

People  
Planet  
Possibilities



# *Global Reporting Initiative (GRI)*



G4 Content Index  
In accordance – Core

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# General Standard Disclosures

Standard Disclosure	Disclosure Title	Location	External Assurance
<b>Strategy and Analysis</b>			
G4 -1	Statement from the most senior decision-maker of the organization	Please see the <a href="#">Letter from our CEO</a> .	–
G4 -2	Key impacts, risks, and opportunities	Please see the <a href="#">Letter from our CEO</a> and our <a href="#">AT&amp;T Annual Sustainability Update</a> .	–
<b>Organizational Profile</b>			
G4-3	Name of the organization	Please see our <a href="#">10-K Form</a> (part 1).	–
G4-4	Primary brands, products, and services	Please see our <a href="#">10-K Form</a> (part 1).	–
G4-5	Location of the organization’s headquarters	Please see our <a href="#">10-K Form</a> (part 1).	–
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	Please see our <a href="#">10-K Form</a> (part 1).	–
G4-7	Nature of ownership and legal form	Please see our <a href="#">10-K Form</a> (part 1).	–
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	<p>We have the nation's most reliable 4G network – serving 110 million wireless subscribers in the U.S. We hold spectrum licenses in all 50 U.S. states, the District of Columbia, Puerto Rico and the U.S. Virgin Islands. We also have voice coverage in more than 225 countries, data roaming in more than 210 countries, mobile broadband in more than 170 countries and wireless service on more than 250 cruise ships worldwide. Our U.S. customers are concentrated in 21 states, but we also serve millions of enterprise and multinational business corporations on six continents.</p> <p>Please see our <a href="#">Corporate Profile Website</a>.</p>	–
G4-9	Scale of the organization	Please see our <a href="#">10-K Form</a> (part 1) and our <a href="#">Annual Report</a> pgs. 41 – 45.	–

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G4-10	Workforce Information	<p>At end-of-year 2015, AT&amp;T had 281,450 employees, spanning 57 countries:</p> <ul style="list-style-type: none"> <li>Total 50-state workforce diversity: 33% women; 42% people of color</li> <li>Total 50-state management diversity: 36% women; 34% people of color</li> <li>Percentage of union-represented employees (as of Feb. 2016): 50%</li> </ul> <p>Please see the <a href="#">Good Jobs</a> and <a href="#">Workforce Diversity</a> issue briefs, as well as the <a href="#">2015 Diversity &amp; Inclusion Annual Report</a>.</p>	—
G4-11	Percentage of total employees covered by collective bargaining agreements	Approximately 52% of employees are covered by collective bargaining agreements.	—
G4-12	Describe the organization's supply chain	<p>AT&amp;T purchases a substantial amount of products and services each year. Switching equipment, network facilities and supporting equipment and services comprise a major portion of these expenditures. AT&amp;T generally purchases finished products from the manufacturer or through their authorized distributors and value-added resellers. Therefore, suppliers that sell telecommunications components or support services for these products usually sell to the manufacturers or the distributors, not to AT&amp;T.</p> <p>For non-telecommunications equipment, AT&amp;T purchases from a wide variety of suppliers. Here too, AT&amp;T usually buys the finished product, not the components. For general services, AT&amp;T works with contractors who are held responsible for the entire project or job.</p> <p>AT&amp;T generally engages personnel to provide professional services such as programming, engineering and temporary personnel through agencies or brokers. Professionals are engaged directly only if they clearly meet the requirement for independent contractors under state and federal rules and regulations.</p> <p>For most over-the-counter commodities, AT&amp;T buys from local companies using purchase orders. However, items purchased in volume are usually competitively bid to obtain volume discounts.</p> <p>Please also see <a href="#">attsuppliers.com</a>, our <a href="#">Value Chain Map</a> and <a href="#">Engaging Our Supply Chain</a> issue brief.</p>	—
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	On January 16, 2015, AT&T completed its acquisition of Mexican wireless company GSF Telecom Holdings; On April 30, 2015, AT&T completed its acquisition of Nextel Mexico and in July 2015, AT&T completed its acquisition of DIRECTV. Please see our <a href="#">10-K Form</a> (part 1) and <a href="#">Annual Report</a> pg. 55-57 for more details.	—
G4-14	Whether and how the precautionary approach or principle is addressed by the organization	Signed by AT&T Chairman and CEO Randall Stephenson, the <a href="#">AT&amp;T Environment, Health and Safety Policy</a> asserts AT&T's commitment to preventing environment, health and safety incidents by integrating environment, health and safety considerations into business processes and encouraging suppliers to do the same.	—
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Please see the <a href="#">Policies</a> and <a href="#">External Recognition</a> sections of our Frequently Asked Questions page, and our <a href="#">Issue Brief Library</a> for initiatives related to specific topics.	—

