easy to install and made in America from high-strength, hot-rolled steel. They have a three-stud anchor plate and an eco-friendly, low volatile organic compound water-based finish that is oven-cured.

[LEARN MORE](#)




HEAT-TREATED STEEL

These products provide the strength, toughness and protection required for demanding applications in transportation, energy, military equipment, mining, construction markets and others.

[LEARN MORE](#)

Our Products

 CMC has obtained an Environmental Product Declaration (EPD) for this product, and information is available in [Chapter 4](#) of the report.



MERCHANT BAR

Merchant bar comes in a variety of shapes and grades and has applications in conveyor belt systems, ship and barge manufacturing, building joists, metal racks, metal buildings, trailers and more.

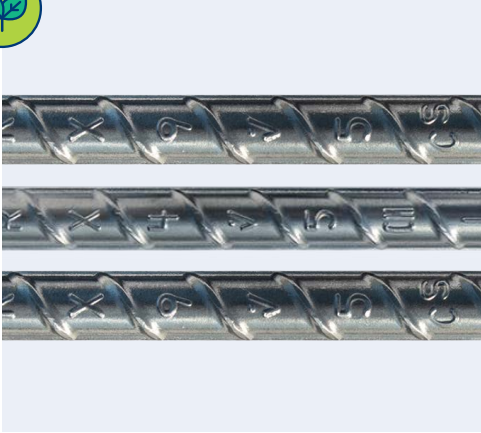
[LEARN MORE](#)



REBAR

Rebar is used to reinforce concrete foundations, roads, bridges and buildings. CMC Steel offers straight rebar in sizes from #3 (10mm diameter) through #24 (76mm diameter) and spooled rebar from #3 through #6.

[LEARN MORE](#)



PERFORMANCE REINFORCING STEEL

These high-performance reinforcing bars—including ChromX®, GalvaBar® and CryoSteel®—are designed to perform well in extreme conditions like highly corrosive and ultra-cold environments.

[LEARN MORE](#)



WIRE ROD

Wire rod is a hot-rolled round produced in coil form that is typically drawn into wire for use in a wide variety of construction and industrial applications.

[LEARN MORE](#)

CMC's Products in Action

CMC partners with its customers on a wide range of construction projects that support our modern world including infrastructure, commercial and residential construction, transportation, manufacturing, energy and agriculture. Our products are essential to tackling the most significant challenges facing society, including the buildout of artificial intelligence (AI) infrastructure, developing renewable energy and enhancing resiliency in the face of extreme weather.

1 REBAR FABRICATION

CMC is the nation's leading concrete reinforcing steel fabricator. Our fabricated rebar supports anything built using concrete, including DOT projects, parking garages, residential and commercial construction and more.

3 CONSTRUCTION SERVICES

We provide industry-leading technical support, services and more than 10,000 products for any concrete construction project, along with any equipment or machinery needed in support of a concrete construction project or jobsite.

5 POST TENSION CABLE

Our cable business delivers high-quality, engineered post-tension cable as a concrete reinforcement solution, along with barrier cable, scanning and coring, concrete restoration and engineering services.

7 MERCHANT BAR

In addition to many Original Equipment Manufacturer (OEM) markets, CMC's merchant bar quality products also go into a number of applications in building construction, including angles, channels and flats for use in ceiling joists, racking and other support structures.

2 GROUND STABILIZATION

Our Tensar® geogrid ground improvement solutions provide cost-effective alternative products and services to ensure ground stability and support for construction sites, railways, roads, building foundations and more.

4 FOUNDATION IMPROVEMENT SOLUTIONS

Geopier's rammed aggregate pier solutions provide a cost-effective alternative for deep foundations.

6 CORROSION REINFORCEMENT

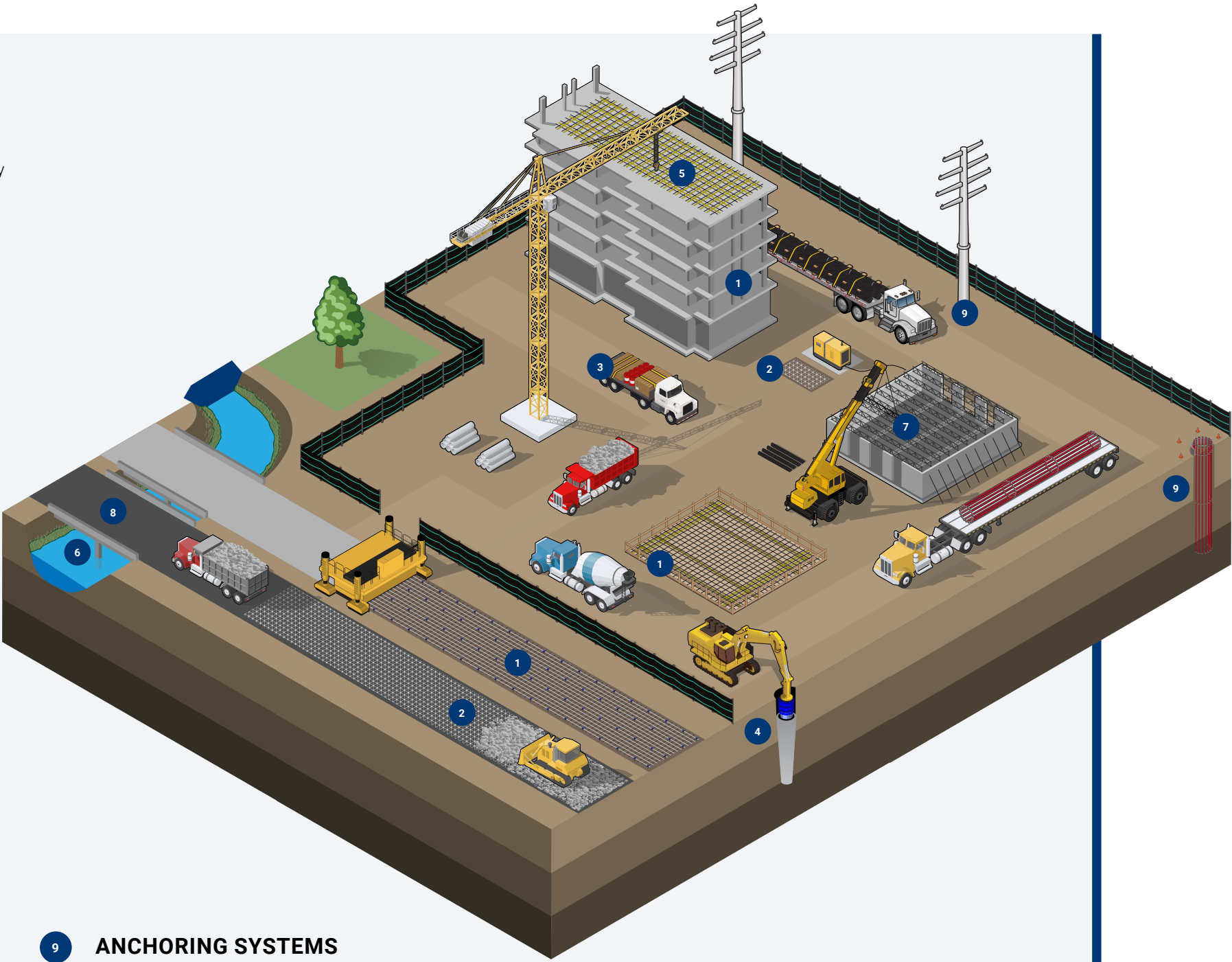
We offer a range of solutions for corrosion resistant concrete reinforcement, including epoxy-coated rebar, GalvaBar and ChromX, depending on the project specifications and service life requirements.

8 BRIDGE SYSTEMS

We are the authorized provider of InQuik Bridges in the U.S., offering innovative, pre-engineered and pre-fabricated modular bridge solutions. Our easy-to-install bridge systems can be installed in less than a week, saving time and money.

9 ANCHORING SYSTEMS

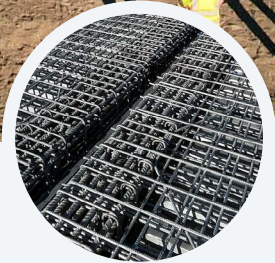
CMC's Anchoring Systems produce anchor bolts, cages, fasteners and related products for use in energy transmission and distribution, wind turbine installations, DOT projects and more.



Customer Success Stories

REBAR

CMC was selected in 2024 to supply approximately 8,000 tons of rebar for the construction of a mixed-use development in the Knox Street neighborhood of Dallas, Texas. The development is expected to be completed in 2026 and will have one million square feet of residential, office, retail and restaurant space, including The Knox Hotel and Residences with 140 hotel rooms and 48 luxury condominiums. CMC was chosen to supply rebar after multiple rounds of bidding due to our team’s knowledge of the project and proximity to the region.



BRIDGE SYSTEMS

A devastating flood in June 2023 destroyed a crucial bridge in Adams County, Colorado, disrupting the daily commute of nearly 1,000 drivers. The county requested proposals from bridge construction contractors with initial estimates coming in at \$5 million for a two-year project involving a temporary structure followed by a permanent solution. Adams County ultimately chose an InQuik Bridge solution that was pre-engineered and prefabricated, ensuring efficient and easy installation of a permanent bridge resilient enough to withstand future flooding. The project was delivered in less than six months and was completed in September 2024 for \$2 million, saving the county \$3 million and shortening the project by a year.

Customer Success Stories (continued)

GEOGRID

The city of Alameda, California needed to construct temporary buildings to house students during improvements to Wood Middle School, but the planned site had soft, sandy soil that could not support the structures. To address this problem, the project engineer designed a geogrid stabilized raft using onsite soils stabilized with three layers of Tensar’s InterAx® NX650 geogrid to enhance bearing capacity. The stabilized rafts, which supported six classroom structures and a playground area, were installed in April 2024 and provided a cost-effective alternative to piers and other foundation improvement methods.



GEOPIER

The 573-unit Resia Ten Oaks residential development in Houston, Texas, was the largest apartment complex completed in the Houston area in 2024. The project required an economical foundation solution to support three 12-story buildings, a six-level parking garage and a high-volume stormwater network. The project team also needed a solution to support the construction tower crane in the limited space between the structures. Geopier developed an engineered solution that addressed all these challenges, installing over 1,700 Geopier X1® piers to allow for smaller footings, which saved on project cost and allowed the stormwater network to be installed between the buildings. The solution also allowed the tower crane to be supported on a smaller mat that fit between the buildings and the stormwater network.

02

Sustainability Strategy

Sustainability has been at the heart of CMC since our founding 110 years ago and today we continue to focus on operating sustainably throughout our global business and value chain. We recognize that CMC's long-term success depends on embedding sustainability in our business strategy to meet and exceed the needs of our employees, customers, suppliers, communities and investors.

Our sustainability strategy focuses on three major areas of impact which address a wide range of issues stretching beyond environmental protection to include key social and governance issues. This strategy reflects CMC's broader focus on people, excellence and growth, and the key opportunities we see for long-term growth addressing global challenges such as the clean energy revolution and development of AI.

The Sphere
Las Vegas, Nevada

Areas of Impact



CARING FOR OUR PEOPLE

Our people are our most important resource, and we make the safety and wellbeing of our employees one of our most important values. CMC strives to foster an inclusive work environment that provides opportunities for employees to develop and achieve their goals. We also support organizations that have a positive impact on our communities and encourage our people to support causes they believe in.



RESPECT FOR OUR ENVIRONMENT

We recognize the importance of protecting the environment in the communities where we live and work and we understand the broader challenges we all face from climate change. CMC incorporates sustainability into all aspects of our operations, including promoting recycling, energy efficiency and the use of sustainable resources, and sets goals to reduce our environmental impact.



ACCOUNTABILITY FOR OUR ACTIONS

CMC is committed to achieving the highest standards of ethics and integrity in our business. Our corporate governance and compliance structures are designed to ensure accountability and transparency to our stakeholders.



“At CMC, sustainability isn’t a separate initiative, it’s embedded in how we create value. By integrating sustainability into the way we innovate, operate and serve our customers, we strengthen our competitive advantage and create enduring value for our stakeholders and for the communities we call home.”

Chris Westrick
Vice President, Strategy, Government Affairs & Sustainability



Stakeholder Engagement

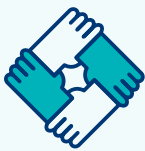
CMC actively engages with our stakeholders through regular outreach activities such as engagement surveys with employees, customers and suppliers. We encourage our employees to be active in our communities by volunteering with non-profit organizations and other groups. CMC is a member of over 50 trade associations and industry groups, including the Steel Manufacturers Association and the Association for Iron & Steel Technology, and supports programs that promote sustainable practices in our industry. We have an active investor engagement program in which management meets with stockholders to discuss a wide range of topics.

These engagement activities enable us to share our sustainability strategy and initiatives while gathering feedback to better understand important sustainability issues impacting our company and the industry. This input helps inform CMC’s sustainability strategy to ensure alignment with the expectations of our stakeholders, industry best practices and identified risks.

CMC’S MOST IMPORTANT STAKEHOLDERS INCLUDE:



Employees



Local Communities



Customers



Suppliers



Investors



Industry Peers and Trade Associations



Regulators and Government Officials



Material Issues

CMC’s most recent formal materiality assessment was conducted in 2023. We continue to review material issues annually by engaging with leadership across our businesses and incorporating feedback from our stakeholder engagement activities. CMC’s Executive Leadership Team and Sustainability Leadership Council have validated the nine material issues featured in this report as strategically significant to our sustainability agenda. We also review other issues we have identified as important to our company and industry including: inclusion and employee belonging, human rights, supply chain sustainability and resilience, innovation, community engagement, customer satisfaction, corporate governance and ethics.

NINE KEY MATERIAL ISSUES

SOCIAL



Health and Safety – Providing safe working conditions through the implementation of a robust occupational health and safety management system, including processes for hazard identification and incident investigation, provision of safety training, needed personal protective equipment (PPE) and no touch campaigns aimed at preventing hand and other injuries. We also recognize the importance of mental health and provide employees and leadership with mental health training programs and support services such as our Employee Assistance Program.



Talent Management – Cultivating a strong workforce and talent pipeline through robust employee recruitment and engagement practices, reinforcing our core values of dignity and respect through ongoing training and support, providing competitive benefits and supporting employees with opportunities to develop and grow their careers.

GOVERNANCE



Sustainability Oversight – Ensuring that sustainability matters are effectively managed within CMC’s overall structure and governance.



Responsible Advocacy – Engaging with governments and organizations to promote informed public policy, ensuring memberships in industry and trade associations align with CMC’s public commitments, and transparently disclosing CMC’s contributions to political campaigns, organizations and/or parties.

ENVIRONMENTAL



Environmental Compliance – Ensuring compliance with environmental laws and regulations across the jurisdictions within which we operate. This includes matters relating to air quality, waste management and water protection, as well as responding to clean-up and remedial action requirements under applicable laws.



Climate Change – Identifying and managing CMC’s risks related to climate change as they relate to current and future operations, including asset planning, capital allocation and development, mitigating CMC’s exposure to potential costs linked to carbon pricing and regulatory caps.



Greenhouse Gas (GHG) Emissions – Tracking carbon dioxide (CO2) and other GHG emissions from CMC’s operations, setting company-wide GHG reduction targets and monitoring our progress against the targets.



Energy – Reducing energy consumption through management and efficiency initiatives, including both process improvements and capital investments, and adopting and investing in renewable energy sources, such as solar and wind.



Product Stewardship – Assessing and improving the sustainability of our products throughout their lifecycles in support of a circular economy by increasing the use of recycled content and sustainable materials, reducing input consumption, sourcing raw materials sustainably and decreasing the use of hazardous chemicals.

Management of Sustainability

Accountability for our sustainability strategy and programs starts at the top with our Board of Directors (Board), which is responsible for oversight of management’s assessment of sustainability risks. The Board also oversees management’s development of our sustainability strategy. CMC has developed a sustainability management structure to provide oversight of programs at various levels and to monitor our performance, with ongoing reporting to the Executive Leadership Team and the Board.

CMC BOARD OF DIRECTORS		<ul style="list-style-type: none">• Holds ultimate responsibility for identifying and proactively addressing ESG risks and opportunities• Provides oversight for the company’s sustainability strategy
EXECUTIVE LEADERSHIP TEAM	RISK COMMITTEE	<ul style="list-style-type: none">• Develops sustainability strategy• ESG issues are regularly discussed during scheduled meetings• The risk committee reviews and addresses material issues, including those affecting our ESG performance
VICE PRESIDENT, STRATEGY, GOVERNMENT AFFAIRS AND SUSTAINABILITY		<ul style="list-style-type: none">• Directs sustainability strategy• Leads sustainability reporting• Oversees government relations and trade work
SUSTAINABILITY MANAGER		<ul style="list-style-type: none">• Reports to VP of strategy, government affairs and sustainability• Supports and manages development and achievement of our ESG goals and key performance indicators• Collaborates with department heads and business units to implement enterprise sustainability program• Oversees sustainability data collection and analysis, and internal and external disclosures• Directs the Sustainability Leadership Council
SUSTAINABILITY LEADERSHIP COUNCIL		<ul style="list-style-type: none">• Formed in 2020, monitors risks and opportunities related to climate change and other ESG issues• Provides enterprise-wide updates on sustainability initiatives and best practices• Investigates new ESG opportunities and technologies with the potential to improve our performance• Meets quarterly to review key performance indicators and analyze ESG performance

03

Caring for Our People

CMC's guiding principles since our founding include investing in our people and the communities where we live and work. We are committed to ensuring the safety and wellbeing of every employee, fostering an inclusive culture and providing training and development programs to help employees achieve their career goals. CMC supports its communities and strives to give back and be a good corporate citizen.

