



Employee Stock Purchase Program

Own Your Future

Buy CMC shares at a 15% discount. Save for the future and become an owner of the company. Enroll to purchase company stock **January 8 – 26, 2024.**

[Look inside for details.](#)





The Employee Stock Purchase Plan (ESPP)

The ESPP is a company-sponsored opportunity for eligible employees to purchase company shares of stock at a 15% discount. When you purchase stock in CMC, you are saving for the future and gaining ownership in the company. Take advantage of this unique CMC benefit this January!

WHO IS ELIGIBLE

You are eligible to participate in the ESPP if you:

- Are a full-time or part-time CMC employee, and
- Were hired on or before September 1, 2023.



Stock Purchase Price

The stock purchase price is \$42.16. This is 85% of the average closing price of CMC common stock on the New York Stock Exchange for each of the 10 trading dates immediately prior to January 1, 2024, which is \$49.60.

HOW IT WORKS

Your cost per share is \$42.16. This is 85% of the average closing price of CMC common stock on the New York Stock Exchange for each of the 10 trading days immediately prior to January 1, 2024, which is \$49.60. If 85% of the fair market price of the shares on the date the shares are issued in your name is less than \$42.16, you will be refunded the difference times the number of shares you purchased. So, you are guaranteed a 15% discount.

Example: Michael elects to purchase 100 shares, and 85% of the average stock price for the last 10 trading days of 2023 was \$42.16.

Michael Pays: $100 \times \$42.16 = \$4,216$. Michael is paid bi-weekly, so his payroll deductions would be \$183.30.

Note: If Michael was paid weekly, his deduction would be \$93.69 per week.

Because he purchases stock through the ESPP, he pays 85% of the average stock price and receives a discount of \$744 ($100 \times (\$49.60 - \$42.16) = \744).

WHAT HAPPENS WHEN YOU ENROLL TO PURCHASE STOCK

You enroll to purchase stock January 8 – 26, 2024. You contribute to the ESPP through payroll deductions from February 8, 2024 through December 12, 2024. On February 3, 2025, you purchase stock and own it. You can sell your shares at any time.

THE NUTS AND BOLTS OF THE ESPP

You can enroll to purchase stock January 8 – 26, 2024. You pay for your shares through payroll deductions and can purchase up to 500 shares in 10-unit increments, or up to a \$25,000 maximum based on the full price. Your payroll deductions start with your February 8, 2024 paycheck. Pay dates may vary slightly depending on payroll processes.

TIMELINE



If you enroll to purchase stock and later change your mind, you can withdraw your enrollment at any time up until December 12, 2024 at <http://eac.schwab.com>.

Your payroll deductions during 2024 accumulate in an account to purchase shares. If you are still a CMC employee on the purchase date and have paid the full amount of your portion of the total cost of your shares, the shares will be purchased for you on February 3, 2025 and placed in your Schwab account by February 4, 2025. You can sell your shares at any time. You can do same-day trading online using your Schwab account.

THE VALUE OF THE ESPP

When you purchase CMC stock at a 15% discount, your stock can increase in value over time based on stock performance.

Example: On February 1, the CMC share price is \$30. Miguel purchases 400 shares at a discounted price of \$25.50 for a total cost of \$10,200. A year later, the share price increases 5% to \$31.00 per share. Also, he receives four dividend checks during the year at \$0.14 per share each quarter, adding an additional \$224 in value. Therefore, on February 1 the next year, the total value of his shares (including dividends) is now \$12,624. Based on the discounted price he paid, this represents a 26% return over the course of one year!

Purchase Price on February 1	Share Price One Year Later	Four Dividend Checks from February 1 to January 31	Total Value of Shares One Year Later	Return Over One Year
\$25.50 (\$20.00 – 15% discount) x 400 = \$10,200	\$31.00 x 400 = \$12,400	\$0.14 x 400 x 4 = \$224	\$12,400 + \$224 = \$12,624	26% Increase from \$10,200 to \$12,624

Keep in mind that CMC pays quarterly dividends on stock. This means that if you enroll to purchase stock this January, beginning February 1, 2025, for each quarter that CMC pays a dividend, you will receive a payment for the dividend amount for the stock you hold. CMC has consistently paid a dividend for 20 years!