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G4- 16	<b>Memberships of associations (such as industry associations) and work with national or international advocacy organizations</b>	Please see the <a href="#">External Recognition</a> section of Frequently Asked Questions page, <a href="#">Stakeholder Engagement Policy</a> , our <a href="#">Political Engagement Report</a> , our <a href="#">Public Policy Website</a> and our <a href="#">Issue Brief Library</a> for initiatives related to specific topics.	–
<b>Identified Material Aspects and Boundaries</b>			
G4-17	<b>List all entities included in consolidated financial statements or equivalent documents, including whether any entity included in the organization’s consolidated financial statements or equivalent documents is not covered by the report</b>	In 2015, AT&T acquired DIRECTV, GSF Telecom Holdings and Nextel Mexico. We completed these acquisitions throughout the year, so our reporting data largely still focuses on our pre-acquisition AT&T operations and impact. We’ve woven in DIRECTV data and other information where possible, and are working on aligning our systems internally for future reporting. Please see our 2015 <a href="#">2015 DIRECTV Corporate Responsibility Highlights</a> report for more details on DIRECTV Corporate Citizenship initiatives. Please also see our <a href="#">10-K Form</a> (part 1, page 1) for more information.	–
G4-18	<b>Explain the process for defining the report content and the Aspect Boundaries. Explain how the organization has implemented the Reporting Principles for Defining Report Content.</b>	Please see our <a href="#">Materiality Assessment</a> , <a href="#">Value Chain Map</a> and our <a href="#">Value Chain Mapping at-a-glance</a> overview.	–
G4-19	<b>List all the material Aspects identified in the process for defining report content</b>	Please see our <a href="#">Materiality Assessment</a> , <a href="#">Value Chain Map</a> and our <a href="#">Value Chain Mapping at-a-glance</a> overview.	–
G4-20	<b>For each material Aspect, report the Aspect Boundary within the organization</b>	Please see our <a href="#">Value Chain Map</a> and our <a href="#">Value Chain Mapping at-a-glance</a> overview.	–
G4-21	<b>For each material Aspect, report the Aspect Boundary outside the organization</b>	Please see our <a href="#">Value Chain Map</a> and our <a href="#">Value Chain Mapping at-a-glance</a> overview.	–
G4-22	<b>The effect of any restatements of information provided in previous reports, and the reasons for such restatements</b>	There have been no re-statements.	–
G4-23	<b>Significant changes from previous reporting periods in the Scope and Aspect Boundaries</b>	There were no major changes in scope and aspect boundaries.	–

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<b>Stakeholder Engagement</b>			
G4-24	Stakeholder groups engaged by the organization	Please see our <a href="#">Materiality Assessment</a> and <a href="#">Stakeholder Engagement Policy</a> .	–
G4-25	Basis for identification and selection of stakeholders with whom to engage	Please see our <a href="#">Stakeholder Engagement Policy</a> .	–
G4-26	Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	Please see our <a href="#">Materiality Assessment</a> and <a href="#">Stakeholder Engagement Policy</a> .	–
G4-27	Key topics and concerns rose through stakeholder engagement and organization’s response. Report the stakeholder groups that raised each of the key topics and concerns.	Please see our <a href="#">Materiality Assessment</a> , <a href="#">Value Chain Map</a> and our <a href="#">Value Chain Mapping at-a-glance overview</a> .	–
<b>Report Profile</b>			
G4-28	Reporting period (such as fiscal or calendar year) for information provided	January - December 31, 2015, unless otherwise noted	–
G4-29	Date of most recent previous report	June 4, 2015	–
G4-30	Reporting cycle	Annual	–
G4-31	Contact point for questions regarding the report or its contents	Charles Herget: eh7392@att.com	–
G4-32	Report the ‘in accordance’ option the organization has chosen, GRI Content Index for the chosen option and report the reference to the External Assurance Report, if the report has been externally assured.	AT&T considered the Global Reporting Initiative G4 guidelines for this GRI Index and our 2015 Annual Update reporting materials. AT&T self-declared this report to the Core in Accordance level. This document is the GRI Content Index.	–

