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Letter from our Chairman and CEO

Since our start, AT&T has been about one thing: harnessing the power of our network to change lives and improve the world. And just as our network technology has gotten better over the years, so has our ability to address some of society's toughest challenges.

A great example is education, where technology is radically changing how students learn and teachers teach. In the U.S.. AT&T Aspire, our \$400 million education initiative, is helping prepare more young people to succeed in school, on the job and in life. We're working with external organizations like Udacity, Coursera and numerous universities — to create opportunities for specialized online degrees or certifications. And in Latin America, our **ESCUELA+** initiative has connected teachers and students in more than 7.500 schools across 8 countries to a world of educational discovery.

We're even using these same tools to help our employees gain the high-tech skills they need as we become a more softwarecentric company.

Technology can also speed the transition to a low-carbon economy – from networks that use less energy and water to better ways to conserve fuel through smart traffic management. Our 2025 goal: to enable carbon savings for our customers that are 10x the footprint of our operations.

Finally, as one of the world's largest telecommunications companies, we want people to use our technology responsibly. Over almost 8 years, our <u>It Can Wait®</u> program has signed up millions of U.S. drivers who have pledged to keep their eyes on the road, not on their phones. And now we're expanding our initiative to Mexico.

None of this would be possible without our employees, who are as dedicated to their communities as they are to their jobs. In 2016, AT&T employees and retirees volunteered more than 5.4 million hours to make their communities better places to live and work.

Leveraging technology to build a better tomorrow is something we take very seriously. I invite you to learn more about our efforts in the following pages.

Randall Stephenson Chairman and Chief Executive Officer

"Our dedicated Smart Cities business unit looks at ways connectivity can help the environment and society through carbon emissions reduction, improved public safety, efficient transportation and more."

Letter from our Chief Sustainability Officer

We are living in a time of extraordinary global change. Amidst the ongoing digital revolution, rapid urbanization and the impacts of climate change, our world is a different place than it was even a year ago. That's why we focus on one central question: "How can we harness connectivity and the power of our network to create meaningful, lasting benefits in a world that's evolving so quickly?"

We see great opportunity for connectivity to affect positive change for individuals, communities and environments that need it most. And we are working to realize this opportunity through a variety of initiatives.

For example, through AT&T Aspire, we connect students to resources that help them stay on track to graduate and succeed. In this report, we'll tell you about Fidel, a high school senior who made great strides through our virtual mentoring program. Stories like his, and data collected from Aspirefunded programs, show that we're making progress in addressing the high school dropout crisis. In fact, third-party research of 30 evidence-based programs funded through Aspire finds that the life-long return on investment for participating students moving or staying on track to graduate is between

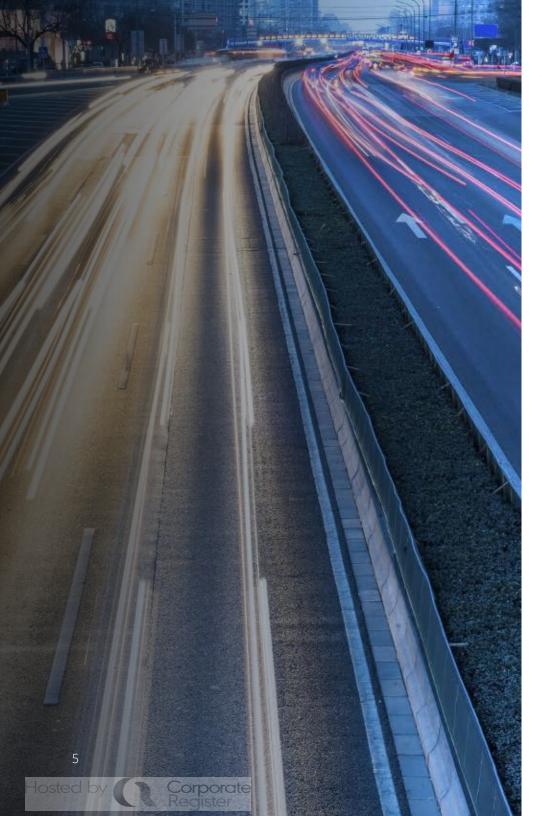
\$268 and \$857 million higher than for those who did not graduate high school. This is important work.

Since 2008, we have committed \$400 million to AT&T's Aspire programs. And it's not just about funding. We get deeply involved and work closely with other organizations to help prepare the future talent of our country, as well as our own employees, with the skills they need for years to come. For instance, we've teamed up with education institutions to develop new pathways to learning. And with technology leader Udacity, we developed a nanodegree program being used by employees and thousands of other people around the world. To build upon the opportunity of learning, we're committed to providing 1,200 Nanodegree credential scholarships to underserved students through our non-profit partners and

to hiring 100 Nanodegree graduates as interns in our workforce.

We're also developing solutions to improve the way cities use resources and take care of their citizens. Our dedicated Smart Cities business unit looks at ways connectivity can help the environment and society — through carbon emissions reduction, improved public safety, efficient transportation and more. In 2016, we began deploying technological solutions in 8 pilot cities and communities, and launched a Smart Cities framework to support municipalities in their efforts to be cleaner, safer and stronger.

As a leader in this technological revolution, our company is passionate about keeping people safe through the responsible use of new access and devices. We've long advocated against



Letter from our CSO (continued)

distracted driving and are adding resources to address our concern about the growing reality of online hate. In 2016, we launched #LaterHaters, a campaign aimed at empowering young people to stand up to online abuse, and I'm encouraged by the campaign's progress so far.

These are just a few of the ways in which AT&T technology and the dedication of our employees is helping connect people to new solutions and opportunities. I hope you'll follow along on <u>our website</u> and <u>@ConnectToGood</u> as we embrace the opportunities ahead. In the meantime, please enjoy this annual update and take a look at the strides we've made so far.

Charlene Lake

SVP, Corporate Social Responsibility and Chief Sustainability Officer

"The things we can do with today's technology, our ability to connect everything... it's amazing. Sensors on water pipes are detecting leaks in a timely manner to save water. Street lights will have video cameras on them, which can make streets safer. All of the smart city technology combined can help citizens and city officials make better decisions. Every small step adds up to make a big impact in our world." — Chandana Vangapalli Former EDF Climate Corps Fellow

Connecting our Cities



be Cleaner, Safer & Stronger

Cities never sleep. On a simple stroll down the sidewalk, your senses are inundated — sirens, car horns, people talking, children playing, buildings humming. Yet for all we can hear and see in cities, some of the biggest urban challenges — traffic congestion, resource use and carbon emissions — stem from an inability to see and coordinate these moving pieces.

