



2026 RESPONSIBILITY REPORT



Overview

A MESSAGE FROM OUR CEO



Throughout my career, I have seen firsthand that organizations with a clear purpose and a people-first mindset are the ones best positioned to navigate change, seize opportunity, and create lasting value. I believe that responsible business should be ingrained into the fabric of how companies operate and is essential to earning customer trust, attracting top talent, and building a more durable organization. As I begin my tenure at CarMax, I am honored to carry forward the strong responsibility commitments this company has built year after year.

Nearly 28,000 associates bring our values to life every day, putting people first in everything they do and serving as the true backbone of our responsibility work. The priorities you will read out in this Report — creating an inclusive workplace where associates can thrive, supporting the communities where we operate, and reducing our environmental footprint — are core to who we are. My role is to ensure that as we grow and evolve, our commitment to responsible business grows with us.

Our associates accomplished a great deal this year, including garnering recognition for the 22nd consecutive year as one of the Fortune 100 Best Companies to Work For®, deepening our community impact through volunteerism and giving, and achieving our 2025 emissions reduction target. These achievements reflect the very best of CarMax’s values, and I am honored to carry them forward in the years ahead.

Keith Barr



CarMax President & CEO

ABOUT THIS REPORT

CarMax, Inc. is pleased to present our annual Responsibility Report which provides a high-level update on our initiatives and programs for our people, communities, and the environment.

CarMax is dedicated to creating sustainable value for all stakeholders, guided by our values and commitment to long-term success. Our 2026 Report provides a focused progress update on the past year, supplementing the detailed disclosures within our 2025 Responsibility Report. See our [2025 Responsibility Report](#) for additional information on our programs and oversight to accompany the updates within this 2026 Report.

This update continues to reflect our environmental, social, and governance (“ESG”) priorities, and incorporates references to key industry reporting standards, as outlined in the Appendix.

The development of this Report was a collaborative effort between our ESG Leadership Team, associate subject matter experts, and CarMax’s Board of Directors. The reporting period covers our fiscal year 2026 (“FY26”), spanning March 1, 2025, through February 28, 2026. Unless otherwise noted, all information presented relates to FY26.

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OUR APPROACH TO ESG

We believe that operating as a responsible and impact-driven corporate citizen strengthens the value we deliver to customers, associates, communities and other stakeholders. Our commitment to Corporate Social Responsibility (“CSR”) is woven into our business operations, embodying our culture of integrity through our focus on people, climate risk mitigation, and continuous enhancement of our consumer offerings.

Highlights Summary

Achieved our Calendar Year 2025 (“CY25”) emissions reduction target of **50% reduction in Scope 1 and 2 emissions** compared to our CY18 baseline

Named to the **Fortune 100 Best Companies to Work For®** list for 22 straight years

CarMax and The CarMax Foundation have **donated more than \$120 million to the communities where the Company operates** since 2003

In FY26, **100% of CarMax locations** participated in volunteer programs, and the Company achieved participation from **75% of associates** in one or more community programs

CarMax was powered by **100% renewable electricity** in CY25, representing zero Scope 2 emissions (market-based) after accounting for Renewable Energy Certificate (“REC”) purchases

In CY25, the Board amended our Bylaws to enable shareholders of record who own at least 20% of the Company’s common stock to **call a special meeting of shareholders**

ESG OVERSIGHT

Our ESG oversight operates through the framework below to maintain strategic alignment and accountability across the organization:



GUIDING PRINCIPLES AND KEY TOPIC IDENTIFICATION

The below three principles continue to inform our ongoing CSR and ESG program and guide our approach:

- CarMax champions access and opportunities that open new doors
- CarMax is an automotive retail industry leader in Environmental, Health, and Safety and sustainability
- CarMax is known as a purpose-driven company and employer

We completed an assessment in FY22 to identify ESG issues that are impactful to our long-term success and the sustained growth of our business. We identified several priorities and re-evaluate the topics on an ongoing basis to confirm they remain relevant to CarMax today. The complete list of material topics can be found in our [2025 Responsibility Report](#).



Putting People First

Putting People First is foundational to CarMax’s culture. Our associates live our values every day, and we remain committed to cultivating a workplace grounded in trust, respect, and integrity. Through sustained engagement, targeted investments in competitive benefits and wellness resources, and ongoing learning and development opportunities, we equip associates with the support needed to thrive, ultimately building a workplace where every associate feels empowered to contribute to CarMax’s future.

