

# BUILDING A BETTER TOMORROW

CORPORATE GOVERNANCE &  
RESPONSIBILITY REPORT 2024







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# INTRODUCTION

Cornerstone Building Brands is committed to Building a Better Tomorrow for our customers, communities and future generations. Across our organization, we prioritize safety, responsibility and ethics while seeking to provide products that align with our corporate responsibility goals. We acknowledge the importance of transparency and actively work to continuously improve our sustainability disclosures. Our company-wide effort aims to enhance the information and programs that support our sustainability initiatives, while delivering industry-leading building solutions to our customers. We are pleased to present our fourth annual Corporate Governance & Responsibility Report, highlighting our ongoing efforts in our sustainability journey and the progress achieved throughout 2024.

## IN THIS SECTION

- ▶ Our 2024 Sustainability Performance At-a-Glance
- ▶ A Message From Our Chairman
- ▶ Cornerstone Building Brands’ Board of Directors Statement of Support
- ▶ About This Report
- ▶ About Cornerstone Building Brands
- ▶ Our Sustainability Vision: How We Are Building a Better Tomorrow
- ▶ Our Sustainability Goals
- ▶ Engaging Stakeholders & Understanding Materiality







# Our 2024 Sustainability Performance At-a-Glance



**93**

Manufacturing Plants



**1.76**

Total Recordable Incident Rate (TRIR)



**\$4,127,770**

Product and Cash Donations to Help Build Affordable Housing since 2016



**825**

Homes We Helped Build Through Our Home for Good project since 2016



**106**

Warehouses, Distribution and Retail Outlets



**75.5%**

Total Waste Diverted From Landfill



**18,800**

Approximate Team Members Worldwide



# A Message From Our Chairman

GRI 2-22



## To Our Stakeholders,

I am pleased to present our fourth enterprise-wide Corporate Governance & Responsibility Report, highlighting the progress in Cornerstone Building Brands' continuous improvement journey. Since our first report in 2022, we have made significant progress toward our mission of building a better future. These advancements are rooted in our firm commitment to corporate responsibility and our goal to be a trusted partner to our customers, suppliers and team members. By prioritizing the safety and well-being of our people, supporting environmental stewardship and operating with integrity and transparency, we can continue to strengthen the foundation of our business and the value we deliver.

“I'm proud of the progress that Cornerstone Building Brands has made. By fostering a culture of empowerment, we enable our employees to make customer-focused decisions that translate into our company's success.”

At Cornerstone Building Brands, we recognize that our employees are central to our ability to enact positive change in our business and the communities we serve. We remain steadfast on the core values that shape our culture and guide our actions: Safety, Integrity and Inclusion.

Throughout 2024, we concentrated on enhancing the accessibility and affordability of our products, furthering our goal to create a lasting impact with all our stakeholders. Our customers are at the heart of everything we do, and the decisions we make are guided by our commitment to delivering high-quality, durable and affordable products.

I'm proud of the progress that Cornerstone Building Brands has made. By fostering a culture of empowerment, we enable our employees to make customer-focused decisions that translate into our company's success. As we strive to deliver quality, industry-leading products and solutions, we fulfill our broader purpose of supporting the communities where we live, work and play — now and for future generations. Fulfilling this purpose not only helps strengthen our position as a leader in the industry but also enhances our ability to attract and retain top talent, driving long-term growth.

This 2024 Corporate Governance & Responsibility Report recognizes our internal and external accomplishments. We are seeking to build a better tomorrow for our team members, business partners and communities by prioritizing safety, fostering caring communities and upholding the highest standards of ethics and integrity. Thank you for your support on this journey.

Sincerely,

A handwritten signature in black ink, appearing to read 'John Krenicki', written in a cursive style.

**John Krenicki**  
Chairman  
Cornerstone Building Brands



# Cornerstone Building Brands' Board of Directors Statement of Support

GRI 2-22

The Board of Directors at Cornerstone Building Brands is proud of the Company's continued advancement toward becoming a more sustainable and positively contributing organization. With a commitment to contributing to a better world through its leading product portfolio, Cornerstone Building Brands aims to maintain its position as North America's leading exterior building solutions provider by offering solutions that support energy efficiency, lower environmental impact where feasible and support resilient construction practices. This steadfast dedication to sustainability is pivotal in fostering long-term value creation for the organization and its stakeholders and most importantly, the customers of Cornerstone Building Brands. The Company's mission of **Building a Better Tomorrow** underscores Cornerstone Building Brands' commitment to reinforcing its leadership in the industry, while prioritizing the people and communities in which the Company operates through initiatives such as local workforce development, community revitalization projects, and the advancement of affordable housing and resilient infrastructure.

The Nominating and Corporate Governance Committee of the Board of Directors governs sustainability-related concerns and provides frequent updates at each meeting. The Board of Directors remains actively engaged, providing quarterly oversight and routinely evaluating the Company's progress on its sustainability strategy. The Board of Directors is committed to supporting the ongoing integration of sustainability practices into the Company's operations.

**Board of Directors:** John Krenicki, Jr., Marcia Avedon, Jake Donnelly, Wilbert James, Jr., Daniel Janki, Timothy O'Brien, Nathan Sleeper, Suzanne Stefany and Tyler Young







# About This Report

## GRI 2-3

The 2024 Corporate Governance & Responsibility Report (the “Report”) for Cornerstone Building Brands (the “Company”, “we”, “us” and “our”) highlights progress made on our sustainability initiatives. This Report and data cover our fiscal year January 1, 2024 to December 31, 2024 (unless otherwise noted).

We prepared this Report in accordance with the 2021 Global Reporting Initiative (GRI) Universal Standards and in partial alignment with the Sustainability Accounting Standards Board (SASB) Building Products & Furnishings Standard. For the second consecutive year, we considered the International Sustainability Board’s 2023 International Financial Reporting Standards S1 and S2 frameworks.

Cornerstone Building Brands continues to partner with ClimeCo, a third-party sustainability consulting firm, to review the Company’s approach to environmental metrics, including waste generation, water use and greenhouse gas emissions. This partnership supports Cornerstone Building Brands’ commitment to enhancing the quality of our environmental data and our focus on continual improvement. This review does not represent third-party assurance, which may be considered in future reports. For more information, see the [Appendix](#).

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



# About Cornerstone Building Brands

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

Cornerstone Building Brands is a leading manufacturer of exterior building products for residential and low-rise non-residential buildings in North America. Headquartered in Cary, NC, we serve residential and commercial customers across the new construction and Repair & Remodel (R&R) markets. Our market-leading portfolio of products spans vinyl windows, vinyl siding, stone veneer, metal roofing, metal wall systems, metal buildings and metal accessories. Cornerstone Building Brands’ broad, multi-channel distribution platform and expansive national footprint includes approximately 18,800 employees at manufacturing, distribution and office locations throughout North America. A culture of corporate stewardship and social responsibility is embedded in our company values. In 2022, Cornerstone Building Brands became part of the CD&R portfolio of companies, making 2024 our second complete fiscal year as a private entity. CD&R shares our commitment and our vision to leverage our sustainability initiatives to support our employees, the environment and the communities where we and our customers operate. For more information, visit us at [cornerstonebuildingbrands.com](https://cornerstonebuildingbrands.com).

## Our Brand Portfolio

APERTURE SOLUTIONS – U.S.

**Windows & Doors**



SURFACE SOLUTIONS – U.S.

**Siding, Stone Veneer  
& Accessories**



SHELTER SOLUTIONS

**Metal Roof, Wall &  
Building Systems**



CANADA

**Windows, Doors, Roofing,  
Siding & Accessories**





# Our Culture

## 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.



### Inclusion

We value teamwork and work together to create a truly inclusive environment where each team member feels respected and valued and has access to opportunities and resources that enable them to be successful every day. Our backgrounds are as varied as our talents, and we stand together as one winning team whose diversity reflects the communities we serve.



## Our Behaviors & Mindsets

### Customer-Centric

Understanding our customers and how our roles can create mutual value



- I seek to **understand our customers' needs** and what is most important to them to be successful
- I look for ways that Cornerstone Building Brands and our customers can **create mutual value and win together**
- I continuously look for **better ways to do my work** that will also enable our teams to create more value with our customers

### Interconnected

Delivering customer value by working intelligently and efficiently as one team



- I understand how important it is to **work as part of ONE TEAM** and leverage each other's strengths and abilities through collaboration and teamwork, with customer value top of mind
- I understand how **what I do relates to others** in the Cornerstone Building Brands team and how it impacts the customer
- I look for ways to **connect with others through transparency, accountability and trust** to improve the quality and timeliness of my work

### Continuous Improvement

Better supporting what the customer values most



- I look for new ways to incorporate a variety of perspectives to **improve my decision-making, quality and/or delivery of my work**
- I look for ways to do my **work more efficiently**, both in time and resources required
- I look for ways our company can better **support what our customers need and value most**



# Our Sustainability Vision

## How We Seek to Build a Better Tomorrow



### Building a Safer Tomorrow

Our dedication to reducing our environmental footprint is guided by a data-driven strategy focused on measurable areas of operational performance including energy consumption, waste to landfill and freshwater usage. By advancing this strategy, we can create value for our stakeholders and customers.

- › Managing Climate Change & Energy
- › Understanding Our Environmental Footprint



### Building Caring Communities

Working to ensure the safety of our team is a leading priority. We strive to uphold a safe and healthy working environment by implementing comprehensive occupational health, safety and well-being initiatives. We strive for long-term quality in our products, continuously adapting our offerings to provide our customers with reliable, durable solutions. We aim to generate positive societal benefits for our communities and the customers we serve.

- › Cultivating Strong Talent Management
- › Improving the Customer Experience
- › Respecting Human Rights
- › Giving Back Through Community Engagement & Philanthropy
- › Inclusion in Action
- › Providing Occupational Health, Safety & Well-Being





### Building With Ethics & Integrity





We prioritize integrity, transparency and ethical business practices to maintain our reputation of trust and stability. We leverage our high standards of integrity and ethics to carry out business in a way that always upholds our values.

- › Structuring Corporate Governance
- › Protecting Cyber & Information Security
- › Upholding Business Ethics & Values
- › Developing Responsible Supply Chain

# Our Sustainability Goals

PUBLISHED SUSTAINABILITY GOALS	PROGRESS	SUMMARY	2025 GOALS
Climate Change, Energy Solutions, Water & Waste			
<ul style="list-style-type: none"> <li>▪ Incorporate energy conservation actions into select site Environmental, Health, Safety &amp; Sustainability (EHS&amp;S) business plans.</li> <li>▪ Deliver sustainability scorecards through Center of Excellence dashboards and the Operational Excellence Environmental Pillar of the Cornerstone Building Brands Production System.</li> <li>▪ Assess the GHG Protocol for Scope 3 emissions for relevance and develop inventories per material categories as needed.</li> <li>▪ Research and invest in select onsite renewable energy sources.</li> <li>▪ Incorporate water conservation actions into select site EHS&amp;S business plans.</li> <li>▪ Investigate systems to drive potential Zero-Waste-to-Landfill manufacturing sites.</li> </ul>	 Ongoing	<ul style="list-style-type: none"> <li>▪ Delivered energy conservation actions into select sites' EHS&amp;S Business plans that conducted energy conservation audits.</li> <li>▪ Transitioning to site-level sustainability metrics at applicable sites with energy conservation Kaizens, Green Teams and water conservation initiatives.</li> <li>▪ Assessed 9 of 15 Scope 3 Categories. Developed full inventory playbook, modified Inventory Management Plan and developed calculation sheets for material categories.</li> <li>▪ Researched the plausibility of onsite renewable energy opportunities at three manufacturing sites.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Partner with local universities and regional energy suppliers to conduct energy conservation audits at select manufacturing facilities.</li> <li>▪ Conduct energy conservation Kaizen events at select sites as determined by facility size and energy consumption analyses.</li> <li>▪ Initiate select site-level Green Teams with a focus on projects that reduce waste, conserve energy and/or water, promote eco-friendly best practices or help to ensure alignment with corporate sustainability goals.</li> </ul>
Talent Acquisition, Engagement & Retention			
<ul style="list-style-type: none"> <li>▪ Launch enterprise-wide employee referral program.</li> <li>▪ Launch early career/internship programs to attract, engage and hire top talent from select universities and grow our own talent.</li> <li>▪ Streamline onboarding process and integrate into Talent Acquisition (TA) function for a seamless transition of new hire.</li> </ul>	 Ongoing	<ul style="list-style-type: none"> <li>▪ Established Employee Referral Programs across all Business Units.</li> <li>▪ Hired 25 interns for our Summer 2025 inaugural program.</li> <li>▪ Successfully integrated Pre-Boarding team into TA team, resulting in increased collaboration, focus on continuous improvement and system integrations with more streamlined and automated processes.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Launch a systematic TA function to scale, build leadership effectiveness and execute our learning &amp; development roadmap.</li> <li>▪ Improve selection methodology by consistently linking competency-based techniques into our behavioral based interviewing format.</li> <li>▪ Increase leader effectiveness by driving toward achieving SMART goals, recognizing and nurturing potential and performance via a defined framework, and delivering constructive feedback.</li> <li>▪ Continue to reach more team members with learning &amp; development opportunities tailored to their needs via our Aspiring Leaders program for direct employees and 3 new instructor-led workshops for indirect in 2025.</li> </ul>



PUBLISHED SUSTAINABILITY GOALS	PROGRESS	SUMMARY	2025 GOALS
Inclusivity			
<ul style="list-style-type: none"> <li>Build upon our foundation of inclusion; advance our practices in talent recruitment, talent development and succession; and increase overall engagement at the Company.</li> </ul>	 Ongoing	<ul style="list-style-type: none"> <li>Strategy established in Q2 2024 with focus on Talent Acquisition, Talent Management &amp; Culture as key enablers.</li> <li>Launched Inclusion in Action Council membership campaign in August 2024, established membership in October 2024 and launched organization in December 2024.</li> </ul>	<ul style="list-style-type: none"> <li>Fully activate Inclusion in Action Council to drive connection and increase engagement across all employees.</li> <li>Leverage our talent acquisition, talent management and learning and development programs and practices to build a strong pipeline of high performers who positively impact the communities in which we operate.</li> </ul>
Occupational Health, Safety & Well-Being			
<ul style="list-style-type: none"> <li>Improve Total Recordable Incident Rate (TRIR) each year, continuing our pursuit of attaining zero injuries.</li> </ul>	 Ongoing	<ul style="list-style-type: none"> <li>TRIR has improved year-over-year for the past 5 years, including in 2024, with double-digit improvements for the last consecutive 3 years.</li> <li>In 2024, TRIR reduction was largely driven by 4 Critical Safety Initiatives including the Hand Safety Awareness Campaign, Machine Guarding and Ergonomic Kaizen focus events and PPE standardization across the enterprise. Also fully implemented Walks and Talks, a leadership driven Behavior-based Safety (BBS) program designed to proactively enhance the safety behaviors and culture during one-on-one time between employees and leaders.</li> </ul>	<ul style="list-style-type: none"> <li>Improve TRIR each year, continuing our pursuit of attaining zero injuries.</li> </ul>
Circular Economy			
<ul style="list-style-type: none"> <li>Increase the use of reclaimed materials through our New Product Development (NPD) program.</li> </ul>	 Completed	<ul style="list-style-type: none"> <li>Launched a structured NPD process, accompanied by a set of tools that enable efficient execution. This process utilizes a stage-gate approach, allowing us to systematize and streamline the creation, execution and introduction of new products to our customers.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain landfill diversion rate greater than 70%.</li> </ul>
Transparency & Reporting			
<ul style="list-style-type: none"> <li>Develop and launch the Cornerstone Building Brands Production System (CPS) College, a comprehensive training program that includes a module on operationalizing the Environmental pillar, focusing on energy, water and waste strategies, as part of a broader curriculum to support CPS.</li> </ul>	 Ongoing	<ul style="list-style-type: none"> <li>Launched the Environmental pillar in the CPS College. The pillar experienced a 165% increase in correct answers on pre- to post-course quiz questions, the highest improvement over all CPS College pillars.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to scale and enhance the Environmental pillar within CPS College.</li> </ul>

PUBLISHED SUSTAINABILITY GOALS	PROGRESS	SUMMARY	2025 GOALS
Business Ethics & Values			
<ul style="list-style-type: none"> <li>Ensure 100% of new hires acknowledge the Code of Conduct.</li> </ul>	 Completed	<ul style="list-style-type: none"> <li>Completed a monthly audit to monitor compliance. Achieved 100% compliance for active U.S. employees hired in 2025.</li> </ul>	<ul style="list-style-type: none"> <li>Ensure 100% of new hires acknowledge the Code of Conduct within 30 days of hire date.</li> </ul>
Cyber & Information Security			
<ul style="list-style-type: none"> <li>Maintain average annual BitSight Security Rating of “Advanced.”</li> </ul>	 Completed	<ul style="list-style-type: none"> <li>Scored “Advanced” on our Security Risk Scorecard, which includes 2 new companies we acquired.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain average annual BitSight Security Rating of “Advanced”.</li> </ul>
Supply Chain Practices			
<ul style="list-style-type: none"> <li>Evaluate opportunities to incorporate packaging materials and designs with improved environmental performance such as increased recyclability, reduced material use or potential for reuse through collaboration with our supplier partners and internal teams.</li> <li>Implement a new vendor onboarding form that will require suppliers to certify they comply with our Supplier Code of Conduct and other applicable policies.</li> </ul>	 Ongoing	<ul style="list-style-type: none"> <li>Onboarding form continues to require compliance with Supplier Code of Conduct and other policies.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to require compliance with Supplier Code of Conduct through onboarding.</li> <li>Evaluate supplier sustainability initiatives and compliance with policies through supplier performance scorecards.</li> </ul>



# Engaging Stakeholders & Understanding Materiality

GRI 3-1, 3-2

Cornerstone Building Brands conducted a materiality assessment in 2021 to identify key sustainability topics based on internal and external stakeholder feedback. We identified, prioritized and validated material topics through our assessment process, which also organized topics by subject area and relevance to stakeholders. Additionally, this assessment identified risks, opportunities and impacts relevant to our business in the short-, medium- and long-term. To strengthen our management approaches, we regularly engage with our stakeholders and update our material topics as appropriate to address new developments.

