



# 2023 Sustainability Report



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## ABOUT THIS REPORT

Arconic has developed this 2023 Sustainability Report with guidance from the Sustainability Accounting Standards Board (SASB) Metals & Mining Standard (2023), aspects of the Global Reporting Initiative (GRI) Standards, and with reference to the applicable Aluminum Stewardship Initiative’s Performance Standards. The accuracy and completeness of the information contained in this 2023 Sustainability Report is verified by leaders within our business functions. This report discloses information and data for our 2023 fiscal year, which ended on December 31, 2023. Unless otherwise noted, all financial values in this report are in United States dollars (USD).

### 2023 Apollo Acquisition

In August 2023, Arconic Corporation (“Arconic” or the “Company”) was acquired by Apollo Funds (along with a minority investment from Irenic Capital Management). In doing so, Arconic has transitioned from a publicly traded company to one that is privately held. Arconic continues to operate under the Arconic name and brand and maintains its global presence.

### Reporting Scope

The boundary of information presented within this report covers all three of Arconic’s business units—Rolled Products, Building and Construction Systems (BCS), and Extrusions—and its related manufacturing facilities. Unless otherwise noted, the information in this report is reflective of all global operations where we have maintained operational control.

### Materiality

The information presented as “material” within this report is based upon criteria established by third-party frameworks and is different than financial materiality as defined by the U.S. Securities and Exchange Commission (SEC). Please see the “Materiality Assessment” section for additional information.

### Forward-looking Statements

This report contains certain statements that relate to future events and expectations and, as such, constitute forward-looking statements. Forward-looking statements include those containing such words as “anticipates,” “believes,” “could,” “estimates,” “expects,” “forecasts,” “goal,” “intends,” “may,” “outlook,” “plans,” “projects,” “seeks,” “sees,” “should,” “targets,” “will,” “would,” or other words of similar meaning. Forward-looking statements are subject to known and unknown risks, uncertainties, and changes in circumstances that are difficult to predict. Although Arconic believes that expectations reflected in any forward-looking statements are based on reasonable assumptions, it is possible that actual results may differ due to a variety of risks and uncertainties.

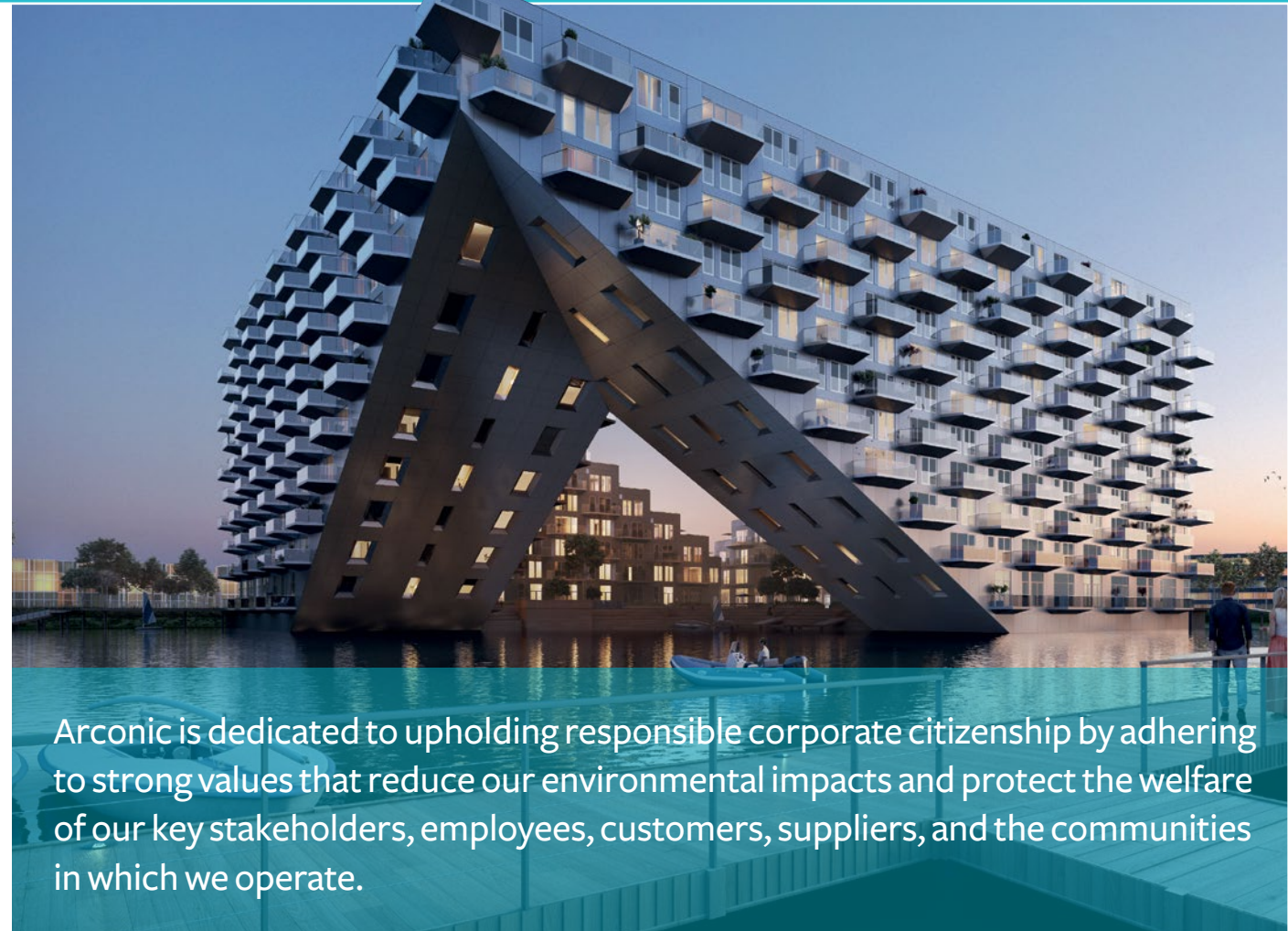
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# Introduction