CarMax is recognized as one of [Fortune 100 Best Companies to Work For®](#) for 22 straight years.¹ For a full list of recognitions CarMax received, refer to [Company Recognition](#).



PROFESSIONAL DEVELOPMENT

Through our learning management systems, associates access performance evaluations, individualized development plans, curated learning content, and role-specific training pathways. Our centralized career development platform, developU, makes it easy for associates to access tools and resources in one place — a strategy that has earned strong engagement and positive feedback. We also supplement these resources with comprehensive, research-based materials from third-party providers.

To build an integrated workforce, one of our strategies is to offer two rotational programs designed for deep immersion and skill-building. Our 14-month program for Technology roles bridges an initial bootcamp with two engineering rotations on live projects. For Analyst and Data Science roles, we offer a 24-month program that provides exposure to areas like finance and marketing. By rotating through different teams, associates gain a holistic view of the Company and develop the cross-functional expertise necessary to drive the business forward.

We also invest in developing future leaders through our Management Development Program, Senior Management Development Program, and Leadership Development Program — each designed to prepare associates and managers to take on expanded leadership responsibilities and more senior positions.

We are focused on developing digital-first leaders with the mindset, knowledge, and skills to lead CarMax through digital and Artificial Intelligence (“AI”) transformation. These capabilities are built through hands-on experimentation with tools, topic-focused meetings, guest speakers, and participation in functional acceleration efforts. To further strengthen AI confidence and fluency, we introduced an AI-enabled learning platform and support resource that equips leaders with expanded skills to spot and cultivate opportunities, build AI-enabled teams, and lead transformation responsibly, grounded in high integrity and ethical use of AI tools.

Putting People First in Action

In FY26, CarMax continued our Technology Reskilling and Upskilling Program, releasing content quarterly, helping to strengthen and expand associates’ technical skills in alignment with evolving technology. We also advanced our Technician Talent Strategy, which streamlines training for entry- and mid-level technicians to move into more highly skilled roles. These programs strengthen the capabilities of our current workforce while cultivating a strong internal talent pipeline and broadening their individual career growth opportunities.

Our Military Automotive Technician Academy supports service members transitioning to civilian careers by providing hands-on training with Service Operations assignments. In FY26, 87 participants completed the program, with 25 converting to full-time hires.

EMPLOYEE ENGAGEMENT AND SATISFACTION

Thoughtful engagement with associates plays an important role in shaping the path forward for CarMax. Through a variety of listening tools including our Associate Voice and Benefits surveys, we prioritize associate feedback to better develop and support a highly engaged workforce. The FY26 Associate Voice surveys achieved a 91% participation rate and informed improvements across the organization, which we communicated to associates through Your Feedback in Action updates, team huddles, and our quarterly all-associate video, Under the Hood.

The dedication, passion, and positivity of our associates are reflected through employee recognition initiatives such as:

- **Achievers**, our digital recognition platform, which has achieved widespread adoption across the organization;
- **Driven to Lead Awards** celebrating frontline managers who continually exemplify CarMax’s core values, foster associate engagement, and drive strong business results; and
- **The Iconic Associate Experience Program** spotlighting CarMax associates who reach meaningful personal and professional milestones. As part of this program, our Iconic 40 initiative celebrated several associates who reached a remarkable four-decade milestone with CarMax.



Highlights Summary

Mental Health and Well-Being: In FY26, we expanded our health and well-being ecosystem to include enhanced resources, which exceeded expected utilization rates. New offerings included:

- **Sharecare** – A digital health and wellness platform designed to help individuals manage all aspects of their well-being in one place including a commitment to our four well-being pillars: mind, body, wealth, and purpose
- **Lantern** – A benefits program offering coverage and dedicated support to help members navigate surgical care
- **Spring Health** – A mental health support platform that matches individuals with high quality providers and coaches as well as self-service resources to help with all of life’s challenges
- **Virta** – A digital and coach-driven support tool for managing obesity and/or diabetes that provides a personalized nutrition program with guidance from a care team, including practical tools and supplies

Inclusion & Belonging: We celebrate and champion a culture of inclusion, connection, and belonging that values diversity of perspective, experience, and thought. We believe this meaningfully strengthens our ability to innovate and continues to expand the value we provide customers. In FY26, we took intentional steps to embed these capabilities across all levels of CarMax. We launched two foundational training courses: Culture of Belonging equips all associates with practical skills to foster connection and respect, while Inclusive Leadership empowers managers to lead teams effectively and create environments where every associate can thrive. We also expanded our Diversity and Inclusion Council, adding more field leaders, to drive broader organizational reach and partnership.