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G4-33	<p><b>Policy and current practice with regard to seeking external assurance for the report; Report the scope and basis of any external assurance provided; Report the relationship between the organization and the assurance providers; Report whether the highest governance body or senior executives are involved in seeking assurance for the organization’s sustainability report.</b></p>	<p>External assurance was not sought for this report as a whole. AT&amp;T uses an external third party organization to assure its greenhouse gas emissions inventory and materiality assessment.</p> <p>For our 2015 Greenhouse Gas Inventory, we obtained independent assurance of our Scope 1, 2 and 3 (business travel) emissions from Trucost. Please see our <a href="#">Greenhouse Gas Management brief</a> and <a href="#">assurance statement</a> for more information.</p> <p>Ernst &amp; Young provided assurance over specific aspects of our materiality assessment completed in 2013. AT&amp;T’s Chief Sustainability Officer, Charlene Lake, contributed to and formally verified the process for identifying the material aspects included in the sustainability process. Please see our <a href="#">Materiality Assessment</a> and <a href="#">assurance statement</a> for more information.</p>	–
<b>Governance</b>			
G4-34	<p><b>Governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.</b></p>	<p>Please see our <a href="#">Corporate Governance Website</a>, in particular the Board of Directors Committee Charters:</p> <ul style="list-style-type: none"> <li>• <a href="#">Audit Committee</a>: Provides Board oversight of financial statements, audits and legal and regulatory requirements.</li> <li>• <a href="#">Corporate Development and Finance Committee</a>: Provides Board oversight of the Company’s finances, dividends, investments, strategic planning, etc.</li> <li>• <a href="#">Corporate Governance and Nominating Committee</a>: Oversight of membership of the Board of Directors, as well as corporate governance guidelines.</li> <li>• <a href="#">Executive Committee</a>: Acts on behalf of the Board in the intervals between meetings of the Board.</li> <li>• <a href="#">Human Resources Committee of the Board of Directors</a>: Appointed by the board of directors to discharge the board’s responsibilities related to compensation, benefits and succession.</li> <li>• <a href="#">Public Policy and Corporate Reputation Committee of the Board of Directors</a>: Oversight of all sustainability issues, including environmental sustainability.</li> </ul> <p>Our Citizenship &amp; Sustainability Steering Committee comprises senior executives and officers across the company with responsibility for business areas most linked to these issues. Each officer represents her/his entire department on the committee so as to reach a broader range of issues and perspectives.</p>	–
<b>Ethics and Integrity</b>			
G4-56	<p><b>Organization’s values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.</b></p>	<p>Please see the <a href="#">Policies</a> section of FAQ, Governance, Policies and in particular, our <a href="#">Code of Ethics</a> and our <a href="#">Code of Business Conduct</a>.</p>	–

# Specific Standard Disclosures

Standard Disclosure	Disclosure Title	Location	Explanation/Reason for Omission	External Assurance
AT&T MATERIAL TOPICS: Network Reliability & Access – Deployment to Rural and Unserved Areas				
ASPECT: ECONOMIC PERFORMANCE & INDIRECT ECONOMIC IMPACTS				
<b>G4 – DMA:</b> Please see our Network Reliability and Deployment to Rural and Unserved Areas issue briefs.				
G4 – EC1	<b>Direct economic value generated and distributed</b>	Please see our <a href="#">Annual Report</a> pgs. 41 – 45.		–
G4 – EC8	<b>Significant indirect economic impacts, including the extent of impacts</b>	<p>Over the last five years (2010-2015), AT&amp;T invested more in the U.S. than any other public company. Our total investment (U.S. and international), including capital investment and acquisitions of spectrum and wireless operations, was more than \$140 billion. Our 4G LTE network now covers nearly 365 million people in the U.S. and Mexico.</p> <p>To help meet the needs of customers in rural and/or unserved areas and expand the opportunities enabled by Internet access, AT&amp;T has decided to participate in the FCC’s Connect America Fund Phase II (CAF II) program. In August 2015, AT&amp;T accepted about \$427 million per year in CAF II support to be used for the next 6 years. These funds are being used for deploying, maintaining and offering Internet access and voice service to 1.1 million mostly rural homes and businesses in 18 states located within our traditional exchange areas. AT&amp;T is now building the network to provide this service to homes and small businesses, with availability growing throughout 2017 to about 440,000 locations by year end.</p> <p>The transition to IP-based networks holds new opportunity for rural and unserved communities, where high-speed connections can augment traditional services in areas such as education and health care. We’re working with the Federal Communications Commission as we implement our proposal to conduct geographically limited IP transition trials in two sites. These trials will be overseen by the FCC as we transition from legacy network technologies to an all-IP, wireless and cloud communications network, where we will learn from the customers’ experiences. The multi-year trials are taking place in two limited test sites — Carbon Hill, Alabama and the West Delray Beach area of Florida. We’re working with consumers, communities, government entities, businesses and others to put in place technology solutions that benefit everyone; and, we’re doing this while the traditional telephone network is still in place.</p> <p>In 2014, AT&amp;T committed — as part of the White House’s ConnectED initiative — to provide \$100 million of free mobile broadband connectivity for mobile learning to students and teachers in Title I schools across the country over the next few years starting in 2016. AT&amp;T remains committed to providing connections to devices supplied or donated by manufacturers. In 2015, AT&amp;T forged a partnership with Apple, another ConnectED participant company, and is on track with plans to provide more than 30,000 students and teachers with mobile broadband and optional web filtering by the end of the 2016/2017 school year.</p>		–

