



2023
Sustainability
Report





NICE-MIDDLETON BRIDGE

Spans the Potomac River between Maryland and Virginia

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Report based on fiscal year 2023 - September 1, 2022 thru August 31, 2023.

A Letter from Our President and CEO

Sustainability is engrained in everything we do at CMC—from how we develop our strategy and business model, to the way we operate each and every day and to the safety of every member of our team.



Since our founding over 100 years ago, we've consistently focused on being a responsible company while providing value for all our stakeholders—for our customers, employees, communities, financial partners and our shareholders.

The people at CMC are crucial to the success of every aspect of our business. We only succeed by employing outstanding talent and building strong relationships within the communities in which we work and live.

When it comes to environmental impact, our emphasis on continuous improvement makes us a model for our industry. Our operations focus on conservation, and leverage the latest green technology and innovations to reduce the impact of our products. Our Safety Management Program, built around deep employee engagement, has led to exceptional employee safety performance. Our engagement with local communities continues to build trust inside and outside our facilities and tangible benefits to those communities. We are committed to furthering our positive impact to create a stronger, safer and more sustainable world.

BUILT ON CIRCULARITY

CMC's sustainability initiatives are driven by our vertically integrated business model, which goes hand in hand with the principles of the circular economy. We collect scrap metal, melt, cast and roll it into steel shapes that are then fabricated into finished products. When these products reach the end of their useful lives, they become the scrap metal that begins the next cycle. This closed-loop system reduces waste, produces lower greenhouse gas emissions and increases the resilience of our business. Controlling our raw material supply ensures low cost inputs in our process while our fabrication operations connect us to our end customer and give us insight into market trends.

This model is complemented by our commitment to utilizing innovative technology to improve the efficiency of our processes. In 2023, we made great strides in advancing our micro mill technology with the startup of our new micro mill in Arizona. This mill builds on the concept of the micro mill's lower energy footprint with its ability to utilize renewable energy as a substantial component of its power source. In July of 2023, we broke ground on yet another micro mill in West Virginia, which will deploy advanced technology and help us further reduce our carbon footprint as we grow.

LEADING ON SUSTAINABILITY

As our sustainability journey continues at CMC, we have refocused our efforts on accountability and stewardship, taking major steps forward as an industry leader.

In 2023, we completed our inaugural climate risk assessment (CRA) to identify CMC's most pressing climate-related risks and opportunities. This will help drive the development of our climate strategy moving forward. We are also a founding member of the nonprofit Global Steel Climate Council (GSCC), which advances climate strategy by establishing standards that incentivize the decarbonization of the steel industry. The GSCC has created a single, technology-agnostic framework for product certification and company-wide emission targets for all steel producers; this framework aligns with a science-based path to limit global warming to 1.5°C by 2050.

In addition to our environmental efforts, in 2023 CMC achieved record employee safety performance, building on our performance from 2022. This improvement reflects CMC's commitment to ensuring our team members' safety as we work to create a stronger, more sustainable world through our products. We also continued to help

try to improve lives in the places we call home through local and corporate giving campaigns totaling close to \$2 million and through volunteering initiatives.

LOOKING FORWARD

As we look to the year ahead, we will focus on continuing to operate our business safely while working to reduce our environmental footprint.

We will continue to build partnerships with local utilities to improve the efficiency and reliability of the electricity grid.

To achieve our wider environmental goals, we will continue to invest in our people and communities. Our goal is to create a culture of excellence, that inspires productivity and encourages fresh thinking while also supporting all our employees across our organization. Creating a culture of support means supporting our CMC team members' physical and mental health and wellbeing.

While we are proud of what we have accomplished to date, we are not content. We will continue to focus on how our products, processes and people can improve our world for future generations.

We will get there by working together as one CMC family.



Peter R. Matt
President and Chief Executive Officer

2023 Highlights



ECONOMIC

\$8.8 billion in net sales

17.9% return on invested capital

97% global customer satisfaction score



ENVIRONMENT

Completed our inaugural Climate Risk Analysis (CRA)

8.1 million metric tons of recycled metal kept from landfills

88% water recycling and reuse, multiple cycle cascading water systems

12% decrease in Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions intensity over 2019 baseline

5.3% increase in waste recycling since 2021



SOCIAL

114 of our facilities had a zero incident rate

50% of our Executive Leadership Team (ELT) are women

49% of our workforce is diverse (female & non-white male)

100% of employees received performance reviews

285% increase in our community charitable giving since 2019



GOVERNANCE

44% of our Board members are women

Proactive board refreshment with three new directors in the past three years

Awards & Recognition



Dallas Morning News named CMC as one of the Top 100 Places to Work for the third year in a row.



CMC Poland named one of Forbes Poland's Best Employers 2023 for the second year in a row.



Newsweek voted CMC as 19th overall, 39th in Environmental and 24th in Social in the Materials & Chemicals Industry for America's Most Responsible Companies.



As You Sow ranked CMC 88th of 6,720 global firms and within the top 5 of American companies as a Clean200 company.



Executive Chairman of our Board, Barbara Smith received the 31st annual Willy Korf/Ken Iverson Steel Vision Award by Global Steel Dynamics Forum.



Eaton, a diversified power management company, awarded CMC the Supplier Excellence Award for the third time.



CMC Poland named Good Employer for the fourth time.



Women's Forum of New York 2023 Corporate Champions.

Sustaining Our Legacy



For over 108 years, sustainability has remained at the core of CMC's business and culture. As we evolve our operations, we're transforming ourselves from a steel company into a leading construction solutions provider.

WHO WE ARE

Since 1915, CMC (Commercial Metals Company) has built a legacy as a global leader in the sustainable recycling, manufacturing and fabrication of steel and construction solutions. Headquartered in Irving, Texas, CMC employs 13,022 people in 212 facilities across the United States (U.S.), the United Kingdom (U.K.), Central Europe and Asia.

CMC is a publicly traded company (NYSE: CMC) and is widely recognized for its commitment to professionalism, innovation and customer service.

The products we create form the backbone for buildings, highways, bridges and other structures all over the world. The markets we serve include infrastructure, commercial and residential construction, the energy industry, manufacturing and agriculture.

CMC started as a recycling business, and sustainable practices remain central to our DNA and ongoing mission.

Over the last 108 years, we've prioritized investing in new technologies and processes that improve quality while enhancing resource efficiency and utilization. All of our steel-producing facilities use energy-saving electric arc furnace (EAF) technology, which we pioneered. This technology significantly reduces the energy required to produce steel compared to the traditional integrated steelmaking technology (basic oxygen furnace) used by most global steelmakers today. In 2009, we were the first in the world to successfully construct and operate the micro mill, which took efficiency to new levels.

HEADQUARTERED IN IRVING, TX

13,000+

People employed with CMC globally

212

Facilities across the U.S., U.K.,
Central Europe and Asia



For us, sustainability is never an afterthought. It guides us as we evolve our business to reflect our expanding role as a construction solutions provider. Our increasingly differentiated business model and focus on technological efficiencies enable us to reduce our costs and risks, which in turn allows us to develop and produce the sustainable products our society needs to build and grow.

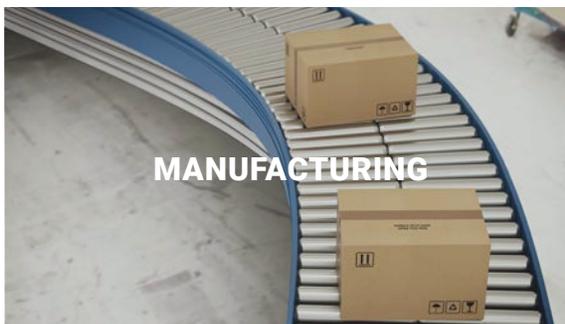
WE ARE ONE CMC

At CMC, we are proud of our company's 108-year history as a leader in the recycling, steelmaking and rebar fabrication industries. After more than a century of growth, we are looking to the future as we expand into new markets and continue our commitment to developing innovative and sustainable products and solutions for our customers. In October 2023, we launched an updated logo that was designed to express CMC's growth and strength as a company, capturing the core purpose of CMC's diverse construction products and solutions.

The new logo and updated branding also reflects our growth strategy to expand the scope of products and solutions beyond metals. Recent important acquisitions including Tensar, Tendon Systems, and EDSCO Fasteners are examples of our move beyond steel production to new, additional opportunities across the construction industry.

Going forward, we will also be known simply as CMC—the abbreviation by which we are already widely known. Grounded in our history as a leading provider of steel and reinforcement products and looking to the future, CMC remains committed to providing the highest-quality products and solutions, backed by industry-leading customer service.



WHAT WE DO**Markets we serve****TOTAL RECYCLED METAL**

(metric tons)

2021	8,662,342
2022	8,676,630
2023	8,108,441

TOTAL RAW STEEL MILL PRODUCTION

(metric tons)

2021	5,661,952
2022	5,756,503
2023	5,410,589

To learn more about how we work across industries, visit our [Industries Served](#) page.

Our Products

STRAIGHT & SPOOLED REBAR

used to reinforce concrete foundations, roads, bridges and buildings



POST-TENSION CABLE

concrete reinforcement used to reduce tensile stresses in concrete applications



MERCHANT BAR

angles, channels, flats, rounds, squares and other special shapes used in manufacturing multiple end products



WIRE ROD

typically drawn into metal wire products



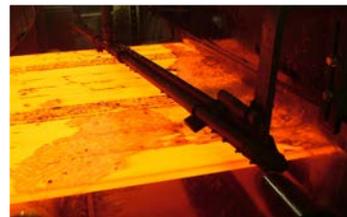
PERFORMANCE REINFORCING STEEL

steel products built for a range of conditions, such as extreme cold and corrosion resistance



HEAT-TREATED STEEL

high-strength, abrasion-resistant and ballistic steel



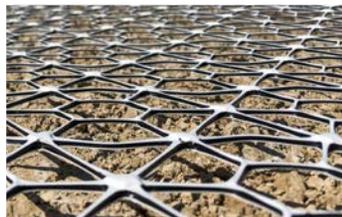
FENCE POST

T-posts for fencing applications in the U.S.



GEOGRIDS

engineered solutions for soil stabilization and reinforcement



GEOPIERS

engineered solutions for ground improvement



ANCHOR BOLT SYSTEMS

anchor bolt cages and anchor bolts for electric transmission, substation, communications and transportation projects



To learn more about the products we make, visit [Bringing Steel to Life](#).

Our guiding principles

Our guiding principles serve as a compass for our decisions and behaviors. This set of values goes beyond the boundaries of culture and geography to direct how we act and engage with one another and our stakeholders every day.

Living these values means meeting the highest standards of ethical and professional behavior in all aspects of business across the globe. At their core, our guiding principles are based on two simple concepts: integrity and caring for the welfare of others.

We will always strive to do the following:

- **Place the customer at the core of all we do.** We believe that if we focus on meeting the needs of our customers, we will succeed. We work hard to understand our customers' needs and provide creative solutions that add value to their businesses.
- **Stay committed to our employees.** We care for our employees by providing an environment where safety is our top concern, employees have the opportunity for both personal and professional growth, everyone is treated fairly and opinions are respected. We foster an inclusive culture that challenges conventional thinking, promotes teamwork, requires accountability and rewards success.
- **Give back to our communities.** We take the responsibility of being a good corporate citizen seriously and are dedicated to making a positive impact on the local communities in which we live and work.
- **Create value for our investors.** We strive to provide industry-leading returns for our shareholders by having a passion for cost efficiency, using our resources effectively and achieving our goal of consistent, profitable growth.

WE BELIEVE IN



acting with integrity by honoring our commitments, being accountable for our actions and acting with respect for others



dedicating ourselves to making the safety and wellbeing of our employees a top priority



promoting collaboration by working together as a team to provide exceptional results



encouraging excellence by challenging ourselves to improve everything we do



Our Global Footprint

You can find CMC products in structures around the world. To serve our global market, we maintain facilities in the U.S. and Europe, and a Geogrid location in Asia—we currently operate 212 facilities across our operations. The countries in blue show where we have a presence.

 CMC LOCATIONS

Bringing steel to life

Steel impacts virtually every aspect of modern life. Our steelmaking and construction projects support the essential infrastructure that people rely on to live, work, grow and connect. Through all that we do, sustainability remains our goal and our way of doing business.

At their core, our mills are steel recycling facilities. Scrap metal goes back into the economy as we create new products and put them into circulation. Recycle, produce, fabricate, repeat—our operations encompass the entire lifecycle of steel.

In 1952, CMC raised the bar for our industry by becoming the first steel manufacturer in the U.S. to adopt the vertical integration model. We then expanded this approach to Europe. Our vertically integrated model allows CMC to remain a producer of high-quality steel, respond swiftly to changing customer needs and provide value to our investors.

Vertical integration in the circular economy

We fully embrace the fact that steel is infinitely recyclable. Our closed-loop vertical integration model goes hand in hand with the principles of a circular economy, producing more benefits for the infrastructure of modern life.

As populations grow and resource consumption increases, the circular economy model seeks to decouple the relationship between economic production and the consumption of increasingly limited resources, such as energy and metals.





With our vertically integrated recycling model, CMC lives and breathes the principles of a circular economy. The many benefits include the following:

- Reducing or eliminating waste and pollution
- Leveraging the unique, natural resilience of steel, which can be recycled infinitely without losing its inherent properties
- Minimizing impacts on natural resources

In 2023, our vertically integrated manufacturing process kept nearly 18 billion pounds of scrap metal out of landfills. 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 mills bridge recycling and fabrication—we can use nearly any type of steel scrap to make new steel products, creating a closed-loop system. Most of the coproducts and waste we produce are 100% recyclable.

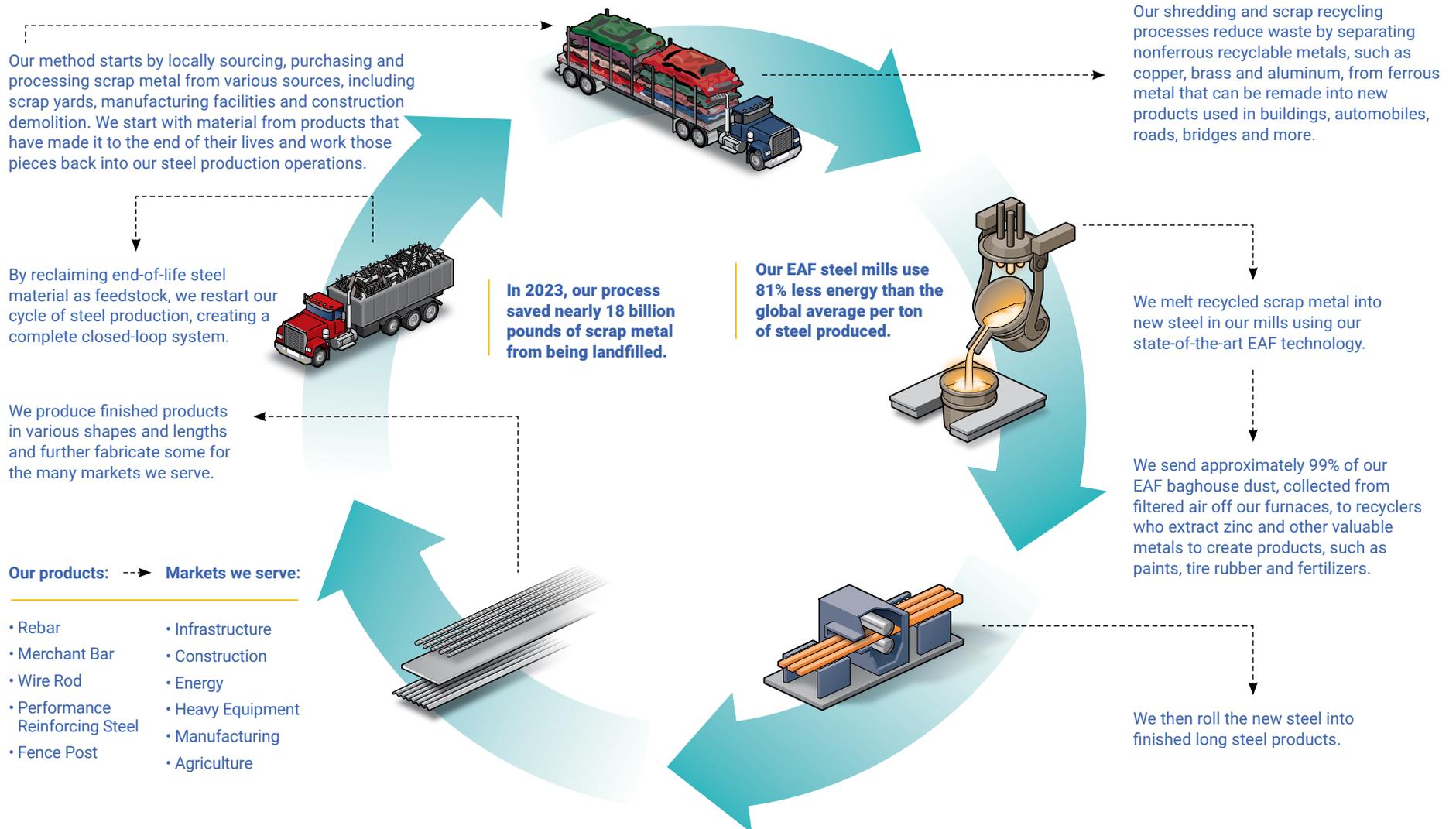
In addition to the environmental benefits, our vertical integration model seeks to achieve the following:

- Improve operational efficiencies
- Ensure supply chain resiliency
- Help customers meet their own sustainability goals

Our model also helps us rapidly respond to changes in the business environment. Our downstream business keeps us in direct contact with the end customer—right to the construction site where our sustainable products are installed. This gives us insight into market trends and developments that help us better serve customers.

Circularity and vertical integration

CMC's vertically integrated business model goes hand-in-hand with the circular economy. Our mills provide the bridge between recycling and fabrication—creating a 100% closed-loop system.





SUSTAINABILITY AT CMC

Successful companies increasingly understand that the sound corporate governance of both financial and non-financial factors—such as environmental and social issues—benefits their bottom lines. In other words, sustainability issues are business issues and vice versa. CMC fully embraces this thinking.

Sustainability is and has always been central to what we do. We integrate our sustainability and business strategies as part of our aim to be the first choice for customers and suppliers. Since our first day in operation, we have valued product stewardship and sustainability. We pay close attention to our impact on the world around us, and we look for new ways to strengthen our business while investing in innovations that yield greater efficiencies and environmental benefits.

We pride ourselves on the fact that we've had a positive sustainability story from the beginning for over 100 years. Our mills are innovating with the cleanest steel-making methods, and each line of our business plays a role in our sustainability journey.

CMC is also reaching beyond our operations to infuse sustainable activities across the steel industry. In 2023, we became a proud founding member of the Global Steel Climate Council (GSCC). As such, we believe that the global steel industry must play a significant role in global decarbonization efforts and that producers must work toward achieving the goals of the Paris Climate Agreement to limit climate change. GSCC is one step toward getting us there.

For more information on this initiative, please visit [Launching a new era in clean steel with the GSCC](#).