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Protecting Our Environment

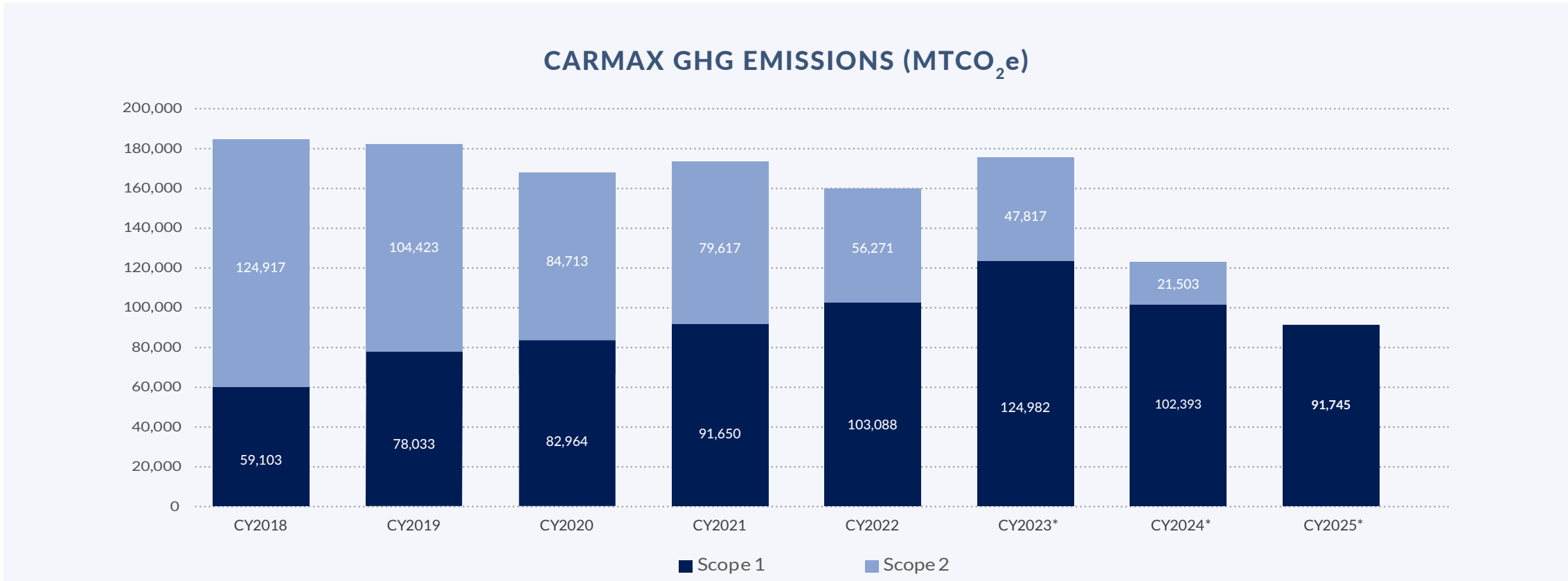
We believe in doing the right thing, and reducing CarMax’s environmental impact is part of our effort to deliver a brand that consumers trust. In 2021, CarMax translated our environmental commitment into clear greenhouse gas (“GHG”) emissions reduction targets and a focused roadmap for action. We are proud to report that we achieved our calendar year 2025 emissions target.

REACHING OUR 2025 GHG TARGET

CARMAX’S GHG REDUCTION TARGETS:

- 1. Reducing CarMax’s Scope 1 and 2 GHG emissions by 50% by the end of CY25 against our CY18 baseline
- 2. Achieving net-zero carbon emissions by 2050

In CY25, CarMax recorded 91,745 MTCO₂e in Scope 1 emissions and achieved zero Scope 2 emissions on a market-based basis after accounting for REC purchases. Together, this represents a 50.1% reduction in Scope 1 and 2 emissions from our 2018 baseline, meeting our 2025 goal and continuing to demonstrate our commitment to minimizing our impact on the environment.