Our sustainability strategy leverages the results of the assessment, which we use to inform how we approach the management of current and emerging sustainability topics that resonate most with our stakeholders. The assessment also builds an outline for the content disclosed in this Report and helps shape how we share our progress toward Building a Better Tomorrow. While product innovation, quality and safety are integral to our larger environmental strategy, for ease of reading and understanding, we include those topics within the following chapters of this Report: [Building With Ethics & Integrity](#) and [Building a Safer Tomorrow](#).

Within the next year, we look forward to conducting a double materiality assessment to evaluate both the financial implications of sustainability related factors on our business and our company's broader impact on the environment and society as part of our strategic planning process. The results of our assessment will be used to inform future reporting and disclosure and to prioritize our sustainability initiatives.

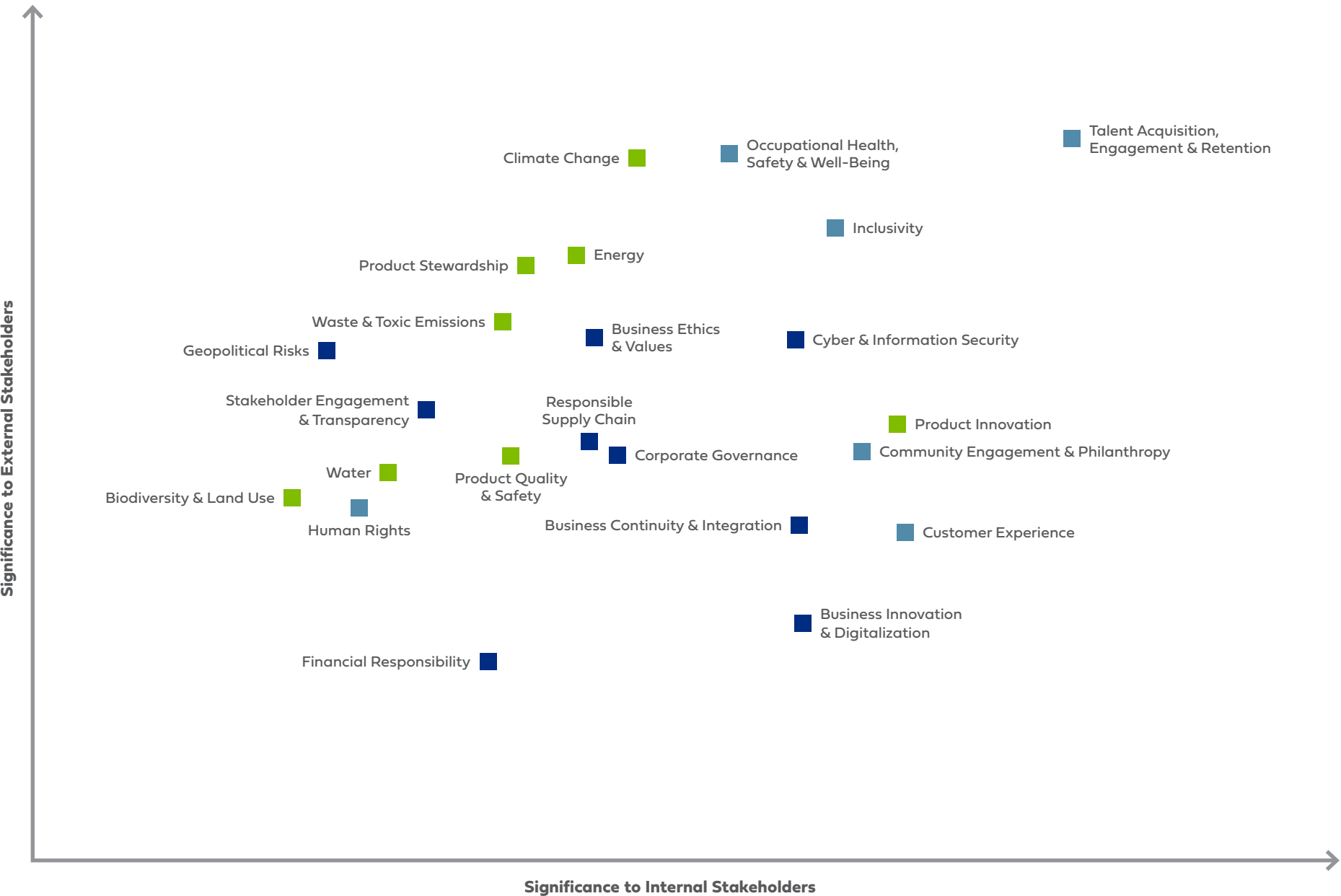
STAKEHOLDER	EXAMPLE PRIORITY TOPICS
Business Partners	<ul style="list-style-type: none"> <li>Product Innovation</li> <li>Talent Acquisition, Engagement &amp; Retention</li> <li>Business Innovation &amp; Digitalization</li> </ul>
Communities & Non-Governmental Organizations (NGOs)	<ul style="list-style-type: none"> <li>Business Innovation &amp; Digitalization</li> <li>Occupational Health, Safety &amp; Well-Being</li> <li>Geopolitical Risks</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Occupational Health, Safety &amp; Well-Being</li> <li>Talent Acquisition, Engagement &amp; Retention</li> <li>Inclusivity</li> </ul>
Team Members	<ul style="list-style-type: none"> <li>Talent Acquisition, Engagement &amp; Retention</li> <li>Customer Experience</li> <li>Product Innovation</li> </ul>
Governments & Regulators	<ul style="list-style-type: none"> <li>Human Rights</li> <li>Waste &amp; Toxic Emissions</li> <li>Cyber &amp; Information Security</li> </ul>
Industry Organizations	<ul style="list-style-type: none"> <li>Energy</li> <li>Product Stewardship</li> <li>Climate Change</li> </ul>

STAKEHOLDER	EXAMPLE PRIORITY TOPICS
Investors & Financial Institutions	<ul style="list-style-type: none"> <li>Talent Acquisition, Engagement &amp; Retention</li> <li>Climate Change</li> <li>Stakeholder Engagement &amp; Transparency</li> </ul>
Peers	<ul style="list-style-type: none"> <li>Occupational Health, Safety &amp; Well-Being</li> <li>Talent Acquisition, Engagement &amp; Retention</li> <li>Inclusivity</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Product Stewardship</li> <li>Waste &amp; Toxic Emissions</li> <li>Energy</li> <li>Geopolitical Risks<sup>1</sup></li> <li>Occupational Health, Safety &amp; Well-Being<sup>2</sup></li> </ul>
Thought Leadership	<ul style="list-style-type: none"> <li>Climate Change</li> <li>Biodiversity &amp; Land Use</li> <li>Geopolitical Risks</li> </ul>

<sup>1</sup> Geopolitical Risk in our supply chain has been a topic of engagement with our suppliers, and we are engaging our supply base to understand how these risks impact our supply chain and how we can best mitigate.

<sup>2</sup> We have extended our safety programs to address contractor and supplier safety, aligned with our suppliers' safety performance expectations.

# Materiality Matrix



## 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

- Inclusivity
- Occupational Health, Safety & Well-Being
- Talent Acquisition, Engagement & Retention

### 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





# Partnering With Purpose

## GRI 2-29

At Cornerstone Building Brands, we are dedicated to fostering strong partnerships that support our purpose, mission and values. Stakeholder engagement allows us to gather insights on business-related priorities, risks and opportunities. Additionally, maintaining open and ongoing communication with our stakeholders helps us identify which groups should be involved in specific issues. It also provides a platform for stakeholders to express their priorities and concerns, enhancing our ability to respond to their feedback. We prioritize creating impactful partnerships to carry out our purpose of positively contributing to the communities where we live, work and play, now and for generations to come.

Engagement with a diverse array of stakeholders is crucial for shaping our approach to managing key topic areas, such as through our materiality assessment. By considering various backgrounds and perspectives, we leverage stakeholder feedback to develop inclusive and equitable strategies. As a result, we are well-positioned to address what matters to our stakeholders most and align our business accordingly. Rooted in our core values, our stakeholder engagement approach enables us to maintain transparency and accountability, ultimately contributing to our long-term success.

# Industry Organizations

## GRI 2-28

- American Institute of Architects
- Cool Roof Rating Council
- ENERGY STAR®
- Fenestration Canada
- Fenestration and Glazing Industry Alliance (FGIA)
- Green Building Initiative™
- Hollow Metal Manufacturers Association
- Insulating Glass Code Council (IGCC)
- Insulating Glass Manufacturers Association (IGMA)
- Manufacturers Alliance
- Metal Building Manufacturers Association®
- Metal Construction Association®
- Metal Roofing Alliance®
- National Association of Home Builders®
- National Association of Manufacturers
- National Coil Coating Association
- National Concrete Masonry Association
- National Fenestration Rating Council®
- National Resources Canada (Canadian ENERGY STAR)
- Polymeric Exterior Products Association (PEPA)
- Safety Glazing Code Council (SGCC)
- Steel Door Institute
- United States Green Building Council®
- Vinyl Sustainability Council
- Window and Door Manufacturers Association



# BUILDING WITH ETHICS & INTEGRITY

Our commitment to integrity informs every aspect of how we do business. Our corporate governance and compliance programs provide the framework for meeting this commitment.

## IN THIS SECTION

- › Structuring Corporate Governance
- › Upholding Business Ethics & Values
- › Protecting Cyber & Information Security
- › Developing Responsible Supply Chains
- › Leading Product Stewardship & Innovation





# Structuring Corporate Governance

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

Our corporate policies and guidelines are built on the foundation of our core values and establish high standards of behavior. These standards drive decisions that impact our Company, our team members and other stakeholders.



## Corporate Governance

Our [Corporate Governance Guidelines](#) outline the Board of Directors (Board) responsibilities, director qualifications and the performance evaluation processes. As of December 31, 2024, our Board consisted of nine members. Cornerstone Building Brands is no longer required to comply with the New York Stock Exchange's (NYSE) corporate governance requirements, including the requirement that a majority of its Board be comprised of independent directors. If Cornerstone Building Brands were subject to the listing standards of the NYSE, we believe that four of the nine directors could be determined to be "independent" as defined by those standards. On May 18, 2024, one director retired from the Board to comply with the mandatory retirement guidelines specified in our Corporate Governance Guidelines.

## Sustainability Governance

Our Nominating and Corporate Governance Committee has been formally responsible for oversight of sustainability-related issues under its Charter. Management provides the committee with regular updates on our sustainability strategy and any related risks and opportunities, which are then communicated to the full Board of Directors by the Governance Chair. As part of our Enterprise Risk Management (ERM) process, sustainability risks are considered as we identify specific enterprise-wide risks.

Cornerstone Building Brands maintains three standing board committees:



### 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.



### COMPENSATION COMMITTEE

Reviews compensation granted to executive management. The committee also oversees enterprise-wide talent management, broader compensation plans and career development policies and strategies.



### 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.

# SPEAK UP

Confidentially. Safely. Securely.

## The Speak Up Policy

The Cornerstone Building Brands Speak Up Policy provides multiple channels for employees to report suspected violations of company policy and applicable legal and ethical standards. Speak Up reporting allows the Company to identify and address problems and make any needed improvements. Employees may raise concerns without fear of retaliation to their manager or supervisor, Human Resources representative or via the Speak Up Line described in the callout box to the right.

All reports are taken seriously and investigated as appropriate. In the event a report is substantiated, appropriate corrective action is taken. Information regarding the Speak Up Policy is provided in the Code of Conduct and on posters displayed at company facilities. Additionally, employees are provided with information regarding the program during onboarding and through annual refresher training.

Data from the Speak Up Line is used to monitor risk and drive remediation and preventative measures. The Audit Committee of the Board conducts quarterly reviews of Speak Up Line activity that focus on risk areas by category and location along with remediation activity designed to mitigate identified risks.

# Upholding Business Ethics & Values

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

Our Ethics and Compliance Program is built on the foundation of the Company's core values and is based on the principles established in our Code of Conduct. The program is designed to deter, detect, investigate and remediate misconduct and violations of company policies and applicable laws.

## Operating With Integrity

The [Code of Conduct](#) outlines our commitment to integrating ethical principles into business practices and culture through honesty, transparency and compliance with the letter and the spirit of the laws applicable to our business. To ensure team member awareness and understanding of the Code's requirements, during onboarding, all new Cornerstone Building Brands team members are required to formally acknowledge their understanding of the Code of Conduct and complete role-specific training on Code of Conduct requirements. This process includes training on how and when to report misconduct through the Company's Speak Up Policy.

Team members are assigned role-based Code of Conduct refresher training annually. Our 2024 refresher training included modules on reporting misconduct, conflicts of interest and financial integrity.

Deterring bribery and other corrupt business practices is vital to preserving long-term business continuity and success. Our Anti-Bribery Policy prohibits bribery, kickbacks and any other form of corruption. Our Gifts and Business Entertainment Policy provides guidance and approval requirements for exchanging gifts, entertainment and other benefits with third parties. Annual anti-bribery training is provided to Sales, Finance and Procurement team members, as well as to all employees authorized to approve spending of company funds.



# 100%

All U.S. employees who were active as of March 2025 signed the Code of Conduct.



The Cornerstone Building Brands Speak Up Line is a channel for team members to ask questions and report concerns related to actual or suspected misconduct. Team members may make reports by phone to a live operator in their local language and have the option to report in writing online. Anonymous reporting options are also available.

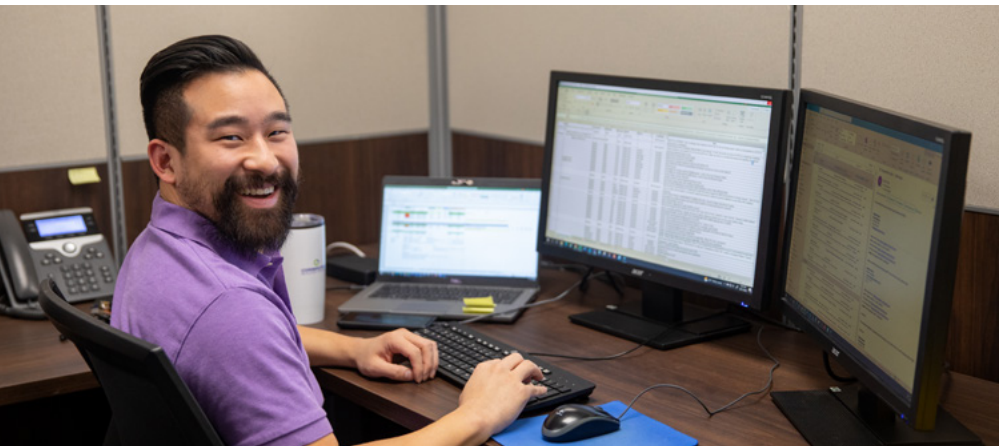


# Protecting Cyber & Information Security

GRI 3-3

Our commitment to cyber and information security is driven by our goal to achieve long-term business continuity through effective management of prevalent business risks and the assurance of privacy for all our stakeholders. We use a comprehensive approach to address cybersecurity concerns, supported by our Cybersecurity Policy, which aims to eliminate the threat of breaches, unauthorized access and other cyberattacks.

Cornerstone Building Brands' IT Steering Committee, comprised of Executive Committee and relevant subject matter experts, maintains cybersecurity oversight. The committee meets quarterly, with monthly email updates and off-cycle meetings for urgent matters.

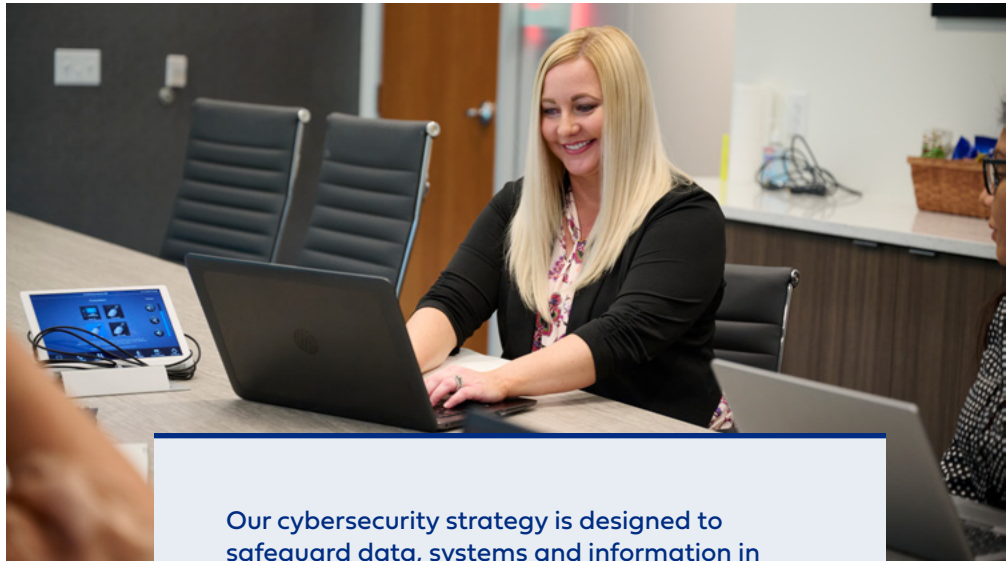


Any cybersecurity issues critical to our strategy or cybersecurity are presented via quarterly reports to the Board. Alongside cybersecurity, the committee aims to align IT priorities with our goals, objectives and processes while maintaining open communication on key focus areas.