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AT&T MATERIAL TOPIC: Education				
ASPECT: INDIRECT ECONOMIC IMPACTS & LOCAL COMMUNITIES				
G4 –DMA: Please see our Supporting Education: AT&T Aspire issue brief.				
G4 – EC7	<b>Development and impact of infrastructure investments and services supported</b>	<p>Over the last five years (2010-2015), AT&amp;T invested more in the U.S. than any other public company. Our total investment (U.S. and international), including capital investment and acquisitions of spectrum and wireless operations, was more than \$140 billion. Our 4G LTE network now covers nearly 365 million people in the U.S. and Mexico. In our communities, we contributed or directed nearly \$156.6 million through corporate, employee, social investment and AT&amp;T Foundation giving programs.</p> <p>In July 2015, AT&amp;T acquired DIRECTV. As part of that transaction, and building on a voice and data service network that covers 355 million people:</p> <ul style="list-style-type: none"> <li>• By mid-year 2019, AT&amp;T will have expanded its all-fiber Internet access service to reach at least 12.5 million mass market customer locations, such as residences, home offices and very small businesses. Combined with AT&amp;T's existing high-speed broadband network, at least 25.7 million customer locations will have access to broadband speeds of 45Mbps or higher.</li> <li>• This commitment to build fiber to 12.5 million locations is in addition to the 1.1 million locations in the CAF II program.</li> <li>• For a four-year period beginning in 2015, AT&amp;T will offer up to 1 Gbps service to any eligible school or library requesting E-rate supported services, where we have deployed fiber-based broadband Internet access services.</li> </ul> <p>Please see our <a href="#">Supporting Education: AT&amp;T Aspire</a> and <a href="#">Deployment to Rural and Unserved Areas</a> issue brief for more information.</p>		-

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G4 – SO1	<p><b>Percentage of operations with implemented local community engagement, impact assessments, and development programs</b></p>	<p>The national graduation rate has now hit an all-time high of 82.3%,<sup>i</sup> up more than ten percentage points over the last dozen years. In spite of this progress, significant challenges remain. Serious graduation gaps persist between students of different races, ethnicities, income-levels and special needs. AT&amp;T Aspire is proud to be a lead supporter of the Grad Nation Campaign and to work with many successful education organizations across the country, meeting the unique needs of students in their communities. Through AT&amp;T Aspire we've impacted more than 1 million students in all 50 states and supported more than 1,000 high-performing organizations.</p> <p>In 2015, AT&amp;T provided funding and support to a number of organizations with local community impact including:</p> <ul style="list-style-type: none"> <li>• AT&amp;T contributed \$4.5 million to Communities In Schools, the nation's largest organization dedicated to keeping kids in school and helping them succeed in life. The multi-year investment supports advancement in data collection, technology, research and evaluation, as well as continued site coordinator support and mentoring by AT&amp;T employees.</li> <li>• AT&amp;T contributed \$2.55 million to Jobs for America's Graduates (JAG) to enable the national non-profit to add new schools and/or expand existing programs through their 32 JAG State Affiliates with proven records of success of keeping kids in school. In addition to the expansion of JAG programs, the funding supports local mentoring events between JAG students and AT&amp;T employees through the Aspire Mentoring Academy.</li> <li>• AT&amp;T made a \$2 million contribution to Girls Who Code, a national nonprofit working to close the gender gap in the technology and engineering sectors. AT&amp;T's contribution supports the expansion of the Girls Who Code Summer Immersion Program and Clubs Program. This includes hosting the Summer Immersion program at AT&amp;T offices in six cities across the country.</li> <li>• AT&amp;T contributed \$156,000 to Black Girls CODE to launch new chapters in Dallas and Miami, including the establishment of flagship chapter offices, operations and programming serving 1,000 students.</li> <li>• AT&amp;T continued to be the premier presenter of 100 Grad Nation community summits coordinated by America's Promise Alliance, which launched in fall 2013 and will take place through 2016.</li> <li>• AT&amp;T contributed \$250,000 to Teach For America to increase the infrastructure of its new computer science initiative, CS@TFA, in five regions. The funding supports the recruitment of additional computer science (CS) teachers in the San Francisco Bay Area, Kansas City, New York, South Carolina and Washington, D.C.</li> <li>• AT&amp;T contributed \$400,000 to the College for All Texans Foundation to expand the state's Texas Affordable Baccalaureate (TAB) program, which aims to decrease both the cost and time required to earn a degree by leveraging competency-based education, online and hybrid instruction models and alternative tuition structures. TAB is part of the Texas Higher Education Coordinating Board's efforts to make higher education more accessible, affordable and responsive to student and industry needs.</li> <li>• AT&amp;T contributed \$2.2 million to Roadtrip Nation (RTN), an organization that creates innovative career exploration resources to help students explore pathways aligned with their interests. The funding will help RTN reach more than 80,000 students nationwide throughout the 2015-2017 school years with its live events, exclusive high school curriculum and interactive online tools.</li> </ul> <p>For more information, see the <a href="#">Supporting Education: AT&amp;T Aspire</a> issue brief.</p>		—