The Grand
Los Angeles, California

Why it Matters



CMC's ongoing success in creating long-term value for all our stakeholders depends on our people. We recognize the challenges of recruiting, training and retaining skilled employees in our industry and invest in programs to identify talented people and develop future leaders. Our workplace environment is dedicated to ensuring employee safety and overall health, including mental health. CMC has a longstanding presence in many of its communities and we support organizations dedicated to making a positive impact on those local communities.

Occupational Health and Safety

Safety is CMC’s most important value and ensuring our employees are working safely is our top priority. We are focused on achieving our goal of having zero work-related illnesses and injuries. Our safety culture is fully integrated into our business and our **Occupational Health and Safety (OH&S) Policy** states that all employees, on-site contractors and visitors at all CMC facilities globally are accountable for upholding our policies and implementing our OH&S procedures. We expect all suppliers operating on site to comply with the safety standards outlined in our **Supplier Code of Conduct** and our specific OH&S requirements.

OH&S Management

Employee safety at CMC is managed through our Safety Management System (SMS), which contains our policies, safety action plans, global incident management system and data dashboards. Our comprehensive SMS includes standard operating procedures for every operational role at CMC and was developed with direct input from employees and stakeholders. The SMS covers 100% of CMC employees.

We hold mandatory monthly safety inspections at every facility and monthly safety meetings are held to review incident reports and to conduct regular health and safety drills.

OH&S POLICY COMMITMENTS

- Comply with all applicable legal and regulatory requirements in the countries we operate in, including U.S. Occupational Health and Safety Administration (OSHA) regulations, with the goal of exceeding standards.
- Implement OH&S procedures including job-specific training, Safety Perception Surveys, the Proactive Safety Program and our global incident management system.
- Reduce and eliminate risks through regular testing of OH&S procedures and emergency preparedness programs.
- Encourage active employee participation including protection of stop-work authority rights.
- Leverage data analytics to monitor OH&S performance and benchmark our results.
- Investigate all incidents and concerns to achieve continuous improvement in our OH&S programs.



Safety Training and Awareness

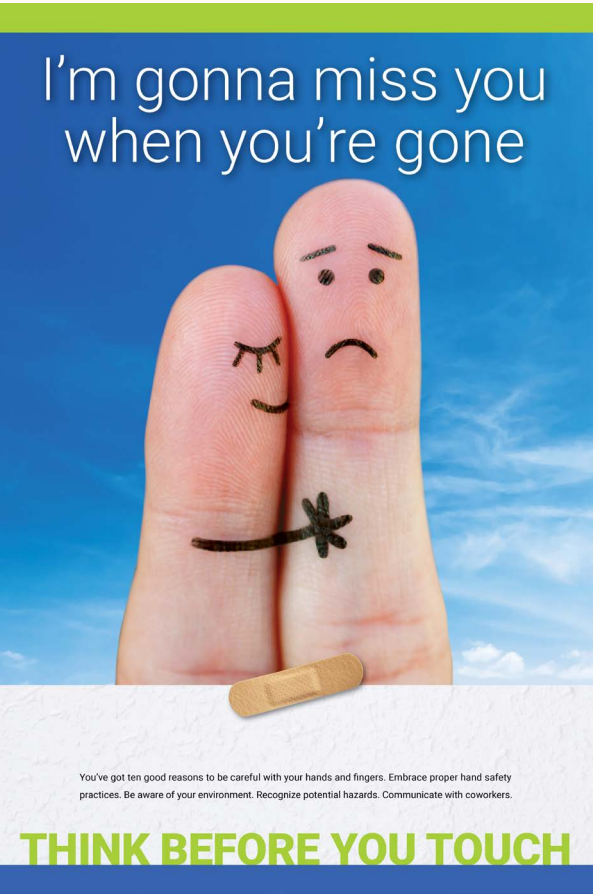
CMC provides mandatory safety training to all employees based on their specific role and we periodically conduct safety perception surveys to identify any discrepancies between employee and manager perspectives. We assign mentors to new employees, who also wear reflective stickers on their hard hats so coworkers can provide them with additional safety guidance. All employees, regardless of their roles or seniority, are expected to participate in at least one safety activity or training per month.

We refresh and update our safety trainings as needed to ensure they are up-to-date. We incorporate new methods and technologies to enhance our safety training programs, including the use of artificial intelligence (AI) and virtual reality headsets. In 2025, we enhanced the following training programs:

- In the U.S., our overhead crane training program was updated to include virtual reality elements and help create learning paths for overhead crane operators.
- CMC Poland launched new rescue team training to educate and train employees assigned to rescue teams at our facilities, including training from paramedics and firefighters on the use of first aid equipment and rules for extinguishing fires. CMC Poland also implemented additional safety training for all production employees after their three-month trial periods, as well as a new safety training for new supervisors.

CMC’S NO TOUCH CAMPAIGN

Hand and finger injuries account for about a third of CMC’s recordable injuries. In 2025, we launched the No Touch campaign to raise awareness of these risks and highlight safety practices aimed at eliminating hand-related tasks and creating distance from hand hazards through the use of no touch tools. The campaign involved hosting workshops with employees to conduct an inventory of tools, followed by creating companywide standards for procedures and protocols. Posters and table tents with hand safety messages have been displayed at all facilities and new training modules for use of no touch tools are being developed for rollout in 2026.



Safety Strategy and Performance

CMC uses a data driven approach to drive continuous improvement in our safety performance, in the same way we drive continuous improvement in our manufacturing processes. Our safety program focuses on a number of strategic pillars:



Eliminating serious injuries and fatalities (SIF) events – We focus on areas that are high-risk for SIF events, such as overhead cranes, arc flashes and persons on the floor in melt shops and rolling mills and areas with lock out/tag out procedures. We also incorporate automation and robotics in our manufacturing processes where possible for physically-demanding and higher-risk operations.



Achieving 10% annual reductions in recordable safety incidents – We concentrate on higher-risk areas such as hand and finger injuries and new employee safety. Our SMS captures data on safety incidents, including near miss reporting, and shares information throughout the organization to take preventative actions as needed. All employees across locations have avenues for reporting observed hazards and we use OSHA’s hierarchy of controls approach to workplace safety.



Coordinating global safety programs – We strive for consistency in our safety programs across all locations in the U.S., the EU, the UK and Asia by improving communication and sharing best practices. In 2025, we improved our companywide communication around safety incidents and hazards. When an incident occurs or a hazard is observed at any given site, all other facilities are informed via a shared digital bulletin.



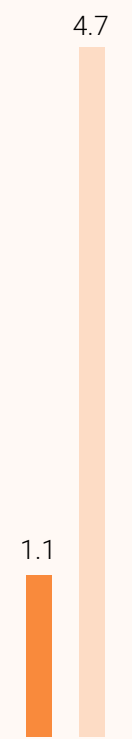
Celebrating success in safety performance – We implement companywide programs that recognize facilities with excellent safety performance and individuals who have contributed to that success.



Leading Safety Performance in the Industry

Total Recordable Incident Rate (TRIR)

RECYCLING

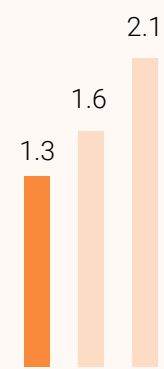


CMC BLS*

77%

less than the industry average

MILLS



CMC SMA** BLS*

38%

less than the industry average

FABRICATION



CMC BLS*

66%

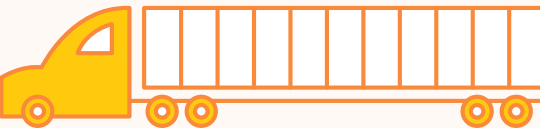
less than the industry average

0.98

CMC set a new record in 2025 for our lowest recordable injury rate

We achieved our goal of 10% annual reduction in recordable safety incidents with a decrease of

10.9%



CMC prioritizes driver safety – for example, several CMC drivers have driven more than one million miles without an accident

11



sites have not had a recordable injury in more than 10 years

133



CMC facilities had no recordable injuries for the year, with many facilities achieving multiple years with no recordable injuries

* Bureau of Labor Statistics data as of 2023, the most recent available

** Steel Manufacturers Association

Employee Wellbeing and People Management

CMC is committed to recruiting talented employees and training and developing future leaders to power our long-term growth and success. Our Human Capital Management (HCM) programs are designed to build an inclusive culture where engaged leaders and employees work together as a team.

Human Capital Management

Our HCM initiatives—including recruiting, training and development, and employee engagement—are led by CMC’s chief human resources and communications officer, alongside other business leaders. Our Board and executive leadership team are responsible for overseeing HCM programs and our investments in systems and technology platforms that improve the efficiency of our HCM activities. Platforms include our applicant tracking system, which maintains applicant records and tracks recruiting and retention metrics, and our learning management system (LMS) for employee training and development.



“Investing in our employees is investing in our future. When we provide the tools, resources and opportunities for growth, we create an environment where our employees can thrive. By empowering our employees to grow, we strengthen the entire organization.”

Becca Raines
Director, Talent Management



Filling the Talent Pipeline

CMC's recruitment programs are designed to build a talent pipeline by positioning our company as an industry employer of choice. We provide industry-leading compensation and benefits and offer a workplace where talent is engaged, feels fulfilled and sees a bright future ahead.

Recruitment efforts in the manufacturing and steel sectors are challenged by a relatively smaller pool of skilled talent. CMC is meeting this challenge by offering scholarships, internships and apprenticeships to attract and support emerging talent. Our internship programs place summer interns across all our businesses, with a total of 65 interns in the U.S. participating during 2025 in the various programs offered across the company, plus 11 students in Poland and two in the UK.

We maximize our pool of potential talent in the U.S. by participating in career fairs and recruiting events across the country, with our recruiting teams participating in 56 events at colleges and universities during 2025. CMC Poland participates in local career fairs organized by the city of Zawiercie and universities, such as the Silesian University of Technology and the Częstochowa University of Technology.

CMC offers one-, two- and four-year apprenticeships in the U.S. through academic partnerships with local colleges and technical schools. In these programs, students divide their time between classroom learning and on-the-job training in areas such as mechanical and electrical engineering.

In the U.S., our apprenticeship programs include the Modern Steelmaker Program, which was launched in 2021 at our facility in Mesa, Arizona, in partnership with Mesa Community College. The program provides students with paid opportunities to learn about the steelmaking process in a one-year apprenticeship that combines four months of classroom instruction with an eight-month rotational session at the mill where they apply skills learned in the classroom. The program has expanded to additional facilities, including CMC Steel Tennessee in partnership with Tennessee College of Applied Technology; CMC Steel Oklahoma partnering with Kiamichi Tech-Durant; CMC Steel New Jersey partnering with Morris College; and CMC Steel West Virginia in partnership with Blue Ridge Community and Technical College.

Additionally, CMC partners with Texas State Technical College (TSTC) on the Federation for Advanced Manufacturing Education (FAME) Advanced Manufacturing Technician (AMT) Program. This year, CMC Steel Texas had eight participants involved.

"CMC and the TX FAME program are providing me with everything that I need to be a skilled maintenance technician. The apprenticeship model allows me the opportunity to learn new skills in the classroom and directly apply them in the plant. I am confident that this program will establish the foundation needed to build a successful and rewarding career."

Tristen Mikesh
FAME Program Participant



Modern Steelmakers



“The Modern Steelmaker program offered me a great opportunity to learn new skills and to expand my knowledge of the steelmaking process. The program is a great way to set future steelmakers up for success.”

Chyann Wilson
CMC Steel Tennessee



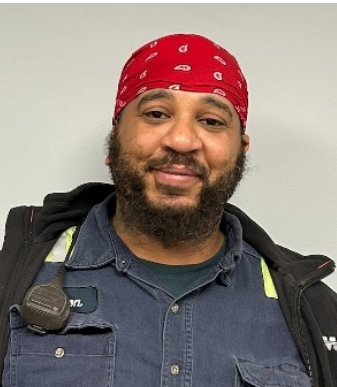
“The Modern Steelmaker program provided me the opportunity to go back to school and armed me with the knowledge to make me a better steelmaker in the future.”

Tyler Griewahn
CMC Steel Tennessee



“The program broadened my understanding of the steelmaking process. Working with production and maintenance teams has been a great experience.”

Ryan Rauhuff
CMC Steel Tennessee



“This program is life-changing. It helped me realize I can achieve my dreams. I’ve learned so much during my time here, and the hands-on training is worth it. The more knowledge I gain, the safer and better I perform at work.”

Kason Miles
CMC Steel New Jersey



“This is an outstanding program. It offers interactive learning and guidance from a great instructor. It has strengthened my skills and passion for the trade, helping me move closer to my goals.”

Shadeek Washington
CMC Steel New Jersey

Academic Partnerships

Australia

University of Newcastle

Canada

University of Saskatchewan

China

Chongqing University

Zhejiang University

Croatia

University of Osijek

Czechia

Czech Technical University in Prague

Estonia

Tallinn University

Germany

TU Bergakademie Freiberg

University of Stuttgart

Netherlands

TU Delft

Portugal

Universidade de Aveiro

University of Beira Interior

Türkiye

Isparta University of Applied Sciences

UAE

University of Sharjah

UK

University of Edinburgh

University of Southampton

U.S.

Blue Ridge Community and
Technical College

Florida State College at Jacksonville

Georgia Tech

Jefferson State Community College

Kennesaw State University

Kiamichi Tech – Durant

Lawson State Community College

Mesa Community College

Midlands Technical College

Morris College

Oklahoma State University

Pennsylvania State University

Tennessee College of
Applied Technology

Texas State University

University of Georgia

University of Illinois

University of Kansas

University of Michigan

University of Tennessee

University of Texas

Poland

Zespół Szkół im. Józefa Bema

Zespół Szkół im. Stanisława Staszica

Zespół Szkół im. Prof. Romana
Gostkowskiego

Silesian University of Technology

Częstochowa University of Technology

AGH University of Krakow

CMC Poland offers a dual educational program in partnership with three local technical high schools. The program was launched in 2016 and offers supervised learning experiences on the fundamentals of steel production. Students also receive other technical education as well as practical education for various technician roles at our facilities. Students at the technical high schools are eligible for scholarships sponsored by CMC based on achieving defined criteria. In 2025, over 350 students were enrolled in the five-year program. Since 2019, 106 graduates, representing about 50% of all graduates from the program, have started working at CMC immediately after graduating. With a new concentration being added in 2025, students can now choose from six different professions to focus on during their time in the program.

In addition to the program at technical high schools, CMC Poland partners with Silesian University of Technology in Gliwice on a dual educational study program for engineers, which combines academic studies with practical classes at our facilities. University students in the program are eligible for scholarships based on certain criteria. Since launching the program in 2017, CMC Poland has hired seven graduates as engineers. In 2025, six students were enrolled in this dual education program. CMC Poland also partners with Czestochowa University of Technology and AGH University of Science & Technology in Krakow on engineering study programs and internship programs.

Training and Leadership Development

CMC’s training and development programs are designed to help our employees advance and achieve their career goals. Our LMS tracks employee training hours and offers capabilities to provide internal training and renew professional certifications to meet legal requirements.

We provide online and in-person training options to our employees as well as tuition assistance programs to support employees who choose to further their education. The courses offered in online training include subjects such as team building, leadership and job-specific safety. In-person courses include Core, our rotational training program for new entry-level hires in corporate, logistics, commercial or operational positions, which had over 30 participants in 2025.

We also offer Essentials of Selling for new salespeople and the Essentials of Management (EOM) program for new people managers. As part of the EOM program,

participants engage in highly interactive workshops with their peers. In 2025, we rolled out Essentials of Management 201, a training course that builds upon the 101 and 102 course content to cover topics like trust, inclusion and change management. In 2025, CMC Poland launched a training program for new managers, with over 250 people participating in the year-long training.

CMC’s leadership development programs focus on training future leaders to power our future growth. We continue to partner with LinkedIn Learning to provide online resources to support professional development for director and vice president level leaders. High-potential candidates participate in our Management Development Program (MDP), which focuses on expanding participants’ skills, providing experience in different lines of business and learning from senior leadership. MDP participants receive 360-degree feedback, individual coaching and additional training. In 2025, we expanded the program to

include employees outside the U.S. through our Management Development Program International (MDPI), with 13 employees participating.

We provide performance reviews to 100% of eligible team members to help employees establish and meet goals for career advancement. We have a formal succession planning process with a goal of promoting leaders from within the company. In the U.S., managers assess their individual team members’ potential and performance. Teams hold calibration sessions to help identify candidates for advancement and leaders develop succession plan strategies with an emphasis on developing talent internally for long-term success. CMC Poland has a succession program for approximately 50 managerial positions where we identify successors for these positions and implement individual progression programs with tailored skills and leadership training for each position.