Circular
Economy



Energy
Efficiency



Renewable
Energy



Environmental
Compliance

We also look to how our products contribute beyond the products themselves. Our Tensar Geogrid product line helps decarbonize infrastructure construction projects by reducing the time, energy and materials needed during construction and over the lifecycle of stabilized landforms.

Tensar Geogrid

Benefits from less aggregate material in roadway, rail, retaining wall and slope construction include the following:

Up to 40%

less aggregate consumed

Up to 30%

reduction in associated carbon emissions on projects

Up to 65%

reduction in overall excavated material requirements

Up to 30%

reduction in water usage associated with aggregate compaction

Reduction

in vehicle movements reducing potential health and safety risks



CONSTANTLY INNOVATING: CMC MICRO MILLS

At CMC, we are constantly innovating the technologies we use to improve operational and environmental efficiencies. Nowhere is this more apparent than the launch of our micro mills.

- 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. Today, we operate three micro mills. The latest, AZ2, began commissioning in spring 2023 in Mesa, Arizona.
- With AZ2, we took our innovations a step further by incorporating advanced Q-One technology 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.
- Q-One technology delivers major benefits. It reduces electricity transmission losses by up to 10%, which improves efficiency in our use of generated electricity. We continue to see reduced energy consumption, excellent power factors and reduced electrode consumption.
- AZ2 is the first micro mill in the world capable of producing both rebar and MBQ products.

Areas of impact

In early 2021, we updated our sustainability strategy to reflect our priorities. The strategy focuses on three areas of impact:



ACCOUNTABILITY FOR OUR ACTIONS

Honesty and transparency with respect to corporate governance, ethics, compliance and a sustainable supply chain are the best approaches to long-term sustainability. We are committed to listening to our customers, training our people and providing quality products and materials manufactured in a socially and environmentally responsible manner.



RESPECT FOR OUR ENVIRONMENT

We live where we work, so caring for our environment is caring for our communities. At CMC, good business always aligns with good environmental stewardship and practices, which include using resources efficiently, promoting the recycling and reuse of ferrous and nonferrous metals and continually striving to reduce and manage our environmental footprint.



ACTING WITH INTEGRITY

Our people are our most important resource. We recognize the value of relationships and put people at the center of our business by making health and safety a top priority; fostering a diverse, equitable and inclusive work environment that provides opportunities for training, development and advancement; and making investments that strengthen local economies and support the causes in which our people believe.

Serving our stakeholders

CMC's most important stakeholders include the following:

- Employees
- Local communities
- Customers
- Suppliers
- Investors
- Industry peers and trade associations

We engage each of these groups and maintain open, transparent communication to better understand their concerns and identify potential responses. Based on our experiences and relationships, we identified the following sustainability issues as important to our stakeholders.

STAKEHOLDER GROUP	TOPICS IDENTIFIED	ENGAGEMENT STRATEGIES AND FREQUENCIES				
EMPLOYEES 	<ul style="list-style-type: none"> ◦ Health and safety ◦ Rewards and recognition ◦ Succession planning ◦ Diversity and inclusion ◦ Employee benefits ◦ Ethics and integrity ◦ Community engagement ◦ Management development programs 	ONGOING <ul style="list-style-type: none"> • Print and electronic communication • Team meetings • "Paycall" facility-wide meetings • Employee surveys • Grievance hotline • Volunteer activities • Digital work environments • Performance reviews • Development plans 				
INVESTORS 	<ul style="list-style-type: none"> ◦ Strategic risks and initiatives ◦ Financial performance ◦ Environmental impacts ◦ Governance structure and policies ◦ Sustainability reporting and transparency 	<table border="0"> <tr> <td>QUARTERLY</td> <td>ANNUALLY</td> </tr> <tr> <td> <ul style="list-style-type: none"> • Earnings releases • Securities and Exchange Commission filings • Investor calls and meetings </td> <td> <ul style="list-style-type: none"> • Annual Report • Annual meeting of shareholders • Proxy Statement • Sustainability Report </td> </tr> </table>	QUARTERLY	ANNUALLY	<ul style="list-style-type: none"> • Earnings releases • Securities and Exchange Commission filings • Investor calls and meetings 	<ul style="list-style-type: none"> • Annual Report • Annual meeting of shareholders • Proxy Statement • Sustainability Report
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<ul style="list-style-type: none"> • Earnings releases • Securities and Exchange Commission filings • Investor calls and meetings 	<ul style="list-style-type: none"> • Annual Report • Annual meeting of shareholders • Proxy Statement • Sustainability Report 					
CUSTOMERS 	<ul style="list-style-type: none"> ◦ Delivery expectations and demand ◦ Product quality ◦ Business continuity ◦ New products ◦ Product and process innovation ◦ Strategic partnering opportunities 	<table border="0"> <tr> <td>ONGOING</td> <td>ANNUALLY</td> </tr> <tr> <td> <ul style="list-style-type: none"> • Voice of the Customer program • Direct engagement • Steel school training </td> <td> <ul style="list-style-type: none"> • Customer surveys </td> </tr> </table>	ONGOING	ANNUALLY	<ul style="list-style-type: none"> • Voice of the Customer program • Direct engagement • Steel school training 	<ul style="list-style-type: none"> • Customer surveys
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SUPPLIERS 	<ul style="list-style-type: none"> ◦ Safety protocols and performance ◦ Material quality ◦ Demand forecasting and planning ◦ Performance metrics ◦ Innovation and strategic partnership opportunities ◦ Pricing and marketplace conditions 	ONGOING <table border="0"> <tr> <td> <ul style="list-style-type: none"> • Supplier Code of Conduct • Strategic sourcing processes • Business review meetings • Joint quality improvement projects </td> <td> <ul style="list-style-type: none"> • On-site safety protocols • General dialogues and discussions • Supplier engagement survey </td> </tr> </table>	<ul style="list-style-type: none"> • Supplier Code of Conduct • Strategic sourcing processes • Business review meetings • Joint quality improvement projects 	<ul style="list-style-type: none"> • On-site safety protocols • General dialogues and discussions • Supplier engagement survey 		
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STAKEHOLDER GROUP	TOPICS IDENTIFIED	ENGAGEMENT STRATEGIES AND FREQUENCIES				
LOCAL COMMUNITIES 	<ul style="list-style-type: none"> Community impacts and engagement Public safety and preparedness Environmental impact Workplace opportunities Community family events 	ONGOING <ul style="list-style-type: none"> Volunteering Participation in calls and meetings with local governments Partnerships with charitable organizations Meetings with local emergency services Social media Job fairs 				
INDUSTRY PEERS & TRADE ASSOCIATIONS 	<ul style="list-style-type: none"> Health and safety Community impacts Environmental impact Best practices GHG emissions Industry advocacy Research 	<table border="0"> <tr> <td>ONGOING</td> <td>QUARTERLY</td> </tr> <tr> <td> <ul style="list-style-type: none"> Holding committee and association leadership positions </td> <td> <ul style="list-style-type: none"> Industry association meetings Industry committee meetings </td> </tr> </table>	ONGOING	QUARTERLY	<ul style="list-style-type: none"> Holding committee and association leadership positions 	<ul style="list-style-type: none"> Industry association meetings Industry committee meetings
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Identifying our material issues

Since our last formal materiality assessment was conducted in 2021, CMC has continued to review our material issues annually to confirm applicability. We regularly engage leadership across our businesses as well as our customers and investors to better understand the key sustainability issues relating to our company and the industry.

Our approach to stakeholder engagement ensures that we align our sustainability strategy with evolving stakeholder expectations, industry best practices and known business risks. Items marked with a ‘+’ in the table on the next page are discussed in our 2023 Annual Report (Form 10-K), Part I, Item 1: Business, Environmental Matters, which addresses the specific risks relating to environmental compliance.

This report details our efforts to manage our nine sustainability topics, which were verified by CMC’s Executive Leadership Team and Sustainability Leadership Council. We also discuss other matters for which we have created practices and programs for and believe are significant. These include the following:

- Diversity and inclusion
- Human rights
- Sustainable supply chains
- Innovation
- Community engagement
- Customer satisfaction
- Corporate governance and ethics



SUSTAINABILITY ISSUE	DESCRIPTION	REPORT LOCATION
GOVERNANCE		
Sustainability Oversight	Ensuring that sustainability matters are effectively managed within the overall structure and governance of the company	Sustainability at CMC
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	Corporate Governance
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	Environment
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	Environment
Greenhouse Gas Emissions	Tracking carbon dioxide (CO ₂) and other GHG emissions from CMC's operations, setting company-wide GHG reduction targets and monitoring our progress against the targets	Environment
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	Environment
Product Stewardship	Assessing and improving the sustainability of our products throughout their lifecycles in support of a circular economy by sourcing raw material sustainably, increasing the use of recycled content and sustainable materials and decreasing the use of hazardous chemicals	Overview
SOCIAL		
Health and Safety	Providing safe working conditions through the implementation of a robust occupational health and safety management system, processes for hazard identification and incident investigation and the provision of safety training, needed personal protective equipment (PPE) and wellness programs/support	Social
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	Social

Our sustainability goals

We are committed to continuing our targeted reductions to keep us on track and remain one of the most efficient steel manufacturers. In 2020, we established goals to increase our use of renewable energy and reduce our energy consumption, GHG emissions and water withdrawal by 2030. These goals align with the 2050 global sector target established by the Paris Climate Agreement for the below -1.5 degrees Celsius scenario, as well as the tenets of the Global Steel Climate Council, of which CMC is a founding member. As of August 31, 2023, we are ahead of schedule on three of our four goals.



TARGETS FOR 2030, WITH A 2019 BASELINE

Reduce our Scope
1 and 2 GHG emissions
intensity by 20%

Currently:
59%
of goal

Increase our
renewable energy
usage by 12
percentage points

Currently:
82.5%
of goal

Reduce our
energy consumption
intensity by 5%

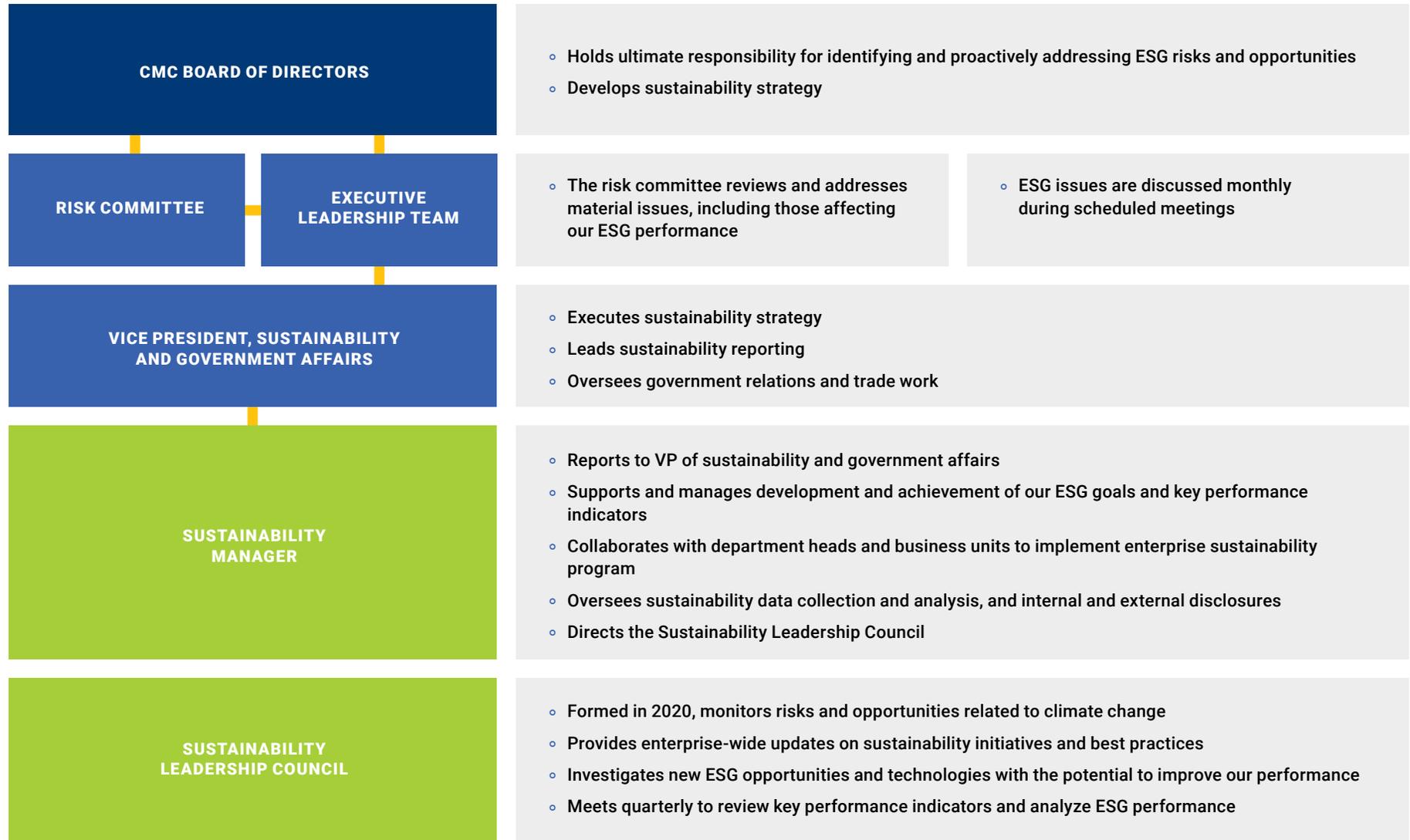
Currently:
87.5%
of goal

Reduce our
water withdrawal
intensity by 8%

Currently:
0%
of goal

Managing sustainability at CMC

Sustainability is integral to our business strategy and culture. We continue to embed sustainability management requirements into our management and governance structure. Our sustainability accountabilities start at our Board and cascade down through the organization.



SUPPORTING CUSTOMERS IN SUSTAINABILITY

The magic of our unique, sustainability-driven business model happens when we help customers meet their own sustainability needs. Products such as the revolutionary RebarZero™, Merchant Zero™ and others in our line of net-zero products do just that.

By incorporating sustainability principles into our business strategy and practices, we create financial and operational benefits that reduce both emissions and risks for end users.

We're also an active partner, working with our customers on services and solutions that address their sustainability needs and help them reach their goals. We know our customers are seeking more guidance and support with sustainability matters, and we provide both.

Our commitment to reducing carbon emissions allows us to offer products that exceed customers' evolving needs. Manufacturing, transporting, installing, maintaining and disposing of building materials all contribute to embodied carbon and energy use—and the resulting GHG emissions. This is why we strive to understand and quantify embodied carbon across the lifecycle of all our products. By quantifying GHG savings, we can create even more products that contribute to a lower carbon infrastructure while meeting goals, such as those outlined in the Paris Climate Agreement.

We publish Environmental Product Declarations (EPDs) in the U.S. and E.U. that disclose our products' environmental performance or

potential impacts on the environment. We update these EPDs on a five-year cycle, in accordance with ISO 21930, ISO 14025, ISO 14040, ISO 14044 and EN 15804+A2:2019 standards, as applicable, and they are verified by a third party. EPDs are frequently required for public and private projects and are published for both our steel and geogrid products.

The embodied GHG emissions of our steel products are lower than the U.S. steel manufacturing average, according to the Concrete Reinforcing Steel Institute. These and other factors help us contribute to LEED (Leadership in Energy and Environmental Design) and other green building projects.

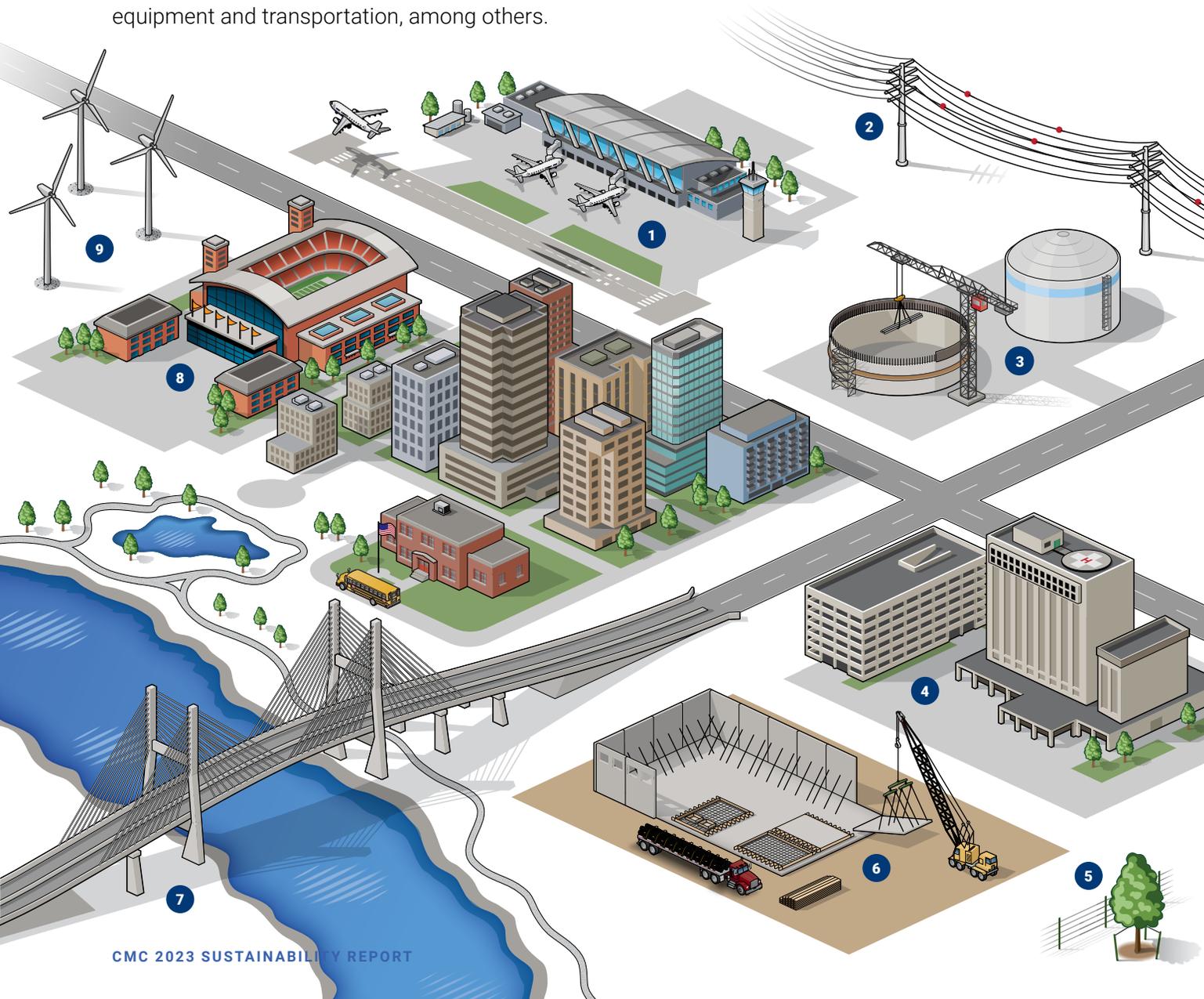
In our Tensar Division, we're providing reliable and proven solutions that enable more efficient, cost-effective and sustainable solutions for infrastructure, including challenging civil construction projects and applications. Our Tensar+ software, a free cloud-based program, provides design modules for applications serviced by Tensar products and solutions. Beyond showing cost and time savings for each project, some modules show reductions in embodied carbon, water usage, fuel usage and more for our engineered solutions.

