



2024 Sustainability Report

Gulf State Park Fishing Pier
Gulf Shores, Alabama

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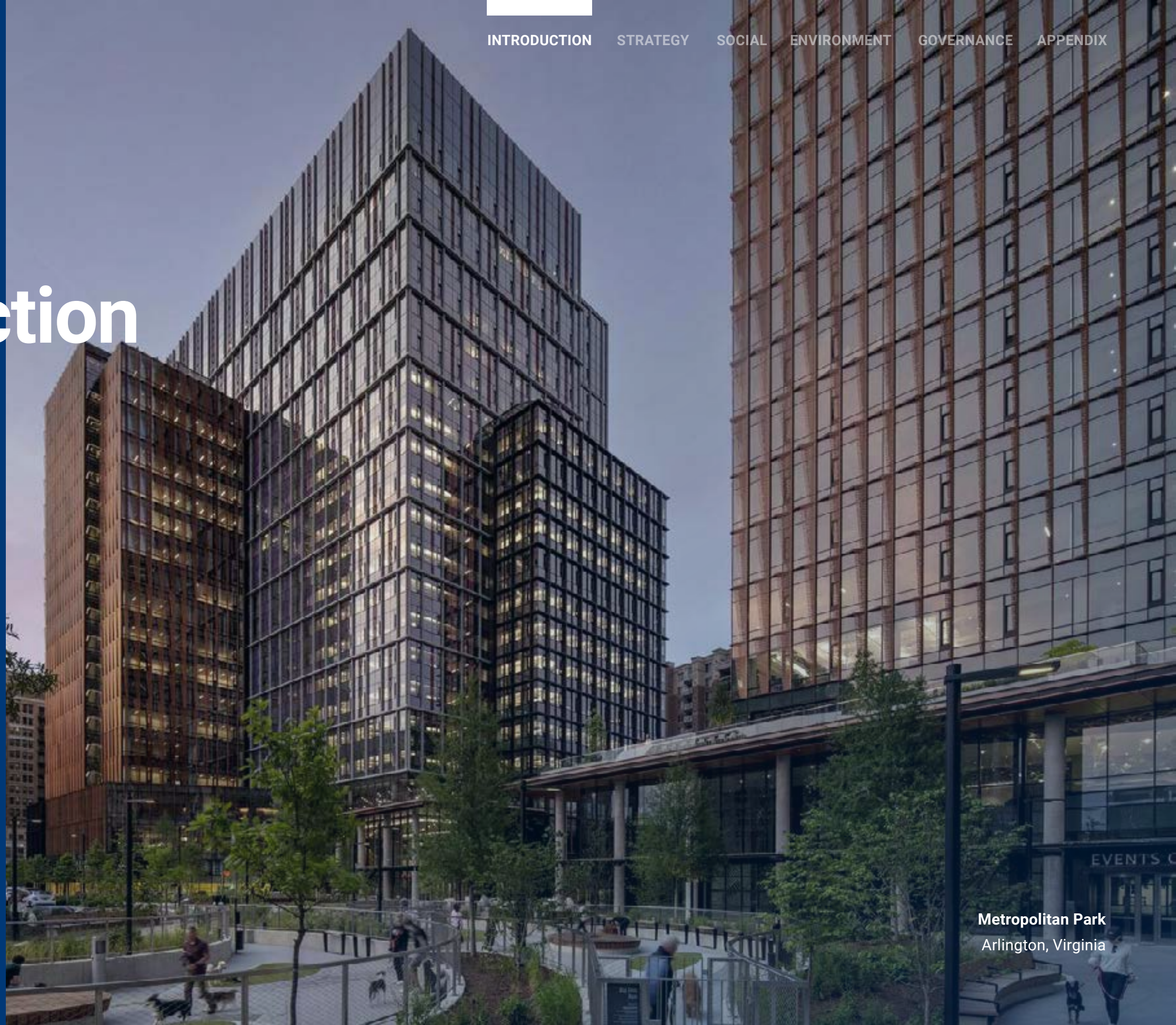
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01 Introduction



Metropolitan Park
Arlington, Virginia

A Letter From Our President and CEO

Sustainability has been at the heart of CMC since our founding as a recycling company over 100 years ago, and we remain focused on ensuring CMC operates sustainably today and into the future. We do this by incorporating our environmental, social and governance (ESG) strategies directly into our business strategies throughout the organization and continuously improving.

Our success as a company depends on having the best people, which is why they continue to be a top priority. From finding the right people to join our team, to supporting them with training and career development opportunities throughout their careers, we are committed to building a diverse, inclusive and successful workforce. We are also committed to keeping our people safe and I'm proud to say that we achieved our best safety performance in the company's history in 2024. We all approach safety as our biggest continuous improvement project.

We care about the towns and cities we call home, and want to see them grow and succeed alongside us. We engage with our local communities to positively impact the lives of people and through local and corporate giving campaigns, we contributed \$1.46 million to these communities in 2024.

We remain committed to reducing our environmental impact and supporting the circular economy, which is embodied in our vertically integrated business model. With the addition of our second micro mill in Arizona and the planned opening in 2025 of our newest micro mill in West Virginia, we continue our long tradition of being innovators in our industry and producing some of the greenest steel in the world. These facilities will further optimize our steel production capacity and reduce our carbon footprint as we make progress toward achieving our 2030 targets for reductions in greenhouse gas emissions.

In addition to reducing the carbon footprint of our own operations, we partner with our suppliers and our customers to help them meet their sustainability needs. This includes commitments to solar energy and providing construction solutions such as our Tensar Division's geogrid products that help decarbonize projects by reducing the time, labor and materials needed and our Zero line of products that provide carbon neutral steel solutions.

Finally we remain committed to good governance. In 2024, we elected an independent Chairman of the Board of Directors and added two new, highly qualified directors to the Board.

I want to thank you for reading our 2024 Sustainability Report, which highlights CMC's achievements during the year in meeting our commitments to caring for our people, protecting the environment and operating our business responsibly. CMC's dedicated employees around the world are the driving force behind our success, positioning us to meet and exceed the needs of our customers, partners, communities and shareholders.

I want to thank each of our 13,178 employees for their continued efforts and commitment to our journey. Together, we will continue to create better ways to build a strong, safer, more sustainable world. It's what we are passionate about and what drives us every day.



Peter R. Matt
President and Chief Executive Officer



Awards and Recognition



CMC recognized as one of America's Best Climate Leaders by USA TODAY



Named among America's Most Responsible Companies by Newsweek



Ranked one of the Top 100 Places to Work by The Dallas Morning News



Recognized as a VETS Indexes 3 Star Employer



Eaton, a diversified power management company, awarded CMC the Supplier Excellence Award for the second year in a row and the fourth time overall



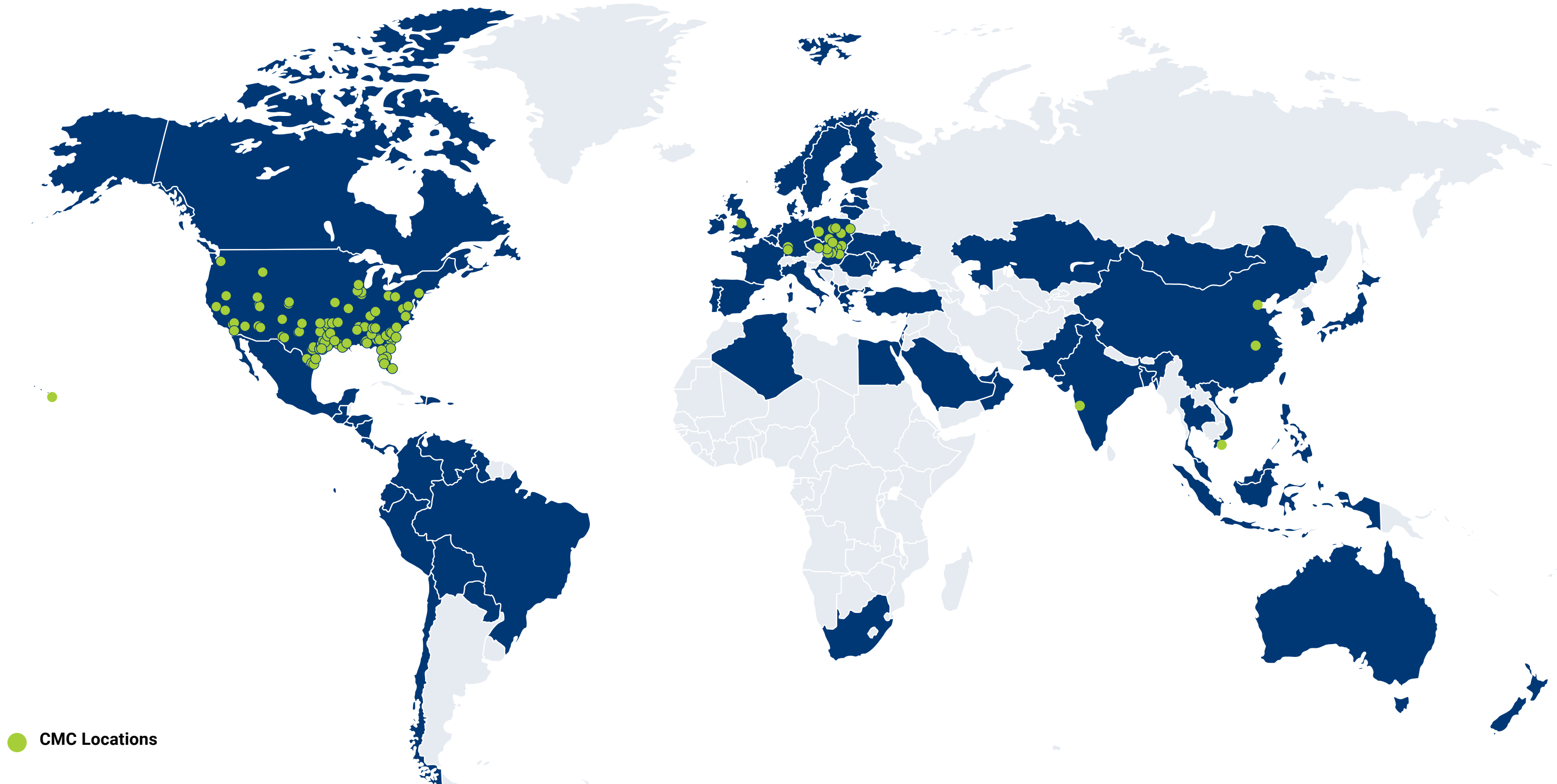
CMC ranked among the Best Companies to Work For by U.S. News & World Report



Named one of America's Greatest Workplaces for Diversity by Newsweek

About The Company

CMC (Commercial Metals Company) was founded in 1915 as a recycling business and has grown into a global leader in the sustainable recycling, manufacturing and fabrication of steel and construction solutions. Headquartered in Irving, Texas, CMC is a publicly traded company (NYSE: CMC) and employs over 13,000 people in 213 facilities across the United States (U.S.), the United Kingdom (UK), Europe and Asia. Our products are used around the world with the countries in blue highlighting our presence.



What We Do

CMC's steel products and construction solutions are essential in the building of critical infrastructure and other structures. Our products can be found everywhere, from the places we live and work, to the roads we travel and to the infrastructure that powers our homes and businesses. Our business model is inherently sustainable. Each year, we gather, sort, upgrade and transform over 17 billion pounds of scrap metal into high-quality steel products at facilities that produce some of the greenest steel in the world. Our geogrid products provide a number of sustainability benefits including reduced material and transportation requirements and longer asset life, helping our customers meet their sustainability goals.

MARKETS WE SERVE



2024 TOTAL RECYCLED METAL (MT)

7,815,494

2024 TOTAL RAW STEEL PRODUCTION (MT)

5,326,382

OUR PRODUCTS

REBAR

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

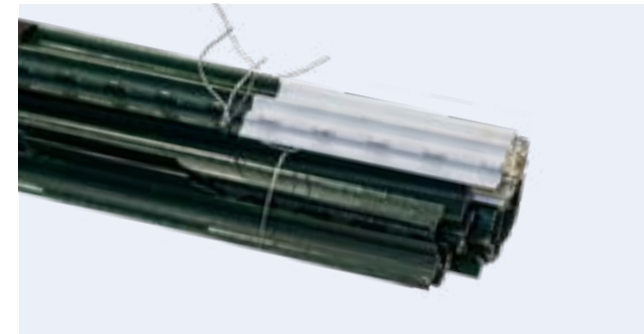


PERFORMANCE REINFORCING STEEL

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

MERCHANT BAR

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

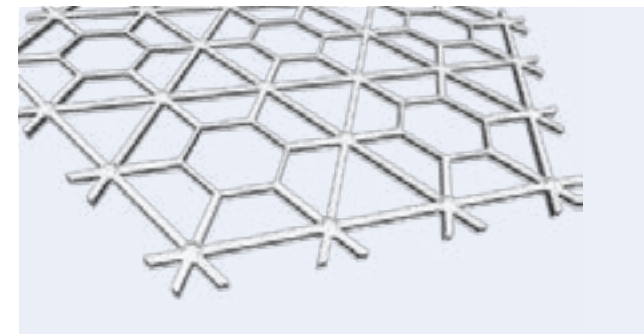


FENCE POST

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

WIRE ROD

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



GEOGRID

Geogrids are a category of geosynthetic material made from polypropylene that can be used to provide superior solutions for ground reinforcement, stabilization and filtration when compared to traditional methods like over-excavation, fabrics and chemical stabilization.

HEAT-TREATED STEEL

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



GEOPIER

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

CMC'S PRODUCTS IN ACTION

CMC partners with our customers on a wide range of construction projects including infrastructure, commercial and residential construction, transportation, manufacturing, energy and agriculture.

1 REBAR FABRICATION

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

3 CONSTRUCTION SERVICES

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

5 POST TENSION CABLE

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

6 CORROSION REINFORCEMENT

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

7 MERCHANT BAR

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

8 BRIDGE SYSTEMS

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

2 GROUND STABILIZATION

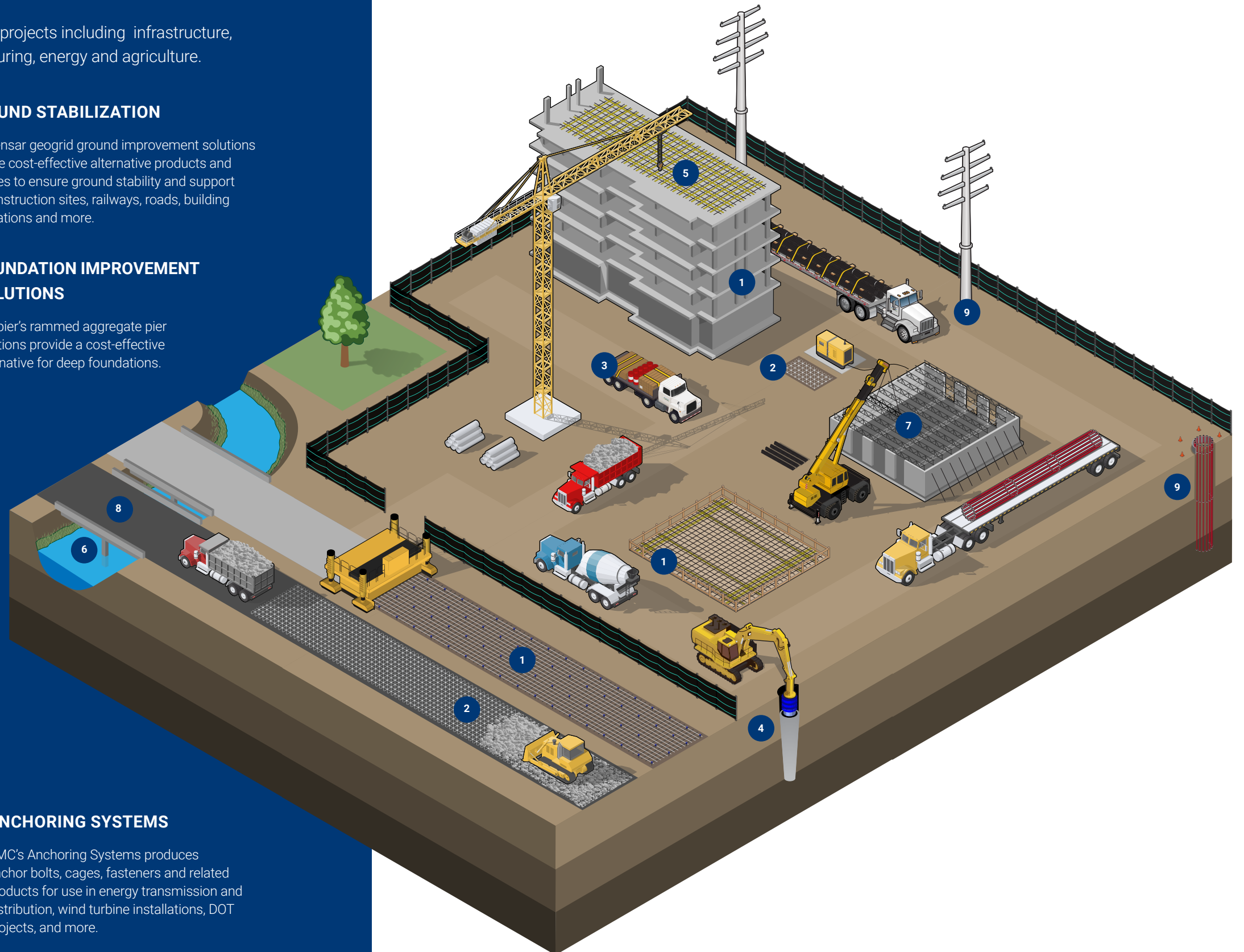
Our Tensar geogrid ground improvement solutions provide cost-effective alternative products and services to ensure ground stability and support for construction sites, railways, roads, building foundations and more.