This is where we can use technology in revolutionary ways. AT&T is teaming up with companies to deploy innovative solutions throughout cities. making them "smarter." We're also developing connected solutions to help cities improve the way they use resources and take care of their citizens. But what if we could use the efficiencies created by this technological revolution to understand a city's environmental impact — and improve it?

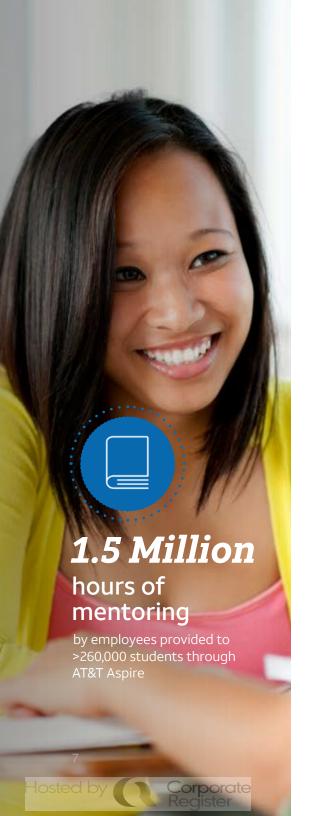
Last summer we teamed up with the Environmental Defense Fund's (EDF) Climate Corps program to host one of their research fellows who helped us calculate the potential environmental savings of technology in "smart" cities.

Chandana Vangapalli, an MBA student from the University of North Carolina – Chapel Hill, worked closely with AT&T's Smart Cities team to help build a new measurement framework.

The work we started with Chandana through the EDF program is helping us reach our "10x" goal. By 2025, we seek to enable carbon emissions reductions for our customers that are 10x the amount produced by AT&T's operations. This goal includes reducing our own emissions while helping our customers leverage our technology to do the same. We are collaborating with experts from Carbon Trust and BSR to expand upon Chandana's research and develop a consistent and repeatable methodology so we can get the full picture of how technology benefits the environment.

With the increased visibility that smart technology provides, we can help cities address widespread challenges so they can become cleaner, safer and stronger.

Read more about our efforts at www.att.com/csr.



Connecting Students



their Dreams

Presence. Sometimes, it is all we need. An ear to listen and a voice to reassure us and offer a few words of advice. For students struggling in school, the absence of an involved adult often exacerbates the problem. That's why mentoring programs can be so powerful.

Through AT&T's Aspire mentoring program, we've connected more than 260,000 students with employees faceto-face. This past year, however, we took our program to a new level — collaborating with online mentoring groups iCouldBe, iMentor, Nepris and We Teach Science to connect even more students to this opportunity.

Fidel is one young man who experienced the power of a virtual connection in his life.

A high school senior from Westminster, Calif., Fidel was struggling in school and had difficulties managing time between academics, sports and a job. So he entered the AT&T-supported iCouldBe program, which brings mentors and students together online.

He connected virtually with Angela Hawks-Johnson, an AT&T network specialist in Houston. Despite being more than 1,500 miles apart, they formed a strong bond.

"She is like a member of my family," says Fidel. Angela became Fidel's go-to person. They talked about school and time organization, but their real connection came through sharing about everyday life. When Fidel logged online, he knew someone was there, wanting to hear about how he was doing and help.

Now in his senior year, Fidel is making great strides in school, running for student office and making progress toward his dream of becoming a neurologist or audiologist. Angela is just one of our many employees who have mentored students online and in person through AT&T Aspire.

All young people deserve to have a role model in their lives to help them succeed. Our network connects mentors like Angela with students like Fidel and can bring this opportunity to more students — helping to bridge the gap between dreams and reality.



Connecting Employees



their Communities

Meet Rita Figueroa. Rita is a retired professional boxer from Chicago, and is currently a service manager in AT&T customer relations. But what makes Rita so extraordinary is the more than 500 hours she spent last year volunteering her time to coach at-risk youth.

Rita's contributions include helping young men and women find their way off the streets and back on track to a better life through boxing. She goes to the gym multiple times a week — from early in the morning to late into the night and on weekends — "encouraging and inspiring" her students to get their cardio, sparring, pad- and bag-work done right.

Rita also teaches a women-only class focused on self-defense. "I think any time women feel empowered and strong, they're better able to do anything," Rita said.

In the U.S. and across the globe, dedicated AT&T employees like Rita <u>volunteered more than 5.4 million hours</u> of their time to important causes in 2016. We are grateful for their contribution and are proud to support their efforts.

"Once boxing is a part of you, it's in you. I was forced into retirement due to an injury, but I knew I still had contributions to make."

— **Rita Figueroa** Service Manager, AT&T Customer Relations

>5.4M

hours volunteered through employee and retiree volunteer programs in 2016 across the world



By the Numbers



>**1.5***M*

hours of mentoring

by employees provided to >260,000 students through AT&T Aspire since 2012



~ **4M**

locations reached

in 2016, against a goal to expand all-fiber Internet access capability to at least 12.5M customer locations by mid-2019



7,500+

schools

in 8 Latin American countries impacted by ESCUELA+ in 2016



>\$**40M**

in employee pledges

through our Employee Giving Campaign in 2016



\$101M

realized

in annualized energy savings from 25,000 energy projects in 2016



>**5.4M**

hours volunteered

through employee and retiree volunteer programs in 2016 across the world



\$14.2B

spent with minority, women, service-disabled veteran and LGBT business enterprises in 2016



>15M pledges

since 2010 to keep eyes on the road and not on the phone through the *It Can Wait*® campaign



80.3% average score

for top suppliers on the balanced C&S Scorecard in 20161



>*25,000*

enrolled



>**50%** spend of suppliers

who track GHG emissions and have GHG goals as of 2016



~120M refurbished or recycled

DIRECTV, U-verse and AT&T mobility devices since 2007

since 2014 in Udacity Nanodegree courses that

prepare learners for high-demand tech careers



>600 organizations

are collaborating with AT&T to promote the Access from AT&T home Internet program for low-income households





Our Network & Customers 2020 Goal: We will continue to drive reductions in emissions and increases in resource efficiency and alternative energy deployment. We will enable AT&T customers to lead more sustainable lives by expanding access to technology, further integrating sustainability solutions into products and measuring the impacts. 13

Progress Toward Our Network & Customers 2020 Goal

Reduce our Scope 1 emissions by 20% by 2020, using a 2008 Scope 1 baseline of 1,172,476 mtons CO₂e.