Our management committee, launched in 2023, ensures proper governance and risk mitigation of projects related to potential AI opportunities. With an AI landscape that is constantly evolving, we are committed to approaching AI with integrity and appropriate governance to mitigate risk exposure as we continue to expand its usage.

IT Steering Committee discussion topics in 2024 included:

- **IT Projects:** Initiatives requiring Executive Committee approval that impact user interactions with applications and technology.
- **Critical Application Updates:** Information on high-impact, high-risk applications.
- **End-user Laptop Updates:** Initiative to reduce use of laptops using an obsolete operating system, which enhances our user experience, demonstrated by an increased Digital End-User Experience (DEX) score.
- **IT KPIs:** Key performance metrics for the prior period.
- **Security & Incident Review:** Analysis of major production-impacting incidents exceeding SLAs.



Our cybersecurity strategy is designed to safeguard data, systems and information in the event of a cyber threat or security incident. This approach is built on three pillars:



## 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



## Cybersecurity Tabletop Exercise With Executive Committee

In 2024, Cornerstone Building Brands’ executive committee participated in a Cybersecurity Incident Response Workshop designed to assess and improve the Company’s readiness in the event of a material cyber event. The half-day scenario-based workshop allowed participants to identify internal and external operational, financial, reputational and regulatory impacts, and to test the effectiveness of decision-making frameworks and processes in response to those impacts. Workshop participants gained enhanced understanding of the inherent risks, strategic and operational decisions, and resources to be deployed in the event of a material cyber incident.

We implemented several initiatives to support these objectives, enhancing our overall cybersecurity performance. When coordinated effectively, elements like anti-virus protection, backup and recovery and layered security provide fortified defense against a wide range of cyber threats. Raising awareness and understanding of cybersecurity threats among team members is another key element of our approach. We equip all team members with a series of educational resources and cybersecurity training modules, both of which are regularly updated. Recent improvements in this area resulted in heightened protection against cyber risks, including phishing rates under 4% during 2024. To track our cybersecurity performance, we partner with BitSight, a third-party ratings company that specializes in measuring cyber risk and prevention capabilities. In 2024, we retained our spot as an industry leader with a rating of “Advanced” enterprise-wide, including for our two newly acquired companies.

At Cornerstone Building Brands, our commitment to cybersecurity spans beyond the walls of our own facilities and into those of our business partners as well. We conduct an in-depth review of the technological infrastructure of all new suppliers and vendors. Similarly, to support seamless integration following the acquisition of a new business, we seek to identify and mitigate all cybersecurity risks. Our unified approach helps eliminate cyber safety concerns throughout our supply chain and achieve our goal of ensuring privacy for all our customers and team members.

A critical element of our approach to protecting cyber and information security is elevating our technological systems to deliver modernized, best-in-class performance. Launching a new Enterprise Resource Planning (ERP) system is a significant development that will play an important role across our business. The ERP will streamline and standardize core business practices while generating cost savings from improved efficiency and system consolidation.



# Developing Responsible Supply Chains

GRI 2-24, 3-3

Developing and maintaining strong relationships with dependable, responsible suppliers is a core element of fulfilling our approach to operating with ethics and integrity. At Cornerstone Building Brands, we view our supply chain as an extension of our team members and expect all suppliers to adhere to our ethical standards. Collaborating with reliable suppliers enables us to deliver on our commitment of providing high-quality products to our customers on time and at a competitive price point. In 2024, we enhanced our supplier relationship management program to better support alignment with our values and expectations. Moving forward, we remain committed to providing accessible resources that support continuous improvement across our supply chain.

Compliance and transparency are two focal points of our approach to building a responsible supply chain. We engage with our suppliers to support a shared understanding of applicable local regulations and reporting requirements. We regularly request information from suppliers on sustainability data, human rights, anti-corruption and environmental compliance. We recognize that transparency is integral to any responsible supply chain. Through effective supplier engagement, we track performance in key sustainability topic areas like energy usage and waste output. With greater oversight of critical activities within our supply chain, we can work with our suppliers to identify potential resources to drive improvement.

## Upholding Supplier Expectations

At Cornerstone Building Brands, we hold our suppliers to the same ethical standards as our team members. Our Supplier Code of Conduct aims to hold the members of our supply chain to the same strict principles of ethics and integrity that guide us internally. Our Supplier Code of Conduct covers key areas including sustainability, anti-discrimination, human rights and other priorities. For more information about our supplier guidelines, please refer to our [Supplier Code of Conduct](#).

At Cornerstone Building Brands, efforts to uphold human rights in our supply chain are a vital part of maintaining our standards. We expect our suppliers to adhere to due diligence standards and conduct country-of-origin inquiries when plausible 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. We use a third-party resource to survey our suppliers and adjust our procurement decisions accordingly. In addition to survey tools, we monitor our supply chains on an ongoing basis using subscription-based services. For more information on Cornerstone Building Brands' commitment to human rights, please see the [Respecting Human Rights](#) section of this Report.

### BUILDING BETTER SPOTLIGHT



## Investment in Calgary Operations to Enable More Efficient Transportation in the Supply Chain

Our site in Calgary, Canada began producing its own unique line of float glass products in 2025. By building these products in-house, our operations no longer require suppliers to ship traditional insulated glass units (IGUs). This improved efficiency has significantly reduced the volume of supplier trucks that travel to our Calgary site and, once fully operational, will reduce truck traffic by more than 50%.

# THE RATING PROCESS





DELIVERY



QUALITY



COST



VALUE

## Drive to Premier Program

In 2025, we aim to enhance our engagement efforts by launching our Drive to Premier program. Designed to track supplier performance and identify areas for improvement, Drive to Premier will collect scorecards from all suppliers, measuring metrics such as their ability to meet deadlines and adhere to product quality specifications. We anticipate this system will be essential in our focus to improve product quality while ensuring operational efficiency. The program is designed to establish a new communication channel between our management teams and suppliers. We expect this advancement will further alignment in key areas, allowing for a greater understanding of our priorities, goals and key performance indicators.



# Driving Supply Chain Resiliency

Strengthening resilience in our supply chain is critical as we depend on suppliers with global networks for sourcing raw materials that are necessary for our manufacturing processes. Suppliers can be impacted by extreme weather events and natural disasters, affecting the availability, quality and cost of essential commodities like steel, aluminum and PVC resin. These fluctuations in material availability can lead to significant operational disruptions, hindering our ability to meet customer demands. To manage these risks, our teams collaborate with affected suppliers to provide resources and develop contingency plans where possible. Considering an ever-changing global climate, we are working toward enhancing our preparedness for severe climate-related events. By implementing these strategies, we aim to create a more resilient supply chain that allows us to meet customer demands.

At Cornerstone Building Brands, we prioritize effective supplier communication and engagement to enhance accountability throughout our supply chain. This commitment applies to both current suppliers and potential partners, as we intend to understand their needs and expectations to better navigate disruptions. In addition, we regularly check in with our manufacturing sites to discuss how we can provide resources to support efficient production. Our management teams work to identify risks, investigate disruptions, utilize tools to minimize impacts and implement processes to learn from past incidents. During our quarterly business reviews, we meet with key suppliers and business partners to focus on opportunities for improving our shared sustainability performance.





# Leading Product Stewardship & Innovation

GRI 3-3

Cornerstone Building Brands' product innovation strategy focuses on providing customers with high-quality products that are affordably priced and designed with consideration for sustainability. We utilize cutting-edge practices in our manufacturing processes to support our sustainability goals, while maintaining the reliability, safety and durability our products are known for. We continue to leverage our Expansive Innovation Engine to support growth in product platforms, ventures and technology across the organization. Product innovation has enabled us to meet our customers' expectations by offering industry leading products and providing them with a strong value proposition.

We focus on creating a consistent approach to innovation that is applicable to all business units and product segments at Cornerstone Building Brands. Each business unit maintains its own product development team, overseen by the designated business unit president and our Chief Growth Officer. By actioning feedback from stakeholders, including customers, end users and suppliers, our product development strategy enables us to optimize our processes and deliver innovative products.

Our product development teams and business unit presidents provide frequent updates to Company leadership, including the Executive Committee and Board of Directors. With routine communication and a strong understanding of the product development process, our leaders can make structural changes to drive improvement.

Our Innovation Council, launched in 2023, focuses on improving our product innovation efforts. The Council is comprised of business unit presidents and functional leaders who work together to standardize our approach to new product development. The Innovation Council recently introduced a stage-gate process, allowing teams to generate ideas, assess feasibility and commercialize new products. This process also collects stakeholder feedback to inform the final design of products, ensuring they align with our customers' demands. The stage-gate process is vital to our emphasis on maintaining affordability, as it helps reduce development and production costs through standardization. The testing stage reduces waste by confirming product suitability for customers before large-scale manufacturing. At a product's inception, we consider factors such as market potential, scalability, source intensity, sustainability, performance and other opportunities and risks that may impact the product quality and value to our customers. By upholding the Innovation Council's standards, our teams can track and identify risks and opportunities to enhance performance and refine strategies to support innovation and efficiency.

In 2024, we evaluated our product offerings in an effort to optimize our product portfolio, which allowed us to streamline our manufacturing processes while enhancing product stewardship. This ongoing process helps us provide the best solutions for our customers while remaining competitive in the market.

## BUILDING BETTER SPOTLIGHT

### Product Optimization Furthered Through Expanded Partnership With Sherwin-Williams

A significant outcome of our product optimization efforts is our expanded partnership with paint suppliers. In 2024, our Shelter Solutions business unit designated Sherwin-Williams as the primary paint supplier for metal coils across all brands and manufacturing facilities. Along with this transition, we streamlined our standard color palette to ensure optimal representation of colors that drive sales for all brands. All colors included in the finalized palette are certified by the Cool Roof Rating Council under their CRRC-1 Program, which helps inform consumers on how efficiently the product reduces building energy use, increasing occupant comfort and mitigating the urban heat island effect. Internally, this partnership allowed us to streamline coil management across the plant network and realize additional economies of scale for paint purchases, two significant advantages as we seek to maximize operational efficiency. This change also creates a well-defined, simplified collection of offerings and the introduction of a unified paint warranty program, each contributing to enhanced customer experience.



## Furthering Product Sustainability Through Innovation

At Cornerstone Building Brands, we seek to consider the entire life cycle of our products, from sourcing to end of use when it aligns with our business objectives and supports value creation for our customers. In 2024, two of our siding brands, Mitten® and MAC®, demonstrated our commitment to this approach. Mitten® emphasized initiatives aimed at reducing scrap waste during manufacturing and optimizing inventory through SKU rationalization. MAC® invested in developing low-maintenance products designed for durability and with materials that have potential for recycling, thereby reducing environmental impact and striving to support its customers and partners in constructing buildings that qualify for LEED® certification.

Similar to MAC®, window and door brands Ply Gem Canada® and North Star® developed cutting-edge product designs that limit environmental footprint during use by improving energy efficiency. These products are designed to maximize thermal efficiency once installed, helping users reduce heating and cooling costs while lowering emissions from buildings equipped with them. Ply Gem's® products feature thicker exterior walls and additional interior walls that deliver improved insulation, limiting the need for energy-intensive heating and cooling. North Star® has leveraged innovative technology developed by Cornerstone Building Brands to create reinforced vinyl windows that do not require steel and boast enhanced thermal efficiency.

Our Shelter Solutions business unit also optimized our bolt assortment to help installers quickly identify correct bolt lengths for accurate installation, with an added goal to reduce replacement requests for misplaced bolts. With more distinct sizing, as well as new high-strength A325 and full-threaded bolts, customers are less likely to encounter difficulty identifying bolts of similar lengths and installing bolts in the wrong locations. Operationally, our new bolt assortment has successfully reduced the time spent handling replacement orders and eliminated purchasing and packing inefficiencies.

The Shelter Solutions business unit also introduced a Growth Excellence function in 2024. Encompassing key areas such as project management office (PMO) for governance, new product development, innovation and business transformation, the new function is focused on driving growth-related initiatives. This specialized team collaborates closely with the corporate Growth Center of Excellence, ensuring alignment with broader organizational objectives while tailoring strategies to the unique needs of the Shelter Solutions business unit. By centralizing these efforts, we have enhanced our ability to innovate effectively, execute strategic initiatives and accelerate Shelter Solutions' transformation into a growth-oriented business.

To support our focus on product sustainability considerations, our Surface Solutions – U.S. business unit made a significant step forward by setting an ambitious sourcing target: Utilizing 5 million pounds of post-consumer recycled (PCR) materials by the end of 2025. Since 2016, we have partnered with the Vinyl Institute, an organization that represents leading manufacturers of vinyl, vinyl chloride monomer and vinyl additives and modifiers, and its Vinyl Sustainability Council, to promote best practices for using vinyl in a more sustainable way. Thus far, the Vinyl Institute has successfully sourced 3.8 million pounds of reclaimed materials by the end of 2024 and is on track to meet its target, which aligns with the Polymeric Exterior Products Association (PEPA) annual target in support of the Vinyl Institute's goal of diverting 25 million pounds of vinyl from landfills.



Reducing the end-of-life impact of our products is a shared objective across all business units at Cornerstone Building Brands. In 2024, our Aperture Solutions – U.S. business unit focused on product packaging to reduce waste-to-landfill by incorporating sustainability considerations into the design of our packaging. To guide this initiative, our Aperture Solutions – U.S. team developed a roadmap aimed at standardizing packaging and introducing lower-impact features for all products. In 2024, we reduced shrink film usage by 15% YoY and are targeting a further 30% reduction in 2025 within the business unit. Additionally, in 2024, we moved to 100% FSC-certified corrugated packaging. Aperture Solutions – U.S. supported scaling the business unit stage-gate new product development model to the Cornerstone Building Brands enterprise wide program, driving reporting and tracking of our growth pipeline.

In 2024, Aperture Solutions – U.S. initiated a project management office (PMO) to drive organizational alignment on large, cross-functional initiatives, as well as seeking to allocate capital to initiatives that focus on sustainability considerations. In addition, teams were reorganized into regional operating groups to drive local market growth, aligning across sales, operations, product and marketing. Aperture Solutions – U.S. also made progress on driving our strategic product assortment by initiating a monthly Simplification Steering Committee. This resulted in the identification and initiation of 3 older or less appealing platforms to be sunset and a decision to consolidate three door platforms to one best-in-class door across the multi-plant network that manufactures our largest window product line, the Ply Gem® 1500. These rationalizations also make way for new innovations set to launch in early 2025.

We are proud of the work each reporting segment contributes to align with Cornerstone Building Brands’ aspiration to become a premier exterior building solutions company from innovation and sustainability perspectives.

Each of our reporting segments employs unique strategies to bring sustainability considerations and innovation into their respective product development processes:



#### CORPORATE

Partners with local universities and other third parties to conduct material science research to develop a polymer with both functionality and sustainability benefits and to implement sustainability improvements in our products



#### APERTURE SOLUTIONS

Provides downstream energy efficiency benefits to our customers through window improvements that minimize drafts or leaks and manage solar heat gain; leverages automation to improve quality, precision and consistency of products and manufacturing processes



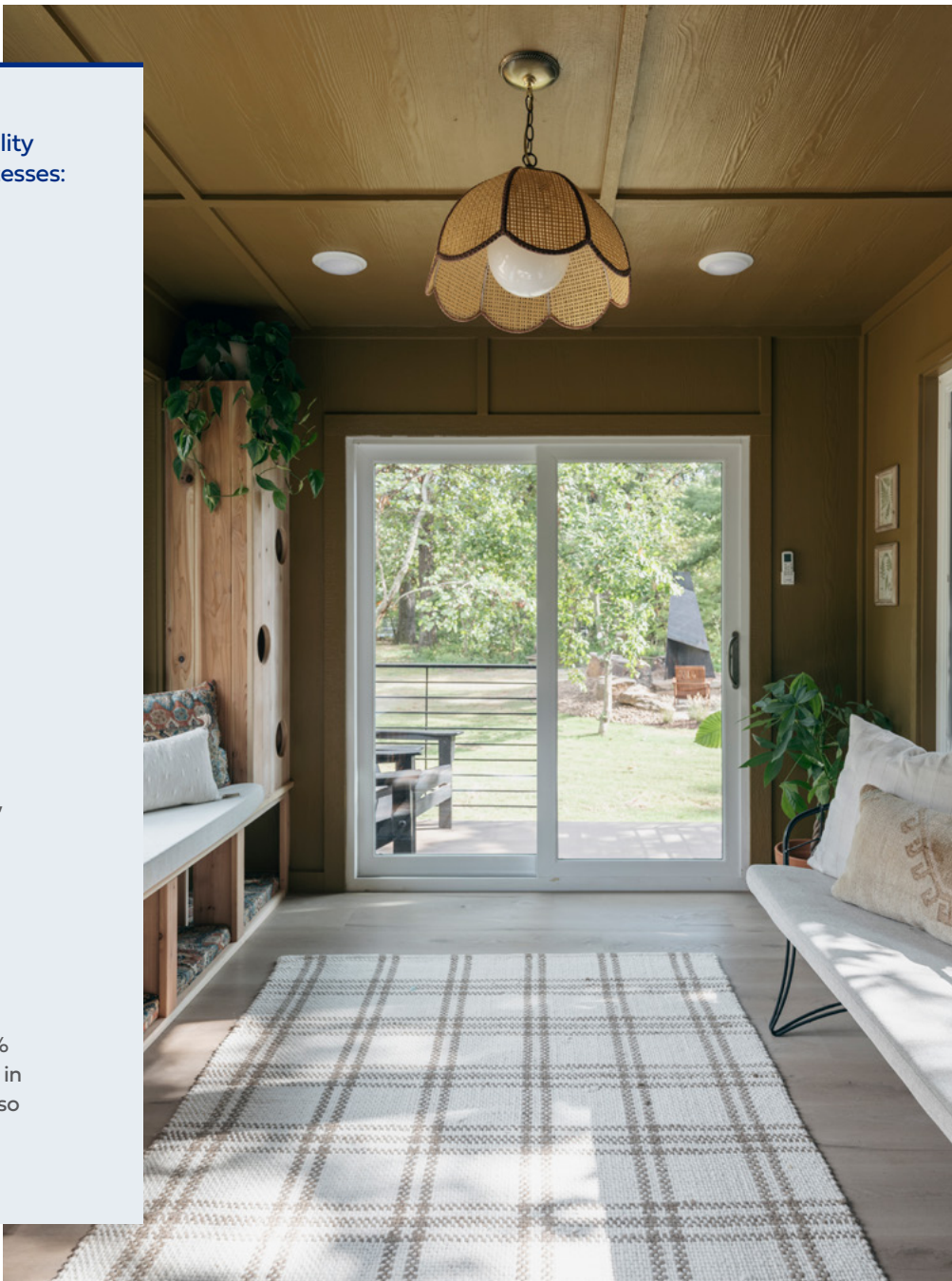
#### SHELTER SOLUTIONS

Employs a functional Innovation Committee that meets every other week to discuss new initiatives that enhance our customers’ experience through innovation and sustainable improvements of our offerings



#### SURFACE SOLUTIONS

Supports compliance with various internal end-of-line recycling programs to enable plants to help meet their goal of converting 99% of raw materials to finished goods, which is measured monthly; aids in improved manufacturing efficiency by tracking first pass yield daily so each plant meets targeted improvement goals





# BUILDING A SAFER TOMORROW

Adapting to extreme weather events, climate impacts and natural resource scarcity is essential to keeping our communities, team members and planet safe. At Cornerstone Building Brands, we recognize our role in reducing our environmental footprint to help mitigate the effects of these events and fulfill our commitment to protecting the safety of our team members and communities.