4 FOUNDATION IMPROVEMENT SOLUTIONS

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

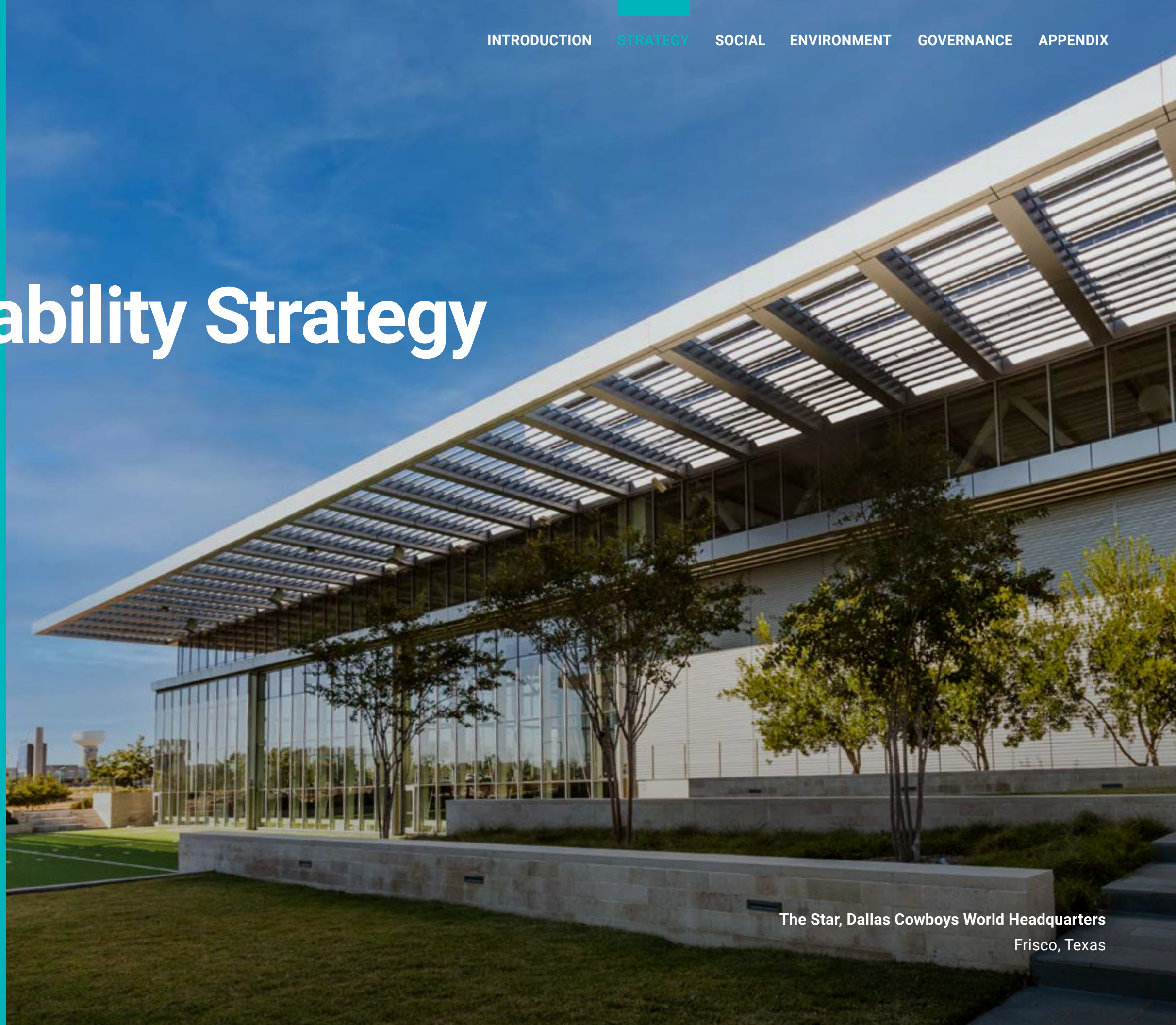
9 ANCHORING SYSTEMS

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



02 Sustainability Strategy

Sustainability has been central to CMC since our founding more than 100 years ago and today we continue to embed sustainability throughout our business. We recognize that our sustainability strategy needs to address a wide range of issues stretching beyond environmental protection to include key social and governance issues. CMC's long-term success depends on our ability to continue aligning our sustainability strategy with our business strategy to ensure we can meet the needs of all our stakeholders.



The Star, Dallas Cowboys World Headquarters
Frisco, Texas

Areas of Impact



CARING FOR OUR PEOPLE

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



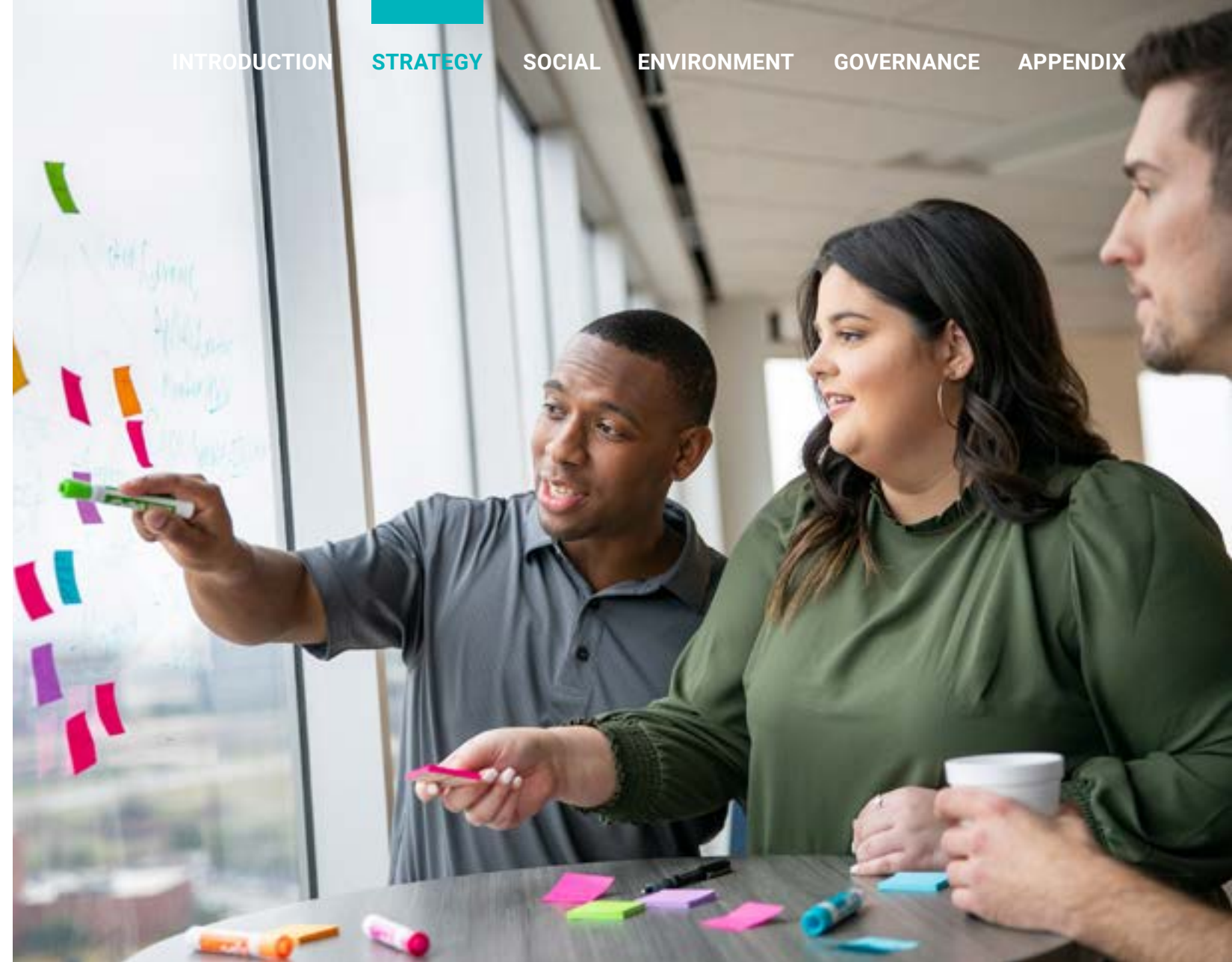
RESPECT FOR OUR ENVIRONMENT

Protecting the environment is important because we live in the communities where we work and we understand the broader challenges we face from climate change. CMC sets goals to reduce our environmental impact and strives to incorporate sustainability into all aspects of our operations, including promoting recycling, energy efficiency and sustainable resources.



ACCOUNTABILITY FOR OUR ACTIONS

We strive to achieve the highest standards of integrity and transparency in corporate governance, ethics and compliance, managing a responsible supply chain and communicating with investors and our communities. We are committed to engaging with our stakeholders to gather feedback and ensure we understand their concerns.



A robust sustainability strategy is essential for CMC. It not only mitigates risks and enhances resilience but also unlocks new opportunities for innovation and growth. Our commitment to sustainability is a commitment to our future.

Chris Westrick
Vice President, Strategy, Government Affairs & Sustainability

Stakeholder Engagement

We actively engage with our stakeholders through various outreach activities, including regular engagement surveys with employees, customers and suppliers. CMC employees are active in our communities and volunteer their time to work with non-profit organizations and other groups. We are members of over 50 trade associations and industry groups and work to support programs that promote sustainable practices in our industry. Our management team has developed an active investor engagement program to meet with stockholders to discuss a wide range of topics.

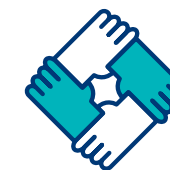
Through these engagement activities, we are able to share our sustainability story and gather feedback as we seek to better understand important sustainability issues impacting our company and the industry. We use this input to help inform our sustainability strategy to align with the expectations of our stakeholders, industry best practices and identified risks.



CMC'S MOST IMPORTANT STAKEHOLDERS INCLUDE:



Employees



Local communities



Customers



Suppliers



Investors



Industry peers and trade associations



Regulators and government officials

Material Issues

CMC's most recent formal materiality assessment was conducted in 2021, and since then we continue to review material issues annually by engaging with leadership across our businesses and incorporating feedback from our stakeholder engagement activities.

This report focuses on nine key material issues, which were verified by CMC's Executive Leadership Team and Sustainability Leadership Council.



Health and Safety



Talent Management



Responsible Advocacy



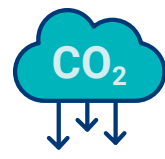
Sustainability Oversight



Environmental Compliance



Climate Change



Greenhouse Gas Emissions



Energy



Product Stewardship

We also review other issues we have identified as important to our company and industry, including: diversity and inclusion, human rights, sustainable supply chains, innovation, community engagement, customer satisfaction, corporate governance and ethics.



NINE KEY MATERIAL ISSUES

SOCIAL



Health and Safety

Providing safe working conditions through the implementation of a robust occupational health and safety management system, processes for hazard identification and incident investigation and the provision of safety training, needed personal protective equipment (PPE) and wellness programs/support.



Talent Management

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

GOVERNANCE



Sustainability Oversight

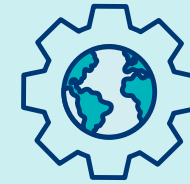
Ensuring that sustainability matters are effectively managed within the overall structure and governance of the company.



Responsible Advocacy

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

ENVIRONMENTAL



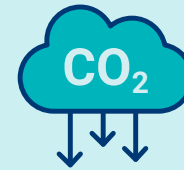
Environmental Compliance

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



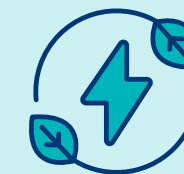
Climate Change

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



Greenhouse Gas (GHG) Emissions

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



Energy

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



Product Stewardship

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

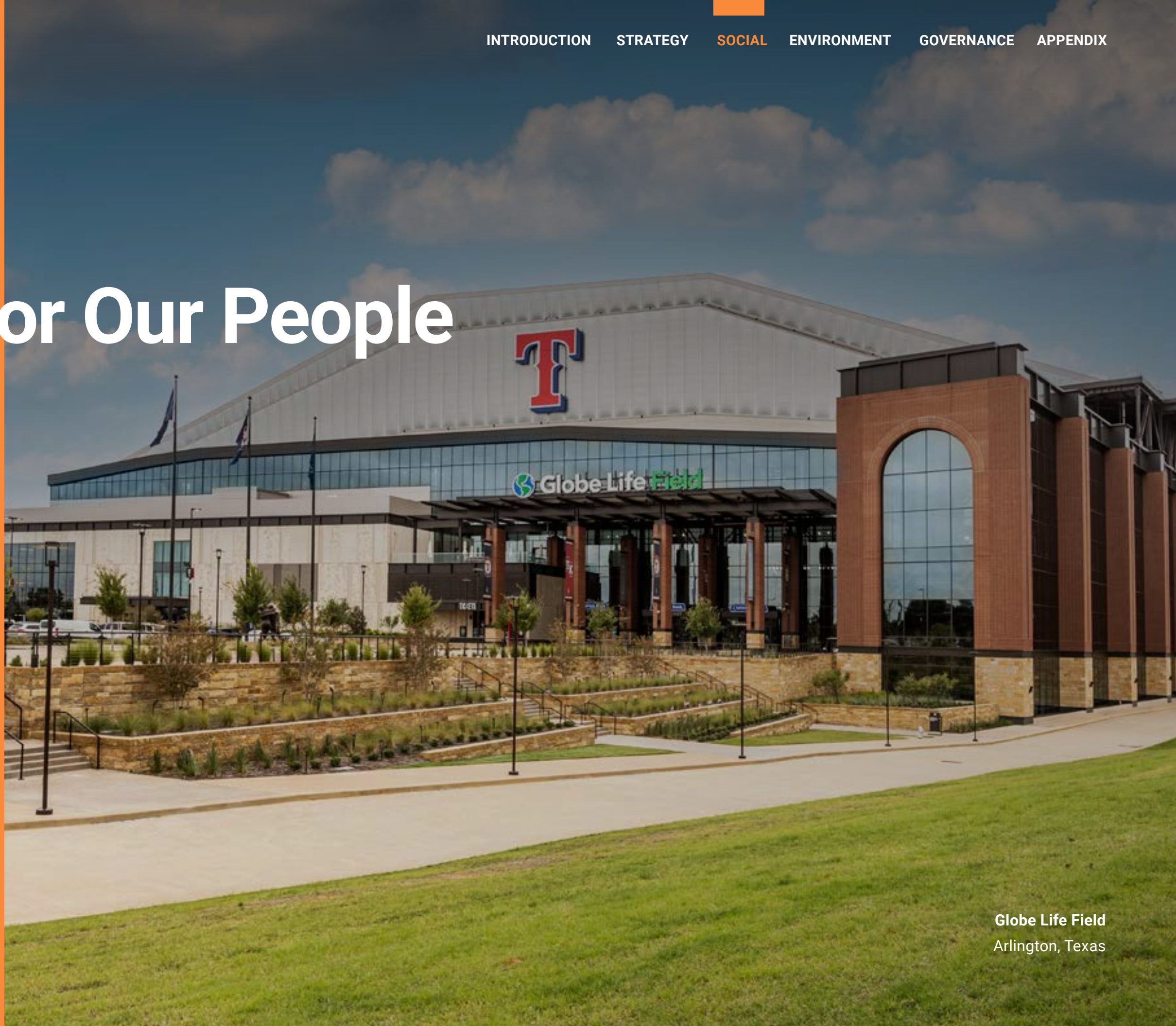
Management of Sustainability

Accountability for our sustainability strategy and programs starts at the top with our Board of Directors (Board), which is responsible for oversight of management’s assessment of ESG and sustainability risks and development of CMC’s sustainability strategy, including approving sustainability goals related to environmental performance. We have developed a sustainability management structure to implement sustainability programs and monitor our performance, with oversight at various levels and ongoing reporting to the executive leadership team and the Board.

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

03 Caring for Our People

The ongoing success of our business comes from our continued commitment to our people and giving back to the communities where we live and work. We strive to ensure the safety and wellbeing of every employee and provide a diverse and inclusive workplace environment that engages our employees and helps them achieve fulfilling careers.



Globe Life Field
Arlington, Texas

Why it Matters

We recognize that CMC's ability to create long-term value for all our stakeholders depends on fostering a culture where talented, engaged leaders and employees work together as a team to achieve our common goals. We invest in programs to enhance employee health and safety, recruit and develop top talent, and promote teamwork. We provide career opportunities to people who live in our communities and are proud to support organizations that are dedicated to making a positive impact on our local communities.



Occupational Health and Safety

Keeping our employees safe is a core value at CMC and our overall goal is to have zero work-related illnesses and injuries. As detailed in our [Occupational Health and Safety Policy](#), our safety culture is fully integrated into our business and we hold everyone accountable for implementing our Occupational Health and Safety (OH&S) procedures. Our policy applies to all CMC facilities globally and includes all employees, on-site contractors and visitors. All suppliers are expected to comply with the safety standards outlined in our [Supplier Code of Conduct](#) and our specific requirements for OH&S requirements while operating on site.