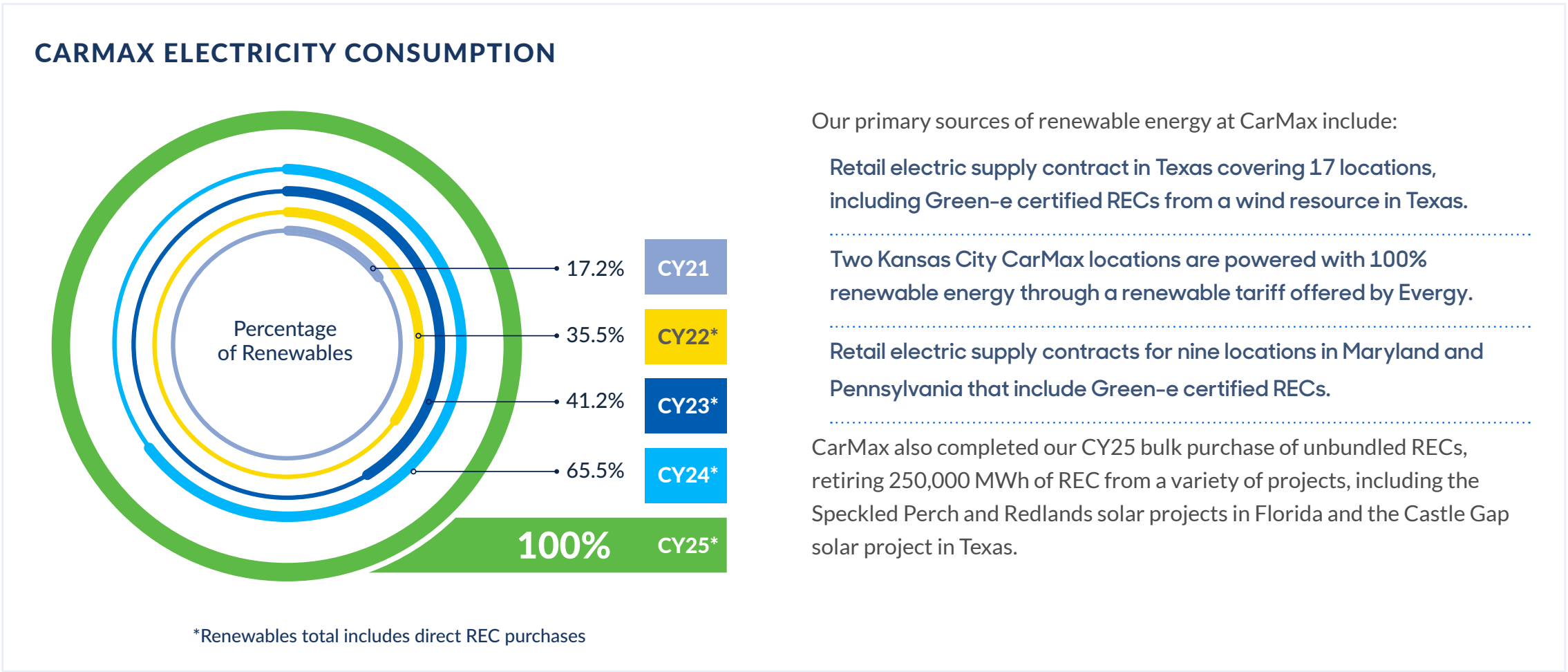
*The Scope 1 emissions account for CarMax’s purchase of carbon offsets in CY23, CY24, CY25 which amounted to 17,000 MTCO₂e, 34,000 MTCO₂e, and 22,400 MTCO₂e respectively. CarMax’s purchase of carbon offsets is part of our overall strategy to mitigate our environmental impact and progress towards net zero emissions.

GHG EMISSIONS (MTCO ₂ e)	CY18	CY19	CY20	CY21	CY22	CY23	CY24	CY25
Scope 1	59,103	78,033	82,964	91,650	103,088	141,982	136,393	114,145
Carbon Offsets	-	-	-	-	-	(17,000)	(34,000)	(22,400)
Scope 1 (adjusted for carbon offsets)	-	-	-	-	-	124,982	102,393	91,745
Scope 2 Emissions (market-based)	124,917	104,423	84,713	79,617	56,271	47,817	21,503	0

ENERGY

CarMax was powered by 100% renewable electricity in CY25

Our energy management strategy centers on enhancing energy efficiency and increasing renewable energy use. In CY25, we are proud to have derived 100% of total electricity consumption from renewable sources. This achievement represents an approximately 55% increase in renewable electricity consumption compared to CY24, much of which was driven by our purchase of credible RECs.