## IN THIS SECTION

- Managing Climate Change & Energy
- Prioritizing Product Quality & Safety
- Understanding Our Environmental Footprint



# Managing Climate Change & Energy

We strive to create a cleaner, safer, more sustainable tomorrow. To achieve this, we regularly assess our impacts and work to reduce our environmental footprint. As climate change remains a leading concern globally, we are committed to decreasing our greenhouse gas (GHG) emissions and energy intensity in our operations.

Improving our emissions performance depends on effective governance within our teams. Our sustainability team members report regularly to the Executive Committee, including the interim CEO, and report

quarterly to the Board. We provide annual updates to the Board and Executive Committee on sustainability-related risks captured in our Enterprise Risk Management assessments. Both the Executive Committee and leaders from the Strategy, Legal and Operations teams receive reports on identified risks from these assessments and are collectively responsible for overseeing the implementation of solutions.

A key element of our monitoring process is the consideration of key stages in a product's life cycle, including raw materials sourcing; energy used for production, packaging and distribution; and product use and end-of-life impacts where relevant to our operations. Throughout our manufacturing operations and building spaces, we focus on energy efficiency to help reduce our Scope 1 and 2 emissions.



Our goal is to build a cleaner, safer, more sustainable tomorrow for our communities, stakeholders, partners and customers.

Effective data management is key to our approach to managing energy conservation and mitigating climate change. Our centralized ESG data platform, Pulsora™, and our utility management platform, EMSys, enable us to track our energy usage, identify opportunities for site-level energy efficiency projects and integrate renewable and low-carbon energy sources at our sites. These platforms provide a data-driven approach to help us pinpoint locations for focused energy conservation audits and water conservation initiatives, ensuring alignment with our sustainability strategies and the deployment of our Cornerstone Building Brands Production System (CPS) Environmental pillar.

## Addressing & Adapting to Climate Change

GRI 3-3

As the impacts of climate change become more pronounced, our operations, communities and planet are increasingly vulnerable to potentially devastating effects. The rising frequency and intensity of natural disasters and extreme weather events — including wildfires, droughts and floods — present substantial risks to our team members, supply chain, facilities, product distribution networks and customers. Without the implementation of preventative contingency measures, these occurrences may disrupt critical aspects of our daily operations including access to power and water, the supply of raw materials and our ability to manufacture and distribute our products.

To help mitigate potential impacts, we equip our facilities with multiple systems designed to respond effectively to emergencies and extreme weather events. We integrate flexible measures into our manufacturing processes that help enable us to pivot production to alternative plants, ensuring we maintain capacity and prevent shortages or delays. Supporting resilience within our supply chain is equally essential, so we source materials from a variety of suppliers to account for any disruptions. We will continue to enhance our operations and processes by employing a variety of strategies aimed at addressing potential impacts of climate change in the future.



# Measuring & Minimizing Our Energy Use

GRI 3-3

Optimizing our energy efficiency is a priority as we strive to reduce our environmental impact. We seek new practices to increase energy conservation and reduce our total energy usage. Cornerstone Building Brands Production System (CPS) is a valuable resource for our teams, providing a playbook for identifying energy conservation opportunities and creating a framework for implementing energy efficiency measures.

We partner with third-party assessors to conduct energy audits at select plants to evaluate the impacts of short- and long-term projects, such as facility updates, lighting retrofits and equipment modifications or upgrades. Using audit results and our internal consumption data, we create Energy Use Indexes based on building square footage, which provide us with baselines that inform our company-wide energy efficiency targets.

Our commitment to energy efficiency extends to the products we offer to our customers. We work to create products that are designed to promote energy savings through innovative design and technology, helping to lower heating and cooling costs, advancing both our customers’ and our own sustainability efforts. For example, many of our residential window and patio door products exceed code requirements or are ENERGY STAR® certified. Additionally, several of our products have received the ENERGY STAR® Most Efficient distinction. We plan to continue engineering products that help our customers make energy-efficient choices and reduce their environmental footprint. We expect this focus will guide our ongoing approach to product development and innovation processes for years to come.

Through our Shelter Solutions product portfolio, customers can reduce their energy costs with metal roof panels featuring solar reflective coatings to help decrease the heating and cooling levels needed to maintain comfortable interior temperatures. These metal products

are designed in accordance with the Cool Roof Rating Council’s CRRC-1 Program and are also made from materials that are widely reclaimed and recycled at end-of-life, helping to reduce landfill waste.

By offering durable products with more sustainable attributes, we enable our customers to reduce their environmental footprint through the expansive lifespan of our products. For more information, please see [Leading Product Stewardship & Innovation](#).

## Optimizing Transportation

Improving efficiency and implementing solutions focused on sustainability in our supply and distribution channels can significantly reduce the total emissions associated with our operations. Regular maintenance and optimization of vehicle fuel models are essential activities that we implement to help decrease the carbon footprint of our vehicle fleet. We also equip our fleet drivers with resources to enhance their understanding of their environmental impact and develop strategies for more sustainable transport. These efforts include helping to ensure that each truck is loaded as efficiently as possible before leaving our facilities. These varying approaches contributed to an improved fuel efficiency across our fleet by 11% YoY in 2024.



17%

In 2024, we exceeded the average industry fleet fuel efficiency by 17%.

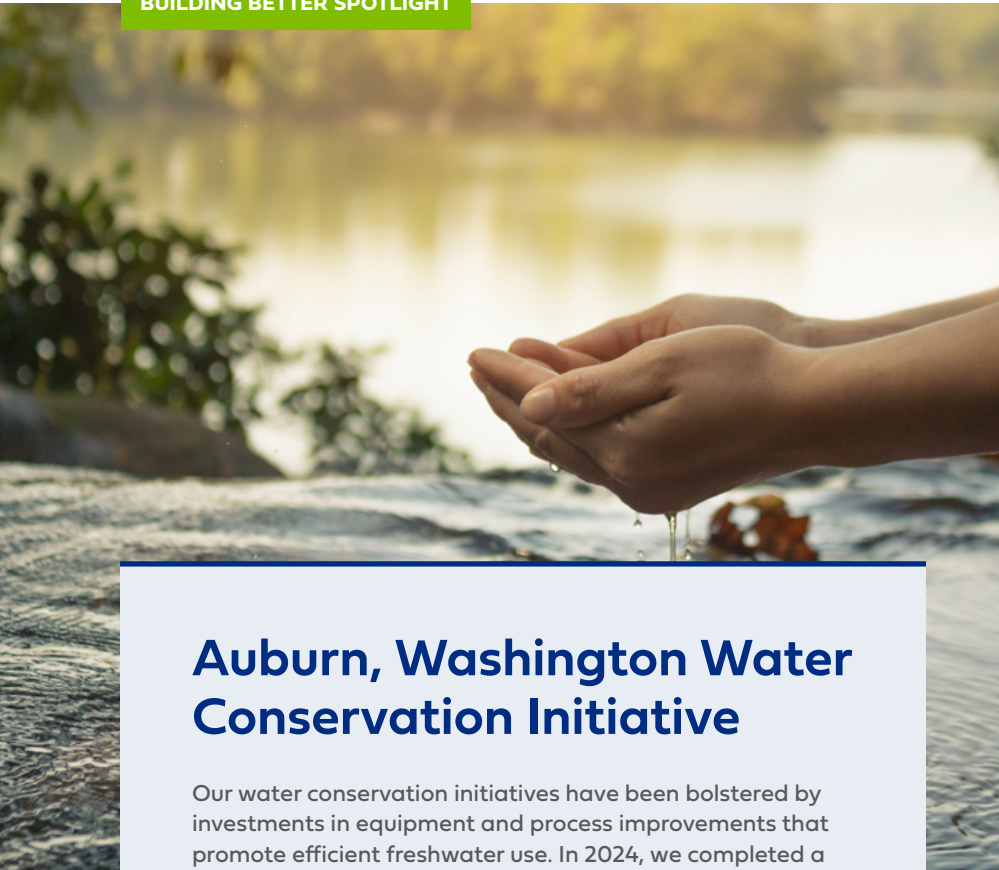
While we work to reduce our fleet emissions, we continue exploring opportunities such as optimizing delivery routes, vehicle use and truckload capacity while still meeting our product transportation needs. These efforts support our broader goal of improving operational efficiency and reducing the environmental impact of our transportation activities, all while collectively contributing to Building a Better Tomorrow.

### BUILDING BETTER SPOTLIGHT



## Brand Expansion of Green & Environmentally Conscious Infrastructure

We encourage the expansion of a sustainable, eco-friendly infrastructure across our operations and value chain. In 2024, one of our facilities received a LEED® Gold Certification, demonstrating our exploration of high-performance sustainable design. Opened in 2023, this manufacturing plant is equipped with energy-efficient machines powered entirely by hydroelectric energy. In addition to utilizing green energy, the facility’s design includes features that enhance air quality and promote water conservation and savings.



## Auburn, Washington Water Conservation Initiative

Our water conservation initiatives have been bolstered by investments in equipment and process improvements that promote efficient freshwater use. In 2024, we completed a process optimization and repair project for the extrusion cooling water loop at our vinyl window manufacturing facility in Auburn, WA. This has resulted in a reduction in freshwater consumption by an order of magnitude and is estimated to yield annual water savings of over 16.5 million gallons.



16.5+ M

gallons of annual water savings

# Understanding Our Environmental Footprint

GRI 3-3

At Cornerstone Building Brands, we focus on environmental responsibility throughout our operations and product life cycles. Our stewardship efforts focus on maintaining compliant and efficient manufacturing facilities, while reducing energy consumption, waste generation, freshwater usage and raw material consumption to minimize our environmental footprint.

We continue to prioritize closing data gaps to capture energy, water and waste information from our manufacturing operations. We use Pulsora™ and EMSys to integrate environmental data of newly acquired facilities and work closely with our newly acquired companies to ensure that the quality and accuracy of their data aligns with our inventory management plan. We leverage our Cornerstone Building Brands Production System (CPS) to emphasize accurate data collection, management and tracking across business units; increase data visibility to our manufacturing teammates; and provide operations leaders with comparable metrics on energy consumption, freshwater consumption and waste generation and diversion. With a baseline of environmental data established and the deployment of CPS progressing throughout our manufacturing sites, we are well-positioned to standardize data collection with an eye toward developing plant-level goals that drive incremental improvements across key environmental metrics.

## Managing Waste

To effectively address our environmental footprint, we have adopted waste management practices that are designed to support safe disposal of hazardous materials and diversion from landfills, where feasible. We invest in waste solutions that promote greater circularity, including the expanded use of reclaimed materials like steel, aluminum and vinyl. Many of our products contain recycled content, such as the aluminum used in our residential building products and the reclaimed steel used in many of our low-rise, non-residential building products.

In 2024, we diverted over 149.9 million pounds of waste from landfills, accounting for more than 75% of our total waste. Waste generated during manufacturing, such as scrap PVC, steel, glass and aluminum, can be reused and recycled, providing closed-loop opportunities to lower our impact and reduce sourcing costs. We focus on reclaiming our most common types of scrap waste and implementing effective methods to recover them as materials for use in both our own production processes and those of external partners or recyclers.



Although our facilities generate minimal amounts of hazardous waste, we strive to implement best practices for waste minimization and pollution prevention where applicable. We provide clear policies and procedures for the safe handling, storage and disposal of hazardous waste, helping to ensure compliance with federal, state, provincial and local regulations, particularly the Resources Conservation and Recovery Act and equivalent non-U.S. requirements. Our teams responsible for waste management prioritize stringent adherence to these standards.

We believe that responsible usage is as important as waste management practices. Aside from our PVC extrusion processes, most of our raw materials are pre-painted or preformed, which means our manufacturing activities primarily consist of fabrication or assembly. While we paint a small portion of our products, many of our coatings are water-based. The waste-related impacts from the creation of our raw materials — such as secondary steelmaking, steel coil coating, PVC production and flat glass manufacturing — occur upstream in our value chain.

## Designing Better Beginnings & Ends

We actively seek opportunities to incorporate sustainability features into our products, supporting our customers in reducing their environmental impact. A primary way we enhance sustainable design is engineering our products to generate minimal waste at the end of their life. In partnership with industry associations like Polymeric Exterior Products Association (PEPA) and the Vinyl Institute, we source recycled vinyl in our siding products, reducing our waste to landfills. We also promote the concept of circular vinyl use by regrounding scrap vinyl and reintegrating it into our raw material feed.



**3.5 M**

In 2024, we recycled 3.5 million pounds of vinyl in partnership with PEPA.

Steel roofing and wall systems are made from materials that are widely reclaimed and recycled at end-of-life. Steel roofs require minimal upkeep and can last up to three times longer than traditional roofing materials with proper design, installation and maintenance, resulting in reduced material waste, labor costs and energy consumption as compared to traditional alternatives. Additionally, steel panels with solar reflective coatings represent a cooler roofing system that offers energy savings by reflecting sunlight more effectively than asphalt roofing materials. These product attributes support energy efficiency and long-term value while delivering on our performance commitments to customers.

## Sourcing Responsible Materials

We prioritize collaboration with suppliers who engage in the sustainable sourcing of materials to construct a responsible supply chain and provide low-impact products. During sourcing, we work closely with supplier partners to prioritize practices that minimize ecological impact, mitigate resource overconsumption and prevent ecosystem degradation. Together, we develop strategies for the reuse and recycling of materials, continually striving to incorporate sustainability solutions into our supply chain. Key materials that offer circular solutions include aluminum, steel, glass and vinyl. The utilization of sustainably sourced materials in our product not only benefits our customers during their use but also enhances their end-of-life performance.

## Protecting Against Air Contaminants

Protecting air quality is critical for building a safer tomorrow for our team members and surrounding communities. At applicable sites, we employ pollution control measures to protect public health and welfare and support our commitment to complying with relevant federal, state, provincial and local air quality regulations, including the federal Clean Air Act and non-U.S. equivalents.

## Conserving Water

Water is a vital resource essential for our operations and the daily lives of our team members and communities. We utilize our CPS to establish water management and conservation measures that enhance efficiency and minimize our impact on regional water sources. CPS guidelines on water-related topics include monitoring process water usage, conducting site conservation audits and implementing projects that reduce our consumption. We require select plants to conduct stormwater pollution training, track water usage through process meters, conduct analyses on drinking water, monitor wastewater discharge quality and implement water conservation procedures where appropriate.

## Keeping Biodiversity in Mind

At Cornerstone Building Brands, we recognize that elements of our value chain may intersect with natural ecosystems, and we acknowledge growing stakeholder interest in biodiversity. While not currently a primary focus area, we intend to explore how biodiversity considerations may be incorporated over time into our broader environmental efforts, including climate and responsible sourcing. For more information about resource conservation within our supply chain, please refer to the [Developing Responsible Supply Chains](#) section of this Report.



# Prioritizing Product Quality & Safety

GRI 3-3

## Enterprising Product Quality

Our commitment to quality starts with the ingredients and materials used to build our products. Sourcing high quality raw materials is the first step in creating a product that guarantees prolonged durability and top-tier performance, so we work with key vendors to ensure the highest quality materials are being used. We continue to manage quality by developing key product components in-house rather than outsourcing, allowing us to closely manage our inputs and ensure they meet our rigorous quality standards.

The Cornerstone Building Brands Production System (CPS) is a framework that defines how Quality is communicated and managed at all levels of the organization. It starts with a daily accountability meeting where the plant leader and staff members review the facility's daily performance and actions required to continuously improve. A similar approach happens with the group leaders on the shop floor — called the Winning Impact Team — where they review the daily performance of a specific area of the factory and the actions needed to continuously improve. Product defects identified are reviewed in plant Accountability Rooms and on the Winning Impact Team boards located on the shop floor to quickly execute problem solving and prevent recurrence.