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AT&T MATERIAL TOPIC: Company Energy usage				
ASPECT: ENERGY				
G4 – DMA: Please see our Energy Management issue brief.				
G4 – EN3	Energy consumption within the organization	<p>Total fuel consumption from non-renewable sources: 13,281,410 GJ</p> <p>Total fuel consumption from renewable fuel sources: 0 (refers to biofuels and biomass - none have been provided for inclusion in the 2015 inventory)</p> <ul style="list-style-type: none"> <li>• Solar: 0</li> <li>• Fuel Cell: 0</li> <li>• Wind: 0</li> <li>• Total: 0</li> </ul> <p>Report in joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> <li>• Electricity consumption: 53,527,340 GJ</li> <li>• Heating consumption: 0</li> <li>• Cooling consumption: 0</li> <li>• Steam consumption: 198,062 GJ</li> </ul> <p>Report in joules, watt-hours or multiples, the total:</p> <ul style="list-style-type: none"> <li>• Electricity sold: 0</li> <li>• Heating sold: 0</li> <li>• Cooling sold: 0</li> <li>• Steam sold: 0</li> </ul> <p>Total energy consumption: 67,006,812 GJ</p> <p>Standards, methodologies, and assumptions used: The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (revised edition): Reported Scope 1 emissions have an uncertainty level of less than or equal to 2% due to extrapolations. Extrapolations from data samples were used for handheld propane, emergency generator runtimes, and refrigerants. Reported Scope 2 emissions have an uncertainty level of less than or equal to 2%, due to metering/measurement constraints. Consumption at leased facilities for which no utility or metering data is available is calculated via kWh/sqft intensity factors.</p> <p>Source of the conversion factors used: General conversion factors to convert fuel to joules, or multiples, were used.</p>		-

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G4 – EN5	Energy intensity	<p>Energy intensity ratio: 129 MWh/PB</p> <p>Organization-specific metric chosen to calculate the ratio: Electricity usage (Megawatt-hours, MWh) as compared to our network traffic growth (Petabytes, PB).</p> <p>Types of energy included in the intensity ratio: Electricity</p> <p>Whether the ratio uses energy consumed within the organization, outside of it or both: Includes energy consumed within the organization only.</p>		–
G4 – EN6	Reduction of energy consumption	<p>Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives: 4,154,335 GJ</p> <p>Types of energy included in the reductions: Electricity</p> <p>Basis for calculating reductions in energy consumption: Includes estimated annualized energy savings in electricity for projects completed in 2015.</p> <p>Standards, methodologies, and assumptions used: Energy savings are for highly visible programs where such savings are anticipated and tracked. Savings are calculated from the estimated annualized energy expense savings divided by the blended electricity billing rate for all domestic, direct-billed electricity, and then converted to gigajoules.</p>		–

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AT&T MATERIAL TOPICS: Product Design – Energy Efficiency & Product Recycling/Reuse				
ASPECT: ENERGY & PRODUCTS & SERVICES				
<b>G4 – DMA:</b> Please see our Product Life Cycle and Energy Management issue briefs.				
G4 – EN27	Extent of impact mitigation of environmental impacts of products and services	<p>Eco-Ratings:</p> <p>Announced during the 2015 International Consumer Electronics Show, AT&amp;T took our established mobile device eco-rating system a step further with the implementation of Eco-Rating 2.0. The refreshed eco-ratings offer consumers a look into the environmental and social profiles of their AT&amp;T-branded mobile devices. A device is assessed on 20 criteria to determine how it stacks up on our 1-5 star scale. Consumers can find a device’s eco-rating icon on the package, in-store or online.</p> <p>The environmental and social aspects of AT&amp;T-branded devices are measured through our Eco-Rating program, which provides customers information about the product’s sustainability.</p> <p>This includes a rating (1-5 “stars”) that manufacturers assign to a device, using a select group of sustainability criteria covering areas such as substances of concern, environmentally preferred materials, energy efficiency, end-of-life, and environmentally and socially responsible manufacturing.</p> <p>At the end of 2015, AT&amp;T’s portfolio of AT&amp;T branded pre- and post-paid handsets reached an average of 4.25 Eco-Rated Stars. This is up from an average of 3.97 Eco-Rated Stars in 2014. Also, those devices rated in 2015 under the updated Eco-Ratings 2.0 reached an average of 3.88.</p> <p>For more information on the specific sustainability criteria of Eco-Ratings, as well as industry efforts, in which we participate on this issue, please see our <a href="#">Product Life Cycle</a> issue brief and <a href="#">EcoSpace website</a>.</p> <p>Paper:</p> <p>AT&amp;T encourages customers to use paperless billing, and our website <a href="http://www.att.com/simplify">www.att.com/simplify</a> is a one-stop resource to choose paperless billing and self-service. In 2015, more than 300,000 additional customers opted to receive only an electronic bill, bringing the total number of customers going paperless to approximately 21.2 million by the end of 2015. Through this initiative and other paper reduction projects, we purchased 52.3% less paper by weight for consumer and business than we did in 2010, which equates to a reduction of more than 21 million pounds of paper.</p>		–
G4 – EN28	Percentage of products sold and their packaging materials that are reclaimed by category	In 2015, approximately 7.3 million phones were reused or recycled through AT&T. This included 706,971 pounds of cell phone batteries and accessories.	<i>(Percentages are not reported)</i> The total number of phones sold each year is proprietary.	–

