



# 2022 ENVIRONMENTAL SOCIAL & GOVERNANCE REPORT

BUILDING A BETTER TOMORROW



# Table of Contents

## INTRODUCTION 3

Our ESG At-a-Glance	4
A Message From Our President & CEO	5
About Cornerstone Building Brands	6
Cornerstone Building Brands' Board of Directors Statement of Support	7
Our Core Values	7
Our ESG Vision: How We Are Building a Better Tomorrow	8
Our ESG Goals	9
Engaging Stakeholders & Understanding Materiality	11

## BUILDING A SAFER TOMORROW 13

Managing Climate Change & Energy	14
Reducing Waste, Water & Land Use	15

## BUILDING CARING COMMUNITIES 17

Cultivating Strong Talent Management	18
Fostering Diversity, Equity & Inclusion	20
Providing Occupational Health, Safety & Well-Being	22
Improving the Customer Experience	24
Giving Back Through Community Engagement & Philanthropy	24
Respecting Human Rights	25

## BUILDING RESPONSIBLE SOLUTIONS 26

Prioritizing Product Quality & Safety	27
Designing Product Innovation	28
Leading Product Stewardship	29

## BUILDING WITH ETHICS & INTEGRITY 30

Structuring Corporate Governance	31
Upholding Business Ethics & Values	32
Protecting Cyber & Information Security	32
Developing Responsible Supply Chains	33

## APPENDIX 34

ESG Data	35
GRI Content Index	38
SASB Disclosures	46
TCFD Index	47



## About This Report

GRI 2-3

This year's Cornerstone Building Brands Environmental, Social and Governance (ESG) Report highlights the progress we've made on our environmental, social and governance commitments. In alignment with our financial reporting, this report covers information for the fiscal and calendar year January 1, 2022–December 31, 2022.

This report is informed by several reporting frameworks and is in accordance with the 2021 GRI Universal Standards, the Task Force on Climate-Related Financial Disclosure (TCFD) and in partial alignment with the SASB: Building Products & Furnishings Standards.

We have partnered with a third-party sustainability consulting firm, ClimeCo, to validate our environmental data and methodologies included in our 2022 ESG Report, including metrics on waste, water and greenhouse gas emissions, demonstrating our commitment to data quality.

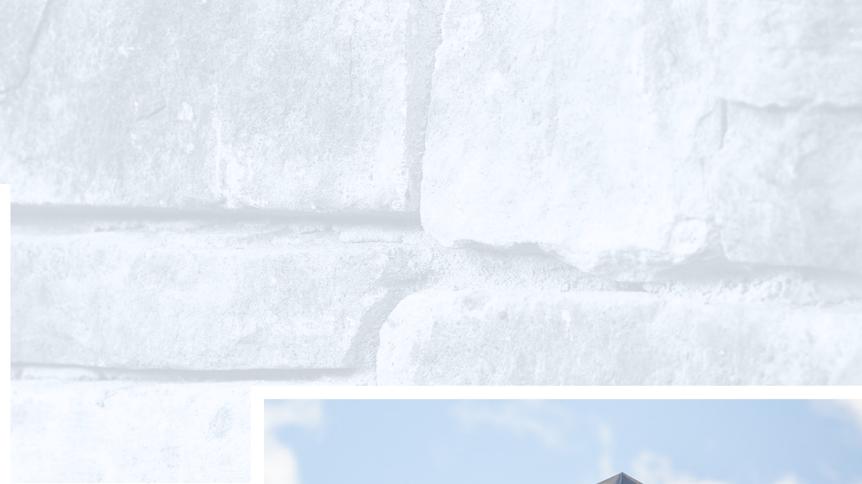
For additional information about our report, please contact us at [info@investors.cornerstonebuildingbrands.com](mailto:info@investors.cornerstonebuildingbrands.com).

# INTRODUCTION

Cornerstone Building Brands is committed to Building a Better Tomorrow for our customers, communities and future generations. Creating this future means making an unwavering commitment to work safely, responsibly and ethically across our organization and communities. With continuous improvement at its core, our environmental, social and governance (ESG) program is designed to advance our progress in these areas while enabling us to continue delivering best-in-class solutions to our customers. This report spotlights our ongoing ESG efforts and the progress we've made in 2022.

## In This Section

Our ESG At-a-Glance	4 →
A Message from Our President & CEO	5 →
About Cornerstone Building Brands	6 →
Cornerstone Building Brands' Board of Directors Statement of Support	7 →
Our ESG Vision: How We Are Building a Better Tomorrow	8 →
Our ESG Goals	9 →
Engaging Stakeholders & Understanding Materiality	11 →





## Our ESG At-a-Glance

**99**

Manufacturing Plants

**2.61**

Total Recordable Incident Rate

**24%**

Manager Racial and Ethnic Diversity

**78**

Warehouses, Distribution and Retail Outlets

**85%**

Total Waste Diverted from Landfill

**29%**

Female Workforce

**\$3,179,464**

In Product and Cash Donations  
to Help Build Affordable Housing

Helped Build

**674**

Homes Through Our Home for Good Project

**19%**

Female Managers

**19,500**

Team Members Worldwide

**45%**

Workforce Racial and Ethnic Diversity

**55%**

Female Executives

# A Message From Our President & CEO

GRI 2-22

To our stakeholders,

Cornerstone Building Brands is on a journey to become a premier exterior building solutions company. Delivering on our environmental, social and governance (ESG) commitment is a critical component of becoming a premier company. As a trusted manufacturer of exterior building products, we are in a unique position to build a better tomorrow through our actions, relationships, products and governance decisions. We are pursuing positive impact for the environment and the communities in which we live, work and play.

I am proud to present our second enterprise-wide ESG report. Since publishing our first report last year, we have transitioned from a public company to a private entity within the Clayton, Dubilier & Rice (CD&R) portfolio of companies. CD&R's operational and strategic support, combined with the unwavering dedication of Cornerstone Building Brands team members, is enabling us to create enhanced value for all stakeholders and build stronger communities now and for generations to come.

People are at the heart of everything we do. Above all else, building a better tomorrow means empowering our teams, customers and community members to share in our most important Company values: safety, integrity and inclusion. Integrity drives our

interactions and our corporate governance structures. Safety takes many forms, including a healthy natural environment, a truly inclusive workplace and industry-best occupational health and safety practices.

Technology also plays an important role in creating a safer tomorrow. In 2022, we implemented software platforms that enable us to better understand our current environmental footprint and continuously improve our operational sustainability performance. The Cornerstone Building Brands Production System is one such platform. It has already improved many processes for data tracking and operations management. Going forward, the insights it provides will enable us to set plant-level resource conservation goals and continuously implement better product quality and safety measures.

In parallel to our operational efficiency initiatives, we continue to provide the market with sustainable, responsible building solutions that meet our customers' high standards. This report showcases how we prioritize product quality and safety as we strive to increase the life cycle and recyclability of our products.

Our actions influence the sustainability of our products, and so do the actions of our suppliers. In 2022, we focused on improving supply chain engagement by creating our Supplier Code of Conduct and began requesting environmental and social data from our suppliers.

We also made progress in 2022 by hiring a sustainability director to manage ESG programs, initiatives and reporting. As a result, this year's report incorporates more robust disclosure aligned with multiple reporting standards and is third-party validated. This delivers greater value for our stakeholders and greater accountability as we move our ESG initiatives forward.

Our 2022 ESG Report demonstrates our steadfast efforts to drive value by building a better tomorrow. Through this report, I invite you to learn more about Cornerstone Building Brands and how we are leveraging our solid foundation to create a more sustainable, responsible and ethical company. I am excited about the opportunities ahead to serve our employees, customers and communities and look forward to a promising future. Thank you for continuing to help get us there.

Sincerely,



**Rose Lee,**  
**President & Chief Executive Officer**  
**Cornerstone Building Brands**



# About Cornerstone Building Brands

GRI 2-1, 2-3, 2-6

Cornerstone Building Brands is the largest manufacturer of exterior building products by sales for residential and low-rise non-residential buildings in North America. Headquartered in Cary, N.C., we draw on more than 75 years of industry expertise and operations to create a market-leading portfolio of products that spans vinyl windows, vinyl siding, stone veneer, metal roofing, metal wall systems and metal accessories. We proudly serve residential and commercial customers across the new construction and repair & remodel markets in North America as we strive to become the premier exterior building solutions company.

Cornerstone Building Brands' broad, multichannel distribution platform and expansive national footprint includes more than 19,500 team members at manufacturing, distribution and office locations throughout North America. Our extensive coast-to-coast network of operations provides timely delivery of our products and services, and our vertically-integrated manufacturing processes lower costs and enhance quality control. Corporate stewardship and environmental, social and governance responsibility are deeply embedded in our culture as part of our Building a Better Tomorrow

mission, and we are committed to positively contributing to the communities in which we live, work and play. For more information, visit us at [cornerstonebuildingbrands.com](https://cornerstonebuildingbrands.com).

We have three reportable segments at Cornerstone Building Brands: Aperture Solutions, Surface Solutions and Shelter Solutions. Our segments compete based on aesthetics, quality, price, service and responsiveness to distributor, retailer and installer needs, as well as end-user customer preference. Please visit [our 10-K](#) for more information.

## Transitioning Our Ownership

In 2022, Cornerstone Building Brands transitioned from a public company to a private entity, as we became part of the Clayton, Dubilier & Rice (CD&R) portfolio of companies. CD&R shares our commitment and our vision for ESG to positively impact the communities where we live, work and play. With CD&R's operational and strategic support, Cornerstone Building Brands is well positioned to accelerate our future growth plans, deliver enhanced value to our customers and contribute to building a better tomorrow as we advance on our journey to become the premier exterior building solutions company. Please view [our press release](#) on the acquisition for more information.

## Our Portfolio of Brands

APERTURE SOLUTIONS - U.S.

Windows & Doors



SURFACE SOLUTIONS - U.S.

Siding, Stone Veneer & Accessories



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SHELTER SOLUTIONS

Buildings, Metal Roofing & Components



CANADA

Windows, Doors, Stone Veneer, Siding & Accessories



# Cornerstone Building Brands' Board of Directors Statement of Support

We are proud of the progress Cornerstone Building Brands continues to make on the journey to build a more sustainable, ethical and impactful organization. We are steadfast in our belief that Cornerstone Building Brands' commitment to ESG creates long-term value for all stakeholders. This commitment demonstrates the Company's drive to be an industry-leading organization while maintaining its long-established focus on people and communities. The Company's vision of being North America's premier building solutions provider is its guiding principle, and its ESG initiatives are essential to that effort.

Our Nominating & Corporate Governance Committee oversees sustainability-related issues, and the entire Board reviews the Company's ESG strategy to provide oversight. We fully support the

executive leadership team in the management and execution of the Company's ESG programs, which we believe make Cornerstone Building Brands a more valuable enterprise.

As the Board of Directors, we are committed to supporting the continuous integration of ESG into all parts of Cornerstone Building Brands' operations. As we bring the future into focus, our efforts to prioritize safe work environments and empower team members to grow while improving product sustainability will continue to enable the business, team members, customers and communities to thrive today and tomorrow.

**Board of Directors:** Rose Lee, Kathleen J. Affeldt, Wilbert W. James, Daniel Janki, John Krenicki, Tim O'Brien, Nathan K. Sleeper, Tyler Young, Jonathan L. Zrebic



## Our Core Values



### Safety

Safety is an essential part of our culture. We approach each day with careful attention to the well-being of every individual. From the moment we leave home to the time we return, we take personal responsibility for our safety and the safety of those around us.



### Integrity

We are honest and accountable in our actions with one another and with all our stakeholders, and we strive to build trust at every opportunity. Our commitment to doing what's right underscores everything we do each day.



### Innovation

We challenge the status quo and proactively seek opportunities for continuous improvement and transformative breakthroughs. We develop solutions to meet our customers' evolving needs and improve communities through our commitment to environmental sustainability.



### Teamwork

We work side by side to create an environment of collaboration and mutual respect. Our backgrounds are as varied as our talents, and we stand together as one winning team whose diversity reflects the communities we serve.

## Our Core Values

# Our ESG Vision: How We Are Building a Better Tomorrow

## Building a Safer Tomorrow

We are committed to protecting the environment through ESG initiatives that focus on managing climate change and reducing waste, energy, water and land use. Through these initiatives, we build value for our stakeholders, care for our communities and reduce our environmental footprint.

- [Managing Climate Change & Energy](#)
- [Reducing Waste, Water & Land Use](#)

## Building Caring Communities

The safety of our team members, which is guided by our Occupational Health, Safety & Well-Being initiative, is at the forefront of everything we do. We believe in leveraging sustainable business practices through our commitment to ESG to generate positive societal benefits for our communities and the customers we serve.

- [Cultivating Strong Talent Management](#)
- [Fostering Diversity, Equity & Inclusion](#)
- [Providing Occupational Health, Safety & Well-Being](#)
- [Improving the Customer Experience](#)
- [Giving Back Through Community Engagement & Philanthropy](#)
- [Respecting Human Rights](#)

## Building Responsible Solutions

We leverage our product stewardship, innovation, safety and quality initiatives to provide customers across North America with exterior building solutions they can rely on. Through our commitment to ESG, we develop and manufacture products to proactively meet customer needs, while upholding our responsibility to product integrity and sustainability.

- [Prioritizing Product Quality & Safety](#)
- [Designing Product Innovation](#)
- [Leading Product Stewardship](#)

## Building with Ethics & Integrity

We maintain a reputation of trust, strength and transparency in everything we do. We hold ourselves to the highest standards of integrity and ethics, conducting business in a manner that always upholds our values.