At Cornerstone Building Brands, we understand the importance of providing our customers with solutions that can withstand extreme environmental conditions. As the effects of climate change grow in severity, we have evolved our product testing approach to account for exposure to

extreme winds, heavy rainfall and the outbreak of fires. This commitment is reflected by the various certifications held by certain products within our portfolio, including the UL and AAMA Gold Label. Some of our manufacturing facilities are also certified by accreditation bodies such as IAS, CWB and AISC.

We encourage constant customer engagement to inform our perspectives and strategies regarding quality. Cornerstone Building Brands opens our doors to customers through our Voice of the Customer and Quality Ambassador programs. By providing direct channels for feedback and transparency, we can better implement quality improvements that meet the demands and expectations of our customers.

Last year, we implemented several quality-specific improvement methodologies, including No Defects Forward, Critical to Quality and Kaizen-specific activities.

In 2024, all manufacturing facilities implemented additional No Defect Forward stations. These checkpoints can hold every team member accountable during production by requiring them to screen for common defects from prior stations. By identifying specific defects and addressing defect trends in the manufacturing process, our team members can troubleshoot in real time to prevent problems from being passed on. This control helps to ensure that all products leaving our facilities meet the quality and safety standards we promise to our customers.



Within the last year, we introduced Critical to Quality stations to our production lines throughout all manufacturing sites. This initiative relies on advanced automation to test all products for potential flaws as they progress from one production stage to the next, with some of our products going through up to 15 Critical to Quality stations to pinpoint defect sources and identify production processes that may need improvement. With this rigorous testing program in place, we have successfully prevented flawed products from reaching our customers and improved quality performance.

In 2024, we implemented a robust, best-in-class Quality Management System that we believe sets us apart from our industry peers. As outlined in our Five-Year Quality Roadmap, this comprehensive system will be rolled out over a five-year period with the intent to drive continuous improvement.





In the first year of this program, Cornerstone Building Brands introduced new manufacturing procedures and improved data tracking practices that have already transformed our approach to quality.

As part of our Quality Management System, we introduced semi-annual Kaizen events to identify internal and external defects to inform our prioritization strategy. Kaizen, meaning “continuous improvement” or “change for the better,” is a philosophy that involves everyone in an organization to make incremental improvements to processes and systems, ultimately leading to significant long-term benefits. By conducting Kaizen events every six months, we can monitor trends throughout our product development processes and identify which areas may need additional resources to improve our quality standards. Over the course of 2024, we completed 127 major problem-solving Kaizen events specific to quality, which generated substantial savings.

Last year we made substantial investments to help advance a culture that emphasizes commitment to quality. This effort was initiated with the rollout of educational resources and team workshops focused on the impact of product quality on our customers and the communities we serve. We also incorporated detailed training for No Defect Forward and Critical to Quality into our manufacturing training curriculum. The Training Within Industry (TWI) program was introduced to standardize systematic training for all frontline workers with the goal of improving quality, accuracy and safety. By prioritizing quality, in alignment with our customer-centric, interconnected and continuous improvement culture, we can motivate our team members to execute industry-best manufacturing practices that yield enhanced quality outcomes for our customers.

We improved how we track quality performance in 2024. The New Data Lake Project, which was managed by a cross-functional team spanning several business units, created a data collection resource to aggregate 300 million data points from more than 20 unique Enterprise Resource Planning systems (ERPs) that we have in place. With this data organization, we can generate a Field Failure Rate metric that can be used to validate our current models and identify areas of improvement

or enhancement at a product, brand, business unit and/or plant level. This KPI will also support transparent communication with customers and provide an opportunity to demonstrate our progress with external stakeholders and business partners. Another key metric we track is Cost of Poor Quality (CoPQ), which measures financial losses that result from failure to meet quality standards. In 2024, CoPQ showed double-digit improvement, evidence of how well our commitment to quality paid off across the Cornerstone Building Brands landscape.

As an additional way to emphasize and acknowledge our focus on product quality, our Quality team introduced the “Most Improved Quality” awards in 2024, recognizing plants with the most improved quality metrics within each business unit. This initiative includes monthly and quarterly recognition for improvements at various plants and directly supports our ability to engage and retain our team members.

As part of our continued focus on product innovation and customer-driven design, the Harvey Windows + Doors brand launched its new Entry Door System, combining fiberglass durability with a timeless wood aesthetic to provide homeowners with reliable products without sacrificing appearance. This launch reflects Cornerstone Building Brands’ ongoing commitment to quality and innovation, delivering customizable options and superior performance to meet the diverse needs of homeowners.

# Ensuring Product Safety

Cornerstone Building Brands takes product safety seriously, responding swiftly to customer safety concerns. We continually monitor the U.S. Consumer Product Safety Commission to stay on top of issues and recalls from peers and to avoid similar problems.

## BUILDING BETTER SPOTLIGHT



Best-Selling Simonton Double Hung and Sliding Windows\* Have Earned the Good Housekeeping Seal



## Recognized for Excellence

The Simonton® 5500 and 6500 Double Hung Windows, as well as the 6200 Sliding and DaylightMax® Sliding Windows, received the esteemed Good Housekeeping Seal, recognizing them for their superior quality, energy efficiency and robust safety features. These Simonton products will be advanced further in early 2025 by replacing existing paint color technology in favor of a more durable, lower VOC laminate color technology.





# BUILDING CARING COMMUNITIES

At Cornerstone Building Brands, we believe that to be a premier company, our values, strategies and initiatives must fulfill our purpose of positively contributing to the communities where we live, work and play. We support community well-being and initiatives such as affordable housing by developing and providing cost-effective products. Our employees play an essential role in this endeavor, and we are dedicated to fostering an environment that nurtures their growth and success. We believe in the power of collaboration to achieve excellence, driven by our unwavering commitment to our customers, the ingenuity of our team and our focus on operational performance.

## IN THIS SECTION

- › Cultivating Strong Talent Management
- › Respecting Human Rights
- › Providing Occupational Health, Safety & Well-Being
- › Inclusion in Action
- › Improving the Customer Experience
- › Giving Back Through Community Engagement & Philanthropy





# Cultivating Strong Talent Management

GRI 3-3

We strive to be an employer of choice for current and prospective employees since they are central to our success. We are committed to fostering a workplace culture that aligns with our values and aspire to thoughtfully hire, develop and retain a diverse workforce to cultivate individual potential and collective success.



## Ensuring Opportunities for All

We believe that cultivating inclusivity at every stage of our hiring process is crucial to achieving our goals, and we are committed to creating a workplace that is inclusive, respectful and supportive — one where all team members can thrive. Over the past year, Cornerstone Building Brands has significantly enhanced its talent acquisition and talent management programs to better align with our broader business strategy and ensure that opportunities to join and grow within the business are available to all. As such, we assess all candidates based on their qualifications and skills regardless of their race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or veteran status. We value the feedback we receive from our team members, as it guides our business decisions and helps us continuously enhance the culture at Cornerstone Building Brands.

Cornerstone Building Brands' Second Chances initiative began in 2018 through a partnership with the Georgia Department of Correction work release program. This program, in collaboration with Georgia's Transitional Centers, helps participants re-enter society and become productive citizens, while also preventing recidivism. This partnership is one of the many ways Cornerstone Building Brands demonstrates its commitment to inclusivity and workforce development.

Cornerstone Building Brands acknowledges that refugees face challenges accessing jobs in new communities due to language barriers, transportation issues and limited social and professional networks. In 2023, the Company joined the Tent Partnership for Refugees (Tent) in the U.S., a group of more than 400 major companies committed to hiring and integrating refugees. Through Tent, Cornerstone Building Brands holds relationships with refugee resettlement organizations in Auburn, WA; Salt Lake City, UT; Atwater, CA; Orwigsburg, PA; Stuarts Draft, VA; Houston, TX; Rocky Mount, VA; Atlanta, GA; West Sacramento, CA; and Denver, CO to provide refugees with employment opportunities. In 2024, we strengthened our partnerships with refugee resettlement organizations nationwide, enabling us to successfully hire work-authorized refugees at several of our manufacturing plants. These hires have demonstrated excellent performance and low turnover rates. To address language barriers, some of our plants are leveraging real-time translation technology, while others are offering on-site English classes. We're also exploring additional resources to support clear communication and foster an inclusive work environment for all team members. While lack of transportation also posed an obstacle, as many refugees lack vehicles or driver's licenses, we addressed this issue by collaborating with Enterprise Rent-A-Car to provide reliable transportation for these employees. Given the program's success and our ability to overcome these barriers, we plan to expand this initiative to additional locations in 2025.

For more information about our Inclusion efforts, see the [Inclusion in Action](#) section of this Report.



# Workforce Programs & Initiatives

In 2024, we formally introduced our Cornerstone Building Brands internship program with plans to launch in 2025. We established 20+ paid internship roles across multiple functions to start in the summer of 2025. As part of our recruitment efforts, we visited seven college campuses to engage with early career talent and fill our open internship roles for 2025.



41%

Our job application system greatly improves the accessibility of our job openings with a simplified design and navigation resulting in a current application completion rate of 41%, exceeding the industry average of 10%.

All team members are provided with job-specific and compliance training to equip them with fundamental skills for success. Team members also rely on our Learning Management System to guide their professional skillset development through instructor-led training courses and activities aligned with individual interests and career goals. Our Human Resources team assists team members in creating individualized development plans to identify future career pathways within Cornerstone Building Brands upon request.

## Identifying Potential & Emerging Leadership

At Cornerstone Building Brands, we recognize and nurture leadership skills within our organization and offer a combination of internal and external development opportunities to support our high leadership potential employees. These identified future leaders attend conferences and seminars funded by the Company to grow and develop their leadership skills and receive specialized training for leadership roles within the Company. This approach allows us to foster a strong and capable leadership team and promotes internal leadership succession, which is critical to the success of our organization.

We foster professional development and growth through Individual Development Plans for team members, which identify targeted skill development topics and help prepare team members for future growth opportunities. Development activities may include internal programs such as Leadership Essentials, as well as external programs such as Driving Profitable Growth and other courses offered by universities or other educational institutions.

Since its pilot in 2021, our Leadership Essentials development program has accelerated the growth of people leaders at all company levels. Throughout 17 weeks of training and self-directed assignments, the program equips

current and future leaders with the tools to support their teams and develop critical leadership skills, including emotional intelligence, inclusivity, communication and collaboration. This training empowers leaders to successfully navigate common management challenges in a manner consistent with Cornerstone Building Brands’ core values. In 2024, we offered our first-ever Leadership Essentials 1 course for Spanish speakers.



In 2024, 159 team members completed our Leadership Essentials 1 course, 131 team members completed Leadership Essentials 2 and 93 team members completed the Aspiring Leaders course. These individuals apply their learnings to management and leadership proficiency in operations, production and other functional areas.

To further support leadership development in 2024, we launched a new learning and development course, Aspiring Leaders. This program is designed to empower both direct and indirect, high-potential, non-people managers with the skills, knowledge and confidence to advance their leadership capabilities. Through this training, team members gain access to tools and resources for further leadership skill development. The program rolled out in two phases, beginning with a virtual instructor-led training session for non-people managers, followed by in-person sessions for people managers delivered by certified internal trainers.



Cornerstone Building Brands was named as one of “America’s Greatest Workplaces for 2024” by Newsweek.





# Evaluating Employee Engagement & Performance

We strive to be an employer of choice. To reach this goal, we commit to hiring the right talent and nurturing them to succeed through a structured talent management process. We believe these actions result in more engaged and qualified team members who want to develop alongside us, ultimately leading to improved company performance.

To build on this foundation, we continued strengthening team member engagement in 2024. In the third year of our annual Employee Pulse Survey, we achieved a 72.4% response rate, an increase from 58% in 2023. Results showed an improvement in Employee Net Promoter Score from 1.5 in 2023 to 8 in 2024, along with a 1% increase in employee engagement. We will continue to strive for improved team member participation in future survey iterations, as team member feedback drives our actions for continuous improvement.

To strengthen our screening and selection processes, we offer High Impact Interview Training (HIIT) to hiring managers across the Company. In 2024, 466 hiring managers completed HIIT training, contributing to a reduction in voluntary turnover at direct levels from 30.2% in 2023 to 21.5% in 2024.



21.5%

Our frontline voluntary employee turnover rate decreased from 30.2% in 2023 to 21.5% in 2024.

Annual employee performance evaluations and goal setting practices assess how well team members integrate our behaviors and mindsets into their daily work. These evaluations enable team members to discuss their progress and career ambitions with their supervisors and align expectations for future performance. We utilize the information gathered from this process to reward outstanding performance, identify training and development needs and inform appropriate compensation.



In 2024, we introduced new variable pay programs for our plant workers and sales teams. We incorporated new governance committees for both programs, which include members of our Executive Committee to ensure fairness and compliance. Additionally, we integrated our company performance and employee reward cycle, ensuring employees see a clear connection between their contributions and Cornerstone Building Brands' success.

Within the last year, we also piloted a 360-degree feedback tool for eligible leaders within the Company. Developed and launched through a third-party provider, the tool offers a resource for our leaders to gain perspective on their leadership from their direct reports, peers and senior leaders. This program will be available more broadly in 2025. According to the National Association of Manufacturers (NAM)<sup>1</sup>, U.S. manufacturers may need to fill almost four million jobs by 2030, but more than half of those jobs could be left vacant due to skills gaps and misperceptions about modern manufacturing. This demand for talent is why we have continued joining NAM and the Manufacturing Institute to celebrate Manufacturing Day. We are proud of our continuous participation in Manufacturing Day, which recognizes team member engagement and furthers our efforts to elevate the perception of manufacturing, communicate the essential role of manufacturers and inspire the next generation of manufacturing talent.



<sup>1</sup> [National Association of Manufacturers Digital Skills Report](#)

# Providing Competitive Pay & Benefits

We understand the importance of supporting our team members in all aspects of their lives, including investing in their financial and personal well-being. We design our benefits packages to prioritize the physical, mental and financial welfare of our team members, and we constantly review and enhance our compensation packages to ensure that our pay and benefits are fair, equitable and competitive, attracting and retaining the most talented individuals.

We offer competitive pay and comprehensive benefits, including health, dental and vision insurance programs with company-funded health reimbursement account contributions; flexible spending accounts; life insurance; short- and long-term disability; paid holidays and paid time off; and retirement savings plans with a company match.

In 2024, we developed a multi-year benefits roadmap to enhance and improve our offerings. The roadmap is rooted in the mission that we have a diverse and global workforce with varying benefit needs. Our plan identifies key focus areas, including our plan lineup, contribution strategies to address affordability and vendor partnerships.



# Respecting Human Rights

**GRI 3-3**

Our commitment to human rights extends from the boardroom to the factory floor and beyond. Our human rights policies outline our dedication to treating our Cornerstone Building Brands community members fairly and respectfully in our offices, plants and throughout our value chain at the corporate and individual levels. Being a premier company includes remaining steadfast in our commitment to respecting the human rights and dignity of everyone. Through our core value of Integrity, we strive to foster a culture that treats our team members, customers, community stakeholders and suppliers with respect, honesty and professionalism.

## Our Human Rights Expectations

**Commit to respecting the human rights and dignity of everyone.**

We expect all members of our value chain to uphold these principles in their actions and decisions, reinforcing a shared responsibility to foster ethical and respectful practices across our operations and partnerships.

**Understand and follow the law and our policies.**

Cornerstone Building Brands strives to comply with all applicable national, state and local laws regarding human rights. Our Company standards on involuntary labor, discrimination, harassment, minimum wage, freedom of association, safety and environment guide us in our conduct and compliance efforts. These standards, outlined in our

[Human Rights and Labor Policy](#), apply to all Cornerstone Building Brands employees and suppliers, who are expected to align with our [Supplier Code of Conduct](#). Our suppliers are also expected to avoid the use of conflict minerals from specific regions of Africa. To learn more about our supply chain, please refer to the [Developing Responsible Supply Chains](#) section of this Report.

**Report possible violations.**

We strive to create an environment where all team members can work without fear of intimidation, retaliation or harassment and encourage the reporting of actual or suspected human rights abuses, whether in our operations or those of our business partners. In addition to encouraging direct, open communication with leadership and Human Resources, individuals can also submit reports through our Speak Up Line, a confidential means for reporting possible legal and policy violations. Reports to the Speak Up Line may be submitted anonymously where allowed by applicable law. Independent ethics and compliance professionals staff this resource, and supplied information is only accessible to those investigating claims. For more information about our Speak Up Line, please see the [Upholding Business Ethics & Values](#) section of this Report.



# Providing Occupational Health, Safety & Well-Being

GRI 3-3

Cornerstone Building Brands is committed to ensuring every team member returns home safely each day. We recognize that maintaining health, safety and well-being is a shared responsibility — one that extends to our entire workforce, including contractors, remote employees and visitors to our facilities.

## Establishing Safe Foundations

Our Health & Safety (H&S) team designs, develops and implements our company-wide occupational health and safety strategy. Business unit and plant leaders are responsible for executing this strategy through dedicated Environmental, Health, Safety & Sustainability Business Plans. Our H&S leaders provide quarterly updates on strategy and progress to the Executive Committee and Board of Directors.



All team members are expected to follow safety standards: Stay alert and fit for work, look out for one another, ask questions and report any issues.

Every team member is expected to follow our safety standards 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 that of 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 ensure those who work with you — including other team members, contractors and third parties — act consistently within 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.



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 goal 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 for leaders and team members to use in mitigating and eliminating hazards and risks



# Protecting Our People

With our company-wide health and safety programs and commitments, we have continued to build on the foundation set by our business units. Our health and safety programs and policies align with industry best practices and standards, including those set by the U.S. Department of Labor Occupational Safety and Health Administration and the International Organization for Standardization. These guidelines outline expectations for our workforce regarding training, documentation, responsibility and corrective measures, if applicable.