Throughout these processes and innovations, providing a range of products and services to help our customers meet their sustainability needs remains our goal.



CMC's products in action

CMC construction solutions are used in a variety of applications including infrastructure, construction, energy and agriculture. Our steel products are also used in several manufacturing markets like heavy equipment and transportation, among others.



- 1 Rebar and paving dowels are used in airport runways, parking garages and terminal buildings
- 2 Anchoring systems and rebar cages are used to support and reinforce transmission poles that carry electricity from coast to coast
- 3 CryoSteel is specially designed to perform in extremely cold temperatures, like that of the tanks used to store liquefied natural gas (LNG)
- 4 Fabricated rebar is used in hospitals, parking structures and other buildings around the globe
- 5 T-post fence posts are used in multiple ways, from fencing cattle and ranches to supporting new landscaping and trees
- 6 Tilt up braces and CRP accessories are used to construct tilt-wall buildings, used primarily for warehouses; geogrid is used to stabilize the construction site for moving heavy equipment
- 7 ChromX and GalvaBar rebar are used in bridges and coastal construction to protect from corrosion
- 8 Fabricated rebar and performance reinforcing steel are used in our favorite sports stadiums and arenas around the globe
- 9 Geogrid, Geopier, fabricated rebar and anchoring systems are used to support renewable energy structures like wind turbines

Reducing Our Impact on the Environment



In our efforts to help combat climate change, we continuously evaluate and improve our operations to ensure that our environmental innovations and performance remain among the industry's best. Our business thrives when we avoid risks and identify opportunities.

WHY IT MATTERS

As a global recycler and a steel, steel product and geotextile product manufacturer, we are committed to maintaining our leadership position in reducing our impact on the natural world around us. This longstanding commitment demands that we look beyond our industry's environmental and regulatory compliance and move toward genuine innovation.

We're certainly not strangers to environmental risks. The effects of climate change—such as extreme weather events and heat waves—may directly impact our ability to operate, making it critical to proactively manage the following:

- Greenhouse gas (GHG) emissions
- Energy
- Air pollutants
- Water use
- Material sourcing
- Waste generation

Doing so allows us to achieve the following:

- Enhance operational efficiency
- Ensure regulatory compliance
- Alleviate risks to long-term business success

Amid rapidly changing stakeholder expectations, we must heighten our focus on sustainable business practices. CMC continues to invest in advanced processes and technologies that minimize our environmental footprint and use of natural resources while maximizing performance, reducing business risks and building trust with our customers.

Our approach

The drive to innovate and improve keeps us at the forefront of energy and resource efficiency. We implement new operating technologies and approaches to improve resource utilization. By reducing our energy intensity and diversifying our power supplies, we're actively reducing our climate footprint. We also ensure compliance with environmental laws and regulations across jurisdictions.

While most of our environmentally focused activities take place in our mills—which consume more than 95% of our company's total energy needs—we continue to address environmental risks across our businesses including our recycling and fabrication facilities, among other operations.

RECYCLING AND THE CIRCULAR ECONOMY

Our end-to-end operations exemplify efficiency and the advantages of a circular economy. Recycled end-of-life materials from individuals, commercial companies and scrap yards, along with pre-consumer scrap from manufacturing facilities, are collected and processed at our recycling facilities to feed our steel mills, where we melt scrap into new steel. This new material feeds our fabrication sites to provide finished products to our customers, from which scrap returns to recycling—forming a completely closed-loop system.

As we make and circulate new products, we leverage steel's ability to be recycled infinitely without losing its inherent properties. Our unique production approach also extends to logistics. Wherever our trucks go, we strive to ensure that they always carry a load and never travel empty. This complementary focus on minimizing virgin material use, reducing waste and increasing operating efficiency defines our approach to manufacturing.

While we significantly reduce the need for sourcing virgin raw materials, our shredding and scrap recycling processes reduce waste by separating ferrous material from nonferrous metals such as copper, brass and aluminum, that can be remade into new products used in buildings, automobiles, airplanes and more.

We also recycle other products and byproducts of our operations back into other production processes. For example, we sell steel slag to construction companies for use as a base material in highways, asphalt and other products. We send approximately 99% of EAF baghouse dust, collected from filtered air from our furnaces, to recyclers, who extract zinc and other valuable metals to create products, such as paints, tire rubber and fertilizers. This focus on recyclability helps to create sustainable materials while avoiding the mining and extraction of virgin raw materials.

ENERGY AND CLIMATE

CMC mills account for more than 95% of our company's total energy consumption. Still, we have a significantly smaller energy footprint compared to traditional integrated steelmaking producers.

We owe that, in large part, to the energy-efficient EAF technology we've used since we began melting and producing steel over 60 years ago. In 2009, CMC became the first company in the world to successfully operate a state-of-the-art micro mill, which connects the melt shop and rolling mill into one continuous process. Micro mills eliminate the need for burning natural gas in a reheat furnace, resulting in significant fuel use reductions.

OUR STEELMAKING PROCESS: A MODEL OF EFFICIENCY

We utilize

98% recycled scrap steel to make new products

Our vertically integrated manufacturing process saves nearly

18 BILLION LBS. of scrap from being landfilled annually

Every ton of CMC steel avoids the mining and usage of:

2,500	1,400	120
POUNDS OF IRON ORE	POUNDS OF COAL AND	POUNDS OF LIMESTONE

Through the usage of our co-products from steelmaking

100% OF SLAG IS BENEFICIALLY USED

Through the recycling of our EAF dust,

99% OF BAGHOUSE DUST IS RECYCLED

Ultimately, we reduce our energy requirements, and the associated climate impacts, through a two-pronged strategy. We address both our energy demand and supply by focusing on operational efficiencies to reduce our overall energy needs while simultaneously working with our utility providers to secure a higher level of renewable energy.

At each CMC facility, we explore practical technology options and methods to lower our costs, reduce emissions and increase satisfaction among customers looking to lower their own emissions. Staying proactive also helps address potential business risks from changing regulations.

Since our core mill-related operations and activities drive most of our energy consumption, costs and GHG emissions, we consider them the pathway to achieving our Scope 1 and Scope 2 GHG emission targets. Energy efficiency and material efficiency directly impact our emissions and our bottom line.

Our focus on reducing energy usage at our mills includes the following:

- Selecting lower impact and more efficient raw materials
- Analyzing data generated during operations to identify periods of high and low efficiency and to investigate the causes of performance issues
- Configuring automatic controls to reduce or eliminate inefficient modes of operation
- Training managers, engineers and operators to expand best practices
- Increasing the reporting of efficiency benchmarks

While others in the industry are changing their processes to become more sustainable, CMC's steelmaking has been that way for decades. Our EAF technology enables us to generate some of the lowest steelmaking GHG emissions in the world.

ENERGY CONSUMPTION AND GHG EMISSIONS INTENSITY VS. GLOBAL AVERAGE

Our EAF micro and mini mills produce

64%

fewer Scope 1-3 greenhouse gas emissions than the global average

0.68 tCO₂e per ton of steel

vs. 1.91 tCO₂e per ton of steel

Industry data source: Worldsteel

Our EAF steel mills use

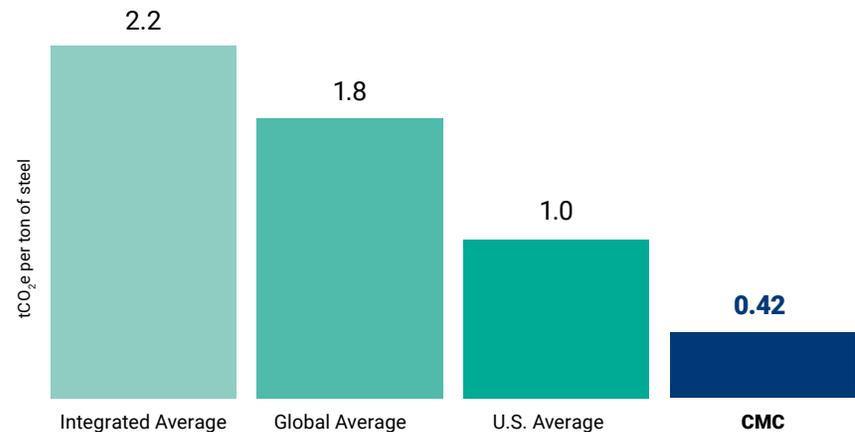
82%

less energy than the global average

per ton of steel produced

CMC SCOPE 1 & 2 EMISSIONS COMPARED TO INDUSTRY AVERAGES

Lowest GHG emissions intensity among global industry averages



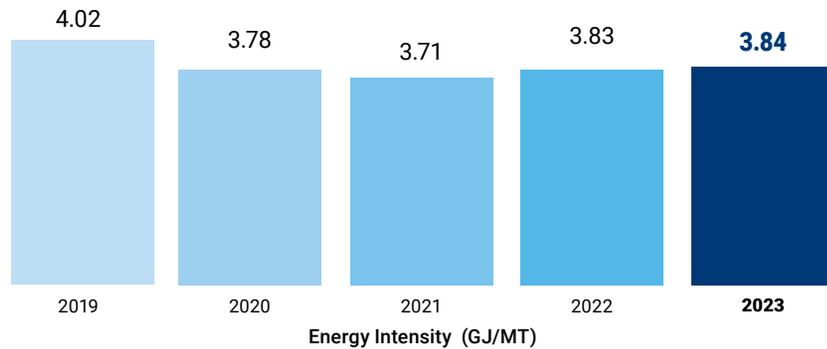
Reducing our energy needs

Throughout 2023, CMC maintained a consistent, facilities-wide program of best practices and improvements with an important goal in mind: reducing or better managing our energy usage and cutting GHG emissions.

GOALS PROGRESS: ENERGY INTENSITY

2030 Goal: Reduce energy intensity by 5% over 2019 baseline

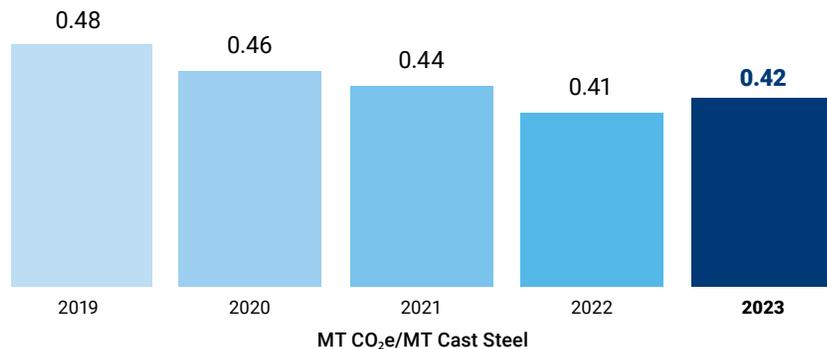
Achieved a 4.5% reduction in energy intensity in 2023 over our 2019 baseline



GOALS PROGRESS: GHG EMISSIONS

2030 Goal: Reduce scope 1 & 2 emissions by 20% over our 2019 baseline

Achieved a 11.9% reduction in GHG emissions in 2023 over our 2019 baseline



INNOVATING WITH Q-ONE POWER TECHNOLOGY

In 2022, CMC Steel Arizona began using the Q-One power system for its ladle metallurgical station at the AZ1 micro mill. Q-One technology is configured to accept renewable energy right from the source, a critical attribute as CMC looks to increase the use of renewables across our steel mill power systems. Q-One reduces electricity transmission losses by up to 10%, leading to the more efficient use of generated electricity.

AZ1 served as a test platform for future micro mills. Since Q-One has proven to reduce power and electrode consumption, retain high power and provide renewable energy, we selected the technology as the power system for the EAF and ladle metallurgical station at AZ2, which began operations in spring 2023. Looking ahead, we will work to expand Q-One usage as we build more micro mills.

A year of energy improvements

Across the enterprise, we train our teams on best practices and benchmark performance at our facilities. We share lessons from high-performing locations and help employees recognize opportunities for improvements that lead to better efficiency.

Among the CMC facilities that made operational improvements over 2023 are the following:

- **Steel Florida** installed new ladle preheaters and made changes to its EAF energy recipe, reducing electrical energy consumption by about 2.5% year over year.
- **Steel South Carolina** installed a new chemical energy package in their EAF and revised their chemical automation program and practices to improve their chemical energy efficiency.
- **Steel Arizona** has changed their scrap recipe, which has reduced the use of injection carbon.

To connect operations across the country and around the world, we have Operational Excellence Teams to foster cross-facility collaboration. These groups meet every month and in person once a year to discuss challenges and share best practices and insights into what works at their different locations.

Other enhancements for 2023 include new corporate hires such as a melt shop expert, a graduating process engineer and an automation engineer. Filling these positions improves our ability to support our operations with analysis and site assistance and to seize opportunities for improvement.

Meanwhile, at our Tensar facilities, we're also improving processes and finding new ways to achieve our overall goals. For instance, we're exploring upgrades to all of our lighting for better cost savings and major gains in energy efficiency.

CONSERVATION CHAMPIONS

At CMC, we engage employees at all levels in discussions to improve operations and environmental efficiencies. Every year, CMC allocates \$400,000 to energy savings projects and \$100,000 to energy savings studies at our facilities. We encourage individuals at our sites to act as "champions" and share their ideas for energy-efficient programs with the CMC energy team.

We look for projects that balance the environmental impact reductions they make with the operational and cost efficiencies associated with sustainable business practices. Previous projects include lighting upgrades, compressed air studies to identify opportunities for improvement and building a conceptual design for an optimized air compression system. By involving all employees in the process, we create a culture of accountability and company-wide support for increasing our operational efficiency and mitigating environmental risk.

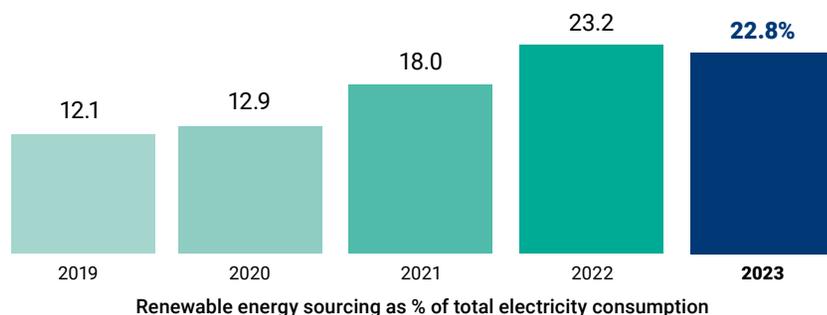


Transitioning our energy mix

Process efficiency and technology can't mitigate all GHG emissions. The sourcing and mix of our energy supply plays a critical role in our carbon footprint. That's why CMC continually investigates and implements new energy sourcing options that better serve our business and our customers, including the use of renewable energy sources.

GOALS PROGRESS: RENEWABLE ENERGY
2030 Goal: Increase renewable energy use by 12 percentage points over 2019 baseline

22.8% of our total energy consumption sourced from renewable resources in 2023



At the same time, we work with our suppliers to minimize indirect energy use at our facilities. Our energy teams strive to achieve the following:

- Ensure we have an adequate and reliable supply of power
- Diversify our sources of power
- Secure the economic purchase of renewable power

We're also continuing our transition toward more renewable power across all operations. Our strategy of expanding energy supply options helps mitigate supply uncertainty, price risk and environmental impacts. This effort is exemplified by our recent work toward securing a Virtual Purchase Power Agreement (VPPA) for our Steel Alabama

site, which is scheduled to begin in 2025. The VPPA will allow our Alabama site to consume up to 12% of its annual energy consumption from a local solar farm.

In 2023, we enhanced our strategies for supplying electricity and natural gas to our mini and micro mills. The goal was to address all facilities' energy requirements based on their activities, locations and demands. To accomplish this, our procurement teams are engaging more directly with suppliers and utilities and working to balance the price and the reliability of the energy source—ensuring we retain clean energy at the right price that will guarantee consistent power for our operations, even in extreme weather.

SHARING THE BENEFITS OF RENEWABLE ENERGY

In 2023, CMC Steel Tennessee demonstrated our company-wide commitment to creating steel in sustainable ways that benefit the environment while engaging the communities we serve.

The facility participated in the Knoxville Utilities Board Community Solar Project, which offered 1,000 renewable energy certificates (RECs) to the area, from which we purchased 528 RECs. We further supported the local effort by making the project possible and educating the community about CMC's steelmaking process.

In total, CMC Steel Tennessee bought 20% of our energy and electricity through the solar project this past year.



FULL SPEED AHEAD WITH AN ELECTRIC FLEET

For our Tensor Division in Europe, a charging network at our facilities has encouraged the conversion of our fleet of company vehicles to electric vehicles (EVs). Although the majority of these conversions are taking place in the U.K., similar activities are underway in Germany and the Netherlands. We're also offering electric vehicle recharging free at European CMC offices and facilities with the hope that more employees will consider EVs for their personal cars.

Climate-related risk analysis

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 our 2040 and 2050 emission targets to reach net zero by 2050 as part of our commitment to the [Global Steel Climate Council \(GSCC\)](#).

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.

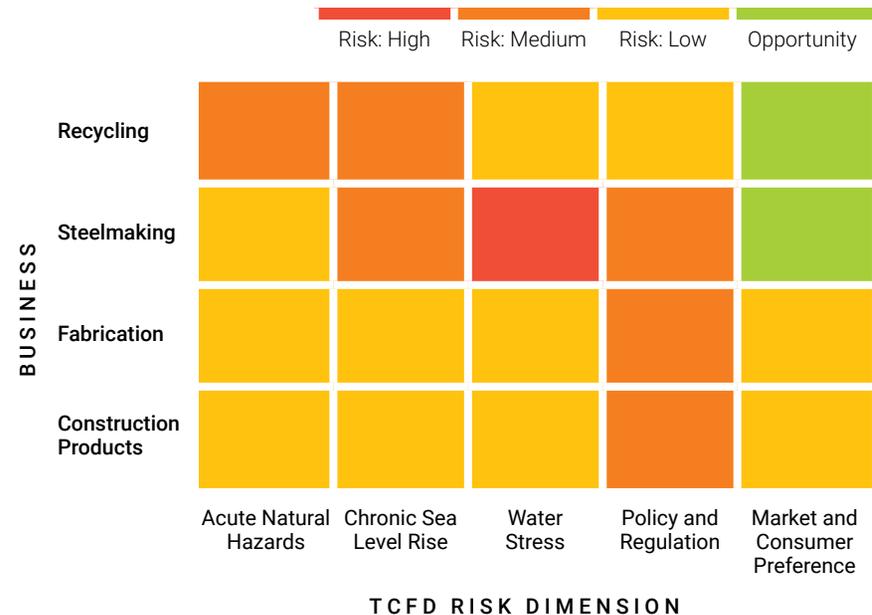
CLIMATE RISK ASSESSMENT MATRIX

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.

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.

