

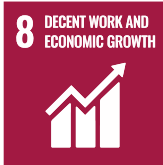


SDG Index



The Sustainable Development Goals

Goal	Target	CMC Activity, Initiative or Goal	Reference
<p>SDG 6: Clean Water and Sanitation</p> 	<p>6.3</p> <p>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</p> <p>By 2030, substantially increase water use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity</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 91% through multiple cycles of cascading water systems. • CMC uses water in a cascading recycling system at our facilities to reduce water withdrawal and increase efficiency. • We operate many of our steel mills under a zero discharge water permit, which eliminates the potential release of hazardous chemicals and materials. • We comply with water laws and regulations including the Clean Water Act. 	<p>Reducing Our Environmental Impact: Water and Waste Management, pg. 41</p>
<p>SDG 7: Affordable and Clean Energy</p> 	<p>7.2</p> <p>By 2030, increase substantially the share of renewable energy in the global energy mix</p> <p>7.3</p> <p>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 electricity use by 12 percentage points over 2019 baseline. In 2024, 24.3% 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>Reducing Our Environmental Impact: Energy and Emissions, pg. 38</p>


The Sustainable Development Goals

Goal	Target	CMC Activity, Initiative or Goal	Reference
<p>SDG 8: Decent Work and Economic Growth</p> 	<p>8.4</p> <p>Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programs on Sustainable Consumption and Production, with developed countries taking the lead</p> <p>8.5</p> <p>By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>8.8</p> <p>Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>	<p>Manufacture our products in the safest manner possible, which means prioritizing our teams' health, safety and wellbeing. Goals and activities include the following:</p> <ul style="list-style-type: none"> • We ensure all employees are paid above a minimum living wage and receive a competitive benefits package. • We are dedicated to providing a safe and healthy work environment for all employees as evidenced by our Occupational Health and Safety Policy. Across all facilities, we aim to create environments with zero work related injuries or illnesses. CMC's safety record is best in class among the industry. • 131 CMC facilities had no recordable injuries for the 2024 reporting year. • CMC set a new record in 2024 for our lowest ever recordable injury rate of 1.10. • CMC's Proactive Safety Program empowers employees to report all incidents, call out potential safety issues and follow a reported issue through to resolution. We review input into the program monthly and strive for an employee participation rate of 90%. • We conduct recurring health and safety drills and sitewide meetings. We also require every facility to have a monthly safety inspection led by an area safety coordinator or manager, or divisional safety manager, using our Safety Action Form. • Our Tensar operations outside the Western Hemisphere extend safety training from facilities to construction sites by creating a program that ensures everyone is trained and has the right equipment before they set foot onsite. • CMC's financial results and strong balance sheet demonstrate focus on being a long-lasting contributor to economic growth. 	<p>Caring for Our People: Occupational Health and Safety, pg. 18</p> <p>Caring for Our People: Employee Wellbeing and People Management, pg. 22</p> <p><u>Occupational Health and Safety Policy</u></p>


The Sustainable Development Goals

Goal	Target	CMC Activity, Initiative or Goal	Reference
<p>SDG 9: Industry, Innovation, and Infrastructure</p> 	<p>9.4</p> <p>By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p> <p>9.5</p> <p>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 Tensor 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>Introduction: About The Company, pg. 6</p> <p>Reducing Our Environmental Impact: Energy and Emissions, pg. 38</p> <p>Reducing Our Environmental Impact: Water and Waste Management, pg. 41</p>
<p>SDG 10: Reduced Inequalities</p> 	<p>10.2</p> <p>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</p> <p>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</p> <p>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 United States. Our career fairs include 20 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>Caring for Our People: Employee Wellbeing and People Management, pg. 22</p> <p>Caring for Our People: Diversity and Inclusion, pg. 30</p>


The Sustainable Development Goals

Goal	Target	CMC Activity, Initiative or Goal	Reference
SDG 11: Sustainable Cities and Communities	<p>11.2</p> <p>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>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>	<p>Introduction: About The Company, pg. 6</p>
	<p>11.3</p> <p>By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries</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. 	<p>Reducing Our Environmental Impact: Energy and Emissions, pg. 38</p>
	<p>11.6</p> <p>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>	<ul style="list-style-type: none"> CMC's Tensar Division produces geogrids that help decarbonize infrastructure construction projects by reducing the time, labor and materials needed during construction and over the lifecycle of the project. 	<p>Reducing Our Environmental Impact: Water and Waste Management, pg. 41</p>