- [Structuring Corporate Governance](#)
- [Upholding Business Ethics & Values](#)
- [Protecting Cyber & Information Security](#)
- [Developing Responsible Supply Chain](#)



# Our ESG Goals

PRIOR ESG GOALS	PROGRESS	SUMMARY	2023 GOALS
<b>Climate Change, Energy Solutions, Water &amp; Waste</b>			
<ul style="list-style-type: none"> <li>Establish baselines for electricity, natural gas, and water consumption and estimate Scopes 1 and 2 greenhouse gas emissions.</li> <li>Establish baselines for waste generation and waste diverted from disposal.</li> </ul>	 <p><b>Completed</b></p>	<p>We utilize software platforms to assist with data collection from our facilities to create a better understanding of our full environmental footprint.</p>	<ul style="list-style-type: none"> <li>Reduce Scopes 1 and 2 GHG Emissions and energy consumption year-over-year based on identified baseline in 2022.</li> <li>Identify quantitative reduction targets for Scopes 1 and 2 GHG emissions and energy in 2024 based on year-to-date trend analyses and science-based methodology.</li> <li>Reduce water consumption and solid waste to landfill volume year-over-year based on identified baselines in 2022.</li> <li>Formalize water management plan for sites located within water scarcity zones.</li> <li>Identify quantitative waste reduction targets in 2024 based on year-to-date trend analyses.</li> </ul>
<b>Talent Acquisition, Engagement &amp; Retention</b>			
<ul style="list-style-type: none"> <li>Improve team member recruiting, retention and development, and reduce turnover.</li> </ul>	 <p><b>Completed</b></p>	<p>Our new job application process has reduced the time to apply from an average of 8 minutes to less than 2 minutes. As a result, our application completion rate has increased by 20%, resulting in an increased candidate pool. For training, we have increased the number of team members participating in leadership training opportunities.</p>	<ul style="list-style-type: none"> <li>Make continuous improvements in recruiting, retention and development, as well as reducing turnover.</li> </ul>
<b>Diversity, Equity &amp; Inclusion</b>			
<ul style="list-style-type: none"> <li>Build and support a diverse workforce and leadership teams that reflect the communities where we live, work and play.</li> </ul>	 <p><b>Completed</b></p>	<p>Our recruiters completed DE&amp;I training in Unconscious Bias, Diversity in Sourcing, Engaging with Diverse Candidates and more. To increase awareness of open positions to diverse candidates, we expanded our job posting network this year to include more underrepresented talent platforms.</p>	<ul style="list-style-type: none"> <li>Integrate DE&amp;I throughout the business via initiatives such as Cornerstone Building Brands Production System (CPS) pillars, Employee Resource Groups (ERGs) and talent training.</li> <li>Build and support a diverse workforce and leadership teams.</li> </ul>
<b>Occupational Health, Safety &amp; Well-Being</b>			
<ul style="list-style-type: none"> <li>Achieve a total recordable incident rate (TRIR) of less than 1.0 by 2026 as we pursue our goal of zero injuries.</li> </ul>	 <p><b>Ongoing</b></p>	<p>We increased training opportunities around health and safety and updated our Serious Incident Review and Incident Investigation processes to improve the safety of our people.</p>	<ul style="list-style-type: none"> <li>Improve Total Recordable Incident Rate (TRIR) by 20% year-over-year as we strive to finish each day injury and incident free.</li> </ul>

PRIOR ESG GOALS	PROGRESS	SUMMARY	2023 GOALS
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<b>Circular Economy</b>			
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<ul style="list-style-type: none"> <li>Evaluate new R&amp;D product solutions to identify energy efficiencies and opportunities for developing best-in-class sustainable products.</li> </ul>	 <b>Completed</b>	<p>Cornerstone Building Brands has launched an ESG Product Innovation Questionnaire with the Aperture Solutions-U.S. New Product Development team. This process allows our teams to evaluate new product development opportunities through an ESG lens.</p>	<ul style="list-style-type: none"> <li>Disclose product circularity by quantifying recycled content across major platforms.</li> </ul>
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<b>Transparency &amp; Reporting</b>			
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<ul style="list-style-type: none"> <li>Build out our internal sustainability capabilities and structure based on the 2021 Materiality Assessment and 2021 ESG Report.</li> </ul>	 <b>Completed</b>	<p>We hired a Sustainability Director tasked with design processes that support internal data gathering and disclosure strategies. Our newly-established Site ESG Champions program embeds sustainability deeper into our organization.</p>	<ul style="list-style-type: none"> <li>Operationalize ESG metrics to ensure data repeatability and assurance.</li> <li>Communicate the progress of our ESG journey with all stakeholders.</li> </ul>
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<b>Business Ethics &amp; Values</b>			
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<ul style="list-style-type: none"> <li>Launch a process to ensure suppliers certify adherence to the Cornerstone Building Brands Code of Conduct.</li> </ul>	 <b>Completed</b>	<p>Cornerstone Building Brands launched an updated <a href="#">Supplier Code of Conduct</a> that formalizes our expectations of business partners and secures information required prior to any business conducted. We have also invited 120 suppliers to participate in a Supplier Risk Assessment Program which includes an ESG component.</p>	<ul style="list-style-type: none"> <li>Ensure 100% of New Hires complete Code of Conduct training.</li> </ul>
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<b>Cyber &amp; Information Security</b>			
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<ul style="list-style-type: none"> <li>Implement IT Security, Compliance and Risk Management processes and procedures to increase security and mitigate the risk of cyber incidents.</li> </ul>	 <b>Ongoing</b>	<p>Cornerstone Building Brands improved our BitSight Security Rating and reduced our Phishing Click Rate.</p>	<ul style="list-style-type: none"> <li>Maintain BitSight Security Rating of Advanced.</li> </ul>
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<b>Responsible Supply Chain</b>			
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<ul style="list-style-type: none"> <li>Investigate sustainable packaging opportunities, including lightweight packaging and reusable or recyclable packaging.</li> </ul>	 <b>Ongoing</b>	<p>We launched a sustainable packaging working group in collaboration with our Supply Chain team to evaluate opportunities for reuse and recyclability.</p>	<ul style="list-style-type: none"> <li>Ensure 100% of new suppliers acknowledge our Supplier Code of Conduct.</li> </ul>
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# Engaging Stakeholders & Understanding Materiality

## Materiality

GRI 3-1, 3-2

In 2021, Cornerstone Building Brands conducted a materiality assessment to understand key issues based on internal and external stakeholder feedback. We identified, prioritized and validated material topics through our assessment process, organizing them by subject area and by their relevance to stakeholders, as well as risks, opportunities and impacts in the short-, medium- and long-term.

The resulting materiality matrix guides our ESG approach and informs how we allocate resources to address the current and emerging ESG topics most critical to our stakeholders. It also provides the foundation for the content we discuss in this report and defines how we share our progress toward building a better tomorrow. Note that we include product innovation, quality and safety as part of our larger environmental strategy, but for ease of reading and understanding, we break those topics out into a separate chapter: Building Responsible Solutions.



### Environmental

#### Priority Material Topics

- Climate Change
- Product Innovation
- Product Quality & Safety

#### Material Topics

- Biodiversity & Land Use
- Energy
- Product Stewardship
- Waste & Toxic Emissions
- Water

### Social

#### Priority Material Topics

- Diversity, Equity & Inclusion
- Occupational Health, Safety & Well-Being
- Talent Management

#### Material Topics

- Community Engagement & Philanthropy
- Customer Experience
- Human Rights

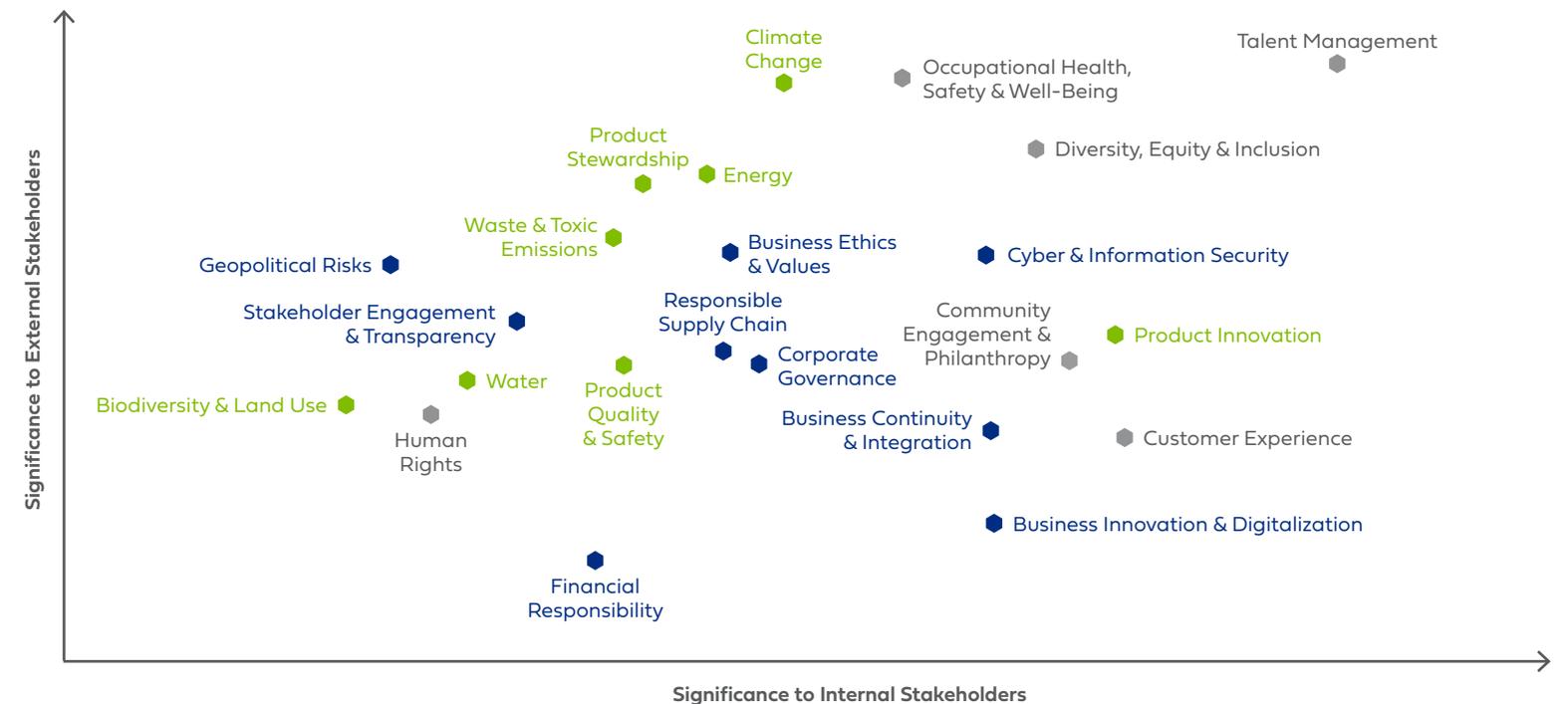
### Governance

#### Priority Material Topics

- Business Ethics & Values
- Cyber & Information Security

#### Material Topics

- Business Continuity & Integration
- Business Innovation & Digitalization
- Corporate Governance
- Financial Responsibility
- Geopolitical Risks
- Responsible Supply Chain
- Stakeholder Engagement & Transparency



## Engaging Stakeholders

Stakeholder	Example Priority Topics
Business Partners	Product Innovation; Talent Acquisition, Engagement & Retention; Business Innovation & Digitalization
Communities & Non-Governmental Organizations (NGOs)	Business Innovation & Digitalization; Occupational Health, Safety & Well-Being; Geopolitical Risks
Customers	Occupational Health, Safety & Well-Being; Talent Acquisition, Engagement & Retention; Diversity, Equity & Inclusion
Team Members	Talent Acquisition, Engagement & Retention; Customer Experience; Product Innovation
Governments & Regulators	Human Rights; Waste & Toxic Emissions; Cyber & Information Security
Industry Organizations	Energy; Product Stewardship; Climate Change
Investors & Financial Institutions	Talent Acquisition, Engagement & Retention; Climate Change; Stakeholder Engagement & Transparency
Peers	Occupational Health, Safety & Well-Being; Talent Acquisition, Engagement & Retention; Diversity, Equity & Inclusion
Suppliers	Product Stewardship; Waste & Toxic Emissions; Energy
Thought Leadership	Climate Change; Biodiversity & Land Use; Geopolitical Risks

## Partnering with Purpose

GRI 2-29

In 2021, Cornerstone Building Brands conducted a materiality assessment to understand key issues based on internal and external stakeholder feedback. We identified, prioritized and validated material topics through our assessment process, organizing them by subject area and by their relevance to stakeholders, as well as risks, opportunities and impacts in the short-, medium- and long-term.



## Industry Organizations

GRI 2-28

- ENERGY STAR®
- Green Building Initiative™
- Hollow Metal Manufacturers Association
- Manufacturers Alliance
- Metal Building Manufacturers Association®
- Metal Construction Association®
- National Association of Home Builders®
- National Association of Manufacturers
- National Coil Coating Association
- National Concrete Masonry Association
- National Fenestration Rating Council®
- Steel Door Institute
- United States Green Building Council®
- Vinyl Siding Institute™
- Vinyl Sustainability Council
- Window and Door Manufacturers Association





# BUILDING A SAFER TOMORROW

The safety of our communities begins with the natural environment in which we all live. Climate change and the unsustainable use of our natural resources threaten to expose our communities and planet to damage from extreme temperatures, weather, flooding and resource scarcity. To ensure future generations have the resources to safely live, work and play, we commit to reducing our environmental footprint and taking actions to mitigate climate change.

### In This Section

- Managing Climate Change & Energy 14 →
- Reducing Waste, Water & Land Use 15 →

# Managing Climate Change & Energy

Climate change directly impacts our business, communities, stakeholders, partners and customers, and is one of the largest challenges to securing our future. To do our part in building a safer tomorrow, we are continuously learning and implementing proven strategies to mitigate our contributions to climate change, including reducing the GHG emissions and energy intensity of our operations.

In our efforts to reduce GHG emissions, we consider the entire value chain of a product, including material sourcing, the energy used to power our plants and manufacture our products, and the impacts of our product packaging and logistics. Through this complete lifecycle approach, we actively facilitate energy conservation and efficiency initiatives in an effort to reduce our Scopes 1 and 2 emissions.

Our new data platform, PulsESG™, centralizes our ESG data gathering efforts and will enable us to establish baselines and targeted reductions. This quality baseline data will inform our opportunities to shift to renewable and low-carbon energy sources to reduce our emissions. As part of Cornerstone Building Brands' commitment to climate change adaptability, we are focused on developing management processes that will ensure continuous improvement.

When our customers distribute or use our products, they also play an essential role in building a safer tomorrow. Our building solutions enable those who use them to reduce both their energy costs and

carbon footprint by decreasing the heating and cooling levels needed for maintaining comfortable temperatures. We design products to last longer, have more beneficial heating and cooling capabilities and require less upkeep. For more information about how we design our products to manage energy, please see the [Building Responsible Solutions](#) section.

## Addressing & Adapting to Climate Change

GRI 3-3

Climate change presents increased risks to our operations and suppliers — and ultimately to the success of our business. Natural disasters and changes in climate such as extreme heat or cold weather events, extended droughts, wildfires, severe floods and catastrophic storms can reduce access to power, water and infrastructure, as well as disrupt the sourcing of raw materials, product manufacturing and delivery, and product installation.

In most cases, we are able to pivot our resources and production in response to extreme weather events. For example, when we experience weather disruptions at our Gulf Coast facilities, we can shift production to unaffected plants to meet customer demands while maintaining quality, accuracy and timely delivery standards. Cornerstone Building Brands is focused on developing management processes to ensure continuous improvement in climate change adaptability in the future.