The next steps in this work may include the following:

- Investigating productivity loss at facility sites due to climate events
- Tracking carbon pricing for raw materials
- Engaging critical suppliers
- Tracking customer requests for sustainability criteria
- Preparing for upcoming sustainability reporting regulations



MANAGEMENT AND COMPLIANCE

Given the many regions and jurisdictions in which CMC operates, a significant factor in our business planning is ensuring compliance with the various environmental laws and regulations we are subject to.

The key environmental aspects that CMC must manage—and the agencies involved—include the following:

AIR: Our EAF steelmaking technology produces fewer emissions than the industry average. CMC strictly follows all air regulations and quarterly tracks emissions of nitrogen oxides, sulfur oxides, carbon dioxide, methane, nitrous oxide, carbon monoxide, lead, VOCs and particulate matter. Our EAF mills are closely regulated under the U.S. EPA federal Clean Air Act and E.U. Ambient Air Quality Directives permitting requirements, and we continue reducing air emissions to lessen our impact.

WASTE: Our company is subject to provisions under federal, state and local laws governing waste. As an EAF steelmaker using recycled steel as the primary raw material in our process, CMC incorporates circular economy principles into our business model to limit waste.

WATER: Our water use is an important metric, and we have established goals to reduce our overall water intensity. In addition to complying with applicable water laws and regulations, CMC facilities use water in a cascading recycling system to reduce water withdrawal. CMC is subject to the provisions of the Clean Water Act, which imposes restrictions and controls regarding discharges.

LAND USE: As a major recycler of scrap steel, CMC does not own or operate any mining operations, which involve a high risk of negatively affecting biodiversity. By using recycled steel in our manufacturing process, we do not contribute to the mining of virgin iron ore materials,

which results in land use changes and possible impacts on biodiversity and wildlife disturbances. While we do not own or operate any forestry operations, we seek opportunities to restore and protect natural habitats. For instance, CMC Steel Oklahoma created 4,835 linear feet of stream bed with a large 100-foot-wide riparian zone planted with thousands of native trees and grasses. The stream has created an area where native wildlife can flourish, and the area as a whole is protected from future development.

2030 GOAL

Reducing water withdrawal intensity
by 8% from 2019 levels.

CURBING WATER USAGE AT CMC STEEL ALABAMA

An integral part of CMC's sustainability strategy relies on our ability to withdraw far less water than others in the industry, which includes recycling water where possible.

While we are an industry leader in water withdrawal rates, we continue to seek opportunities to improve. For example, CMC Steel Alabama has increased efforts to reduce its water withdrawal intensity. To reach this goal, we completed a multi-year upgrade in 2023 focused on the recirculation of water within the mill. By increasing the volume of recirculating cooling water available, we reduced our need for cooling water in the rolling mill by approximately 50 gallons per minute in June 2023.

Environmental management systems improve the process

Complying with environmental regulations and tracking environmental impacts require considerable organization. We record and report on our processes so that we can continually evaluate, innovate and improve our performance.

Our CMC Poland and CMC Steel New Jersey operations, as well as our U.K. and China Tensar geogrid manufacturing operations, have satisfied the requirements for environmental management systems according to ISO 14001:2015 and are certified to that standard.

Our environmental managers and support staff oversee compliance and train employees on key topics and practices. Our Operational Excellence Teams meet regularly to identify opportunities, research challenges and share achievements and best practices.

The vice president of engineering, technology and innovation oversees capital project submissions and issues related to permitting, compliance and liability. We also report our environmental and sustainability performance metrics to our ELT quarterly and to the Board at least annually.



LOOKING AHEAD

We've made considerable progress toward our goals of reducing emissions and resource use. As we look ahead, our heritage compels us toward continuous improvement and innovation.

As one example, we are investigating existing and developing technologies that we can integrate into our operations to reduce fossil fuel consumption and GHG emissions. In our melt shops' combustion systems, for instance, we are investigating hydrogen as a partial or full replacement for natural gas. We are also exploring ways to electrify some of the heating processes that currently use natural gas. For our mini mills with reheat furnaces, we're investigating the viability of electric induction furnaces, which could reduce the amount of natural gas consumed along with any resulting GHG emissions.

Achieving this progress requires thorough reporting and setting clear targets. Several of our facilities have made significant improvements in adopting best practices, and we are working at other facilities to do the same.

Using technology to improve electricity use efficiency is another example of always striving to improve. We are studying innovative tools such as artificial intelligence (AI) and other technologies to improve even more processes—with energy savings and productivity gains as added benefits.

In line with our legacy of continuous improvement, moving forward, we are committed to investing in new technology, improving our products and educating our employees, contractors and customers about the benefits of our products and services.

Caring for Our People



We succeed by employing outstanding talent and building relationships within the communities in which we work and live. Central to our efforts is supporting our CMC teams' physical and mental health, safety and wellbeing.



WHY IT MATTERS

At CMC, we invest deeply in our teams to ensure their safety and wellbeing, support their growth and development, improve their productivity and ensure we are a company our employees are proud of.

We go to great lengths to recruit top talent and engage our employees so that they have meaningful opportunities and fulfilling careers. This means remaining open to change and flexible to their needs. From their first day at CMC to retirement, we make sure to take care of each person. In doing so, we create a culture of support, as well as a resilient organization, now and for years to come.

HEALTH AND SAFETY

We endeavor every day to manufacture our products in the safest manner possible, which means prioritizing our teams' health, safety and wellbeing.

Across all facilities, we aim to create environments with zero work-related injuries or illnesses, as outlined in our [Occupational Health and Safety Policy](#). Reaching this goal requires a constant focus on our health and safety programs and performance. It also means favoring proactive practices over reactive ones.

To this point, CMC's Proactive Safety Program empowers everyone to report all incidents, call out potential safety issues and follow a reported issue through to resolution. We review incident reporting monthly and conduct regular health and safety drills and facility-wide meetings.

We augment our safety policies and practices with a data-driven approach using our global incident management system. This system also captures near-miss reporting to identify risk trends and allows us to develop corrective procedures to avoid potentially catastrophic issues before they happen.

Our collective emphasis on continuous improvement is embedded across our operations and is one of the first things we initiate when we acquire a new location. For example, in our Tensar Division, by implementing our Cardinal Safety Rules and adding safety managers to facilities, we have shown the Tensar team the correlation between safety and success, as well as CMC's enduring commitment to their wellbeing.

FIRST AID FOR MENTAL HEALTH

CMC recognizes that mental health impacts employees' wellbeing and performance as much as their physical health. We want to ensure that our team members are happy, healthy and able to be fully present when at work. That's why we've introduced a mental health first aid initiative.

The Tensar team in the U.K. and European operations offer mental health first aid training and certification, as well as an annual refresher course. Once certified, they work with colleagues who may be facing challenges and setbacks, either personally or professionally. This, in turn, creates a support network that can be a crucial resource for our teammates. In 2023, 37 employees received training—and the response has been overwhelmingly positive.

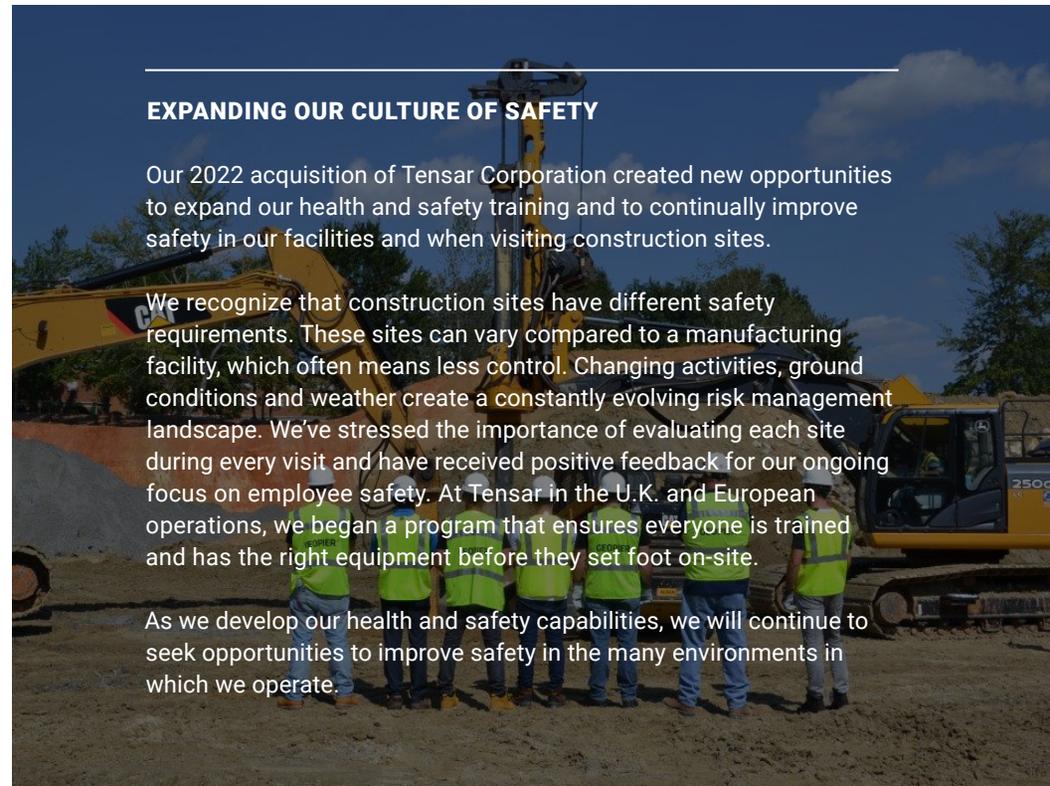
In addition, CMC has created a Wellbeing Guide which serves as a resource for leaders within the organization to aid them in supporting employees who are struggling with their mental or emotional health. We look forward to expanding our mental health awareness resources in 2024 with additional in-person and virtual trainings.

Safety management system

CMC has established a Safety Management System comprising policies, incident management, data dashboards and safety action plans. With direct input from employees and stakeholders across the company, we've developed standard operating procedures for every operational role at CMC, and these procedures apply to all team members from the moment they arrive.

As part of our system, we periodically conduct employee safety perception surveys to identify any discrepancies between worker-manager perspectives. We assign mentors to new employees until they're fully trained. All new team members also wear reflective stickers on their hard hats so that coworkers know who may need additional safety guidance.

In 2022, we launched an initiative to identify serious injuries and fatalities (SIFs) and potential SIFs across divisions. CMC locations share information about events and take preventative steps as needed. Each facility also develops site-specific safety initiatives. In 2023, we have seen an increase in potential SIFs being reported which means more preventative measures are being taken to keep everyone safe.



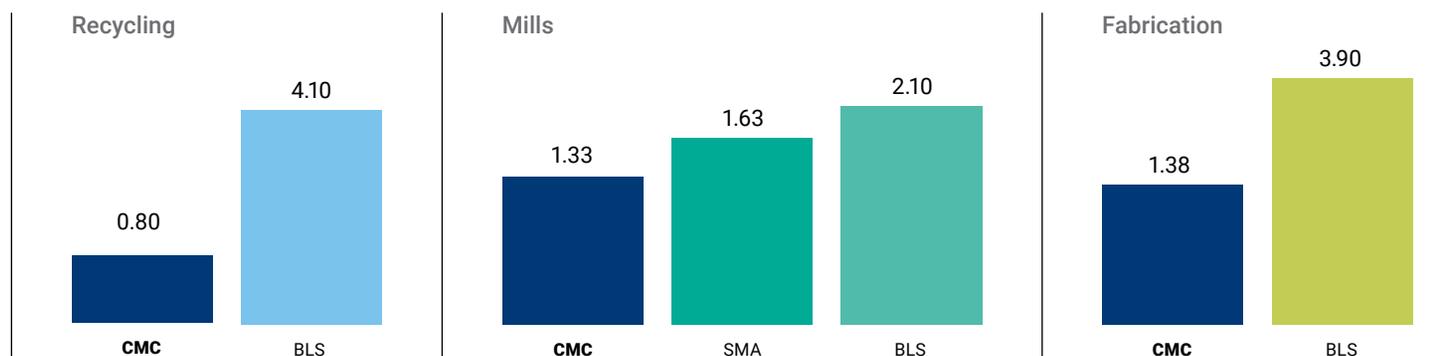
EXPANDING OUR CULTURE OF SAFETY

Our 2022 acquisition of Tensar Corporation created new opportunities to expand our health and safety training and to continually improve safety in our facilities and when visiting construction sites.

We recognize that construction sites have different safety requirements. These sites can vary compared to a manufacturing facility, which often means less control. Changing activities, ground conditions and weather create a constantly evolving risk management landscape. We've stressed the importance of evaluating each site during every visit and have received positive feedback for our ongoing focus on employee safety. At Tensar in the U.K. and European operations, we began a program that ensures everyone is trained and has the right equipment before they set foot on-site.

As we develop our health and safety capabilities, we will continue to seek opportunities to improve safety in the many environments in which we operate.

OUR SAFETY PERFORMANCE: Total recordable incident rate by operations



114 CMC facilities had no recordable injuries for the 2023 reporting year. Our total recordable injury rate in 2023 tied our best year on record at 1.3, and across our key operations—recycling, mills and fabrication—was lower than the industry averages.

Bureau of Labor Statistics (BLS), Steel Manufacturers Association (SMA)

Continuing the theme of knowledge sharing, CMC has Operational Excellence teams, which meet virtually each month and in person once a year to discuss operational challenges, safety and to share best practices. These teams are deployed in several departments at each facility - including melt shops, rolling mills and maintenance, among others - and provide facility-specific insights to advance safety. The rolling mills, for example, have identified areas for safety improvements that include controlling access below cooling beds with defined walkways and adding “hot zone” areas that restrict employee access.

Safety performance and safety inspections

To foster ongoing improvement, employee engagement and a proactive approach to health and safety, CMC divisions use a scorecard to track their performance across safety categories. Based on their scores, divisions select two areas where they need to focus on improvement for the year ahead.

We also require every facility to have a monthly safety inspection, led by an area safety coordinator, manager or divisional safety manager, using our Safety Action Form. Inspectors use the form to document both physical hazards and any behaviors that require correction, mitigation or training.

Safety innovations

CMC’s innovative contributions to our industry extend to employee safety via virtual training and automation.

We’ve implemented virtual training for operating overhead cranes at many of our mill facilities. Virtual scenarios and virtual reality headsets, combined with real physical controls, mimic the actual functionality of our overhead cab-operated cranes. New employees can train on our

equipment in a safe environment with a seasoned crane operator on hand for guidance. We’re looking to apply virtual training technology to other critical tasks in the future.

Meanwhile, through automation, we’re creating a safer workplace where employees are more efficient and engaged in their work. Automation not only improves productivity, but it also reduces the risk of injury in highly repetitive, physically demanding or higher-risk operations. We have robots installed in many of our mills and fabrication facilities, and we plan to invest further in additional automation solutions going forward.

Robotics in the mills and fabrication enhance worker safety and improve productivity



HONORED FOR EXCELLENCE

The Concrete Reinforcing Steel Institute recognized our facilities with multiple safety awards for our activities in calendar year 2022. The Safety Achievement awards went to eight of our rebar, rebar placing and construction services facilities for having an incident and DART rate less than 50% of the industry average. The Excellence in Safety Award went to 35 of our facilities for zero recordable incidents in 2022.





LOCATIONS LEADING THE WAY IN SAFETY CMC locations that had no recordable safety incidents in 2023 (Multiple years are noted in parantheses)

Birmingham Regional Office (1)	Rebar Birmingham (1)	Rebar San Antonio West (2)	Recycling Gdansk Poland (6)
CMC Operations Admin (11)	Rebar Cable (5)	Rebar San Diego Sales Office (2)	Recycling Independence (11)
CMC Recycling Admin (7)	Rebar Cable Lawrenceville (1)	Rebar Savannah (4)	Recycling Joplin (1)
Construction Services Alexandria (12)	Rebar Carolina Sales (7)	Rebar Spartanburg Detailing (5)	Recycling Konin Poland (2)
Construction Services Austin (10)	Rebar Charlotte (4)	Rebar St Louis (4)	Recycling Koszalin Poland (5)
Construction Services Bossier City (1)	Rebar Cincinnati (2)	Rebar Tampa Sales Office (4)	Recycling Lexington (1)
Construction Services Conroe (3)	Rebar Coating Waxahachie (1)	Rebar Waukesha Detailing (6)	Recycling Lexington 2 (4)
Construction Services Corpus Christi (1)	Rebar Columbia (1)	Rebar Waxahachie (5)	Recycling Lublin Poland (6)
Construction Services Dallas Rental (8)	Rebar Farmersville (1)	Rebar York (4)	Recycling Lufkin (1)
Construction Services Ft Worth (1)	Rebar Farmville Detailing (9)	Rebar York Resource Center Detailing (7)	Recycling Midland (2)
Construction Services Harlingen (6)	Rebar Fredericksburg (1)	Rebar Zyrardow Poland (9)	Recycling North Austin (3)
Construction Services Houston Business Services (5)	Rebar Fresno (1)	Recycling Alexander City (5)	Recycling Odessa (1)
Construction Services Houston NW (8)	Rebar Gastonia (3)	Recycling American (3)	Recycling Olsztyn Poland (6)
Construction Services Houston S Rental (1)	Rebar Glendale (2)	Recycling Anderson (3)	Recycling Orlando (1)
Construction Services Laredo (7)	Rebar Houston East (2)	Recycling Augusta (3)	Recycling Raczki Poland (1)
Construction Services Lubbock (5)	Rebar Houston West (2)	Recycling Austin (1)	Recycling San Antonio (3)
Construction Services New Orleans (6)	Rebar Kankakee (1)	Recycling Baldwin (2)	Recycling San Antonio East (1)
Construction Services Pharr (2)	Rebar Louisville (1)	Recycling Beaumont (1)	Recycling Seguin (8)
Construction Services Rosenberg (11)	Rebar Louisville Detailing (4)	Recycling Birmingham (2)	Recycling Shreveport (4)
Construction Services San Antonio (8)	Rebar Lumberton (8)	Recycling Burlington (5)	Recycling Spartanburg Asheville Hwy (1)
Construction Services San Antonio West (1)	Rebar Muncie (4)	Recycling Bydgoszcz Poland (11)	Recycling Springfield (2)
Construction Services Sulphur (9)	Rebar Napa (3)	Recycling Charlotte (6)	Recycling Tampa (1)
Construction Services Texas City (7)	Rebar Nashville (2)	Recycling Chattanooga (1)	Recycling Tulsa (1)
Construction Services Tulsa (9)	Rebar Nashville South (2)	Recycling Chrzanow Poland (1)	Recycling Waco (6)
GalvaBar (2)	Rebar Ontario Sales Office (2)	Recycling Clute (5)	Recycling Wellford (7)
Impact Metals Pell City (1)	Rebar Orlando (3)	Recycling Crossville (1)	Recycling Zebiec Poland (6)
Paving Solutions Palos Heights (7)	Rebar Reno (1)	Recycling Florence (1)	Southern Post SC (10)
	Rebar Rzeszow Poland (9)	Recycling Fort Worth (2)	Steel Arkansas (1)
	Rebar San Antonio East (4)	Recycling Gainesville (8)	Steel Mill Shared Services (5)

TALENT MANAGEMENT

Just as CMC products underpin vital infrastructure worldwide, our CMC team forms the foundation of our business. We empower them to lead, grow and prepare our company for the future by investing in the following:

- A safe workplace
- A culture of support, engagement and opportunity
- Resources for career growth
- An inclusive and stimulating work environment
- A diverse workforce capable of fostering innovation
- A good standard of living

Led by our chief human resources officer in collaboration with divisional vice presidents and our Global Leadership Team, our Human Resources (HR) Department attracts and retains the best talent in the market.