In 2016, we emitted 1,140,631 mtons CO₂e (Scope 1). This represents a 2.72% decrease compared to our 2008 baseline, although it is a slight uptick from 2015. Due to changes in the business, two challenges we're experiencing with this Scope 1 goal are growth in our ground fleet and our expanded fuel cell capacity:

Our U.S. ground fleet emissions were up from 2015, as a result of the DIRECTV acquisition and inclusion of its fleet.

Emissions from natural gas were up from 2015, driven in part by additional fuel cells. Fuel cells are a key component to our resiliency and efficiency, and have the added benefit of reduced emissions. Because fuel cells are counted as Scope 1 emissions rather than Scope 2, our usage of them will put pressure on our ability to meet our Scope 1 goal.

Reduce the electricity consumption of our company relative to data growth on our network by 60% by 2020 (baseline of 2013).

Relative to our 2020 target for Energy Intensity (93MWh electricity/Petabyte of network traffic), AT&T has achieved a 43% reduction compared to the 2013 baseline of 233 MWh/Petabyte.² AT&T's electricity consumption (in Megawatt Hours) per Petabyte of data carried on its network (AT&T's Energy Intensity Metric) for 2016 is 139 MWh/Petabyte.

²Portions of the traffic data volume are measured, and others must be estimated. U-verse estimation methodologies and data sources have evolved from providing varied and coarse estimates, since inception and through 2015, to the use of the IP Analytics portal in 2016. As of January 2016, U-verse data is now more accurate than it has ever been, though it is actually much lower than previously anticipated. The improved U-verse TV traffic data methodology has been applied retroactively to recalculate the Energy Intensity that would have been reported from January 2014 to present.

Our Network & Customers (continued)



Develop and deploy robust methodology to understand AT&T's network impacts to society.

In 2016, AT&T engaged with leading NGOs, industry groups and peer companies to develop a credible methodology to measure the greenhouse gas impacts of customers' use of AT&T's technology in an effort to track progress against our 10X goal.



By mid-year 2019, AT&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&T's existing high-speed broadband network, at least 25.7 million customer locations will have access to broadband speeds of 45Mbps or higher.³

By the end of 2016, we deployed fiber Internet access service to nearly 4 million locations, well exceeding the year-end milestone for 2016.



For a four-year period beginning in 2015, AT&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.³

AT&T offered 1 Gbps service in response to any eligible schools and libraries that submit bids for 1 Gbps speeds for the 2017 E-rate funding year in areas where AT&T has deployed fiber-based internet access service.





For a four-year period beginning in 2016, AT&T will offer discounted wireline broadband service where technically available within AT&T's 21-state wireline footprint to low-income households that qualify for the government's Supplemental Nutrition Assistance Program. In locations where it's available, we will offer service with download speeds of at least 10 Mbps for \$10 per month. Elsewhere, we will offer 5Mbps service for \$10 per month or 3Mbps for \$5 per month, where such services are available.³

On April 22, 2016, AT&T launched Access from AT&T, the discounted broadband services program, throughout its 21-state wireline footprint. Since that time Access from AT&T has helped to shrink the digital divide by connecting lowincome Americans to the internet As part of our Access from AT&T outreach efforts, we've connected with more than 600 national, state and local groups that work with low-income individuals and families to help make sure qualified individuals and households are informed about and have access to the program. These organizations include social service groups and groups representing veterans, seniors, non-English speakers and others. We also began a collaboration with the US Department of Housing and Urban Development to hold a series of local events to help increase awareness of our program among HUD residents. Additionally, we've reached out to local school districts across our footprint, asking them to include information about the program in communications to families.

Our Network & Customers (continued)



Reduce the emissions of our fleet by 30% by 2020 from our 2008 baseline (includes DIRECTV's fleet).

By the end of 2016, AT&T reduced fleet emissions by 99,000 metric tons of $\rm CO_2e$, or 12% from our 2008 baseline. 100% of passenger sedans procured in 2016 were hybrid vehicles. In addition, AT&T reduced the size of its domestic fleet by 1,800 vehicles.



Collect more than 200 million devices for reuse, refurbishment or recycling by end-of-year 2020.

At the end of 2016, approximately 120 million devices have been refurbished or recycled. This includes: 58 million DIRECTV refurbished devices (2007–2016); 16.9 million DIRECTV recycled devices (2011–2016); 9.7 million U-verse recycled devices (2012–2016); and 37.1 million AT&T mobility devices (2009–2016).



Expand our on-site alternative energy capacity to at least 45 MW — more than double our 2014 capacity — by the end of 2017 and intensify our pursuit of off-site renewables with competitive financials.

In 2016, AT&T expanded its fleet of natural gas fuel cells by 13.32 MW, with 21 sites commissioned in California and one in New Jersey. This growth brings our total on-site alternative energy capacity to 39.9 MW. In just 2016, we made a 29% increase toward our alternative energy goal. The estimated combined energy production from these new facilities is almost 111 million kWh annually, and the estimated energy production of the entire renewable energy portfolio is over 298 million kWh annually. By the end of 2017, we fully expect to have exceeded our alternative energy capacity goal, and by a fair margin.

Provide sustainability information for all AT&T-branded network-connected consumer wireless devices.



A comprehensive consumer strategy will provide a roadmap for providing Eco-Rating and/or responsible recycling/reuse information to consumers for most wireless devices sold by AT&T.

Since early 2016, AT&T has been collaborating with BSR to develop a roadmap across the enterprise that will provide consumers with information regarding environmental attributes and responsible recycling information for all AT&T-branded network connected wireless devices.

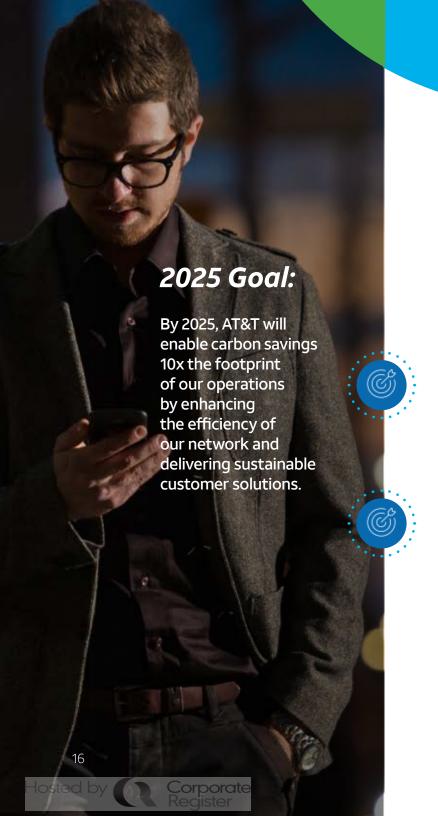
Demonstrate the environmental and social enablement power of consumer devices and solutions to live smarter, healthier and more independent lives.