CARBON OFFSETS

In CY25, CarMax offset 22,400 MTCO₂e through high-quality carbon offset projects, informed by the World Resources Institute’s core principles and CarMax’s criteria for carbon offset procurement. Please refer to the [Appendix](#) for additional project details regarding carbon offsets purchased in CY25.

All carbon offsets purchased are verified using rigorous criteria to ensure environmental integrity. Offset projects must generate additional, permanent, and real emissions reductions beyond business-as-usual scenarios, safeguard against leakage, and represent uniquely tracked and enforceable credits. All reductions are monitored and independently verified by qualified third parties. Additional details about CarMax’s approach to the use of carbon offsets can be found in the [CarMax 2025 Responsibility Report](#).



We are positioned to meet customers where they are as preferences evolve across the electric vehicle (“EV”) landscape, while continuing to strengthen capabilities embedded across our organization. Teams across marketing, product development, strategy, process engineering, and other functions integrate EV considerations into their ongoing work to advance our strategy and support evolving customer needs. We have also expanded technician training related to servicing EVs, positioning CarMax to support sales and service across internal combustion, hybrid, and electric vehicles as demand continues to shift.

Caring For Our Communities

The well-being of our communities is deeply connected to our corporate purpose and the strength of our business. Helping our communities thrive and making a positive social impact is core to who we are and how we conduct business. We support our associates, customers, and communities through matching associate gifts, board service training, and volunteerism. In FY26, 100% of our locations participated in volunteer programs, and, collectively, CarMax and The CarMax Foundation have invested more than \$120 million in the communities where we live and work since 2003.



ASSOCIATE-DRIVEN IMPACT

The [CarMax Foundation](#) works to promote the causes our associates care about most in the communities where they live and work. Our philanthropic activities extend to many organizations and associates, and in FY26, 75% of associates participated across all philanthropic efforts and service opportunities, including donations, volunteerism, and other community-focused initiatives. Supporting thriving communities through local impact reflects our commitment to our associates and the places they call home.

BUILDING BETTER COMMUNITY

POINTS OF LIGHT



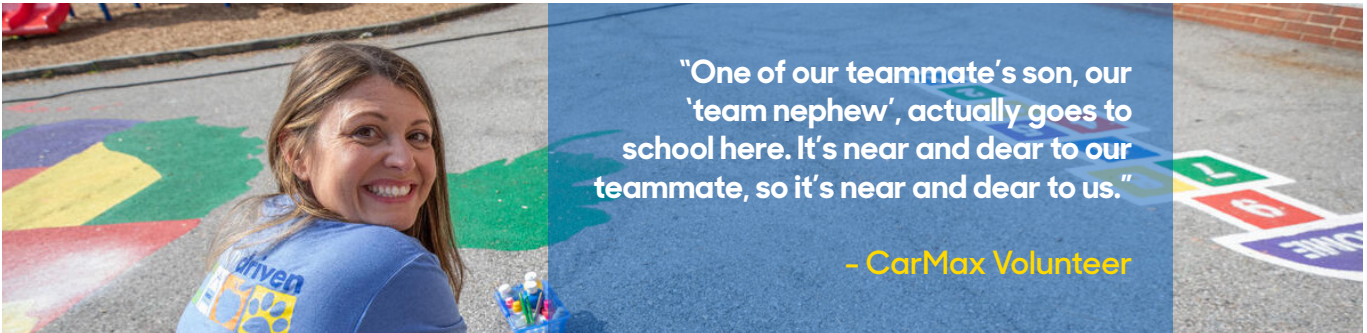
Through Points of Light's volunteer network and their local affiliates, CarMax associates embraced local opportunities to give back. For instance, in May 2025, associates from our Dallas region volunteered their time and energy at Bonton Farms, an organization doing powerful work to uplift and transform lives in the community by providing South Dallas residents with access to healthy food. CarMax volunteers tackled a variety of projects at the farm, supporting families who benefit from Bonton's fresh produce and community programs. Associates harvested seasonal crops, prepared compost, and installed weed barriers, allowing local residents to enjoy fresh produce and gather in renovated community spaces.

KABOOM!



KABOOM! is a national nonprofit dedicated to building kid-designed playspaces that spark joy and foster wellbeing by enabling unstructured free play for kids. CarMax has partnered with KABOOM! and community partners to build 114 playgrounds nationwide, including five playgrounds in FY26.