2025 PROGRAM PARTICIPATION

30

Core program participants

632

EOM program participants

22

MDP participants

13

MDPI participants

Employee Engagement and Recognition

We recognize the importance of having engaged employees and strive to increase engagement by regularly seeking feedback and celebrating the achievements of dedicated employees. In 2025, we completed our second Employee Engagement Survey, which is conducted every two years, to get feedback on a wide range of issues and measure the progress of our HCM initiatives. Survey topics include training and career development, compensation and benefits, culture and inclusion, and communication. We use insights from the survey to create action plans for improvement.

CMC regularly holds events and celebrations to recognize the achievements and hard work of our dedicated people. Among these events are family days, banquets and celebrations of service anniversaries and excellent performance.



40-Years of Service

CMC Recycling South Austin



3-Years No Recordables

Geopier Davidson



1 Million Safe Miles

CMC Steel Alabama



2025 Family Day

CMC Dallas Rebar Fabrication



10-Years No Recordables

CMC Construction Services Houston NW



50 Year Anniversary

CMC Poland Zawiercie

WILDFLOWER PLANTING

This year CMC employees planted native wildflowers in a garden at our Lawrenceville facility, reflecting our commitment to sustainability through eco-friendly solutions. More than 100 native wildflowers and grasses were planted in this 2,000 square foot garden.

100+

native wildflowers and grasses planted

2,000

square foot garden



Compensation and Benefits

CMC offers competitive compensation and comprehensive benefits for employees and their families designed to attract and retain talented employees and leaders. In most countries where we operate, benefits are provided in line with local legislation. In the U.S., 100% of full-time non-union employees are eligible for core benefits, including affordable health insurance, a lifestyle benefit, family and medical leave, paid parental leave and tuition benefits. Eligible dependents for our benefits include domestic partners and common-law spouses in all U.S. states. CMC offers flexible hybrid work schedules for certain team members to support preferences and wellbeing.

We continually review data and benchmarks to ensure our benefit programs meet the needs of our employees. In 2025, health benefits were enhanced with expanded access to certain cancer screenings based on reductions in the covered age, no-cost coverage for many non-elective surgeries and Medicare Concierge service.

We help employees plan for their financial future by providing a 401(k) plan with company match and an Employee Stock Purchase Program. In 2025, we increased our 401(k) deferral from 50% to 75%. CMC also has a nonprofit employee relief foundation that provides financial aid to employees affected by natural disasters and other emergency events. Funds from the foundation, backed by donations from employees, are distributed by the selection committee based on need and applications.

CMC’s benefits programs are tailored to the needs of our local communities. In Poland, we offer private medical care plans for employees and their families and contribute to social security, retirement savings and life insurance plans. CMC Poland also maintains a social benefit fund which enables employees to co-finance vacations for families, summer camps for children, Christmas gifts and more.

More information on CMC’s core benefits and health and wellness programs is available on our [website](#).

ENHANCED MENTAL HEALTH AND WELLBEING TRAINING

As part of our commitment to people, excellence and growth, we recognize the importance of mental health and the wellbeing of our employees. We provide telehealth options, including access to therapists, and a Lifestyle Benefit which provides up to \$500 in reimbursement for over 300+ eligible expenses relating to health, finance or wellbeing. In 2025, we enhanced our training and education programs for mental health to offer virtual and onsite training for all employees and leaders. The programs include a new on-demand training option for people leaders and mental health and wellbeing modules in our EOM training program.

In addition to training programs, CMC provides leaders in the company with a Wellbeing Guide to help them in supporting employees struggling with their mental or emotional health. Our Tensar division offers mental health first aid training and certification to employees in the UK and EU, including an annual refresher course.

CMC BENEFITS

 401(k) & Company Matching	 Health & Wellness Benefits	 Life & Disability Insurance
 Tuition Reimbursement	 Wellness Lifestyle Credit	 Employee Stock Purchase Plan

Inclusion and Belonging

CMC recognizes that creating an inclusive culture enables all employees to engage with their colleagues and accomplish common goals. We strive to promote belonging and an inclusive environment in all HCM programs, including recruitment, training and leadership development. Our **Code of Conduct and Business Ethics** and our employee handbook outline our commitment toward equal opportunity in all stages of hiring and employment as well as prohibiting all forms of unlawful discrimination and harassment.

Our talent recruitment efforts target a broad range of candidates by posting local market job ads in multiple languages, actively seeking candidates who are veterans and expanding our career fair participation.

CMC's programs aimed at building an inclusive culture include modules in our training programs on inclusion

topics. Our Core program includes modules on empathy and collaboration in diverse groups and in our EOM program, new people managers learn about understanding and identifying bias, cultivating a culture of belonging, and how inclusion can affect employee engagement and retention.

We are establishing employee resource groups to promote belonging and inclusion through networking, mentoring and sharing best practices. In 2025, our Women's employee resource group debuted its refreshed name, SynERGy, with activities and training programs aimed at driving advancement and recognition for women and allies. SynERGy is open to all employees and events in 2025 included an in-person food drive and gift-wrapping volunteer event as well as virtual workshops on healthy aging, breast cancer awareness and mental health training.



**CMC was recognized on America's
Greatest Workplaces for Women
2025 List by Newsweek**

HELPING VETERANS TRANSITION

After years of military service, many veterans struggle to find work and transition to civilian life. CMC created a veteran hiring tool to help match veteran job seekers with open roles at CMC that meet their qualifications. In addition, CMC partnered with American Corporate Partners, a national nonprofit organization dedicated to helping military veterans and their spouses transition to the private sector through one-on-one mentoring with business leaders. Over 50 of our employees currently serve as volunteer mentors and 85 CMC employees have participated in this program to date, with a waiting list of additional volunteers.



Supporting Our Communities

CMC encourages our employees to get involved in their local communities through volunteering. We also support organizations that are committed to making a positive impact on communities. We provide career opportunities in our communities and work to be recognized as an employer of choice.

Local Community Impact

CMC supports organizations making a positive impact in our local communities through employee volunteerism, giving campaigns and in-kind gifts of steel and other construction products. We encourage all our locations to engage with local charitable organizations aligned with the interests of their team members. These organizations are often focused on causes such as mental health, education, community development and veteran organizations.

Our facilities and combined teams participated in more than 185 local community events in 2025. These events included food drives and food pantry volunteering, community clean up events,

school supply drives, holiday toy drives and many more. CMC Poland supports its local community in the Zawiercie community by sponsoring sports teams and events, donating to local charities including schools and hospitals, and sponsoring Christmas events including an annual Santa Claus event for local children.

CMC Poland sponsors multiple local sport teams, including the hand ball team and the volleyball team, which won a Vice Championship in Poland in 2024 and 2025 and Vice Championship in Europe in 2025. We also sponsor a well-known running competition in Poland, the Poland Business Run, that occurs in September.



CMC Gives Back

In addition to our support of local community organizations, CMC partners with national organizations focused on causes including health care and supporting veterans. All of CMC's giving efforts reached \$1.7 million in 2025. Our activities during the year were as follows:



CMC was a Platinum Sponsor of the American Heart Association's Go Red for Women initiative and is a proud Dallas Live Fierce. Be Relentless. sponsor. As part of that support, CMC is funding a CPR kiosk in the Dallas-Fort Worth Airport for three years to train the community on how to properly administer hands-only CPR in a life-threatening emergency cardiac situation.



In honor of Veterans Day every year, CMC contributed a percentage of our total sales to a veterans organization. In November 2024, this campaign raised \$100,000 which was donated to American Corporate Partners to support their efforts with veterans re-entering the workforce.



We participated in the American Cancer Society's Fit2Be Cancer Free Challenge, with over 968 global employees participating in the three-week walking challenge event.

SCRAP CAN BE BEAUTIFUL

The Scrap Can Be Beautiful contest and exhibit, sponsored by CMC for 47 years, has been held annually in partnership with an arts magnet school in Dallas, Texas. Scrap metal donated by one of our local recycling yards is used by the school’s 3D design and sculpture class students to create art sculptures. Winners of the design competition, which is judged by professional sculpture artists and art professionals, receive monetary prizes by CMC and winning entries are displayed in the corporate lobby of CMC for one year. Students are also given the opportunity to enter their pieces for sale in a virtual silent auction with CMC employees bidding on the artwork.

CMC Poland sponsors an exhibition of student works at the Municipal Centre for Culture in Zawiercie as part of promoting our dual educational program. Works of art are created by the students using the metal and welding techniques they have learned during practical classes at training workshops at CMC Poland’s mill. The art program helps raise awareness in our communities about the value of recycling and career opportunities in steel manufacturing.



Looking Ahead



CMC is dedicated to taking care of our people by keeping our employees safe, recruiting talented employees and helping them advance, developing future leaders and fostering an engaged, inclusive workplace environment. We will continue to invest in our employees to power our future success and support the communities where our people live and work.

04

Reducing Our Environmental Impact

Aligned with our focus on people, excellence and growth, CMC's commitment to environmental stewardship has been a core value of the company since our founding as a recycling business. We maintain industry-leading environmental performance through our sustainability strategy focused on continuously improving our manufacturing processes to use resources more efficiently. CMC is also leading the way to improving sustainability throughout the steel sector and for the customers who use our products.

Seattle Aquarium Ocean Pavilion
Seattle, Washington

Why it Matters



CMC recognizes the risks that climate change poses to our business, our people and our communities. We are committed to reducing our own environmental impact and that of the industries that use our products, as demonstrated by the Environmental Product Declarations (EPDs) that many of our products have obtained. We embed sustainability into our recycling and manufacturing processes by investing in innovative technologies, allowing us to minimize the use of natural resources while maximizing performance. We are a founding member of the Global Steel Climate Council (GSCC), which is focused on reducing the GHG emissions of steel manufacturers by promoting a transparent standard for carbon emissions intensity reporting, enabling customers to make informed purchasing decisions.

ENVIRONMENTAL GOALS

CMC first established environmental goals in 2020, setting improvement targets for 2030 set on a 2019 baseline. We have made substantial progress toward achieving those goals, including reaching 104% of our goal of reducing Scope 1 and 2 GHG emissions by 20%, 98% of our goal of increasing renewable electricity usage by 12 percentage points, and 100% of our goal of reducing energy consumption intensity by 5%.

Given this progress, we have established new, more ambitious environmental goals. These new goals, set on a 2024 baseline, focus on reducing the intensity of our Scope 1, Scope 2, and material Scope 3 steelmaking emissions by a total of 10% by 2034.



CMC PLANS TO REDUCE STEELMAKING EMISSIONS



Environmental Strategy

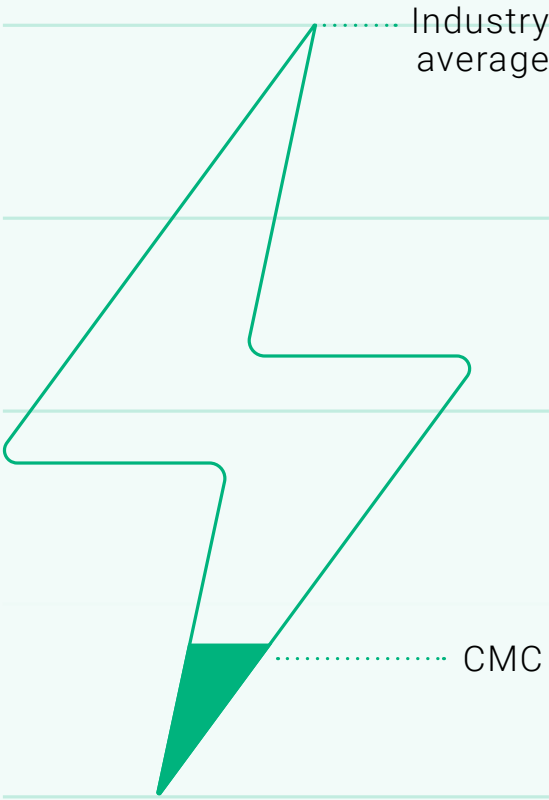
CMC’s environmental strategy is aimed at reducing the energy usage of our mills, which is the main source of our Scope 1 and 2 GHG emissions.



ENERGY INTENSITY LEVEL

80%

less than the industry average



In addition to energy usage, our strategy addresses other environmental issues across our operations, including waste management and water usage at our facilities.

We invest in advanced equipment and innovative technologies to continuously improve the efficiency of our manufacturing processes and other parts of our operations. The electric arc furnace (EAF) technology we utilize at our mini mills and micro mills uses 82% less energy and results in 64% fewer GHG emissions per unit produced compared to the Blast Furnace/Basic Oxygen Furnace (BF/BOF) process used by traditional integrated steel producers. We also strive to reduce GHG emissions by purchasing a greater percentage of renewable electricity and partnering with our utilities to help green their grids.

The goals and initiatives of our environmental strategy are based on the climate-related risks and opportunities identified in a climate risk assessment (CRA) that was completed in 2023. The CRA, led by a third party and aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), assessed both physical and transition risks over short-, medium- and long-term timeframes. As part of the CRA, we also identified stakeholder expectations regarding climate risk disclosure, including evolving sustainability reporting requirements of the state of California and the EU’s Corporate Sustainability Reporting Directive (CSRD).

Environmental Management

CMC’s Environmental Management System (EMS) is used to ensure compliance with applicable environmental laws and regulations in all locations where we operate. The EMS also enables us to closely monitor and continually evaluate our environmental performance. Environmental performance metrics are reported quarterly to the executive leadership team and at least annually to CMC’s Board.

CMC’s Poland and Steel New Jersey operations, as well as Tensar’s geogrid manufacturing operations in the UK and China, hold ISO 14001 certification, which is the most recognized global standard for an effective EMS. In addition, six of CMC’s mills in the U.S. are certified to the ISO 9001 standard for an effective Quality

Management System (QMS), which covers certain environmental conditions, and three mills have a QMS that is modeled after the ISO 9001 standard. A full list of certifications is available on our [website](#).

We formed a manufacturing excellence group in 2024 made up of operations experts from all our manufacturing lines of business to focus on improving efficiency, quality and safety companywide. The group enables collaboration across our business, including the sharing of best practices from CMC’s environmental managers who oversee environmental compliance programs and train employees on key topics and practices.



“At CMC, collaboration across our teams is a key to achieving environmental excellence. By leveraging proven compliance programs, sharing best practices and working together on compliance and continuous improvement initiatives, we build on an already solid foundation and contribute to a more sustainable future.”

Brad Bredesen
Director, Environmental



Energy and Emissions

The energy-efficient EAF technology we use in melting and producing steel enables CMC to produce some of the cleanest steel in the U.S. and in the world. In 2025, CMC’s Scope 1, 2 and 3 emissions were 60% less than the global steel industry average. By using 100% recycled steel as raw material, CMC’s mini mills and micro mills require significantly less energy than the BOF process and fully embrace the concept of a circular economy.

CMC’s micro mills, the first of its kind built in Arizona in 2009, are some of the greenest steel mills in the world and have become the industry standard. We opened a second micro mill in Oklahoma in 2018 and another in Arizona in 2024. Our fourth micro mill is currently under construction in West Virginia, with an expected start-up

date in 2026. Our micro mills are ultra energy-efficient due to their continuous manufacturing process that eliminates the need for burning natural gas in a reheat furnace.

All of CMC’s steel mills, including our seven mini mills, are strategically located close to our customers to minimize shipping distances, helping to reduce transportation fuel usage and resulting GHG emissions. Our Primary-to-Primary initiative uses advanced modeling of market demand and CMC’s steel mill network to pair one customer with one nearby mill to improve customer service and reduce transportation costs and emissions. We are approaching 90% compliance with this initiative.

CMC’S MICRO MILL OPENINGS



CMC’s micro mill in Arizona was the first of its kind in the world and has since become the industry standard

TRANSFORM, ADVANCE AND GROW (TAG) PROGRAM

CMC launched its TAG program in 2024 to focus on driving consistency and best practices across all areas of the business, including productivity and safety. All parts of our operations are focused on identifying and qualifying opportunities to lower costs and increase efficiency, which are also contributing to making CMC a more sustainable company. As part of TAG, we are focused on optimizing logistics, including implementing initiatives to ensure that trucks never travel empty. TAG initiatives focused on reducing energy usage have improved yield in our melt shops and rolling mills, enabling us to produce more products with the same amount of raw materials and energy.