A culture of support and engagement

Culture is a competitive advantage for CMC. Our team members enjoy a supportive environment in which they are valued, treated with dignity and respect and encouraged to grow personally and professionally.

We perpetually review the market to make sure we understand and deliver what our team members want—from training and advancement opportunities to compensation and benefits packages that promote health and wealth.

Through surveys and performance evaluations, we actively seek employee feedback now more than ever. We use these feedback channels to gauge their satisfaction with their positions, ensure we're meeting their evolving needs for work-life balance and engage them

in our company's progress. Through our Project 365, for example, managers and leadership meet with new team members regularly during their first year to monitor their progress and morale.

For our U.S. employees, periodic surveys and interviews help us understand what makes CMC stand out from other employers in areas such as onboarding, training, development and culture. In 2023, we completed a company-wide engagement survey. We plan to develop additional surveys in the future to continue to evaluate our performance.

We're also taking steps to adapt to the changing talent landscape and remain flexible for employees' needs. COVID-19 prompted us to reimagine work-life balance and explore new levels of flexibility that accommodate employees' schedules, preferences and overall wellbeing. Team members may now opt to split their work time between home and the office, with a relaxed dress code for the latter. We also offer shift differential pay to further compensate operational employees who take non-day shifts.



CELEBRATING OUR TEAM MEMBERS

We're always looking for ways to bring our people together throughout the year. We continually focus on creating opportunities to celebrate and engage our team members, as well as to show them that we value them and appreciate their hard work.

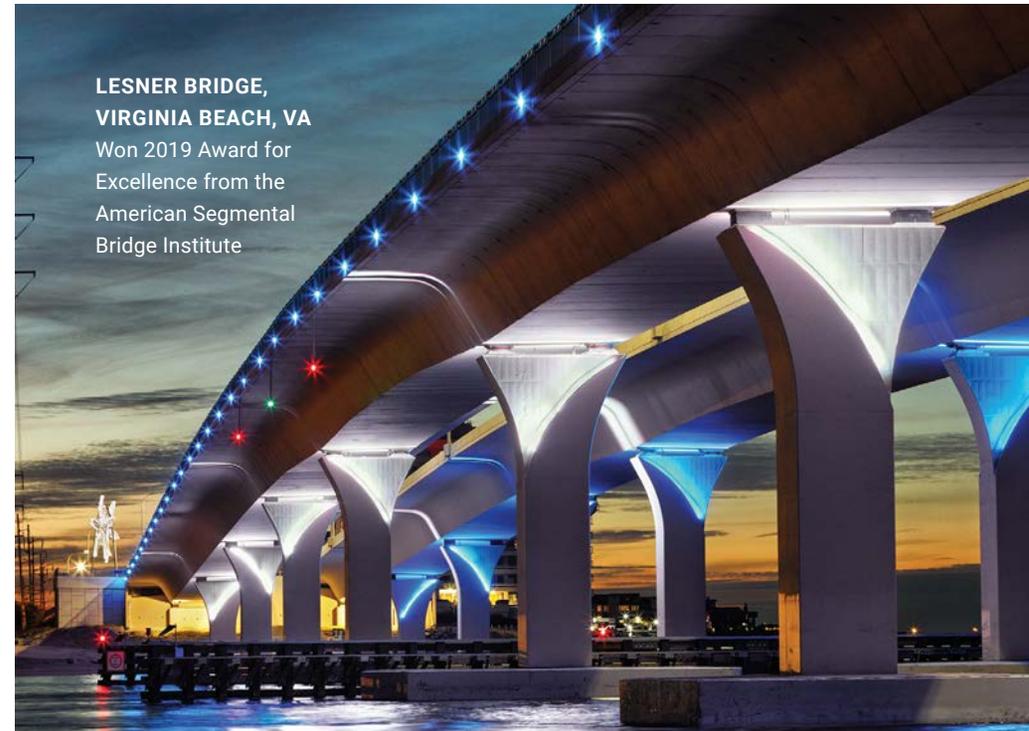
Our employee celebrations include family days, company banquets and Top Hands recognitions that celebrate service anniversaries and employee performance. Different locations also host individual celebrations and events, such as winter holiday parties at our mills or service days that see us giving back to our local communities.



Filling the talent pipeline

Our talent management efforts start with recruitment, in which we invest in processes and technology to evolve and grow our capabilities. Our applicant tracking system (ATS), for instance, maintains a record of our talent pool so that we can identify qualified candidates for open positions. The ATS also tracks recruitment metrics, which we share with our field HR staff to improve recruiting and retention strategies and analyze the quality of hires after one year of employment.

To help counter today's smaller talent pools, we're also focusing more on activities to actively train and recruit young people. For example, in partnership with local colleges and technical schools, we're offering scholarships and apprenticeships to identify and support emerging talent. This includes sponsorships for two- or four-year apprenticeships, in which students divide their time between classroom learning and on-the-job training.



TRIPLE RECOGNITION FOR CMC AS A TOP EMPLOYER

In Europe, CMC Poland was named one of Forbes' Best Employers in Poland for 2023. We ranked ninth in the category of the Production and Processing of raw materials, building materials, metal and paper.

In the U.S., the Dallas Morning News, in 2023, voted CMC one of the Top 100 Places to Work for the third year in a row, and The Jacksonville Business Journal named CMC Steel Florida one of the Best Places to Work in 2022.



At CMC Poland, we continued our successful collaboration with local technical high schools and universities and invited qualified students to participate in supervised learning experiences at our facilities. Both high school and university students in Poland are eligible for CMC-sponsored scholarships.

In 2023, more than 200 Polish students took practical classes at our facilities. Fifteen graduates received and accepted job offers from CMC. This program not only cultivates a highly skilled talent pipeline for CMC but also views these young people as CMC's highly qualified staff of the future.

Internships are another strong focus at CMC. We've standardized the hiring and placement of interns across all business divisions, which creates a more efficient and impactful program for our interns while aligning with our broader talent policies and strategies.



Here are just a few examples of CMC partnering with schools and colleges in 2023:

CMC STEEL SOUTH CAROLINA engaged with Midlands Technical College apprenticeship programs.

CMC STEEL FLORIDA has continued a successful maintenance/electrician apprentice program for the last seven years at Florida State College at Jacksonville.

CMC facilities in the U.K. have partnered with Training 2000 for over five years to run a successful mechanical and electrical engineering apprenticeship.

CMC POLAND organizes summer internships every year for students from different universities, including technical universities. In 2023, the program hosted 13 students.

CMC participated in 75 university job fairs in 2023 in the U.S., including 25 Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs).

ACADEMIC PARTNERSHIPS

U.S.

Florida State College
of Jacksonville

Georgia Tech

Jefferson State
Community College

Kennesaw State

Kennesaw State University

Lawson State
Community College

Midlands Technical College

Oklahoma State University

Penn State

Texas State University

University of Georgia

University of Illinois

University of Kansas

University of Michigan

University of Saskatchewan

University of Tennessee

University of Texas

INTERNATIONAL

Chongqing University, China

Częstochowa University
of Technology, Poland

Department of Geotechnics
and Roads at Silesian

Silesian University of
Technology, Poland

Tallin University, Estonia

TU Bergakademie
Freiberg, Germany

TU Delft, Netherlands

Technical University of
Gdansk, Poland

Technical University of Prague,
Czech Republic

Technical University of
Rzeszow, Poland

Universidade de Aveiro, Portugal

University Beria Interior, Portugal

University of Edinburgh, U.K.



University of Isparta, Turkey

University of Newcastle
(NSW - Australia)

University of Osijek, Croatia

University of Science &
Technology, Poland

University of Sharjah, UAE

University of Southampton, U.K.

University of Stuttgart, Germany

University of Technology in
Częstochowa, Poland

University of Technology in
Gliwice, Poland

Zhejiang University, China

Building competencies

Once we've recruited promising talent, we continue to invest in them. We provide additional training, resources and support to develop our team and build leaders internally.

This starts with Core, our rotational training program that exposes entry-level new hires in commercial and operational positions to different lines of business. Participating employees gain technical experience along with a better sense of their aptitude for each area.

In 2023, we broadened and strengthened the Core program to focus on new or recent college graduates looking for professional careers as potential future leaders in the company. Last year we were able to offer the program to over 25 employees and we look forward to growing this number in the years ahead.

We also offer training in leadership, team building and job-specific safety, and we support the cost of furthering an employee's education relevant to our business. These investments help to improve retention and performance while giving employees knowledge that will enable them to advance within the company.

Other initiatives to build competencies include apprenticeships for technically specific roles, such as electrician or maintenance, as well as our digital self-paced mini modules. Through these bite-sized learning modules, team members can explore specific topics, such as managing a team in a remote work environment and time management. Employees have embraced the modules and provided positive feedback to date.

To help them gauge their professional progress, CMC provides performance reviews to 100% of eligible team members.



LEARNING THE ROPES: MODERN STEELMAKER PROGRAM

In March 2022, CMC graduated the first class of employees in our Modern Steelmaker Program at Mesa Community College in Mesa, Arizona. The program provides individuals with paid opportunities to learn the steelmaking process in preparation for a role at one of CMC's mills. In 2023, we expanded the 12-month rotational program to other CMC mills across the U.S.

The Modern Steelmaker Program combines leadership and development training with community college courses to build a person's technical and soft skills that are vital to our industry. After four months of classroom instruction, participants begin an eight-month, hands-on apprenticeship. They spend just over two months in each part of the mill's operation to apply the skills they learned in the classroom.

This program has improved employee retention and has drawn considerable interest from people outside CMC seeking to work in a mill.

Developing tomorrow's leaders

Our goal is to promote leaders from within. To that end, our Management Development Program enables high-potential candidates to expand their skills and gain experience with different lines of business within CMC. Participants work alongside senior managers and receive 360-degree feedback, individual coaching and more. In 2023, 24 employees participated in the program.

In addition, our Essentials of Management program consists of 10 customizable learning modules that we require for all people leaders. In 2023, we revamped this program to be more concise and centralized. We also included more content on caring for employees' wellbeing, employee engagement and managing teams with mutual respect.

Planning for succession

To address persistent challenges linked to employee retention and career advancement, CMC launched a formal succession planning initiative in 2023. This not only better prepares us for the future, but also provides us with a point of distinction within our industry.

We're just starting to put robust individual development plans in place for team members across the company. In the U.S., we leverage succession management modules, employee ratings and discussions about employees' potential, much like an annual performance evaluation. As we continue to formalize our approach, we're creating wholly new processes. In Poland, we've prepared a special program based on the U.S. system. We selected about 50 positions for which we assessed our people and identified successors. Working with local managers, we developed individual progression programs for each successor.



Competitive benefits and compensation

To increase retention and attract top talent, CMC supports each person's health, wealth and overall wellbeing, including paying a living wage, at minimum. We have created a customized approach to meet employees' individual needs, with eligibility for benefits starting on the date of hire.

In the U.S., 100% of full-time employees are eligible for core benefits, such as the following:

- 401(k) plan with company match
- Employee stock purchase program
- Family and medical leave
- Annual vacation and paid time off
- Tuition benefits
- Affordable health insurance options
- Flexible work schedules
- Paid parental leave
- Lifestyle benefits

CMC expanded leadership training in 2023 to include learning modules focused on employee wellbeing.



In 2023, we expanded dependent eligibility to include domestic partners and common-law spouses in all U.S. states.

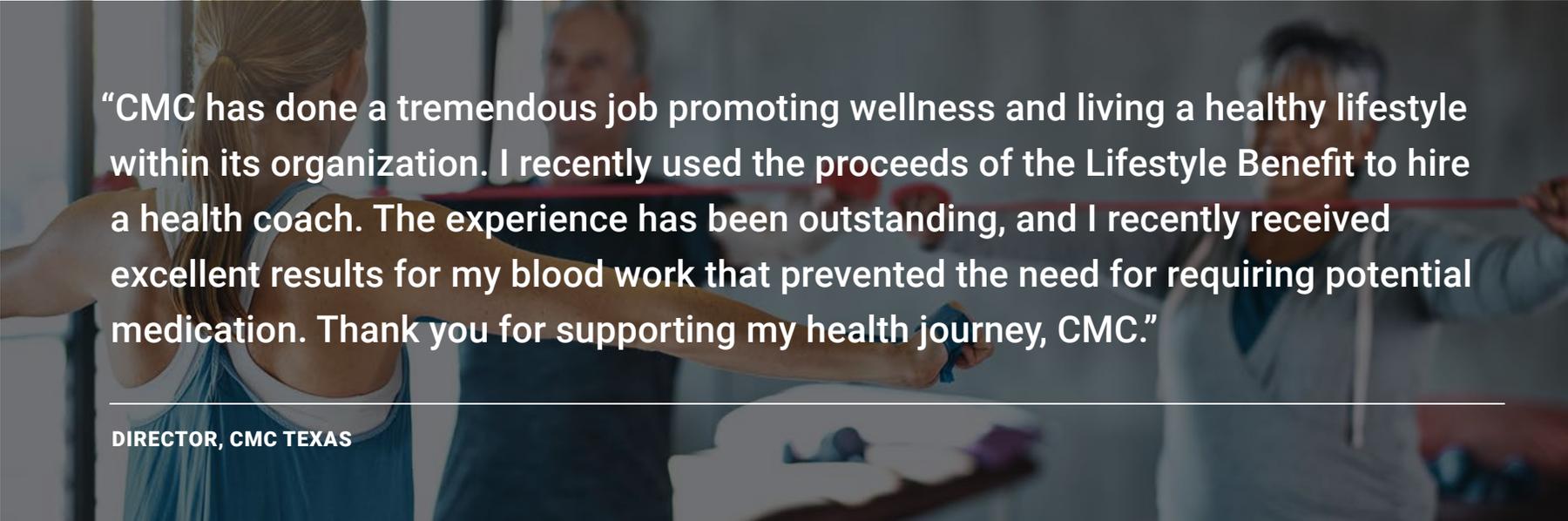
In Poland, CMC offers private medical care plans for employees and their families and maintains a social benefit fund for co-financing holidays, summer camps, sports activities and more. Other benefits include financial aid to anyone experiencing serious illness in their families or other unexpected life events, as well as contributions to social security, retirement savings and life insurance plans.

For more information on our core benefits, in addition to optional health and wellness programs, visit our [Competitive Benefits and Compensation webpage](#).

EXPANDING LIFESTYLE BENEFITS AND PROGRAMS

CMC benefits support employees' individual needs at all phases of their lives. Team members may use our lifestyle benefit funds on a wide range of health, financial and wellbeing products and services throughout the year, including the following:

- Fertility treatments and adoptions
 - Student debt and loan reimbursement
 - Financial advisors and education
 - Legal assistance
 - Athletic equipment and memberships
 - Nutritional supplements
 - Personal trainers and fitness trackers
 - Annual park passes
 - Counseling
-



“CMC has done a tremendous job promoting wellness and living a healthy lifestyle within its organization. I recently used the proceeds of the Lifestyle Benefit to hire a health coach. The experience has been outstanding, and I recently received excellent results for my blood work that prevented the need for requiring potential medication. Thank you for supporting my health journey, CMC.”

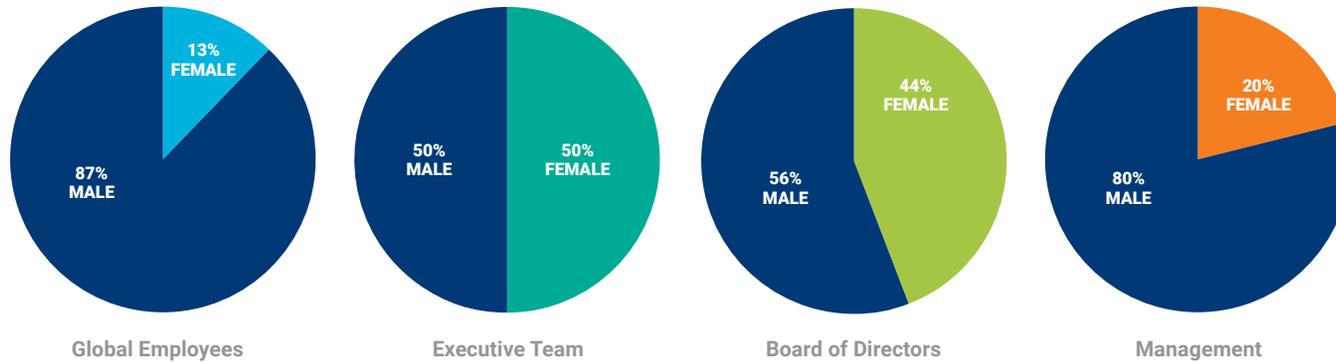
DIRECTOR, CMC TEXAS

Advancing diversity and inclusion

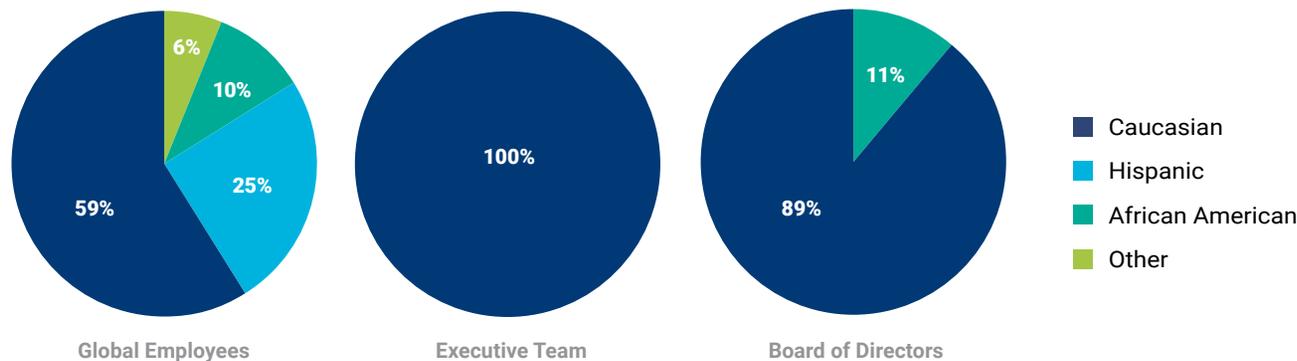
Diversity is a strength at CMC, and we strive to foster a diverse and inclusive culture based on merit. This philosophy is reflected in our company policies, programs and training. Our approach motivates our workforce and makes us a smarter, stronger and more capable company.

DIVERSITY DATA OF WORKFORCE (AS OF 8/31/2023)

Gender Makeup of Our Workforce



Ethnicity Breakdown at CMC



DIVERSITY AT CMC

In 2023

69%
of new hires

and

52%
of all promotions

were ethnically or gender diverse.