OH&S POLICY COMMITMENTS

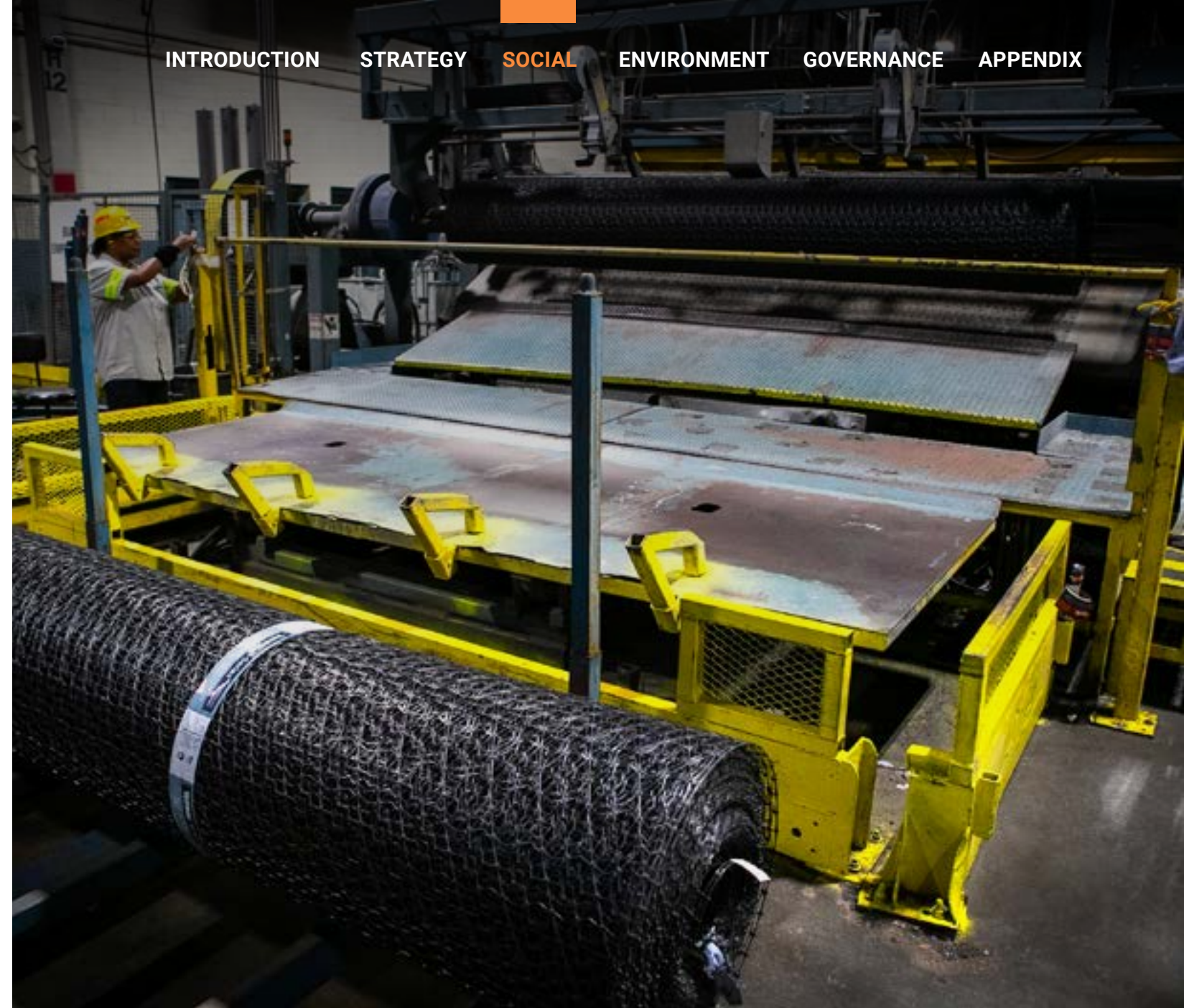
- Comply with all applicable legal and regulatory requirements in the countries we operate in, including U.S. Occupational Health and Safety Administration (OSHA) regulations, with the goal of exceeding standards
- Implement OH&S procedures including job-specific training, Safety Perception Surveys,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

OH&S Management

CMC utilizes a comprehensive Safety Management System (SMS) that contains our policies, safety action plans, global incident management system and data dashboards. The SMS includes standard operating procedures for every operational role at CMC developed with direct input from employees and stakeholders. CMC's Proactive Safety Program empowers everyone to report all incidents, call out potential safety issues and follow a reported issue through to resolution. Every facility holds mandatory monthly safety inspections and monthly safety meetings are held to review incident reports and to conduct regular health and safety drills.

All CMC employees receive mandatory safety training based on their role and we periodically conduct Safety Perception Surveys to identify any discrepancies between employee and manager perspectives. New employees are assigned mentors and wear reflective stickers on their hard hats so that coworkers know who may need additional safety guidance.

We strive to improve employee safety through innovative technology including new training methods using virtual reality headsets and incorporating automation in our manufacturing processes such as robots for physically-demanding and higher-risk operations. At our Tensar Division, we have added new safety training to ensure employee safety extends to construction site visits, where our products are used.



SAFETY IMPROVEMENT AT TENSAR MORROW FACILITY

Tensar's manufacturing facility in Morrow, Georgia, implemented several safety initiatives in 2024, which helped the facility achieve no recordable injuries for the year. These initiatives included the launch of a Proactive Safety Measures (PSM) program, fall protection training and inspections, aerial platform training, and monthly inspections of PPE, flammable cabinets and compressed gases. The facility also identified and labeled confined spaces and added guardrails at key locations to reduce risks of injury.

Safety Strategy and Performance

In the same way CMC strives for continuous improvement in our manufacturing operations, we focus on enhancing employee safety by using a data driven approach. Our safety program in 2024 focused on four strategic pillars:



ELIMINATING SERIOUS INJURY AND FATALITY (SIF) EVENTS

Our goal is to never have SIFs by focusing on high-risk areas including overhead crane safety, arc flashes, having no persons on the floor in melt shops and rolling mills, and complying with lock out/tag out procedures.



ACHIEVING ANNUAL IMPROVEMENT IN REDUCING SAFETY INCIDENTS

Our goal is to reduce recordable incidents by 10% over the past year by focusing on higher-risk areas such as hand and finger injuries and new employee safety. The SMS captures data on safety incidents, including near miss reporting, and shares information throughout the organization to take preventative actions as needed.



COORDINATING OUR GLOBAL SAFETY PROGRAMS

We are working to have consistency in our safety programs across our locations in the United States, Europe, the UK and China by improving communication and sharing best practices.



CELEBRATING SUCCESS

We are establishing companywide programs to recognize facilities with excellent safety performance and individuals who have contributed to that success.



LEADING SAFETY PERFORMANCE IN THE INDUSTRY (TRIR)

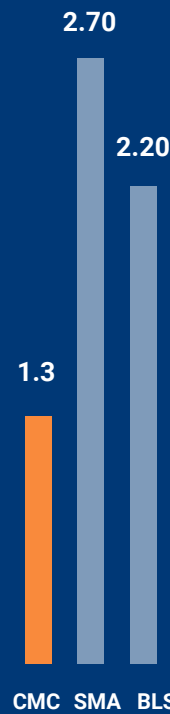
RECYCLING



72%

less than the industry average

MILLS



51%

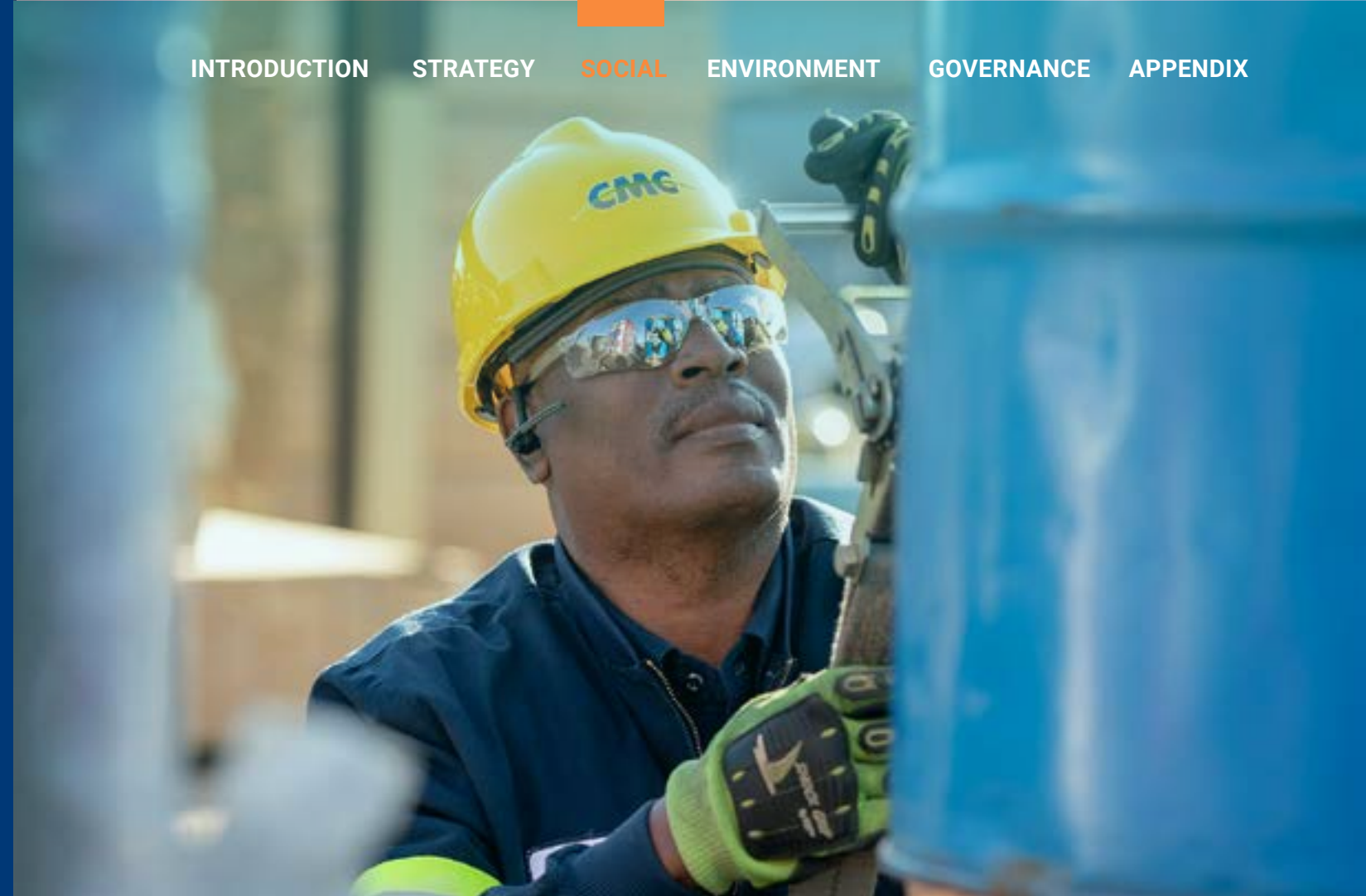
less than the industry average

FABRICATION



67%

less than the industry average



CONTINUING TO SET THE BAR

1.10

CMC set a new record in 2024 for our lowest ever recordable injury rate.

131

CMC facilities had no recordable injuries for the year, with many facilities achieving multiple years with no recordable injuries. A list of these facilities is available on our [website](#).

RECOGNIZED FOR EXCELLENT SAFETY PERFORMANCE

The Concrete Reinforcing Steel Institute (CRSI) recognized multiple CMC facilities with safety awards for our safety performance in 2023. Safety Achievement awards were given to eight of our rebar and rebar placing facilities for having a total recordable incident rate (TRIR) and days away, restricted or transferred (DART) rate less than 50% of the industry average. The Excellence in Safety Award went to 31 of our rebar, rebar placing and construction services facilities for zero recordable incidents in 2023.

Employee Wellbeing and People Management

CMC's guiding principles include staying committed to our employees, and we recognize that effective Human Capital Management (HCM) programs—which includes recruiting, training and development, and employee engagement—are critical to our ongoing success.

Human Capital Management

Our HCM initiatives are led by CMC's chief human resources and communications officer working with business leaders, with oversight from our executive leadership team and our Board. We invest in systems and technology platforms to improve the efficiency of our HCM activities and the experience for both prospective and current employees. These include our applicant tracking system (ATS) to maintain records of applicants and track metrics in recruiting and retention, and our learning management system (LMS) for employee training and development.



Filling the Talent Pipeline

Our HCM programs begin with building a talent pipeline by identifying qualified candidates. Recruiting efforts in the manufacturing and steel sectors are challenged by a smaller pool of skilled talent. CMC is meeting this challenge by working to position our company as an industry employer of choice, offering industry-leading compensation and benefits, providing scholarships, internships and apprenticeships to attract and support emerging talent, and creating a workplace where talent feels engaged, fulfilled and sees a bright future ahead.

To maximize our pool of potential talent, we participate in career fairs and recruiting events at colleges and universities across the United States, with our recruiting teams participating in 75 events during 2024. Similarly, CMC Poland participates in local career fairs organized by the city of Zawiercie and universities, such as the Silesian University of Technology and the Częstochowa University of Technology. In addition, we have internship programs where we place summer interns across all our businesses, with a total of 105 interns participating during 2024 in the various programs we offered across our company, including 20 students in Poland and two in the UK.



75

career fairs and recruiting events attended by recruiting teams in 2024

105

interns in 2024 participating in programs in all areas of our company

In 2024, we expanded our academic partnerships in the United States with local colleges and technical schools in which we offer two- or four-year apprenticeships. Students divide their time between classroom learning and on-the-job training in areas including mechanical and electrical engineering.

One of our capstone programs is the Modern Steelmaker Program, which was first introduced in 2021 at one of our mills in Mesa, Arizona, where we partnered with Mesa Community College. The program provides students with paid opportunities to learn the steelmaking process in a one-year apprenticeship combining four months of classroom instruction with an eight-month rotational program at the mill to apply the skills they learned in the classroom. We have expanded the program to additional facilities and in 2023 we graduated students from Tennessee College of Applied Technology who went on to work at CMC Steel Tennessee in Knoxville and students from Kiamichi Tech-Durant who went on to work at CMC Steel Oklahoma in Durant. Partnerships have also been formed between CMC Steel New Jersey and Morris College, and CMC Steel West Virginia and Blue Ridge Community and Technical College.



50%

of students in Poland's dual education program started working at CMC immediately after graduating technical high school



CMC Poland's dual education program for students at local technical high schools is aimed at building a pipeline of employees with technical competencies. The program's success is demonstrated by the fact that about 50% of students in the program started working at CMC immediately after graduating technical high school. Most of them are still working with us, some combining work at CMC with continued technical education to help them take on new challenges in the future. We believe our development of young technical talent is helping us to shape a bright future for CMC.

Barbara Kaleta
CMC Poland Management Board Member and HR Director

MODERN STEELMAKERS



“My time in the Modern Steelmaker Program has helped me tremendously and I look forward to working alongside all the amazing people I have met along the way.”

Kelly Askew
CMC Steel Oklahoma



“Being accepted into the Modern Steelmaker Program has provided me with valuable insights into the entire production process. I have thoroughly enjoyed building relationships across all departments, which has been a rewarding aspect of my career development.”

Shawn Scarberry
CMC Steel Oklahoma



“The Modern Steelmaker Program provided me with the opportunity to enhance my knowledge on the steelmaking process. The more I learn from the program, the more experience and information I am able to pass down to other steelmakers of the future.”

Evertt Dews
CMC Steel Tennessee



“The Modern Steelmaker Program has been invaluable for me and others aiming to advance our careers at CMC. Prior to this program, I often faced situations where I struggled to apply soft skills effectively. Over the past year, I’ve gained valuable insights into utilizing these skills both at CMC and in my personal life.”

Savante Seals
CMC Steel Oklahoma

ACADEMIC PARTNERSHIPS

Australia

- University of Newcastle

China

- Chongqing University
- Zhejiang University

Croatia

- University of Osijek

Czech Republic

- Czech Technical University in Prague

Estonia

- Tallinn University

Germany

- TU Bergakademie Freiberg
- University of Stuttgart

Netherlands

- TU Delft

Poland

- Zespół Szkół im. Józefa Bema
- Zespół Szkół im. Stanisława Staszica
- Zespół Szkół im. Prof. Romana Gostkowskiego
- Silesian University of Technology
- Częstochowa University of Technology
- AGH University of Krakow

Portugal

- Universidade de Aveiro
- University Beira Interior

Turkey

- Isparta University of Applied Sciences

UAE

- University of Sharjah

UK

- University of Edinburgh
- University of Southampton



CMC Poland partners with three local technical high schools and three universities to sponsor scholarships and offer supervised learning experiences at our facilities, providing the students with the fundamentals of steel production and related technological processes. In 2024, over 250 Polish students took classes at our facilities and 13 graduates received and accepted job offers from CMC. Since 2019, CMC Poland has welcomed 77 graduates to the company.

United States

- Blue Ridge Community and Technical College
- Florida State College at Jacksonville
- Georgia Tech
- Jefferson State Community College
- Kennesaw State University
- Kiamichi Tech-Durant
- Lawson State Community College
- Mesa Community College
- Midlands Technical College
- Morris College
- Oklahoma State University
- Pennsylvania State University
- Tennessee College of Applied Technology
- Texas State University
- University of Georgia
- University of Illinois
- University of Kansas
- University of Michigan
- University of Saskatchewan
- University of Tennessee
- University of Texas

Training and Leadership Development

We are committed to investing in our employees, enabling them to advance and achieve fulfilling careers, which also helps CMC develop tomorrow's leaders to power our growth and ensure our future success. Our training and development programs begin with Core, our rotational training program for new entry-level hires in corporate, commercial or operational positions. The Core program had over 30 participants in 2024 who gained technical experience and received exposure to different lines of business.

CMC also has its Management Development Program (MDP), which is designed to enable high-potential mid-career employees to expand their skills and gain experience in different lines of business. Participants learn from senior leadership and receive 360-degree feedback, individual coaching and additional training. In 2024, 24 employees participated in the MDP and as we look to expand the program in 2025, we will be introducing a dedicated MDP program for our international employees.