In September 2025, over 150 CarMax volunteers partnered with KABOOM! to construct a playground at a school in Atlanta, Georgia. Associates mixed pallets of concrete, painted colorful outdoor art pieces, constructed picnic tables and planters, landscaped, and completed many other tasks to facilitate access for over 600 kids to play and thrive at Ethos Classical Charter School.



DRIVING OPPORTUNITY, DRIVING CHANGE

As an industry leader, we're not just selling cars; we're working toward a better future, full of opportunity. CarMax is passionate about creating pathways for individuals to access careers, financial education, and entrepreneurial opportunities. For example, through our partnership with TechForce Foundation, associates at our El Mirage Reconditioning Center welcomed students for an up-close look at what a career in automotive technology can be. Students saw our technicians in action, asked questions, and learned firsthand what's possible in the industry. Our associates were proud to share their experiences and help inspire the next generation of automotive technicians.



CarMax associates continue to lend their expertise beyond our walls as well, working alongside entrepreneurs through Lighthouse Network to help founders think through challenges, refine ideas, and grow their ventures. Associates also share their knowledge of car buying and ownership with LIFT members through interactive tools and learning sessions, helping expand financial education and build confidence navigating decisions related to car-buying and credit—opening access to greater opportunity.



CARING FOR OUR COMMUNITIES IN ACTION

“Walk or Run” Initiatives: CarMax “Walk or Run” initiatives continue to create meaningful team-building opportunities while supporting causes that matter to our associates. In FY26, we held two company-wide walks, each with more than 12,000 CarMax associates participating, which is our highest participation rate to date. In June 2025, CarMax associates walked to support The Mission Continues, resulting in a \$50,000 donation from The CarMax Foundation to connect veterans with community service projects in under-resourced communities. Later in September 2025, associates walked again to support the Associate Disaster Relief Fund, generating another \$50,000 donation to help fellow associates during times of unexpected hardship.

CarMaxCares Month in June: At CarMax, June is a month of purpose and pride. Associates across the country donate their time and talents to causes important to them during CarMax Cares Month. For example, the Fayetteville, North Carolina, team volunteered with the School of Hope for its annual Spring Fest. The School is a local nonprofit that provides a holistic, opportunistic, positive education for children with autism in a nurturing environment, providing a place for students to learn, grow and reach their full potential. Associates helped by setting up booths, tables and activities for the children of the school to have a fun-filled day with peers and classmates.

Ensuring Responsible Ethics And Governance

Responsible governance reflects our commitment to integrity, helping promote ethical conduct and reinforce a strong culture across our organization.

BOARD OF DIRECTORS

Our Board of Directors and executive leadership oversee corporate governance, risk management, and ESG strategy, helping protect our operations while aligning our approach with the evolving expectations of shareholders and broader stakeholders.

As of February 28, 2026, the Board included nine members, seven of whom are independent. We evaluate the independence of our directors and director nominees at least annually. Additionally, directors must be elected to the Board by majority vote at our annual shareholders’ meeting and serve one-year terms once elected. During FY26, our Board met 13 times, and Board committees met a total of 35 times, with an average attendance of 86% across all directors. Our lead independent director provides oversight of the Board’s activities, and the Board periodically reviews the Board leadership structure to ensure its ongoing effectiveness and alignment with CarMax’s evolving needs.

Each director possesses skills and experience that align with CarMax’s operational strategy and continued success. Our directors bring experience across a diverse range of industries, including:

 Retail

 Technology

 Omni-channel platforms

 Automotive

 Finance

 Distribution networks

As noted in the Company’s recently filed [Proxy Statement](#), over the past year, the Board has taken a number of steps to refresh its membership. Assuming shareholders approve the full slate of director nominees in June 2026, the Board will have four new directors as compared to its membership last year; nine of the Board’s eleven members will be independent.

Our executive and investor relations teams engage in proactive shareholder outreach and maintain ongoing dialogue with the investment community, with Board members participating when appropriate. Understanding our investors’ evolving needs and priorities remains central to CarMax’s approach to shareholder engagement.

For further information on Board committees, enterprise risk management, legal and regulatory compliance, cybersecurity, and data privacy, please refer to our [2026 Form 10-K](#) and [Proxy Statement](#).