- CEO Statement
- About Arconic
- 2023 Sustainability Highlights
- 2030 Sustainability Goals
- Awards and Recognitions
- Stakeholder Engagement



Arconic is dedicated to upholding responsible corporate citizenship by adhering to strong values that reduce our environmental impacts and protect the welfare of our key stakeholders, employees, customers, suppliers, and the communities in which we operate.



# CEO Statement

Arconic experienced a year of growth and transformation in 2023. Amid the changes, we remain steadfast in our commitment to delivering on our promises and standing firm to our values.

I am excited to lead Arconic as we embark on a new journey that reflects a tenured history of innovation, pursuit of operational excellence, and commitment to a more sustainable future. We will continue our legacy of strong partnership with our customers, our suppliers, our employees, and our communities as we strive to deliver the pioneering aluminum products and technologies that advance our world.

**\$33M**

invested in research and development

**6%**

reduction in overall GHG emissions intensity (YoY)

Arconic invested more than \$33 million in research and development this year, and our world-class team is working to ensure that we swiftly bring next-generation alloys and innovative products to our customers. We are focused on supporting our customers with products that enhance fuel efficiency, offer higher safety ratings, and improve thermal properties while supporting design for recyclability.

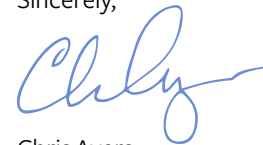
As we look to operate more efficiently, we have identified opportunities to reduce greenhouse gas (GHG) emissions in our operations and in our supply chain. The company achieved in 2023 a year-over-year decrease in GHG emissions intensity of 6.0%. Compared to the baseline year of 2021, Arconic’s global GHG emission intensity has fallen by more than 15%—due in part to our increased use of external scrap and to improvements in operational efficiency that reduce energy usage, water consumption, and waste generation. We continue to operate a large Used Beverage Can (UBC) recycling facility in Tennessee, which gives us an opportunity to contribute to a more circular economy.

Partnerships are enabling us to ensure sustainability throughout our supply chains. We launched a new partnership with EcoVadis this year, enhancing our longstanding supplier assessment program with new tools and resources. Working with the Aluminum Stewardship Initiative (ASI), we are supporting a more responsible aluminum supply chain through the development of standards and certifications.

Internally, we invest in our employees’ development and support them with ongoing training opportunities. We believe in supporting a safe and healthy workforce, and I’m proud that our facilities once again achieved a total recordable incident rate well below our industry average in 2023. We also continue to support the communities where we operate around the globe. Arconic Foundation awarded approximately \$7 million this year to charitable organizations to enhance education, promote environmental sustainability, and advance social equity. Beyond the Foundation, Arconic employees routinely come together to volunteer in support of local causes.

The culture at Arconic remains true to its foundation. We endeavor to operate in the most efficient and responsible manner, and we look forward to partnering with our stakeholders globally to create sustainable solutions for a better world.