In addition to our structured programs, CMC provides both online and in-person training options to our employees as well as tuition assistance to support the cost of furthering relevant education for our employees. Our online training provides learning in subjects such as leadership, team building and job-specific safety. In-person courses include Essentials of Selling for new salespeople and the Essentials of Management (EOM) program, which includes three highly interactive workshops where new people managers explore leadership at CMC along with their peers. In 2024, we partnered with LinkedIn Learning to provide resources to support professional development for director and vice president level leaders. CMC recently implemented a new learning management system (LMS) to manage and track employee training hours, with capabilities to automatically provide internal training and renew professional certifications to meet legal requirements.

To help ensure employees are establishing and

meeting goals for advancement, CMC provides performance reviews to 100% of eligible team members. Our goal is to develop and promote leaders from within the company. We have a formal succession planning process in the United States in which managers assess their individual team members' potential and performance, and teams hold calibration sessions that help identify candidates for advancement. Meanwhile, leaders are working on succession plan strategies with an emphasis on developing talent internally for long-term success. In Poland, we have developed a succession program for approximately 50 managerial positions where we have performed assessments, identified successors and created individual progression programs for each position.

30+

Core program participants in 2024

375

EOM program participants in 2024

24

MDP participants in 2024



The MDP provided me with valuable insights into effective leadership, from decision-making and strategic thinking to coaching and team development. It has empowered me to contribute at a higher level, benefitting both my team and the organization as a whole.

Joe Heintz
Director of Global Product Management, Tensar Division



Employee Engagement and Recognition

CMC recognizes that having an engaged workforce increases teamwork and productivity and we proactively seek feedback from employees to continuously improve our organization. In 2024, we completed our first Employee Engagement Survey, working with a third party to get input on a wide range of issues including training and career development opportunities, compensation and benefits, culture and inclusion, and communication. The insights we gained were pushed down through the organization and action plans were created at each location based on the feedback received. We launched our second survey in September of 2024 to gauge our progress and continue to improve.

We recognize the achievements and hard work of our people with a variety of events and celebrations. These include family days, banquets and celebrations of service anniversaries and excellent performance.



CMC really cares for its folks and our families. Most of us spend more time at work than we do at home, so being around great people through all the ups and downs in life makes everything better. That's why you see so many of us here for so many years. It's great to have support not only at home, but at work, and I'm grateful.

Richard Davis

Post Shop Manager, pictured at the Top Hands event

Compensation and Benefits

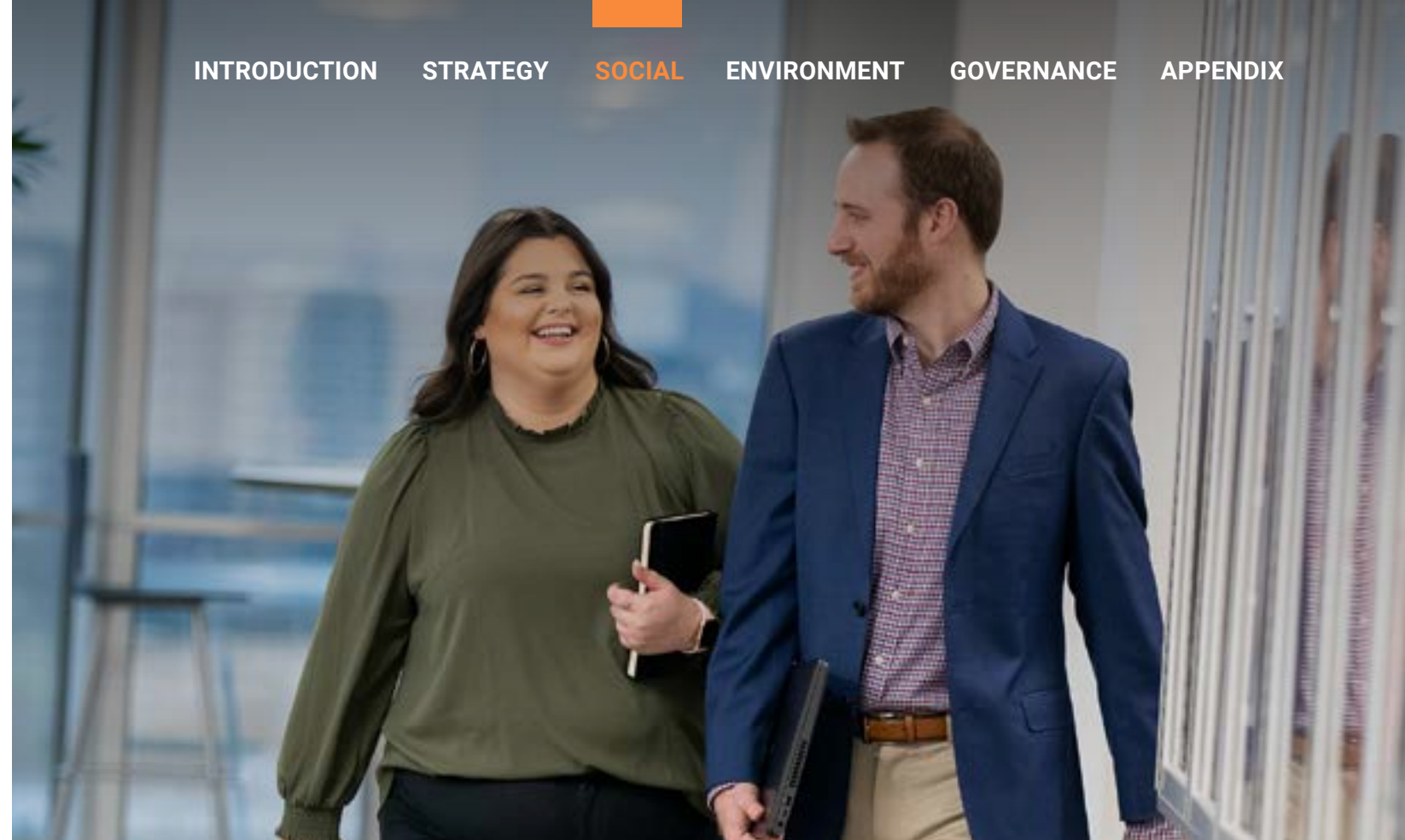
We strive to attract and retain talented employees and leaders by offering competitive compensation and comprehensive benefits for employees and their families. In the U.S., 100% of full-time non-union employees are eligible for core benefits including affordable health insurance, family and medical leave, paid parental leave and tuition benefits. Eligible dependents for our benefits include domestic partners and common-law spouses in all U.S. states. We offer flexible work schedules to help support employee preferences and wellbeing, with certain team members able to split work time between home and the office.

We also help employees plan for their financial future by providing a 401(k) plan with company match and an Employee Stock Purchase Program. CMC also has a nonprofit employee relief foundation that provides financial aid to employees that are affected by natural disasters and other emergency events. The foundation is funded by donations from employees and funds are distributed by the selection committee based on need and applications.

CMC is focused on both the physical and mental wellbeing of our employees and provides leaders in the company with a Wellbeing Guide to help them in supporting employees who are struggling with their mental or emotional health. Our telehealth options include access to therapists and we also offer a Lifestyle Benefit which provides up to \$500 in reimbursement for over 300+ eligible expenses relating to health, finance or wellbeing. Several of our divisions provide mental health training to employees, including Tensor, which offers mental health first aid training and certification, as well as an annual refresher course, to employees in the UK and Europe.

In Poland, CMC offers private medical care plans for employees and their families and contributes to social security, retirement savings and life insurance plans. CMC Poland also maintains a social benefit fund for co-financing holidays for employees and their families, summer camps for children and other activities.

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



CMC BENEFITS



401K & Company Matching



Health & Wellness Benefits



Life & Disability Insurance



Tuition Reimbursement



Wellness Lifestyle Credit



Employee Stock Purchase Plan

Diversity and Inclusion

We are committed to building an inclusive culture in which people with diverse backgrounds and perspectives are able to contribute fully to our growth and the future of CMC. Our **Code of Conduct and Business Ethics** and our employee handbook outline our commitment toward equal opportunity in all stages of hiring and employment as well as prohibiting all forms of unlawful discrimination and harassment.

We work to promote diversity and inclusion in all aspects of our HCM programs, from recruiting and training to leadership development and employee engagement. Our talent recruitment efforts include initiatives focused on attracting a broader, more diverse pool of candidates. These initiatives including posting job ads in multiple languages in local markets and creating a hiring tool for veterans seeking jobs, which matches their military job descriptions with open roles that meet their qualifications. We have also expanded our

career fair participation with Historically Black Colleges and Universities (HBCU) and Hispanic-Serving Institutions (HSI), attending 20 schools in 2024.

We are incorporating diversity and inclusion in our training and development programs. Our Core program includes modules on topics including bias, stereotypes, empathy and collaborating in diverse groups, and our Essentials of Management program for people leaders includes modules focused on understanding and identifying bias, fostering a culture of belonging, and how belonging and inclusion affect engagement and retention.

We are also working to promote diversity and inclusion in the workplace by establishing teams to network, mentor and share best practices. In 2024, we launched our Women’s employee resource group, Women Empowered at CMC (WE@CMC), which is open to all employees to plan activities and training programs aimed at driving advancement and recognition for women.



CMC is committed to fostering a sense of belonging for all employees. With the launch of our first Employee Resource Group, Women Empowered at CMC, we aim to create networking, learning and growth opportunities for women in a male-dominated industry. The group welcomes all employees and seeks to educate and advocate for women’s issues.

Jessica Boardman
HR Project Analyst



HELPING VETERANS TRANSITION

Many veterans struggle to find work and transition to civilian life after years of military service. In addition to creating a veteran hiring tool to help match former military job seekers with relevant openings, CMC partnered with American Corporate Partners, a national nonprofit organization dedicated to helping military veterans and their spouses transition to the private sector through one-on-one mentoring with business leaders. Our team members have the opportunity to serve as volunteer mentors and 74 CMC employees have participated in this program to date, with a waiting list of additional volunteers.

Supporting Our Communities

Our commitment to caring for our people extends to the local communities where we live and work. We get involved in our communities and support organizations that are having a positive impact, as we work to be recognized as a good corporate citizen and an employer of choice, particularly in communities where we have a longstanding presence.

MULTIPLE GENERATIONS WORKING FOR CMC

Since CMC was founded over 100 years ago, many of our facilities have grown with the communities around them. We are proud to have multiple generations of the same families who have worked for CMC.



Crescencio Alvarado Sr.
1961-1976
Fab Operator



Crescencio Alvarado Jr.
1959-1998
Mill Operator



Antonio Alvarado
1990 to present
Rolling Mill General Foreman

Local Community Impact

We give back to our local communities through giving campaigns, in-kind gifts of steel and other construction products and employee volunteerism efforts. All of our locations are encouraged to engage with local charitable organizations that best match the interests of their team members, and several of our executives serve on the boards of these organizations. Many of our community initiatives involve health, education, community development and veteran organizations.

In 2024, individual facilities and combined CMC teams participated in more than 185 local community events including school supply drives, food drives and food pantry volunteering, community clean up events, holiday toy drives and many more. CMC Poland, like many of our facilities, has a longstanding relationship with the Zawiercie community and regularly donates to local charities as well as organizes and hosts an annual Santa Claus event for local children.

CMC EXECUTIVES ON CHARITABLE ORGANIZATION BOARDS

- **Dallas Board of the American Heart Association**
Jennifer Durbin
- **Genesis Women's Shelter Alliance Board**
Jody Absher
- **American Cancer Society CEOs Against Cancer**
Jody Absher

CMC Gives Back

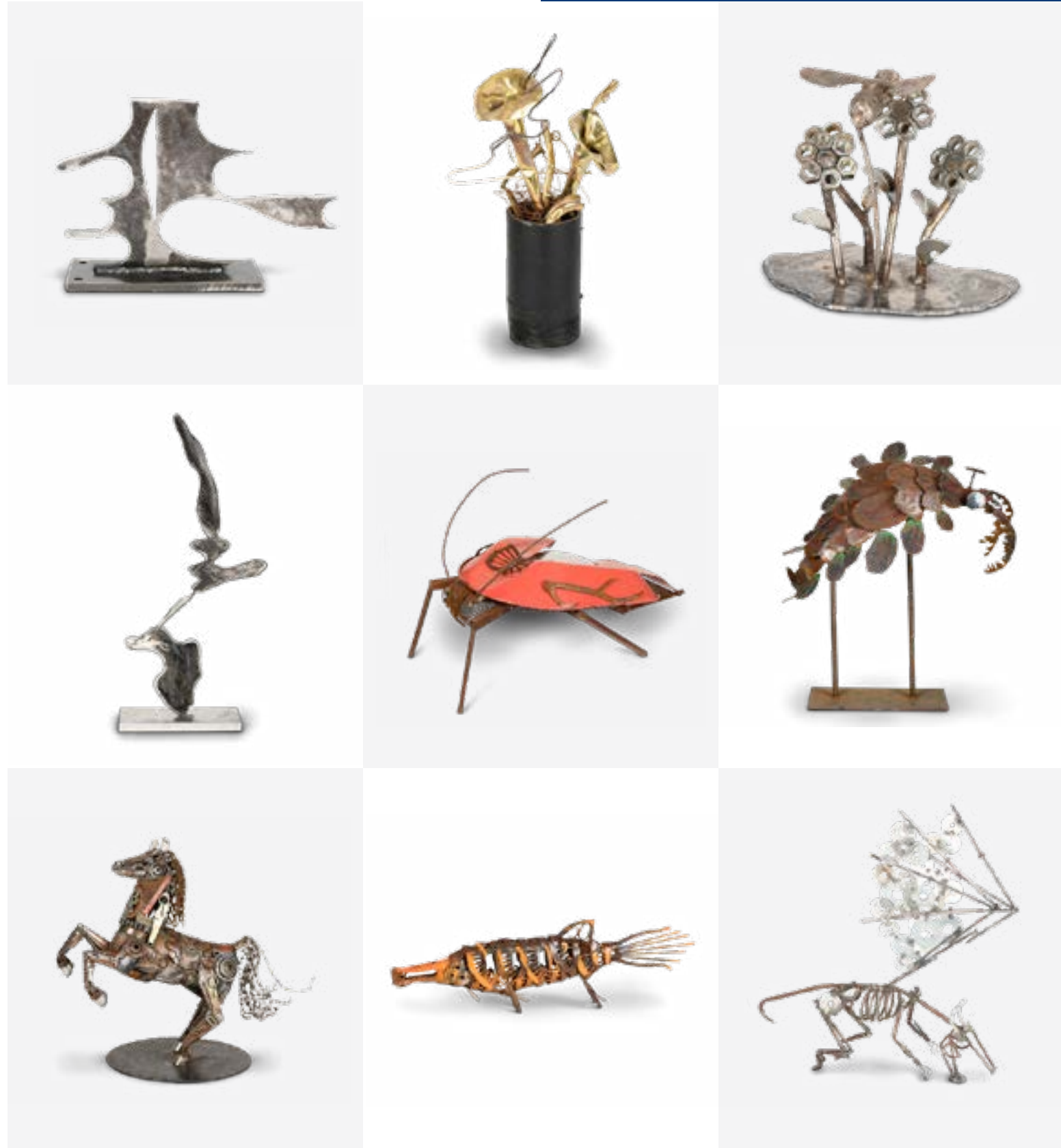
In addition to efforts at the local level, CMC maintains partnerships with national organizations focused primarily on health and veterans causes. All of CMC's giving efforts reached \$1.46 million in 2024. We are a Platform (Live Fierce) Sponsor of the American Heart Association's Go Red for Women initiative in Dallas. As part of that support for the American Heart Association in Dallas, CMC is funding a CPR kiosk in the Dallas-Fort Worth Airport for three years to train the community on how to properly administer hands-only CPR in a life-threatening emergency cardiac situation.

We also participated in the American Cancer Society's Fit2Be Cancer Free Challenge, with over 1,000 global employees participating in the three-week walking challenge event.

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

\$1.46 million

CMC's total giving efforts in 2024



SCRAP CAN BE BEAUTIFUL

For 46 years, CMC has hosted the annual Scrap Can Be Beautiful contest and exhibit with Booker T. Washington School for the Performing and Visual Arts in Dallas, Texas. Students in 3D design and sculpture classes create art sculptures out of scrap metal donated to the school from one of our local recycling yards. The design competition is judged by professional sculpture artists and art professionals. Winners are awarded monetary prizes by CMC and winning entries are displayed in the corporate lobby of CMC for one year. Students are also given the option of entering their pieces for sale in a virtual silent auction where CMC employees bid on the artwork.

CMC Poland, as a part of promoting our patronage classes program, organizes an exhibition of student works at a local art gallery in Zawiercie. Students produce and display unique works of art using the metal and welding techniques they have learned during practical classes, which take place at training workshops at the mill. These programs help raise awareness in our communities about the value of recycling and the circular economy, as well as career opportunities in steel manufacturing.