The Sustainable Development Goals

Goal	Target	CMC Activity, Initiative or Goal	Reference
SDG 12: Responsible consumption and production	12.2 By 2030, achieve the sustainable management and efficient use of natural resources	Innovate and improve energy and resource efficiency with four main focus areas: circular economy, energy efficiency, renewable energy, and environmental compliance. Goals and activities include the following:	Introduction: About The Company, pg. 6
	12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their lifecycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment	<ul style="list-style-type: none"> All of CMC's steel products are made from nearly 100% recycled content. We collect scrap metal from our local recycling centers to transport to our steel mini and micro mills, where it's melted, cast and rolled into steel shapes and later fabricated into finished steel products for the many markets we serve. Our vertically integrated manufacturing process saves over 17 billion pounds of scrap metal from being landfilled annually. In addition, this model aligns with circular economy principles to achieve the following: <ul style="list-style-type: none"> Improve operational efficiencies Reduce our environmental footprint Ensure supply chain resiliency Help customer meet their own sustainability goals 	Reducing Our Environmental Impact: Environmental Strategy, pg. 36
	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	<ul style="list-style-type: none"> We send approximately 99% of our Electric Arc Furnaces (EAF) baghouse dust, collected from filtered air off our furnaces, to recyclers who extract zinc and other valuable metals for use in the production of paints, tire rubber, fertilizers, and more. 	Reducing Our Environmental Impact: Water and Waste Management, pg. 41
	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	<ul style="list-style-type: none"> CMC engages with our industry by participating in over 40 associations and committees focused on health, safety, and environmental stewardship. 	Conducting Ourselves with Integrity: Trade Associations and Political Engagement, pg. 53
	12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	<ul style="list-style-type: none"> 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. 	

The Sustainable Development Goals

Goal	Target	CMC Activity, Initiative or Goal	Reference
SDG 13: Climate action	13.1 Strengthen resilience and adaptive capacity to climate related hazards and natural disasters in all countries	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:	Introduction: About The Company, pg. 6
	13.2 Integrate climate change measures into national policies, strategies and planning	<ul style="list-style-type: none"> • 2030 Goal: Reduce scope 1 & 2 emissions intensity by 20% over 2019 baseline. In 2024, CMC achieved a 12% reduction in GHG emissions over our 2019 baseline. • 2030 Goal: Reduce energy intensity by 5% over 2019 baseline. In 2024, CMC achieved a 6% reduction in energy intensity over our 2019 baseline. • 2030 Goal: Increase renewable electricity use by 12 percentage points over 2019 baseline. In 2024, 24.3% 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 United States and EU that disclose our products' environmental performance and potential impacts on the environment. The embodied GHG emissions of our steel products are lower than the U.S. steel manufacturing average. • CMC conducted its inaugural Climate Risk Analysis (CRA) in 2023 to better understand the climate related risks and opportunities presented to the company. This assessment will play a critical role in the development of CMC's sustainability strategy moving forward. • In 2023, CMC signed on as one of six founding members of the Global Steel Climate Council (GSCC). The goal of this entity is to incentivize true decarbonization of the steel sector by establishing a single, technology agnostic Steel Climate standard to measure, report and ultimately reduce carbon emissions in steel production, regardless of the process used. 	Sustainability Strategy, pg. 10
			Reducing Our Environmental Impact: Energy and Emissions, pg. 38
			Reducing Our Environmental Impact: Supporting Our Customers in Sustainability, pg. 43
			Conducting Ourselves with Integrity: Trade Associations and Political Engagement, pg. 53

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Goal	Target	CMC Activity, Initiative or Goal	Reference
SDG 17: Partnerships for the goals	<p>17.13 Enhance global macroeconomic stability, including through policy coordination and policy coherence</p> <p>17.17 Encourage and promote effective public, public-private 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 2024 ESG Report, we discuss partnerships with the following:</p> <ul style="list-style-type: none"> • Local recycling centers • Manufacturing facilities • Scrap yards • Concrete Reinforcing Steel Institute (CRSI) • Silesian University of Technology • Mesa Community College • Local technical high schools and universities • Historically Black Colleges and Universities (HBCU) • Hispanic Serving Institutions (HSI) • American Heart Association • American Cancer Society • Booker T. Washington School for the Performing and Visual Arts • Institute of Scrap Recycling Industries (ISRI) • Metals Service Center Institute (MSCI) • Steel Manufacturers Association (SJI) • European Steel Association (EUROFER) • Global Steel Climate Council (GSCC) 	<p>Caring for Our People: Employee Wellbeing and People Management, pg. 22</p> <p>Caring for Our People: Supporting Our Communities, pg. 31</p> <p>Conducting Ourselves with Integrity: Trade Associations and Political Engagement, pg. 53</p>