Building a workforce with diverse perspectives, talents and experiences starts with inclusion. We endeavor to make all team members feel like they belong—that they are part of the conversation and that their voices matter.

Our employee handbook and [Code of Conduct and Business Ethics](#) further underscore our commitment to diversity and inclusion.

We continue to explore strategies to access a wider, more diverse range of candidates for talent recruitment. 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. We also engage with several military and veteran outreach and transition assistance programs across the U.S.

At all levels of the organization, we're taking a more deliberate approach to incorporating DEI into employee education and development. This starts with our recruitment. In 2023, our career fairs included 25 Historically Black Colleges and Universities (HBCU) and Hispanic-Serving Institutions (HSI). In our Core program, we conducted DEI training focused on belonging, which included topics such as stereotypes, bias, empathy and collaborating in diverse groups.

HELPING VETERANS FIND WORK

After years of military service, many veterans struggle to find work. The veteran talent market is often an untapped resource, full of qualified individuals looking to apply a wide range of skills.

To better engage veterans, CMC created a veteran hiring tool in early 2023. The tool uses specific job descriptions from the military to help veteran job seekers find and apply to roles for which they're qualified. When looking for a job, a veteran enters an MLS code and receives a list of relevant openings. To date, we've extended job offers to several veterans who used the tool.

In addition to this tool, CMC team members can volunteer 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. To date, 60 CMC employees have participated in this program, and there is currently a waiting list of additional volunteers.



BUILDING COMMUNITY

While we're a global company, we know that investing in the local communities in which we live and work is critical to our overall success. Several of our facilities have grown with the towns that surround them, and in many cases, multiple generations of the same families have worked for CMC. Being a good corporate citizen remains one of our guiding principles. By engaging with our communities—and helping our teams give back—we strengthen our reputation, build good relationships and foster employee trust.

Local and national impact

We give back to our communities through a wide range of activities including financial support, in-kind gifts of steel and other construction products and employee volunteerism efforts. Many CMC facilities have long-standing partnerships with nonprofit organizations in their surrounding communities. For example, in Poland, CMC hosts an annual Santa Clause event and donates to local charities in the Zawiercie community. All of our locations are encouraged to give back and are given support to help them determine approaches that best fits their local communities.

We align our social outreach with the causes that resonate most with our team members, which frequently include health, education, veterans and community development. We also empower our employees and local managers to engage with and donate to organizations working to make a difference.



HOW WE ENGAGED WITH COMMUNITIES IN 2023

CMC is committed to improving lives in the places we call home through giving campaigns, volunteerism and community engagement. In ways big and small, our goal is to help make our communities stronger, healthier, more inclusive and more vibrant.

In addition to localized giving efforts, our corporate giving alone reached a record of almost \$2 million in 2023. We also began tracking the number of local community events in which our teams participated throughout the year. Last year, individual facilities and combined CMC teams participated in more than 205 local events.



CMC CORPORATE GIVING

To complement our extensive local engagement, CMC continues to partner with giving initiatives at the national level.

We were a platinum sponsor of the American Heart Association's Go Red for Women initiative in Dallas—which includes an employee donation fundraiser. Jennifer Durbin, our vice president and chief human resources officer, was the Chair of the event, and Barbara Smith, our former CEO, was awarded for her volunteer service with the American Heart Association. We also sponsored the American Cancer Society's Fit2Be Cancer Free Challenge, with over 1,000 global employees participating in the three-week event.

Each November, in honor of Veterans Day, CMC contributes a percentage of our total sales to a veterans organization. Last year, we donated to the Gary Sinise Foundation R.I.S.E. (Restoring Independence Supporting Empowerment) program which helps build specially adapted smart homes for severely wounded veterans who live in CMC communities. Last year, the CMC giving campaign raised \$100,000 for the Foundation.



Celebrating the art of scrap

In 2023, CMC hosted the 45th installment of our annual Scrap Can Be Beautiful contest and exhibit. Since 1978, we've hosted this event in collaboration with the Booker T. Washington School for the Performing and Visual Arts in Dallas, Texas.

Sculpture students from the high school use CMC-donated scrap metal to create their own works of art. They enter their projects into a design competition judged by art industry professionals and artists. They can also enter their creations into a silent auction, in which CMC employees bid on the artwork.

CMC donates between 5,000 and 10,000 pounds of scrap metal annually to Booker T. Washington for the contest. Learn more about our ongoing support of the annual Scrap Can Be Beautiful exhibit [here](#).

In Poland, students from CMC's sponsored patronage class also produced and displayed unique works of art using the metal and welding techniques they learned. Overall, these programs bring awareness to the community about the value of scrap, recycling and the circular economy, as well as a career path in steel manufacturing.



LOOKING AHEAD

In CMC's ongoing efforts to be both an industry employer of choice and a force for positive change, we will continue exploring ways to address our teams' needs and help them reach their full potential.

We have identified three key focus areas for 2024:

- **Diversity, equality and inclusion.** We're committed to making sure people feel welcome, accepted and appreciated at CMC. We also consciously strive to maintain an inclusive culture based on merit, in which a richness of experiences and perspectives drives innovation.
- **Employees' overall wellbeing.** We're exploring more ways to help team members improve not only their safety on the job, but also their physical and mental health at work and at home.
- **Employee development.** We're expanding individual development efforts across the company. Managers assess their individual team members' potential and performance, and teams hold calibration sessions that help us identify candidates for advancement. Meanwhile, leaders are working on succession plan strategies for 1 to 10 years in the future with an emphasis on developing talent internally for long-term success.



Conducting Ourselves with Integrity



We measure success not only by what we do but also how we do it. This means conducting ourselves with the utmost integrity, holding ourselves accountable and operating ethically in all activities.

GULF STATE PARK FISHING PIER, GULF SHORES, AL

ACEC Alabama Winner, 2010 Engineering in Excellence Award
1,540 ft. Precast Pier with ChromX

WHY IT MATTERS

Proper governance enables us to achieve our company's purpose: creating better ways to build a stronger, safer and more sustainable tomorrow.

At the highest levels of leadership, we strive to enable constant innovation and investment in our business, and we remain committed to always meeting our customers' needs.

From the beginning we've aligned the most relevant sustainability issues with our business strategy and internal operations. As we have grown, we began expanding these ideals outward, aiming to apply our environmental practices and sustainability policies to the partners across our value chain.

OUR GOVERNANCE STRUCTURE

We continue to strengthen our industry leadership position by combining sound business strategy and good practices. Our executives set the tone and the example for how we should conduct ourselves—with the utmost integrity, transparency and accountability. This applies to interactions with each other and our many stakeholders.

In 2023, a new chapter in CMC's leadership began with the appointment of our new president and CEO, Peter R. Matt. Peter had served as president of CMC since April 2023 and was appointed president and CEO effective September 1, 2023. Peter also serves on our Board of Directors, which he joined in June 2020.

As CMC's highest governing body, the Board appoints senior management and acts as an advisory body to ensure we continue serving our stockholders' long-term interests. For sustainability issues, the Board and its committees monitor, assess and address

opportunities and risks with the assistance of the Sustainability Leadership Council. Led by the sustainability manager, this team implements CMC's sustainability program, including data collection, monitoring and enterprise-wide communication. The sustainability manager reports to the vice president of sustainability and government affairs, who provides sustainability updates to the Board at least annually.

The Board completed 6 regularly scheduled meetings in 2023, with standing agendas and discussions that included sustainability topics.

THE BOARD'S FOUR STANDING COMMITTEES INCLUDE:



Audit Committee: Oversees the management of risks relating to the integrity of financial reporting, business interruption and cybersecurity, and compliance with legal and regulatory requirements



Compensation Committee: Oversees the management of risks relating to compensation design, and attracting and retaining key employees



Finance Committee: Oversees capital allocation, liquidity and the company's strategic business and capital plans



Nominating and Corporate Governance Committee: Oversees the management of risks associated with corporate governance, including director succession planning

ESG, strategic and other significant business risks are monitored by the full Board.

CMC's governance documents outline the responsibilities and requirements of the company and its employees. Read more about our Board and governing documents on our [Investor Relations webpage](#).

Advancing inclusion

We recognize that our continued success requires a diverse and inclusive culture across the organization. The Board actively seeks to feature a variety of experiences, backgrounds and viewpoints across our management team.

When evaluating candidates for the Board, the Nominating and Corporate Governance Committee considers several factors, including their personal and professional backgrounds and other aspects that promote diversity of thought, views and experience, such as the following:

- Race
- Ethnicity
- Gender
- Sexual Orientation

As of August 31, 2023, 75% of CMC's Board committee chairs are diverse. In addition, both of CMC's Board leadership positions—lead director and executive chair—are held by women.

40%

The Women's Forum of New York named CMC a 2023 Corporate Champion for having women occupy more than 40% of our Board seats.

56%

of continuing directors are ethnically or gender diverse.

THE FOLLOWING PRACTICES AND FEATURES ILLUSTRATE CMC'S COMMITMENT TO GOOD CORPORATE GOVERNANCE:

Board Independence seven out of nine directors are independent

Board Diversity 56% of our continuing directors and director nominees are ethnically or gender diverse

Annual Self-Evaluations of Board and committees

Regular Executive Sessions of Independent Directors at Board and committee meetings

Independent lead director

Independent Audit, Compensation, Finance and Nominating and Corporate Governance committees

Annual Advisory Vote on executive compensation

Proactive Board Refreshment with three new directors in the past three years

Preventing Over-Boarding Directors are limited to three other public company directorships

Focused Leadership with the CEO limited to one other public company directorship

Ethics and Compliance Hotline Employees have access to a confidential, 24-hour service managed by an independent third party

Succession Planning with a newly expanded process that goes deeper into the organization from senior leadership down through middle management

MANAGING RISK

We understand that our company only performs well with effective risk management and that is why we maintain our Management Risk Committee. This committee comprises of all the critical areas of our business including operations, IT, supply chain, environmental and safety, among others. All the leaders of these areas meet twice a year to discuss current and emerging risks to the business. The top risks are identified and reported to the Risk Committee.

The Risk Committee consists of members of the Executive Leadership Team (ELT) who are directly responsible for identifying and managing risk issues. The Risk Committee, with feedback from the Management Risk Committee, meets regularly to ensure that the broader strategy of the organization is accounting for the changing risk landscape and sustainability.

Targeting climate change

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.

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 and will be used to inform CMC's climate strategy in the years ahead.

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.

For more details on our climate risk assessment, please visit the [Climate-related risk analysis section](#) of the report.

Emerging issues and regulations

As a sustainability leader in the steel industry, we are focused on meeting the rapidly evolving regulatory requirements for sustainability disclosures mandated by the U.S. Securities and Exchange Commission (SEC) and the EU's Corporate Sustainability Reporting Directive (CSRD).

The SEC's proposed rules enhance and standardize climate-related disclosures. By adopting the CSRD, the European Parliament is dramatically overhauling and expanding corporate sustainability reporting, which impacts about 50,000 public and private companies in the EU, including more than 10,000 EU subsidiaries of non-EU companies such as CMC.

ETHICS AND COMPLIANCE

We developed our [Code of Conduct and Business Ethics](#) (the “Code”) to support the culture of accountability that we’ve relied on for over a century. This policy is fundamental to our success.

Key company functions and roles are directly accountable for these efforts, including the following:

- The Board of Directors and the CEO endorse the Code and use it to guide business decisions.
- The Legal Department is responsible for the administration of the Code.
- The Nominating and Corporate Governance Committee annually reviews and assesses the adequacy of the Code.
- The Audit Committee oversees compliance with the Code.

The CEO, the chief financial officer (CFO) and senior financial officers also have a Code of Ethics for Senior Financial Officers, which they must acknowledge and certify each year.

In addition, our Guiding Principles serve as a foundation for our employees and helps us conduct our daily business ethically, honestly and with integrity.

More than

99%

of our required employees completed our Code of Conduct and Business Ethics Training in 2023.

The Code of Conduct and Business Ethics provides guidelines and expectations for the following:

- Financial integrity
- Honest and consistent communication
- Use of company assets
- Conflicts of interests
- Antitrust
- Insider trading
- Commitment to health, safety and the environment
- Employment practices
- Substance abuse
- Working internationally, including anti-boycott, anti-money laundering, exports and trade sanctions and embargoes
- Anti-bribery and anti-corruption compliance
- Engaging with third parties
- Receipt and provision of business courtesies

We empower CMC employees to make the right decisions. To this end, we ask that our employees complete training for the Code of Conduct and Business Ethics annually, a collaboration between the legal and human resources departments. In 2023, more than 99% of our required employees completed training.

The Code is the key to our success in observing the highest ethical standards when conducting business with customers, suppliers, communities and investors—and interacting with each other. We also make sure that the Code reflects employees’ various locations and jurisdictions in which we operate.

Communicating concerns

Throughout CMC, we expect our employees to report any known or suspected violations of laws, the Code or other CMC policies. We encourage employees' efforts with confidential channels such as our ethics hotline, which we make available 24/7. Employees can also report issues in writing or verbally speak to the following:

- Their supervisors
- HR representatives
- Director of internal audit
- Chair of the Audit Committee
- Chief legal officer

Protecting human rights

We support and defend our employees' and suppliers' fundamental human rights with strict policies that safeguard workers and prevent violations. [Our Workplace and Human Rights Policy](#) applies to all CMC facilities globally and focuses on the areas of human rights that we have identified as priorities for our company and industry. Our suppliers also have access to our confidential whistleblower system through our Supplier Code of Conduct.

Prohibiting corruption

In compliance with the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act and other applicable anti-corruption laws, we strictly prohibit CMC employees, directors and officers and third parties acting on CMC's behalf from bribing or making facilitating payments to public officials or private non-governmental parties.



OUR SUPPLY CHAIN

At CMC, we strive to work with partners who share our commitment to sustainability, ethical business practices, quality and reliability. We continually evaluate our suppliers to make sure their goals align with ours while maintaining quality and reliability.

Our chief supply chain officer oversees vendors, and our operations and procurement teams meet regularly to discuss supplier strategy and risks.

Since 2022, CMC has focused on incorporating our [Supplier Code of Conduct](#) into all new vendor contracts. All new vendors must agree to the terms of the Supplier Code of Conduct to become CMC partners.

We offer training to all employees in our purchasing and procurement department and require teams within the Western hemisphere to enroll in our supply chain courses within six months of joining CMC. Upon completion, they're certified as either advanced procurement professionals or procurement professionals.

We also do not purchase, use or process any conflict minerals, and we have created a conflict minerals statement outlining our position in our Supplier Code of Conduct.



Improving resilience

Our vast global supplier base sometimes faces inherent risks of disruption, such as economic downturns or geopolitical crises. Several years ago, to help mitigate these risks, we began moving the supply chain closer to our local operations when possible.

With a focus on buying locally, we improve the resilience of our supply chain, reduce risks and minimize our environmental impact from factors such as transport-related GHG emissions.

Throughout these efforts, we've continued to increase our sustainability focus. This allows us to work with our suppliers to help improve human rights, worker conditions, ethical behavior and environmental compliance and performance.

At the same time, we acknowledge that supply chain risks persist from COVID-19, while the Ukraine war has added to supply chain insecurity in Europe. To that end, we performed a supplier risk assessment in 2023 to better understand the environmental, geopolitical and regulatory impacts across our operations.

ASSESSING SUPPLIERS VIA STRATEGY AND RISK BOOKS IN THE U.S.

In 2023, CMC formalized our strategy and risk books program. The program used a combination of on-site visits and virtual data gathering to assess the supply chain risks of our commodity suppliers.

Teams review the suppliers' sustainability programs and global and local risks they may face, as well as current or upcoming regulations, and share that information with senior leadership. We then recommend 5- and 10-year strategies for procurement of the commodity to strengthen the supply chain and mitigate risks.

COUPA PLATFORM FOCUSES ON LOCAL SUPPLIERS

CMC integrated a new purchasing platform called Coupa in 2023, which is available for all U.S.-based suppliers. This more advanced, streamlined platform makes it easier for local and regional suppliers to do business with us.

Coupa provides over 600 catalogs of supplier goods and services available to CMC, with at least 50% from local or regional suppliers. The portal allows CMC to receive and acknowledge purchase orders and invoices within the same platform, which minimizes back-office functions for smaller suppliers. Coupa is part of our commitment to a localized supply chain as a way to offset global supply chain risks from disruptions such as the war in Ukraine, COVID-19 and other geopolitical, regulatory and financial risks.



Increasing engagement

Our supply chain and vendor base include over 6,000 companies and service providers globally, with about 350 significant vendors in the U.S. alone. In 2023, we amplified our focus on engaging these various partners. Specifically, in the Western hemisphere, we expanded our supplier engagement survey with the aim of leveraging the findings to shape our overall procurement strategy.

EXPANDED SUPPLIER ENGAGEMENT SURVEY IN THE U.S.

In 2023, CMC expanded upon previous supplier engagement efforts by formally surveying 35 mills operations and service suppliers—over 90% of spend—for two major steelmaking categories:

- Materials and services for mill operations
- Industrial gases and mill services

The goal is to gain a better understanding of our suppliers' engagement and commitment toward sustainability related topics such as diversity, human rights and environmental performance.

Our survey was completed at the end of 2023. Survey responses will provide a baseline for further sustainability discussions with suppliers in 2024.

80%
of our net spend across
all categories

is with our
350
largest vendors

6,000+
companies and service
providers make up
our supply chain and
vendor base

We continually evaluate our supplier practices to set goals and benchmark performance.

In 2024, we will continue to deepen our supplier engagement to extend our sustainability commitments and practices to our suppliers.

DATA PRIVACY AND SECURITY

We endeavor to protect all proprietary data and sensitive information involving our business, employees, vendors and customers from security breaches or cyber incidents. For data used both locally and internationally, we comply with all applicable regulatory and statutory requirements, including the following:

- [EU General Data Protection Regulation](#)
- [The California Consumer Privacy Act](#)
- [The Colorado Privacy Act](#)
- [The Connecticut Data Privacy Act](#)
- [The Indiana Data Privacy Act](#)
- [The Iowa Data Privacy Act](#)
- [The Montana Data Privacy Act](#)
- [The Oregon Consumer Data Protection Act](#)
- [The Tennessee Consumer Data Protection Act](#)
- [The Texas Consumer Data Protection Act](#)
- [The Utah Consumer Data Protection Act](#)
- [The Virginia Consumer Data Protection Act](#)
- [The Sarbanes-Oxley Act of 2002](#)

A cross-functional team of representatives from information technology, information security, internal audit, legal, human resources and other business departments is responsible for data related policy development, monitoring and auditing. Our data protection tactics include document retention, multi-factor authentication and security vulnerability management. These are outlined in our Cyber Security Policy which is reviewed and updated regularly to stay ahead of the ever-changing digital security environment. Our security risk profile and security roadmap align with the Center for Internet Security's Top 18 Critical Security Controls and the NIST framework.



We regularly engage third-party experts to assess our cybersecurity controls and vulnerabilities and upgrade our systems and controls as appropriate. We test and update our Cyber Incident Response Plan and Data Breach Response Plan annually. Each month, we track security metrics and report findings to the chief information officer and others, as appropriate. We continue to train our employees throughout the year about malware, viruses, hacking, phishing and other information security risks, including how to avoid and mitigate them and how to protect our sensitive data from failures, breaches or cyber incidents.