Sincerely,



Chris Ayers  
Chief Executive Officer  
Arconic Corporation



## ABOUT ARCONIC

Arconic Corporation (“Arconic” or the “Company”) is a global manufacturer of aluminum sheet, plate, extrusions, and architectural products and systems. Collaborating closely with our valued partners in the supply chain, we tackle today’s engineering challenges with a vision to deliver the most sustainable aluminum solutions throughout our value chain. With a dedicated team of approximately 11,300 employees spanning across North America, Europe, and Asia, our products advance the automotive, aerospace, commercial transportation, industrial, packaging, and building and construction markets. Rooted in our history dating back to 1886, we carry forward a tradition of innovation that continues to revolutionize the way we fly, drive, and build.

## ARCONIC AT A GLANCE



**11,300**  
global workforce



**20**  
major manufacturing operations



**20+**  
ISO certifications



**8,100+**  
global suppliers

## OUR BUSINESS



### ROLLED PRODUCTS:

**Aluminum sheet and plate for applications such as:**

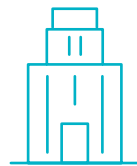
- Autobody and commercial vehicles
- Aerospace fuselage and wing skins
- Heat exchangers
- Semiconductor equipment tooling
- Food and beverage packaging



### EXTRUSIONS:

**Aluminum rod, bar, tube, and other extrusions for applications including:**

- Aerospace and defense
- Commercial transportation vehicles
- Automotive driveshafts
- Industrial equipment



### BUILDING AND CONSTRUCTION SYSTEMS:

**Building façade systems and architectural products, including:**

- Doors and entrances
- Storefront framing
- Sun control
- Curtain wall
- Composite panels
- Coil coated sheet

## OUR VISION:

To deliver the most sustainable aluminum solutions throughout our value chain.

## OUR MISSION:

Pioneering aluminum products and technologies that advance our world, together.

## OUR PURPOSE:

To create sustainable solutions for a better world.

## OUR VALUES:

Our core values remain an important aspect of who we are as a company. These values empower and guide us as we strive to serve our stakeholders and the planet in a responsible, efficient, and ethical manner. As such, our values are embedded within our strategies, ensuring business integrity and sustainability are cast into every aspect of our company.



### Act With Integrity

We lead with respect, honesty, transparency, and accountability.



### Safeguard our Future

We protect and improve the health and safety of our employees, communities, and environment.



### Grow Stronger Together

We cultivate an inclusive and diverse culture that advocates for equity.



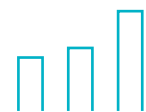
### Earn Customer Loyalty

We build customer partnerships through best-in-class products and services.



### Drive Operational Excellence

We pursue continuous improvement through innovation, agility, people development, and collaboration.



### Create Value

We achieve success by generating and growing value for our shareholders.



## 2023 SUSTAINABILITY HIGHLIGHTS

Year after year, we strive to deliver on our commitment of positive impacts to the planet, our people, and our communities. We are proud of and encouraged by our 2023 performance, reflecting growth and progress toward our sustainability goals, yet we remain attentive to the work that is ahead of us.

### SAFETY

↓ 1.0%

days away, restricted and transfer rate (DART)

○

fatalities

### ENVIRONMENTAL

↓ 8.7%

absolute greenhouse gas (GHG) emissions (YoY)

↑ 4.4%

total landfill waste generated (YoY)

↓ 6.0%

GHG intensity (YoY)

↓ 1.5%

energy consumption (YoY)

↓ 2.6%

total water withdrawal (YoY)



### UNITED NATIONS GLOBAL COMPACT (UNGC) ENGAGEMENT

Women's Empowerment Principles (WEP)

Communication on Progress (CoP) member since February 2021

### COMMUNITY ENGAGEMENT

\$7M

invested in communities by Arconic Foundation to advance Science, Technology, Engineering, and Mathematics (STEM) education, environmental sustainability, and social equity.

16

As part of our Public Strategy Framework, 16 facilities globally set site-specific annual goals across four pillars: Government Affairs, Community Engagement, Sustainability and Communications

### DIVERSITY AND INCLUSION\*

17.6%

female employees\*

26.2%

U.S. employees of ethnic background\*

**ACTION**

Member of CEO Action for Diversity & Inclusion™

100

score on Human Rights Campaign: Corporate Equality Index

\*Self-identified as reported by the employee

## 2030 SUSTAINABILITY GOALS AND AMBITIONS

We continue to work towards our 2030 sustainability targets that are focused on four strategic pillars: Planet, Products, People, and Process. These goals, which were approved by our Board in early 2023 and remain a focus for our company, reflect our ongoing efforts to align with our prioritized seven United Nation's Sustainable Development Goals (UN SDGs).