GRI Index

Global Reporting Initiative

GRI Standard	Disclosure	Report Location or External Reference	
General Disclosure			
GRI 2: General Disclosures 2021	2-1	Organizational details	Introduction: About The Company, pg. 6 2024 Form 10-K , pg. 1
	2-2	Entities included in the organization’s sustainability reporting	Appendix: About This Report, pg. 56
	2-3	Reporting period, frequency and contact point	Appendix: About This Report, pg. 56
	2-4	Restatements of information	We have restated our 2023 total fuel consumption from 8,797,397 GJ to 8,952,146 GJ, our 2023 total energy consumption from 19,646,096 GJ to 21,070,560 GJ and our 2023 energy intensity from 3.84 to 3.89 as the result of improved data availability.
	2-5	External assurance	We have not obtained external assurance.
	2-6	Activities, value chain and other business relationships	Introduction: About The Company, pg. 6 Conducting Ourselves with Integrity: Responsible Supply Chain, Trade Associations and Political Engagement, pg. 50, 53 2024 Form 10-K , pg. 1-6
	2-7	Employees	Introduction: About The Company, pg. 6 Performance Data Tables: About CMC, pg. 57
	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: Governance Structure, pg. 47 Governance and Board of Directors 2025 Proxy Statement , pg. 28-33

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GRI Standard	Disclosure	Report Location or External Reference
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body <u>Corporate Governance Guidelines</u> <u>2025 Proxy Statement</u> , pg. 34
	2-11	Chair of the highest governance body <u>Corporate Governance Guidelines</u> <u>Governance and Board of Directors</u> <u>2025 Proxy Statement</u> , pg.4
	2-12	Role of the highest governance body in overseeing the management of impacts Sustainability Strategy: Management of Sustainability, pg. 15 Conducting Ourselves with Integrity: Governance Structure, pg. 47 <u>Corporate Governance Guidelines</u>
	2-13	Delegation of responsibility for managing impacts Sustainability Strategy: Management of Sustainability, pg. 15 Conducting Ourselves with Integrity: Governance Structure, pg. 47 <u>2025 Proxy Statement</u> , pg. 28-34
	2-14	Role of the highest governance body in sustainability reporting Sustainability Strategy: Management of Sustainability, pg. 15 Conducting Ourselves with Integrity: Governance Structure, pg. 47
	2-15	Conflicts of interest Conducting Ourselves with Integrity: Ethics and Compliance, pg. 49 <u>Code of Conduct and Business Ethics</u> <u>Corporate Governance Guidelines</u>
	2-16	Communication of critical concerns Conducting Ourselves with Integrity: Ethics and Compliance, pg. 49 <u>Code of Conduct and Business Ethics</u> <u>Corporate Governance Guidelines</u>
	2-17	Collective knowledge of the highest governance body <u>Corporate Governance Guidelines</u> <u>2025 Proxy Statement</u> , pg. 28-34
	2-18	Evaluation of the performance of the highest governance body <u>Corporate Governance Guidelines</u>
	2-19	Remuneration policies <u>Corporate Governance Guidelines</u> <u>2025 Proxy Statement</u> , pg. 37-40
	2-20	Process to determine remuneration <u>2025 Proxy Statement</u> , pg. 41-64
2-21	Annual total compensation ratio <u>2025 Proxy Statement</u> , pg. 65	

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GRI Standard	Disclosure	Report Location or External Reference	
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Introduction: A Letter From Our President and CEO, pg. 4 Sustainability Strategy, pg. 10
	2-23	Policy commitments	Reducing Our Environmental Impact: Environmental Strategy, pg. 36 Caring for Our People: Occupational Health and Safety, pg. 18 Conducting Ourselves with Integrity: Ethics and Compliance, Responsible Supply Chain, Data Privacy and Security, Trade Associations and Political Engagement, pg. 49-53 <u>Workplace and Human Rights Policy</u> <u>Supplier Code of Conduct</u>
	2-24	Embedding policy commitments	Reducing Our Environmental Impact: Environmental Strategy, pg. 36 Caring for Our People: Occupational Health and Safety, pg. 18 Conducting Ourselves with Integrity: Ethics and Compliance, Responsible Supply Chain, Data Privacy and Security, Trade Associations and Political Engagement, pg. 49-53 <u>Workplace and Human Rights Policy</u> <u>Supplier Code of Conduct</u>
	2-25	Processes to remediate negative impacts	Reducing Our Environmental Impact: Environmental Strategy, pg. 36 Caring for Our People: Occupational Health and Safety, pg. 18 Conducting Ourselves with Integrity: Ethics and Compliance, Responsible Supply Chain, Data Privacy and Security, Trade Associations and Political Engagement, pg. 49-53 <u>Corporate Governance Guidelines</u>
	2-26	Mechanisms for seeking advice and raising concerns	Conducting Ourselves with Integrity: Ethics and Compliance, pg. 49 <u>Code of Conduct and Business Ethics</u> <u>Corporate Governance Guidelines</u>
	2-27	Compliance with laws and regulations	Reducing Our Environmental Impact: Environmental Strategy, pg. 36 Conducting Ourselves with Integrity: Ethics and Compliance, pg. 49 <u>Code of Conduct and Business Ethics</u> <u>Supplier Code of Conduct</u> <u>2024 Form 10-K</u> , pg. 6-7
	2-28	Membership associations	Conducting Ourselves with Integrity: Trade Associations and Political Engagement, pg. 53
	2-29	Approach to stakeholder engagement	Sustainability Strategy: Stakeholder Engagement, pg. 12