SCOPE 1, 2 AND 3 EMISSIONS

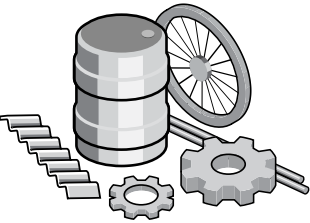
60%
less than the industry average



STEELMAKING PROCESS

1 RECYCLING YARD

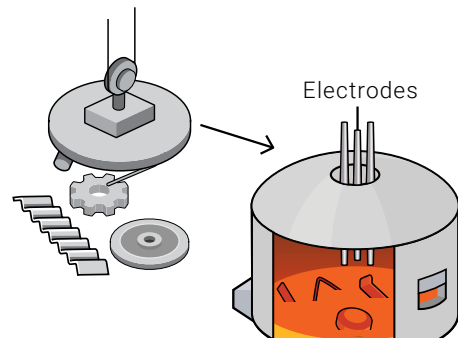
- Provides over 1,200 tons of scrap metal to the melt shop per day
- Handles 400,000 tons per year of incoming scrap from trucks and rail
- Provides support services for outbound products shipped by trucks and rail
- Supports baghouse operations; plant sweeping operations



2 ELECTRIC ARC FURNACE (EAF)

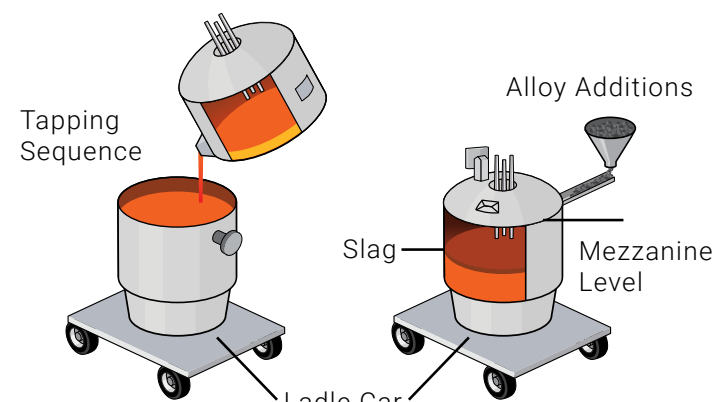
Melting Process
Scrap steel is melted in 5 ways

- "Hot heel" practice
- Electrical energy
- Natural gas energy
- Chemical energy
- Exhaust heat



3 LADLE METALLURGICAL STATION (LMS)

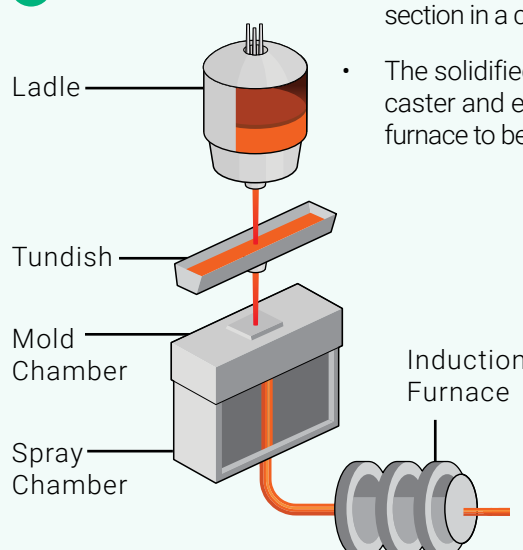
- Adds alloys to refine steel according to chemical specifications
- Establishes consistent temperature and mixture throughout the ladle
- Stages ladles between furnace and caster to aid billet flow



4 CONTINUOUS CASTER

A MICRO MILL

- Forms liquid steel in a solid section in a continuous strand
- The solidified strand exits the caster and enters the induction furnace to be prepared for rolling



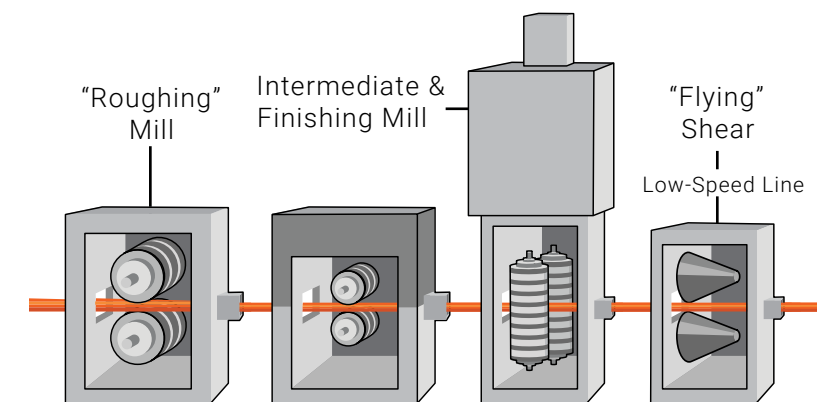
B MINI MILL

- The solidified strand exits the caster and is torch cut to lengths from 30-45 ft
- Billets from the melt shop are reheated to 2,000°F in a gas-fueled furnace

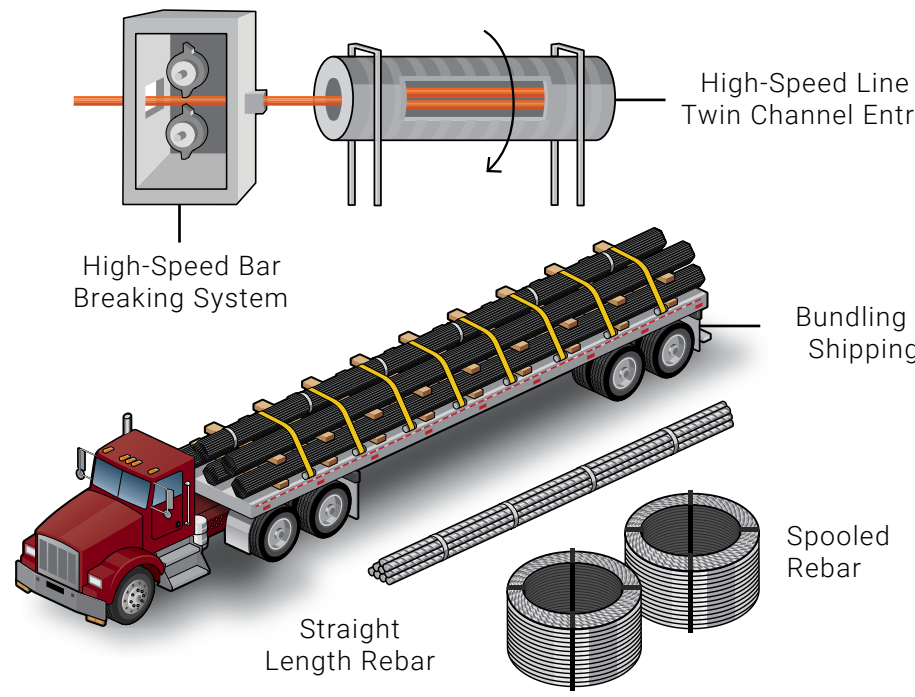


5 ROLLING MILL

- Series of rolling stands shapes metal into final product shape, and final stand cuts to length



6 FINISHING & TRANSPORTATION



- Automated bundling systems prepare products for movement by overhead crane to storage areas or directly to customer trucks
- Loads CMC trucks, customer trucks and commercial carriers
- Arranges shipment of all finished products
- Arranges transportation of inbound materials including CMC truck "backhauls"

In addition to the built-in energy efficiency of our EAF technology, we utilize advanced data collection and analysis to generate ideas for further process improvements at our mills to drive business performance and help achieve our Scope 1 and Scope 2 emissions reduction goals. These improvements include installing new energy-efficient equipment, utilizing automatic controls to increase efficiency and reducing natural gas use by incorporating new processes and technologies that further electrify our operations.

Examples of our initiatives include:

- At rolling mills in New Jersey and Florida, we replaced recuperators used to pre-heat air in the combustion process with more energy-efficient models.
- We installed software at our New Jersey mill that uses analysis and algorithms to help optimize the EAF technology.

CMC works with its energy suppliers and utilities to diversify its sources of power, with dual goals of increasing reliability and reducing Scope 2 GHG emissions by increasing renewable energy use. Our initiatives include negotiating virtual power purchase agreements (VPPAs) to increase the amount of energy purchased from renewable sources. Our steel mill in Birmingham, AL will have a VPPA with Alabama Power as of 2026, which will source 13% of its electricity from renewable sources. Our mill in Seguin, TX has a VPPA that provides 18% of its electricity from renewables and our first micro mill in Mesa, AZ has a PPA with Salt River Project (SRP) that provides 7.5% of its electricity from renewable sources.

To enable our mills to use greater amounts of renewable energy, we utilize advanced Q One technology at both mills at CMC Steel Arizona to reduce transmission losses for all power by up to 10%. This same technology will be utilized at our future micro mill in West Virginia.



Our line of net-zero steel products, such as RebarZero® and MerchantZero®, help our customers address emerging regulations and standards for reducing GHG emissions and overall environmental risks.

LED LIGHTING UPGRADES REDUCE EMISSIONS

CMC's ongoing multi-year project to upgrade lighting at facilities across the U.S. added three more projects to its portfolio in 2025, bringing our total projects to 24. CMC has partnered with U.S. Energy Lighting to install energy-efficient LED lighting at these locations. The upgraded lighting provides improved visibility inside our facilities and on exterior walkways and driveways, supporting our efforts to ensure workplace health and safety. The overall carbon emissions reduction from the project is estimated to save 12.2 million pounds of CO₂ emissions annually and lowered energy costs by over 30% with annual savings of 7.9 million kWh.

12.2M

pounds of CO₂ emissions saved annually

7.9M

kWh saved annually

CHAMPION OF SUSTAINABILITY AWARD

This year CMC received the Champion of Sustainability Award for Demand Response and Custom Energy Efficiency projects from the Salt River Project. This is in recognition of CMC's efforts on energy efficiency and demand response programs.



CHAMPIONS
OF SUSTAINABILITY 2025

Water and Waste Management

CMC recognizes the importance of mitigating the environmental impacts of its operations beyond carbon emissions. Our environmental strategy additionally focuses on responsibly managing water and reducing the amount of waste sent to landfills.

Given that water is a scarce natural resource, we focus on recycling water at our facilities and responsibly treating water prior to discharge. We comply with all applicable laws and regulations regarding water use and discharges, including the Clean Water Act in the U.S.

Our facilities recycle water multiple times throughout our steelmaking process and the total rate of water recycled in our operations is over 91%, with 5 of our 10 steel mills being zero water discharge facilities. CMC's water withdrawal intensity level, measured by the amount of water brought into the process per metric ton of steel produced, is just 13% of the steel industry average.

We are a leading global recycler of steel and our operations support a circular economy by reducing scrap metal sent to landfills, saving approximately 16 billion pounds of scrap metal from being landfilled annually. CMC's recycling facilities collect end-of-life material from

individuals, commercial companies and scrap yards, along with pre-consumer scrap from manufacturing facilities, all of which is processed to be used as raw material at our steel mills. By using recycled steel as our raw material, we also avoid mining and extracting virgin raw materials, which helps to lower potential risks to biodiversity.

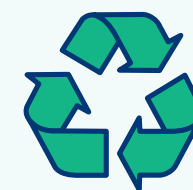
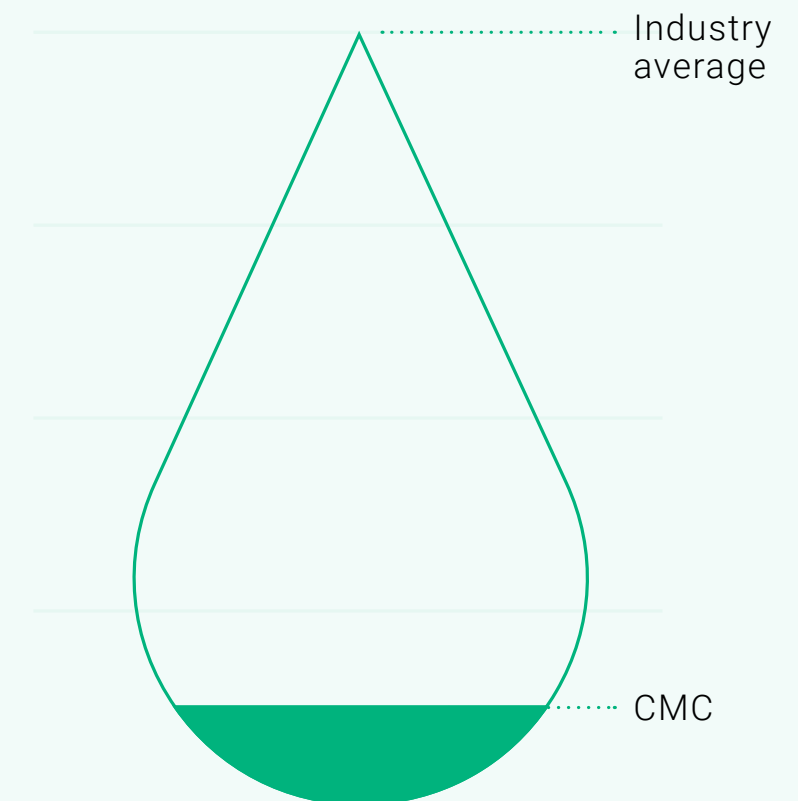
CMC's initiatives to reduce waste sent to landfills also include recycling metals that can be used as raw materials for new products in a variety of industries. Our shredding and scrap recycling processes separate ferrous material that contains iron from non-ferrous metals such as copper, brass and aluminum. These non-ferrous metals are then recycled for use as raw materials for new products used in industries like construction, automotive and aviation.

We capture and recycle coproducts and byproducts in our manufacturing operations, such as steel slag used by construction companies as a base material in highways, asphalt and other products. We also capture and recycle 99% of the baghouse dust from our EAF furnaces, with zinc and other valuable metals in the dust used to create paints, tire rubber and fertilizers.

WATER WITHDRAWAL INTENSITY LEVEL

87%

less than the industry average



total rate of water recycled in our operations is over

91%

Circularity

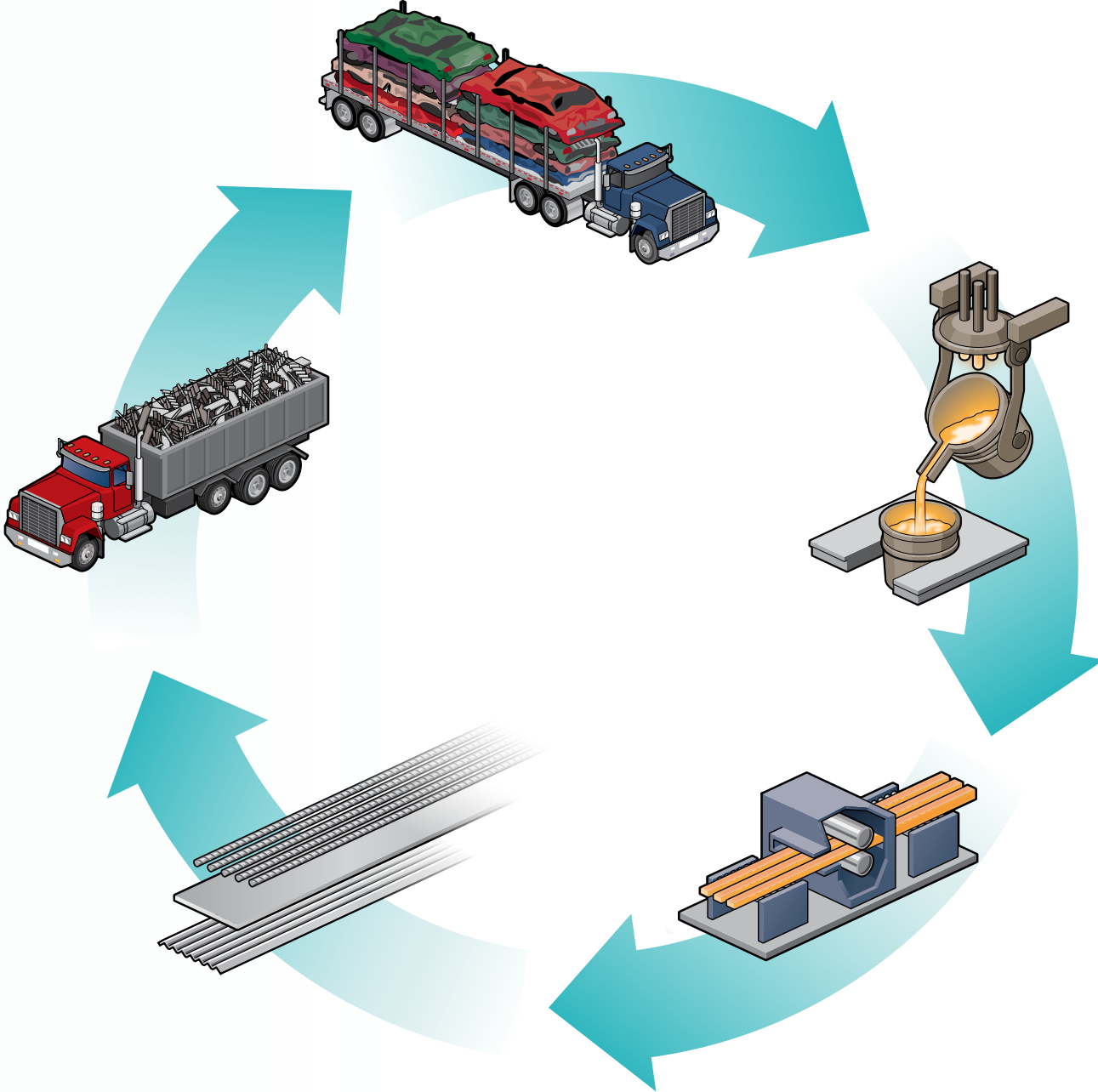
- 1 We start by locally sourcing, purchasing and processing scrap metal from various sources. Our shredding and scrap recycling processes separate nonferrous recyclable metals (e.g., copper, brass and aluminum) from ferrous metal that can be remade into new products used in buildings, automobiles, roads, bridges and more.
- 2 We melt recycled scrap metal into new steel using our state-of-the-art EAF technology.
- 3 We then roll the new steel into finished long steel products.
- 4 We produce finished products in various shapes and lengths and further fabricate some for the many markets we serve.
- 5 We reclaim end-of-life steel material as feedstock, restarting our cycle of steel production, creating a complete closed-loop system.