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AT&T MATERIAL TOPIC: Greenhouse Gas Emissions				
ASPECT: EMISSIONS				
G4 – DMA: Please see our Greenhouse Gas Emissions and Company Fleet and Transportation issue briefs.				
G4 – EN15	<b>Direct greenhouse gas (GHG) emissions (Scope 1)</b>	<p>Gross direct (Scope 1) GHG emissions: 1,035,603 mtons CO<sub>2</sub>e</p> <p>Gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs</p> <p>Biogenic CO<sub>2</sub> emissions: 0 mtons CO<sub>2</sub>e</p> <p>Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions: The base year is 2008 and baseline emissions were 1,172,476 mtons CO<sub>2</sub>e. 2008 was selected as the first year for which our Scope 1 emissions were inclusive of all emissions sources within the portfolio and a period following the integration of new portfolio assets through acquisition.</p> <p>Standards, methodologies, and assumptions used: The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), US EPA Climate Leaders: Direct HFC and PFC Emissions from Manufacturing Refrigeration and Air Conditioning Equipment, US EPA Greenhouse Gas Reporting Program</p> <p>Source of the emission factors used and the global warming potential (GWP) rates used: GWP - IPCC Fourth Assessment Report (AR4 – 100 year); Emissions factors – US EPA MRR Final Rule (40 CFR 98) 2013 Revisions – Tables C1 and C2 to Subpart C</p> <p>Chosen consolidation approach for emissions: Operational Control</p>		✓
G4 – EN16	<b>Energy indirect greenhouse gas (GHG) emissions (Scope 2)</b>	<p>Gross energy indirect (Scope 2) GHG emissions: 7,632,463 mtons CO<sub>2</sub>e</p> <p>Gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O</p> <p>Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions: AT&amp;T established a 15% Scope 2 energy intensity reduction target for 2020, relative to a 2013 baseline. The 2013 baseline intensity was 233 MWh/petabyte of data transmitted, which corresponds to a 2013 baseline of 8,103,246 metric tons CO<sub>2</sub> equivalent.</p> <p>Standards, methodologies, and assumptions used: The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), US EPA Climate Leaders: Indirect Emissions from Purchases/Sales of Electricity and Steam</p> <p>Source of the emission factors used and the global warming potential (GWP) rates used: USEPA eGRID2012 / October 2015, International Energy Agency Data Services. 2014 – Year 2012. “CO<sub>2</sub> Emissions from Fuel Combustion”; GWP – IPCC Fourth Assessment Report (AR4 – 100 year); Emission Factors – US EIA Form EIA-1605, Appendix N. Emission Factors for Steam and Chilled/Hot Water</p> <p>Chosen consolidation approach for emissions: Operational</p>		✓

Standard Disclosure	Disclosure Title	Location	Explanation/Reason for Omission	External Assurance
G4 – EN17	<b>Other indirect greenhouse gas (GHG) emissions (Scope 3)</b>	<p>Gross other indirect (Scope 3) GHG emissions: 77,744</p> <p>Gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O</p> <p>Biogenic CO<sub>2</sub> emissions: 0 mtons CO<sub>2</sub>e</p> <p>Other indirect (Scope 3) emissions categories and activities included: Business Travel</p> <p>The chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions: The base year is 2008 and emissions were 56,110 mtons CO<sub>2</sub>e. 2008 was selected as the first year for which our Scope 3 emissions were inclusive of all emissions sources within the portfolio and a period following the integration of new portfolio assets through acquisition. Estimates for additional Scope 3 categories (purchased goods and services, capital goods, and upstream transportation and distribution) are calculated based on previous years' supplier emissions and supplier spend data using an economic allocation model. Given the annual lag in supplier emissions availability, we are not including them in the 2015 scope 3 emissions total.</p> <p>Standards, methodologies, and assumptions used: The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition); DEFRA Guidance on Business Travel</p> <p>Source of the emission factors used and the global warming potential (GWP) rates used: GWP-IPCC Fourth Assessment Report (AR4 - 100 year); Emissions factors - US EPA MRR Final Rule (40 CFR 98) – Tables C1 and C2 to Subpart C, DEFRA – Business Travel-Air.</p>		 (only for business travel)
G4 – EN18	<b>Greenhouse gas (GHG) emissions intensity</b>	<p>GHG emissions intensity ratio: 75.26 mtons CO<sub>2</sub>e per Petabyte</p> <p>Organization-specific metric chosen to calculate the ratio: 115,170 Petabytes of Network Data</p> <p>Types of GHG emissions included in the intensity ratio: Scopes 1 and 2</p> <p>Gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFCs</p>		–
G4 – EN19	<b>Reduction of greenhouse gas (GHG) emissions</b>	<p>Amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions: 597,699 mtons CO<sub>2</sub>e</p> <p>Gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O</p> <p>Base year or baseline and the rationale for choosing it: 2014 – year over year savings</p> <p>Standards, methodologies, and assumptions used: GHG Protocol: Corporate Reporting Standard</p> <p>Whether the reductions in GHG emissions occurred in direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3) emissions: Scope 1 and 2, primarily.</p>		–