Collaborate both internally and externally to help quantify the environmental and social sustainability enablement impacts of AT&T consumer devices and solutions (e.g., Internet of Things, Digital Life, Eco-Ratings, connected car, education, accessibility).

As AT&T builds an overarching measurement methodology to reach our 2025 goal of enabling carbon reductions 10 times the footprint of our operations, we consider the relevant consumer-facing products and services that will help us reach our goal. Working with our internal business units, we continue to identify the environmental and social benefits associated with specific devices and solutions, as well as their power to enable smarter, healthier and more independent lives.





Progress Toward Our Network & Customers 2025 Goal

Deliver customer solutions to achieve "net positive" ratio

AT&T joined BSR's Net Positive Project in 2016, a cross-sector coalition that aims to develop practices and tools companies can use to quantify, assess, communicate and enhance their positive impacts on society and the environment.

Enhance network efficiency to enable the achievement of the "net positive" ratio

We're working to reduce our operational carbon footprint. Please see our <u>Greenhouse Gas Emissions</u> and <u>Energy Management</u> issue briefs for more information.

Our Supply Chain

2020 Goal:

We will lead our supply chain to improve its social and environmental impacts by integrating sustainability performance metrics into our sourcing decisions for 80% of our spend.⁴

⁴ This goal is focused on network, consumer equipment and corporate services spend and does not include video content and entertainment companies. By the end of 2017, achieve an average score of 80% or higher for top suppliers on the Supplier Sustainability Scorecard, which covers four key categories including policy breadth, rigorous goals, reporting transparency and supply chain governance.

At the close of 2016, AT&T Global Supply Chain is pleased to report that it has achieved its 80% by 2017 goal with a score of 80.3.5 The goal was established in 2012 to measure the supplier base focused on our network, consumer equipment and corporate services. Going forward, we are working toward our new 2020 and 2025 goals that include shared industry approaches in measuring sustainability.

By the end of 2018, incorporate sustainability-oriented standards or analysis into our sourcing decisions with strategic suppliers.

Our Global Supply Chain organization held its third supplier conference in June 2016 where we presented the importance of our sustainability program to over 325 supplier representatives. This included a special emphasis on our goals, which require suppliers to adhere to our Principles for Conduct and participate in assessments and audits. AT&T continues to make progress with efforts including: incorporating sustainability clauses into agreements and RFPs, training our sourcing managers on the principles of sustainability and providing updates to sourcing managers on supplier sustainability performance. AT&T will continue to expand incorporation of sustainability-oriented standards and analysis into sourcing decisions.

 $^{^5}$ The 80.3 does not include video content and entertainment companies. Looking ahead, we are focusing on an industry-wide measurement for assessing our suppliers.



Progress Toward Our Supply Chain 2025 Goal

Establish clear, agreed-upon industry sustainability metrics

In 2016, working with TL9000 industry group QuEST Forum, www.questforum.org, we helped to develop and publish an industry sustainability measurement tool, the QuEST Sustainability Assessor. This tool provides actionable best practices for organizations that help accelerate their sustainability programs. In 2017, we plan to pivot from our AT&T supplier assessment to this third-party industry tool. Visit www.questforum.org/sustainability for information and updates.

AT&T, working with CDP Supply Chain, annually reaches out to about 500 of its suppliers — representing approximately 80% of its spend — to report on greenhouse gas emissions. Using industry-accepted methods, we gather and analyze data on these suppliers' emissions, reduction goals and progress. As a result, in 2016 we were able to report our third-annual estimate of our supplier emissions.

Also in 2016, AT&T joined the <u>Joint Audit Cooperation (JAC)</u>, which facilitates collaboration among peer telecom companies and Information Communication Technology suppliers to verify and audit supply chains on areas such as labor practices, human rights, health and safety, ethics and the environment. JAC Corporate Social Responsibility (CSR) Audits are conducted by recognized independent third-party auditors at suppliers' manufacturing facilities using a common audit framework.



Promote the use of these metrics in industry sourcing.

AT&T suppliers are currently using CDP Supply Chain metrics to measure and report their greenhouse gas emissions. This is providing our company and the other participating companies the necessary means to benchmark supplier emissions and work with suppliers on making improvements.

See <u>www.questforum.org/sustainability</u> for information and updates.

Develop and follow an industry roadmap toward truly sustainable performance.

AT&T is moving its suppliers along an industry roadmap with CDP Supply Chain and QuEST Forum to continuously improve measurements, benchmarking and results in sustainable supplier performance.

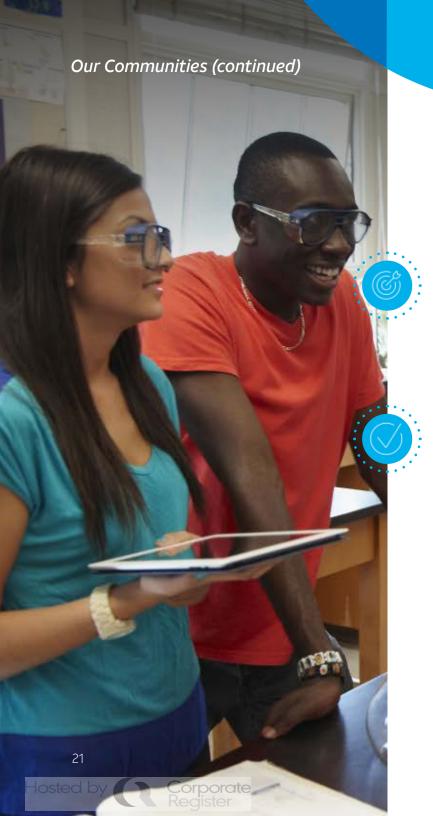


Progress Toward Our Communities 2020 Goal

Plan to contribute an additional \$250 million by 2017 to drive innovation in education, support effective local programs and create collective impact.

We completed this goal and increased our total commitment through AT&T Aspire to \$400 million by the end of 2017. Program highlights included:

- · Working with Udacity to expand the Nanodegree program, which offers new educational online pathways to industry-relevant skills, to prepare more people with the skills needed for high-demand tech jobs requiring technological expertise. There are now more than 25,000 learners taking Nanodegree courses.
- Supporting a number of organizations that help underserved students develop computer science and coding skills, including Girls Who Code, Black Girls Code and Code.org.
- · Contributing to innovative organizations such as iCouldBe, iMentor and We Teach Science to help even more students explore their potential through online mentoring.



Encourage technology application to solve vexing education challenges through the AT&T Aspire Accelerator for non-profits and for-profits.