16B+

pounds of scrap metal saved from being landfilled as a result of CMC's process

99%

of our EAF baghouse dust is sent to recyclers who extract zinc and other metals to create products, such as paints, tire rubber and fertilizers



Supporting Our Customers in Sustainability

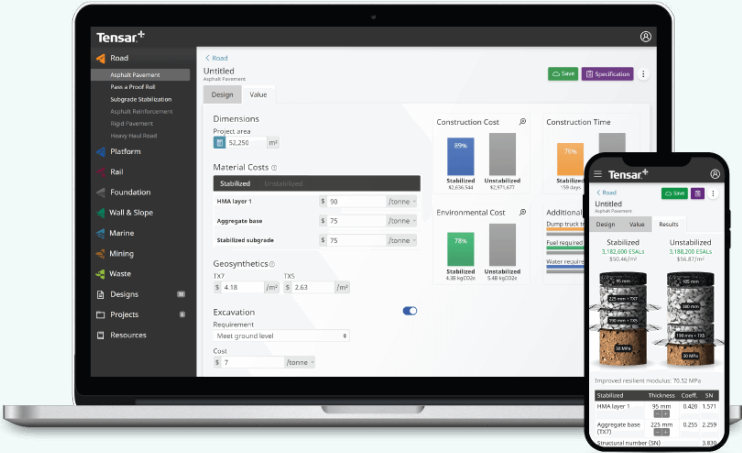
CMC is well-positioned to capitalize on opportunities to help our customers in construction and infrastructure industries as they focus on meeting the growing demand for sustainable projects.

CMC has a long history of supporting our customers with our variety of steel products that are all produced using EAF technology and recycled scrap material. In addition to our steel products, CMC partners with customers to provide guidance and offer sustainable solutions regardless of the product purchased. For example, Tensar’s geogrid products provide ground reinforcement and stabilization to shorten construction schedules for our customers, leading to lower costs and reduced emissions from fewer trucks required to deliver materials. Our Geopier division is a design-build engineering firm that works with customers to find the most efficient and sustainable ground improvement solutions for their foundation and site challenges.

We publish Environmental Product Declarations (EPDs) in the U.S. and EU that help our customers make informed purchasing decisions by providing data on the environmental performance of our products and their potential impacts on the environment. Our EPDs are verified by independent third parties and are frequently required for public and private projects, and often help customers seeking credit for green building certifications, such as Leadership in Energy and Environmental Design (LEED®) certifications.

CMC publishes EPDs on most of our products and updates them periodically in accordance with applicable standards including ISO 21930, ISO 14025, ISO 14040, ISO 14044 and EN 15804+A2:2019. For CMC’s core steel products, including merchant bar, rebar and wire rod, recent updates of our EPDs have demonstrated improvements in our environmental performance over the past five years, with average reductions of 20% in the global warming potentials (GWP) of these products. For example, our unfabricated rebar saw a reduction in global warming potential of 14% averaged across our US mills.

TENSAR+ AND GEOPIER+ HELP CUSTOMERS ANALYZE THE SUSTAINABILITY OF PROJECTS



Tensar and Geopier both offer free geotechnical design software platforms, Tensar+ and Geopier+, to help over 25,000 engineers, contractors and owners design geogrid and geopier projects. While the Geopier+ software platform serves as a simple design tool, the Tensar+ platform allows users who use the cloud-based software to evaluate project specifications, compare alternative materials and project conditions, and analyze the sustainability impact of projects including cost and time savings.

NEW EPDS FOR TENSAR’S GEOGRID PRODUCTS

In 2025, Tensar added nine EPDs to our existing portfolio of products produced in the UK, bringing the total number to 44. The additions strengthened the range of EPDs available for geogrids providing stabilization functions and widened the scope of EPDs to cover products used in asphalt interlayers and high strength basal reinforcement applications.

See [Chapter 1](#) to learn more about which of our products have EPDs.

All of Tensar’s geogrids and geocomposites are primarily manufactured from polypropylene or high-density polyethylene materials that are widely recycled across a growing number of industries. Tensar is committed to supporting the circular economy while meeting product performance requirements.

Looking Ahead



CMC remains focused on improving its environmental performance by investing in advanced technologies, improving how we operate and sharing best practices across the organization as well as helping its customers and the steel sector reduce their environmental impact. We have established new, ambitious GHG emissions goals that demonstrate our commitment to doing our part to manage climate risk and ensure accountability and transparency to our stakeholders.

05

Conducting Ourselves with Integrity

CMC has a robust governance structure and risk management programs that are designed to promote accountability and transparency at all levels of the organization. We are committed to building long-term value for our stakeholders by operating with the highest standards of ethics and integrity.

220 Park
Burlingame, California

Why it Matters



Our dedication to operating CMC's business with strong corporate governance practices ensures compliance with applicable laws and regulations, and bolsters our relationships with customers, suppliers, business partners and our industry.

CMC recognizes that effective risk management programs are essential to supporting the long-term growth and continuity of our business. We develop risk management frameworks and practices to identify and prioritize enterprise risks, establish reporting processes and monitor the performance of risk mitigation strategies and initiatives.

Governance Structure

CMC’s **Corporate Governance Guidelines** provide a comprehensive framework for our governance structure and policies. The guidelines are based on best practices and meet or exceed the standards and requirements of the New York Stock Exchange and the U.S. Securities and Exchange Commission (SEC).

The goal of our governance policies and practices is to foster accountability and transparency, starting at the top with our Board of Directors (Board). The Board is responsible for oversight of CMC’s business and operations conducted by our employees and management, along with business strategies to enhance the long-term value of the company. The Board’s governance policies and practices include:

- a majority of independent directors (with eight out of nine directors independent as of September 1, 2025);
- appointment of an independent Chairman of the Board;
- regular executive sessions of independent directors;
- annual evaluations of the Board and its committees; and
- limits on the number of other boards our directors and CEO may serve on.

CMC’s Board has a longstanding commitment to having a diverse group of directors with a variety of backgrounds

and experiences, which allows them to provide unique thoughts and perspectives. Our Corporate Governance Guidelines do not include a formal diversity policy for the Board; however, the Nominating and Corporate Governance Committee does aim to have a diverse set of perspectives on the Board including a variety of personal and professional backgrounds when identifying qualified candidates. As of September 1, 2025, 56% of CMC’s directors are ethnically/racially diverse or women.

The Board also recognizes the importance of proactive Board refreshment to ensure that new ideas and viewpoints are being considered. As of September 1, 2025, five new directors, representing 56% of the total, have joined the Board since 2021.

Oversight of Sustainability

Our Board is responsible for oversight of sustainability issues, which is discussed in the section of **Chapter 2** on Management of Sustainability. As part of this oversight, which includes reviewing our sustainability strategy and goals related to environmental performance, the Board receives sustainability updates at least annually from the vice president of strategy, government affairs and sustainability.

BOARD COMMITTEES

CMC’s Board has four standing committees, which are required to be comprised entirely of independent directors. All Board committees have written charters outlining their responsibilities, which are posted on our **website**.



Audit – Responsible for oversight of financial reporting and accounting functions and compliance with legal and regulatory requirements. The Audit Committee also oversees risk management of issues including business interruption and cybersecurity.



Compensation – Responsible for reviewing and approving compensation philosophy and policies for executive management, including incentive plans.



Finance – Provides oversight of liquidity and balance sheet management, finance policies and capital allocation strategies including capital investments and capital distributions, including CMC’s dividend policy.



Nominating and Corporate Governance – Responsible for reviewing and making recommendations on the Corporate Governance Guidelines and for oversight of the annual self-evaluations of the Board and its committees. The Nominating and Corporate Governance Committee also identifies and recommends qualified candidates for Board nomination, based on criteria approved by the Board.

Risk Management

CMC’s Board oversees the enterprise risk management (ERM) policies and procedures developed by management, with oversight of risks in specific areas assigned to certain Board committees depending on the nature of the risk. The ERM policies and procedures identify and assess various risks facing the company, including environmental risks from the impact of climate change and other issues, which are discussed in **Chapter 2**.

The ERM process is directed by management’s Executive Risk Committee, made up of members of our executive leadership team and the Management

Risk Committee. The Management Risk Committee is jointly chaired by our chief legal officer and director of internal audit with leaders from all critical areas of our business. The Management Risk Committee meets at least twice a year to discuss current and emerging enterprise risks and presents the results from these meetings to the Executive Risk Committee, which is chaired by our chief financial officer. The Executive Risk Committee meets regularly to review the changing risk landscape. This committee provides both an annual risk assessment and periodic updates to the Board and relevant Board committees.



“At CMC, we view sustainability reporting as an extension of our financial stewardship. By ensuring transparency, ethical conduct and rigorous accountability across our disclosures, we provide our stakeholders with a clear, trustworthy view of how we operate today and how we’re positioning the company for long-term sustainable growth.”

Lindsay Sloan
Vice President, Finance & Chief Accounting Officer



Ethics and Compliance

CMC's **Code of Conduct and Business Ethics** (the Code) is the foundation for ethical behavior at our company. The Code provides guidance that is critical to our success in operating our business with integrity in all interactions with stakeholders, including fellow employees, customers, suppliers and business partners.

The Code's guidance includes comprehensive information to enable compliance with all applicable laws and regulations in the countries where we operate. We require annual training to ensure that all employees understand their obligations under the Code. In 2025, 100% of required employees completed the training. In addition to the Code, our senior financial officers and the CEO have a **Code of Ethics for Senior Financial Officers**, which they must acknowledge and certify annually.

100%

of required employees
completed their annual Code
of Conduct training in 2025



Ethics Hotline

As part of our commitment to ethical behavior, CMC encourages employees to report concerns about any known or suspected business misconduct or violations of laws or regulations. The Code provides guidance for employees to contact their supervisor, human resources representatives or other senior executives, or to report concerns through confidential channels such as our toll free, 24/7 Ethics Hotline or online. The Ethics Hotline and website, which are operated by a third party and available in local languages, enable employees to remain anonymous while being advised that additional information may be required for an investigation to take place.

CMC has a zero-tolerance policy against retaliation to protect whistleblowers who raise concerns in good faith or cooperate in an investigation. We investigate all reported concerns through either human resources or our legal department. Anyone found to have violated the Code is subject to disciplinary action, which may include termination of employment.



Human Rights

CMC is committed to protecting fundamental human rights, which includes safeguarding the rights of workers. The Code contains guidance and expectations regarding fair employment practices in our operations and throughout our global supply chain. CMC's **Workplace and Human Rights Policy** is guided by the core principles of the UN Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. This policy, which applies to all CMC facilities globally, is reviewed annually by the Board's Nominating and Corporate Governance Committee to ensure the policy remains relevant and aligned with global standards.



Anti-Corruption, Anti-Bribery and Antitrust

The Code includes guidance on ethical behavior regarding business practices involving competitors, suppliers and customers. CMC is committed to complying with all applicable laws and regulations governing anti-bribery, anti-corruption and antitrust. The Code strictly prohibits employees, directors and officers, and third parties acting on the company's behalf from engaging in actions that violate these laws and regulations, which include the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act and similar laws and regulations in the countries where we operate.

CMC's mandatory annual training on the Code includes training on ethical behavior regarding business practices. In 2025, we instituted a new annual training on anti-bribery and anti-corruption for employees who engage in interactions with high-risk counterparties, including government officials and distributors.

Responsible Supply Chain

CMC strives to work with partners and suppliers who share our values and support our goals of operating with the highest standards of ethics, quality and sustainability. Our commitment to managing a responsible global supply chain includes taking a proactive approach to risk assessment and due diligence for our vendor base of over 6,100 companies, including about 450 significant suppliers in the U.S.

We conduct formal surveys with key suppliers to gain a better understanding of our suppliers' commitment to sustainability-related topics including diversity, human rights and environmental performance. In 2025, the supplier survey was enhanced to better align with CMC's sustainability priorities such as health and safety, labor relations, and sustainability transparency and reporting. The number of suppliers who received the survey also increased by 24%, reflecting our commitment to supply chain awareness and due diligence.

All suppliers are required to review and acknowledge compliance with our **Supplier Code of Conduct**, which outlines our expectations in areas including ethical business practices, health and safety, human rights and environmental stewardship. For suppliers on major capital projects, we utilize a platform compliant with ISO 27001:2013, which ensures secure and efficient information exchange and full audit trail capabilities.

Our procedures for supplier selection and performance monitoring, which are directed by our chief procurement officer and our purchasing and procurement teams, include the use of third party supplier risk monitoring software. This software platform was expanded in 2025 to include over 1,300 due diligence reports. The platform includes the ability to send questionnaires regarding sustainability topics including health and safety, environmental and social risks. To further enhance oversight, CMC is rolling out a supplier desk audit process that we will discuss more in the future.

New employees joining our purchasing and procurement teams in North America are required to enroll in our supply chain courses within six months of employment to obtain certification as advanced procurement professionals. CMC provides access to training for our purchasing and procurement teams through the Institute for Supply Management. Further employee engagement is conducted through monthly newsletters on important supply chain topics.

In 2025, CMC began an independent assessment of the maturity of its procurement program. The results of this assessment will be used to update relevant policies and procedures in the coming years.

PEOPLE MATTER CHARTER

Our Tensar Division is a signatory of the People Matter Charter, which is a UK-based charter developed by the Supply Chain Sustainability School. The charter includes eight commitments that signatories and their supply chains need to address to show they are treating people responsibly, including human rights, wellbeing, equality, workplace culture and training.

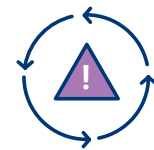




Conflict Minerals

CMC does not purchase, use or process Conflict Minerals, which under U.S. law are tin, tantalum, tungsten and gold originating from the Democratic Republic of the Congo or an adjoining country (Covered Countries). Our **Conflict Minerals Policy**, which is included in our Supplier Code of Conduct, requires suppliers to assist in compliance with laws and regulations governing Conflict Minerals by conducting a reasonable country of origin inquiry (RCOI) and following internationally accepted due diligence guidelines.

CMC complies with Rule 13p-1 under the Securities Exchange Act of 1934, as amended, which requires the company to file an annual **Conflict Minerals Report** with the SEC. Our latest Conflict Minerals Report, filed with the SEC on May 23, 2025, states that based on the results of the RCOI conducted in 2024, CMC has no reason to believe that any conflict minerals present in steel products manufactured and sold by CMC are necessary to the functionality or production of those products or originated in the Covered Countries.



Improving Resilience

Our purchasing and procurement teams regularly analyze and assess potential risks that may cause disruption to our supply chain, including economic downturns or geopolitical crises. To help mitigate these risks, we implement initiatives such as selecting suppliers closer to our local operations when possible. The selection of local suppliers also reduces the environmental impact of factors such as transport-related GHG emissions.

We assess the supply chain risks of our commodity suppliers, including risks they may face from current or upcoming regulatory changes, through a formalized program including on-site visits and virtual data gathering. The results of these assessments are used to strengthen resilience by developing 5- and 10-year strategies for procurement of certain commodities such as electrodes and alloys.



Local Suppliers

CMC aims to work with suppliers local to the regions where we operate. In the U.S., where we utilize a purchasing platform that makes it easier for local and regional suppliers to do business with CMC, approximately 84% of our suppliers were local in 2025, defined as suppliers also located in the U.S. The platform minimizes back-office functions for smaller suppliers by enabling our procurement teams to receive and acknowledge purchase orders and invoices within the same platform.