Bitsight rating:
810
CMC's security
rating is the highest
in the industry.

Less than
1%
of all companies
globally have a rating
of 800 or more.

PARTNERSHIPS AND POLITICAL ENGAGEMENT

We stay engaged with our industry by participating in over 40 associations and committees focused on health, safety and environmental stewardship, among other topics. Working with other organizations allows us to strengthen our partner network, benchmark our performance, advance our operational knowledge and adapt swiftly to sustainability changes and market trends.

In 2023, CMC took industry engagement to another level by becoming a founding member of the Global Steel Climate Council (GSCC).

Through the newly formed GSCC, we support the release of the Steel Climate Standard, which aims to measure and report steel carbon emissions in line with the goals of the Paris Climate Agreement. This industry partnership represents a major step forward for the steel industry and lays the foundation for future efforts to combat the effects of climate change.

For more information on the Global Steel Climate Council, please visit [Launching a New Era in Clean Steel with the GSCC](#).



Political advocacy

Our collaborations extend to the advocacy arena as well. We continue to support and help shape policies that hold our industry to fair, consistent and sustainable standards. Much of this work comes through our role in trade associations such as the following:

- Concrete Reinforcing Steel Institute
- European Steel Association
- Institute of Scrap Recycling Industries
- Metal Service Center Institute
- Steel Manufacturers Association

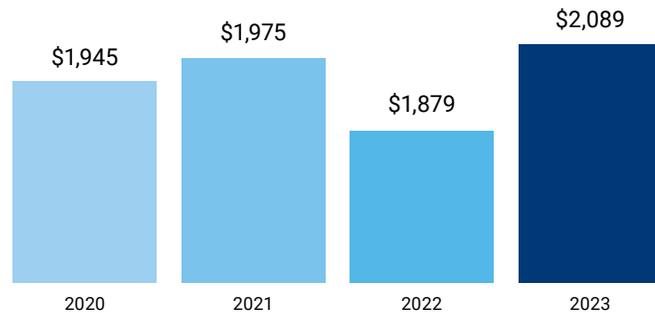
Together, we share vital insights with government agencies and policymakers based on best practices from the recycling, steelmaking and fabrication perspectives. CMC also contributes to industry standards and works with competitors on mutual sustainability issues.

Meanwhile, through our Employee Political Action Committee, CMC employees can make political contributions that support efforts aligned with their views. Our strategy is clear: we aim to shape sustainability and trade issue policy by lobbying to keep sustainable steel more competitive. We want to make sure the playing field remains level for U.S. steel producers competing with international producers exporting their steel to the U.S.

Our [Political Contributions Policy](#) sets the guidelines and parameters for our advocacy efforts.

Partnerships and associations

OUR TRADE ASSOCIATION EXPENDITURES 2020-2023 (\$ thousands)



OUR LOBBYING EXPENDITURES 2020-2023 (\$ thousands)



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)
 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)

Certifying Organizations

U.S. Green Building Council (USGBC)
 ABS Quality Assurance Program
 AASHTO National Transportation Product Evaluation Program
 Steel Related Industries Quality System Registrar
 ANSI National Accreditation Board

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 Mechanics 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)
 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)

LAUNCHING A NEW ERA IN CLEAN STEEL WITH THE GSCC

When it comes to sustainability and steel, not all products or methods are measured in the same way. That's why CMC prioritized the formation of the [Global Steel Climate Council](#) in 2023.

CMC signed on as one of six founding members of the GSCC, which includes more than 40 international producing members and supporters who are steel manufacturers, trade associations, end users, scrap metal suppliers and non-governmental organizations.

Through the new Council, we support the release of a single technology-agnostic Steel Climate Standard to measure, report and ultimately reduce carbon emissions in steel production, regardless of the process used. Our goal is to incentivize true decarbonization of the steel sector. The transparent reporting system will allow customers and other stakeholders to accurately compare carbon emissions intensity across products and producers and make informed purchasing decisions.

As a global leader in low-emission steel, CMC sees steel as an essential component of a sustainable future.



LOOKING AHEAD

Sustainability issues relating to our business are constantly evolving. At CMC, we are continuously looking for ways to refine and expand our governance initiatives in order to address changes and opportunities and to meet the needs of our stakeholders. We did just that in 2023 by bolstering our compliance program, enhancing our risk management and expanding our engagement with our suppliers.

Looking to 2024 and beyond, we will continue to monitor our governance practices and initiatives to ensure we meet our stakeholders' needs. This work will include expanding engagement with our supply chain and continuing to use the insights from our more robust risk management process to better position the company.

Data Transparency



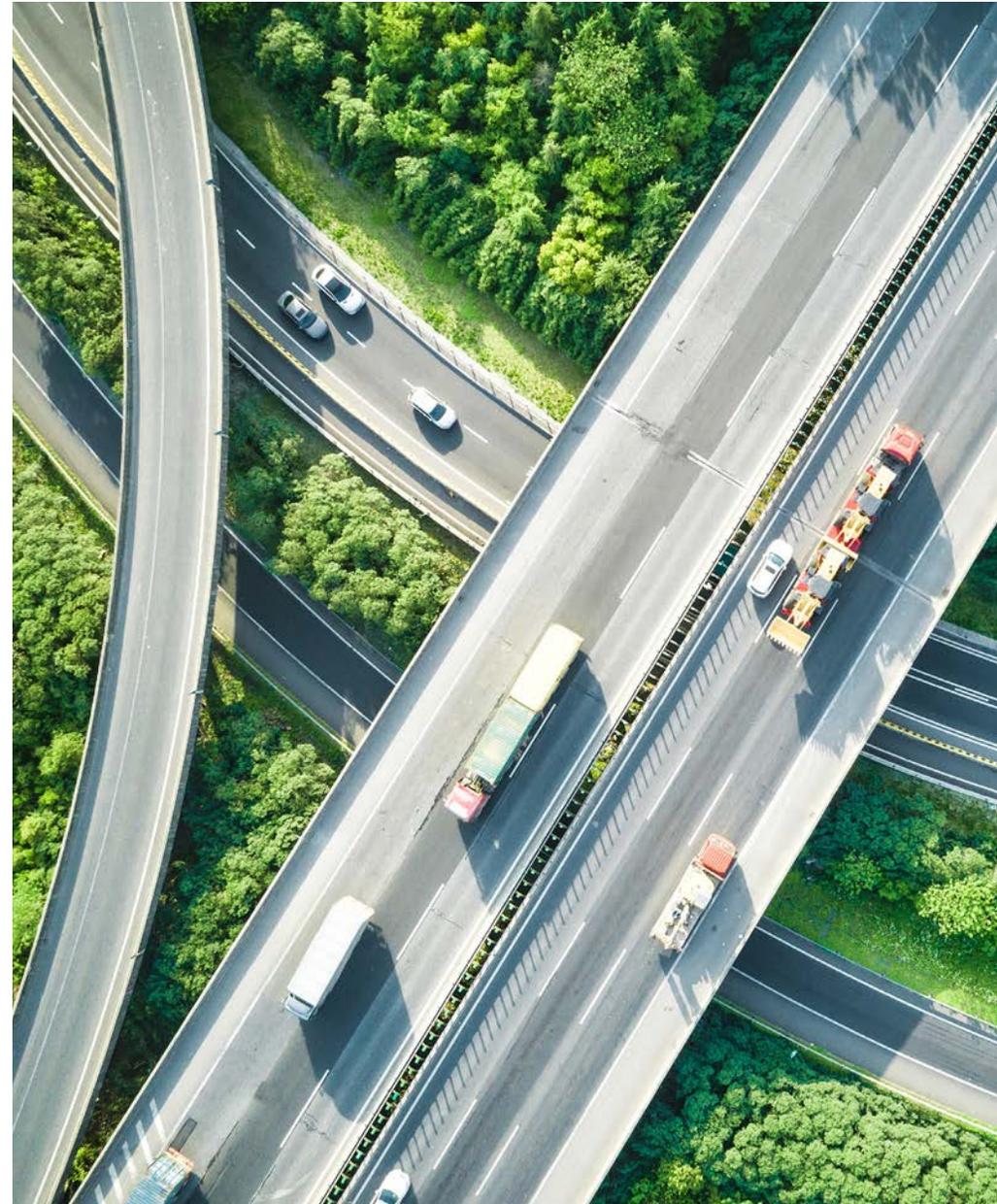
About this Report

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 2023 fiscal year from September 1, 2022, to August 31, 2023. 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 "Sustainability at CMC." This report has been prepared in accordance with the Global Reporting Initiative (GRI) 2021 Standards and references the Sustainability Accounting Standards Board (SASB) Iron & Steel Producers Standard and recommendations from the Taskforce on Climate-Related Financial Disclosures (TCFD). 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.



CMC 2023 UN SDGs Index

CMC is committed to the United Nations Sustainable Development Goals (SDGs), a global call to action to end poverty, improve health and education, reduce inequalities, spur economic growth and tackle climate change. In this index, we summarize some of the ways in which CMC contributes to specific SDGs and their targets and provide links to read more about our efforts.

GOAL	TARGETS	CMC ACTIVITY, INITIATIVE OR GOAL	REFERENCE
<p>SDG 6: Clean Water and Sanitation</p> 	<p>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> <p>6.4: By 2030, substantially increase wateruse 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</p>	<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"> ◦ 2030 Goal: Reduce water withdrawal intensity by 8% from 2019 baseline. ◦ Water recycling and reuse rate greater than 88% 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. 	<p>Environment: Management and Compliance, p. 36</p>
<p>SDG 7: Affordable and Clean Energy</p> 	<p>7.2: By 2030, increase substantially the share of renewable energy in the global energy mix</p> <p>7.3: By 2030, double the global rate of improvement in energy efficiency</p>	<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"> ◦ 2030 Goal: Increase renewable energy use by 12 percentage points over 2019 baseline. In 2023, 22.8% of our total electricity consumption was sourced from renewable sources. ◦ 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. 	<p>Environment: Energy and Climate, p. 30</p>

GOAL	TARGETS	CMC ACTIVITY, INITIATIVE OR GOAL	REFERENCE
<p>SDG 8: Decent Work and Economic Growth</p> 	<p>8.4: Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10Year Framework of Programs on Sustainable Consumption and Production, with developed countries taking the lead</p> <p>8.5: 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: 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. ◦ 114 CMC facilities had no recordable injuries for the 2023 reporting year. ◦ 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. ◦ In 2023, our Tensar operations outside the Western Hemisphere extended 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. 	<p>Social: Health and Safety, p. 39</p> <p>Social: Competitive Benefits and Compensation, p. 50</p> <p>Occupational Health and Safety Policy</p>
<p>SDG 9: Industry, Innovation, and Infrastructure</p> 	<p>9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resourceuse efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p> <p>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</p>	<p>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:</p> <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. 	<p>Overview: What We Do, p. 11</p> <p>Environment: Energy and Climate, p. 30</p> <p>Environment: Recycling and the Circular Economy, p. 29</p>

GOAL	TARGETS	CMC ACTIVITY, INITIATIVE OR GOAL	REFERENCE
<p>SDG 10: Reduced Inequalities</p> 	<p>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</p> <p>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</p> <p>10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>	<p>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:</p> <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 U.S. • Our career fairs include 25 Historically Black Colleges and Universities (HBCU) and Hispanic Serving Institutions (HSI). • CMC's Core training program includes DEI training focused on belonging. Other DEI-related training topics include stereotypes, bias, empathy and collaborating in diverse groups. • We monitor and maintain pay equity across employee categories. 	<p>Social: Filling the Talent Pipeline, pp. 46-47</p> <p>Social: Competitive Benefits and Compensation, p. 50</p> <p>Social: Advancing Diversity and Inclusion, p. 52</p>
<p>SDG 11: Sustainable Cities and Communities</p> 	<p>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</p> <p>11.3: By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries</p> <p>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</p>	<p>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:</p> <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. 	<p>Overview: What We Do, p. 11</p> <p>Environment: Energy and Climate, p. 30</p> <p>Environment: Recycling and the Circular Economy, p. 29</p>

GOAL	TARGETS	CMC ACTIVITY, INITIATIVE OR GOAL	REFERENCE
<p>SDG 12: Responsible consumption and production</p> 	<p>12.2: By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>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</p> <p>12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p> <p>12.8: By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature</p>	<p>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:</p> <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 nearly 18 million 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 ◦ 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. ◦ 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. 	<p>Overview: What We Do, p. 11</p> <p>Environment: Our Approach, p. 29</p> <p>Environment: Recycling and the Circular Economy, p. 29</p> <p>Governance: Partnerships and Political Engagement, p. 68</p>

GOAL	TARGETS	CMC ACTIVITY, INITIATIVE OR GOAL	REFERENCE
<p>SDG 13: Climate action</p> 	<p>13.1: Strengthen resilience and adaptive capacity to climate related hazards and natural disasters in all countries</p> <p>13.2: Integrate climate change measures into national policies, strategies and planning</p>	<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"> 2030 Goal: Reduce scope 1 & 2 emissions by 20% over 2019 baseline. In 2023, CMC achieved a 11.9% reduction in GHG emissions over our 2019 baseline. 2030 Goal: Reduce energy intensity by 5% over 2019 baseline. In 2023, CMC achieved a 4.5% reduction in energy intensity over our 2019 baseline. 2030 Goal: Increase renewable energy use by 12 percentage points over 2019 baseline. In 2023, 22.8 of our total electricity consumption was sourced from renewable sources. 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 U.S. and E.U. 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>Overview: Who We Are, p. 9</p> <p>Overview: Sustainability at CMC, p. 18</p> <p>Overview: Supporting Customers in Sustainability, p. 26</p> <p>Environment: Energy and Climate, p. 30</p> <p>Governance: Partnerships and Political Engagement, p. 68</p>

GOAL	TARGETS	CMC ACTIVITY, INITIATIVE OR GOAL	REFERENCE
<p>SDG 17: Partnerships for the goals</p> 	<p>17.13: Enhance global macroeconomic stability, including through policy coordination and policy coherence</p> <p>17.17 Encourage and promote effective public, publicprivate and civil society partnerships, building on the experience and resourcing strategies of partnerships</p>	<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.</p> <p>In our 2023 ESG Report, we discuss partnerships with the following:</p> <ul style="list-style-type: none"> ◦ Local recycling centers ◦ Manufacturing facilities ◦ Scrap yards ◦ Knoxville Utilities Board Community Solar Project ◦ Concrete Reinforcing Steel Institute ◦ 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 ◦ Gary Sinise Foundation R.I.S.E. (Restoring Independence Supporting Empowerment) program ◦ Booker T. Washington School for the Performing and Visual Arts ◦ Institute of Scrap Recycling Industries ◦ Metal Service Center Institute ◦ Steel Manufacturers Association ◦ EUROFER ◦ Global Steel Climate Council (GSCC) 	<p>Social: Academic Partnerships, p. 47</p> <p>Social: Building Community, p. 54</p> <p>Governance: Partnerships and Political Engagements, p. 68</p>

Performance tables

METRIC ¹	UNIT	2021	2022	2023
ABOUT CMC				
Global Employees	#	11,089	12,483	13,022
U.S.	#	8,549	9,726	9,772
Europe and Rest of the World	#	2,540	3,157	3,250
Raw Steel Production	MT	5,661,952	5,756,503	5,410,589
Metal Recycled from Operations	MT	8,662,342	8,676,630	8,108,441
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	%	0	0	0
Total Coking Coal Production	%	0	0	0
ACCOUNTABILITY FOR OUR ACTIONS²				
Corporate Governance				
Political Contributions (through Employee-Sponsored PAC)	\$	48,749	103,500	128,300
Lobbying Expenditures	\$	305,264	299,494	327,000
Trade Association Expenditures	\$	1,974,994	1,878,658	2,088,863
Ethics				
Employees Completing Code of Conduct	%	99	100	99
Customer Satisfaction				
Global Customer Satisfaction Score	#	88	94	97
RESPECT FOR OUR ENVIRONMENT				
Capital Expenditures Spend on Environmental Projects ³	\$	8,117,233	6,900,000	5,800,000
Environmental Footprint⁴				
Scope 1 GHG Emissions	MT	1,063,751	1,082,528	1,056,191
Scope 1 GHG Emission Intensity	MT/MT	0.19	0.19	0.20
% of CO ₂ e Covered Under Emissions-limiting Regulations	%	4.31	3.88	4.27

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

² CMC does not engage in mining operations, tailing ponds or water reinjection operations.

³ FY2022 data were revised due to calculation methodology updates.

⁴ WAP Sustainability verified data for CMC's Scope 1, 2 and 3, purchased goods and services related to global mill operations, to a limited level of assurance. The verification covered select emissions from global mill operations including stationary fuel combustion, process emissions, purchased electricity, and purchased goods/consumables, was aligned with the GHG Protocol and based on best practice in GHG inventory verification, as guided by ISO 14064-3:2019.

METRIC ¹	UNIT	2021	2022	2023
Scope 2 GHG Emissions ⁵	MT	1,441,611	1,297,667	1,232,430
Scope 2 GHG Emission Intensity	MT/MT	0.26	0.26	0.23
Scope 1 & 2 GHG Emissions	MT	2,505,362	2,380,195	2,288,621
Scope 1 & 2 GHG Emission Intensity	MT/MT	0.44	0.41	0.42
Scope 3 GHG Emissions ⁶	MT	1,398,502	1,450,639	1,387,937
Scope 3 GHG Emission Intensity	MT/MT	0.25	0.25	0.26
Total GHG Emissions (Scope 1, 2 & 3) ⁶	MT	3,903,864	3,830,834	3,676,558
Total GHG Emission Intensity (Scope 1, 2 & 3) ⁶	MT/MT	0.69	0.67	0.68
Environmental Footprint (Air Quality)⁷				
NO _x	MT	789	865	857
SO _x	MT	602	593	488
CO ₂	MT	1,065,377	1,078,876	1,008,944
Methane	MT	138	138	127
Nitrous Oxide	MT	0.87	0.80	0.80
CO	MT	4,084	4,298	4,203
Lead	kg	2,045	1,237	1,184
VOCs	MT	228	217	209
PM	MT	447	412	344
Environmental Footprint (Energy)				
Fuel Consumption ⁸	GJ	8,655,608	9,316,358	8,797,397
Natural Gas	GJ	8,039,248	8,482,268	8,329,192
% of Natural Gas (of Total Fuel Consumption)	%	93	91	95
Coal	GJ	0	0	0
Other Fuel (Diesel)	GJ	616,360	834,090	622,954
- Facility Diesel Consumption	GJ	177,203	392,078	185,000

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

⁵ 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.

⁶ Biogenic CO₂ emissions, if any, are noted. 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.

⁷ Air emissions are measured at the reporting facility level using engineering calculations.

⁸ Total fuel consumption typically only includes fuel used for energy in steel making activities.