## Measuring & Minimizing Our Energy Use

GRI 3-3

We are developing strategies around energy conservation and efficiency at our locations to allow us to achieve reductions in GHG emissions and operating costs. At the plant level, we have begun with energy audits facilitated by third-party assessors. These audits evaluate short- and long-term initiatives such as facility updates, lighting retrofits and equipment modification or replacement. The audit results along with our consumption data enable us to build Energy Use Indexes (EUIs) by square footage, site and unit production. Through this process, we have created baselines and plan to set company-wide energy efficiency targets. Cornerstone Building Brands also employs optimization and process efficiency programs within our manufacturing facilities to reduce energy consumption.

The energy efficient products in our portfolio provide savings and support energy efficiency efforts in communities across North America by facilitating energy conservation, reducing heating and cooling costs, and promoting sustainability. Many of our residential window products are ENERGY STAR® certified and several of our products receive the ENERGY STAR® Most Efficient distinction every year. For more information on our energy efficient products, please refer to the [Building Responsible Solutions](#) section of this report.



## Empowering Energy Efficiency Using Accessible Data

Cornerstone Building Brands has partnered with Veolia Environmental, an industry leader in energy management services, to optimize every element of our energy consumption, from procurement to data collection and efficiency improvement measures. Energy consumption dashboards enable cross-business knowledge sharing and benchmarking around energy initiatives. By training and empowering team members in a variety of positions across our business to monitor the data, we foster deeper collaboration between business units and drive action on improvement strategies. This expanded relationship provides the fundamental baseline, building blocks and tools needed to enable us to accelerate our commitment to building a better and safer tomorrow.

## Optimizing Transportation

We recognize that our fleet represents a portion of our emissions, and we are employing multiple strategies to reduce its carbon footprint and improve the fuel economy of our vehicles and freight transportation. With the incorporation of these new technologies and smart driving behaviors, the Cornerstone Building Brands fleet exceeds the average industry fleet<sup>1</sup> fuel efficiency by 26%.

Regular fleet maintenance contributes to keeping our vehicles efficient. In addition, we regularly replace aged vehicles with more fuel-efficient

<sup>1</sup> [Saving fuel: It's a good thing | FleetOwner](#)

models that better support environmental targets. Vehicles less than five years old come equipped with auxiliary power units (APUs) to reduce heating, cooling and lighting use within the cab and minimize vehicle idle time, contributing to our emissions reduction efforts.

While we work to reduce our fleet emissions, we will continue to evaluate future initiatives to increase logistics efficiency by reducing the number of routes and vehicles used while still meeting our product transportation needs. These combined efforts to improve efficiency and environmental impact from our transportation processes collectively contribute to building a better tomorrow.



## US EPA SmartWay Certification

In 2022, we became a SmartWay Partner by attaining the US EPA SmartWay Certification for our entire internal fleet. The program assists companies to advance overall supply chain sustainability through freight transportation efficiency. Through our dedication to measuring, benchmarking and improving our performance on key air quality and fuel efficiency metrics, we are building a safer tomorrow.

# Reducing Waste, Water & Land Use

GRI 3-3

Building a safer tomorrow requires careful stewardship of resources today. We continue to comply with applicable environmental laws, regulations and other requirements, and are developing programs and strategies to further reduce our environmental impact to help secure a safer tomorrow. These strategies include optimizing our lean manufacturing capabilities to drive efficient, consistent and dependable operations that help us reduce water and material consumption. We employ waste diversion to reuse or recycle non-hazardous materials rather than sending them to landfills. In the case of hazardous waste, we ensure it gets disposed of properly and responsibly.

In 2022, we improved data tracking across the organization using various platforms to provide better visibility to manage waste, water and GHG emissions. With our Cornerstone Building Brands Production System (CPS) in place and a baseline of data established, we are positioned to develop plant-level goals aimed at driving improvements across key environmental metrics.

## Keeping Materials Out of Landfills

We maintain robust manufacturing efficiency processes to reduce scrap and employ waste diversion programs for our most common scrap waste, including polyvinyl chloride (PVC), steel, glass and aluminum. Circularity is encouraged through our products — some of which are recyclable and some of which contain recycled content. For instance, the aluminum used in our residential building products contains recycled material and most of our low-rise non-residential building products use recyclable steel. We also recycle scrap glass and aluminum generated during the production of our windows. In 2022, we diverted more than 118,000 metric tons of waste, which is more than 85% of our total waste.



## Designing Better Beginnings & Ends

Sustainability is a key attribute for many of our product materials. According to the Vinyl Siding Institute's Life Cycle Inventory and Analysis findings, vinyl siding manufacturing is less energy-intensive to produce than fiber cement siding. Vinyl siding is also recyclable where facilities exist and is less waste-intensive than other exterior cladding materials. As active participants in these waste-reduction efforts, Cornerstone Building Brands builds vinyl waste diversion into our operations by regrinding it and incorporating it back into our production processes.

Additional Cornerstone Building Brands products that reduce environmental waste include our steel roof and wall panels — a recyclable construction solution with lower maintenance requirements and replacement frequency. Less maintenance for steel roofs translates to lower material waste, labor costs and energy consumption. Steel panels also represent a cooler roof system that offers energy savings by keeping the roof surface temperature lower than uncoated or traditional roofing materials during peak sun times.

## Sourcing Responsible Materials

Engaging with our suppliers creates opportunities to collaborate on our mutual sustainability journeys and enables us to source and secure supplies responsibly. In working with our suppliers, we've uncovered processes to reuse or recycle materials, including recycling glass cullet, aluminum and steel, and regrinding vinyl scrap. In 2022, we implemented new data request guidelines from suppliers, allowing us to baseline supplier capabilities for future product developments and sustainable material solutions.

## Protecting Against Air Contaminants

Our dedication to building a safer tomorrow extends to protecting the air that we breathe. We comply with the federal Clean Air Act and all applicable state and local regulations regarding air quality levels. This includes reducing air pollutant emissions from industrial stationary sources at our manufacturing facilities and employing pollution control measures to protect public health and welfare.

## Managing Hazardous Waste

Our hazardous waste management system abides by the federal Resource Conservation and Recovery Act, as well as applicable state and local regulations. We handle, store and dispose of hazardous waste in compliance with applicable regulations while leveraging best practices and management standards to implement hazardous waste pollution prevention plans where applicable.

## Preserving Water

Water is a limited resource critical to sustaining our environment and is also essential to some of our production processes. To manage our water use responsibly, we routinely evaluate initiatives to treat, conserve, recycle and reuse water where possible. For example, our vinyl extrusion process uses a closed loop system to minimize discharges and reduce the need for fresh water.

To protect public waters, Cornerstone Building Brands adheres to the federal Water Pollution Control Act (also known as the Clean Water Act) and similar local and foreign regulations for water discharges from industrial activity. In cases where we must discharge pollutants, we obtain all necessary permits. We also comply with stormwater pollution prevention discharge standards.

## Keeping Biodiversity in Mind

Building a safer tomorrow for people includes protecting our planet's biodiversity. As a topic of increasing importance to our external stakeholders, we will consider processes to evaluate the impact of our environmental footprint, climate change and materials sourcing on biodiversity concerns. For more information about resource conservation within our supply chain, please refer to the [Responsible Supply Chain](#) section of this report.



## Giving Vinyl Siding a New Life

We participate in the Vinyl Siding Institute's recycling program to use scrap vinyl from house demolitions as source material in new vinyl siding. In FY 2022, this cooperative with other building exterior manufacturers generated more than 40 tons of recycled vinyl scrap, diverting it from landfills and reducing the need for virgin plastic raw materials. Looking forward, we hope to expand this vinyl recycling effort to increase circularity in our own projects and to influence the industry to do the same through our interaction with the Vinyl Siding Institute.



# BUILDING CARING COMMUNITIES

Cornerstone Building Brands supports the team members who make manufacturing our products and solutions possible, the communities we help build and the customers who serve them. Our policies, systems and governance are designed to promote the well-being of our team members and the continued satisfaction of our customers. We are fostering inclusive, safe environments that provide opportunities for growth while also giving back to the communities where we live, work and play.

## In This Section

Cultivating Strong Talent Management	18 →
Fostering Diversity, Equity & Inclusion	20 →
Providing Occupational Health, Safety & Well-Being	22 →
Improving the Customer Experience	24 →
Giving Back Through Community Engagement & Philanthropy	24 →
Respecting Human Rights	25 →

# Cultivating Strong Talent Management

GRI 3-3

Our team members are critical to our mission and success, and, as such, our goal is to be an employer of choice in the communities in which we operate. Essential to this is creating a workplace that promotes our core values and operates within our team member success model elements of leading inclusively, driving change, winning as one and making an impact. We take great care in hiring, developing and retaining our team members to maximize their individual potential and our cumulative success.

## Success Model



## Hiring With Inclusivity

Cornerstone Building Brands recruiters complete DE&I training, and we have initiated unconscious bias training for hiring managers. Our talent acquisition strategy is based on an assessment of current and future business needs and team member succession planning. Fostering inclusivity at all stages of our hiring is critical to that strategy. Our recruitment process considers all candidates regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or veteran status. In addition, our recruiters leverage advanced toolkits supporting the increase of diverse candidates for consideration.

As part of our standard job posting process, open position descriptions include our DE&I Statement. To connect with a wider slate of underrepresented talent, we reach out both locally and nationally using a broad recruitment network. In 2022, we adopted a new job application system to improve the accessibility of our job openings, resulting in a reduction in time to apply and a 20% increase in application completion rates.

To attract team members from the communities in which we operate, in October 2022, Cornerstone Building Brands opened our doors at seven U.S. locations as part of the Manufacturing Institute’s Manufacturing Day. Under the “Building Stronger Communities” theme, we welcomed future manufacturing talent to tour our facilities to experience hands-on how products are made. This experiential event for students, parents, teachers and community members helped to increase awareness of career opportunities at Cornerstone Building Brands and the manufacturing industry in general. In fact, the manufacturing industry has been averaging approximately 800,000 jobs per month with an average annual U.S. income of \$95,990 in 2021 according to the Manufacturing Institute.

## Creating a Culture for Impact

Building caring environments for our team members begins with communication and is maintained through strong engagement and retention efforts. To create transparency and alignment with our goals and priorities, we hold regular town hall meetings at the leadership, business unit and plant level. In 2022, we launched our first team member survey as an additional channel to collect feedback and track engagement with a response rate of 53%. We leverage team member input from the survey in our business decisions, and in the future, seek to increase the percentage of team members participating in the survey as a means to increase engagement.



## Developing Leaders From Within

In partnership with the University of North Carolina’s Executive Development Program, we actively identify and upskill high-potential team members to prepare them for senior leadership positions through our Enterprise Leadership Program. Participants learn how to lead inclusively, drive change and make an impact in their roles while navigating complex problems and winning as one team. A final capstone project allows participants to build on program learnings to address potential Cornerstone Building Brands opportunities.

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Centered in our core values, our training and development approach ensures all team members receive equitable access to individualized career development opportunities, training and resources.

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This approach includes both production team members and registered contractors. In addition to role- and region-specific training that provides foundational skills for job responsibilities and compliance, individuals leverage our Learning Management System (LMS) to chart their own progress through courses led by in-person Instructor Led Training (ILT) and professional development activities aligned with their personal interests and career goals. Upon request, our Human Resources team works with team members to help create personal development plans to map out future opportunities with the Company.

To track performance and promote our core values, we conduct annual performance reviews for those who are salaried. In our reviews, we evaluate performance in relation to annual and personal development goals and evaluate how our team members integrate our success model into their daily work. Annual reviews provide formal opportunities for team members to discuss their progress and their aspirations with their supervisors and level-set expectations for future performance. We use the information derived from the annual review process to recognize and reward performance and to inform appropriate compensation.

## Recognizing Potential & Developing Leaders

We take a multi-pronged approach to identify and develop leadership from within the Cornerstone Building Brands organization. As part of our robust succession planning and personnel development process, our President and CEO and Board of Directors collaborate to identify development opportunities for team members who show the highest leadership potential, including candidates for senior leadership positions within the organization.

In 2021, we piloted The Enterprise Leadership Program with the University of North Carolina to help build a robust internal talent pipeline. This development program continues to accelerate the expertise of our team members who show strong potential as leaders.

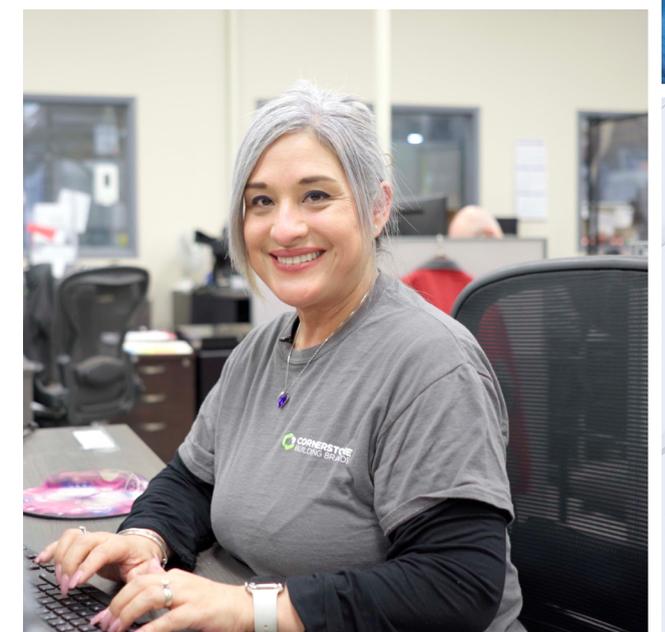
To accelerate the growth of our future leaders, we developed the Leadership Essentials Development Program — a training curriculum designed for people leaders at all levels. This course empowers team leaders to successfully navigate common management challenges in a manner consistent with Cornerstone Building Brands' core values. The program is designed to help current and future leaders develop key leadership skills including emotional intelligence, inclusivity, communication and collaboration over 12 weeks of instruction and self-directed assignments. A final capstone project

provides participants with the opportunity to apply their learning to a real-world Cornerstone Building Brands problem. Upon completion, participants receive post-course evaluations to provide feedback on how learnings were applied on the job. Over the past year, the Company has focused on increasing participation rates in the Leadership Essentials Development Program by team members in key knowledge areas such as HR, IT and Safety.

## Providing Competitive Pay & Benefits

Supporting our team members also means helping them take care of their financial and personal well-being. We design benefit packages to improve the physical, mental and financial welfare of our team members. Cornerstone Building Brands continually evaluates compensation packages to promote the fairness, equity and competitiveness of our pay and benefits, and to attract and retain the most talented individuals. We provide team members with base salary and variable pay; health, dental and vision insurance programs with company Health Reimbursement Account (HRA) contributions; flexible spending accounts; life insurance; short- and longterm disability; paid time off and retirement savings plans with company match.

In 2022, we increased wages for hourly team members, beyond standard merit increases, to help them adapt to inflationary pressures and to ensure we remain competitive in local recruitment markets.