Standard Disclosure	Disclosure Title	Location	Explanation/Reason for Omission	External Assurance
AT&T MATERIAL TOPIC: Compensation & Benefits				
ASPECT: EMPLOYMENT & TRAINING & EDUCATION				
G4 – DMA: Please see our Good Jobs and Work/Life Balance issue briefs.				
G4 – LA2	<b>Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation</b>	<p>We provide health coverage, life insurance and disability coverage, and in 2015, afforded health and welfare benefits to approximately 1.2 million employees, retirees and their dependents.</p> <p>In addition to medical, dental, vision, life and disability coverage, we remain committed to helping employees plan for their retirement. Through various vehicles — including defined benefit pension plans and/or 401(k) savings plans with generous matches — employees have the opportunity to save toward retirement.</p> <p>For many employees, we offer flexible spending accounts, health reimbursement accounts and/or health savings accounts that allow employees to pay for out-of-pocket health care and dependent care costs with funds not subject to federal taxes.</p> <p>We offer a broad selection of benefits geared toward certain life events, including adoption, tuition aid, long-term care and the treatment of certain investigational medical conditions not covered by traditional health plans.</p> <p>For more information on our benefits, visit <a href="#">our careers website</a>.</p>	Retirement provision, stock ownership and breakdown by location are not applicable to AT&T.	–
G4 – LA9	<b>Average hours of training per year per employee by gender, and by employee category</b>	<p>We provided an average of 90 hours of training per employee in 2015, or more than 24 million total hours.</p> <p>In 2015, AT&amp;T invested \$230 million in direct employee training development programs.</p>	Gender and employee category specifications are not available.	–

Standard Disclosure	Disclosure Title	Location	Explanation/Reason for Omission	External Assurance
G4 – LA10	<p><b>Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings</b></p>	<p>In 2015, we invested \$230 million in employee learning and professional development programs. Our success in learning and development has been recognized by Chief Learning Officer Magazine. AT&amp;T placed in the top two spots in the publication’s LearningElite in each of the last three years – including No. 1 rankings in 2013 and 2011 — and we are now in the publication’s Winner’s Circle.</p> <p>Through our Tuition Reimbursement Program, we provide financial assistance to management and non-management employees to earn academic degrees to support their career development. In 2015, AT&amp;T’s tuition program assisted nearly 10,900 employees— 56% were people of color. In 2015, over \$31 million was invested on tuition assistance for both management and non-management employees.</p> <p>Many bargained-for employees are covered by a Job Offer Guarantee that guarantees they will receive another job offer with the company when in a lay-off situation; severance pay for bargained-for employees is generally determined based on service; some training and assistance may be available depending on contract.</p> <p>Outplacement (career transition) services are available to eligible management employees whose existing jobs are eliminated or relocated. RiseSmart services are offered for a period of four months and address issues related to initiating a job search, including resume preparation, interviewing skills and negotiating the job offer. Severance pay is available for eligible management employees whose job is eliminated or relocated; severance pay is calculated based upon the employee's base salary and years of service with the company; payouts range from a minimum of 4% of an employee's annual base salary for employees with 0-1 year of service with AT&amp;T to a maximum payout of 50% of an employee's annual base salary for those with 13 or more years of service.</p> <p>We have developed a whole suite of programs designed specifically to upskill our employees. With this in mind, we have developed the following programs:</p> <ul style="list-style-type: none"> <li>- <u>Nanodegrees</u>: We partnered with Udacity to develop nanodegrees which are efficient, accessible and affordable training for high-demand tech jobs. The Nanodegree curriculum is taught through the Massive Open Online Course (MOOC) format with a community of coaches and training on how to advance a career. The first programs were rolled out in the fourth quarter 2014 and today there are 12 different credentials across web and mobile development, plus tech entrepreneurship. The Nanodegree credential is fully recognized for entry-level software jobs at AT&amp;T.</li> <li>- <u>Georgia Tech Online Masters of Computer Science</u>: AT&amp;T teamed up with Georgia Tech and Udacity in January 2014 to launch the first-ever Online Master of Science in Computer Science (OMS CS) delivered completely online through the massive online format. By making graduate degrees and certifications available online at lower rates, we are using the power of our network to build a better tomorrow by removing many barriers for students who can’t access or pay for higher education. AT&amp;T is reimbursing tuition costs for management employees through our tuition aid model.</li> <li>- <u>Technology Tracks &amp; Transformation Learning Series</u>: Series with Foundational Learning Transformation Series that provides basic knowledge explaining new technologies changing our business, and as well as an intermediate level Internal Technology Certifications in high demand areas.</li> </ul> <p>Additionally, AT&amp;T University provides training resume writing skills training, effective interview techniques and training on how to create a personal brand. This training is available to all employees.</p>		