~84%
of CMC's U.S. suppliers were local



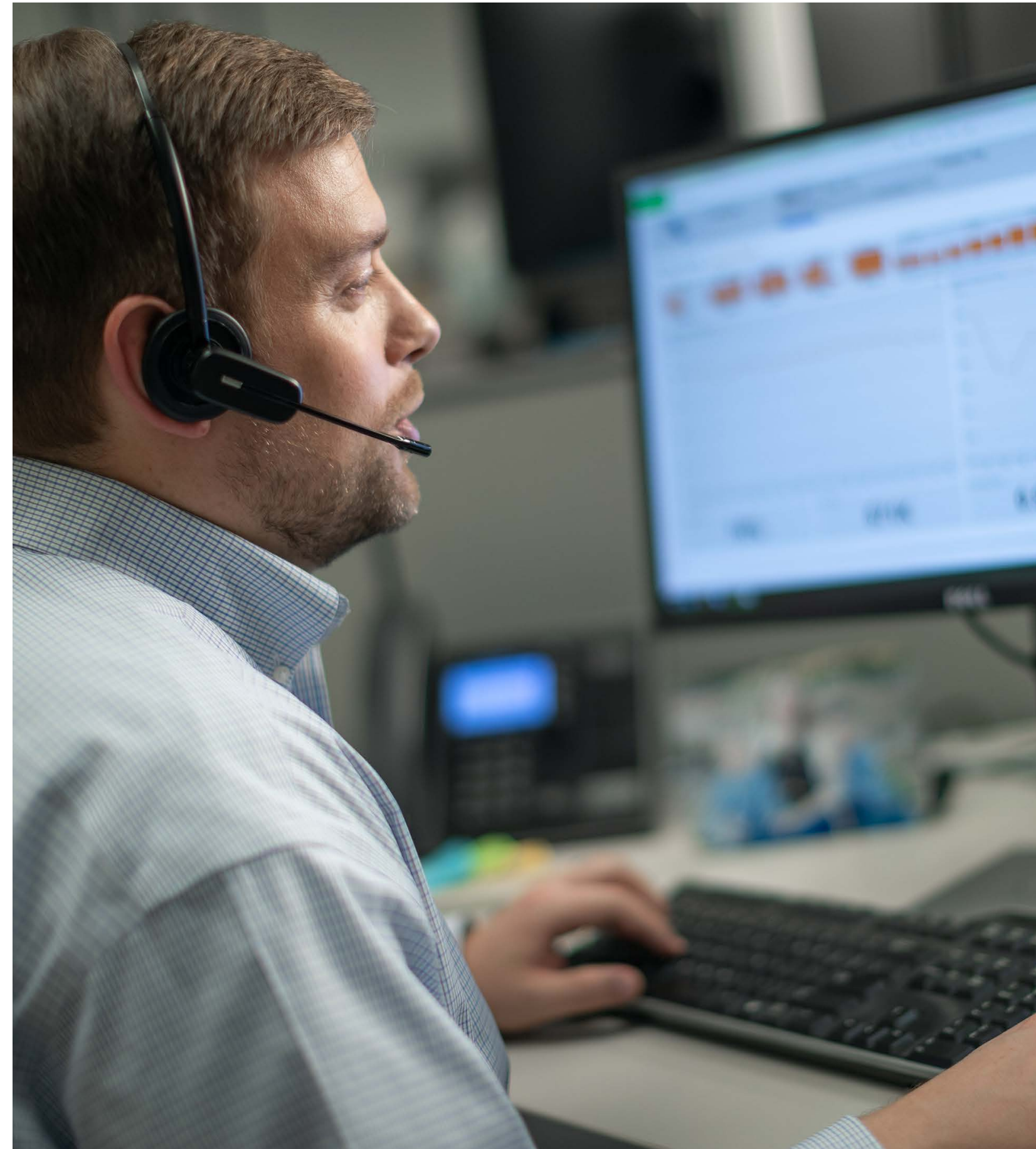
Data Privacy and Security

We recognize growing cybersecurity threats and the importance of protecting the company's information systems to ensure the safety and privacy of proprietary data and information involving our customers, suppliers and employees. CMC complies with all applicable regulations regarding data privacy and security in the countries where we operate, including the EU's General Data Protection Regulation (GDPR), the California Consumer Privacy Act and other federal and state regulations.

Our data protection policies and procedures, including our Cyber Security Policy, threat monitoring and auditing processes, are developed by our cross-functional information security team. CMC's data protection roadmap aligns with the Center for Internet Security's Top 18 Critical Security Controls and additional frameworks including the

National Institute of Standards and Technology (NIST). The roadmap includes procedures such as multi-factor authentication, security vulnerability management and regular engagement of third party experts to assess our cybersecurity controls and vulnerabilities and upgrade our systems and controls as appropriate.

We track information security metrics monthly, which are reported to the chief information officer and others, as appropriate. The information security team provides quarterly cybersecurity briefings to the Board's Audit Committee and briefs the full Board annually. All employees receive regular training to protect sensitive data from breaches by avoiding and mitigating information security risks, including phishing, malware, viruses and hacking.



Trade Associations and Political Engagement

CMC’s commitment to advancing our industry is demonstrated by our participation in over 50 industry associations and committees focused on key issues such as environmental protection, occupational health and safety, and employee training and development. Our partnerships with these organizations provide valuable insights into industry best practices and market trends.

We advocate for public policies on sustainability and trade issues supporting fair, consistent and sustainable standards and business conditions for our industry partners in steelmaking, recycling

and fabrication. Through our industry organizations, we share important data and insights with government agencies and policymakers.

Our advocacy efforts also include CMC’s Employee Political Action Committee (PAC), through which CMC’s salaried U.S. employees can make political contributions that support efforts aligned with their views. Our **Political Contributions Policy** outlines guidelines for the PAC and other advocacy efforts including lobbying efforts aimed at helping maintain a level playing field for U.S. sustainable steel producers.

U.S. BASED INDUSTRY AND TRADE ASSOCIATIONS

- American Association of State Highway and Transportation Officials
- American Chamber of Commerce
- American Railway Engineering and Maintenance-of-Way Association (AREMA)
- American Road and Transportation Builders Association (ARTBA)
- The American Society of Civil Engineers (ASCE)
- Associated Builders and Contractors (ABC)
- Associated General Contractors (AGC)
- Association for Iron and Steel Technology (AIST)
- The Association of Employers of the Steel Industry
- Bureau of International Recycling (BIR)
- Concrete Reinforcing Steel Institute (CRSI)
- Deep Foundations Institute
- Geosynthetics Materials Association
- Institute of Scrap Recycling Industries (ISRI)
- The International Association of Foundation Drilling (ADCS)
- The International Steel Trade Association (ISTA)
- Metal Building Manufacturers Association (MBMA)
- Metals Service Center Institute (MSCI) National Slag Association
- Steel Joist Institute (SJI)
- Steel Manufacturers Association (SMA)

EUROPEAN BASED INDUSTRY AND TRADE ASSOCIATIONS

- The Association of Geotechnical and Geoenvironmental Specialists (AGS)
- British Geotechnical Association (BGA)

- British Standards Institution (BSI)
- European Steel Association (EUROFER)
- European Federation of Association of Steel, Tube and Metal Distribution (EUROMETAL)
- French Geosynthetics Association (CFC)
- French Soil Mechanic Association (AFMS)
- French Wind Farm Energy Association (FEE)
- German Asphalt Association
- German Steel Federation
- GfG Quality Association for Gabions eV Institute of Highway Engineers (IHE)
- The Institute of Civil Engineers (ICE)
- International Geosynthetics Society (IGS)
- International Society for Soil Mechanics and Geotechnical Engineering (ISSMGE)
- Industrial Association for Geobuilding Materials (IVG)
- The Local Council Roads Innovation Group (LCRIG)
- Permanent Ways Institute (PWI)
- Polish Association of Asphalt Pavement Specialists (PSWNA)
- Polish Association of Transport Engineers and Technicians (SITK)
- Polish Chamber of Construction and Building
- Polish Chamber of Industry and Commerce of Scrap Polish Road Congress (PKD)
- Polish Steel Association
- Polish Union of Steel Distributors
- The Railway Industry Supplier Qualification Scheme (RISQS)
- RAL Gütezeichen (Quality Mark)
- Steel Chamber of Industry and Commerce (HIPH)
- Steel Quality Promotion Center
- Swedish Wind Energy Association
- Swiss Geosynthetics Association (SVG)
- Temporary Works Forum (TWF)

Looking Ahead



CMC is continuing to build on the foundation of ethical behavior that has guided the company since its founding. We are committed to maintaining robust governance and risk management structures to ensure accountability and transparency as we create long-term value for our stakeholders. We will continue to embed sustainability throughout our global operations and supply chain to responsibly meet the needs of our customers.

06

Appendix

Confluence Park River Pavilion
San Antonio, TX

About this Report

This Sustainability Report provides information on the most relevant ESG topics for our business, our sustainability strategy, how we identify and assess emerging sustainability issues and the progress we are making on our priority sustainability topics.

Report Scope

This Sustainability Report covers key activities and performance metrics from our 2025 fiscal year from September 1, 2024 to August 31, 2025. Unless otherwise noted, all data and information represent our global recycling, mill and downstream facilities. In the evaluation of CMC's operational footprint, our EAF steel mills represent more than 95% of our GHG emissions and energy and water usage, therefore we use our mill data as the boundary for our environmental metrics. Our report covers the sustainability topics most important to our stakeholders, as described in **Stakeholder Engagement**.

This report has been prepared in reference to the Global Reporting Initiative (GRI) 2021 Standards, the Iron & Steel Producers Standard of the International Sustainability Standards Board's (ISSB's)

Sustainability Accounting Standards Board (SASB) and recommendations from the Taskforce on Climate-Related Financial Disclosures (TCFD). CMC is transitioning to using the ISSB's International Financial Reporting Standards Climate-related Disclosures (IFRS S2) and therefore, will replace its TCFD content index with an IFRS S2 content index in next year's sustainability report. We provide GRI, SASB and TCFD content indices at the back of this report to help stakeholders find information relevant to their needs.

To learn more about sustainability at CMC, visit **esg.cmc.com**. For questions regarding CMC's sustainability initiatives, or any of the content that we include in this report, please contact our manager of public and investor relations at **ir@cmc.com**.



Performance Data Tables¹

Metric	Unit	2023	2024	2025
About CMC				
Global Employees	#	13,022	13,178	12,690
U.S.	#	9,772	9,937	9,621
Europe and the Rest of the World	#	3,250	3,241	3,069
Raw Steel Production	MT	5,410,589	5,326,382	5,108,803
Metal Recycled from Operations	MT	8,108,441	7,815,494	7,260,038
Recycled Content in Finished Steel	%	98	98	98
Raw Steel Production by EAF	%	100	100	100
Raw Steel Production by BOF	%	0	0	0
Total Iron Ore Production	MT	0	0	0
Total Coking Coal Production	MT	0	0	0
Acting with Integrity				
Health & Safety				
Total Recordable Incident Rate (TRIR per 200,000 Hours)	#	1.30	1.10	0.98
Contract Labor TRIR	#	5.63	1.89	1.40
Total Lost Time Incident Rate (LTIR per 200,000 Hours)	#	0.47	0.55	0.50
Total Near Miss Frequency Rate (NMFR)	#	26.29	29.38	29.80

1- All data are based on CMC’s fiscal year (September 1-August 31).

Metric	Unit	2023	2024	2025
Number of Recordable Incidents	#	NA	NA	128
Total Employee Hours Worked	#	NA	NA	26,030,512
Number of Fatalities	#	0	0	0
Fatality Rate	%	0	0	0
Contract Labor Fatalities	#	0	0	0
Locations with Zero Incident Rate	#	114	131	133
U.S. Employees Participating in Annual Physicals	%	86	84	84
Talent Management				
Employees Receiving Performance Reviews	%	100	100	100
Participation in 401(k) Plan (U.S. Only)	%	90	87	90
Graduation Gift (for Children of Employees)	\$	15,750	13,900	15,800
Military Gift (for Children of Employees)	\$	750	500	1,250
College Scholarship (for Children of Employees)	\$	153,750	131,250	181,000
Employee Tuition Reimbursement	\$	57,758	71,723	87,714
Community Engagement				
Community Charitable Contributions	\$	1,885,036	1,461,747	1,700,776
Community Events	#	205	185	106

Metric	Unit	2023	2024	2025
Employee Demographics ²				
Gender Demographics				
Global Workforce ³				
Male	#	11,284	11,422	10,945
Female	#	1,668	1,746	1,731
% Male	%	87	87	86
% Female	%	13	13	14
Board of Directors				
Male	%	56	60	60
Female	%	44	40	40
Executive Leadership				
Male	%	80	86	78
Female	%	20	14	22
Management Employees				
Male	%	80	86	86
Female	%	20	14	14

2 - Percentages not totaling to one hundred percent are a result of rounding.

3 - The gender demographics breakdown for CMC’s global workforce does not equal our total global workforce because of undeclared responses and/or new facilities.

Metric	Unit	2023	2024	2025
Salaried Employees				
Male	%	72	76	71
Female	%	28	24	29
Hourly Employees				
Male	%	91	93	93
Female	%	7	7	7
Ethnic Demographics (U.S. Only)				
Board of Directors				
Caucasian	%	89	80	70
African American	%	11	10	20
Hispanic	%	0	10	10
Other	%	0	0	0
Race/Ethnicity not Disclosed	%	0	0	0
Executive Leadership				
Caucasian	%	100	100	89
African American	%	0	0	0
Hispanic	%	0	0	0
Other	%	0	0	11
Race/Ethnicity not Disclosed	%	0	0	0

Metric	Unit	2023	2024	2025
Salaried Employees ⁴				
Caucasian	%	75	70	68
African American	%	6	7	7
Hispanic	%	12	16	17
Other	%	6	7	8
Race/Ethnicity not Disclosed	%	1	0	0
Hourly Employees ⁴				
Caucasian	%	51	37	37
African American	%	14	18	18
Hispanic	%	28	38	37
Other	%	4	7	8
Race/Ethnicity not Disclosed	%	1	0	0
U.S. Workforce				
Caucasian	%	-	57	46
African American	%	-	11	15
Hispanic	%	-	24	31
Other	%	-	6	5
Race/Ethnicity not Disclosed	%	-	3	3

4 - U.S. workforce only.

Metric	Unit	2023	2024	2025
Age Demographics				
Board of Directors				
Under 30	%	0	0	0
30-50	%	0	0	0
Over 50	%	100	100	100
Not Disclosed	%	0	0	0
Executive Leadership				
Under 30	%	0	0	0
30-50	%	33	38	22
Over 50	%	67	63	78
Not Disclosed	%	0	0	0
Salaried Employees ⁴				
Under 30	%	9	9	9
30-50	%	53	50	51
Over 50	%	38	41	40
Not Disclosed	%	0	0	0

4 - U.S. workforce only.

Metric	Unit	2023	2024	2025
Hourly Employees ⁴				
Under 30	%	19	22	22
30-50	%	49	49	49
Over 50	%	30	29	29
Not Disclosed	%	0	0	0
Global Workforce				
Under 30	%	-	18	17
30-50	%	-	49	52
Over 50	%	-	32	31
Not Disclosed	%	-	0	0
Respect for Our Environment				
Capital Expenditures Spend on Environmental Projects	\$	5,800,000	4,989,000	4,666,000
Emissions ⁵				
Scope 1 GHG Emissions	MTCO ₂ e	1,056,191	1,038,806	1,146,181
Scope 1 GHG Emission Intensity (MT of Emissions per MT of Raw Steel Produced)	MTCO ₂ e/MT	0.20	0.20	0.20
% of CO ₂ e Covered Under Emissions-Limiting Regulations	%	4.27	7.23	7.25

4 - U.S. workforce only.
5 - Emission factors are based on the GHG Protocol.

Metric	Unit	2023	2024	2025
Scope 2 GHG Emissions ⁶	MTCO ₂ e	1,232,430	1,215,332	1,251,864
Scope 2 GHG Emission Intensity (MT of Emissions per MT of Raw Steel Produced)	MTCO ₂ e/MT	0.23	0.23	0.22
Scope 1 & 2 GHG Emissions	MTCO ₂ e	2,288,621	2,254,138	2,398,045
Scope 1 & 2 GHG Emission Intensity (MT of Emissions per MT of Raw Steel Produced)	MTCO ₂ e/MT	0.42	0.42	0.42
Scope 3 GHG Emissions ⁷	MTCO ₂ e	1,387,937	1,615,509	1,913,454
Scope 3 GHG Emission Intensity (MT of Emissions per MT of Raw Steel Produced)	MTCO ₂ e/MT	0.26	0.30	0.34
Total GHG Emissions (Scope 1, 2 & 3) ⁷	MTCO ₂ e	3,676,558	3,869,647	4,311,500
Total GHG Emission Intensity (Scope 1, 2 & 3) ⁷ (MT of Emissions per MT of Raw Steel Produced)	MTCO ₂ e/MT	0.68	0.73	0.77
Air Quality ⁸				
NOx (Nitrogen Oxides)	MT	857	821	860
SOx (Sulfur Oxides)	MT	488	461	483
CO ₂ (Carbon Dioxide)	MT	1,008,944	1,031,419	1,080,286
CH ₄ (Methane)	MT	127	132	136
N ₂ O (Nitrous Oxide)	MT	0.80	0.68	0.74
CO (Carbon Monoxide)	MT	4,203	4,634	4,442
Pb (Lead)	kg	1,184	1,043	1,282

6 - CMC’s Scope 2 emissions include electricity only. CMC does not use outside heating, cooling or steam. Emission factors are based on GHG Protocol v19, which includes the latest eGrid (2021) factors. International electricity factors are from IEA and utility-specific as appropriate. Emissions are based on the sum of electricity use times and the appropriate emission factor for each facility load.

7 - CMC has no CO2 emissions from biogenic sources. CMC’s Scope 3 emissions include Category 1: Purchased Goods and Services for select items purchased at our steel making facilities (i.e., our mills segment). Upstream emissions are considered cradle-to-gate and factors are sourced through primary data or emission factor tables listed above.