Any individual at a Cornerstone Building Brands location is empowered to invoke Stop Work Authority (SWA) should they perceive unsafe situations that may result in injury or risk. With continued emphasis from leadership and as team members feel more empowered to take on this responsibility, 2024 saw a 55% increase in SWA participation. In one example, an operator noticed that a rack storing multiple glass pieces was off balance. The operator exercised SWA, calling their supervisor, and maintenance repaired the racking within the hour, avoiding a possible safety incident or property damage.

We leverage our Cornerstone Building Brands Production System (CPS) to monitor and encourage safety performance improvements. Our CPS Safety pillar outlines how we manage both health and safety at each of our plants, including committees and regulatory issues such as lockout/tagout. In 2024, we expanded our CPS system with the launch of five additional modules and plan to roll out more in 2025 and 2026.



50

In 2024, we conducted more than 50 IHAs across Cornerstone Building Brands locations and plan to schedule more than 44 for 2025.

We conduct regular industrial hygiene assessments (IHAs) to monitor, assess and, if necessary, remediate chemical impacts in our manufacturing processes. In 2023, we enhanced our formal process for assessing chemical risks through a five-step, facility-wide review of chemical use at Cornerstone Building Brands. Identified chemicals are examined to determine the likelihood, frequency and severity of exposure. Using these metrics, we assign the chemical a rating, prioritizing chemicals to be reviewed and setting a schedule or sampling plan. In 2024, we continued to conduct these assessments on a routine basis, rotating across different facilities. Routine assessments such as IHAs help keep our teams safe and prevent exposure at a concerning level.

## BUILDING BETTER SPOTLIGHT



## Walks and Talks Program

Cornerstone Building Brands believes that our employees play a key role in upholding and reinforcing our existing safety culture. Walks and Talks, a process by which leaders observe and provide feedback on team members’ safety behavior, was launched in 2023. Since its inception, this program has grown significantly, and more than 238,000 Walks and Talks were recorded in 2024. All interactions are tracked through an app that logs coaching moments, behaviors and potential follow-up items. Leaders are encouraged to follow up to discuss performance and areas for improvement where applicable. The program promotes dialogue among team members and leaders, allowing for the learning and sharing of best practices across all levels and business units.

**WALKS  
AND  
TALKS**



# Measuring Improvements

Using a third-party software platform focused on compliance intelligence, we gather, analyze and report health and safety data across our business units. In any given year, we assess six to 12 plants to monitor compliance obligations and identify improvement opportunities. Every three to five years we audit each location based on risks specific to individual plants. Following each audit, we track risks, findings and regulations identified and implement any necessary mitigations. For example, in 2024, we identified that elevated noise levels were common across multiple facilities. As a result, in 2025, we plan to enhance hearing conservation programs and conduct additional noise sampling to enhance that program’s effectiveness. These practices are critical to understanding health and safety risks and identifying improvement opportunities across our business units.

Health and safety performance at Cornerstone Building Brands continues to improve through enhancements in training programs, data tracking, management platforms and risk mitigation prioritization. According to the Bureau of Labor Statistics, our incident rates remain below the manufacturing industry averages. In 2024, we are proud to have further reduced our Total Recordable Incident Rate (TRIR).

METRIC	UNIT	2021	2022	2023	2024	MANUFACTURING INDUSTRY AVERAGE <sup>1</sup>
TRIR per 100 Workers (Frequency)	Rate	2.96	2.61	1.96	1.76	2.8
LTIR per 100 Workers	Rate	0.62	0.55	0.30	0.36	0.90
Workplace Fatalities	Number	0	0	0	0	N/A

<sup>1</sup> [Bureau of Labor Statistics, 2024 Manufacturing Industry](#)



# Inclusion in Action

GRI 3-3

At Cornerstone Building Brands, we remain deeply committed to fostering an inclusive and equitable work environment built on mutual respect and equal employment opportunities for all applicants and team members, where unique backgrounds and contributions are acknowledged, valued and celebrated.

2024 was a year of significant evolution of the Company's approach to fostering a culture of inclusion in action. Recognizing the need to better align our approach with our key business objectives, we introduced a new strategy to ensure our Talent Acquisition, Talent Management and Culture programs are accessible to and meaningful for all employees. These core components serve as the foundation for our Inclusion initiatives, ensuring clear accountability and oversight as we execute our strategy into 2025.

## Inclusion in Action Council

To promote broader accountability for our Inclusion strategy, we built upon the strengths of our previous DE&I Council to create a new Inclusion in Action Council. This group leads all inclusion-related activities across the organization and helps ensure every employee has equitable access to opportunities for success. We also established a clear accountability structure and management approach, with our Corporate HR Director serving as lead of the council, responsible for connecting with the Executive Committee and providing regular updates on inclusion efforts to the Board of Directors.



17

Enacted in 2024, the Inclusion in Action Council comprises of 17 members representing a variety of countries, levels, functions and unique backgrounds and experiences within the Company.

## Equal Opportunity

We continue to provide opportunities for all through our [Equal Employment Opportunity \(EEO\) policy](#), included in all job postings. This policy is intended to support recruitment, hiring, promotion and training processes free from discrimination based on any characteristics protected by local, state or federal law. For more information about our efforts to attract, engage and retain diverse talent, please see the [Cultivating Strong Talent Management](#) section of this Report.

Our [Anti-Discrimination, Harassment and Retaliation Policy](#) reinforces Cornerstone Building Brands' commitment to providing an application process and workplace environment that prohibits all forms of discrimination, 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. All employees must adhere to this policy and hold others accountable to the same standard.

BUILDING BETTER SPOTLIGHT



## Award Recognizes Cornerstone Building Brands' Commitment to Fostering an Inclusive, Equitable & Safe Work Environment

Cornerstone Building Brands was named as one of America's Greatest Workplaces for Diversity 2024 by Newsweek.

Compiled in partnership with market data research firm Plant-A Insights, the list is based on a survey of more than 220,000 individuals and approximately 1.5 million comprehensive reviews of companies in North America, providing insight into working environments, compensation and benefits and corporate culture, among other categories.<sup>1</sup>



<sup>1</sup> Methodology is based on a five-part evaluation including the review of publicly available data, interviews with HR professionals and an anonymous online survey of company employees. Additional methodology details can be found here: [America's Greatest Workplaces for Diversity 2024 - Newsweek Rankings](#)





## Sales Excellence Council

We continued to drive strong performance and positive experiences for our customers in 2024 under the direction of our Sales Excellence Council, led by our Vice President of Corporate Strategy. The Council is a cross-business unit collaborative working group that meets monthly to discuss progress and shared learnings related to customer experience. Insights gathered from our sales teams are then shared with individual business segment presidents through sales reports. The Sales Excellence Council meets quarterly with key stakeholders from the Executive Committee. Our Chief Growth Officer is responsible for providing updates to the executive team and Board of Directors on our sales performance and customer engagement.

# Improving the Customer Experience

## GRI 3-3

At Cornerstone Building Brands, our commitment to continuous improvement and customer-focused thinking fosters strong collaboration with customers. We actively integrate customer feedback into our processes, ensuring their voices are heard and valued. With our customers at the heart of our journey, we take pride in delivering quality and service while creating opportunities for shared success.

All teams collaborate across our business units to provide support and share opportunities for improvement. Their focus remains on providing a consistently positive experience to all customers, regardless of the product, plant or business unit. Customers who sell to end-users receive product and sales training to ensure a consistent and positive experience with the Company and its products. With the introduction of Market Development Managers, we invest in business support, marketing tools and other value-added services to strengthen our customer connection.

## Driving Customer Satisfaction

At Cornerstone Building Brands, our customer teams focus on sales excellence to enhance the customer experience. This effort uses customer segmentation and priorities to develop tailored strategies that are designed to meet each customer's unique needs. By understanding what each customer values — whether that be product development, pricing or engagement with our sales and customer teams — we aim to foster a personalized sales experience.

Customers can take advantage of business unit-specific loyalty programs to communicate directly with us, access industry resources and engage in numerous benefits, including receiving item catalogs and participating in industry roundtable discussions.

We monitor internal and external key performance indicators to track and quantify customer experience at Cornerstone Building Brands. Our main indicator is our Net Promoter Score (NPS), which measures customer satisfaction and their willingness to recommend our products to others. We leverage NPS data to understand our customer service performance, enabling us to gauge reactions to previous initiatives and identify further opportunities for continuous improvement. In 2024, we created tools to enhance the customer journey such as our online warranty form & customer portal that allows for real time tracking of orders, delivery notifications, delays, etc. We plan to continue enhancing these tools to create an external facing 'hub' for customers to have a one-stop shop for all of Cornerstone Building Brands (invoices, proof of delivery statements, current AR balance, Accuquote tie-back, marketing forms) concerns.

We use customer portal and customer journey mapping assessments to continually improve our products and services. Our sales, marketing and field teams directly engage with customers to routinely seek feedback on their experience. Input from the warranty claims process contributes to product design improvements and helps identify opportunities. To stay in tune with customers, our interim CEO receives monthly reports detailing customer experience performance metrics and feedback.





# Giving Back Through Community Engagement & Philanthropy

GRI 3-3

At Cornerstone Building Brands, our values, strategies and initiatives help us fulfill our purpose and support our journey toward becoming a premier company. We’ve continued to invest in the communities where we live, work and play by advancing our commitment to our three Cornerstone Building Brands Cares programs — the Home for Good project, Connecting Communities and our Employee Assistance Fund. By doing so, we are helping to build caring communities now and for future generations.



HOME FOR GOOD PROJECT

We believe doing good is good for business, and we turn our passion for making affordable, quality products into a mission to help those in need of affordable housing — while driving connections with our contractors, strengthening our brands and giving back to communities.



CONNECTING COMMUNITIES

CONNECTING COMMUNITIES

With goals of engaging and retaining talent and increasing our brand awareness in hiring markets, we created Connecting Communities across our facilities — driving community outreach and bringing to life our purpose.



EMPLOYEE ASSISTANCE FUND

EMPLOYEE ASSISTANCE FUND

Caring for our own employee community is important to us. We offer our Employee Assistance Fund to provide emergency funding for our employees in need of immediate financial assistance.





# Where Our Life’s Work Changes Lives: Home for Good project



Our building products are the cornerstone of communities where people live, work and play, and we believe that part of our work’s purpose is giving back to communities in need. The Home for Good project, our initiative to address the critical need for affordable housing across North America, allows us to do just that. The income needed to purchase a home has increased by over 80% since 2020, while median household incomes have only risen by 23% during the same period.<sup>1</sup> We believe stable housing is a fundamental human right that leads to independence and future success across many facets of life.

In partnership with global nonprofit Habitat for Humanity, Cornerstone Building Brands established its Home for Good project initiative in 2016 as part of its commitment to donate building products, facilitate home builds and spearhead volunteer efforts to promote affordable housing across North America. Habitat for Humanity lends a helping hand to families and individuals in need of affordable housing by building or improving a place they can call home. Habitat homeowners help build their own homes alongside volunteers and pay an affordable mortgage. Cornerstone Building Brands has donated building products including Mastic® vinyl siding, Simonton® and Ply Gem® windows and Ply Gem® trim and accessories.

Through the Home for Good project, we believe our workforce has developed a sense of pride in the impact we have on affordable housing in local communities. Through the unwavering commitment of our team members and the donation of our building products, we can create a difference for those around us, positively contributing to the communities where we live, work and play.

<sup>1</sup> [Affording a U.S. home takes more than \\$100,000 in income, studies show: NPR](#)

## Home for Good project Highlights



**\$4.1M**

Total Donated to Date in Cash Value Through Exterior Building Products, Financial Contributions and Volunteer Hours



**\$651,027**

Total Donated in 2024 in Product Value



**825**

Total Homes Built or Remodeled



**153**

Total Communities Impacted



# Partnering With Country Music to Make an Impact



Each year, Cornerstone Building Brands appoints a country music singer as a Home for Good project ambassador. In 2024, we selected the Grammy Award-winning trio Lady A to serve as ambassadors. The Home for Good project aligns with the band’s LadyAid Fund, which provides support to numerous initiatives from natural disaster aid and recovery to helping vulnerable children.

Cornerstone Building Brands has pledged to make a donation to the LadyAid Fund as part of our partnership with the band. In addition to drawing attention to affordable housing issues in North America, Cornerstone Building Brands meets with our ambassadors quarterly to share updates and outcomes resulting from the partnership.

In 2024, Lady A’s Dave Haywood, Charles Kelley and Hillary Scott worked with local Rutherford County Area Habitat for Humanity in Murfreesboro, Tennessee, alongside Cornerstone Building Brands employee volunteers, to replace vinyl siding and windows, improving the safety and enhancing the home of a senior couple in need.

“We were happy to help remodel their home and enhance its curb appeal with new Mastic® siding and energy-efficient Simonton® windows,” said Susan Selle, Chief Marketing Officer of Cornerstone Building Brands, who was an onsite volunteer. “This repair work and the Home for Good project represent our continued commitment to ensuring communities have safe and well-maintained homes. We were so excited Lady A joined us, not only to lend a hand but also to raise awareness and deliver greater impact through their roles as ambassadors.”



It was really special to be on-site to be able to see first-hand the wonderful work Cornerstone Building Brands’ employees and Habitat for Humanity are doing to help support families like the Mitchells. We’re honored to be a small part of making the dream of having a safe home a reality for everyone.

**Hillary Scott, Lady A**



# Localizing Impact: Connecting Communities Program



We encourage team members to participate in our charitable and philanthropic initiatives. The Connecting Communities program was created to engage our teams, increase brand awareness and drive localized community outreach. Participating locations maintain volunteer committees dedicated to building partnerships with local organizations and supporting events that address the unique needs of their local community.

We understand that community engagement requires careful consideration of partner organizations, so we provide guidance to our participating team members on seeking, choosing and engaging with external organizations in alignment with our ability to make an impact and bring our purpose to life. Once committees select which causes to support based on the needs of their local communities, we work with them to ensure that proper alignment, management and compliance are followed.

Since the Connecting Communities program launched at our Rocky Mount, VA facility in late 2021, our team members have volunteered more than 4,000 hours, supported over 150 organizations and engaged 1,600+ team members in giving back to their local communities. Since 2022, we have contributed more than \$262,000 in charitable giving. In 2024, we expanded the Connecting Communities program to 20 facilities — double the number participating in 2023. This includes locations across the U.S., Canada and Costa Rica.

## Connecting Communities Highlights in 2024



**2,200+**  
Hours Volunteered



**1,375+**  
Team Members Engaged

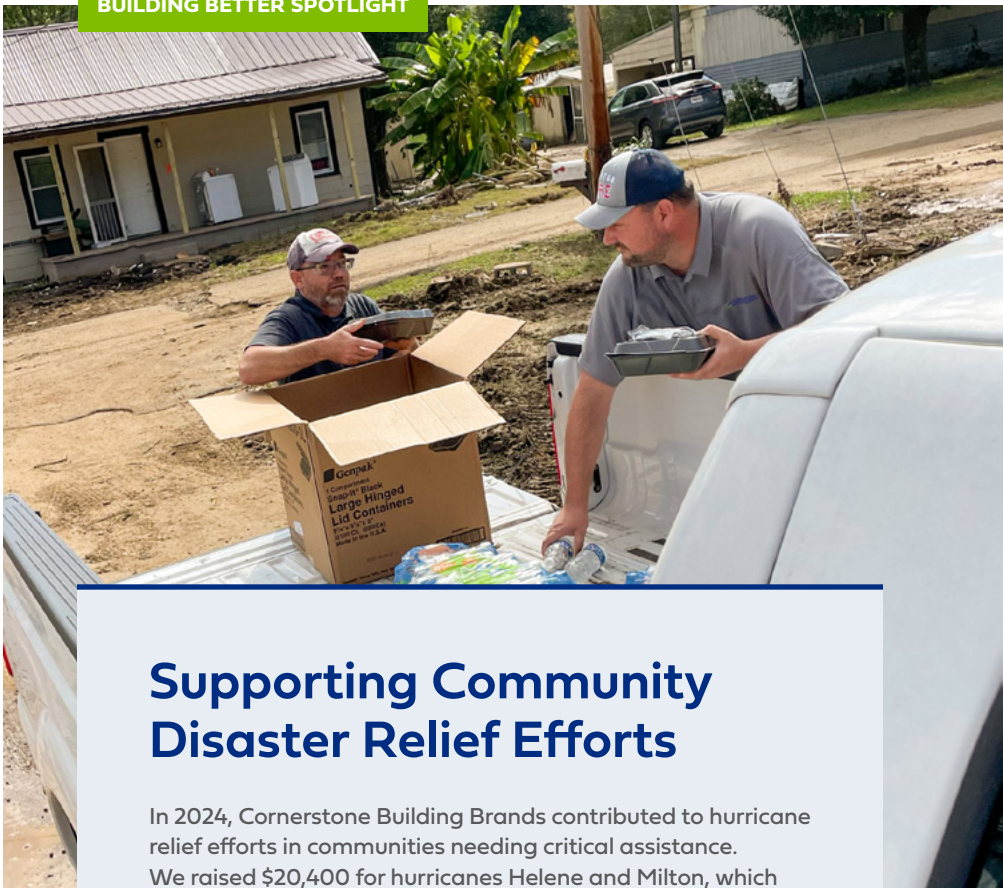


**64+**  
Organizations Supported



**\$81,000+**  
Charitable Giving in 2024

### BUILDING BETTER SPOTLIGHT



## Supporting Community Disaster Relief Efforts

In 2024, Cornerstone Building Brands contributed to hurricane relief efforts in communities needing critical assistance. We raised \$20,400 for hurricanes Helene and Milton, which included both employee donations and company matching contributions. This contribution supported the American Red Cross and helped to provide food, emergency shelter and essential supplies to individuals and families as they rebuild their lives from these disasters.

