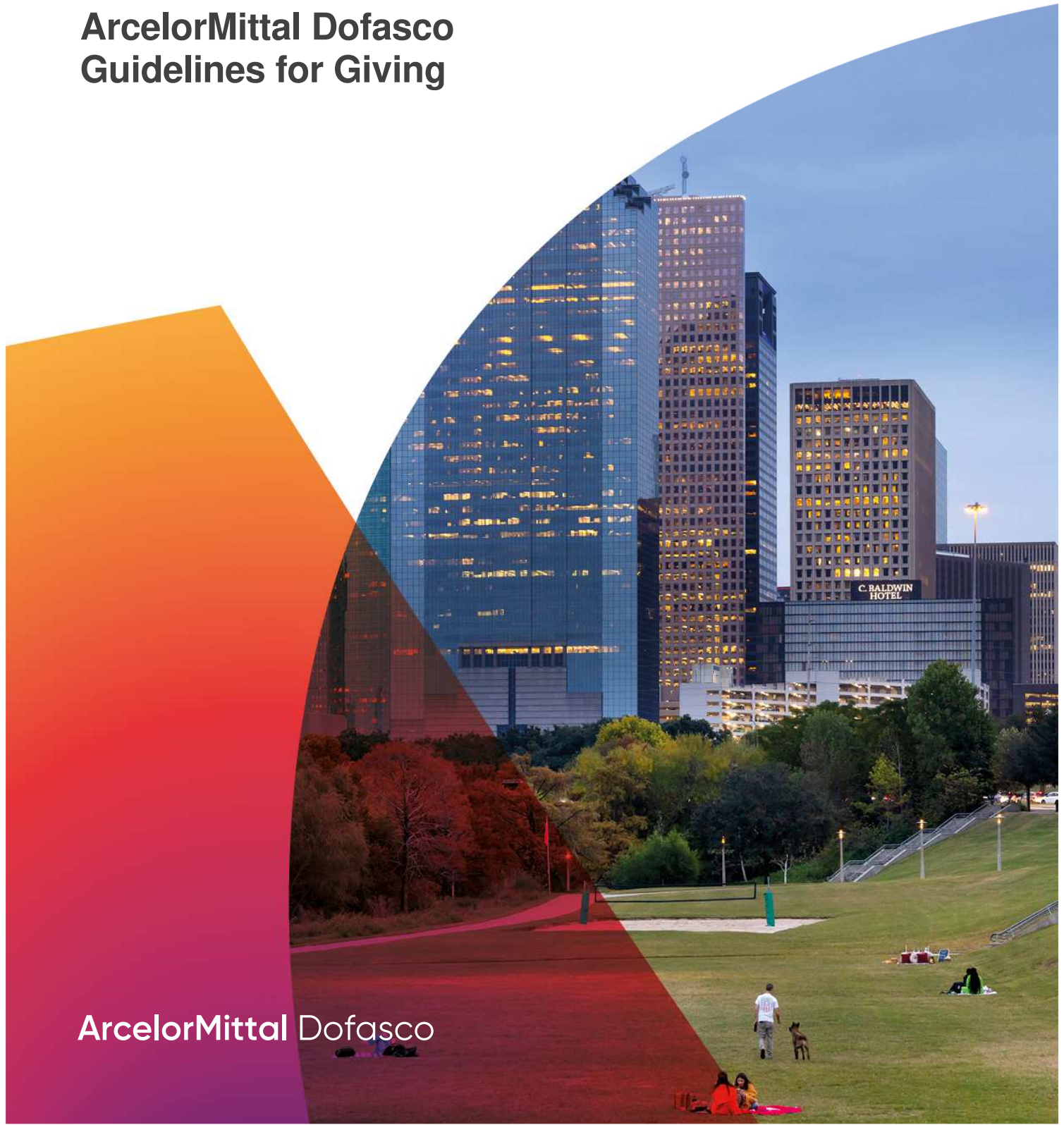


Corporate Community Investment Fund (CCIF)



ArcelorMittal Dofasco
Guidelines for Giving



ArcelorMittal Dofasco

ArcelorMittal Dofasco's commitment to the community

ArcelorMittal's commitment to corporate responsibility is grounded in our 10 Sustainable Development Outcomes. These outcomes were identified in 2014 to help us achieve our goal of sustainability leadership — by defining the kind of company we want to be. We will create value as we progress against these outcomes. Our Sustainable Development Framework also helps us secure the commercial success of our business in the medium term, while contributing to solving the world's sustainable development challenges in the long term. This is good for society, good for our stakeholders and good for us.

ArcelorMittal Dofasco is committed to aligning its community investments with our 10 Sustainable Development Outcomes that integrate environmental, social and governance factors (ESG) into our selection and management.

Knowing that all investments have an impact – positive, neutral or negative – we work in partnership with the Hamilton Community Foundation, to ensure that:

- Our investments broadly have social and environmental impact.
- Our investments will be catalysts to accelerate our ability to achieve our vision and mission.
- We actively seek out opportunities to create positive change through our capital.
- We are using evidence-based decision-making to ensure that our annual grants are invested in a socially responsible manner and align with our community leadership efforts.

ArcelorMittal Dofasco and its employees have a long tradition of community involvement where we live, work, and do business. Our commitment to public service and support of the voluntary sector remains strong.

Our contributions include not only financial assistance, but time and leadership resources. It is a mix of these abilities and energies that makes a substantial difference. Many ArcelorMittal Dofasco employees assist in these efforts by being members of our Team Orange volunteer group.