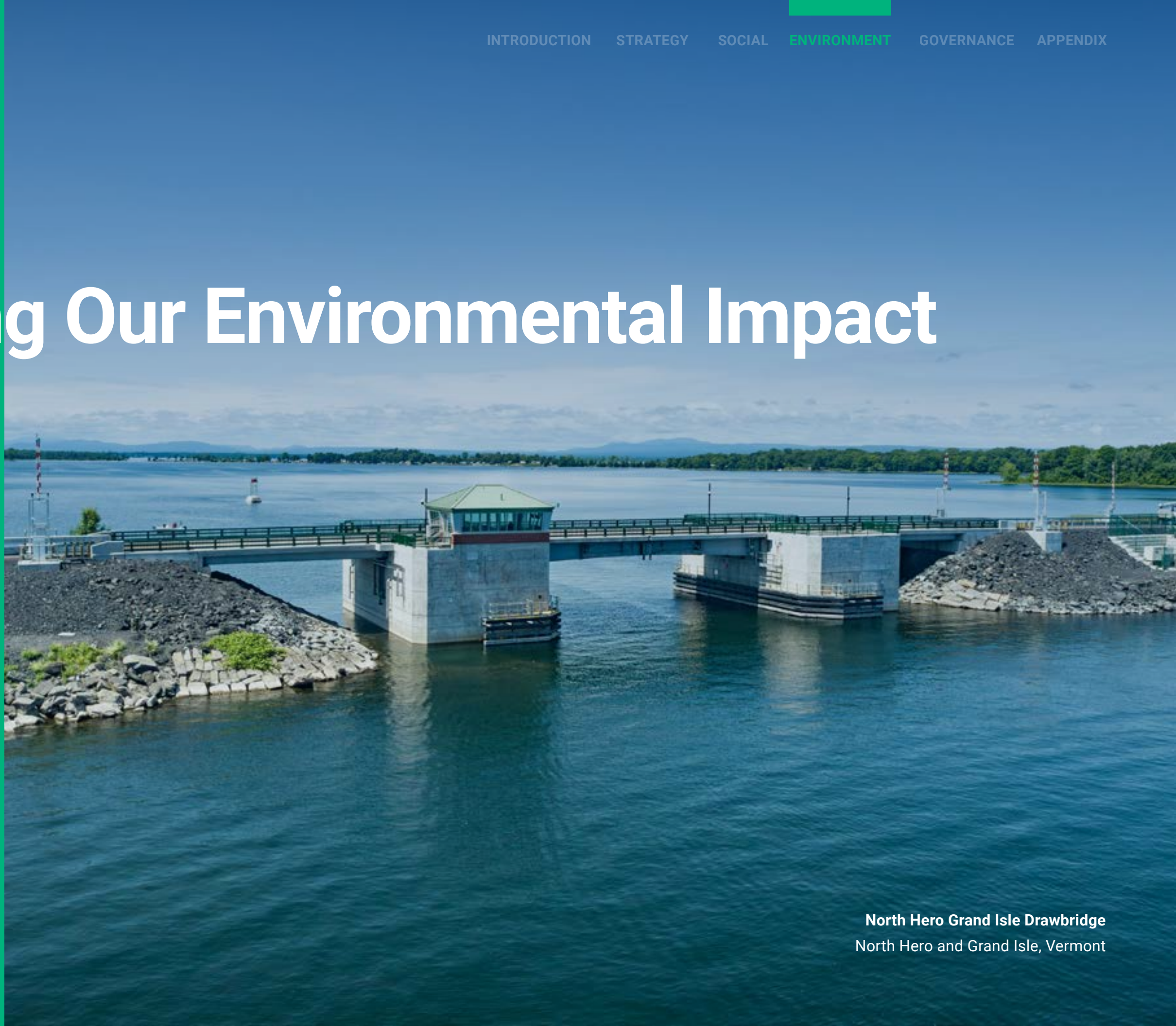
Looking Ahead

CMC's commitment to our people means we must stay focused on keeping our employees safe and engaged and building an inclusive workplace culture. It means identifying talented new employees and developing future leaders. Taking care of our people is the key to powering our future growth and preparing for tomorrow's challenges.



04 Reducing Our Environmental Impact

CMC was founded as a recycling business and environmental stewardship continues to be at the heart of our company. Our sustainability strategy is designed to maintain our industry-leading environmental performance through our commitment to the efficient use of resources and building a circular economy. We strive to continuously improve our manufacturing processes and embed sustainable practices into all aspects of our operations.



North Hero Grand Isle Drawbridge
North Hero and Grand Isle, Vermont

Why it Matters

We recognize the risks to the planet, our business and our people caused by the impact of climate change. CMC is committed to doing our part to combat these risks by reducing not just our own environmental footprint but also by leading the way towards improved sustainability for steel manufacturers and the many industries that use our products. We invest in advanced processes and technologies to minimize the use of natural resources while maximizing performance. As one of the founding members of the Global Steel Climate Council, we are working to reduce GHG emissions throughout the steel sector by promoting a transparent standard for carbon emissions intensity reporting, which would enable customers and other stakeholders to make informed purchasing decisions.

TARGETS FOR 2030, WITH 2019 BASELINE

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

60% of goal currently

Increase our renewable electricity usage by 12 percentage points

93% of goal currently

Reduce our energy consumption intensity by 5%

125% of goal currently

Reduce our water withdrawal intensity by 8%

0% of goal currently

ENVIRONMENTAL GOALS

In 2020, CMC established environmental goals for 2030, with improvement targets set on a 2019 baseline. Our goals align with the 2050 global sector target established by the Paris Agreement to limit global warming to below 1.5 degrees Celsius, as well as the tenets of the Global Steel Climate Council. Given the progress we have made, we are evaluating our current goals to ensure that they reflect CMC's continued commitment to improving our sustainability performance and our continued alignment with the Paris Agreement.

Environmental Strategy

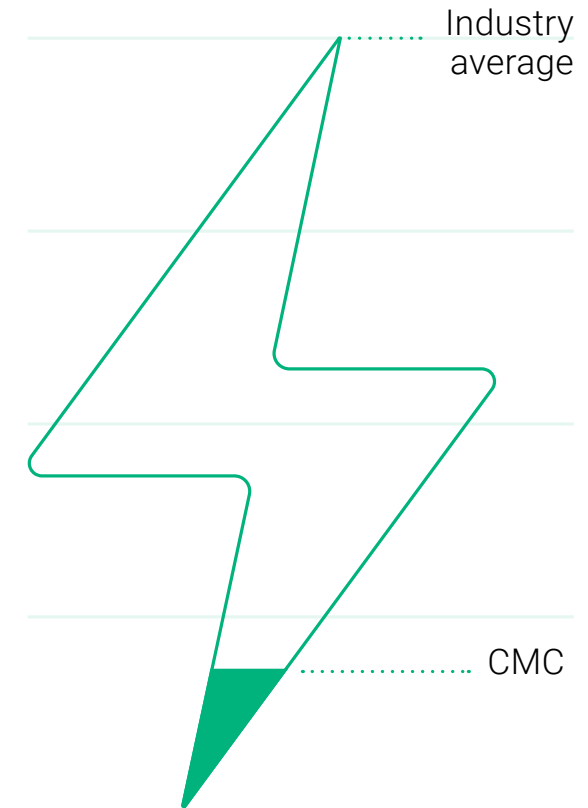
Our environmental strategy is primarily focused on reducing GHG emissions from our operations by lowering the energy usage of our mills. We do this by continuously looking at ways to improve our operations and implement innovative technologies and processes. Our electric arc furnace (EAF) technology uses 82% less energy and results in 65% fewer GHG emissions per unit produced as compared to traditional integrated steelmaking. We also strive to purchase a greater percentage of energy produced from renewable resources and work with our utilities in their efforts to green their grids. In addition to energy usage, our strategy addresses other environmental risks across our businesses, including water usage and waste management at our facilities.

CMC's environmental initiatives incorporate the climate-related risks and opportunities for our global operations that were identified in a climate risk assessment (CRA) we completed in 2023. The CRA process was led by a third party and aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to assess both physical and transition risks over short-, medium- and long-term timeframes. The CRA also helped identify stakeholder expectations regarding climate risk disclosure, including evolving sustainability reporting requirements by the U.S. Securities and Exchange Commission (SEC) and the EU's Corporate Sustainability Reporting Directive (CSRD).

ENERGY INTENSITY LEVEL

82%

less than the industry average



Environmental Management

We utilize our Environmental Management System (EMS) to ensure compliance with all applicable environmental laws and regulations and to track our environmental performance so we can continually evaluate and improve our processes. CMC's Poland and Steel New Jersey operations, as well as our Tensar Division's geogrid manufacturing operations in the UK and China, hold ISO 14001 certification, which is the most recognized global standard for an effective EMS. In addition, six of CMC's mills in the United States are certified to the ISO 9001 standard for an effective Quality Management System (QMS), which covers certain environmental conditions, and three mills have QMSs that are modeled after the ISO 9001 standard. A full list of certifications is available on our [website](#).

CMC's environmental managers and support staff oversee environmental compliance programs and train employees on key topics and practices. Capital project submissions are overseen by our vice president of engineering, technology and manufacturing excellence, reporting to our senior vice president of operational and commercial excellence. Environmental performance metrics are reported quarterly to the executive leadership team and to CMC's Board at least annually.



MANUFACTURING EXCELLENCE GROUP

To foster collaboration across our business, CMC has operational excellence teams that meet regularly to share best practices, insights into challenges and achievements at their different locations. In 2024, we selected operations experts in all manufacturing lines of business to be dedicated full-time to improving efficiency, quality and safety companywide. This newly formed manufacturing excellence group includes operations excellence managers for recycling, melt shops, rolling mills, rebar fabrication, continuous improvement, and maintenance and reliability.

Energy and Emissions

CMC's industry-leading performance in energy intensity is thanks in a large part to the energy-efficient EAF technology we use in melting and producing steel, compared to the BF/BOF process used by traditional integrated steel producers. Both our mini mills and micro mills use 100% recycled scrap steel when making steel, which requires significantly less energy than a BOF and fully embraces the concept of the circular economy.

Our micro mills are some of the greenest steel mills in the world and take energy efficiency to the next level thanks to their continuous manufacturing process that eliminates the need for burning natural gas in a reheat furnace, resulting in significant reductions in energy use and GHG emissions. We started up our first-of-its-kind micro mill in 2009 in Arizona and followed that with two additional micro mills, one in Oklahoma in 2018 and another in Arizona in 2024. We are building our fourth micro mill in West Virginia, which is expected to start up at the end of calendar 2025.

All of CMC's steel mills, including our seven mini mills, are strategically located close to our customers to minimize shipping distances, helping to reduce transportation fuel usage and resulting GHG emissions. We also prioritize efficiency in logistics, striving to ensure that trucks never travel empty.



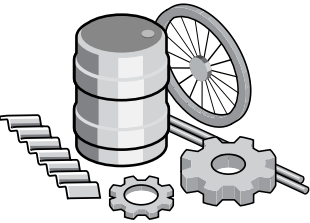
The micro mills represent the most cutting-edge technology designed for efficient and environmentally friendly steel production. At CMC, we've implemented the latest advancements in data collection, analysis and optimization to elevate micro mill performance significantly. Our analysis at CMC Steel Arizona pinpointed the operation segments most closely linked to elevated energy consumption, enabling our process experts to develop modified practices that improve energy efficiency and also achieve lower emissions. CMC now uses this approach at all of our operations including mini mills and recycling in order to empower each of our employees to review their process data and generate ideas on how to improve.

Sam Matson
Director of Manufacturing Excellence

STEELMAKING PROCESS

1 RECYCLING YARD

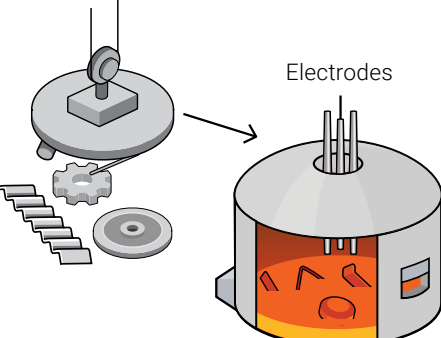
- Provides over 1,200 tons of scrap metal to the melt shop per day
- Handles 400,000 tons per year of incoming scrap from trucks and rail
- Provides support services for outbound products shipped by truck and rail
- Supports baghouse operations; plant sweeping operations



2 ELECTRIC ARC FURNACE (EAF)

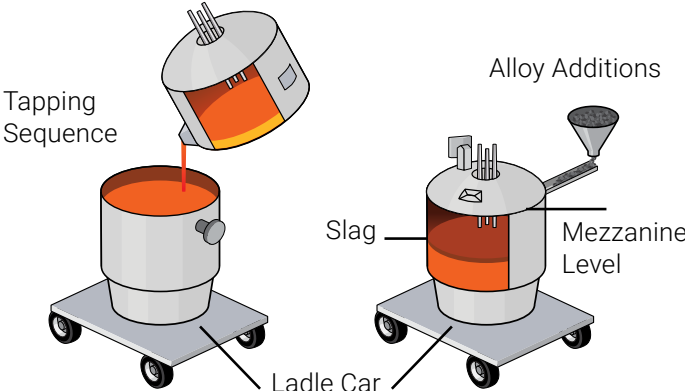
Melting Process
Scrap steel is melted in 5 ways

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



3 LADLE METALLURGICAL STATION (LMS)

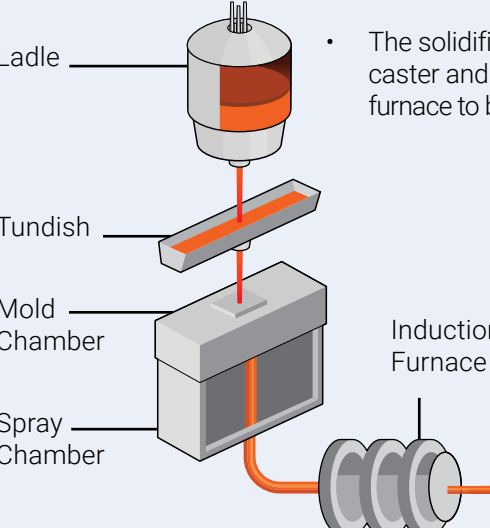
- Adds alloys to refine steel according to chemical specifications
- Establishes consistent temperature and mixture throughout the ladle
- Stages ladles between furnace and caster to aid billet flow



4 CONTINUOUS CASTER

A MICRO MILL

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



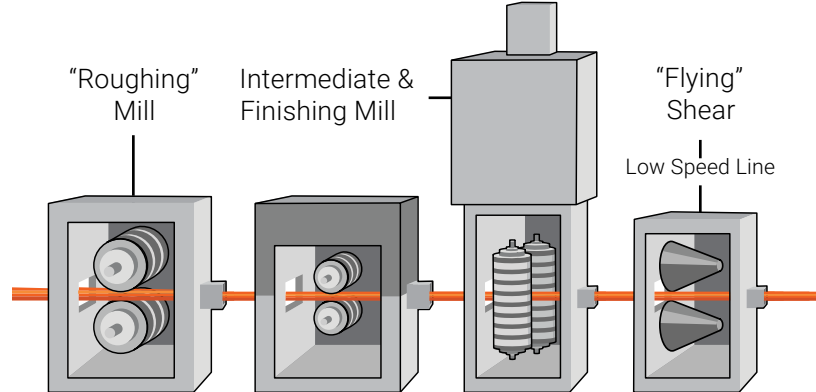
B MINI MILL

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

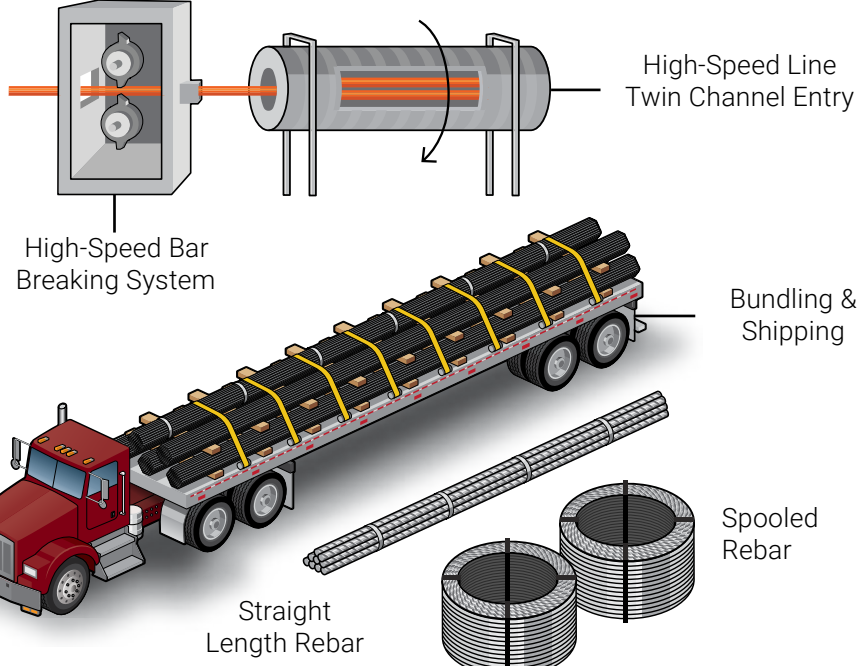


5 ROLLING MILL

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



6 FINISHING & TRANSPORTATION



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

While our EAF technology provides inherent energy efficiency, we continue to implement innovative technologies and process improvements at our mills that drive business performance and help to achieve our Scope 1 and Scope 2 emissions reduction goals. Among these initiatives are selecting lower impact recycled steel for use as raw material; utilizing energy-efficient equipment; configuring automatic controls to increase efficiencies; analyzing data to prevent performance issues; and exploring new technologies to further reduce our use of natural gas.

Some examples of our efforts in 2024 include:

- At our mini mills, we are utilizing a hot charging process where hot billets from the steel melt shop are transferred directly to the rolling mill, significantly reducing the use of the reheating furnace. We estimate that this process reduces natural gas usage by up to 50% per ton.
- CMC Poland setting all-time records for low electrical energy consumption for EAF.
- CMC Steel Florida optimizing electrical and chemical energy recipes in their EAF to maintain production rates and reduce energy consumption.
- CMC Steel Tennessee and CMC Steel Arizona 1 replaced their EAF arc regulation systems, which directly control the electrical energy input, resulting in an improvement in reliability and electrical energy consumption.

We are investigating additional innovations to further improve our business and reduce emissions, including those that further electrify our operations and those that move us away from natural gas. Among the innovations we are analyzing are using electric ladle preheaters to replace traditional natural gas-fired ladle preheaters; using electric induction furnaces in our mini mills with reheat furnaces to replace natural gas-fired reheat furnaces; and using hydrogen as a partial or full replacement for natural gas.