# Fostering Diversity, Equity & Inclusion

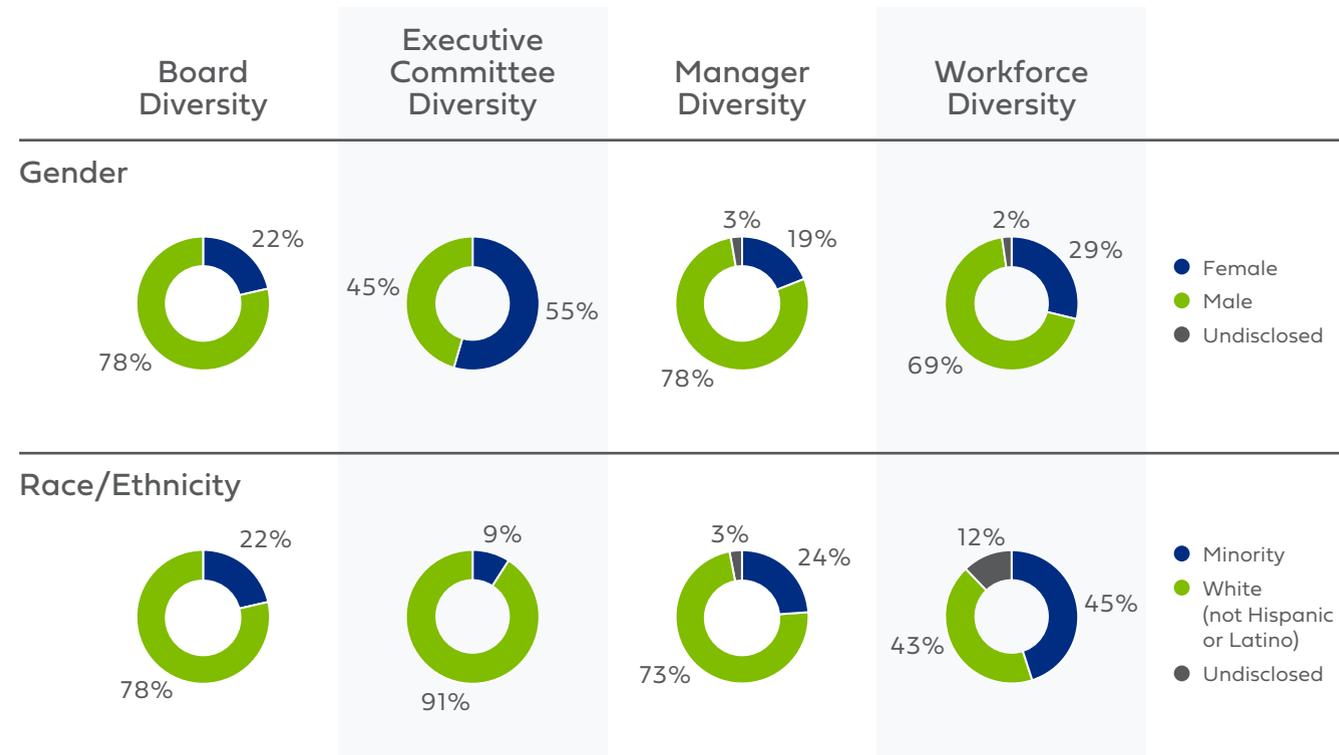
GRI 103 (2016): 103-1, 103-2, 103-3

It is important that the diversity of our Company is reflective of the communities in which we operate and the customers we serve. Cornerstone Building Brands is deeply committed to building an inclusive and equitable work environment based on mutual respect and where equal employment opportunities are available to all applicants and team members.

We continue to invest in a diverse, equitable and inclusive workforce where the unique backgrounds and contributions of all team members are valued. It is the right thing to do and results in long-term value creation for our business.

In 2020, our Executive Committee established a DE&I Council to expedite adoption and growth of DE&I efforts. Consisting of 18 key leaders and two executive sponsors chosen for their experience, capabilities, sphere of influence and passion for creating a more inclusive culture, the Council advises on DE&I priorities related to company culture, sets targets and benchmarks, provides education and training, gathers team member feedback, builds team member engagement, and evaluates and advances current DE&I initiatives. Our Executive Committee and Board of Directors monitor the Council's management and the Company's overall DE&I progress.

## Workforce Diversity for 2022



## At Cornerstone Building Brands, Diversity, Equity & Inclusion is:

**Diversity:** The presence of different types of people who possess unique combinations of characteristics and backgrounds, such as ethnicity, gender, sexual orientation and age.

**Equity:** The continuous practice of eliminating barriers to ensure all team members have access to resources, opportunities and advancement so they may fully contribute to the Company's success.

**Inclusion:** The act of creating a culture where everyone feels welcome, respected and valued.

## Committing to Inclusive & Safe Spaces

To reinforce our DE&I vision, we created the Cornerstone Building Brands' [Equal Employment Opportunity \(EEO\) policy](#), which is included in all open job posting descriptions. The EEO policy confirms our commitment to recruiting, hiring and training current and prospective team members without regard to any characteristics protected under applicable local, state or federal law. Under this policy, we actively recruit, hire and advance minorities, women, covered veterans and people with disabilities in the workforce, upholding our commitment to inclusivity across the entirety of our operations. For more information about our efforts to recruit, hire and engage strong, diverse talent, please see the [Cultivating Strong Talent Management](#) section of this report.

[Our Discrimination, Harassment and Retaliation Policy](#) establishes Cornerstone Building Brands' commitment to providing an application process and workplace environment free from any form of discrimination or harassment, including sexual harassment and discrimination based on race, color, religion, sex (including pregnancy or related medical conditions, gender identity and sexual orientation), national origin, ethnicity, disability, age, veteran status, military service or affiliation, genetic information or any other characteristic protected under applicable local, state or federal law. Every team member has a responsibility to conduct themselves in accordance with this policy and hold others accountable to the same standard.

Our DE&I policies and priorities support our business by:

- Giving all team members opportunities to provide feedback to the DE&I Council on an ongoing basis
- Enabling the establishment and growth of Employee Resource Groups (ERGs) that give our people the opportunity to support and learn from one another
- Supporting a variety of DE&I learning opportunities to help team members develop new competencies
- Evaluating current company initiatives through a DE&I lens and seeking improvement opportunities
- Developing measurable goals to track progress in building our team at all levels of the organization to reflect the communities in which we work

## Expanding Perspectives Through Employee Resource Groups (ERGs)

To build caring communities, promote a culture of inclusion and advance appreciation of our team member diversity, we formed four ERGs in 2021. This year, our ERGs continued to provide our team members with opportunities to express their perspectives, develop professionally, identify and receive peer and mentorship support and foster a sense of belonging. In addition to meeting monthly, our ERGs expand their reach by hosting a quarterly joint meeting where all team members are invited to learn from each other and the benefits of joining an ERG are showcased.



**WOMEN!**  
Women + Allies



**UNITY**  
People of Color + Allies



**PRIDE**  
LGBTQ+ & Allies



**PATRIOTS**  
Veterans + Allies



## CEO Pledge to Support More Inclusive Workplaces

President and CEO Rose Lee signed the CEO Action for Diversity & Inclusion Pledge — a commitment to cultivating a workplace that supports open dialogue around DE&I. In line with the pledge, Cornerstone Building Brands commits to implementing bias education and training, sharing best practices and engaging with the Board of Directors on CEO actions to develop DE&I strategies.

# Providing Occupational Health, Safety & Well-Being

GRI 3-3

We're focused on the well-being of each team member every day. We each take personal responsibility for our own safety and the safety of those around us in all parts of our business. We require our entire workforce — full-time team members, temporary team members, contractors and visitors, including those working remotely — to follow our safety standards.

## Establishing Safe Foundations

The Environmental Health, Safety & Sustainability (EHS&S) team designs, develops and implements our occupational health and safety strategy for the Company. Business unit leaders and plant leaders are accountable for executing our strategy through EHS&S Business Plans. The Executive Committee and Board of Directors receive quarterly updates from the EHS&S leaders on occupational health and safety management and progress.

Everyone at Cornerstone Building Brands is responsible for their own safety and the safety of their colleagues. We require team members to follow our safety expectations outlined below and in our Code of Conduct:

- **Remember that safety is everyone's responsibility.** Always maintain the highest safety standards and comply with all applicable policies and laws, including applicable job safety procedures and the Company's "Golden Rules." We do not tolerate violence, threats or unauthorized weapons.

- **Be alert and fit for work.** Do not work under the influence of alcohol, controlled substances or illegal drugs. Do not attempt to work if you are unable to perform your job safely or if your condition compromises your safety or those around you. This includes side effects resulting from legally prescribed medications, illness or fatigue.
- **Watch out for each other.** Never tolerate others who ignore or bypass safety standards. Help make sure that those who work with you, including other team members, contractors and third parties, act consistently with our safety standards.
- **Ask questions. Report problems.** If you have any questions about safety-related laws, safety policies or procedures, or possible health and safety hazards, discuss the matter with your safety representative or refer to the Getting Help section of the Code of Conduct.

## Protecting Our People

With our enterprise-wide Environmental, Health, Safety & Sustainability Policy and programs, we have continued to build on the foundation set by our business units and brands. Our policy includes, as a baseline, compliance with the United States Department of Labor Occupational Safety and Health Administration (OSHA) and comparable state and foreign laws and regulations on health and safety.

This year, we built on our existing safety initiatives to strengthen our safety culture. Our pilot Walks & Talks program encourages an open dialogue about safety by providing a forum where team members can talk to leadership about safety concerns. In addition, plant leaders observe team members performing tasks to focus on safety performance and safety program implementation. Leaders follow up to discuss performance and areas for improvement where needed.

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**Our Stop Work Authority program empowers any team member, visitor or contract worker to exercise their responsibility to stop work should they perceive unsafe situations that may result in injury or risk.**

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Moreover, Cornerstone Building Brands leaders regularly monitor CPS safety dashboards to identify and flag safety performance trends so program changes can be implemented.

In 2022, we prioritized our fleet drivers' health, safety and wellness. We are focused on improving the work experience and lifestyle of our drivers, on and off the road. Coupled with regional pay equity adjustments, our drivers are now more engaged and retention rates have jumped from 72% in 2021 to 79%.

To ensure the health and safety of our people, we make the following health and safety commitments:

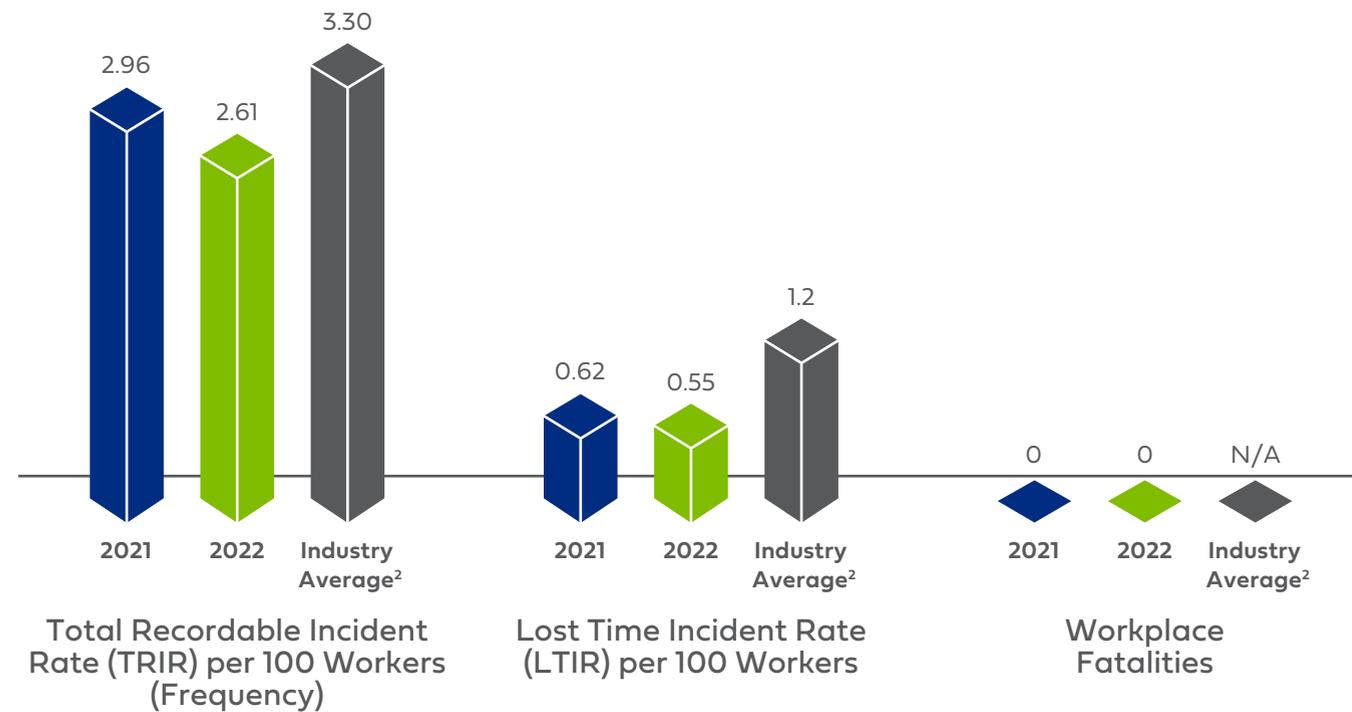
- We are committed to providing necessary training for our team members to perform their jobs safely.
- We are committed to developing and maintaining occupational health and safety programs and initiatives with the purpose of eliminating all injuries, safety incidents and job-related illnesses.
- We are committed to addressing all occupational health and safety risks in a thorough and timely manner.
- We will design, build and deliver tools to leaders and team members to use in mitigating and eliminating hazards and risks.



## Measuring Improvements

We gather, analyze and report health and safety data across all of our business units using a third-party software platform. Each year, we audit approximately 25% of our plants to ensure that risks are appropriately managed, and to identify opportunities for improving EHS&S programs and implementing them successfully. In the last year, we are proud to have improved health and safety performance through enhancements to our training programs, the Serious Incident Review Process and the Incident Investigation Process. Our efforts have led to better than industry average safety performance for Total Recordable Incident Rates (TRIR) and Lost Time Incident Rate (LTIR) for the manufacturing industry, according to the Bureau of Labor Statistics.

### Safety Performance<sup>1</sup>



<sup>1</sup> Data includes divestitures (until sold). All workers are included in Occupational Health, Safety & Well-Being data. We calculate our rates using 200,000 hours worked with a total of 47,751,817 hours worked in 2022. Strains and sprains were the most common types of injuries.

<sup>2</sup> Bureau of Labor Statistics, 2021 Manufacturing Industry.



## Modeling Industry-Best Safety Practices

At our Gaffney, North Carolina manufacturing plant, we received recognition for exceptional safety practices from the OSHA Safety & Health Achievement Recognition Program (SHARP) in 2022 for the second year in a row. The SHARP program recognizes exemplary safety and health programs at worksites and is a testament to Cornerstone Building Brands' dedication to caring for our team members.