In 2016, AT&T selected 6 organizations for the second AT&T Aspire Accelerator class to support with a customized program that includes financial investment, access to expert services and mentorship. The 11 participants from the first 2 classes have thrived in the program and together have reached more than 4 million students.

Offer \$100 million of free mobile broadband access through 2017 in collaboration with the White House ConnectED initiative.

In 2014, AT&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. Although the ConnectED initiative is no longer an active program, AT&T has committed to provide connectivity to approximately 30,000 devices made available by a third-party manufacturer that also is a ConnectED participating company. Connected devices are being provided to students and teachers based on the deployment decisions and readiness of the participating schools, and we consider this goal to be completed.



Progress Toward Our Communities 2025 Goal

By the end of 2017, promote STEM training by co-developing and attracting 10,000 students to the Georgia Tech online master's degree in computer science program and 23,000 students to the Udacity Nanodegree program.

As of EOY 2016, more than 25,000 learners have enrolled in Nanodegree programs sponsored by AT&T, nearly 2,000 of whom are AT&T employees. These learners are earning credentials that propel them to the next stage in their careers. Worldwide, more than 1.9 million learners have benefitted from Nanodegree curriculum, gaining new, industry-aligned knowledge.

Additionally, the Georgia Tech online computer science project has attracted more than 10,000 students through applications and enrollments and more than 400 AT&T employees are actively enrolled in the program as of end of 2016.

Citizenship & Sustainability Steering Committee

Our Citizenship & Sustainability Steering Committee comprises officers with responsibility for the business areas most linked to current citizenship and sustainability priorities. Each member represents her/his entire organization to reach a broad range of issues and perspectives.

Corey Anthony

Senior Vice President — Human Resources and Chief Diversity Officer, AT&T Services Inc.

Jeff Bradley

Senior Vice President — Device and Network Services Marketing, AT&T Mobility

Len Cali

Senior Vice President — Global Public Policy, AT&T Services Inc.

Andre Fuetsch

President — AT&T Labs and Chief Technology Officer, AT&T Services Inc.

Tony Goncalves

Senior Vice President — Strategy and Business Development, AT&T Entertainment Group

Susan Johnson

Senior Vice President — Global Supply Chain, AT&T Services Inc.

Charlene Lake

Senior Vice President — Corporate Social Responsibility and Chief Sustainability Officer, AT&T Services Inc.

David Lawson

Senior Vice President and Assistant General Counsel, AT&T Services Inc.

Jeffrey Lewis

Senior Vice President — Compliance and Chief Accessibility Officer, AT&T Services Inc.

Roman Pacewicz

Senior Vice President — Offer Management and Service Integration, AT&T Services Inc.

Mark Schleyer

Senior Vice President — Corporate Real Estate, AT&T Services Inc.

Scott Smith

Senior Vice President — Human Resources Operations, AT&T Services Inc.

Larry Solomon

Senior Vice President — Corporate Communications, AT&T Services Inc.

Steve Stine

Senior Vice President — Operations Planning & Optimization, AT&T Technology Operations

Mike Viola

Senior Vice President — Investor Relations, AT&T Services Inc.







Global Reporting Initiative (GRI)







G4 Content Index
In accordance – Core

Learn more about our Citizenship & Sustainability initiatives at

about.att.com/csr/reporting

General Standard Disclosures

Standard Disclosure	Disclosure Title	Location
Strategy and	Analysis	
G4 -1	Statement from the most senior decision-maker of the organization	Please see the Letter from our CEO and the Letter from our CSO.
G4 -2	Key impacts, risks and opportunities	Please see the Letter from our CEO and our AT&T Annual Sustainability Update.
Organization	al Profile	
G4-3	Name of the organization	Please see our 10-K Form (part 1).
G4-4	Primary brands, products and services	Please see our 10-K Form (part 1).
G4-5	Location of the organization's headquarters	Please see our 10-K Form (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 10-K Form (part 1).
G4-7	Nature of ownership and legal form	Please see our 10-K Form (part 1).
G4-8	Markets served (including geographic breakdown, sectors served and types of customers and beneficiaries)	 We are the world's largest communications company by revenue, serving 147 million wireless subscribers in the U.S. and Mexico. Our global IP network connects businesses on 6 continents representing 99% of the world's economy. Our high-speed mobile internet network covers nearly 400 million people in North America. We are the largest provider of pay TV in the U.S. with more than 25 million video subscribers. In the U.S., we have high-speed fiber to more than 1 million business locations and high-speed internet in more than 220 markets. We also have 15.6 million internet connections in service and nearly 46 million video connections through DIRECTV and U-verse. We offer talk, text and data coverage in more than 200 countries. In total, we serve nearly 3.5 million business customers, and 99% of Americans are covered by AT&T. There are nearly 4 million locations where we market our ultra-fast internet network powered by AT&T Fiber. Please see our Company Profile Website for more information.

Standard Disclosure	Disclosure Title	Location
G4-9	Scale of the organization	Please see our 10-K Form (part 1) and our Annual Report pgs. 45–49.
G4-10	Workforce Information	Please see the Good Jobs and Workforce Diversity issue briefs.
G4-11	Percentage of total employees covered by collective bargaining agreements	Approximately 49% of employees are covered by collective bargaining agreements.
G4-12	Describe the organization's supply chain	AT&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&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&T.
		For non-telecommunications equipment, AT&T purchases from a wide variety of suppliers. Here too, AT&T usually buys the finished product, not the components. For general services, AT&T works with contractors who are held responsible for the entire project or job.
		AT&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.
		For most over-the-counter commodities, AT&T buys from local companies using purchase orders. However, items purchased in volume are usually competitively bid to obtain volume discounts.
		We outline our Citizenship & Sustainability expectations in our Principles of Conduct for Suppliers , which covers topics including sustainable business practices, diversity, conflict minerals, ethics and labor rights.
		We are committed to promoting, increasing and improving the overall participation of minority-, women-, disabled-veteran- and LGBT-owned business enterprises by purchasing their materials and services. We also encourage subcontracting opportunities for minority-, women- and disabled- and veteran-owned businesses by requiring Supplier Diversity Participation Plans from prime suppliers. See our Supplier Diversity issue brief for more information.
		Working with the TL9000 industry group, QuEST Forum, www.questforum.org, we helped to develop and publish an industry sustainability measurement tool, the QuEST Assessor. This tool provides actionable best practices for organizations that help accelerate their sustainability programs. See www.questassessor.net for more information.
		AT&T joined the Joint Audit Cooperation (JAC) , which facilitates collaboration among peer telecom companies and Information Communication Technology (ICT) suppliers to verify and audit supply chains on areas such as labor practices, human rights, health and safety, ethics and the environment.
		AT&T is also on the Board of Directors for APICS, an organization committed to fostering the advancement of end-to-end supply chain management. Please see more at www.apics.org.
		Please also see www.attsuppliers.com, our Value Chain Map and Engaging Our Supply Chain issue brief.