We are also engaging with our energy suppliers and utilities to reduce Scope 2 GHG emissions by optimizing the mix of our sources of power, including increasing the use of renewable energy. By diversifying our power supply, we ensure reliability and reduce price risks while reducing our carbon footprint. These efforts include negotiating purchase power agreements (PPA) to increase the amount of purchased energy from renewable sources. In 2024, we entered into a new PPA with Alabama Power, which will result in our steel mill in Birmingham, AL sourcing 16% of its electricity from renewable sources.

We are also implementing innovative technologies to enable our mills to use greater amounts of renewable energy. CMC Steel Arizona is using Q One technology at its micro mills, which reduces electricity transmission losses by up to 10%, and this same technology will be utilized at our future micro mill in West Virginia.



Sustainability is a team effort at CMC, but we cannot do it alone. We encourage our utilities, retailers and developers to help us discover new renewable energy sources that CMC can utilize for decades to come. We continue to discover new ways to optimize our processes, support our grids with demand response and integrate these cleaner energy sources into our operations.

Garret Kent
Director, Energy

ENERGY REDUCTIONS IN MELT SHOPS

The melt shops in our mills, where recycled scrap steel is melted to use as a raw material for our products, are our largest user of electricity. Our initiatives to reduce the electricity usage in the EAFs and ladle metallurgy stations in the melt shops resulted in a savings of approximately 15.2 million KWH and \$762,000 in 2024. Other efficiency efforts include optimizing the amount of carbon injected into the EAF; reducing the consumption rate of the carbon graphite electrodes used in the EAF; and optimizing the amount of fluxes used in the EAF, which are used to reduce metallurgical impurities in the scrap steel.

15.2

million KWH saved in 2024 as a result of initiatives to reduce electricity usage

\$762,000

saved in 2024 as a result of initiatives to reduce electricity usage

Water and Waste Management

In addition to reducing our carbon footprint, CMC's environmental strategy focuses on responsible management of water usage and reducing the amount of waste sent to landfills.

We recognize that water is a valuable natural resource and our facilities recycle water multiple times throughout our process. The total rate of water recycled in our operations is over 95%, with 5 of our 10 steel mills being zero water discharge facilities. Our water withdrawal intensity level, measured by the amount of water brought into the process per metric ton of steel produced, is just 4% of the steel industry average. We comply with all applicable laws and regulations regarding water use and discharges, including the Clean Water Act in the United States.

As a leading global recycler of steel, our operations support the circular economy by reducing scrap metal sent to landfills. Our recycling facilities collect end-of-life materials from individuals, commercial companies and scrap yards, along with pre-consumer scrap from manufacturing facilities, which are processed to use as raw material at our mills. As a result of our

processes, CMC saves approximately 17 billion pounds of scrap metal from being landfilled annually. By using recycled steel as our raw material, we also avoid the mining and extraction of virgin raw materials, which reduces potential negative impacts on biodiversity.

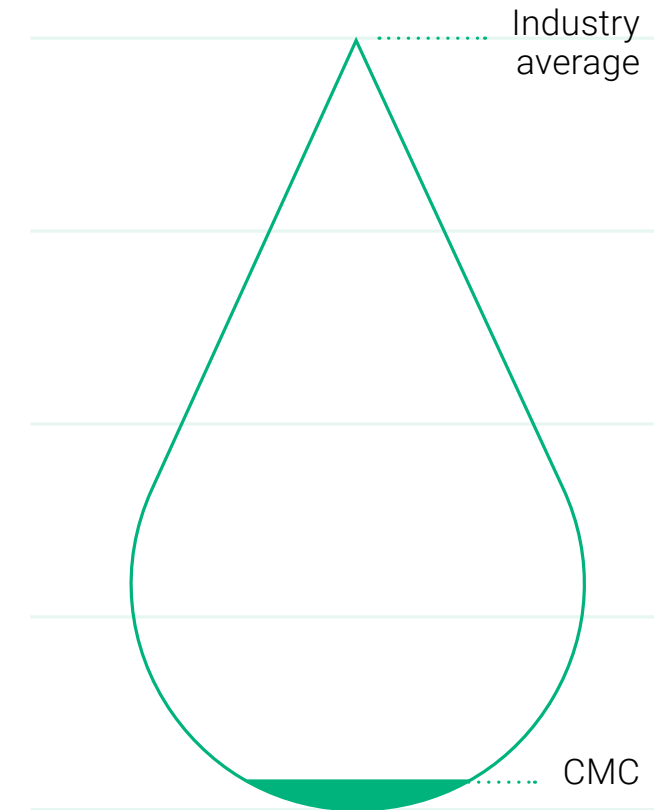
We also work to reduce waste sent to landfills by recycling metals that can be used as raw materials for new products in a variety of industries. In our shredding and scrap recycling processes, we separate ferrous material that contains iron from non-ferrous metals such as copper, brass and aluminum, which are then recycled for use as raw materials for new products used in construction, automotive and aviation. In our manufacturing operations, we capture and recycle coproducts and byproducts such as steel slag used by construction companies as a base materials in highways, asphalt and other products. We capture and recycle 99% of the baghouse dust from our EAF furnaces, which contains zinc and other valuable metals used to create products such as paints, tire rubber and fertilizers.



WATER WITHDRAWAL INTENSITY LEVEL

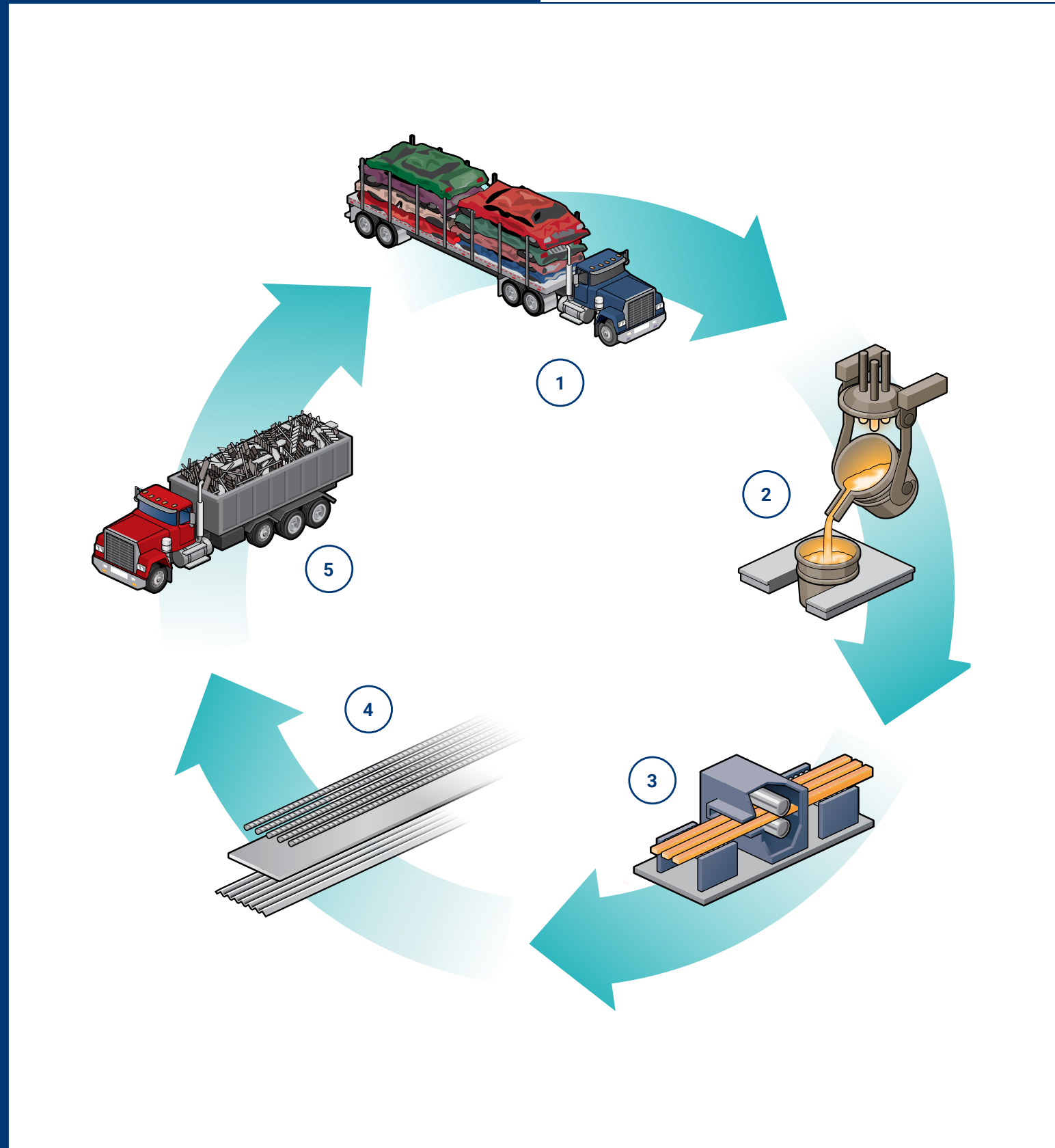
96%

less than the industry average



CIRCULARITY

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



17B+

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

99%

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

Supporting our Customers in Sustainability

The climate risk assessment we completed in 2023 identified climate-related opportunities for our business as customers in construction and infrastructure industries seek to use more sustainable products in response to emerging regulations, standards and the needs of their customers. As a global leader in recycled steel, including our line of net-zero products such as RebarZero® and MerchantZero®, we are well positioned to help our customers meet their goals for reducing GHG emissions and climate risks. We partner with our customers to provide guidance and offer solutions that address their sustainability needs. In addition to recycled steel products, our Tensar Division's geogrid products provide sustainable solutions that reduce material and transportation needs and shorten construction

schedules for our customers, leading to lower costs and fewer trucks to deliver materials and resulting in lower emissions.

In 2024, we implemented the Primary-to-Primary initiative, which is focused on having a single relationship between a customer and one mill to improve customer service and reduce costs, including freight. We seek to pair customers with mills that are closest geographically, which also reduces the environmental impact from factors such as transport-related GHG emissions.

To help our customers make informed decisions, we publish Environmental Product Declarations (EPDs) in the United States and EU that disclose the environmental performance of our steel and geogrid products and their potential impacts on

the environment. In 2024, we developed new EPDs for two of our performance reinforcing steel products – ChromX® and GalvaBar®. We currently publish EPDs on most of our products and update the EPDs on a five-year cycle, in accordance with applicable standards including ISO 21930, ISO 14025, ISO 14040, ISO 14044 and EN 15804+A2:2019. Our EPDs show that the average embodied GHG emissions of our steel products is lower than the U.S. steel manufacturing average, according to the Concrete Reinforcing Steel Institute. EPDs are verified by a third party and are frequently required for public and private projects and help contribute to certification of green building projects such as LEED® (Leadership in Energy and Environmental Design).



As leading developers and constructors move towards sustainable, environmentally friendly construction methods, CMC is proud to be at the forefront of our space. As we continue to see increased requests for sustainable products, CMC offers solutions that provide our clients with proven, patented solutions, built to last the test of time, all while decreasing GHG emissions and contributing to the bottom-line.

Chris John
Area Manager, Fabrication

EPDS FOR CHROMX AND GALVABAR

In 2024, CMC developed EPDs for two of our performance reinforcing steel products, ChromX and GalvaBar. These corrosion-resistant products extend the life of projects using steel reinforced concrete. ChromX is five times more corrosion resistant than conventional steel and has a product service life of 100 years. GalvaBar is galvanized rebar with a zinc alloy coating that provides the well-known corrosion protection of zinc while being created through an environmentally friendly process free of volatile organic compounds and hazardous air pollutants.



DECARBONIZING THE STEEL SECTOR

In 2023, CMC was one of six founding members of the Global Steel Climate Council (GSCC), which includes more than 40 international steel manufacturers, trade associations, end users, scrap metal suppliers and non-governmental organizations. Through the GSCC, we are advocating for the release of a single Steel Climate Standard to measure, report and ultimately reduce carbon emissions in steel production, regardless of the technology or process used. Our goal is to provide incentives to decarbonize the steel sector by offering a transparent reporting system that enables customers and other stakeholders to accurately compare carbon emissions intensity across products and producers and make informed purchasing decisions. We support the work of the GSCC to help ensure that low-emission steel is recognized as an essential component of a sustainable future.



Looking Ahead

CMC continues to make strong progress toward meeting our environmental targets by focusing on continuous improvement of our operations, including using innovative technologies and sharing best practices among our facilities. Sustainability remains at the heart of our business and we remain committed to helping our customers and the steel sector achieve their sustainability goals. We will continue to maintain the highest standards of transparency in our environmental reporting to ensure accountability for all our stakeholders.

05

Conducting Ourselves with Integrity

CMC's commitment to building a sustainable business for the long term includes maintaining the highest standards of ethics and integrity and implementing an effective governance structure and robust risk management programs.

Crescent Real Estate, McKinney & Olive
Dallas, Texas

Why it Matters

Our strong corporate governance policies and practices enable CMC to be accountable and transparent to our stakeholders regarding our business and sustainability strategies. These practices include regular communication of our strategic goals and reporting of our performance and progress towards achieving these goals.

We recognize that effective management of enterprise risks is critical to maintaining value for our stakeholders. Our risk management programs are focused on identifying and mitigating risks, both in CMC's operations and throughout our value chain.



Governance Structure

CMC's corporate governance policies and structure are defined in our [Corporate Governance Guidelines](#), which are based on best practices and meet or exceed the standards and requirements of the New York Stock Exchange and the SEC.

Board Governance

Our commitment to ethics and integrity starts at the top with our Board of Directors, which is responsible for oversight of CMC's business and the day-to-day operations conducted by its employees and management, and our ongoing strategy to enhance the long-term value of the company. The Board's governance policies and practices include appointment of an independent Chairman of the Board; having a majority of independent directors (with 8 out of 9 directors independent as of September 1, 2024); appointment of a Lead Director if the Chairman of the Board is not independent (our Chairman of the Board is independent as of September 1, 2024); regular executive sessions of independent directors; annual evaluations of the Board and its committees; and limits on the number of other boards our directors and CEO may serve on.

56%

of the Board
is diverse

CMC's Board recognizes the importance of having a diverse group of directors that bring a variety of backgrounds and experiences, enabling them to provide unique thoughts and viewpoints to the company. While our Board does not maintain a formal diversity policy, the Nominating and Corporate Governance Committee considers gender, race, ethnicity, sexual orientation, identity, age and other diversity criteria in identifying qualified director candidates. As of September 1, 2024, 56% of CMC's directors are ethnically/racially diverse or women.

Oversight of Sustainability

Our Board is responsible for oversight of sustainability issues, including reviewing and approving CMC's sustainability strategy and goals related to environmental performance. This oversight, which is discussed in the section of [Chapter 1](#) on Management of Sustainability, includes receiving sustainability updates at least annually from the vice president of strategy, government affairs and sustainability.



BOARD REFRESHMENT

CMC's Board is committed to proactive Board refreshment to ensure that new viewpoints and ideas are being included. Five new directors, representing 56% of the total, have joined the Board since 2021.

Barbara R. Smith, the Executive Chairman of the Board, retired from this position and as a member of the Board, effective August 31, 2024. The Board appointed Robert S. Wetherbee, who has served as an independent director on the Board since 2023, to serve as Chairman of the Board, effective September 1, 2024. In connection with Mr. Wetherbee's appointment, Sarah E. Raiss resigned from her position as Lead Director of the Board, effective August 31, 2024, but continues to serve on the Board. Vicki L. Avril-Groves retired from the Board, effective August 31, 2024, after having served as an independent director since 2014. The Board also appointed Tandra Perkins to serve as an independent director, effective September 1, 2024.

Board Committees

Our Board has four standing committees, which must be comprised entirely of independent directors. The Board committees all have written charters outlining their responsibilities, which are posted on our [website](#).



AUDIT

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



COMPENSATION

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



FINANCE

Oversees balance sheet management and liquidity, finance policies and capital allocation strategies including capital investments and inorganic growth (up to specified limits) and capital distributions.



NOMINATING AND CORPORATE GOVERNANCE

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

Risk Management

CMC's Board has oversight of risk management, with oversight of risks in specific areas assigned to certain Board committees depending on the nature of the risk. The Board oversees the enterprise risk management (ERM) policies and procedures developed by management, which identifies and assesses various risks facing the company, including environmental risks from the impact of climate change, which are discussed in [Chapter 2](#). The ERM process is directed by management's Executive Risk Committee, made up of members of our executive leadership team

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



As we've seen over the past few years, change is inevitable. CMC's risk management program ensures the executive team is well-informed of the challenges facing the business, and they are able to prioritize and plan for those that could have the largest impact to ensure CMC's success.

Danielle Stone
Corporate Controller

Ethics and Compliance

CMC’s comprehensive **Code of Conduct and Business Ethics** (the Code) is based on the foundation of ethical behavior the company has followed since our founding in 1915. The Code is critical to our success in operating our business with integrity in interactions with all stakeholders including customers, suppliers and fellow employees.

The Code provides guidance regarding compliance with all applicable laws and regulations in the countries where we operate. We are committed to ensuring that all employees, as well as officers and directors, understand their responsibilities under the Code. We require annual training for the Code and in 2024, 100% of required employees completed the training. In addition to the Code, our senior financial officers and the CEO have a **Code of Ethics for Senior Financial Officers**, which they must acknowledge and certify annually.

100%

of required employees completed their annual Code of Conduct training in 2024



Ethics Hotline

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

CMC has a zero tolerance policy to protect whistleblowers against any retaliatory action taken in response to reports made in good faith. All reported concerns are investigated by either human resources or our legal department and anyone found to have violated the Code is subject to disciplinary action which may include termination of employment.