# Improving the Customer Experience

GRI 3-3

Building caring communities means prioritizing our customers. We are focused on being a customer-centered organization, concentrating on quality and service. We want customers to recognize us as their partner of choice as we work alongside them to create mutual value through our manufacturing footprint, differentiated products and solutions.

## Establishing a Responsible Network

We are guided by our mission to win together by achieving excellence every day through a relentless commitment to our customers, the ingenuity of our people and our operational performance.

Every customer facing department is responsible for ensuring the highest level of customer engagement and service. To drive improvements in customer experience, we have implemented enterprise-wide teams that work across our business units to provide support. Our customers who sell to end-users receive product, installation and sales training to ensure our market base is guaranteed a consistent and positive experience with our Company. We continue to invest in business support, marketing tools and other value-added services to strengthen our customer connection.

## Driving Customer Satisfaction

We utilize a variety of programs to improve overall customer experience. Our customer loyalty program enables direct communication and product access while providing customers with industry resources. Customers who participate in our loyalty program are eligible to receive item catalogs and to participate in industry roundtable discussions, among other benefits.

By incorporating the Net Promoter Score (NPS) into our customer experience strategy across our Shelter Solutions business unit, we measure our customers' level of satisfaction and their willingness to recommend our products to others. This understanding of how our customers view our performance enables us to create a baseline of customer satisfaction and drive continuous improvement.

We also utilize a customer portal and customer journey mapping assessment to continually improve our products and services. Our sales, marketing and field teams are directly engaged with our customers to regularly receive feedback on their experience. Input from the warranty claim process contributes to product design improvements and diagnosis of common points of failure. To stay in tune with customers, our CEO receives monthly reports detailing customer feedback and experience performance metrics.

# Giving Back Through Community Engagement & Philanthropy

GRI 3-3

We reinforce our philosophy of caring for communities through our Cornerstone Building Brands Cares initiatives. We lean on team members to guide our efforts to best address the needs of the communities in which they live and work — building stronger communities now and for generations to come.

## Our Life's Work Changes Lives: Home for Good Project

Cornerstone Building Brands developed the Home for Good project to address the critical need for affordable housing that exists across North America. More than 17 million U.S. households (one in seven) spend more than half of their income on housing, and we know a home is so much more than walls and a roof. Home provides the stability and independence that lead to future success across so many facets of life.

We recognize that climate change poses an increasingly material risk to community stability, resilience and affordability. Therefore, this year our Home for Good project prioritized support in areas that are either prone to natural disasters or recovering from a recent event. To provide assistance to those in need, we donated impact windows, siding and other performance products, helping to build fortified homes that can withstand worsening environmental conditions.

Since 2016, the Home for Good project has provided more than \$3.1 million in exterior building products, financial contributions and volunteer hours to build or remodel more than 670 Habitat for Humanity homes in more than 90 communities.



## Localizing Impact: Connecting Communities Program

We understand that community needs vary across our wide footprint and want to ensure our team members can directly impact the communities they call home. Our Connecting Communities program has outreach teams at office and manufacturing facilities that provide the resources needed to build partnerships with local community organizations and execute activities that address local needs. Team members direct what causes to support and how the Company engages with these communities.



## Caring for Communities Through Impact

Cornerstone Building Brands received the 2022 Social Impact Award, courtesy of the Vinyl Sustainability Council (VSC), for the Home for Good project. Our commitment to growing stronger communities means we not only want to provide the products to build affordable homes, but we ensure the products provided are sustainable for the future.

Last year, we met our goal of expanding our program to 10 participating facilities by launching the program at eight additional sites and increasing engagement with our existing outreach teams. As we continue to grow our partnerships with community leaders, we hope to establish ourselves as impactful and integral community partners.



## Taking Care of Our People in Times of Need

In the moments they need a helping hand the most, the Cornerstone Building Brands Employee Assistance Fund supports our team members experiencing financial hardship due to natural disasters or unforeseen personal hardship. The program is funded by team members and other donors as well as contributions from the Company. Team member requests receive independent third-party review to fund expenses while grantees wait for homeowner's insurance, FEMA aid or other support to take effect. To learn more about our fund or to donate, please visit the [Cornerstone Building Brands Employee Assistance Fund](#).

# Respecting Human Rights

GRI 3-3

Cornerstone Building Brands recognizes human rights as a fundamental driver of our commitment to building caring communities. We consider our impacts on human rights from the boardroom to the factory floor and beyond. The Company strives to treat our people, business partners and stakeholders fairly and respectfully, implementing policies to protect team members in our offices, plants and throughout our value chain at the corporate and individual levels.

## Our Human Rights Expectations

- **We are committed to respecting the human rights and dignity of everyone.** Business ethics and integrity guide our conduct every day. Everyone within the Cornerstone Building Brands community is entitled to respect, integrity and professionalism, including team members, temporary or contract workers, candidates, customers and suppliers.
- **Understand and follow the law and our policies.** Cornerstone Building Brands complies with all applicable national, state and local laws regarding human rights. Our [Human Rights and Labor Policy](#) establishes company standards regarding involuntary labor, discrimination, harassment, minimum wage, freedom of association, safety and environment. These standards apply to Cornerstone Building Brands and to our suppliers

and are included in the Company's Supplier Code of Conduct. Suppliers must also avoid the use of conflict minerals from specific regions of Africa. For more information about our supply chain, please see the [Developing Responsible Supply Chain](#) section of this report.

- **Report possible violations.** We make every effort to create an environment where all team members can work without fear of intimidation, reprisal or harassment and encourage the reporting of actual or suspected human rights abuses, whether in our operations or those of our business partners. Reports may be made to our Integrity Helpline, a confidential means for reporting possible legal and policy violations. Reports to the Integrity Helpline may be made anonymously where allowed by applicable law. Independent ethics and compliance professionals staff the Integrity Helpline, and supplied information is only accessible to those investigating claims. For more information about our Integrity Helpline, please see the [Business Ethics & Values](#) section of this report.
- **Respect human rights — every day.** We practice our human rights commitments through our daily conduct with one another and our business partners. The Company also recognizes the extended scope of human rights in our promotion of DE&I, disability accommodations and the protection of other rights for everyone with whom we do business.

# BUILDING RESPONSIBLE SOLUTIONS

Product quality and safety are our highest priority as we work to build reliable, responsible solutions for a safer tomorrow. Cornerstone Building Brands' exterior building products are the foundation of our business and our efforts to support the development of caring communities. We carefully design each product with a customer-centric focus, anticipating the needs and voices of our consumers and communities.

## In This Section

Prioritizing Product Quality & Safety 27 →

Designing Product Innovation 28 →

Leading Product Stewardship 28 →



# Prioritizing Product Quality & Safety

GRI 3-3

We have installed multiple processes to ensure product quality and safety. Our customer-first approach considers the end-use requirements of our products and feedback from longtime users. We hold various accreditations and quality certifications for our business' systems and management processes to meet these ends.

We check the quality of our products daily and results are monitored through our CPS dashboards. Quality managers identify, analyze and diagnose quality issues that are identified. Data is collected and mapped to a prioritization matrix to address issues identified.

## Ensuring Product Safety

Cornerstone Building Brands takes all product safety concerns seriously, swiftly elevating issues when we are made aware of safety concerns. To take preventative measures, we continually monitor the Consumer Product Safety Committee for issues and recalls from other peers to avoid similar problems. In the event of a defect, we enact an immediate shutdown of production at potentially affected facilities to inspect and verify product safety. Any product safety issues identified result in a full investigation, and future prevention is enforced through daily monitoring until all issues are resolved.

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To increase the ease and speed of reporting safety issues, we are launching a new mobile reporting platform to enable field-based team members to report quality issues and contact customers about product satisfaction more quickly.

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## Enterprising Product Quality

Quality and Safety are two of the eight pillars of our CPS, prioritized in every business activity for every team member. Our Vice President of Quality Assurance reports any product quality issues to the Board on a quarterly basis and leads our commercial and residential Quality teams. Our plants submit performance scorecards for analysis weekly, and the Quality team meets monthly with plant leaders to review performance and address any issues. Plant leaders and salaried team members have product quality metrics tied to their performance reviews.

To continue to improve our products' performance, we assess and monitor internal and external performance indicators such as manufacturing claims, scrap

generation and yields in our production. We utilize these assessments to evaluate our processes and consider the development of new production initiatives where opportunities arise.

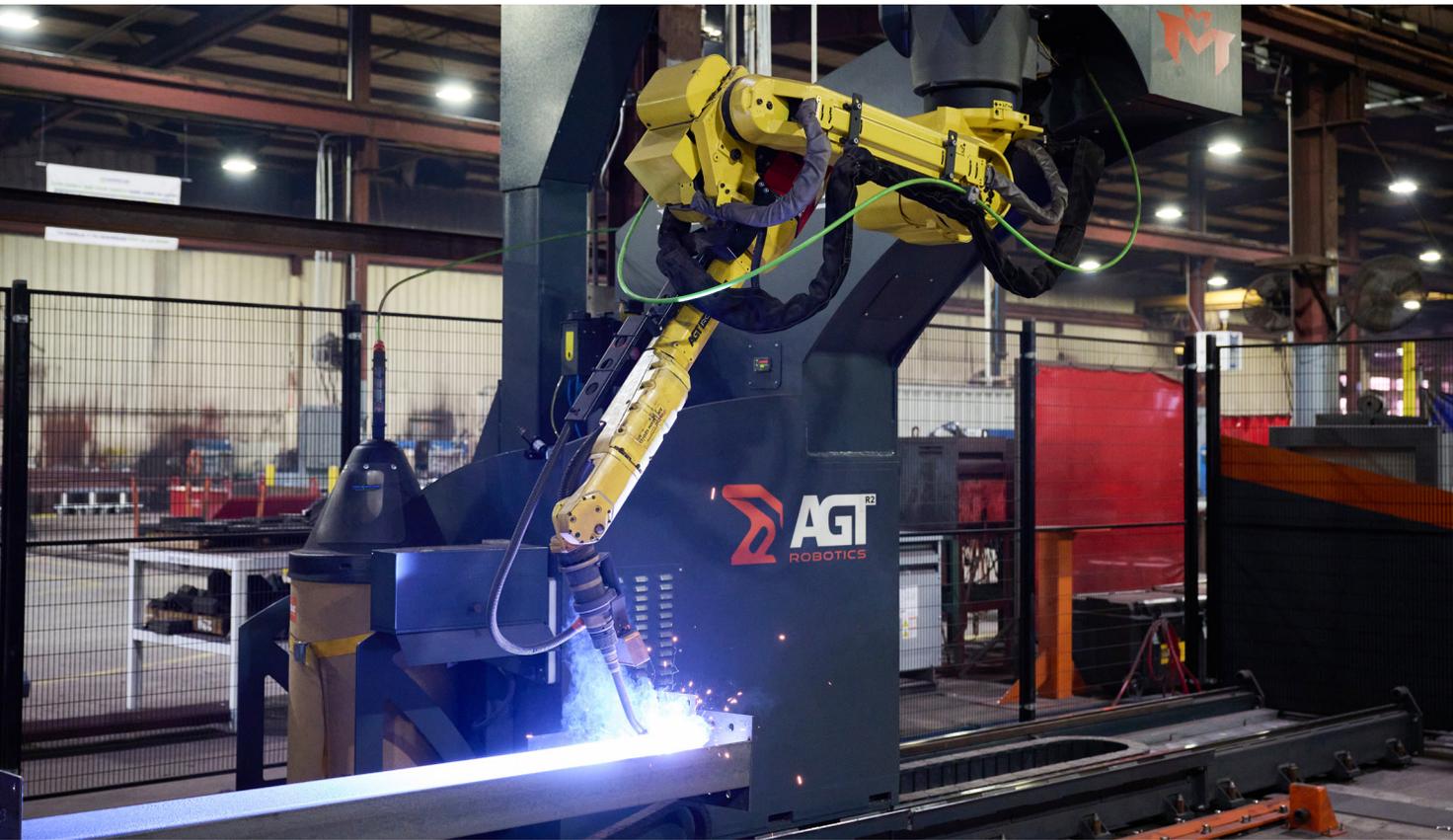
We subject our existing products to regular testing and recertification to meet the most stringent regulations and improve product quality. Cornerstone Building Brands' testing process involves high-stress environmental conditions exceeding real world scenarios such as dramatic temperature changes, hail, high winds and water infiltration to minimize potential product failure. Testing includes simulated destructive and accelerated regression tests based on nationally recognized industry standards such as those from the American Institute of Steel Construction (AIST) and the National Institute of Standards and Technology (NIST). To further ensure the quality of our products, we plan to launch our new No Defect Forward program in 2023 to train assembly workers to recognize common defects they may receive from prior stations, remediating defective pieces in real time during the assembly process.

Our approach to product quality focuses on identifying, prioritizing and remediating the most common types of failures in order to efficiently reduce the majority of failures, and prevent their future occurrence. We continue to use a data-driven approach to anticipate setbacks and improve the quality of our products and satisfaction of our customer base.



## Innovating Product Quality Testing

Cornerstone Building Brands goes to great lengths to ensure the quality of our windows, and we continue to improve quality testing to increase the reliability of all our products. Through our process of submerging windows in water, we can fully inspect for potential leaks in the seal that may result in window cloudiness or condensation within double panes. Using this industry-leading window dunk test, we reduced the likelihood of window seal failure by 40%.



## Leveraging Robotic Technology in New Product Designs

Our new Multi-Slide Patio Doors promote transitional living spaces, allowing users to transition between indoor and outdoor living seamlessly and in harmony with nature. The patio doors also employ Super Spacer® technology to reduce condensation and increase energy efficiency. Our Rocky Mount, VA facility is an example of a site that utilizes best-in-class automation technology to manufacture our patio doors with high precision and fewer chances for human error, and we have also invested in custom automation processes in our Marion, OH facility. Using automation for key processes is essential to product quality and helps us increase the consistency of our products. Cornerstone Building Brands continues to invest in additional automated product lines across the country to improve the thermal performance, quality and longevity of our products.

# Designing Product Innovation

GRI 3-3

Cornerstone Building Brands aspires to be the innovation partner of choice for our customers. We design our products to address customer needs while keeping critical environmental attributes in mind. We have developed our Expansive Innovation Engine to identify new growth capabilities beyond our core strengths. The Expansive Innovation Engine is a comprehensive set of strategies we use to create:

- Product innovation in our core businesses
- New technology enablement through digital, artificial intelligence and robotics
- Mergers and acquisitions and ventures which will expand our innovation pipeline

We consider market potential, scalability, resource intensity, sustainability, performance and other risks or opportunities at the inception of a product's creation. All proposed innovation initiatives are shared through an enterprise-wide system to spur cross-functional learning and identify opportunities to leverage the innovations across multiple business channels.