Standard Disclosure	Disclosure Title	Location	
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership or its supply chain	There were no significant changes during the reporting period. Please see our 10-K Form (part 1) and Annual Report pgs. 57–59 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 AT&T Environment, Health and Safety Policy 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 Policies and External Recognition sections of our Frequently Asked Questions, Governance and Policies page and our Issue Brief Library for initiatives related to specific topics.	
G4-16	Memberships of associations (such as industry associations) and work with national or international advocacy organizations	Please see the External Recognition section of our Frequently Asked Questions, Governance and Policies page, Stakeholder Engagement Policy, our Political Engagement Report, our Public Policy Website and our Issue Brief Library for initiatives related to specific topics.	
Identified Ma	Identified Material Aspects and Boundaries		
G4-17	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	This report covers AT&T and all its entities unless otherwise noted. AT&T publishes an annual 10-K, which covers all company-owned or controlled operations. Please see our 10-K Form (part 1, pg. 1) for more information.	
G4-18	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.	Please see our Materiality Assessment, Value Chain Map and our Value Chain Mapping at-a-glance overview.	
G4-19	List all the material Aspects identified in the process for defining report content	Please see our Materiality Assessment, Value Chain Map and our Value Chain Mapping at-a-glance overview.	
G4-20	For each material Aspect, report the Aspect Boundary within the organization	Please see our Value Chain Map and our Value Chain Mapping at-a-glance overview.	
G4-21	For each material Aspect, report the Aspect Boundary outside the organization	Please see our Value Chain Map and our Value Chain Mapping at-a-glance overview.	
G4-22	The effect of any restatements of information provided in previous reports and the reasons for such restatements	Our energy intensity numbers were restated due to updates in methodology. Please see our Energy Management issue brief for more information.	

Standard Disclosure	Disclosure Title	Location
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	In 2016, AT&T worked with GlobeScan to conduct our fourth materiality assessment. Our priority topics include Network and data security; Network reliability; Customer privacy; Affordability; Investing in education and high-tech skills development; Products and services that enable social and environmental benefit; Accessibility of products and services; Responsible marketing and transparency of offers; Online safety; Investing in employees; Deployment to rural and underserved areas; and Promoting safe use of products and services. Please see our Materiality Assessment and Value Chain Map
Stakeholder E	Ingagement	
G4-24	Stakeholder groups engaged by the organization	Please see our Materiality Assessment and Stakeholder Engagement Policy.
G4-25	Basis for identification and selection of stakeholders with whom to engage	Please see our Stakeholder Engagement Policy.
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 Materiality Assessment and Stakeholder Engagement Policy.
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 Materiality Assessment, Value Chain Map and our Value Chain Mapping at-a-glance overview.
Report Profile		
G4-28	Reporting period (such as fiscal or calendar year) for information provided	January–December 31, 2016, unless otherwise noted
G4-29	Date of most recent previous report	August 3, 2016
G4-30	Reporting cycle	Annual
G4-31	Contact point for questions regarding the report or its contents	Ben Kruse, Director, Sustainability Integration: ben.kruse@att.com

Standard Disclosure	Disclosure Title	Location
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 2016 Annual Update reporting materials. AT&T self-declared this report to the Core in accordance level. This document is the GRI Content Index.
G4-33	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.	External assurance was not sought for this GRI report as a whole. AT&T uses an external third party organization to assure its greenhouse gas emissions inventory. For our 2016 Greenhouse Gas Inventory, we obtained independent assurance of our Scope 1, 2 and 3 (business travel) emissions from Trucost. Please see our Greenhouse Gas Emissions Management issue brief and assurance statement for more information.
Governance		
G4-34	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.	 Our Board of Director Committee Charters are responsible for decision making on a variety of issues. Please see our Corporate Governance website for more details: Audit Committee: Provides Board oversight of financial statements, audits and legal and regulatory requirements. Corporate Development and Finance Committee: Provides Board oversight of the company's finances, dividends, investments, strategic planning, etc. Corporate Governance and Nominating Committee: Oversight of membership of the Board, as wells as corporate governance guidelines. Executive Committee: Acts on behalf of the Board in the intervals between meetings of the Board. Human Resources Committee of the Board of Directors: Appointed by the Board to discharge the Board's responsibilities related to compensation, benefits and succession. Public Policy and Corporate Reputation Committee of the Board of Directors: Oversight of all sustainability issues, including environmental sustainability. Our Citizenship & Sustainability Steering Committee comprises senior executives and officers across the company with responsibility for business areas such as human resources, AT&T Labs, IT, data center operations, legal, investor relations, finance, compliance, network planning and engineering, network operations, consumer marketing and devices, public policy, privacy, supply chain, fleet operations, external corporate communications, call center operations, employee communications, corporate real estate, energy management, enterprise/business marketing and sales, public affairs, AT&T Foundation and corporate citizenship and sustainability. Each officer represents her/his entire department on the committee so as to reach a broader range of issues and perspectives.
Ethics and In	tegrity	
G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Please see the Policies section of our Frequently Asked Questions, Governance and Policies page and in particular, our Code of Ethics, Principles of Conduct for Suppliers and our Code of Business Conduct.

Specific Standard Disclosures

Standard Disclosure	Disclosure Title	Location	
AT&T MATER	AT&T MATERIAL TOPIC: Network reliability		
	ASPECT: ECONOMIC PERFORMANCE G4 -DMA: Please see our Network Architecture & Reliability issue brief.		
G4 – EC1	Direct economic value generated and distributed	Since 1992, AT&T has invested more than \$600 million in our Network Disaster Recovery Program. Through this program, we deliver critical resources to areas in need to help ensure the flow of both wireless and wired communications during times of emergency. Please see our Network Architecture & Reliability issue brief for more information.	
		Please see our Annual Report pgs. 45–49 for more information on economic value generated and distributed.	

AT&T MATERIAL TOPIC: Responsible marketing and transparency of offers

ASPECT: MARKETING COMMUNICATIONS

G4 –DMA: Please see our Customer Experience and Satisfaction issue brief and our AT&T Brand Center.

G4 – PR7 Incidents of non-compliance with regulations and voluntary codes concerning marketing

communications

There were zero incidents of non-compliance with regulations and voluntary codes concerning marketing communications.

Please see our Customer Experience and Satisfaction issue brief for more information.