Human Rights

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



Anti-Corruption, Anti-Bribery and Antitrust

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

Responsible Supply Chain

CMC is committed to working with partners who share our values and our goals of operating ethically and sustainably while maintaining the highest standards of quality and reliability. Our global supply chain and vendor base is made up of over 6,000 companies, including about 400 significant suppliers in the United States. We engage with key suppliers through formal surveys to gain a better understanding of our suppliers' commitment to sustainability-related topics including diversity, human rights and environmental performance.

We follow outlined procedures for supplier selection and performance monitoring, under the direction of our chief supply chain officer and our purchasing and procurement

teams, who receive regular training. In 2024, we implemented a supplier pre-qualification process for major capital projects in which we require the acceptance of our Supplier Code of Conduct in addition to other criteria for bid selection. New employees in North America, Europe, and the UK are required to enroll in our supply chain courses within six months of joining CMC and upon completion are certified as advanced procurement professionals or procurement professionals.

All suppliers are required to review and acknowledge compliance with our **Supplier Code of Conduct**, which outlines our expectations in areas including ethical business practices, health and safety, human rights and environmental stewardship.

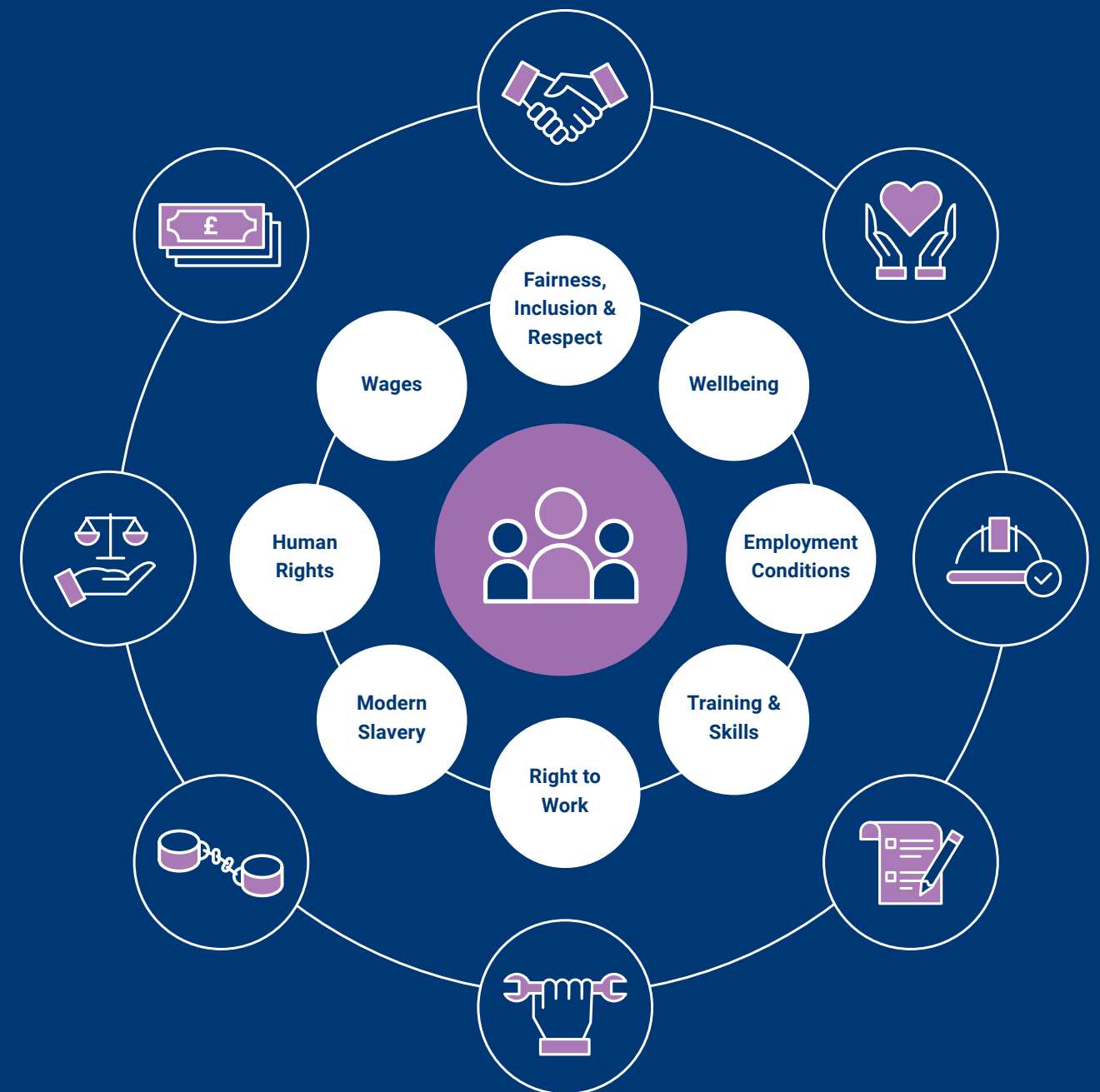


By learning more about our supply chain, we build trust with our stakeholders and gain insights that help us make improvements today and safeguard the future of our business.

Melissa Skinner
Director of Procurement, Central Division

PEOPLE MATTER CHARTER

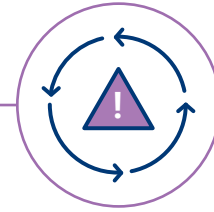
Our Tensar Division is a signatory of the People Matter Charter, which is a UK-based charter developed by the Supply Chain Sustainability School. The charter includes eight commitments that signatories and their supply chains need to address to show they are treating people responsibly, including human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





Conflict Minerals

We do not purchase, use or process Conflict Minerals, which under U.S. law are tin, tantalum, tungsten and gold originating from the Democratic Republic of the Congo or an adjoining country (Covered Countries). As stated in our **Conflict Minerals Policy**, which is included in our Supplier Code of Conduct, we require suppliers to assist in compliance with laws and regulations governing Conflict Minerals by conducting reasonable country of origin inquiries and following internationally accepted due diligence guidelines. CMC complies with Rule 13p-1 under the Securities Exchange Act of 1934, as amended, which requires the company to file an annual Conflict Minerals Report with the SEC. Our latest **Conflict Minerals Report** covering 2023, filed with the SEC on May 24, 2024, states that based on our due diligence, CMC has no reason to believe that any conflict minerals present in steel products manufactured and sold by CMC are necessary to the functionality or production of those products or originated in the Covered Countries.



Improving Resilience

Our purchasing and procurement teams regularly analyze supply chain risks to identify potential risks of disruption from causes such as economic downturns or geopolitical crises. We have implemented several initiatives to help mitigate these risks, including selecting suppliers closer to our local operations when possible, which also reduces the environmental impact from factors such as transport-related GHG emissions.

Beginning in 2023, CMC formalized our program in the United States to assess supply chain risks of our commodity suppliers. The program includes on-site visits and virtual data gathering to review the suppliers' sustainability programs and risks they may face including current or upcoming changes to regulations. Based on this assessment, we recommend 5- and 10-year strategies for procurement for certain commodities, such as electrodes and alloys, to strengthen resilience.

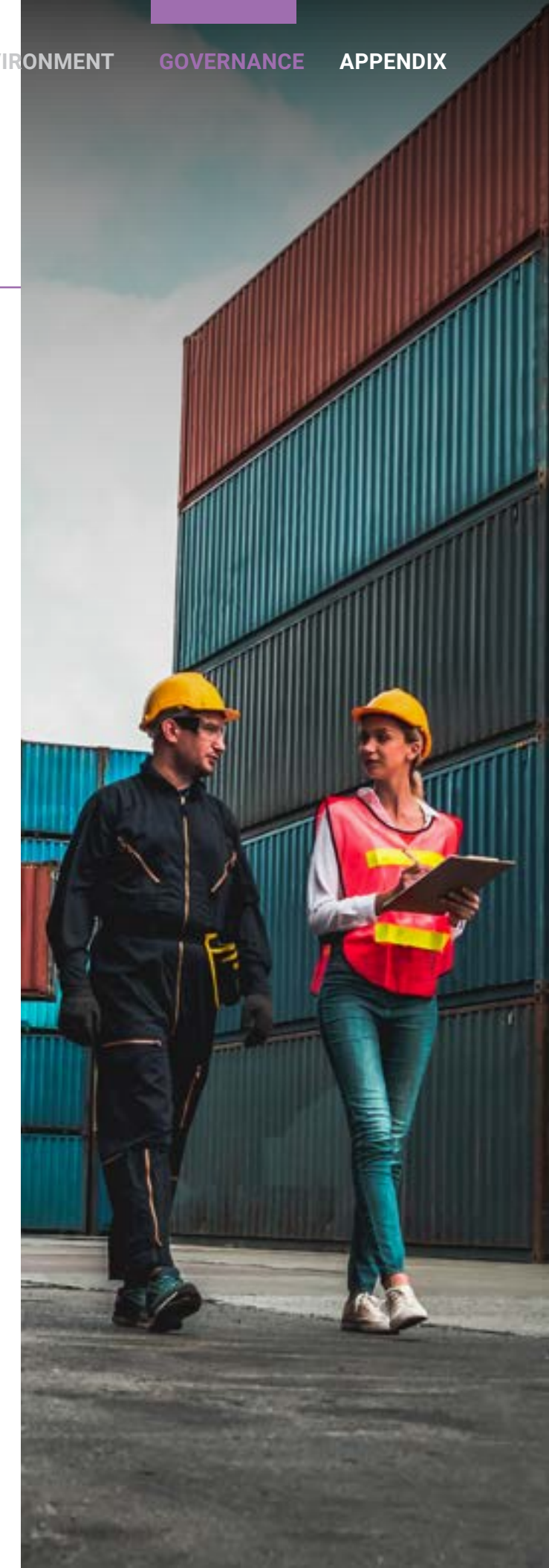


Local Suppliers

We seek to work with local suppliers in the regions where we operate when possible, and in 2024 approximately 67% of our U.S. suppliers were local. In the United States, we utilize a purchasing platform, which makes it easier for local and regional suppliers to do business with CMC. The platform enables our procurement teams to receive and acknowledge purchase orders and invoices within the same platform, which minimizes back-office functions for smaller suppliers.

67%

of CMC's U.S. suppliers were local



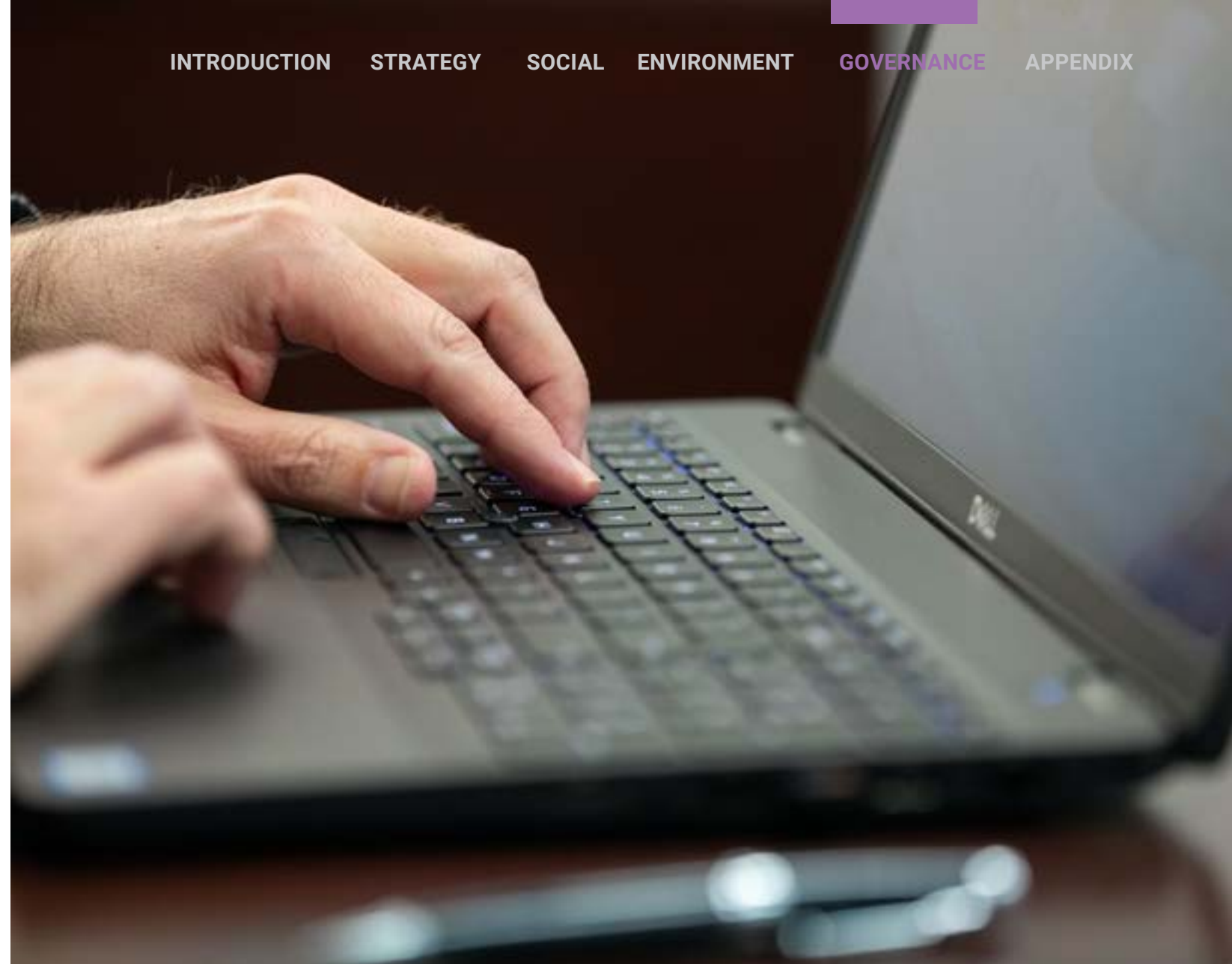
Data Privacy and Security

We are committed to protecting the company's information systems from cybersecurity threats to ensure the safety and privacy of proprietary data and information involving our business, employees, vendors and customers. CMC complies with all applicable regulations regarding data privacy and security in the countries where we operate, including the European Union's General Data Protection Regulation (GDPR), the California Consumer Privacy Act, and similar federal and state regulations.

Our cross-functional information security team is responsible for data protection policy development, including our Cyber Security Policy, as well as threat monitoring and auditing. Our data protection roadmap, which aligns with the Center for Internet Security's Top 18 Critical Security Controls and additional frameworks including

the National Institute of Standards and Technology (NIST), includes procedures such as multi-factor authentication and security vulnerability management. To protect against emerging threats, we regularly engage third-party experts to assess our cybersecurity controls and vulnerabilities and upgrade our systems and controls as appropriate.

Information security metrics are tracked monthly and reported to the chief information officer and others, as appropriate. Our information security team provides quarterly cybersecurity briefings to the Board's Audit Committee and briefs the full Board annually. Our employees receive regular training on avoiding and mitigating information security risks including phishing, malware, viruses and hacking, and protecting sensitive data from breaches or cyber incidents.



CMC is committed to protecting our company, team, assets and customers. We adapt our security strategies to address risks and promote employee awareness. Our dedicated team drives this commitment.

Eric Puleo
Chief Information Security Officer

U.S. Based Industry and Trade Associations

- 2021 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)

European Based Industry and Trade Associations

- The Association of Geotechnical and Geoenvironmental Specialists (AGS)
- British Geotechnical Association (BGA)
- British Standards Institution (BSI)
- European Steel Association (EUROFER)
- European Federation of Association of Steel, Tube and Metal Distribution (EUROMETAL)
- French Geosynthetics Association (CFC)
- French Soil Mechanic Association (AFMS)
- French Wind Farm Energy Association (FEE)
- German Asphalt Association
- German Steel Federation
- GfG Quality Association for Gabions eV
- Institute of Highway Engineers (IHE)
- 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)

Trade Associations and Political Engagement

CMC is committed to advancing our industry by participating in over 50 industry associations and committees focused on environmental protection, occupational health and safety, employee training and development, and other topics. By partnering with other organizations, we strengthen our operational knowledge and gain insights into best practices and market trends.

Our participation also includes advocating for public policies that support fair, consistent and sustainable standards and business conditions for our industry. Together with our industry partners in recycling, steelmaking, fabrication and

geosynthetics, we share important data and insights with government agencies and policymakers.

CMC's advocacy efforts also include our Employee Political Action Committee (PAC), through which CMC's salaried U.S. employees can make political contributions. Our **Political Contributions Policy** outlines guidelines for the PAC and other advocacy efforts. Our lobbying strategy is aimed at helping shape public policies on sustainability and trade issues to help maintain a level playing field for U.S. sustainable steel producers.

Looking Ahead

We recognize the importance of maintaining strong governance and risk management structures to ensure that CMC is able to maintain a sustainable business that continues to create value for our stakeholders now and in the future. We continue to build on the foundation of ethics and integrity that have guided CMC since our founding, as we expand our efforts to embed sustainability in our business strategy and throughout our organization and value chain. Looking to 2025 and beyond, we will continue to work with our stakeholders to meet the needs of our customers and provide products and solutions for a sustainable future.



06 Appendix



Texas Live!
Arlington, Texas

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 2024 fiscal year from September 1, 2023 to August 31, 2024. Unless otherwise noted, all data and information represent our global recycling, mill and downstream facilities. In the evaluation of CMC's operational footprint, our EAF steel mills represent more than 95% of our GHG emissions and energy and water usage, therefore we use our mill data as the

boundary for our environmental metrics. Our report covers the sustainability topics most important to our stakeholders, as described in **Stakeholder Engagement**. This report has been prepared in reference to the Global Reporting Initiative (GRI) 2021 Standards, the 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.