Standard Disclosure	Disclosure Title	Location	Explanation/Reason for Omission	External Assurance
G4 – LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	100% of employees received a formal performance appraisal and review during the reporting period.		–

AT&T MATERIAL TOPIC: Customer Privacy

ASPECT: CUSTOMER PRIVACY

**G4 – DMA:** Please see our Protecting Privacy issue brief.

G4 – PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	<p>AT&amp;T takes customer privacy very seriously, and our privacy commitments are fundamental to the way we do business. We don't sell personal information to anyone, for any purpose, and customers have choices about how we use their information. We also are committed to transparency in communicating our Privacy Policy to our customers in plain language.</p> <p>The importance of protecting customer privacy is featured in our <a href="#">Code of Business Conduct</a>, which all AT&amp;T employees are required to review and acknowledge annually. In addition, privacy and information security training is provided on an annual basis. AT&amp;T also makes privacy and security information available to employees through various means, including internal websites and company communications.</p> <p>Each year, we also issue a <a href="#">Transparency Report</a> that provides specific information regarding the number and types of government and law enforcement demands to which we responded during the year.</p> <p>For more information, please see our <a href="#">Privacy Policy</a> and <a href="#">Protecting Privacy</a> issue brief.</p>		–
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Standard Disclosure	Disclosure Title	Location	Explanation/Reason for Omission	External Assurance
AT&T MATERIAL TOPIC: Social/Environmental Innovation				
<b>G4 – DMA:</b> Please see our Innovation issue brief.				
N/A	<p>AT&amp;T works with innovators inside and outside AT&amp;T to create unique personal, digital and mobile experiences that enrich and simplify our customers' lives.</p> <p>Some of the ways we track progress on innovation include:</p> <ul style="list-style-type: none"> <li>• Average number of patents (U.S. and foreign) received per business day: More than 5</li> <li>• Number of active patents: 12,500</li> <li>• Investment in development of new ideas generated through The Innovation Pipeline, cumulative since 2009 — \$44 million committed, with more than 75 projects landing for development.</li> <li>• Cumulative number of app prototypes developed at AT&amp;T Hackathons: More than 1,000</li> <li>• Number of projects started by AT&amp;T Foundry since 2011: More than 200</li> </ul> <p>For more information please visit <a href="http://about.att.com/innovation">http://about.att.com/innovation</a> and our <a href="#">Innovation</a> issue brief.</p>			—

Standard Disclosure	Disclosure Title	Location	Explanation/Reason for Omission	External Assurance
AT&T MATERIAL TOPIC: Network/Data Security				
G4 – DMA: Please see our Network Security issue brief.				
N/A	<p>AT&amp;T operates one of the world’s most advanced and powerful global backbone networks, carrying more than 70 petabytes of data traffic on an average business day to nearly every continent and country. Security is at the core of our networks and central to everything we do. AT&amp;T maintains a global security organization comprising more than 1,000 security professionals. More than 1,000 additional security professionals work in other organizations within AT&amp;T, as well.</p> <p>AT&amp;T maintains global ISO 27001 certification, which includes all enterprise sites and functions performed globally, including all AT&amp;T internet data centers, and AT&amp;T’s hosting and cloud services.</p> <p>We also encourage employees to obtain security training and achieve accreditations and certifications when relevant. This training is conducted both within AT&amp;T and through corporate training organizations such as:</p> <ul style="list-style-type: none"> <li>• The International Information Systems Security Certification Consortium Inc. (ISC)<sup>2</sup></li> <li>• Information Systems Security Association</li> <li>• The SANS Institute</li> <li>• Vendor and product-specific training and certification</li> </ul> <p>Our large population of security professionals maintains certifications and credentials such as:</p> <ul style="list-style-type: none"> <li>• Certified Information System Services Professional (CISSP)</li> <li>• Certified Information Systems Auditors (CISA)</li> <li>• Certified Information Security Management (CISM)</li> <li>• Certified Ethical Hacker (CEH)</li> <li>• Global Information Assurance Certification (GIAC)</li> </ul> <p>AT&amp;T was the first private-sector company to receive certification under the Department of Homeland Security’s Private Sector Preparedness (PS-Prep) program. This validates that we are able to maintain or recover our business operations in the face of an emergency or disaster, whether natural, man-made or cyber in nature. The Network Operations Planning and Support team coordinates these efforts across every organization within AT&amp;T.</p>			–

<sup>1</sup> Civic Enterprises, Everyone Graduates Center at Johns Hopkins University, America’s Promise Alliance, Building a Grad Nation Report Update 2014