8 - Air emissions are measured at the reporting facility level using engineering calculations.

Metric	Unit	2023	2024	2025
VOCs (Volatile Organic Compounds)	MT	209	220	286
PM (Particulate Matter)	MT	344	378	372
Energy				
Fuel Consumption ⁹	GJ	8,797,397	8,567,908	9,027,203
Natural Gas	GJ	8,329,192	8,086,247	8,581,249
% of Natural Gas (of Total Fuel Consumption)	%	95	94	95
Coal	GJ	0	0	0
Other Fuel (Diesel)	GJ	622,954	460,483	445,954
Facility Diesel Consumption	GJ	185,000	43,707	93,650
OTR Diesel	GJ	437,954	416,776	352,304
% Renewable Fuel	%	0	0	0
Electricity Consumption	GJ	12,118,414	11,955,219	12,482,324
% Renewable	%	22.8	24	24.6
Total Energy Consumption ¹⁰	GJ	19,646,096	20,545,656	21,509,526
% Grid Electricity	%	62	54	51.8
% Renewable	%	14.1	14	14.3
Energy Intensity ¹¹ (GJ of Energy per MT of Raw Steel Produced)	GJ/MT	3.84	4	3.82

9 - Total fuel consumption typically only includes fuel used for energy in steel making activities.
10 - Energy consumption includes any electricity and natural gas included in the steel making process.
See above for emission factors used in calculations.
11 - Energy intensity calculation includes electricity and natural gas consumed internally.



Metric	Unit	2023	2024	2025
Water				
Total Water Withdrawn	m³	6,354,847	6,288,566	6,546,004
Water Withdrawn – Public Inlet	m³	2,115,803	2,283,959	2,351,360
Water Withdrawn – Ground Water (Private Well)	m³	2,842,069	2,829,560	3,221,087
Water Withdrawn – Surface Water (Stream/River)	m³	1,396,975	1,175,047	973,557
Total Water Withdrawn Intensity (m³ of Water per MT of Raw Steel Produced)	m³/MT	1.18	1.18	1.16
Total Water Withdrawn in High or Extremely High Stress Areas	m³	2,610,138	2,915,581	3,116,814
% Water Withdrawn in High or Extremely High Stress Areas	%	41	46	48
Total Water Discharge	m³	2,164,199	1,556,222	1,500,008
Total Water Consumption	m³	4,190,648	4,732,344	5,045,997
% Water that is Recycled or Reused Multiple Times	%	90.1	91	91
Total Water Consumed in High or Extremely High Stress Areas	m³	2,104,272	2,657,991	2,812,737
% Water Consumed in High or Extremely High Stress Areas	%	50	56	56
Waste & Co-Products				
Total Waste and Co-Products	MT	1,026,133	1,027,687	1,072,531
Total Hazard Waste	MT	62,313	62,101	68,185
% Hazardous Waste of Total Waste and Co-Products	%	6.1	6.04	6.36
% of Total Waste and Co-Products Recycled	%	88.6	88.4	85.6
% of Total Waste Landfilled	%	11.4	11.4	14.4
Significant Spills Reported	#	1	0	0

Metric	Unit	2023	2024	2025
Product Stewardship				
% Recycled Input Materials Used in Products	%	98	98	98
% Recycled Steel Used in Products	%	100	100	100
R&D Expenditures ¹²	\$	178,000,000	94,400,000	25,000,000
Accountability for Our Actions ¹³				
Corporate Governance				
Political Contributions (Through Employee-Sponsored PAC)	\$	128,300	103,800	108,050
Lobbying Expenditures	\$	327,000	288,000	268,000
Trade Association Expenditures	\$	2,088,863	2,152,337	1,438,395
Board Directors	#	9	9	10
Independent Directors	#	7	8	9
Board Independence	%	78	89	90
Ethics				
Employees Completing Code of Conduct	%	99	100	100
Customer Satisfaction				
Global Customer Satisfaction Score	#	97	97	100

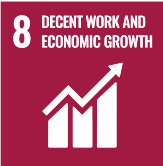
12 - R&D expenditures for FY23 and FY24 include the new Arizona micro mill completed in FY24 and discussed on page 41.

13 - CMC does not engage in mining operations, tailing ponds or water reinjection operations.



SDG Index

The Sustainable Development Goals			
Goal	Target	CMC Activity, Initiative or Goal	Reference
SDG 6: Clean Water and Sanitation 	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	<p>Promote water recycling and reuse, as well as eliminate the release of hazardous chemicals and materials into water sources. Goals and activities include the following:</p> <ul style="list-style-type: none">• Water recycling and reuse rate greater than 91% through multiple cycles of cascading water systems.• CMC uses water in a cascading recycling system at our facilities to reduce water withdrawal and increase efficiency.• We operate many of our steel mills under a zero discharge water permit, which eliminates the potential release of hazardous chemicals and materials.• We comply with water laws and regulations including the Clean Water Act.	Reducing Our Environmental Impact: Water and Waste Management, pg. 44
	6.4 By 2030, substantially increase water use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity		
SDG 7: Affordable and Clean Energy 	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix	<p>Pursue renewable energy projects to reduce our emissions profile and ensure additionality. CMC products are also integral components of energy and infrastructure projects globally. Goals and activities include the following:</p> <ul style="list-style-type: none">• CMC investigates and implements new energy sourcing options, including the use of renewables, to better serve our business and customers.• We are actively transitioning toward more renewable power in our operations to mitigate supply certainty, price risk and environmental impacts.• CMC increases renewable energy access and generation through Power Purchase Agreements (PPAs) (e.g., Arizona, Texas and Alabama).• Our participation as an off taker in renewable energy projects helps increase broader market access to the technology.• Engagement between CMC’s procurement teams and energy utility suppliers creates location specific strategies to address each facility’s energy needs.	Reducing Our Environmental Impact: Energy and Emissions, pg. 41
	7.3 By 2030, double the global rate of improvement in energy efficiency		


The Sustainable Development Goals

Goal	Target	CMC Activity, Initiative or Goal	Reference
<div>SDG 8: Decent Work and Economic Growth</div> <div></div>	<p>8.4</p> <p>Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programs on Sustainable Consumption and Production, with developed countries taking the lead</p> <p>8.5</p> <p>By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>8.8</p> <p>Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>	<p>Manufacture our products in the safest manner possible, which means prioritizing our teams' health, safety and wellbeing. Goals and activities include the following:</p> <ul style="list-style-type: none">• We ensure all employees are paid above a minimum living wage and receive a competitive benefits package.• We are dedicated to providing a safe and healthy work environment for all employees as evidenced by our Occupational Health and Safety Policy. Across all facilities, we aim to create environments with zero work related injuries or illnesses. CMC's safety record is best in class among the industry.• 133 CMC facilities had no recordable injuries for the 2025 reporting year.• CMC set a new record in 2025 for our lowest ever recordable injury rate of 0.98.• CMC's Proactive Safety Program empowers employees to report all incidents, call out potential safety issues and follow a reported issue through to resolution. We review input into the program monthly and strive for an employee participation rate of 90%.• We conduct recurring health and safety drills and sitewide meetings. We also require every facility to have a monthly safety inspection led by an area safety coordinator or manager, or divisional safety manager, using our Safety Action Form.• Our Tensar operations outside the Western Hemisphere extend safety training from facilities to construction sites by creating a program that ensures everyone is trained and has the right equipment before they set foot onsite.• CMC's financial results and strong balance sheet demonstrate focus on being a long-lasting contributor to economic growth.• Mental health trainings are provided to employees in many CMC divisions.• Tensar is a signatory of a UK-based charter with eight commitments that signatories and their supply chains need to address to demonstrate their commitment to human rights, equality, wellbeing and more.	<p>Caring for Our People: Occupational Health and Safety, pg. 20</p> <p>Caring for Our People: Employee Wellbeing and People Management, pg. 24</p> <p><u>Occupational Health and Safety Policy</u></p>


The Sustainable Development Goals

Goal	Target	CMC Activity, Initiative or Goal	Reference
SDG 9: Industry, Innovation and Infrastructure 	9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	Provide low carbon products to our customers as a sustainable solution for continued development of buildings, highways, bridges and other structures all over the world. Activities include the following: <ul style="list-style-type: none">Producing rebar, a necessary component of any durable and resilient concrete structure, which limits waste and prevents rebuilding.In addition to rebar, CMC products that support the infrastructure industry include: merchant bar, wire rod, performance reinforcing steel such as ChromX, heat-treated steel, fence post, geogrids, geopiers and anchor bolt systems. These products pave the way for resilient infrastructure and sustainable industrialization to combat climate change and its impacts on the planet and our communities.CMC’s Tensar Division produces geogrids that help decarbonize infrastructure construction projects by reducing the time, labor and materials needed during construction and over the lifecycle of the project. Geogrid ground improvement solutions provide cost-effective alternative products and services to ensure support and ground stability for projects.	Introduction: About the Company, pg. 6 Reducing Our Environmental Impact: Energy and Emissions, pg. 41 Reducing Our Environmental Impact: Water and Waste Management, pg. 44
	9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending		
SDG 10: Reduced Inequalities 	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	Strive to foster a diverse and inclusive workforce across the talent pipeline that values different perspectives, talents and experiences. Goals and activities include the following: <ul style="list-style-type: none">We post job ads in multiple languages in local markets to better attract diverse talent, and we’ve increased our visibility as an employer for women by partnering with organizations such as the Association of Women in Metals Industry Group and the Jefferson State Community College’s Hard Hats and High Heels program in Birmingham, Alabama.CMC engages with several military and veteran outreach and transition assistance programs across the United States.Our career fairs include 20 Historically Black Colleges and Universities (HBCU) and Hispanic Serving Institutions (HSI).CMC’s Core training program includes inclusion training focused on belonging. Other inclusion-related training topics include stereotypes, bias, empathy and collaborating in diverse groups.We monitor and maintain pay equity across employee categories.	Caring for Our People: Employee Wellbeing and People Management, pg. 24 Caring for Our People: Inclusion and Belonging, pg. 32
	10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard		
	10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality		


The Sustainable Development Goals

Goal	Target	CMC Activity, Initiative or Goal	Reference
SDG 11: Sustainable Cities and Communities 	11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons	Create products used in critical infrastructure projects around the world, such as roads, bridges, energy and water projects that improve the quality of life in the surrounding communities. Activities include the following:	Introduction: About the Company, pg. 6
	11.3 By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries	<ul style="list-style-type: none">Producing rebar, a necessary component of any durable and resilient concrete structure, which limits waste and prevents rebuilding.In addition to rebar, CMC products that support the infrastructure industry include: merchant bar, wire rod, performance reinforcing steel such as ChromX, heat-treated steel, fence post, geogrids, geopiers and anchor bolt systems. These products pave the way for resilient infrastructure and sustainable industrialization to combat climate change and its impacts on the planet and our communities.	Reducing Our Environmental Impact: Energy and Emissions, pg. 41
	11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	<ul style="list-style-type: none">CMC’s Tensar Division produces geogrids that help decarbonize infrastructure construction projects by reducing the time, labor and materials needed during construction and over the lifecycle of the project.	Reducing Our Environmental Impact: Water and Waste Management, pg. 44


The Sustainable Development Goals

Goal	Target	CMC Activity, Initiative or Goal	Reference
SDG 12: Responsible Consumption and Production 	12.2 By 2030, achieve the sustainable management and efficient use of natural resources	Innovate and improve energy and resource efficiency with four main focus areas: circular economy, energy efficiency, renewable energy, and environmental compliance. Goals and activities include the following:	Introduction: About the Company, pg. 6
	12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their lifecycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment	<ul style="list-style-type: none">• All of CMC's steel products are made from nearly 100% recycled content.• We collect scrap metal from our local recycling centers to transport to our steel mini and micro mills, where it's melted, cast and rolled into steel shapes and later fabricated into finished steel products for the many markets we serve.• Our vertically integrated manufacturing process saves over 16 billion pounds of scrap metal from being landfilled annually. In addition, this model aligns with circular economy principles to achieve the following:<ul style="list-style-type: none">• Improve operational efficiencies• Reduce our environmental footprint• Ensure supply chain resiliency• Help customer meet their own sustainability goals	Reducing Our Environmental Impact: Environmental Strategy, pg. 39
	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse		Reducing Our Environmental Impact: Water and Waste Management, pg. 44
	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	<ul style="list-style-type: none">• We send approximately 99% of our Electric Arc Furnaces (EAF) baghouse dust, collected from filtered air off our furnaces, to recyclers who extract zinc and other valuable metals for use in the production of paints, tire rubber, fertilizers, and more.	Conducting Ourselves with Integrity: Trade Associations and Political Engagement, pg. 56
	12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	<ul style="list-style-type: none">• CMC engages with our industry by participating in over 40 associations and committees focused on health, safety, and environmental stewardship.• In 2023, CMC signed on as one of six founding members of the Global Steel Climate Council (GSCC). The goal of this entity is to incentivize true decarbonization of the steel sector by establishing a single, technology agnostic Steel Climate standard to measure, report and ultimately reduce carbon emissions in steel production, regardless of the process used.• Projects that use Tensar Geogrid products typically result in onsite savings such as less material removal, less aggregate replacement and lower water requirements.• CMC's Tensar Division provides an informational bulletin with instructions on how to recycle geogrids.	

The Sustainable Development Goals

Goal	Target	CMC Activity, Initiative or Goal	Reference
<div>SDG 13: Climate Action</div> <div></div>	<div>13.1</div> <div>Strengthen resilience and adaptive capacity to climate related hazards and natural disasters in all countries</div> <div>13.2</div> <div>Integrate climate change measures into national policies, strategies and planning</div>	<p>Operate our facilities in a way that produces a significantly smaller energy footprint compared to traditional integrated steelmaking producers. Goals and activities to include the following:</p> <ul style="list-style-type: none">• FY2034 Goal: Reduce the intensity of our Scope 1, Scope 2 and material Scope 3 steelmaking emissions by a total of 10% from an FY2024 baseline.• Our GHG emissions are now among the lowest in our industry and we’re already below the Paris Climate Agreement 1.5 scenario benchmarks for our industry for 2040.• All of our steel producing facilities use energy saving electric arc furnace (EAF) technology, which significantly reduces the energy required to produce steel compared to the traditional integrated steelmaking technology (BOF).• In 2009, CMC became the first company in the world to successfully build and operate a micro mill, which connects the melt shop and rolling mill into one continuous process and eliminates the need for consuming natural gas in a reheat furnace.• We incorporated advanced Q-One technology into AZ2 for both the ladle and EAF furnaces, making it the first micro mill in North America capable of sourcing electricity directly from renewable energy resources such as solar and wind.• We publish Environmental Product Declarations (EPDs) in the United States and EU that disclose our products’ environmental performance and potential impacts on the environment. The embodied GHG emissions of our steel products are lower than the U.S. steel manufacturing average.• CMC conducted its inaugural Climate Risk Analysis (CRA) in 2023 to better understand the climate related risks and opportunities presented to the company. This assessment will play a critical role in the development of CMC’s sustainability strategy moving forward.• In 2023, CMC signed on as one of six founding members of the Global Steel Climate Council (GSCC). The goal of this entity is to incentivize true decarbonization of the steel sector by establishing a single, technology agnostic Steel Climate standard to measure, report and ultimately reduce carbon emissions in steel production, regardless of the process used.	<p>Introduction: About the Company, pg. 6</p> <p>Sustainability Strategy, pg. 13</p> <p>Reducing Our Environmental Impact: Energy and Emissions, pg. 41</p> <p>Reducing Our Environmental Impact: Supporting Our Customers in Sustainability, pg. 46</p> <p>Conducting Ourselves with Integrity: Trade Associations and Political Engagement, pg. 56</p>

The Sustainable Development Goals

Goal	Target	CMC Activity, Initiative or Goal	Reference
<div>SDG 17: Partnerships for the Goals</div> <div></div>	<div>17.13</div> <div>Enhance global macroeconomic stability, including through policy coordination and policy coherence</div> <div>17.17</div> <div>Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships</div>	<p>Actively participate in multiple partnerships that promote safety, health and environmental stewardship within the steel industry. CMC has a robust network of partnerships which include academic partnerships, community and NGO partnerships, philanthropic partnerships and political partnerships. In our 2025 ESG Report, we discuss partnerships with the following:</p> <ul style="list-style-type: none">• Local recycling centers• Manufacturing facilities• Scrap yards• Concrete Reinforcing Steel Institute (CRSI)• Silesian University of Technology• Mesa Community College• Local technical high schools and universities• Historically Black Colleges and Universities (HBCU)• Hispanic Serving Institutions (HSI)• American Heart Association• American Cancer Society• Institute of Scrap Recycling Industries (ISRI)• Metals Service Center Institute (MSCI)• Steel Manufacturers Association (SJI)• European Steel Association (EUROFER)• Global Steel Climate Council (GSCC)	<p>Caring for Our People: Employee Wellbeing and People Management, pg. 24</p> <p>Caring for Our People: Supporting Our Communities, pg. 33</p> <p>Conducting Ourselves with Integrity: Trade Associations and Political Engagement, pg. 56</p>

GRI Index

GRI 1 used

GRI 1: Foundation 2021

Statement of use

CMC has reported the information cited in this GRI content index for the period September 1, 2024 to August 31, 2025 with reference to the GRI Standards.