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GRI Standard		Disclosure	Report Location or External Reference
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	<u>Workplace and Human Rights Policy</u> <u>Supplier Code of Conduct</u>
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Strategy: Material Issues, pg. 13
	3-2	List of material topics	Sustainability Strategy: Material Issues, pg. 13
	3-2	List of material topics	Reducing Our Environmental Impact: Water and Waste Management, pg. 41 Reducing Our Environmental Impact: Energy and Emissions, pg. 38 Caring for Our People: Occupational Health and Safety, pg. 18 Caring for Our People: Employee Wellbeing and People Management, pg. 22 Conducting Ourselves with Integrity: Trade Associations and Political Engagement, pg. 53
Materials			
GRI 301: Materials 2016	301-2	Recycled input materials used	Performance Data Tables: Respect for Our Environment, pg. 68
Energy			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Performance Data Tables: Respect for Our Environment, pg. 66
	302-4	Energy intensity	Performance Data Tables: Respect for Our Environment, pg. 66
	302-4	Reduction of energy consumption	Performance Data Tables: Respect for Our Environment, pg. 66
Emissions			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Performance Data Tables: Respect for Our Environment, pg. 64
	305-2	Energy indirect (Scope 2) GHG emissions	Performance Data Tables: Respect for Our Environment, pg. 64
	305-3	Other indirect (Scope 3) GHG emissions	Performance Data Tables: Respect for Our Environment, pg. 65

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GRI Standard	Disclosure	Report Location or External Reference	
GRI 305: Emissions 2016	305-4	GHG emissions intensity	Performance Data Tables: Respect for Our Environment, pg. 64-65
	305-5	Reduction of GHG emissions	Performance Data Tables: Respect for Our Environment, pg. 64-65
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Performance Data Tables: Respect for Our Environment, pg. 65
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Caring for Our People: Occupational Health and Safety, pg. 18
	403-2	Hazard identification, risk assessment, and incident investigation	Caring for Our People: Occupational Health and Safety, pg. 18
	403-3	Occupational health services	Caring for Our People: Occupational Health and Safety, pg. 18 Caring for Our People: Employee Wellbeing and People Management, pg. 22
	403-4	Worker participation, consultation, and communication on occupational health and safety	Caring for Our People: Occupational Health and Safety, pg. 18
	403-5	Worker training on occupational health and safety	Caring for Our People: Occupational Health and Safety, pg. 18 <u>Occupational Health and Safety Policy</u>
	403-6	Promotion of worker health	Caring for Our People: Occupational Health and Safety, pg. 18 Caring for Our People: Employee Wellbeing and People Management, pg. 22
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Caring for Our People: Occupational Health and Safety, pg. 18 <u>Occupational Health and Safety Policy</u>
	403-8	Workers covered by an occupational health and safety management system	Caring for Our People: Occupational Health and Safety, pg. 18 <u>Occupational Health and Safety Policy</u>
	403-9	Work-related injuries	Caring for Our People: Occupational Health and Safety, pg. 18 Performance Data Tables: Acting with Integrity, pg. 57-58

Global Reporting Initiative

GRI Standard	Disclosure	Report Location or External Reference
Training and Education		
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Caring for Our People: Employee Wellbeing and People Management, pg. 22
	404-3 Percentage of employees receiving regular performance and career development reviews	Caring for Our People: Employee Wellbeing and People Management, pg. 22 Performance Data Tables: Acting with Integrity, pg. 58
Public Policy		
GRI 415: Public Policy 2016	415--1 Political contributions	Performance Data Tables: Accountability for Our Actions, pg. 68