METRIC ¹	UNIT	2021	2022	2023
- OTR Diesel	GJ	439,157	442,012	437,954
% Renewable Fuel	%	0	0	0
Electricity Consumption	GJ	12,328,532	12,740,274	12,118,414
% Renewable	%	18.0	23.2	22.8
Total Energy Consumption ⁹	GJ	20,984,140	22,056,632	19,646,096
% Grid Electricity	%	59	58	62
% Renewable	%	10.6	13.4	14.1
Energy Intensity ¹⁰	GJ/MT	3.71	3.83	3.84
Environmental Footprint (Water)				
Total Water Withdrawn	m ³	7,028,693	6,502,681	6,354,847
Water Withdrawn - Public Inlet	m ³	2,074,992	2,238,748	2,115,803
Water Withdrawn - Ground Water (Private Well)	m ³	3,474,309	2,872,075	2,842,069
Water Withdrawn - Surface Water (Stream/River)	m ³	1,479,392	1,391,858	1,396,975
Total Water Discharge	m ³	1,925,927	1,696,404	2,164,199
Total Water Consumption	m ³	5,102,767	4,806,277	4,190,648
Total Water Withdrawn Intensity	m ³ /MT	1.24	1.13	1.18
% Water that is Recycled or Reused Multiple Times	%	89.6	88.4	90.1
Total Water Withdrawn in High or Extremely High Stress Area	m ³	999,234	2,675,505	2,610,138
% Water Withdrawn in High or Extremely High Stress Area	%	14	41	41
Total Water Consumed in High or Extremely High Stress Area	m ³	982,568	2,189,788	2,104,272
% Water Consumed in High or Extremely High Stress Area	%	19	46	50
Environmental Footprint (Waste & Co-Products)				
Total Waste and Co-Products	MT	1,137,902	1,136,908	1,026,133
Total Hazard Waste	MT	62,124	63,635	62,313
% of Total Waste and Co-Products	%	5.5	5.6	6.1
% of Total Waste and Co-Products Recycled	%	83.3	89.5	88.6
% of Total Waste Landfilled	%	16.7	10.5	11.4

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

⁹ Energy consumption includes any electricity and natural gas included in the steel making process. See above for emission factors used in calculations.

¹⁰ Energy intensity calculation includes electricity and natural gas consumed internally.



METRIC ¹	UNIT	2021	2022	2023
Significant Spills Reported	#	0	0	1
Product Stewardship				
% Recycled Input Materials Used in Products	%	98	98	98
% of Products Covered by EPD (by sales)	%	–	–	>65
R&D Expenditures	\$	24,520,000	208,000,000	178,000,000
ACTING WITH INTEGRITY				
Health & Safety				
Total Recordable Incident Rate (TRIR per 200,000 hours) ³	#	1.48	1.50	1.30
Contract Labor TRIR ³	#	3.57	2.36	5.63
Total Lost Time Incident Rate (LTIR per 200,000 hours) ³	#	0.75	0.66	0.47
Total Near Miss Frequency Rate (NMFR) ³	#	42.79	32.43	26.29
Number of Fatalities ³	#	1	2	0
Fatality Rate	#	0.009	0.016	0
Contract Labor Fatalities	#	0	0	0
Locations with Zero Incident Rate	#	103	98	114
U.S. Employees Participating in Annual Physicals	%	86	86	86
Talent Management				
Employees Receiving Performance Reviews	%	100	100	100
Participation in 401(k) Plan	%	94	94	90
Graduation Gift (for Children of Employees)	\$	9,700	10,400	15,750
Military Gift (for Children of Employees)	\$	500	1,250	750
College Scholarship (for Children of Employees)	\$	156,650	127,000	153,750
Employee Tuition Reimbursement	\$	81,200	69,942	57,758
Community Engagement				
Community Charitable Contributions	\$	908,594	1,559,467	1,885,036
Community Events	#	–	–	205

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

³ FY2022 data were revised due to calculation methodology updates.



METRIC ¹	UNIT	2021	2022	2023
Gender, Ethnicity & Age Diversity				
GENDER DIVERSITY				
<i>Global Workforce¹¹</i>				
Male	#	9,742	10,948	11,284
Female	#	1,347	1,535	1,668
<i>Board of Directors</i>				
Male	%	56	56	56
Female	%	44	44	44
<i>Executive Leadership</i>				
Male	%	50	40	50
Female	%	50	60	50
<i>Management Employees</i>				
Male	%	73	78	80
Female	%	27	22	20
<i>Salaried Employees</i>				
Male	%	73	72	72
Female	%	27	28	28
<i>Hourly Employees</i>				
Male	%	93	93	91
Female	%	7	7	7
ETHNIC DIVERSITY				
<i>Board of Directors</i>				
Caucasian	%	100	89	89
African American	%	0	11	11
Hispanic	%	0	0	0
Other	%	0	0	0
Race/Ethnicity not disclosed	%	0	0	0

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

¹¹ The gender diversity breakdown for CMC's global workforce does not equal our total global workforce because of undeclared responses and/or new facilities.



METRIC ¹	UNIT	2021	2022	2023
<i>Executive Leadership</i>				
Caucasian	%	100	100	100
African American	%	0	0	0
Hispanic	%	0	0	0
Other	%	0	0	0
Race/Ethnicity not disclosed	%	0	0	0
<i>Salaried Employees</i>				
Caucasian	%	78	77	75
African American	%	5	5	6
Hispanic	%	11	12	12
Other	%	6	5	6
Race/Ethnicity not disclosed	%	0	1	1
<i>Hourly Employees</i>				
Caucasian	%	49	51	51
African American	%	12	13	14
Hispanic	%	30	29	28
Other	%	6	5	4
Race/Ethnicity not disclosed	%	3	2	1
AGE DIVERSITY				
<i>Board of Directors</i>				
Under 30	%	0	0	0
30-50	%	0	0	0
Over 50	%	100	100	100
Not Disclosed	%	0	0	0
<i>Executive Leadership</i>				
Under 30	%	0	0	0
30-50	%	50	40	33
Over 50	%	50	60	67

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



METRIC ¹	UNIT	2021	2022	2023
Not Disclosed	%	0	0	0
<i>Salaried Employees</i>				
Under 30	%	8	10	9
30-50	%	53	54	53
Over 50	%	39	36	38
Not Disclosed	%	0	0	0
<i>Hourly Employees</i>				
Under 30	%	18	20	19
30-50	%	51	49	49
Over 50	%	31	27	30
Not Disclosed	%	0	0	0

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

GRI Standards

Global Reporting Initiative		2023	
GRI STANDARD / OTHER SOURCE	DISCLOSURE	REFERENCES, OMISSION AND EXPLANATIONS	
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1	Organizational details	Sustaining our legacy: Who we are, p. 9 Annual Report, 2023 Form 10-K, pp. 1-9, 21-22
	2-2	Entities included in the organization's sustainability reporting	About this report: Report scope, p. 72
	2-3	Reporting period, frequency and contact point	About this report, p. 72
	2-4	Restatements of information	FY22 data revisions are due to improvements in data collection processes, adjustments, prior error correction or a change in status in prior years.
	2-5	External assurance	For fiscal year 2023, CMC has obtained limited assurance of global mill operations Scope 1 and 2 GHG emissions from WAP Sustainability, as well as limited assurance of Scope 3, Purchased Goods & Services from global mill operations. WAP Sustainability is an independent, external assurance provider. Assurance statement
	2-6	Activities, value chain and other business relationships	Sustaining our legacy: What we do, p. 11 Conducting ourselves with integrity: Our supply chain, Partnerships and political engagement, pp. 64, 68 Annual Report, 2023 Form 10-K, pp. 1-9
	2-7	Employees	Sustaining our legacy: Who we are, p. 9 Data transparency, pp. 79, 83-85
	2-8	Workers who are not employees	Data relating to the number of contractors and part-time employees were not available for inclusion in this report.
	2-9	Governance structure and composition	Conducting ourselves with integrity: Our governance structure, pp. 59-60 Governance and Board of Directors 2023 Proxy Statement, pp. 24-29

Global Reporting Initiative		2023
GRI STANDARD / OTHER SOURCE	DISCLOSURE	REFERENCES, OMISSION AND EXPLANATIONS
	2-10 Nomination and selection of the highest governance body	Corporate Governance Guidelines 2023 Proxy Statement, p. 30
	2-11 Chair of the highest governance body	Corporate Governance Guidelines Governance and Board of Directors 2023 Proxy Statement, p. 19
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustaining our legacy: Managing sustainability at CMC, p. 25 Conducting ourselves with integrity: Our governance structure, p. 59 Corporate Governance Guidelines
	2-13 Delegation of responsibility for managing impacts	Sustaining our legacy: Sustainability at CMC, Managing sustainability at CMC, p. 25 Conducting ourselves with integrity: Our governance structure, p. 59 2023 Proxy Statement, pp. 24-30
	2-14 Role of the highest governance body in sustainability reporting	Sustaining our legacy: Managing sustainability at CMC, p. 25
	2-15 Conflicts of interest	Conducting ourselves with integrity: Ethics and compliance, p. 62 Code of Conduct and Business Ethics Corporate Governance Guidelines
	2-16 Communication of critical concerns	Conducting ourselves with integrity: Communicating concerns, p. 63 Corporate Governance Guidelines
	2-17 Collective knowledge of the highest governance body	Caring for our people: Advancing diversity and inclusion, p. 52 Corporate Governance Guidelines 2023 Proxy Statement, pp. 24-29
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Guidelines

Global Reporting Initiative		2023
GRI STANDARD / OTHER SOURCE	DISCLOSURE	REFERENCES, OMISSION AND EXPLANATIONS
	2-19	Remuneration policies Corporate Governance Guidelines 2023 Proxy Statement, p. 33
	2-20	Process to determine remuneration 2023 Proxy Statement, pp. 33-35
	2-21	Annual total compensation ratio 2023 Proxy Statement, p. 61
	2-22	Statement on sustainable development strategy Letter from our President and CEO, pp. 4-5
	2-23	Policy commitments Reducing our impact on the environment: Management and compliance, pp. 36-37 Caring for our people: Health and safety, pp. 39-41 Conducting ourselves with integrity: Ethics and compliance, Our supply chain, Data privacy and security, Partnerships and political engagement, pp. 62, 64, 67-68 Workplace and Human Rights Policy Supplier Code of Conduct
	2-24	Embedding policy commitments Reducing our impact on the environment: Management and compliance, pp. 36-37 Caring for our people: Health and safety, pp. 39-41 Conducting ourselves with integrity: Ethics and compliance, Our supply chain, Data privacy and security, Partnerships and political engagement, pp. 62, 64, 67-68 Workplace and Human Rights Policy Supplier Code of Conduct
	2-25	Processes to remediate negative impacts Reducing our impact on the environment: Management and compliance, pp. 36-37 Caring for our people: Health and safety, pp. 39-41 Conducting ourselves with integrity: Ethics and compliance, Our supply chain, Data privacy and security, Partnerships and political engagement, pp. 62, 64, 67-68
	2-26	Mechanisms for seeking advice and raising concerns Conducting ourselves with integrity: Communicating concerns, p. 63
	2-27	Compliance with laws and regulations Annual Report, 2023 Form 10-K, pp. 7-8
	2-28	Membership associations Conducting ourselves with integrity: Partnerships and political engagement, p. 68
	2-29	Approach to stakeholder engagement Sustaining our legacy: Serving our stakeholders, pp. 21-22

Global Reporting Initiative			2023
GRI STANDARD / OTHER SOURCE	DISCLOSURE		REFERENCES, OMISSION AND EXPLANATIONS
	2-30	Collective bargaining agreements	Workplace and Human Rights Policy Supplier Code of Conduct
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustaining our legacy: Identifying our material issues, p. 22
	3-2	List of material topics	Sustaining our legacy: Identifying our material issues, p. 23
PUBLIC POLICY			
GRI 3: Material Topics 2021	3-3	Management of material topics	Conducting ourselves with integrity: Partnerships and political engagement, p. 68
GRI 415: Public Policy 2016	415-1	Political contributions	Data transparency, p. 79
GHG EMISSIONS			
GRI 3: Material Topics 2021	3-3	Management of material topics	Reducing our impact on the environment: Energy and climate, p. 30
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Data transparency, p. 79
	305-2	Energy indirect (Scope 2) GHG emissions	Data transparency, p. 80
	305-3	Other indirect (Scope 3) GHG emissions	Data transparency, p. 80
	305-4	GHG emissions intensity	Data transparency, pp. 79-80
	305-5	Reduction of GHG emissions	Data transparency, pp. 79-80
ENERGY			
GRI 3: Material Topics 2021	3-3	Management of material topics	Reducing our impact on the environment: Energy and climate, p. 30
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Data transparency, p. 81
	302-3	Energy intensity	Data transparency, p. 81
	302-4	Reduction of energy consumption	Data transparency, p. 81

Global Reporting Initiative		2023	
GRI STANDARD / OTHER SOURCE	DISCLOSURE	REFERENCES, OMISSION AND EXPLANATIONS	
PRODUCT STEWARDSHIP			
GRI 3: Material Topics 2021	3-3	Management of material topics	Reducing our impact on the environment: Recycling and the circular economy, p. 29
GRI 301: Materials 2016	301-2	Recycled input materials used	Data transparency, p. 82
HEALTH & SAFETY			
GRI 3: Material Topics 2021	3-3	Management of material topics	Caring for our people: Health and safety, p. 39
GRI 403: Occupational Health and Safety 2018	403-1	Workers representation in formal joint management–worker health and safety committees	Caring for our people: Health and safety, pp. 39-40
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Caring for our people: Health and safety, pp. 39-40 Data transparency, p. 82
	403-3	Workers with high incidence or high risk of diseases related to their occupation	Caring for our people: Competitive benefits and compensation, p. 50
	403-5	Worker training on occupational health and safety	Caring for our people: Health and safety, pp. 39-41 Occupational Health and Safety Policy
	403-6	Promotion of worker health	Caring for our people: Health and safety, Competitive benefits and compensation, pp. 50-51
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Caring for our people: Health and safety, pp. 50-51 Occupational Health and Safety Policy
	403-8	Workers covered by an occupational health and safety management system	Caring for our people: Health and safety, pp. 40-41 Occupational Health and Safety Policy
	403-9	Work-related injuries	Caring for our people: Health and safety, pp. 40-41 Data transparency, p. 82



Global Reporting Initiative		2023	
GRI STANDARD / OTHER SOURCE	DISCLOSURE	REFERENCES, OMISSION AND EXPLANATIONS	
TALENT MANAGEMENT			
GRI 3: Material Topics 2021	3-3	Management of material topics	Caring for our people: Advancing diversity and inclusion, p. 52
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Caring for our people: Filling the talent pipeline, Building competencies, Developing tomorrow's leaders, Planning for succession, pp. 45, 48, 49
	404-3	Percentage of employees receiving regular performance and career development reviews	Caring for our people: Building competencies, p. 48 Data transparency, p. 82
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Data transparency, p. 84

TCFD Index

Task Force on Climate-Related Financial Disclosures	2023
RECOMMENDED DISCLOSURES	REFERENCES
GOVERNANCE: Disclose the organization’s governance around climate-related risks and opportunities	
Describe the board’s oversight of climate-related risks and opportunities.	Sustaining our legacy: Managing sustainability at CMC, p. 25 Conducting ourselves with integrity: Our governance structure, p. 59
Describe management’s role in assessing and managing climate-related risks and opportunities.	Sustaining our legacy: Managing sustainability at CMC, p. 25
STRATEGY: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Sustaining our legacy: Identifying our material issues, p. 22 Sustaining our legacy: Supporting customers in sustainability, p. 26 Reducing our impact on the environment: Energy and climate, p. 30
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Sustaining our legacy: Serving our stakeholders, pp. 21-22 Reducing our impact on the environment: Why it matters, p. 29 Reducing our impact on the environment: Energy and climate, p. 30 Conducting ourselves with integrity: Targeting climate change, p. 61
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Sustaining our legacy: Our sustainability goals, p. 24 Reducing our impact on the environment: Energy and climate, p. 30 Conducting ourselves with integrity: Targeting climate change, p. 61
RISK MANAGEMENT: Disclose how the organization identifies, assesses, and manages climate-related risks	
Describe the organization’s processes for identifying and assessing climate-related risks.	Sustaining our legacy: Serving our stakeholders, pp. 21-22 Sustaining our legacy: Identifying our material issues, p. 22 Conducting ourselves with integrity: Targeting climate change, p. 61



Task Force on Climate-Related Financial Disclosures	2023
RECOMMENDED DISCLOSURES	REFERENCES
Describe the organization's processes for managing climate-related risks.	Sustaining our legacy: Managing sustainability at CMC, p. 25 Reducing our impact on the environment: Energy and climate, p. 30
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Sustaining our legacy: Our sustainability goals, p. 24
METRICS AND TARGETS: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Sustaining our legacy: Our sustainability goals, p. 24 Reducing our impact on the environment: Energy and climate, p. 30 Data transparency, pp. 79-82
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Reducing our impact on the environment: Energy and climate, p. 30 Data transparency, pp. 79-80
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Sustaining our legacy: Our sustainability goals, p. 24 Reducing our impact on the environment: Energy and climate, p. 30

SASB Index

Iron & Steel Producers Sustainability Disclosure Topics & Accounting Metrics		2023
SASB CODE	ACCOUNTING OR ACTIVITY METRIC	REFERENCES AND OMISSIONS
GREENHOUSE GAS EMISSIONS		
EM-IS-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Data transparency, p. 79
EM-IS-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Reducing our impact on the environment: Energy and climate, pp. 30-31
AIR EMISSIONS		
EM-IS-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N ₂ O), (3) SOx, (4) particulate matter (PM10), (5) manganese (MnO), (6) lead (Pb), (7) volatile organic compounds (VOCs), and (8) polycyclic aromatic hydrocarbons (PAHs)	Data transparency, p. 80 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		
EM-IS-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Data transparency, p. 81
EM-IS-130a.2	(1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas, (4) percentage renewable	Data transparency, p. 81
WATER MANAGEMENT		
EM-IS-140a.1	(1) Total fresh water withdrawn, (2) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress	Data transparency, p. 81



Iron & Steel Producers Sustainability Disclosure Topics & Accounting Metrics		2023
SASB CODE	ACCOUNTING OR ACTIVITY METRIC	REFERENCES AND OMISSIONS
WASTE MANAGEMENT		
EM-IS-150a.1	Amount of waste generated, percentage hazardous, percentage recycled	Data transparency, p. 82
WORKFORCE HEALTH & SAFETY		
EM-IS-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	Caring for our people: Health and safety, p. 40 Data transparency, p. 82
SUPPLY CHAIN MANAGEMENT		
EM-IS-430a.1	Discussion of the process for managing iron ore and/or coking coal sourcing risks arising from environmental and social issues	Conducting ourselves with integrity: Our supply chain, pp. 64-66 Data transparency, p. 81 CMC does not use iron ore or coking coal to produce our products.
ACTIVITY METRICS		
EM-IS-000.A	Raw steel production, percentage from: (1) basic oxygen furnace processes, (2) electric arc furnace processes	Sustaining our legacy: What we do, p. 11 Data transparency, p. 79
EM-IS-000.B	Total iron ore production	CMC does not use iron ore to produce our products.
EM-IS-000.C	Total coking coal production	CMC does not use coking coal to produce our products.

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