Through this approach, our experts assess new developments across the business. Newly developed products then go through quality and safety testing to ensure they meet our standards. We use customized evaluation processes at each development stage to support data-driven solutions and equip our team with the proper information for implementation.

We consider value propositions, growth strategies and sales objectives in our monthly reviews of new product development projects. Our cross functional teams also consider stakeholder feedback, emerging regulations and end-market needs to inform our R&D and innovation programs. We are implementing an ESG Product Innovation Questionnaire with specific considerations for environmental and social impacts in conjunction with our New Product Development teams to improve our inclusion of sustainability in our evaluations. Our teams regularly update the Executive Committee and Board of Directors on new product development results and engage with our suppliers, customers and end-users to gather feedback throughout the development cycle.

# Leading Product Stewardship

GRI 3-3

Our approach to sustainable product stewardship begins with assessing our current suite of exterior building products and strengthening the positive impacts they deliver to our customers and communities. Many of our products promote energy efficiency, which not only reduces the carbon footprint of our product users but also generates savings by reducing heating and cooling bills.

We stress-test our products to protect our customers from the negative impact of climate and weather. As climate change increases the frequency and intensity of extreme weather events, our products help provide longevity and protection to the buildings that utilize them. By creating durable products, we reduce the need to replace and repair — decreasing both material use and waste production — and we prioritize the use of safe, sustainable and recyclable materials to reduce resources from landfill.



## Partnering on Circularity

We work with Clayton Homes to reclaim scrap vinyl siding, reduce packaging and decrease the amount of wood needed in vinyl siding transportation by using bulk crates. Since 2017, our program has reclaimed more than 5,400 tons of scrap for recycling with customers receiving credit for participation. Through our program, we recycled almost 1,000 tons of scrap vinyl in 2022.



# BUILDING WITH ETHICS & INTEGRITY

At Cornerstone Building Brands, we operate with ethics and integrity every day. We believe that our intentional commitment to running our business ethically results in a premier company. This core value is central to all we do and applies to all our business units and all of our team members. From the boardroom to the plant floor, we embrace governance that supports us in building a better tomorrow.

### In This Section

Structuring Corporate Governance	31 →
Upholding Business Ethics & Values	32 →
Protecting Cyber & Information Security	32 →
Developing Responsible Supply Chain	33 →

# Structuring Corporate Governance

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-19; 3-3

## Reaffirming Our Commitments

During our transition to a private enterprise in 2022, we revisited our charters for the Board of Directors and associated committees which reaffirmed our core value of building with ethics and integrity. Our corporate policies and guidelines ensure the highest standards of behavior, and we consider these values in every decision that affects the Company, our team members and other stakeholders.

## Corporate Governance

Our [Corporate Governance Guidelines](#) provide the framework which governs the actions of our Board of Directors and committees. The guidelines outline Board responsibilities, director qualifications and performance evaluation processes. The Board of Directors regularly reviews the Corporate Governance Guidelines to affirm best practices. The most recent version of our guidelines was restated in July 2022.

Our Board of Directors is comprised of nine directors, with four that could be determined to be independent under NYSE rules.

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**Two of our directors are diverse by gender and two are diverse by race and ethnicity.**

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Our three standing Board Committees have different oversight responsibilities. Each of the committee charters were amended and restated in July 2022.

The Audit Committee oversees the accuracy and integrity of the Company's financial statements, internal controls, compliance with relevant regulations and engagement with independent auditors. The Committee also assists the Board of Directors in risk oversight.

The Compensation Committee reviews compensation and benefits granted to executive management. The Committee also oversees talent management and development policies and strategies.

The Nominating and Corporate Governance Committee oversees succession planning, performance evaluations and the nomination of future Board candidates. The Committee also manages standards and guidelines for Cornerstone Building Brands' governance.



## Sustainability Governance

The Board delegated oversight on sustainability-related issues to our Nominating & Corporate Governance Committee in 2021. At each Board meeting, management provides an update to the NCG about the progress of the sustainability strategy and any risks and opportunities, which is then communicated to the full Board of Directors by the Governance Chair. ESG is also considered in our Enterprise Risk Management program used to identify specific enterprisewide risks, such as emerging ESG regulations, strategic risk, reputational risks and climate change risk.



Average Board Tenure:  
**6.5 Years**

2022 Board Independence:  
**44%**

# Upholding Business Ethics & Values

GRI 2-23, 2-24, 2-25, 2-26; 3-3; 205-1, 205-2

Cornerstone Building Brands has worked hard to build a reputation of trust, strength and integrity around every interaction. Our commitment to excellence includes a focus on doing business honestly and in compliance with both the letter and the spirit of the laws and regulations that apply to our business.

## Operating With Integrity

Cornerstone Building Brands' [Code of Conduct](#) establishes the principles that underpin our commitment to building with ethics and integrity. The Code describes how we integrate ethical principles into business practices and culture through honesty, transparency and compliance. Our commitment to integrity provides the foundation for Cornerstone Building Brands' internal and external relationships.

All team members are required to complete Code of Conduct training during the onboarding process and annually thereafter. Once completed, team members are required to formally acknowledge that they have read and understand the Code of Conduct.

Cornerstone Building Brands' Anti-Bribery Policy outlines the Company's stance on bribery or any other form of corruption or fraud. Team members and others acting on behalf of the Company must comply with applicable international laws and regulations relating to bribery, corruption and

illicit payments, including the U.S. Foreign Corrupt Practices Act. Also, our position against bribery and corruption is established in our Code of Conduct and reinforced in our Supplier Code of Conduct and Anti-Corruption Policy. In addition to annual Code of Conduct training, team members in the Sales, Finance and Supply Chain departments are required to take training focused on bribery and corruption risk.

## Supporting Honesty: Integrity Helpline & Investigations

Team members and third parties may raise questions and concerns confidentially and, where legally permissible, anonymously through Cornerstone Building Brands' Integrity Helpline. The Helpline is administered by an independent company, is available 24 hours a day, seven days a week and can accommodate calls in local languages.

All reported Code of Conduct violations are taken seriously, and Cornerstone Building Brands is committed to the full and proper investigation of every report. In the event an issue is substantiated, prompt and appropriate corrective action is taken, up to and including termination, if appropriate. Cornerstone Building Brands does not tolerate retaliation against anyone who in good faith reports an actual or suspected Code of Conduct violation. Retaliation reports are thoroughly investigated and examined closely.

# Protecting Cyber & Information Security

GRI 3-3

Our business relies on the security of our technology infrastructure and technology applications to support our operations. We employ strong data security measures to minimize the risk of security breaches, unauthorized access and potential disruptions to our services. To adapt to changing needs and risks, we consistently update our technologies and scan for vulnerabilities. Our high level of cybersecurity enables us to build a safer tomorrow.

Our Cybersecurity Policy outlines our procedures to safeguard data, systems and information should a cyber threat or security incident occur. The policy highlights the three pillars of our cybersecurity strategy:

- **Confidentiality:** Prevent and detect cyberattacks seeking to acquire confidential information.
- **Integrity:** Prevent and detect cyberattacks that corrupt, damage or destroy information and/or systems.
- **Availability:** Prevent and detect cyberattacks that flood network resources, making them unavailable.

Our IT Steering Committee, composed of members of the Executive Committee and relevant subject matter experts, manages our IT strategies, including cybersecurity initiatives. To safeguard against security breaches, we continually monitor our systems for current and potential threats. All new suppliers,

vendors and newly-acquired businesses undergo a series of technological infrastructure reviews to identify and mitigate potential security risks.

In response to increasing cybersecurity risks and in an effort to build a safer tomorrow, Cornerstone Building Brands has implemented additional cyber and information security initiatives, including:

- Layered security
- Authentication & messaging
- IT infrastructure security
- Anti-virus protection
- Patch management
- Backup and recovery
- Security monitoring
- Cyber-awareness training
- Continuous team member education

To measure the effectiveness of our IT security management and policies, we track our scores with BitSight, a third-party cybersecurity ratings company. In the last two years, our score has increased from 480 to an industry-leading 770 due to our policy enhancements. Looking forward, our primary focus for 2023 is to continue to centralize and consolidate our cybersecurity efforts by aligning platforms and increasing monitoring efficiency.

# Developing Responsible Supply Chains

GRI 2-24; 3-3

Our products rely on dependable and flexible supply chains to deliver quality raw materials to our manufacturing facilities.

To make our products, each of Cornerstone Building Brands' business units uses raw materials that are primarily commodities. We use steel in our Shelter Solutions business and PVC resin, glass and aluminum in our residential businesses. Several of those commodities' availability, quality and costs are influenced by market conditions and fluctuate over time. These commodities are typically readily available from various sources, especially in North America.

Our goal is to achieve a resilient supply chain that can withstand unforeseen and unanticipated disruptions that could impact our business operations. Our supply chain teams adapt to changing commodity pricing, availability and quality by sourcing from a range of established suppliers across North America to meet the demands of our operations. For instance, we source alternative materials and suppliers from multiple locations to address any gaps in our demand. We also engage our suppliers on mutual strategies to enhance resilience while upholding the same expectations for quality.

## Upholding Supplier Expectations

Our suppliers are an important extension of our Company — without them, we can't build a better tomorrow. We hold our suppliers to the same strict ethics and integrity principles to which we hold ourselves accountable. We introduced our [Supplier Code of Conduct](#) in 2022 to enhance disclosures and engagement on sustainability, DE&I, prison labor and other priorities.

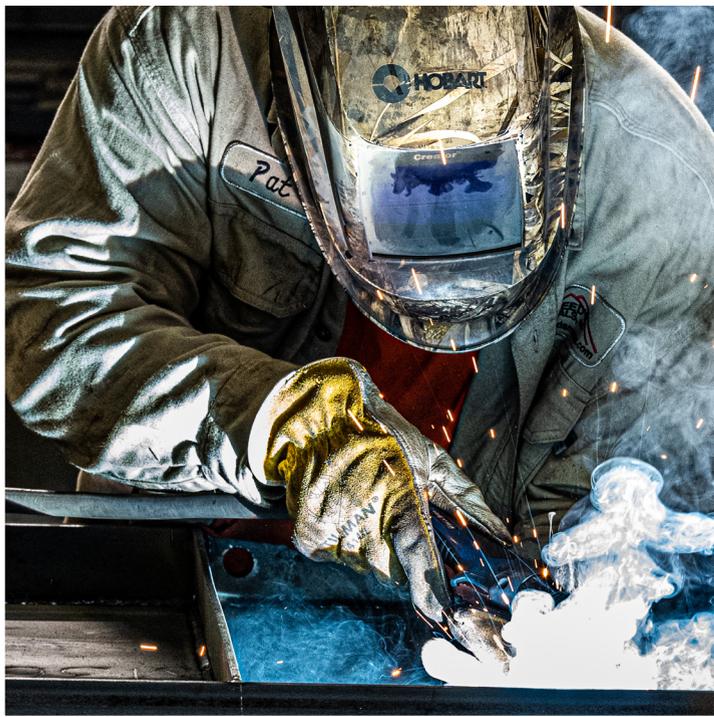
Our Supplier Code of Conduct builds on existing guidelines on important topics such as human rights, diversity & inclusion and ethics. We recognize our role in protecting against human rights infringements in our business activities. For more information about our supplier guidelines, please refer to our [Supplier Code of Conduct](#).

We expect suppliers to have due diligence standards in place and to conduct country-of-origin inquiries when reasonable to identify and prevent any sourcing of conflict minerals. We source materials from conflict-free facilities and abide by relevant transparency laws, such as the

California Transparency in Supply Chain Act. To ensure compliance, we use a third-party resource to survey our suppliers and adjust our procurement decisions accordingly. Our survey tools allow us to monitor supplier cybersecurity profiles, financials and regulatory compliance and seamlessly request additional data on ESG and safety.

We also urge our suppliers to consider the sustainability-related issues crucial to their operations and how their improvement efforts may align with our own. As we assess potential suppliers, we consider their capacity to satisfy our requirements — such as material reutilization — to help us meet our goals.





# APPENDIX

Cornerstone Building Brands has reported in accordance with the GRI Standards for the period January 1, 2022 to December 31, 2022, in partial alignment with the SASB standards for the Building Products & Furnishings Industry and with reference to the TCFD recommendations. We have provided relevant ESG data and framework indices below.

## In This Section

ESG Data	35 →
GRI Content Index	38 →
SASB Content Index	46 →
TCFD Index	47 →

# ESG Data

Environmental	Unit	2021	2022
<b>Climate Change (GRI 305-1, 305-2)</b>			

**About the Data:** The 2022 natural gas consumption data includes information from 73 locations. We prioritized the inclusion of our largest sites by floor area, which were estimated to contribute the most to our greenhouse gas footprint. Natural gas GHG emission factors are based on USEPA Emission Factors for Greenhouse Gas Inventories, Table 1 Stationary Combustion Emission Factors, April 1, 2022 ([www.epa.gov](http://www.epa.gov)). Electricity GHG emission factors are based on USEPA 'Emission Factors for Greenhouse Gas Inventories,' Table 6 Electricity, April 1, 2022. From EPA eGRID2020, February 2022 [www.epa.gov](http://www.epa.gov). These values do not include propane, diesel fuel or other mobile emissions. Refrigerant emissions are also excluded. We are continuing to expand the number of locations that are captured in our footprint, as well as our evaluation of all material emissions sources.

Direct (Scope 1) GHG Emissions	MT CO <sub>2</sub> e	30,039	33,084
Gases Included in the Calculation	Energy-only based GHG CO <sub>2</sub> e		
Biogenic CO <sub>2</sub> Emissions	We are unaware of any facilities that generate biogenic CO <sub>2</sub> emissions.		
Location-Based Energy Indirect (Scope 2) Emissions	MT CO <sub>2</sub> e	70,886	148,068
Gases Included in the Calculation	Energy-only based GHG CO <sub>2</sub> e		
Base Year	2021 was the first year that we calculated and disclosed our emissions data. Therefore, we plan to use 2021 as our base year in future reporting unless otherwise stated.		

## Energy (GRI 302-1)

**About the Data:** We are unaware of any facilities that purchase cooling or steam, or that sell electricity, heating, cooling or steam. The electricity and natural gas data is tracked utilizing a third-party ESG software platform that integrates information from a third-party full-service energy management firm that automatically tracks data from utility invoices. The 2022 electric consumption data includes information from 107 locations and the 2022 natural gas consumption data includes information from 73 locations. Significant efforts, including but not limited to IT technology, were employed in 2022 to expand our reporting footprint. These values do not include propane or diesel and gasoline fuel consumption. We are continuing to expand the number of locations that are captured in our footprint, as well as our evaluation of all material energy sources.