AT&T MATERIAL TOPIC: Deployment to rural and underserved areas

ASPECT: LOCAL COMMUNITIES

G4 -DMA: Please see our Deployment to Rural Areas and Underserved Populations, Philanthropy Highlights and Supporting Education: AT&T Aspire issue briefs.

G4 – SO1 Percentage of operations with implemented local community engagement, impact assessments

and development programs

At AT&T, we are using the power of our network to build a better tomorrow.

Please see our Deployment to Rural Areas and Underserved Populations, Philanthropy Highlights and Supporting Education: AT&T Aspire issue briefs for more information on our support of local communities.

Standard Disclosure

Disclosure Title

Location

AT&T MATERIAL TOPIC: Promoting safe use of products and services

ASPECT: CUSTOMER HEALTH & SAFETY

G4 –DMA: Please see our Promoting Safety issue brief.

G4 - PR2

Number of incidents of noncompliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle There were no known incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle.

Please see our Promoting Safety issue brief for more information.

AT&T MATERIAL TOPIC: Investing in education and high-tech skills development

ASPECT: INDIRECT ECONOMIC IMPACTS

G4 -DMA: Please see our Supporting Education: AT&T Aspire, Deployment to Rural Areas and Underserved Populations and Network Architecture & Reliability issue briefs.

G4 - EC7

Development and impact of infrastructure investments and services supported

Between 2012 and 2016, AT&T invested \$140 billion in our network, including acquisitions of spectrum and wireless operations. In our communities, more than \$139 million was contributed or directed through corporate-, employee- and social investment- and AT&T Foundation-giving programs in 2016.

An example of how AT&T impacted the economy through our investments in infrastructure/services is: In 2014, AT&T contributed nearly \$12.5 million to 30 organizations that serve 28,000 high school students across the country to strengthen and expand their programs. These evidence-based programs help students graduate from high school prepared for college and a career. Each of the winning programs delivered a quantitative impact and featured proven methods of helping students succeed in academics and careers, such as providing integrated services, mentoring or focusing on college or career preparation. While the results continue to grow, data from 2014 awardees show positive outcomes. Aspire students had higher attendance in grades 9–12. And they were more likely to graduate in grades 10–12, than their peers. For Aspire students moving or staying on track to graduate, the overall, life-long return on investment is estimated to fall between \$268 and \$857 million more than those that did not graduate high school.

Please see our Supporting Education: AT&T Aspire, Network Architecture & Reliability and Deployment to Rural Areas and Underserved Populations issue briefs for more information.

Standard Disclosure	Disclosure Title	Location
G4-EC8	Significant indirect economic impacts, including the extent of impacts	In our communities, more than \$139 million was contributed or directed through corporate-, employee- and social investment- and AT&T Foundation-giving programs in 2016. The company's signature philanthropic initiative, AT&T Aspire, drives innovation in education to promote student success in school and beyond. With a financial commitment of \$400 million since 2008, AT&T is leveraging technology, relationships and social innovation to help all students make their biggest dreams a reality. As part of Aspire, AT&T has provided \$1.35M in funding to Proyecto Pastoral since 2012. Proyecto is a community-based organization in the economically challenged Boyle Heights section of Los Angeles. Proyecto Pastoral applied for and won funding through 3 AT&T Aspire competitive RFPs (request for proposal). With this funding, they activated their residents and community organizations and implemented education projects to address the high school dropout crisis. During this time, graduation rates at Mendez High School, one of the schools in which they serve, rose from 34% to a remarkable 96% for the class of 2016. Graduation rates are also on the rise at Roosevelt High School, which is also served by Proyecto Pastoral. AT&T's commitment also funded 20 scholarships for low-income adults with barriers to education and employment through the General Assembly's Opportunity Fund, which provides tech and design skills training and career placement support. The 20 students who received scholarships attended General Assembly's Web Development Immersive or User Experience Design Immersive in Atlanta, GA; Washington, DC; and San Francisco, CA. Scholarship recipients were 100% low-income adults (making less than \$30,000 per year). As of August 2016, all 20 of the scholarships were awarded, and 12 of the students secured jobs as web developers and UX designers for employers including Black Girls Code, Bytecubed, Cyvelance, FifthEstate, HZDG, Home Depot, Mogean, Stratasys, Uber and others. AT&T funding also provided 52 online scholarships

AT&T MATERIAL TOPIC: Network and data security

ASPECT: CUSTOMER PRIVACY

G4 – DMA: Please see our Network Security issue brief.

G4 – PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	AT&T's Chief Compliance Office (CCO) has a direct reporting relationship to the Chairman that reflects the importance of safeguarding the privacy of customer and employee information in a digital world and of managing compliance with legal and regulatory requirements both internationally and domestically. This umbrella organization streamlines compliance functions and provides consistent oversight, investigation, guidance and enforcement across the enterprise. As appropriate, the Chief Security Office coordinates and assists the company's privacy team on data breach investigations and the company's corporate security group on employee issues.
		AT&T is committed to maintaining its customers' privacy. Despite our best efforts, there are occasions when unauthorized parties gain access to our customers' information. These events come to our attention in a variety of ways. For each incident, AT&T's Privacy Incident Response Team follows a carefully designed governance structure and response process. The team investigates each incident and ensures that any necessary remediation, reporting or notification associated with an event is handled in accordance with AT&T's incident response protocol. AT&T's process provides a flexible, repeatable, scalable and auditable framework for responses to such events.
		In addition, roughly twice a year, the Company issues a Transparency Report that provides specific information regarding the number and types of government and law enforcement demands to which we responded during the year.
		Please see our Protecting Privacy and Network Security issue briefs for more information.

Standard
Disclosure

Disclosure Title

Location

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 – DMA: PI6	ease see our Greenmouse Gas Emissions	and Company Fleet and Transportation issue briefs.
G4 – EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Gross direct (Scope 1) GHG emissions: 1,140,631 mtons CO₂e
	cimosiono (ocopo i)	Gases included in the calculation: CO ₂ , CH ₄ , N ₂ O, HFCs
		Biogenic CO ₂ emissions: 0 mtons CO ₂ e
		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 ₂ e. 2008 was 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.
		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
		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
		Chosen consolidation approach for emissions: Operational Control
		Please view our Assurance Statement here.
G4 – EN16	Energy indirect greenhouse gas	Gross energy indirect (Scope 2) GHG emissions: 7,737,255 mtons CO₂e
	(GHG) emissions (Scope 2)	Gases included in the calculation: CO ₂ , CH ₄ , N ₂ O
		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&T established a 60% 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 ₂ equivalent. 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
		Source of the emission factors used and the global warming potential (GWP) rates used: USEPA eGRID2014 released January 2017, International Energy Agency Data Services. 2016 – Year 2014. "CO₂ 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
		Chosen consolidation approach for emissions: Operational
		Please view our Assurance Statement here.