ETHICS

Integrity is a fundamental principle within CarMax’s business strategy. Ethical and transparent delivery of our products fosters trust with our customers and stakeholders. Our transparency is rooted in CarMax’s personalized car-buying and selling experience. For instance, we offer policies like a 10-day money back guarantee and 30-day limited warranty on all cars. Our purchasing process involves entirely transparent pricing, ensuring no haggling or upselling practices. We have an easy-to-use prequalification tool that allows customers to analyze potential monthly payments and pricing options, without affecting their credit scores. These efforts shape our transparent and personalized car-buying and selling experience that allows customers to shop with confidence and trust.

Embedding integrity into our workforce culture, we require all associates and Board members to adhere to our Code of Business Conduct. To reinforce compliance, associates are trained on our Code of Business Conduct at onboarding and on an annual basis. The Code is annually reviewed by our management team and our Board of Directors.



For additional insight into CarMax’s governance and policies, please visit the [Governance Documents](#) page on our website, which includes our Code of Business Conduct, Disclosure Committee Charter, Bylaws, Corporate Governance Guidelines, Political Contribution Policy, and other key governance-related information.

For any questions or feedback regarding this report or CarMax’s CSR efforts, please reach out to responsibility@carmax.com. We appreciate your attention and interest, as we believe input from our stakeholders is fundamental to our continued success.

Appendix

Our Responsibility Report provides disclosures and metrics aligned with several internationally recognized third-party frameworks, including The Task Force on Climate-Related Financial Disclosures (“TCFD”) and Sustainability Accounting Standards Board (“SASB”) – both now part of the International Financial Reporting Standards (“IFRS”) – as well as the Global Reporting Initiative (“GRI”).

Our programs and initiatives, guided by CarMax values, also align with the United Nations 2030 Agenda for Sustainable Development, along with its 17 Sustainable Development Goals (“SDGs”) and the associated targets. A mapping of our initiatives to the UNSDGs can be found in the [2025 Responsibility Report](#).

Our sustainability strategy and reporting continue to evolve alongside regulatory requirements, business and sustainability priorities, and stakeholder expectations. Certain indices may leverage metrics and disclosures from prior years’ reports; however, all information presented remains accurate and relevant.

PERFORMANCE TABLE

Electricity	Unit	CY25	CY24	CY23
Renewable Electricity Consumption	kWh	278,453,507	179,465,281	110,751,014
Total Electricity Consumption	kWh	278,453,507	274,045,343	268,515,437
Renewable Electricity Consumption Percentage	Percentage	11.3	12.2	15.2
Renewable Electricity Consumption Including Direct REC Purchases	Percentage	100	65.5	41.3
Emissions	Unit	CY25	CY24	CY23
Scope 1 Emissions	MTCO ₂ e	114,145	136,393	141,982
Carbon Offsets	MTCO ₂ e	(22,400)	(34,000)	(17,000)
Scope 2 Emissions (market-based) ¹	MTCO ₂ e	0	21,503	47,817
Scope 2 Emissions (location-based) ²	MTCO ₂ e	90,946	89,555	93,010
Scope 1+2 Emissions ³	MTCO ₂ e	91,745	123,896	172,799
Volunteerism and Philanthropy	Unit	FY26	FY25	FY24
Store Location Participation in Volunteering	Percentage	100	100	100
Total Investment through CarMax and The CarMax Foundation	\$	6.3M	9.0M	9.7M
Political Contributions	Unit	FY26	FY25	FY24
Total Political Contributions	\$	0	0	0

[1] Our Scope 2 market-based emissions are calculated based on the electricity the organizations has purchased, including considerations for contracts or instruments such as Renewable Energy Certificates in accordance with the GHG Protocol Scope 2 Guidance.

[2] Our Scope 2 location-based emissions are calculated using the average emissions intensity of the grids on which energy consumption occurs in accordance with the GHG Protocol Scope 2 Guidance.

[3] California Health and Safety Code Section 44475 disclosure: CarMax’s interim progress toward a 50% reduction of Scope 1 and 2 emissions by 2025 against a 2018 baseline is determined by annual inventories completed in accordance with the World Resources Institute Greenhouse Gas Protocol in place as of December 31 of the calendar year of the inventory. The inventories are not third-party verified.