Additionally, we partnered with LadyAid and pledged a \$50,000 exterior building product donation to Habitat for Humanity to rebuild homes in areas of Tennessee and Georgia impacted by hurricanes Helene and Milton. The product contribution to Habitat for Humanity included Variform® vinyl siding and Ply Gem® windows from Cornerstone Building Brands.



# Taking Care of Our People in Times of Need



Caring for our own employee community is one important way that we express our commitment to helping build caring communities. We created our Employee Assistance Fund (EAF) to support our team members facing financial hardship due to natural disasters or unforeseen personal hardship.

Funded by support from Cornerstone Building Brands and through voluntary, individual donations from employees, the EAF provides funds for those in need of immediate financial assistance following a qualified event, such as a natural disaster, serious medical illness or injury, military deployment or other events. Employee requests for grants receive independent third-party review, ensuring funds go toward essential expenses while grantees await homeowner’s insurance, FEMA aid or other support. Please visit the [Cornerstone Building Brands Employee Assistance Fund](#) to learn more about the EAF and consider a donation.

## Cornerstone Building Brands Donates New Fortify Metal Roofs to Families in Need

Cornerstone Building Brands has pledged to donate 14 new Fortify Building Solutions metal roofs to families in need as part of the Covering the Community program. The Covering the Community program was started by Reed’s Metals, one of the brands integrated to become Fortify Building Solutions. Since its inception, the program has donated over 70 metal roofs to families with limited resources to pay for repairs. The latest rendition of the program awarded 14 new metal roofs to families in communities around Fortify branches, with installations taking place through the winter and spring of 2025.



### BUILDING BETTER SPOTLIGHT

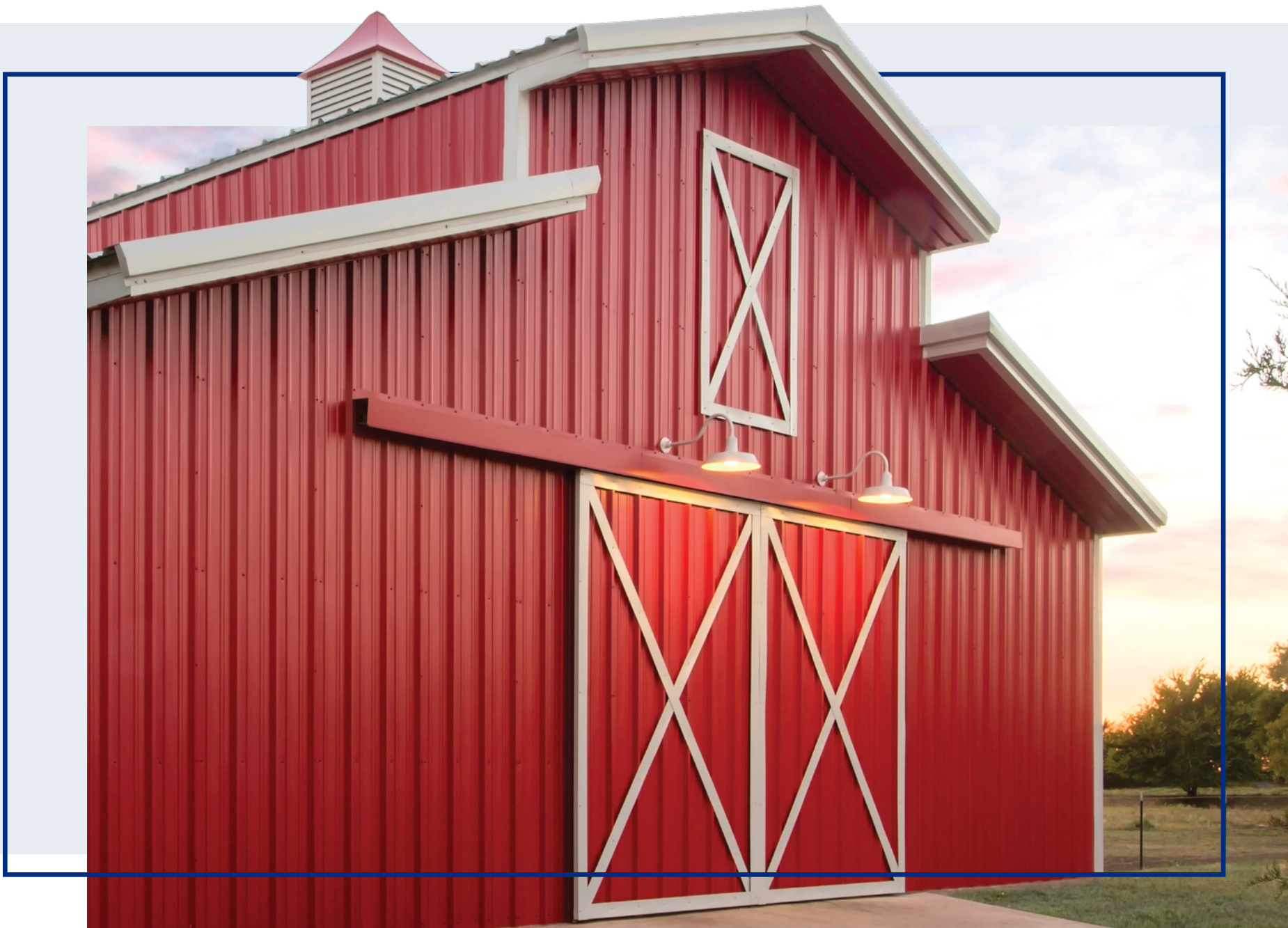


## Cornerstone Building Brands Awards New Mueller Metal Building to Women’s Crisis Service Center

The Helping Hand program, a community outreach effort established 15 years ago by Mueller Supply Company, Inc. (“Mueller”), a residential metal roofing and steel building company recently acquired by Cornerstone Building Brands, supports local nonprofits by annually awarding one building of up to 4,000 square feet to an organization in need. This year’s recipient of the new structure was the Women’s Crisis Services of LeFlore County in Poteau, Oklahoma, which offers relief and support for victims who have suffered physical or emotional abuse as a result of family violence, stalking and/or sexual assault. The new, fully outfitted building was manufactured and built by a crew from Cornerstone Building Brands, including members of the Mueller brand team and other partners, in just three days.

The facility provides additional space and facilities for the Women’s Crisis Services of LeFlore County staff and significantly expands their ability to supply therapy, shelter, crisis intervention and court advocacy services to victims in need — many of whom reside in this high-poverty area within Choctaw Nation, the third largest federally recognized tribe in the United States.





# APPENDIX

Cornerstone Building Brands has reported in accordance with the GRI Standards for the period January 1, 2024, to December 31, 2024, in partial alignment with the SASB standards for the Building Products & Furnishings Industry. We have provided relevant data and framework indices below.

## IN THIS SECTION

- › Data Summary
- › SASB Disclosures
- › GRI Content Index
- › Note on Materiality & Forward-Looking Statements

# Data Summary

ENVIRONMENTAL	2022	2023	2024
Climate Change (GRI 305-1, 305-2)			
About the Data	<p>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 (<a href="http://www.epa.gov">www.epa.gov</a>). 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 <a href="http://www.epa.gov">www.epa.gov</a>. 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.</p>	<p>In 2023, we updated our emissions boundary to align with an operational control approach as defined by the GHG Protocol. Emissions calculations now cover all facilities over which that we have operational control. Where primary data was not available, we modeled emissions based on location size, type of facility and industry averages. We continue to expand primary data collection, data quality and the emissions sources captured within our footprint.</p> <p>The methodology used to calculate our Scope 1 and Scope 2 GHG emissions align with GHG Protocol. Direct Scope 1 values have been expanded to include additional stationary, mobile and fugitive emissions. Natural gas and mobile GHG emission factors are based on Federal Register EPA; 40 CFR Part 98 and EPA (2023) Inventory of U.S. Greenhouse Gas Emissions and Sinks. Fugitive GHG emissions from refrigerant leakages are based on EPS HFC Emissions Accounting Tool. In the future, we will continue to explore de minimus emissions sources, including emissions from backup generators and additional mobile equipment.</p> <p>Scope 2 values include indirect emissions from purchased electricity. Electricity GHG emission factors are based on USEPA eGRID2022, February 2024. Data is collected through third-party ESG platforms, including Pulsora, Rubicon and EMSys.</p>	<p>In 2024, our emissions boundary aligns with an operational control approach as defined by the GHG Protocol. Emissions calculations now cover all facilities over which that we have operational control. Where primary data was not available, we modeled emissions based on location size, type of facility and industry averages. We continue to expand primary data collection, data quality and the emissions sources captured within our footprint.</p> <p>The methodology used to calculate our Scope 1 and Scope 2 GHG emissions align with GHG Protocol. Direct Scope 1 values have been expanded to include additional stationary, mobile and fugitive emissions. Natural gas and mobile GHG emission factors are based on Federal Register EPA; 40 CFR Part 98 and EPA (2023) Inventory of U.S. Greenhouse Gas Emissions and Sinks. Fugitive GHG emissions from refrigerant leakages are based on EPS HFC Emissions Accounting Tool. In the future, we will continue to explore de minimus emissions sources, including emissions from backup generators and additional mobile equipment.</p> <p>Scope 2 values include indirect emissions from purchased electricity. Electricity GHG emission factors are based on USEPA eGRID2022, February 2024. Data is collected through third-party ESG platforms, including Pulsora and EMSys.</p> <p>Cornerstone Building Brands has realized a meaningful reduction in Scope 1 emissions following the divestiture of the Metal Coaters business unit prior to 2024, a high-emissions operation due to its energy-intensive processes.</p>
Direct (Scope 1) GHG Emissions (MT CO <sub>2</sub> e)	105,050*	120,157	86,122

\* Represents 2022 metrics that have been restated due to continued expansion of the measurement of our environmental footprint, including updated data, additional data and changes in the measurement methodologies or in the definitions used.



ENVIRONMENTAL	2022	2023	2024
Gases Included in the Calculation	All direct Scope 1 GHG CO <sub>2</sub> e	CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O	CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O
Biogenic CO <sub>2</sub> Emissions	We are unaware of any facilities that generate biogenic CO <sub>2</sub> emissions.	We are unaware of any facilities that generate 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)	173,541*	175,707	156,682
Gases Included in the Calculation	Location-based indirect energy-only based GHG CO <sub>2</sub> e	CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O	CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O
Base Year	FY2021 was the first year that we calculated and disclosed our emissions data. We expanded our reporting footprint for FY2022 to align with GHG Protocol. Therefore, we plan to utilize 2022 as our base year in the future unless otherwise stated.		

#### Energy (GRI 302-1)

About the Data	<p>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.</p>	<p>Significant efforts — including but not limited to use of new technology and data gap filling — were employed in 2023 to more fully capture our environmental footprint. In particular, we updated our energy and emissions boundary to align with an operational control approach as defined by the GHG Protocol. Emissions and energy calculations now cover all facilities over which we have operational control. Where primary data was not available, we modeled energy use based on location size, facility type and industry averages.</p> <p>Electricity and natural gas consumption data is tracked utilizing a third-party ESG software platform that integrates information from a third-party energy management firm that automatically tracks data from utility invoices. We are unaware of any facilities that purchase cooling or steam, or that sell electricity, heating, cooling or steam.</p>	<p>In 2024, our energy and emissions boundary aligns with an operational control approach as defined by the GHG Protocol. Emissions and energy calculations now cover all facilities over which we have operational control. Where primary data was not available, we modeled energy use based on location size, facility type and industry averages.</p> <p>Electricity and natural gas consumption data is tracked utilizing a third-party ESG software platform, which integrates information from a third-party energy management platform that automatically tracks data from utility invoices. We are unaware of any facilities that purchase cooling or steam, or that sell electricity, heating, cooling or steam.</p> <p>Cornerstone Building Brands has realized a meaningful reduction in energy consumption following the divestiture of the metal coaters business prior to 2024, a high-emissions operation due to its energy-intensive processes.</p>
Electricity Consumption (joules, trillions)	1,477*	1,627	1,466

\* Represents 2022 metrics that have been restated due to continued expansion of the measurement of our environmental footprint, including updated data, additional data and changes in the measurement methodologies or in the definitions used.

ENVIRONMENTAL	2022	2023	2024
Heating Consumption (joules, trillions)	1,097*	1,451	834
Total Energy Consumption (joules, trillions)	2,574*	3,078	2,300
<b>Waste, Water &amp; Land Use (GRI 303-5, 306-3)</b>			
<b>Waste</b>			
About the Data	<p>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.</p> <p>In 2023, we expanded the facilities included in our waste footprint to include all facilities in our operational boundary and to establish a consistent boundary across our environmental metrics. Where primary data was not available, we modeled gaps in landfill data based on site type and size. To avoid overestimation, gaps in waste diversion metrics have not been modeled. We continue to expand primary data collection, data quality and the waste sources captured within our footprint, with a focus on identifying the various waste streams at each site that need to be tracked and modeled in future footprints. We currently do not track hazardous waste, waste-to-energy, composting or e-waste on a company-wide basis.</p> <p>A third-party ESG software platform was used to track waste and recycling data for 2023. 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 from our facility managers.</p> <p>In 2024, our waste footprint included all facilities in our operational boundary and was a consistent boundary across our environmental metrics. Where primary data was not available, we modeled gaps in landfill data based on site type and size. To avoid overestimation, gaps in waste diversion metrics have not been modeled. We continue to expand primary data collection, data quality and the waste sources captured within our footprint, with a focus on identifying the various waste streams at each site that need to be tracked and modeled in future footprints. We currently do not track hazardous waste, waste-to-energy, composting or e-waste on a company-wide basis due to their limited volumes.</p> <p>A third-party ESG software platform was used to track waste and recycling data for 2024. This platform consolidates information from multiple data sources, including invoices and data from a third-party full-service waste management service, as well as supplementary manual entries from facility managers.</p> <p>The reduction in waste is largely attributed to the increased use of primary data, which has replaced previously modeled estimates that tended to overstate waste volumes. This shift, along with improvements in data quality and a reduction in recyclable scrap generated through operational efficiencies, has led to more accurate reporting.</p>		
Total Waste Generated (metric tons)	138,302.5	170,214.1	91,118.5

\* Represents 2022 metrics that have been restated due to continued expansion of the measurement of our environmental footprint, including updated data, additional data and changes in the measurement methodologies or in the definitions used.



ENVIRONMENTAL	2022	2023	2024
Total Waste Generated: Disposed (metric tons)	20,139.0	21,881.5	22,231.8
Total Waste Generated: Diverted From Disposal (metric tons)	118,163.5	148,332.6	68,796.7
<b>Water</b>			
About the Data	<p>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 &lt;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.</p> <p>In 2023, we expanded the facilities included in our water footprint to include all facilities in our operational boundary and to establish a consistent boundary across our environmental metrics. Where primary data was not available, we modeled gaps in water and sewer data based on site type and size. We continue to expand primary data collection, data quality and the water sources captured within our footprint, with a focus on identifying the various water sources at each site that need to be tracked and modeled in future footprints.</p> <p>A third-party ESG software platform was used to track water data for 2023. The footprint includes invoiced third-party water sources and does not yet include other water sources, such as well water, estimated to be &lt;10% of total water use. We continue to expand the primary data we collect as well as the water metrics we track.</p> <p>In 2024, our water footprint included all facilities in our operational boundary and was a consistent boundary across our environmental metrics. Where primary data was not available, we modeled gaps in water and sewer data based on site type and size. We continue to expand primary data collection, data quality and the water sources captured within our footprint, with a focus on identifying the various water sources at each site that need to be tracked and modeled in future footprints.</p> <p>A third-party ESG software platform was used to track water data for 2024. The footprint includes invoiced third-party water sources and does not include other water sources, such as well water, estimated to be &lt;5% of total water use. We continue to expand the primary data we collect as well as the water metrics we track.</p> <p>In 2024, we completed a process optimization and repair project for the extrusion cooling water loop at our vinyl window manufacturing facility in Auburn, WA. The introduction of this system has resulted in a meaningful freshwater consumption reduction.</p>		
Total Water Withdrawals (megaliters)	1,642*	1,686.4	1,378.5

\* Represents 2022 metrics that have been restated due to continued expansion of the measurement of our environmental footprint, including updated data, additional data and changes in the measurement methodologies or in the definitions used.