Performance Data Tables¹

Metric	Unit	2022	2023	2024
About CMC				
Global Employees	#	12,483	13,022	13,178
U.S.	#	9,726	9,772	9,937
Europe and the rest of the world	#	3,157	3,250	3,241
Raw Steel Production	MT	5,756,503	5,410,589	5,326,382
Metal Recycled from Operations	MT	8,676,630	8,108,441	7,815,494
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
Acting with Integrity				
Health & Safety				
Total Recordable Incident Rate (TRIR per 200,000 hours)	#	1.50	1.30	1.10
Contract Labor TRIR	#	2.36	5.63	1.89

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

Metric	Unit	2022	2023	2024
Total Lost Time Incident Rate (LTIR per 200,000 hours)	#	0.66	0.47	0.55
Total Near Miss Frequency Rate (NMFR)	#	32.43	26.29	29.38
Number of Fatalities	#	2	0	0
Fatality Rate	#	0.016	0	0
Contract Labor Fatalities	#	0	0	0
Locations with Zero Incident Rate	#	98	114	131
U.S. Employees Participating in Annual Physicals	%	56	86	84
Talent Management				
Employees Receiving Performance Reviews	%	100	100	100
Participation in 401(k) Plan	%	94	90	87
Graduation Gift (for Children of Employees)	\$	10,400	15,750	13,900
Military Gift (for Children of Employees)	\$	1,250	750	500
College Scholarship (for Children of Employees)	\$	127,000	153,750	131,250
Employee Tuition Reimbursement	\$	69,942	57,758	71,723
Community Engagement				
Community Charitable Contributions	\$	1,559,467	1,885,036	1,461,747
Community Events	#	-	205	185

Metric	Unit	2022	2023	2024
Gender, Ethnicity & Age Diversity²				
Gender Diversity				
Global Workforce³				
Male	#	10,948	11,284	11,422
Female	#	1,535	1,668	1,746
% Male	%	88	87	87
% Female	%	12	13	13
Board of Directors				
Male	%	56	56	60
Female	%	44	44	40
Executive Leadership				
Male	%	40	50	75
Female	%	60	50	25
Management Employees				
Male	%	78	80	86
Female	%	22	20	14

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

3 - 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	Unit	2022	2023	2024
Salaried Employees				
Male	%	72	72	76
Female	%	28	28	24
Hourly Employees				
Male	%	93	91	93
Female	%	7	7	7
Ethnic Diversity				
Global Workforce				
Caucasian	#	-	-	7,451
African American	#	-	-	1,456
Hispanic	#	-	-	3,139
Other	#	-	-	730
Race/Ethnicity not disclosed	#	-	-	392
% Caucasian	%	-	-	57
% African American	%	-	-	11
% Hispanic	%	-	-	24
% Other	%	-	-	6
% Race/Ethnicity not disclosed	%	-	-	3

Metric	Unit	2022	2023	2024
Board of Directors				
Caucasian	%	89	89	80
African American	%	11	11	10
Hispanic	%	0	0	10
Other	%	0	0	0
Race/Ethnicity not disclosed	%	0	0	0
Executive Leadership				
Caucasian	%	100	100	100
African American	%	0	0	0
Hispanic	%	0	0	0
Other	%	0	0	0
Race/Ethnicity not disclosed	%	0	0	0
Salaried Employees ⁴				
Caucasian	%	77	75	70
African American	%	5	6	7
Hispanic	%	12	12	16
Other	%	5	6	7
Race/Ethnicity not disclosed	%	1	1	0

4 - U.S. workforce only.

Metric	Unit	2022	2023	2024
Hourly Employees ⁴				
Caucasian	%	51	51	37
African American	%	13	14	18
Hispanic	%	29	28	38
Other	%	5	4	7
Race/Ethnicity not disclosed	%	2	1	0
Age Diversity				
Global Workforce				
Under 30	#	-	-	1,830
30-50	#	-	-	4,896
Over 50	#	-	-	3,211
Not Disclosed	#	-	-	0
% Under 30	%	-	-	18
% 30-50	%	-	-	49
% Over 50	%	-	-	32
% Not Disclosed	%	-	-	0

4 - U.S. workforce only.

Metric	Unit	2022	2023	2024
Board of Directors				
Under 30	%	0	0	0
30-50	%	0	0	0
Over 50	%	100	100	100
Not Disclosed	%	0	0	0
Executive Leadership				
Under 30	%	0	0	0
30-50	%	40	33	38
Over 50	%	60	67	63
Not Disclosed	%	0	0	0
Salaried Employees ⁴				
Under 30	%	10	9	9
30-50	%	54	53	50
Over 50	%	36	38	41
Not Disclosed	%	0	0	0

4 - U.S. workforce only.

Metric	Unit	2022	2023	2024
Hourly Employees ⁴				
Under 30	%	20	19	22
30-50	%	49	49	49
Over 50	%	27	30	29
Not Disclosed	%	0	0	0
Respect for Our Environment				
Capital Expenditures Spend on Environmental Projects	\$	6,900,000	5,800,000	4,989,000
Emissions ⁵				
Scope 1 GHG Emissions	MTCO ₂ e	1,082,528	1,056,191	1,038,806
Scope 1 GHG Emission Intensity (MT of Emissions per MT of Raw Steel Produced)	MTCO ₂ e/MT	0.19	0.20	0.20
% of CO ₂ e Covered Under Emissions-limiting Regulations	%	3.88	4.27	7.23
Scope 2 GHG Emissions ⁶	MTCO ₂ e	1,297,667	1,232,430	1,215,332
Scope 2 GHG Emission Intensity (MT of Emissions per MT of Raw Steel Produced)	MTCO ₂ e/MT	0.26	0.23	0.23
Scope 1 & 2 GHG Emissions	MTCO ₂ e	2,380,195	2,288,621	2,254,138
Scope 1 & 2 GHG Emission Intensity (MT of Emissions per MT of Raw Steel Produced)	MTCO ₂ e/MT	0.41	0.42	0.42

4 - U.S. workforce only.

5 - Emission factors are based on the GHG Protocol.

6 - CMC's Scope 2 emissions include electricity only. CMC does not use outside heating, cooling or steam. Emission factors are based on the GHG Protocol, which includes the latest eGRID (2022) 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.

Metric	Unit	2022	2023	2024
Scope 3 GHG Emissions ⁷	MTCO ₂ e	1,450,639	1,387,937	1,615,509
Scope 3 GHG Emission Intensity (MT of Emissions per MT of Raw Steel Produced)	MTCO ₂ e/MT	0.25	0.26	0.30
Total GHG Emissions (Scope 1, 2 & 3) ⁷	MTCO ₂ e	3,830,834	3,676,558	3,869,647
Total GHG Emission Intensity (Scope 1, 2 & 3) ⁷ (MT of Emissions per MT of Raw Steel Produced)	MTCO ₂ e/MT	0.67	0.68	0.73
Air Quality⁸				
NOx (Nitrogen Oxides)	MT	865	857	821
SOx (Sulfur Oxides)	MT	593	488	461
CO ₂ (Carbon Dioxide)	MT	1,078,876	1,008,944	1,031,419
CH ₄ (Methane)	MT	138	127	132
N ₂ O (Nitrous Oxide)	MT	0.80	0.80	0.68
CO (Carbon Monoxide)	MT	4,298	4,203	4,634
Pb (Lead)	kg	1,237	1,184	1,043
VOCs (Volatile Organic Compounds)	MT	217	209	220
PM (Particulate Matter)	MT	412	344	378

7 - 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. Scope 3 data is being improved. This improvement will result in higher raw numbers and intensity values in 2024 than were reported in previous years.

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

Metric	Unit	2022	2023	2024
Energy				
Fuel Consumption ⁹	GJ	9,316,358	8,952,146	8,567,908
Natural Gas	GJ	8,482,268	8,329,192	8,086,247
% of Natural Gas (of Total Fuel Consumption)	%	91	95	94
Coal	GJ	0	0	0
Other Fuel (Diesel)	GJ	834,090	622,954	460,483
Facility Diesel Consumption	GJ	392,078	185,000	43,707
OTR Diesel	GJ	442,012	437,954	416,776
% Renewable Fuel	%	0	0	0
Electricity Consumption	GJ	12,740,274	12,118,414	11,955,219
% Renewable	%	23.2	22.8	24.3
Total Energy Consumption ¹⁰	GJ	22,056,632	21,070,560	20,545,656
% Grid Electricity	%	58	62	54
% Renewable	%	13.4	14.1	14.2
Energy Intensity ¹¹ (GJ of Energy per MT of Raw Steel Produced)	GJ/MT	3.83	3.89	3.76

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

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

11 - Energy intensity calculation includes electricity and natural gas consumed internally.



Metric	Unit	2022	2023	2024
Water				
Total Water Withdrawn	m ³	6,502,681	6,354,847	6,288,566
Water Withdrawn - Public Inlet	m ³	2,238,748	2,115,803	2,283,959
Water Withdrawn - Ground Water (Private Well)	m ³	2,872,075	2,842,069	2,829,560
Water Withdrawn - Surface Water (Stream/River)	m ³	1,391,858	1,396,975	1,175,047
Total Water Withdrawn Intensity (m ³ of Water per MT of Raw Steel Produced)	m ³ /MT	1.13	1.18	1.18
Total Water Withdrawn in High or Extremely High Stress Area	m ³	2,675,505	2,610,138	1,778,847
% Water Withdrawn in High or Extremely High Stress Area	%	41	41	28
Total Water Discharge	m ³	1,696,404	2,164,199	1,556,222
Total Water Consumption	m ³	4,806,277	4,190,648	4,732,344
% Water that is Recycled or Reused Multiple Times	%	88.4	90.1	91.0
Total Water Consumed in High or Extremely High Stress Area	m ³	2,189,788	2,104,272	1,695,705
% Water Consumed in High or Extremely High Stress Area	%	46	50	36
Waste & Co-Products				
Total Waste and Co-Products	MT	1,136,908	1,026,133	1,027,687
Total Hazard Waste	MT	63,635	62,313	62,101
% Hazardous Waste of Total Waste and Co-Products	%	5.6	6.1	6.04
% of Total Waste and Co-Products Recycled	%	89.5	88.6	88.4

Metric	Unit	2022	2023	2024
% of Total Waste Landfilled	%	10.5	11.4	11.4
Significant Spills Reported	#	0	1	0
Product Stewardship				
% Recycled Input Materials Used in Products	%	98	98	98
% Recycled Steel Used in Products	%	100	100	100
R&D Expenditures	\$	208,000,000	178,000,000	94,400,000
Accountability for Our Actions¹²				
Corporate Governance				
Political Contributions (through Employee-Sponsored PAC)	\$	103,500	128,300	103,800
Lobbying Expenditures	\$	299,494	327,000	288,000
Trade Association Expenditures	\$	1,878,658	2,088,863	2,152,337
Board Directors	#	9	9	9
Independent Directors	#	8	7	8
Board Independence	%	89	78	89
Ethics				
Employees Completing Code of Conduct	%	100	99	100
Customer Satisfaction				
Global Customer Satisfaction Score	#	94	97	97

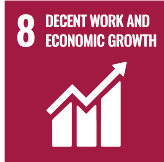
12 - CMC does not engage in mining operations, tailing ponds or water reinjection operations.

SDG Index



The Sustainable Development Goals

Goal	Target	CMC Activity, Initiative or Goal	Reference
<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 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 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>




The Sustainable Development Goals

Goal	Target	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>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>	<p>Introduction: About The Company, pg. 6</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>	<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 	<p>Reducing Our Environmental Impact: Environmental Strategy, pg. 36</p>
	<p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>		<p>Reducing Our Environmental Impact: Water and Waste Management, pg. 41</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>	<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. • CMC engages with our industry by participating in over 40 associations and committees focused on health, safety, and environmental stewardship. 	<p>Conducting Ourselves with Integrity: Trade Associations and Political Engagement, pg. 53</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>	<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 13.2 Integrate climate change measures into national policies, strategies and planning	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: <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. 	Introduction: About The Company, pg. 6 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

The Sustainable Development Goals

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 <u>2024 Form 10-K</u> , 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 <u>2024 Form 10-K</u> , 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 <u>Governance and Board of Directors 2025 Proxy Statement</u> , pg. 28-33
	GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body

Global Reporting Initiative

GRI Standard	Disclosure	Report Location or External Reference
	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
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

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GRI Standard	Disclosure	Report Location or External Reference
	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
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

Global Reporting Initiative

GRI Standard		Disclosure	Report Location or External Reference
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
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

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GRI Standard	Disclosure	Report Location or External Reference
	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
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

Global Reporting Initiative

GRI Standard	Disclosure	Report Location or External Reference
	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

SASB Index

Iron & Steel Producers SASB Standard

Topic	Accounting Metric	Code	Response
Greenhouse Gas Emissions			
	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-IS-110a.1	Performance Data Tables: Respect for Our Environment, pg. 64
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-IS-110a.2	Reducing Our Environmental Impact: Energy and Emissions, pg. 38
Air Quality			
	Air emissions of the following pollutants: (1) CO, (2) NO _x (excluding N ₂ O), (3) SO _x , (4) particulate matter (PM ₁₀), (5) manganese (MnO), (6) lead (Pb), (7) volatile organic compounds (VOCs), and (8) polycyclic aromatic hydrocarbons (PAHs)	EM-IS-120a.1	Performance Data Tables: Respect for Our Environment, pg. 65 CMC does not collect MnO or PAH data, and at this time, we do not have any information suggesting that these are relevant in our process.
Energy Management			
	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	EM-IS-130a.1	Performance Data Tables: Respect for Our Environment, pg. 66
	(1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas and (4) percentage renewable	EM-IS-130a.2	Performance Data Tables: Respect for Our Environment, pg. 66
Water Management			
	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	EM-IS-140a.1	Performance Data Tables: Respect for Our Environment, pg. 67
Waste Management			

Iron & Steel Producers SASB Standard

Topic	Accounting Metric	Code	Response
	(1) Amount of waste generated, (2) percentage hazardous, (3) percentage recycled	EM-IS-150a.1	Performance Data Tables: Respect for Our Environment, pg. 67-68
Workforce Health & Safety			
	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	EM-IS-320a.1	Performance Data Tables: Acting with Integrity, pg. 57-58
Supply Chain Management			
	Discussion of the process for managing iron ore or coking coal sourcing risks arising from environmental and social issues	EM-IS-430a.1	Conducting Ourselves with Integrity: Responsible Supply Chain, pg. 50 Performance Data Tables: About CMC, pg. 57 CMC does not use iron ore or coking coal to produce our products.
Activity Metrics			
	Raw steel production, percentage from: (1) basic oxygen furnace processes, (2) electric arc furnace processes	EM-IS-000.A	Performance Data Tables: About CMC, pg. 57
	Total iron ore production	EM-IS-000.B	Performance Data Tables: About CMC, pg. 57 CMC does not use iron ore to produce our products.
	Total coking coal production	EM-IS-000.C	Performance Data Tables: About CMC, pg. 57 CMC does not use coking coal to produce our products.

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Governance

Describe the board's oversight of climate-related risks and opportunities

Sustainability Strategy: Management of Sustainability, pg. 15
 Conducting Ourselves with Integrity: Governance Structure, pg. 47

Describe the management's role in assessing and managing climate-related risks and opportunities

Sustainability Strategy: Management of Sustainability, pg. 15

Strategy

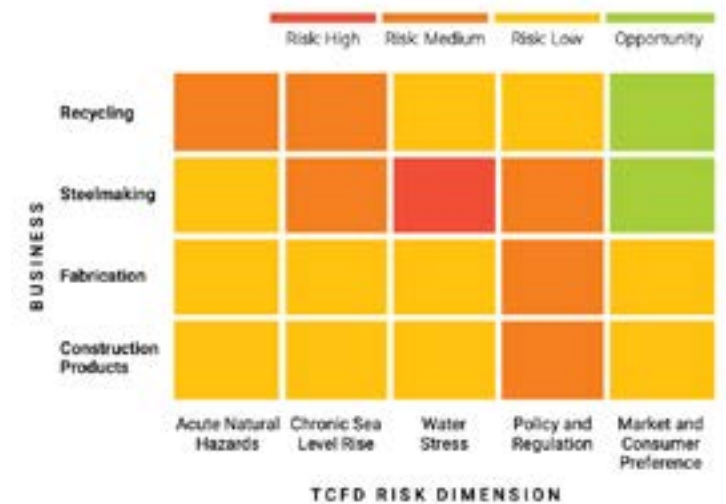
Describe the climate-related risks and opportunities the organizations has identified over the short-, medium- and long-term

The results of the climate risk assessment (CRA) displayed in the risk matrix to the right, 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



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Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning

Sustainability Strategy: Management of Sustainability, pg. 15
Reducing Our Environmental Impact, pg. 34

Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 degree Celsius or lower scenario

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, including worse-case scenario RPC 8.5, 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.

Risk Management

Describe the organization's processes for identifying and assessing climate-related risks

Our efforts to manage and report on climate risks include proactively addressing the emerging requirements in Europe and the United States. 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.

Describe the organization's processes for managing climate-related risks

Sustainability Strategy: Management of Sustainability, pg. 15
Reducing Our Environmental Impact, pg. 34

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Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management

Sustainability Strategy: Management of Sustainability, pg. 15
 Conducting Ourselves with Integrity: Risk Management, pg. 48

Metrics and Targets

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process

Reducing Our Environmental Impact, pg. 34
 Performance Data Tables: Respect for Our Environment, pg. 64-68

Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.

Reducing Our Environmental Impact, pg. 34
 Performance Data Tables: Respect for Our Environment, pg. 64-65

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets

Reducing Our Environmental Impact, pg. 34
 Performance Data Tables: Respect for Our Environment, pg. 64-68

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