Standard Disclosure	Disclosure Title	Location
G4 – EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Gross other indirect (Scope 3) GHG emissions: 3,398,065* Gases included in the calculation: CO ₂ , CH ₄ , N ₂ O Biogenic CO ₂ emissions: 0 mtons CO ₂ e Other indirect (Scope 3) emissions categories and activities included: Business Travel 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 ₂ 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 2016 scope 3 emissions total. Standards, methodologies, and assumptions used: The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition); DEFRA Guidance on Business Travel 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. Please view our Assurance Statement here. Assurance obtained for business travel. *AT&T's 2016 Scope 3 totals include emissions from air travel, rental car and estimated electricity use from leased set-top boxes (STBs). STBs was a new source in 2016 due to the acquisition of DIRECTV. STBs account for 87% (3,296,540 mtons CO2e) of the Scope 3 total.
G4 – EN18	Greenhouse gas (GHG) emissions intensity	GHG emissions intensity ratio: 79.9 mtons CO ₂ e per petabyte Organization-specific metric chosen to calculate the ratio: 111,118 petabytes of network data Types of GHG emissions included in the intensity ratio: Scopes 1 and 2 Gases included in the calculation: CO ₂ , CH ₄ , N ₂ O, and HFCs
G4 – EN19	Reduction of greenhouse gas (GHG) emissions	Amount of GHG emissions reductions achieved as a direct result of initiatives to reduce emissions: 910,910 mtons CO_2e Gases included in the calculation: CO_2 , CH_4 , N_2O Base year or baseline and the rationale for choosing it: 2014 – year over year savings Standards, methodologies, and assumptions used: GHG Protocol: Corporate Reporting Standard Whether the reductions in GHG emissions occurred in direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3) emissions: Scope 1 (5,185 mtons CO_2e), Scope 2 (863,782 mtons CO_2e) and Scope 3 (41,943 mtons CO_2e)

Standard Disclosure	Disclosure Title	Location				
AT&T MATERIAL	_ TOPIC: Investing in employees					
ASPECT: TRAINING G4 – DMA: Please	5 & EDUCATION see our Good Jobs and Engaging Empl	oyees issue briefs.				
G4 – LA9	Average hours of training per year per employee by gender, and by employee category					
G4 – LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	We've long been a company that places a priority on providing the training and development needed for our employees to work and compete in our tech-focused and rapidly changing industry. We provide our employees with a range of options — both internal and external to AT&T. All are focused on ensuring our employees are aligned with our Chairman's vision for the business — which is that they understand and are prepared for the future of our company. Our employees benefit from access to our corporate university, AT&T University (TU), which delivers our flagship training program. TU focuses on aligning company leaders to strategic business innovation and results; skilling and reskilling our employees; inspiring an innovative culture of continuous learning; offering a range of ongoing training modules and other skillset development, both live and on-demand; and increasingly delivering training in a more mobile, more effortless experience.				
		We're also working with external partners — like Udacity and numerous universities — to create additional opportunities for employees that lead to degrees or certifications in specialized fields. Examples include Nanodegrees —self-paced, fast-track technical credentials in areas like mobile development and data analytics. Additionally, we worked with Georgia Tech and Udacity Inc. to create the first-ever Online Master of Science in Computer Science (OMS CS) degree. In August 2016, we collaborated with the University of Notre Dame to announce a new online master of science degree with a specialization in data science. With Coursera, employees can access course content taught by instructors at top educational institutions all over the world. The content is prerecorded and available online so they can access it whenever and wherever they want. Topics include digital marketing, economics, supply chain and HR, and are well-suited for employees in less technical roles.				
		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. Outplacement (career transition) services are available to eligible management employees whose existing jobs are eliminated or relocated. Lee Hecht Harrison 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&T to a maximum payout of 50% of an employee's annual base salary for those with 13 or more years of service.				

Please see our Good Jobs, Engaging Employees and Supporting Education: AT&T Aspire issue briefs for more information.



Standard Disclosure	Disclosure Title	Location
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by – employee category	100% of eligible employees with at least 3 months of calendar service received a formal performance appraisal and review during the reporting period. Of note, we do not track frequency of career development discussions. Supervisors are encouraged to have continuous feedback discussions, 1 per month (at minimum) is recommended; with at least 1 career discussion, which may or may not occur during a formal review.

AT&T MATERIAL TOPIC: Customer privacy

ASPECT: N/A

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

N/A

We take customer privacy very seriously. Our customers have choices about how we use their information. We are also committed to transparency in communicating our privacy policy to our customers in plain language.

Please visit www.att.com/privacy, our Code of Business Conduct and our Protecting Privacy issue brief for more information.

AT&T MATERIAL TOPIC: Accessibility of products and services

ASPECT: N/A

G4 –DMA: Please see our Accessibility issue brief.

N/A

At AT&T, we believe in the ability of all people. AT&T's dedication to accessibility is evident in the products we make, the services we offer, and in how we hire, develop and engage employees with disabilities.

Please visit www.att.com/accessibility, our Universal Design Policy, our AT&T Call Centers site and our Accessibility issue brief for more information.

Standard Disclosure	Disclosure Title	Location					
AT&T MATERIAL TOPIC: Online safety							
ASPECT: N/A G4 -DMA: Please see our Promoting Safety issue brief.							
N/A		AT&T supports a myriad of programs that raise the profile of online safety issues and provide resources and tools to consumers who seek more information. We also participate in and host community summits, panels and educational events that help consumers of all ages learn how to safely and efficiently manage technology.					
		Please visit http://digitalyou.att.com, www.att.com/smartcontrols, http://later-haters.att.com/ and our Promoting Safety issue brief for information.					
AT&T MATERIAL TOPIC: Affordability							
ASPECT: N/A G4 –DMA: Please see our Deployment to Rural Areas and Underserved Populations issue brief.							
N/A		Access from AT&T makes discounted home Internet service available to qualifying low-income households in AT&T's 21-state wireline footprin Please visit www.att.com/access for full details and see our Deployment to Rural Areas and Underserved Populations issue brief for more information.					
AT&T MATERIAL TOPIC: Products and services that enable social and environmental benefit							
ASPECT: N/A G4 –DMA : Plea	se see our Technology's Role in Climate a	nd Resource Resilience issue brief.					
N/A	AT&T offers several ICT products that have the ability to create efficiencies and environmental savings.						

Technology's Role in Climate and Resource Resilience issue brief.

For more information please also see our IOT solutions website, our Digital Life website, Smart Grid website, our Connected Car website and our