SOCIAL	2022	2023	2024
Talent Acquisition, Engagement & Retention (GRI 2-7, 2-8)			
About the Data	<p>Includes only U.S. data and does not include acquisitions. Does not include divestitures. Permanent Employee includes Full Time and Part Time Pay Class. Temporary Employee includes Contractor, Intern and Temp Pay Class. The Male and Female data does not include 32 blank responses. These are included in the Permanent Employees by Region (U.S.) data.</p> <p>All demographic data are based on self-identified characteristics and were voluntarily reported.</p>	<p>Race and Ethnicity Data includes U.S. only employees, while all other data points include all countries. Permanent Employee includes Full Time and Part Time Pay Class. Temporary Employee includes Intern and Temp Pay Class. There are 354 blank values for Gender across all countries.</p> <p>All demographic data are based on self-identified characteristics and were voluntarily reported.</p>	<p>Full-time and part-time employees are referred to as permanent employees. Region, race and ethnicity data include only USA employees, while other data metrics include all employees. Temporary employees data include 1099 contractors. Workforce diversity and workforce composition data include all acquisitions.</p> <p>All demographic data are based on self-identified characteristics and were voluntarily reported.</p>
Workforce Composition			
Permanent Employees by Gender (Female)	4,889	5,077	5,251
Permanent Employees by Gender (Male)	11,721	12,734	13,561
Temporary Employees by Gender (Female)	224	1	40
Temporary Employees by Gender (Male)	308	29	296
Permanent Employees by Region (U.S.)	17,004	15,814	16,494
Temporary Employees by Region (U.S.)	532	3	315
Full-Time Employees by Gender (Female)	4,866	5,047	5,230
Full-Time Employees by Gender (Male)	11, 693	12,692	13,527
Part-Time Employees by Gender (Female)	23	30	21
Part-Time Employees by Gender (Male)	28	42	34



SOCIAL	2022	2023	2024
<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 32 blank responses.  All demographic data are based on self-identified characteristics and were voluntarily reported.	Race and Ethnicity Data is USA only employees, all other data points include all countries. There are 354 blank values for Gender across all countries.  All demographic data are based on self-identified characteristics and were voluntarily reported.	Region, race and ethnicity data include only USA employees, while other data metrics include all employees.  All demographic data are based on self-identified characteristics and were voluntarily reported.
<b>Board Diversity</b>			
Board Diversity by Age (Under 30)	0%	0%	0%
Board Diversity by Age (30-50)	33%	33%	33%
Board Diversity by Age (Over 50)	67%	67%	67%
Board Diversity by Gender (Female)	22%	33%	22%
Board Diversity by Gender (Male)	78%	67%	78%
Board Diversity by Race/Ethnicity	22%	22%	22%
<b>Executive Committee Diversity</b>			
EC Diversity by Gender (Female)	33%	55%	55%
EC Diversity by Gender (Male)	67%	45%	46%
EC Diversity by Race/Ethnicity	8%	9%	9%
<b>Manager Diversity</b>			
Manager Diversity by Gender (Female)	19.0%	20.3%	21.2%
Manager Diversity by Gender (Male)	78.3%	77.5%	78.6%
Manager Diversity by Race/Ethnicity	24.3%	24.7%	23.7%

SOCIAL	2022	2023	2024
<b>Workforce Diversity</b>			
Workforce Diversity by Age (Under 30)	18.5%	17.6%	15.6%
Workforce Diversity by Age (30–50)	46.2%	47.1%	48.2%
Workforce Diversity by Age (Over 50)	35.3%	35.3%	36.2%
Workforce Diversity by Gender (Female)	28.8%	27.9%	27.9%
Workforce Diversity by Gender (Male)	68.9%	70.2%	72.0%
Workforce Diversity by Race/Ethnicity	45.0%	45.0%	46.1%
<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.	Data includes divestitures (until sold) and acquisitions after finalized. All workers are included in Occupational Health, Safety & Well-Being data. We calculate our rates using 200,000 hours worked with a total of 39,497,289 hours worked in 2023. Strains and sprains to upper extremities were the most common types of injuries.	Data includes divestitures (until sold) and acquisitions after finalized. All workers are included in Occupational Health, Safety & Well-Being data. We calculate our rates using 200,000 hours worked with a total of 37,553,666 hours worked in 2024. Strains and sprains to upper extremities and injuries to hand/finger were the most common types in 2024.
Total Recordable Incidents (TRIR) per 100 Workers (Frequency) Rate	2.61	1.96	1.76
Lost Workdays (LWDR) per 100 Workers (Severity) Rate	30.70	30.95	40.91
Lost Workday Incidents (LTIR) per 100 Workers (LTIR) Rate	0.55	0.3	0.36
Workplace Fatalities	0	0	0
From Work-Related Injuries	0	0	0
From Work-Related Ill Health	0	0	0



SOCIAL	2022	2023	2024
Community Engagement & Philanthropy			
Home for Good project			
Total Donated to Date (dollars in product value)	\$3,179,464	\$3,420,866	\$4,127,770
Total Donated Annually (dollars in product value)	\$320,887	\$241,402	\$651,027
Total Homes Built to Date	674	723	825
Connecting Communities			
Number of Employees Activated	250+	300+	1,375+
Number of Organizations Supported	72+	88	64+
Number of Participating Locations	10	7	20
In-Kind Donations: Cartons of Siding	5,646	5,878	6,877
In-Kind Donations: Cartons of Shutters and Accessories	4,435	4,598	5,892
In-Kind Donations: Windows	5,266	5,895	6,536

GOVERNANCE	2022	2023	2024
<b>Corporate Governance</b>			
About the Data	For more information about our Corporate Governance practices, please refer to our annual reports. 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)	6.5	5.9	5.0
Board Independence	44%	44%	44%
<b>Business Ethics &amp; Values (GRI 205-3)</b>			
Confirmed Incidents of Corruption	—	—	—
Incidents in which employees were dismissed or disciplined	—	—	—
Incidents when contracts with business partners were terminated or not renewed due to violations	—	—	—
Public legal cases regarding corruption brought against the organization	—	—	—
<b>Responsible Supply Chain</b>			
About the Data	Does not include 2021 Prime, Cascade or UCC acquisitions.	Does not include May 2023 for Cascade and includes June 2023 estimated data for Cascade.	Includes Mueller, Harvey, EAS acquisitions; however, Harvey’s data is YTD September 2024.
Total Supplier Spend (dollars, millions)	\$2,754	\$3,308	\$3,449



# GRI Content Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION, DIRECT RESPONSE OR OMISSIONS STATEMENT
<b>The Organization &amp; Its 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	Due to continued expansion of the measurement of our environmental footprint, including updated data, additional data and changes in the measurement methodologies or in the definitions used, the 2022 data for Climate Change, Energy Consumption, Water and Waste was restated. The restated metrics are indicated with an asterisk.
2-5	External assurance	We did not seek external assurance for this year's report, but conducted third party validation of our Data Summary.
<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="#">Data Summary — Social</a>
2-8	Workers who are not employees	<a href="#">Data Summary — Social</a>
<b>Governance</b>		
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>

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION, DIRECT RESPONSE OR OMISSIONS STATEMENT
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>
2-17	Collective knowledge of the highest governance body	<a href="#">Cornerstone Building Brands 2024 Annual Form 10-K</a>
2-18	Evaluation of the performance of the highest governance body	<a href="#">Cornerstone Building Brands 2024 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 2024 Annual Form 10-K</a>
2-21	Annual total compensation ratio	<a href="#">Cornerstone Building Brands 2024 Annual Form 10-K</a>
<b>Strategy, Policies &amp; Practices</b>		
2-22	Statement on sustainable development strategy	<a href="#">A Message From Our Interim President &amp; 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 Chains</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 &amp; Understanding Materiality</a>
2-30	Collective bargaining agreements	As of December 31, 2024, we employed approximately 18,800 persons worldwide. In the United States, approximately 4.5% (846) 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 &amp; Understanding Materiality</a>
3-2	List of material topics	<a href="#">Engaging Stakeholders &amp; Understanding Materiality</a>



DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION, DIRECT RESPONSE OR OMISSIONS STATEMENT
Material Topics (In Order of Report)		
Climate Change		
3-3	Management of material topics	<a href="#">Managing Climate Change &amp; Energy</a>
305-1	Direct (Scope 1) GHG emissions	<a href="#">Data Summary — Environmental</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Data Summary — Environmental</a>
305-3	Other indirect (Scope 3) GHG emissions	<b>Information Unavailable:</b> Scope 3 data is currently unavailable. Cornerstone Building Brands has engaged our supply chain to capture sustainability information, including but not limited to emissions data. Cornerstone Building Brands plans to assess Scope 3 emissions in 2025.
305-4	GHG emissions intensity	<b>Information Unavailable:</b> 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	<b>Information Unavailable:</b> Cornerstone Building Brands established baseline measurements for GHG emissions in 2022 and has not identified quantitative reduction targets to date. Cornerstone Building Brands has identified energy conservation initiatives at select sites as a focal point for 2025.
305-6	Emissions of ozone-depleting substances (ODS)	<b>Not Applicable:</b> 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	<b>Information Unavailable:</b> 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 plan to continue assessing enterprise-wide emissions tracking systems in 2025.
Energy		
3-3	Management of material topics	<a href="#">Managing Climate Change &amp; Energy</a>
302-1	Energy consumption within the organization	<a href="#">Data Summary — Environmental</a>
302-2	Energy consumption outside of the organization	<b>Information Unavailable:</b> 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	<b>Information Unavailable:</b> 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	<b>Information Unavailable:</b> Cornerstone Building Brands established baseline measurements for energy consumption in 2022 and has not identified quantitative reduction targets to date. Cornerstone Building Brands has identified energy conservation initiatives at select sites as a focal point for 2025.
302-5	Reductions in energy requirements of products and services	<b>Information Unavailable:</b> 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, DIRECT RESPONSE OR OMISSIONS STATEMENT
<b>Waste</b>		
3-3	Management of material topics	<a href="#">Understanding Our Environmental Footprint</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 manufacturing waste through innovation and best practices. Most Cornerstone Building Brands manufacturing sites are considered very small quantity waste generators that produce insignificant amounts of hazardous waste. We seek to handle, store and dispose of hazardous waste in compliance with applicable regulations while using best practices and management standards to implement waste minimization and pollution prevention plans where applicable. We work to ensure that our hazardous waste management system abides by the federal Resource Conservation and Recovery Act (RCRA ) and applicable state and local regulations, as well as non-US equivalent requirements.
306-2	Management of significant waste-related impacts	Cornerstone Building Brands leverages the inherit 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="#">Data Summary — Environmental</a>
306-4	Waste diverted to disposal	<a href="#">Data Summary — Environmental</a>
306-5	Waste directed to disposal	<a href="#">Data Summary — Environmental</a>
<b>Water &amp; Effluents</b>		
3-3	Management of material topics	<a href="#">Understanding Our Environmental Footprint</a>
303-1	Interactions with water as a shared resource	Cornerstone Building Brands routinely interacts with water, including consumption for drinking, sanitation and manufacturing processes; groundwater withdrawal; effluent treatment and discharge; and stormwater runoff management as a part of our business activities. We utilize periodic water quality testing, process knowledge and compliance with effluent discharge and stormwater runoff permits to manage our impacts on water.
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. More stringent water quality standards and testing requirements are required for some sites that discharge to impaired bodies of water. We have not established internal standards or guidelines that exceed regulatory requirements for discharge water quality.
303-3	Water withdrawal	<b>Information Unavailable:</b> While we do not collect data on total water withdrawal by source at the enterprise level, we do actively manage and report on our total potable water use at some locations. Some sites employ measures to conserve freshwater and recycle process water. We anticipate continuing to evaluate systems to track total water withdrawal at the enterprise level in 2025.
303-4	Water discharge	<b>Information Unavailable:</b> While Cornerstone Building Brands does manage and measure site-level process water discharges at some locations, we do not currently track enterprise-wide water discharge data. We anticipate continuing to evaluate systems to track total water discharges at the enterprise level in 2025.
303-5	Water consumption	<a href="#">Data Summary — Environmental</a>



DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION, DIRECT RESPONSE OR OMISSIONS STATEMENT
<b>Biodiversity</b>		
3-3	Management of material topics	<a href="#">Understanding Our Environmental Footprint</a>
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	<b>Information Unavailable:</b> 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	<b>Information Unavailable:</b> While we continue to report our GHG emissions and landfill diversion rates as a biodiversity impact of our operations, we do have data to understand the ecological impact of our products after distribution. However, with the benign nature of our materials, we consider it a future opportunity to understand.
304-3	Habitats protected or restored	<b>Information Unavailable:</b> 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	<b>Information Unavailable:</b> 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 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 1.87 hours in 2024.
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% 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="#">Inclusion in Action</a>
405-1	Diversity of governance bodies and employees	<a href="#">Data Summary — Social</a>
405-2	Ratio of basic salary and remuneration of women to men	<b>Confidentiality Constraints:</b> Cornerstone Building Brands does not publicly disclose this data.

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION, DIRECT RESPONSE OR OMISSIONS STATEMENT
<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="#">Data Summary — Social</a>
403-10	Work-related ill health	<a href="#">Data Summary — Social</a>
<b>Customer Experience</b>		
3-3	Management of material topics	<a href="#">Improving the Customer Experience</a>
Company-Specific Metric	Net Promoter Score	<b>Confidentiality Constraints:</b> Cornerstone Building Brands does not publicly disclose this data.
<b>Local Communities</b>		
3-3	Management of material topics	<a href="#">Giving Back Through Community Engagement &amp; Philanthropy</a>
413-1	Operations with local community engagement, impact assessments and development programs	<b>Information Unavailable:</b> Cornerstone Building Brands has a formal Connecting Communities programs within twenty locations. While there are many other locations that engage in community outreach/support that is not formally tracked. Cornerstone Building Brands considers it an opportunity to enhance the data collection associated with the program.



DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION, DIRECT RESPONSE OR OMISSIONS STATEMENT
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.
Company-Specific Metric	Home for Good project donations	<a href="#">Data Summary — Social</a>
Company-Specific Metric	Connecting Communities donations	<a href="#">Data Summary — Social</a>
<b>Human Rights</b>		
3-3	Management of material topics	<a href="#">Respecting Human Rights</a>
406-1	Incidents of discrimination and corrective actions taken	<b>Confidentiality Constraints:</b> Cornerstone Building Brands does not publicly disclose this data.
<b>Customer Health &amp; Safety</b>		
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	<b>Information Unavailable:</b> Cornerstone Building Brands tracks warranty, customer responses and other performance trends associated with their products; however, the granularity in the data is not currently available to identify specific health and safety impacts. Cornerstone Building Brands considers it an opportunity to enhance the data collection associated with their program.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<b>Information Unavailable:</b> Cornerstone Building Brands tracks warranty, customer responses and other performance trends associated with their products; however, the granularity in the data is not currently available to identify specific health and safety impacts. Cornerstone Building Brands considers it an opportunity to enhance the data collection associated with their program.
<b>Product Innovation</b>		
3-3	Management of material topics	<a href="#">Leading Product Stewardship &amp; Innovation</a>
Company-Specific Metric	—	<b>Confidentiality Constraints:</b> Cornerstone Building Brands does not publicly disclose this data.

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION, DIRECT RESPONSE OR OMISSIONS STATEMENT
<b>Product Stewardship</b>		
3-3	Management of material topics	<a href="#">Leading Product Stewardship &amp; Innovation</a>
Company-Specific Metric	—	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 861 tons of vinyl siding for scrap and approximately 6,135 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="#">Data Summary — Governance</a>
<b>Cyber &amp; Information Security</b>		
3-3	Management of material topics	<a href="#">Protecting Cyber &amp; Information Security</a>
Company-Specific Metric	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 Chains</a>
308-1	New suppliers that were screened using environmental criteria	Cornerstone Building Brands is in the process of assessing current suppliers in 2025.
308-2	Negative environmental impacts in the supply chain and actions taken	Cornerstone Building Brands is in the process of assessing current suppliers in 2025.
414-1	New suppliers that were screened using social criteria	Cornerstone Building Brands is in the process of assessing current suppliers in 2025.
414-2	Negative social impacts in the supply chain and actions taken	Cornerstone Building Brands is in the process of assessing current suppliers in 2025.
Company-Specific Metric	Total Supplier Spend	<a href="#">Data Summary — Governance</a>



# SASB Disclosures

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION, DIRECT RESPONSE OR OMISSIONS STATEMENT
Consumer Goods — Building Products & Furnishings		
CG-BF-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	<a href="#">Data Summary — Environmental</a>
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 require 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	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-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 are 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, and (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 1.8 million square meters.



## Note on Materiality & Forward-Looking Statements

This 2024 Corporate Governance & Responsibility Report includes information on Cornerstone Building Brands' (the "Company") program for incorporating sustainability-related and environmental, social and governance ("ESG") considerations across the Company's operations and activities. Such program is subject to the Company's fiduciary duties and applicable legal, regulatory and contractual requirements and is expected to change over time. Additionally, the act of selecting and evaluating material ESG factors is subjective by nature, and the criteria utilized or judgment exercised by the Company may not align with the views, beliefs or values, internal policies or preferred practices of any particular stakeholder. There are a variety of ESG principles, frameworks, methodologies and tracking tools; the Company's adoption and adherence to those discussed herein or to any others is expected to vary over time as ESG practices evolve.

While the Company intends to include sustainability-related and ESG considerations as a component of its operations and activities, as described herein, there can be no assurance that related initiatives, policies and procedures as described herein will be applied in any given context or activity. The Company is permitted to determine in its discretion, taking into account any applicable contractual commitments or regulatory requirements, that it is not feasible or practical to implement or complete certain of its ESG initiatives, policies and procedures based on cost, timing or other considerations.

Although the Company views the consideration of sustainability-related and ESG factors to be an opportunity to potentially enhance or protect its performance over the long-term, the Company cannot guarantee that its ESG program, which depends in part on qualitative judgments, will positively impact its performance. Additionally, there can be no assurance that the Company will be able to achieve any ESG-related objectives, that its actions will not result in outcomes that could be viewed as having a negative ESG effect, or that any historical trends will continue to occur. Actual results may be significantly different from the forward-looking statements herein.

Certain information contained herein relating to ESG goals, targets, intentions or expectations reflect current thinking and may be subject to change, and no assurance can be given that such goals, targets, intentions or expectations will be met. Further, statistics and metrics relating to ESG matters may be estimates and subject to assumptions or developing standards (including the Company's internal standards and policies). Inclusion of information in this report is not an indication that the subject or information is material to our business, results of operations or financial position. References to the term "material" and variations thereof are distinct from, and should not be confused with, how such terms are defined under the securities or other laws of the United States or any other jurisdiction, or as they are used in the context of financial statements and financial reporting. Materiality, for the purposes of this document should not, therefore, be read as equating to any use of the word in other reporting by the Company.





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