We believe that every financial investment made, and every volunteer effort undertaken by our Team Orange volunteers helps to build a stronger future for the communities in which we operate. The result is a stronger more vibrant community that benefits everyone through a stronger social and economic environment. Our employees benefit from living and working in a caring community, and ArcelorMittal Dofasco benefits from a community with the capacity to support the varied activities of companies such as ours.

Our goal is to support organizations and causes that are located or relate closely to the communities where we have operations and where our employees live.

Equality, diversity and inclusion

ArcelorMittal Dofasco seeks out community partners that share its commitment for building equality, diversity, and inclusion in our community. This extends to our annual Corporate Community Investment Fund (CCIF) grants.

ArcelorMittal Dofasco's areas of investment

ArcelorMittal Dofasco invests in several areas of focus, including STEM (Science, Technology, Engineering and Math) and Skilled Trades education, projects in the areas of Environment, Conservation and Biodiversity, and Health, focussed on mental health.

STEM (Science, Technology, Engineering and Math) Education including Skilled Trades

Our support of education reflects our fundamental belief that the strength of our organization is people, and that learning is essential not just for our company but to the economic health of the community and Canadian advanced manufacturing competitiveness.

Building a pipeline of talent is therefore an important theme of our sustainable development strategy, our Outcome 9, a pipeline of scientists and engineers for tomorrow. We know that people with STEM skills will play a critical part in building a sustainable future for society at large, for the steel industry and for our business.

We support a wide range of initiatives which have as their goal the improvement in individual skills and competencies, with emphasis on the areas of business, technology, and skilled trades.

ArcelorMittal Dofasco has a focus in supporting STEM (Science, Technology, Engineering & Mathematics) educational programs that inspire and enable more young people to pursue STEM careers, including skilled trades.

Environment, Conservation and Biodiversity

Sustainable development is at the heart of our purpose: Smarter steels for people and planet.

Sharing air, land and water responsibly - and being trusted to do so by our neighbours - is critical to our future as a business and is our Sustainable Development (SD) Outcome 5 - Trusted user of air, land and water. Our stakeholders expect us to share these vital resources responsibly. We gain trust by operating responsibly and transparently, reducing negative environmental impacts, and collaborating with partners and local communities to enhance the natural resources we all on rely on. This is key to our environmental stewardship.

ArcelorMittal is committed to being net zero globally by 2050. The Corporate Community Investment Fund will support a range of initiatives and organizations key to the region's environmental wellbeing including reducing GHG emissions, conservation of our natural environment; biodiversity; improving our air, land, and water resources; and educating and engaging citizens.

Health

Ensuring the physical and mental safety, health and wellbeing of our employees is fundamental to our Sustainable Development (SD) Outcome 1, Safe, healthy, quality working lives for our people. We want all people to thrive and achieve their potential. Our community receives valuable assistance through a variety of health programs, delivered by a wide range of not-for-profit organizations through ArcelorMittal Dofasco's support for initiatives that are focused on supporting mental health.

How we invest

We award annual grants to achieve our charitable purpose of advancing our vision and mission. On average, 40 per cent of our annual grants are directed towards Science, Technology, Engineering and Math (STEM) programs and initiatives, 30 per cent to environmental initiatives and 30 per cent to mental health initiatives. .

Partnership with the Hamilton Community Foundation

ArcelorMittal Dofasco, in partnership with the Hamilton Community Foundation, carefully reviews submissions from applicant organizations and our contribution levels are specific to each successful applicant.

The Hamilton Community Foundation assists ArcelorMittal Dofasco to drive positive change by helping us give in a way that has meaning and impact in the community. The Hamilton Community Foundation brings knowledge and experience to address emerging community issues and opportunities, all which assists us in driving positive socio-economic change that fosters a vibrant inclusive city.

Eligibility for funding

ArcelorMittal Dofasco generally receives funding requests that are greater than what we can support, and as a result must decline very worthy causes. This does not reflect in any way on the value of the organization involved, but rather is a result of the volume of requests for support and limited resources. There are several limitations that govern our Corporate Community Investment Fund contributions and restrict or prohibit support, including:

- Organizations not in good standing under their respective governing statutes.
- Charitable organizations not registered as a charitable institution with the Canada Revenue Agency *.
- Organizations operating for profit.
- Individuals.
- Trips, tours, and associated costs.
- Form letter requests.
- Religious organizations and groups which are denominational or sectarian in purpose such as churches, missionary groups, etc. (unless those resources can be used by the entire community on a non-sectarian basis such as for a camp or community centre).
- Organizations that discriminate.
- Medical research.
- Service clubs and other organizations that channel funds to agencies-
- Multi-year funding for operations or programs.
- Capital building campaigns.
- Grants to cover operating deficits.
- Loans or investments.
- Funding to any organization for more than one program/purpose in the same year.
- Government agencies (excluding hospitals and post-secondary institutions, and school boards).
- Private schools.
- Endowment funds.
- Organizations that pose a potential conflict of interest for ArcelorMittal Dofasco.
- Social functions, banquets, benefits, and testimonials, including sponsorships.
- Sports teams, sports clubs, and sport fundraisers.
- Food banks and food purchase programs (please apply to Dofasco Employee Donations Fund through edf.dofasco@arcelormittal.com).

*Notwithstanding this restriction, ArcelorMittal Dofasco, in its sole discretion, will consider not-for-profit organizations that have a pending application for registration as a charity with Canada Revenue Agency whose application for funding to ArcelorMittal Dofasco is facilitated through a registered Canadian charity.

For more information, please send us a message: <https://dofasco.arcelormittal.com/contact-us>

Revision History:

Created: November 2009
Reviewed: October 2010
October 2011
October 2012
October 2013
October 2014
October 2015
October 2016
October 2017
October 2018
November 2019
April 2021
January 2023
June, 2023
December 2024