Environmental	Unit	2021	2022
Electricity Consumption	Joules (Trillions)	806.6	1,269.2
Heating Consumption	Joules (Trillions)	613.8	668.0
Total Energy Consumption	Joules (Trillions)	1,420.4	1,937.2

## Waste, Water & Land Use (GRI 303-5, 306-3)

### Waste

**About the Data:** A third-party ESG software platform is used to track waste and recycling data for 2022. This platform integrates information from a variety of different data sources, including data from a third-party full service waste management provider that tracks waste and recycling invoices and limited manual entry of additional waste and recycling data provided by our facilities. Information was collected from 68 locations considering more than 30 different waste and recycling streams. We prioritized the inclusion of our largest sites by floor area, which were estimated to contribute the most to our greenhouse gas footprint. Significant efforts, including but not limited to IT technology, were employed in 2022 to expand our reporting footprint.

Total Waste Generated	Metric Tons	3,836.2	138,302.5
Total Waste Generated: Disposed	Metric Tons	3,297.6	20,139.0
Total Waste Generated: Diverted from Disposal	Metric Tons	538.6	118,163.5

### Water

**About the Data:** The 2022 water data currently includes 55 accounts and 584 invoices that have been incorporated into a third-party energy management software system. We prioritized the inclusion of our largest sites by floor area, which were estimated to contribute the most to our environmental footprint. The footprint includes invoiced third-party water sources and does not yet include other water sources, such as well water, estimated to be <10% of total water use. We are continuing to expand the number of locations that are captured in our footprint as well as our evaluation of all material water metrics.

Total Water Withdrawals	Megaliters	243.4	393.8
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Social	Unit	2021	2022
<b>Talent Acquisition, Engagement &amp; Retention (GRI 2-7, 2-8)</b>			

**About the Data:** Includes only U.S. data and does include acquisitions. Does not include divestitures. Permanent Employees includes Full Time and Part Time Pay Class. Temporary Employees includes Contractor, Intern and Temp Pay Class. The Male and Female data does not include 394 blank responses. These are included in the Permanent Employees by Region (U.S.) data.

<b>Workforce Composition</b>			
Permanent Employees by Gender (Female)	Number	5,016	4,889
Permanent Employees by Gender (Male)	Number	12,485	11,721
Temporary Employees by Gender (Female)	Number	184	224
Temporary Employees by Gender (Male)	Number	205	308
Permanent Employees by Region (U.S.)	Number	17,533	17,004
Temporary Employees by Region (U.S.)	Number	389	532
Full-Time Employees by Gender (Female)	Number	4,977	4,866
Full-Time Employees by Gender (Male)	Number	12,450	11,693
Part-Time Employees by Gender (Female)	Number	39	23
Part-Time Employees by Gender (Male)	Number	35	28

Social	Unit	2021	2022
<b>Diversity, Equity &amp; Inclusion (GRI 405-1)</b>			

**About the Data:** Includes only U.S. data and acquisitions. Does not include divestitures. The Male and Female Workforce Percent Data does not include 394 blank responses.

<b>Board Diversity</b>			
Board Diversity by Age (Under 30)	Percent	0%	0%
Board Diversity by Age (30–50)	Percent	14%	33%
Board Diversity by Age (Over 50)	Percent	86%	67%
Board Diversity by Gender (Female)	Percent	23%	22%
Board Diversity by Gender (Male)	Percent	77%	78%
Board Diversity by Race/Ethnicity	Percent	15%	22%
<b>Executive Committee Diversity</b>			
EC Diversity by Gender (Female)	Percent	33%	55%
EC Diversity by Gender (Male)	Percent	67%	45%
EC Diversity by Race/Ethnicity	Percent	8%	9%
<b>Manager Diversity</b>			
Manager Diversity by Gender (Female)	Percent	18.1%	19.0%
Manager Diversity by Gender (Male)	Percent	81.9%	78.3%
Manager Diversity by Race/Ethnicity	Percent	23.6%	24.3%
<b>Workforce Diversity</b>			
Workforce Diversity by Age (Under 30)	Percent	20.3%	18.5%
Workforce Diversity by Age (30–50)	Percent	46.6%	46.2%
Workforce Diversity by Age (Over 50)	Percent	33.1%	35.3%
Workforce Diversity by Gender (Female)	Percent	28.6%	28.8%
Workforce Diversity by Gender (Male)	Percent	71.2%	68.9%
Workforce Diversity by Race/Ethnicity	Percent	47.7%	45.0%

Social	Unit	2021	2022
<b>Occupational Health, Safety &amp; Well-Being (GRI 403-9, 403-10)</b>			

**About the Data:** Data includes divestitures (until sold). All workers are included in Occupational Health, Safety & Well-Being data. We calculate our rates using 200,000 hours worked with a total of 47,751,817 hours worked in 2022. Strains and sprains were the most common types of injuries.

Total Recordable Incidents (TRIR) per 100 Workers (Frequency) Rate	Rate	2.96	2.61
Lost Workdays (LWDR) per 100 Workers (Severity) Rate	Rate	18.00	30.70
Lost Workday Incidents (LTIR) per 100 Workers (LTIR) Rate	Rate	0.62	0.55
Workplace Fatalities	Number	0	0
<i>From Work-related Injuries</i>	Number	0	0
<i>From Work-related Ill Health</i>	Number	0	0

### Community Engagement & Philanthropy

#### Home for Good Project

Total Donated to Date	Dollars in Product Value	\$2,858,577	\$3,179,464
Total Donated Annually	Dollars in Product Value	\$364,367	\$320,887
Total Homes Built to Date	Number	601	674
In-Kind Donations: Cartons of Siding	Number	5,274	5,646
In-Kind Donations: Cartons of Shutters and Accessories	Number	3,981	4,435
In-Kind Donations: Windows	Number	4,617	5,266

#### Connecting Communities

Number of Employees Activated	Number	100+	250+
Number of Organizations Supported	Number	10+	72+
Number of Participating Locations	Number	4	10

Governance	Unit	2021	2022
<b>Corporate Governance</b>			

**About the Data:** For more information about our Corporate Governance practices, please refer to our annual reports and proxy statements. Following the Merger and the removal of our common stock from listing on the NYSE, the Company is no longer subject to the independence requirements for our Board or Board committees. However, if the Company were subject to the listing standards of the NYSE, we believe that four (out of nine) of our directors could be determined to be "independent" as defined by the listing standards of the NYSE.

Board Average Tenure	Years	7.5	6.5
Board Independence	Percent	86%	44%

### Business Ethics & Values (GRI 205-3)

Confirmed Incidents of Corruption	Number	-	-
<i>Incidents in which employees were dismissed or disciplined</i>	Number	-	-
<i>Incidents when contracts with business partners were terminated or not renewed due to violations</i>	Number	-	-
<i>Public legal cases regarding corruption brought against the organization</i>	Number	-	-

### Responsible Supply Chain

**About the Data:** Does not include 2021 Prime, Cascade or UCC acquisitions.

Total Supplier Spend	Dollars (Millions)	\$3,379	\$2,754
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# GRI Content Index

## General Disclosures

Disclosure Number	Disclosure Title	Location or Direct Response
<b>The Organization &amp; Our Reporting Practices</b>		
2-1	Organizational details	<a href="#">About Cornerstone Building Brands</a>
2-2	Entities included in the organization’s sustainability reporting	<a href="#">About Cornerstone Building Brands</a>
2-3	Reporting period, frequency and contact point	<a href="#">About This Report</a>
2-4	Restatements of information	Information from prior report has not been restated.
2-5	External assurance	We did not seek external assurance for this year’s ESG report, but conducted third party validation of our ESG data.
<b>Activities &amp; Workers</b>		
2-6	Activities, value chain and other business relationships	<a href="#">About Cornerstone Building Brands</a>
2-7	Employees	<a href="#">ESG Data — Social</a>
2-8	Workers who are not employees	<a href="#">ESG Data — Social</a>
<b>Governance</b>		
2-6	Activities, value chain and other business relationships	<a href="#">About Cornerstone Building Brands</a>
2-9	Governance structure and composition	<a href="#">Structuring Corporate Governance</a>
2-10	Nomination and selection of the highest governance body	<a href="#">Structuring Corporate Governance</a>
2-11	Chair of the highest governance body	<a href="#">Structuring Corporate Governance</a>
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Structuring Corporate Governance</a>
2-13	Delegation of responsibility for managing impacts	<a href="#">Structuring Corporate Governance</a>
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Structuring Corporate Governance</a>
2-15	Conflicts of interest	<a href="#">Upholding Business Ethics &amp; Values</a>
2-16	Communication of critical concerns	<a href="#">Upholding Business Ethics &amp; Values</a>

Disclosure Number	Disclosure Title	Location or Direct Response
2-17	Collective knowledge of the highest governance body	<a href="#">Cornerstone Building Brands' Annual Form 10-K</a>
2-18	Evaluation of the performance of the highest governance body	<a href="#">Cornerstone Building Brands' Annual Form 10-K</a>
2-19	Remuneration policies	<a href="#">Structuring Corporate Governance</a>
2-20	Process to determine remuneration	<a href="#">Cornerstone Building Brands' Annual Form 10-K</a>
2-21	Annual total compensation ratio	<a href="#">Cornerstone Building Brands' Annual Form 10-K</a>
<b>Strategy, Policies &amp; Practices</b>		
2-22	Statement on sustainable development strategy	<a href="#">A Message From Our President and CEO</a>
2-23	Policy commitments	<a href="#">Upholding Business Ethics &amp; Values</a>
2-24	Embedding policy commitments	<a href="#">Upholding Business Ethics &amp; Values</a> ; <a href="#">Developing Responsible Supply Chain</a>
2-25	Processes to remediate negative impacts	<a href="#">Partnering with Purpose</a> ; <a href="#">Upholding Business Ethics &amp; Values</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Upholding Business Ethics &amp; Values</a>
2-27	Compliance with laws and regulations	We do not have any significant instances of non-compliance with laws and regulations for this reporting period.
2-28	Membership associations	<a href="#">Industry Organizations</a>
<b>Stakeholder Engagement</b>		
2-29	Approach to stakeholder engagement	<a href="#">Engaging Stakeholders and Understanding Materiality</a>
2-30	Collective bargaining agreements	As of December 31, 2022, we employed approximately 19,500 persons in North America and approximately 12% (2,313) are represented by various unions under collective bargaining agreements. We have excluded areas outside of the U.S. until appropriate processes are in place to collect this data.
3-1	Process to determine material topics	<a href="#">Engaging Stakeholders and Understanding Materiality</a>
3-2	List of material topics	<a href="#">Engaging Stakeholders and Understanding Materiality</a>

## Material Topics (In Order of Report)

Disclosure Number	Disclosure Title	Location or Direct Response
<b>Climate Change</b>		
3-3	Management of material topics	<a href="#">Managing Climate Change &amp; Energy</a>
305-1	Direct (Scope 1) GHG emissions	<a href="#">ESG Data — Environmental</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">ESG Data — Environmental</a>
305-3	Other indirect (Scope 3) GHG emissions	Scope 3 data is currently unavailable. Cornerstone Building Brands has engaged our supply chain to capture ESG information, including but not limited to emissions data. Cornerstone Building Brands will assess Scope 3 emissions in 2025.
305-4	GHG emissions intensity	Due to the inconsistent units associated with Cornerstone Building Brands product portfolio, Cornerstone Building Brands does not report emissions based on intensity. We are investigating the most appropriate process to normalize the data.
305-5	Reduction of GHG emissions	Cornerstone Building Brands established baseline measurements for GHG emissions in 2021 and has not identified quantitative reduction targets to date. Using a three-year trend analysis, Cornerstone Building Brands will assess quantitative reduction targets in 2024.
305-6	Emissions of ozone-depleting substances (ODS)	Cornerstone Building Brands does not produce, import or export ODS as part of our business activities.
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ) and other significant air emissions	While Cornerstone Building Brands does emit significant air emissions, including NO <sub>x</sub> , SO <sub>x</sub> , VOC, HAP and PM, we are not currently tracking enterprise-wide emissions data. We do track and report this information to applicable regulatory agencies at certain facilities. We will assess enterprise-wide emissions tracking systems in 2024.
<b>Energy</b>		
3-3	Management of material topics	<a href="#">Managing Climate Change &amp; Energy</a>
302-1	Energy consumption within the organization	<a href="#">ESG Data — Environmental</a>
302-2	Energy consumption outside of the organization	While we are not currently measuring energy consumption outside of our organization, we have initiated engagement with our supply chain and our distribution channels. We anticipate evaluating programs to measure energy consumption outside of our organization in 2025.
302-3	Energy intensity	Due to the inconsistent units associated with Cornerstone Building Brands' product portfolio, Cornerstone Building Brands does not report energy consumption based on intensity. We are investigating the most appropriate process to normalize the data.
302-4	Reduction of energy consumption	Cornerstone Building Brands established baseline measurements for energy consumption in 2021 and has not identified quantitative reduction targets to date. Using a three-year trend analysis, Cornerstone Building Brands will assess quantitative reduction targets in 2024.
302-5	Reductions in energy requirements of products and services	While we are not currently monitoring the reduction of energy requirements of our products, Cornerstone Building Brands' product portfolio includes many products which may offer ENERGY STAR and Most Efficient ENERGY STAR ratings.