CARBON OFFSETS

Project	Vintage	Retirement Year	Location	Quantity Purchased and Retired Credits	Type	Supplier	Third-party verifier	Originated
Promoting Improved Cooking Practices in Nigeria	2022	2025	Nigeria	10,000 MTCO ₂ e	Energy Efficiency - Domestic	Climate Partner	Gold Standard Certified	The Gold Standard Registry
Zoba Maekel Community Boreholes	2023 and 2024	2025	Eritrea	12,477 MTCO ₂ e	Energy Efficiency - Domestic	SCB Brokers	Gold Standard Certified	The Gold Standard Registry

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) CONTENT INDEX

CarMax published our inaugural disclosures in response to the TCFD recommendations in 2023. Our full TCFD disclosures can be found [here](#) with an index in the [2025 Responsibility Report](#). CarMax is advancing the depth of our internal climate risk assessment in preparation for reporting requirements outlined by the state of California on emissions data and climate-related financial risk.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) CONTENT INDEX

The below table, in alignment with the Multiline and Specialty Retailers & Distributors Sustainability Accounting Standards, provides an overview of our sustainability performance across relevant topics identified by SASB.

CODE	DESCRIPTION	LINK
CG-MR-230a.1	Description of approach to identifying and addressing data security risks	2026 Form 10-K (pages 20)
CG-MR-230a.2	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected	2026 Form 10-K (pages 20)
CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	2026 Form 10-K (pages 10)
CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	About CarMax
CG-MR-000.B	Total area of: (1) retail space and (2) distribution centers	8,936,960 sq. ft.

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

CarMax has reported the information cited in this GRI content index for the period from March 1, 2025 to February 28, 2026 with reference to the GRI Standards.

CODE	DESCRIPTION	LINK
2-9	Governance structure and composition	Ensuring Responsible Ethics and Governance 2026 Proxy Statement (pages 14-16)
2-10	Nomination and selection of the highest governance body	Ensuring Responsible Ethics and Governance 2026 Proxy Statement (page 18)
2-11	Chair of the highest governance body	2026 Proxy Statement (pages 14-15)
2-12	Role of the highest governance body in overseeing the management of impacts	Our Approach to ESG 2026 Proxy Statement (pages 14-15, 19-20)
2-13	Delegation of responsibility for managing impacts	Our Approach to ESG 2026 Proxy Statement (pages 15-16, 19-20)
2-14	Role of the highest governance body in sustainability reporting	Our Approach to ESG 2026 Proxy Statement (pages 12-14, 16)
2-15	Conflicts of interest	2026 Proxy Statement (pages 20-21)
2-16	Communication of critical concerns	2026 Proxy Statement (pages 13-14, 21)
2-17	Collective knowledge of the highest governance body	2026 Proxy Statement (pages 6-11)
2-18	Evaluation of the performance of the highest governance body	2026 Proxy Statement (page 18)
2-19	Remuneration policies	2026 Proxy Statement (pages 26-41, 69-70)
2-20	Process to determine remuneration	2026 Proxy Statement (pages 26-33)
2-21	Annual total compensation ratio	2026 Proxy Statement (page 63)

2025 EMPLOYER INFORMATION REPORT EEO-1

As of the publication date of this report, the EEOC has not provided guidance for the 2025 Employer Information Report.

NOTE ON FORWARD LOOKING STATEMENTS

This report contains certain forward-looking statements based on our management’s current assumptions and expectations, including statements regarding our goals, commitments, programs, and other business plans, initiatives, and objectives. These statements are typically accompanied by words such as “anticipate,” “believe,” “commit,” “could,” “enable,” “encourage,” “estimate,” “expect,” “focus on,” “intend,” “may,” “on track,” “outlook,” “plan,” “position,” “predict,” “seek,” “should,” “target,” “will,” and other variations of these words or similar expressions, whether in the negative or affirmative. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements provided by the Private Securities Litigation Reform Act of 1995, as amended. Such statements are based upon management’s current knowledge and assumptions about future events and involve risks and uncertainties that could cause actual results to differ materially from anticipated results. Such risks, uncertainties, and factors include the assumptions, risks, uncertainties, and factors identified in this report and the risk factors discussed in Item 1A of our Annual Report on Form 10-K for the fiscal year ended February 28, 2026, filed with the U.S. Securities and Exchange Commission (SEC). You should consider the forward-looking statements in this report in conjunction with our Annual Report on Form 10-K and our subsequent Quarterly Reports on Form 10-Q and Current Reports on Form 8-K filed with the SEC. We undertake no obligation to update or revise any forward-looking statements after the date they are made, whether as a result of new information, future events, or otherwise.