Global Reporting Initiative			
GRI Standard		Disclosure	Report Location or External Reference
General Disclosures			
GRI 2: General Disclosures 2021	2-1	Organizational details	About the Company, pg. 6 <u>2025 Form 10-K</u> , pg. 1
	2-2	Entities included in the organization’s sustainability reporting	About this Report, pg. 59
	2-3	Reporting period, frequency and contact point	About this Report, pg. 59
	2-4	Restatements of information	We are restating FY24 water withdrawal and consumption in High or Extremely High Stress Areas.
	2-5	External assurance	We have not obtained external assurance.
	2-6	Activities, value chain and other business relationships	About the Company, pg. 6 Conducting Ourselves with Integrity: Responsible Supply Chain, Trade Associations and Political Engagement, pg. 53, 56 <u>2025 Form 10-K</u> , pg. 1-7
	2-7	Employees	About the Company, pg. 6 Performance Data Tables: Acting with Integrity, pg. 60-66
	2-8	Workers who are not employees	Data relating to the number of contractors and part-time employees was not available for inclusion in this report.
	2-9	Governance structure and composition	Conducting Ourselves with Integrity: Governance Structure, pg. 50 <u>Governance and Board of Directors</u> <u>2026 Proxy Statement</u> , pg. 28-33

Global Reporting Initiative			
GRI Standard		Disclosure	Report Location or External Reference
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	<u>Corporate Governance Guidelines</u> <u>2026 Proxy Statement</u> , pg. 34
	2-11	Chair of the highest governance body	<u>Corporate Governance Guidelines</u> <u>Governance and Board of Directors</u> <u>2026 Proxy Statement</u> , pg. 5
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Strategy: Management of Sustainability, pg. 17 Conducting Ourselves with Integrity: Governance Structure, pg. 50 <u>Corporate Governance Guidelines</u>
	2-13	Delegation of responsibility for managing impacts	Sustainability Strategy: Management of Sustainability, pg. 17 Conducting Ourselves with Integrity: Governance Structure, pg. 50 <u>2026 Proxy Statement</u> , pg. 28-34
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Strategy: Management of Sustainability, pg. 17 Conducting Ourselves with Integrity: Governance Structure, pg. 50
	2-15	Conflicts of interest	Conducting Ourselves with Integrity: Ethics and Compliance, pg. 52 <u>Code of Conduct and Business Ethics</u> <u>Corporate Governance Guidelines</u>
	2-16	Communication of critical concerns	Conducting Ourselves with Integrity: Ethics and Compliance, pg. 52 <u>Code of Conduct and Business Ethics</u> <u>Corporate Governance Guidelines</u>
	2-17	Collective knowledge of the highest governance body	<u>Corporate Governance Guidelines</u> <u>2026 Proxy Statement</u> , pg. 28-34
	2-18	Evaluation of the performance of the highest governance body	<u>Corporate Governance Guidelines</u>
	2-19	Remuneration policies	<u>Corporate Governance Guidelines</u> <u>2026 Proxy Statement</u> , pg. 42-47

Global Reporting Initiative			
GRI Standard		Disclosure	Report Location or External Reference
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	<u>2026 Proxy Statement</u> , pg. 46-67
	2-21	Annual total compensation ratio	<u>2026 Proxy Statement</u> , pg. 68
	2-22	Statement on sustainable development strategy	Introduction: CEO Letter, pg. 4 Sustainability Strategy, pg. 13
	2-23	Policy commitments	Reducing Our Environmental Impact: Environmental Management, pg. 40 Caring for Our People: Occupational Health and Safety, pg. 20 Conducting Ourselves with Integrity: Ethics and Compliance, Responsible Supply Chain, Data Privacy and Security, Trade Associations and Political Engagement, pg. 52-56 <u>Workplace and Human Rights Policy</u> <u>Supplier Code of Conduct</u>
	2-24	Embedding policy commitments	Reducing Our Environmental Impact: Environmental Management, pg. 40 Caring for Our People: Occupational Health and Safety, pg. 20 Conducting Ourselves with Integrity: Ethics and Compliance, Responsible Supply Chain, Data Privacy and Security, Trade Associations and Political Engagement, pg. 52-56 <u>Workplace and Human Rights Policy</u> <u>Supplier Code of Conduct</u>
	2-25	Processes to remediate negative impacts	Reducing Our Environmental Impact: Environmental Management, pg. 40 Caring for Our People: Occupational Health and Safety, pg. 20 Conducting Ourselves with Integrity: Ethics and Compliance, Responsible Supply Chain, Data Privacy and Security, Trade Associations and Political Engagement, pg. 52-56 <u>Corporate Governance Guidelines</u>
	2-26	Mechanisms for seeking advice and raising concerns	Conducting Ourselves with Integrity: Ethics and Compliance, pg. 52 <u>Code of Conduct and Business Ethics</u> <u>Corporate Governance Guidelines</u>

Global Reporting Initiative			
GRI Standard		Disclosure	Report Location or External Reference
GRI 2: General Disclosures 2021	2-27	Compliance with laws and regulations	Reducing Our Environmental Impact: Environmental Management, pg. 40 Conducting Ourselves with Integrity: Ethics and Compliance, pg. 52 <u>Code of Conduct and Business Ethics</u> <u>Supplier Code of Conduct</u> <u>2025 Form 10-K</u> , pg. 6-8
	2-28	Membership associations	Conducting Ourselves with Integrity: Trade Associations and Political Engagement, pg. 56
	2-29	Approach to stakeholder engagement	Sustainability Strategy: Stakeholder Engagement, pg. 15
	2-30	Collective bargaining agreements	<u>Workplace and Human Rights Policy</u> <u>Supplier Code of Conduct</u>
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Strategy: Material Issues, pg. 16
	3-2	List of material topics	Sustainability Strategy: Material Issues, pg. 16
	3-2	List of material topics	Reducing Our Environmental Impact: Water and Waste Management, pg. 44 Reducing Our Environmental Impact: Energy and Emissions, pg. 41 Caring for Our People: Occupational Health and Safety, pg. 20 Caring for Our People: Employee Wellbeing and People Management, pg. 24 Conducting Ourselves with Integrity: Trade Associations and Political Engagement, pg. 56
Materials			
GRI 301: Materials 2016	301-2	Recycled input materials used	Performance Data Tables: Respect for Our Environment, pg. 66-70
Energy			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Performance Data Tables: Respect for Our Environment, pg. 66-70

Global Reporting Initiative			
GRI Standard	Disclosure		Report Location or External Reference
GRI 302: Energy 2016	302-3	Energy intensity	Performance Data Tables: Respect for Our Environment, pg. 66-70
	302-4	Reduction of energy consumption	Performance Data Tables: Respect for Our Environment, pg. 66-70
Emissions			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Performance Data Tables: Respect for Our Environment, pg. 66-70
	305-2	Energy indirect (Scope 2) GHG emissions	Performance Data Tables: Respect for Our Environment, pg. 66-70
	305-3	Other indirect (Scope 3) GHG emissions	Performance Data Tables: Respect for Our Environment, pg. 66-70
	305-4	GHG emissions intensity	Performance Data Tables: Respect for Our Environment, pg. 66-70
	305-5	Reduction of GHG emissions	Performance Data Tables: Respect for Our Environment, pg. 66-70
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Performance Data Tables: Respect for Our Environment, pg. 66-70
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Caring for Our People: Occupational Health and Safety, pg. 20
	403-2	Hazard identification, risk assessment, and incident investigation	Caring for Our People: Occupational Health and Safety, pg. 20
	403-3	Occupational health services	Caring for Our People: Occupational Health and Safety, pg. 20 Caring for Our People: Employee Wellbeing and People Management, pg. 24
	403-4	Worker participation, consultation, and communication on occupational health and safety	Caring for Our People: Occupational Health and Safety, pg. 20

Global Reporting Initiative			
GRI Standard		Disclosure	Report Location or External Reference
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	Caring for Our People: Occupational Health and Safety, pg. 20 <u>Occupational Health and Safety Policy</u>
	403-6	Promotion of worker health	Caring for Our People: Occupational Health and Safety, pg. 20 Caring for Our People: Employee Wellbeing and People Management, pg. 24
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Caring for Our People: Occupational Health and Safety, pg. 20 <u>Occupational Health and Safety Policy</u>
	403-8	Workers covered by an occupational health and safety management system	Caring for Our People: Occupational Health and Safety, pg. 20 <u>Occupational Health and Safety Policy</u>
	403-9	Work-related injuries	Caring for Our People: Occupational Health and Safety, pg. 20 Performance Data Tables: Acting with Integrity, pg. 60-66
Training and Education			
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Caring for Our People: Employee Wellbeing and People Management, pg. 24
	404-3	Percentage of employees receiving regular performance and career development reviews	Caring for Our People: Employee Wellbeing and People Management, pg. 24 Performance Data Tables: Acting with Integrity, pg. 60-66
Public Policy			
GRI 415: Public Policy 2016	415-1	Political contributions	Performance Data Tables: Accountability for Our Actions, pg. 70

SASB Index

Iron & Steel Producers SASB Standard			
Topic	Accounting Metric	Code	Response
Greenhouse Gas Emissions			
	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-IS-110a.1	Performance Data Tables: Respect for Our Environment, pg. 66-70
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-IS-110a.2	Reducing Our Environmental Impact: Energy and Emissions, pg. 41
Air Quality			
	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) manganese (MnO), (6) lead (Pb), (7) volatile organic compounds (VOCs), and (8) polycyclic aromatic hydrocarbons (PAHs)	EM-IS-120a.1	Performance Data Tables: Respect for Our Environment, pg. 66-70 CMC does not collect MnO or PAH data and, at this time, we do not have any information suggesting that these are relevant in our process.
Energy Management			
	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	EM-IS-130a.1	Performance Data Tables: Respect for Our Environment, pg. 66-70
	(1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas and (4) percentage renewable	EM-IS-130a.2	Performance Data Tables: Respect for Our Environment, pg. 66-70
Water Management			
	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	EM-IS-140a.1	Performance Data Tables: Respect for Our Environment, pg. 66-70

Iron & Steel Producers SASB Standard			
Topic	Accounting Metric	Code	Response
Waste Management			
	(1) Amount of waste generated, (2) percentage hazardous, (3) percentage recycled	EM-IS-150a.1	Performance Data Tables: Respect for Our Environment, pg. 66-70
Workforce Health & Safety			
	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	EM-IS-320a.1	Performance Data Tables: Acting with Integrity, pg. 60-66
Supply Chain Management			
	Discussion of the process for managing iron ore or coking coal sourcing risks arising from environmental and social issues	EM-IS-430a.1	Conducting Ourselves with Integrity: Responsible Supply Chain, pg. 53 Performance Data Tables: About CMC, pg. 60 CMC does not use iron ore or coking coal to produce our products.
Activity Metrics			
	Raw steel production, percentage from: (1) basic oxygen furnace processes, (2) electric arc furnace processes	EM-IS-000.A	Performance Data Tables: About CMC, pg. 60
	Total iron ore production	EM-IS-000.B	Performance Data Tables: About CMC, pg. 60 CMC does not use iron ore to produce our products.
	Total coking coal production	EM-IS-000.C	Performance Data Tables: About CMC, pg. 60 CMC does not use coking coal to produce our products.

TCFD Index

Task Force on Climate-Related Financial Disclosures																																				
Recommended Disclosures	Response																																			
Governance																																				
Describe the board's oversight of climate-related risks and opportunities	Sustainability Strategy: Management of Sustainability, pg. 17 Conducting Ourselves with Integrity: Governance Structure, pg. 50																																			
Describe the management's role in assessing and managing climate-related risks and opportunities	Sustainability Strategy: Management of Sustainability, pg. 17																																			
Strategy																																				
Describe the climate-related risks and opportunities the organizations has identified over the short-, medium- and long-term	<div><p>The results of the assessment are displayed in the risk matrix below, which considers the likelihood and impact of CMC’s climate-related risks and identifies opportunities for action.</p><p>Overall, the results of the CRA support the need for continuous monitoring of our activities and gathering of data to build best practices for mitigating risks and capitalizing on opportunities.</p><p>The next steps in this work may include the following:</p><ul style="list-style-type: none">Investigating productivity loss at facility sites due to climate eventsTracking carbon pricing for raw materialsEngaging critical suppliersTracking customer requests for sustainability criteriaPreparing for upcoming sustainability reporting regulations</div> <div><p>The risk matrix evaluates four business units (Recycling, Steelmaking, Fabrication, Construction Products) against five TCFD risk dimensions. The legend indicates four levels: Risk: High (red), Risk: Medium (orange), Risk: Low (yellow), and Opportunity (green).</p><table><tr><th></th><th>Risk: High</th><th>Risk: Medium</th><th>Risk: Low</th><th>Opportunity</th></tr><tr><th>Recycling</th><td>Medium</td><td>Medium</td><td>Low</td><td>Low</td><td>Opportunity</td></tr><tr><th>Steelmaking</th><td>Low</td><td>Medium</td><td>High</td><td>Medium</td><td>Opportunity</td></tr><tr><th>Fabrication</th><td>Low</td><td>Low</td><td>Low</td><td>Medium</td><td>Low</td></tr><tr><th>Construction Products</th><td>Low</td><td>Low</td><td>Low</td><td>Medium</td><td>Low</td></tr><tr><th></th><th>Acute Natural Hazards</th><th>Chronic Sea Level Rise</th><th>Water Stress</th><th>Policy and Regulation</th><th>Market and Consumer Preference</th></tr></table><p>TCFD RISK DIMENSION</p></div>		Risk: High	Risk: Medium	Risk: Low	Opportunity	Recycling	Medium	Medium	Low	Low	Opportunity	Steelmaking	Low	Medium	High	Medium	Opportunity	Fabrication	Low	Low	Low	Medium	Low	Construction Products	Low	Low	Low	Medium	Low		Acute Natural Hazards	Chronic Sea Level Rise	Water Stress	Policy and Regulation	Market and Consumer Preference
	Risk: High	Risk: Medium	Risk: Low	Opportunity																																
Recycling	Medium	Medium	Low	Low	Opportunity																															
Steelmaking	Low	Medium	High	Medium	Opportunity																															
Fabrication	Low	Low	Low	Medium	Low																															
Construction Products	Low	Low	Low	Medium	Low																															
	Acute Natural Hazards	Chronic Sea Level Rise	Water Stress	Policy and Regulation	Market and Consumer Preference																															

Task Force on Climate-Related Financial Disclosures

Recommended Disclosures	Response
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning	Sustainability Strategy: Management of Sustainability, pg. 17 Reducing Our Environmental Impact, pg. 36
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2 degree Celsius or lower scenario	<p>Climate change poses a range of critical risks to our business and stakeholders, from legislation on carbon emission pricing and rising electricity prices to physical impacts, such as rising sea levels and extreme weather conditions.</p> <p>To help better understand the impact and management of these risks, CMC performed a Task Force on Climate-Related Financial Disclosures (TCFD)-aligned climate risk analysis in 2023. This analysis was focused on the physical and transitional risks associated with climate change, incorporated multiple temperature increase scenarios, including worse-case scenario RPC 8.5, and will be used to inform CMC’s climate strategy in the years ahead.</p> <p>In addition to risks, the analysis looked at the unique opportunities that climate change presents for CMC. For instance, we understand that climate impacts such as rising sea levels could create higher demand for our construction-related products as companies combat adverse weather effects with more robust and sustainable infrastructure. Additionally, customer behavior influenced by the quickly emerging low-carbon market could also increase demand for CMC’s products and services.</p>
Risk Management	
Describe the organization's processes for identifying and assessing climate-related risks	<p>Our efforts to manage and report on climate risks include proactively addressing the emerging requirements in Europe and the U.S. To that end, CMC completed a climate risk assessment (CRA) in 2023. We are also working to establish an emission target specific to our steelmaking activities as part of our commitment to the <u>Global Steel Climate Council (GSCC)</u>.</p> <p>The CRA process, led by a third party, is aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), which is globally recognized as best practice. Both physical and transition risks over short-, medium- and long-term timeframes were assessed for our global operations. The potential impact of each risk was considered, as well as the probability of occurrence and the driver of uncertainty behind the evaluation of each risk.</p>

Task Force on Climate-Related Financial Disclosures

Recommended Disclosures	Response
Describe the organization's processes for managing climate-related risks	Sustainability Strategy: Management of Sustainability, pg. 17 Reducing Our Environmental Impact, pg. 36
Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	Sustainability Strategy: Management of Sustainability, pg. 17 Conducting Ourselves with Integrity: Risk Management, pg. 51
Metrics and Targets	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Reducing Our Environmental Impact, pg. 66-70 Performance Data Tables: Respect for Our Environment, pg. 66-70
Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Reducing Our Environmental Impact, pg. Performance Data Tables: Respect for Our Environment, pg. 66-70
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Reducing Our Environmental Impact, pg. Performance Data Tables: Respect for Our Environment, pg. 66-70



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