Disclosure Number	Disclosure Title	Location or Direct Response
<b>Waste</b>		
3-3	Management of material topics	<a href="#">Reducing Waste, Water &amp; Land Use</a>
306-1	Waste generation and significant waste-related impacts	Cornerstone Building Brands generates waste as a normal part of our manufacturing processes. We strive to reduce and manage the generation of waste through innovation and best practices.
306-2	Management of significant waste-related impacts	Cornerstone Building Brands leverages the inherent nature of many of our raw materials to optimize circular manufacturing and works to divert manufacturing waste from landfills. Also, Cornerstone Building Brands engages various third parties to facilitate end of life product stewardship programs.
306-3	Waste generated	<a href="#">ESG Data — Environmental</a>
306-4	Waste diverted to disposal	<a href="#">ESG Data — Environmental</a>
306-5	Waste directed to disposal	<a href="#">ESG Data — Environmental</a>
<b>Water &amp; Effluents</b>		
303-1	Interactions with water as a shared resource	Cornerstone Building Brands regularly interacts with water, including consumption for drinking, sanitation and manufacturing processes; groundwater withdrawal; and effluent treatment and runoff discharge, as a part of our business activities. We are not performing analyses, employing tools or otherwise measuring our impacts on water. We anticipate evaluating programs to measure our water-related impacts in 2024.
303-2	Management of water discharge-related impacts	Cornerstone Building Brands' water discharges are regulated by foreign, national, state or local effluent discharge pretreatment standards, categorical pretreatment standards and stormwater industry sector benchmark standards. Discharges to impaired bodies of water are factored for some of our regulated discharges. We have not established internal standards or guidelines for discharge water quality.
303-3	Water withdrawal	While we do not collect data on total water withdrawal by source, we do actively manage and report on our total potable water use and various processes in place to conserve and recycle water. We anticipate evaluating programs to measure total water withdrawal by source in 2024.
303-4	Water discharge	While Cornerstone Building Brands does manage and measure applicable water discharges at the facility level, we are not currently tracking enterprise-wide water discharge data. We will assess enterprise-wide water discharge tracking systems in 2024.
303-5	Water consumption	<a href="#">ESG Data — Environmental</a>

Disclosure Number	Disclosure Title	Location or Direct Response
<b>Biodiversity</b>		
3-3	Management of material topics	<a href="#">Reducing Waste, Water &amp; Land Use</a>
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	While we have not determined which operational sites are adjacent to high biodiversity value, we consider it a future opportunity and seek to protect those ecosystems our operations may impact.
304-2	Significant impacts of activities, products and services on biodiversity	In addition to reporting our Scope 1 and Scope 2 emissions, Cornerstone Building Brands leverages the inherent circularity of our raw materials and makes significant impact on biodiversity with landfill diversion. In 2022, we implemented new data request guidelines from suppliers, allowing us to baseline supplier ESG capabilities, including but not limited to biodiversity.
304-3	Habitats protected or restored	While we have not determined which operational sites are adjacent to high biodiversity value, we consider it a future opportunity and seek to protect those ecosystems our operations may impact. As we develop more granular data, we may be able to report the condition of potentially affected ecosystems.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	While we have not determined which operational sites are adjacent to high biodiversity value, we consider it a future opportunity and seek to protect those ecosystems our operations may impact. As we develop more granular data, we may be able to report the impact of potentially affected species.
<b>Training &amp; Education</b>		
3-3	Management of material topics	<a href="#">Cultivating Strong Talent Management</a>
404-1	Average hours of training per year per employee	The average duration of completed training for Cornerstone Building Brands employees was 2.55 hours in 2022.
404-2	Programs for upgrading employee skills and transition assistance programs	Cornerstone Building Brands offers tuition reimbursement, leadership training modules and continuous education opportunities for our employees. Cornerstone Building Brands also offers outplacement services as part of our transition assistance.
404-3	Percentage of new employees receiving regular performance and career development reviews	100 percent of Cornerstone Building Brands' indirect employees are included in the annual performance and career development process.
<b>Diversity, Equity &amp; Inclusion</b>		
3-3	Management of material topics	<a href="#">Fostering Diversity, Equity &amp; Inclusion</a>
405-1	Diversity of governance bodies and employees	<a href="#">ESG Data — Social</a>
405-2	Ratio of basic salary and remuneration of women to men	<b>Omission Statement</b> <i>Confidentiality constraints: Cornerstone Building Brands does not publicly disclose this data.</i>

Disclosure Number	Disclosure Title	Location or Direct Response
<b>Occupational Health, Safety &amp; Well-Being</b>		
3-3	Management of material topics	<a href="#">Providing Occupational Health, Safety &amp; Well-Being</a>
403-1	Occupational health and safety management system	<a href="#">Providing Occupational Health, Safety &amp; Well-Being</a>
403-2	Hazard identification, risk assessment and incident investigation	<a href="#">Providing Occupational Health, Safety &amp; Well-Being</a>
403-3	Occupational health services	<a href="#">Providing Occupational Health, Safety &amp; Well-Being</a>
403-4	Worker participation, consultation and communication on occupational health and safety	<a href="#">Providing Occupational Health, Safety &amp; Well-Being</a>
403-5	Worker training on occupational health and safety	<a href="#">Providing Occupational Health, Safety &amp; Well-Being</a>
403-6	Promotion of worker health	Cornerstone Building Brands offers our employees an Employee Assistance Program that covers a variety of services, resources and tools to make their lives a little easier.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Providing Occupational Health, Safety &amp; Well-Being</a>
403-8	Workers covered by an occupational health and safety management system	<a href="#">Providing Occupational Health, Safety &amp; Well-Being</a>
403-9	Work-related injuries	<a href="#">ESG Data — Social</a>
403-10	Work-related ill health	<a href="#">ESG Data — Social</a>
<b>Customer Experience</b>		
3-3	Management of material topics	<a href="#">Improving the Customer Experience</a>
<b>Company-Specific Metric:</b> Net Promoter Score		<b>Omission Statement</b> <i>Confidentiality constraints: Cornerstone Building Brands does not publicly disclose this data.</i>
<b>Local Communities</b>		
413-1	Operations with local community engagement, impact assessments and development programs	We have formal Connecting Communities programs in 10 locations; however, there are MANY other locations that engage in community outreach/support that is just not formally tracked.

Disclosure Number	Disclosure Title	Location or Direct Response
413-2	Operations with significant actual and potential negative impacts on local communities	Cornerstone Building Brands operates facilities in communities where we have opportunities for significant impacts. We recognize our potential for environmental, economic and social impacts in the communities where we operate, and review and assess risk through a systematic approach using subject matter experts to provide review, oversight and ownership of applicable major risk factors. Specifically, we look at potential risks to the environment, the health and safety of our employees and our communities, and use systems and processes — like our Cornerstone Building Brands Production System — to manage these risks. We conduct periodic internal environmental, health, safety and sustainability audits at our facilities using a risk-based three- or five-year cycle. The audit protocols and objectives align with our core value of protecting the health and safety of our employees and surrounding communities, consistency with our EHS&S policy and our commitments to comply with applicable legal or internal requirements to minimize or prevent pollution.
<b>Company-Specific Metric:</b> Home for Good Project Donations		<a href="#">ESG Data — Social</a>
<b>Company-Specific Metric:</b> Connecting Communities Donations		<a href="#">ESG Data — Social</a>
Human Rights		
3-3	Management of material topics	<a href="#">Respecting Human Rights</a>
406-1	Incidents of discrimination and corrective actions taken	<b>Omission Statement</b> <i>Confidentiality constraints: Cornerstone Building Brands does not publicly disclose this data.</i>
Customer Health & Safety		
3-3	Management of material topics	<a href="#">Prioritizing Product Quality &amp; Safety</a>
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">ESG Data — Responsible Building Solutions</a>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">ESG Data — Responsible Building Solutions</a>
Product Innovation		
3-3	Management of material topics	<a href="#">Designing Product Innovation</a>
<b>Company-Specific Metric</b>		<b>Omission Statement</b> <i>Confidentiality constraints: Cornerstone Building Brands does not publicly disclose this data.</i>
Product Stewardship		
3-3	Management of material topics	<a href="#">Leading Product Stewardship</a>

Disclosure Number	Disclosure Title	Location or Direct Response
<b>Company-Specific Metric</b>		Holistic data is not readily available for product longevity, recycling, reclaim and end of life opportunities due to the broad product portfolio and lack of data collection systems. However, Cornerstone Building Brands continues to focus on these areas to promote circularity. As an example, we partnered with Clayton Homes and have reclaimed more than 975 tons of vinyl siding for scrap and approximately 7,000 shipping crates for reuse.
<b>Business Ethics &amp; Values</b>		
3-3	Management of material topics	<a href="#">Upholding Business Ethics &amp; Values</a>
205-1	Operations assessed for risks related to corruption	<a href="#">Upholding Business Ethics &amp; Values</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Upholding Business Ethics &amp; Values</a>
205-3	Confirmed incidents of corruption and actions taken	<a href="#">ESG Data — Governance</a>
<b>Cyber &amp; Information Security</b>		
3-3	Management of material topics	<a href="#">Protecting Cyber &amp; Information Security</a>
<b>Company-Specific Metric:</b> BitSight Security Rating		Cornerstone Building Brands works to maintain a BitSight Security Rating of Advanced for our business sector.
<b>Responsible Supply Chain</b>		
3-3	Management of material topics	<a href="#">Developing Responsible Supply Chain</a>
308-1	New suppliers that were screened using environmental criteria	Cornerstone Building Brands is in the process of assessing current suppliers in 2023.
308-2	Negative environmental impacts in the supply chain and actions taken	Cornerstone Building Brands is in the process of assessing current suppliers in 2023.
414-1	New suppliers that were screened using social criteria	Cornerstone Building Brands is in the process of assessing current suppliers in 2023.
414-2	Negative social impacts in the supply chain and actions taken	Cornerstone Building Brands is in the process of assessing current suppliers in 2023.
<b>Company-Specific Metric:</b> Total Supplier Spend		<a href="#">ESG Data — Governance</a>

# SASB Disclosures

## Consumer Goods — Building Products & Furnishings

Disclosure Number	Disclosure Title	Location or Direct Response
CG-BF-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Total = 1937.2 TJ; Grid Electricity = 65.5%; Renewable = 0%
CG-BF-250a.1	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Any new chemicals introduced into any plant requires an SDS and EHS personnel involvement.
CG-BF-250a.2	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	As far as eligible products meeting VOC emissions standards, we do not consider metric to be material.
CG-BF-410a.1	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	Our products have features that positively contribute to sustainable building practices, and we continue to focus on the additional impacts and benefits that our products can bring to our customers and end-users. Many of our products include energy-efficient properties that can lower end-users' utility bills and reduce their carbon footprint. Our Continuous Improvement team seeks to reduce manufacturing claims, reduce scrap generation and bring higher yields in our production by analyzing our processes and piloting new production initiatives.
CG-BF-410a.2	(1) Weight of end-of-life material recovered, (2) percentage of recovered materials recycled	We reclaim scrap vinyl material from our processes and regrind or recycle it for use as recycled raw material input. Many of our low-rise, non-residential building products are made from steel (a recyclable building material) and most of our steel products are fully recyclable. Additionally, the aluminum used in manufacturing our residential building products is composed of recycled content. We are currently evaluating product take-back programs across certain segments of our organization. This will allow us to track enterprise-wide product take-back metrics and better support the principles of a circular economy.
CG-BF-430a.1	(1) Total weight of wood fiber materials purchased, (2) percentage from third-party certified forestlands, (3) percentage by standard, (4) percentage certified to other wood fiber standards, (5) percentage by standard	Cornerstone Building Brands does not purchase wood fiber materials.
CG-BF-000.B	Area of manufacturing facilities	More than 1.4 million square meters.

# TCFD Index

Topic	TCFD Recommendations	Location or Direct Response
Governance	Describe the board’s oversight of climate-related risks and opportunities.	Our Executive Committee regularly communicates risk assessment information and strategies to Board Committees and the Board of Directors. Our Nominating & Corporate Governance Committee oversees climate-related issues, and our entire Board reviews these risks.
	Describe management’s role in assessing and managing climate-related risks and opportunities.	The Company utilizes the ESG Leadership team to engage in risk planning specific to ESG issues for the Company, including climate change related risks that might arise from changes in regulations, physical or operational risk.
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short-, medium- and long-term.	<p>We classify the time horizons for our risk and opportunity assessment as 0–5 years for short-term, 5–10 years for medium-term and 10–20 years for long-term.</p> <p><b>Short-Term Risks:</b> The Company’s risk to direct operations is extreme weather events.</p> <p><b>Medium-Term Risks:</b> Market shifts and changing customer behaviors; ESG program disclosure goals may not aligned with stakeholder expectations and competitive landscape.</p> <p><b>Long-Term Risks:</b> Uncertain regulatory landscape, including implementation timelines and reporting requirements, makes ESG project focus, development and prioritization challenging.</p> <p><b>Short-Term Opportunities:</b> Enhance ESG Data Management processes to ensure data is fully and accurately captured and increase ESG metrics being disclosed and communicate our progress and aspirations to all key stakeholders creating market differentiation.</p> <p><b>Medium-Term Opportunities:</b> Advance ESG disclosures and ensuring data integrity for reported metrics to mitigate any regulatory risks and plan specifics and timeframes dependent upon pending disclosure requirements and implementation timelines.</p> <p><b>Long-Term Opportunities:</b> Our Energy Management Plan in 2023 will produce future savings across the business related to operations.</p>
	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	<p><b>Short-Term Risks:</b> Decrease in revenues due to the reduction of production capacity of facilities facing extended interruptions in the supply chain and/or at the plant level.</p> <p><b>Medium-Term Risks:</b> Decrease of revenues due to reduced demand for existing product lines.</p> <p><b>Long-Term Risks:</b> Increased operating costs related to additional expenditures to comply with new and emerging regulations.</p> <p><b>Short-Term Opportunities:</b> As customers become more knowledgeable on sustainability, they are requesting additional ESG disclosure. Increasing transparency in our reporting and management can drive increased demand as a sustainable brand, increasing revenue.</p> <p><b>Medium-Term Opportunities:</b> As energy efficiencies and GHG emissions reductions become more prominent, an Energy Management Plan can drive increased revenue as customers are more inclined to purchase sustainable and energy-efficient products.</p> <p><b>Long-term Opportunities:</b> As we manage a significant fleet, we can reduce our indirect costs related to fuel and miles driven by becoming more resource efficient.</p>
	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Currently, Cornerstone Building Brands is focused on developing a company-wide strategy and management process. Once established, the next step will be to evaluate climate-related scenario analysis to better inform the business strategy.

Topic	TCFD Recommendations	Location or Direct Response
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	<p>The Company utilizes the ESG Leadership team to engage in risk planning specific to ESG issues to the Company, including climate change-related risk, that might arise from changes in regulations, physical or operational risk.</p> <p>The Company applies the understanding of risk and potential impact to aid in the development of our ESG strategy.</p>
	Describe the organization's processes for managing climate-related risks.	<p>Informal Continuity Plans exist for each business unit that is affected by weather and supply chain risks. We utilize a redundant capability process where multiple facilities can create the same products. The redundant capability allows us to manage any interrupted business activities with little outside interruption.</p>
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	<p>Cornerstone Building Brands' Enterprise Risk Management (ERM) Program provides a holistic, enterprise-wide view of the most significant risks to achieving the Company's strategic objectives. The program incorporates data collected across the Company and provides insight into the top risks company leaders collectively believe are the current most critical risks to Cornerstone Building Brands' strategic success. ESG has been identified as a top tier risk on the Company's Enterprise Risk Register. ESG-related risk is reviewed and monitored, along with other top company risks, by the Board of Directors.</p>
Metrics & Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>The Company is striving to reduce annual Scope 1 and 2 emissions, energy consumption, water consumption and solid waste to landfill. We use 2021 as the baseline year and are assessing quantitative targets in 2024.</p>
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	<p>The Company's GHG inventory includes stationary emissions but excludes mobile and fugitive emission sources. We continue to evaluate all material emissions sources.</p>
	Describe the targets used by the organization to manage climate related risks and opportunities, and performance against targets.	<p>Currently, Cornerstone Building Brands is focused on defining baselines using absolute metrics. The Company is striving to reduce annual Scope 1 and 2 emissions, energy consumption, water consumption and solid waste to landfill. We are using 2021 as the baseline year and will be completing a 3-year trend analysis to assess quantitative targets in 2024.</p>



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