Enroll by January 26!

TAX MATTERS

You don't pay taxes on your shares until you decide to sell them. At the time the shares are issued (transferred to your name), you will not have to report any income. The amount of taxes you pay is determined when you actually sell the shares. How your shares are taxed at time of sale depends on how long you hold the shares. For example, if you sell your shares within two years of the offer period (before February 1, 2026 for stock that's purchased on February 1, 2025), the 15% discount is taxable and will be reported on your W-2.

Talk to your tax advisor if you have questions about reporting income due to the sale of stock on your federal tax return. CMC does not offer tax advice to its employees. However, you can get free tax advice from our Employee Assistance Program. Call 866-695-6327 to schedule a meeting with a financial planner.

Through Schwab's Financial Concierge service, CMC offers all employees free financial guidance from trusted industry experts. Visit [schwab.com/financialconcierge](https://www.schwab.com/financialconcierge) to learn more and schedule your 1:1 session today.

IF YOU HAVE QUESTIONS

See the **Frequently Asked Questions** on the ESPP page of myCMCbenefits.com. Use your CMC network ID and password to log on. Or, from the GlobalNet home page, click Benefits, then Benefits Guides, then ESPP. For password resets, contact the IT Helpdesk at 888-823-1212. You can also contact CMC Employee Services at employeeservices@cmc.com or 877-262-8050 with questions.



Please note:

Commercial Metals cannot give tax advice to employees. Seek tax advice based on your specific situation from your tax advisor.

How to Enroll

Schwab is our administrator; if you don't have an existing Schwab account

You'll need to open a Schwab account before you enroll.

1. Go to <http://eac.schwab.com> and click **Get Started**.
2. You'll be prompted through the account creation process, which includes entering your CMC Employee ID (without a leading "P" or zeros).

If you need help opening an account, watch the video tutorial that's posted on the Equity Award Center (EAC) page or call Schwab. Once your account has been created, follow the same steps listed below for employees who already have an account.

If you already have a Schwab account

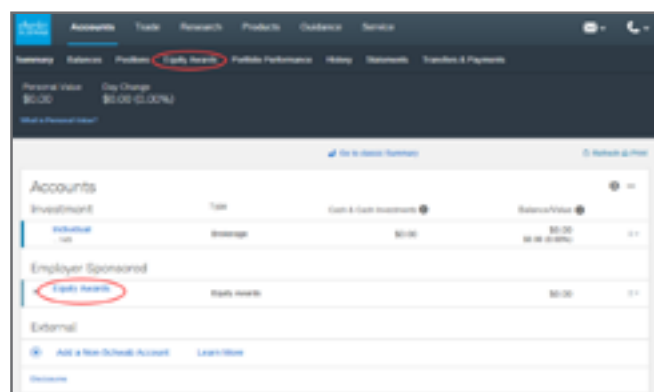
1. Go to <http://eac.schwab.com> and log in.
2. Select **Equity Awards** from the menu at the top or under the **Employer Sponsored** section.

Then, select **Enroll** from your notifications. You'll be prompted through the enrollment process.

If you need help enrolling

If you need help enrolling, contact Schwab at 800-654-2593, Monday – Friday, 24 hours a day.

Click **Get Started** to open an account, or watch the video tutorial for help.



Select **Equity Awards** from the menu at the top or under **Employer Sponsored**.



Still have questions?

See the **Frequently Asked Questions** on the ESPP page of myCMCbenefits.com/espp. Use your CMC network ID and password to log on. Or, from the GlobalNet home page, click **Benefits**, then **Benefits Guides**, then **ESPP**. For password resets, contact the IT Helpdesk at 888-823-1212.