### PLANET 2030 GOALS



Reduce our Scope 1, 2, and 3 GHG emissions intensity by 30%  
Reduce our energy intensity by 10%

### 2023 PROGRESS

-15.2% from 2021  
+1.7% from 2021



### PRODUCTS 2030 GOALS



Engage in partnerships to accelerate product innovation  
Increase product circularity and decrease our footprint by continuously improving our solutions and processes



### PROCESS 2030 GOALS



Ensure 80% of our high-risk suppliers meet our supply chain management program criteria

### 2023 PROGRESS

53%



As we continue to progress toward our 2030 targets, we are:

- Implementing steps to pursue emissions intensity reduction and identify additional energy efficiency opportunities;
- Partnering with our customers and suppliers to create innovative products that drive sustainability throughout the aluminum value chain; and
- Expanding and deepening partnerships with key industry groups that represent the aluminum industry around the world. From engaging policymakers to conducting research, we will continue to collaboratively address all facets of sustainability and coordinate efforts across the aluminum industry.

We will continue to report our progress and align our disclosures with widely recognized sustainability frameworks to provide our stakeholders with transparent and reliable data. We will also continue to monitor and comply with our legal obligations for disclosures on Environment, Social, and Governance (ESG) topics.

### AWARDS AND RECOGNITION

We are proud to have been recognized and honored by various organizations around the world for our efforts and contributions to sustainability within our industry.

- Our Kawneer brand received the [2023 USGlass Sustainability Award](#) for its 1600 Wall System® which is Cradle-to-Cradle Certified v3.1 Bronze and holds a Silver level Material Health Certificate as a result of its material content as well as recyclability and manufacturing characteristics.
- We received a 100% score on the [Human Rights Campaign Corporate Equality Index](#) for the 13th year in a row.
- The Manufacturing Institute’s [2023 Women MAKE Awards](#) honored Cheryl Pinkerton (Assembly and Shipping Supervisor, Kawneer Cranberry) and Kim Woehrle (Engineering and Maintenance Manager, Davenport Works) for their outstanding contributions to the field as women leaders.
- Our Kitts Green (UK) location received the gold level accreditation standard by [Investors in People](#), underscoring the commitment to fostering a supportive and inclusive workplace environment.
- We achieved an EcoVadis silver rating in our first-ever company-wide assessment.



### STAKEHOLDER ENGAGEMENT

We deeply appreciate the relationships and insights of our stakeholders, which encompass investors, employees, customers, suppliers, non-governmental organizations (NGOs), and the communities where we operate. Each of their unique perspectives plays a crucial role in shaping our sustainability practices and strategies. We are dedicated to fostering open communications with these vital stakeholders to cultivate trust and understanding. By maintaining transparent and collaborative relationships, we continue to refine and enhance our approaches, ensuring they are aligned with stakeholder priorities.



“When we look at what is important to our employees, our customers, and our stakeholders, it is imperative that Arconic take a holistic view of sustainability. We have to look at the environmental impact of our operations and our supply chain, examine our approach to our employees and culture, and consider the important role of innovation and partnerships to solve big challenges.”

**Lauren Wilk**

VP Government Affairs and Sustainability





### Materiality Assessment

We recognize the importance of setting meaningful sustainability goals and initiatives both within our organization as well as in our value chain. Therefore, we believe it is important to periodically evaluate the current challenges influencing our business. We previously engaged with a third-party consulting firm to conduct a formal materiality assessment in 2021 and are preparing for a “double materiality” assessment in the near future, in line with the evolving best practices of sustainability strategy development. We also track customer requests, monitor policy developments, and engage in discussions with our stakeholders throughout the year to ensure our material topics remain relevant between assessments.

During the most recent materiality assessment, our company actively involved critical internal and external stakeholders, including customers, shareholders, suppliers, community leaders, employees, executive leaders, previous members of the Board of Directors, and others. By incorporating stakeholder feedback in a comprehensive review, we identified sustainability topics most pertinent to our operations and value chain.

The chart below demonstrates the key issues which have been identified and continue to be highly relevant to our business.

### Strategic Development and Alignment



We remain committed to identifying and managing new or emerging sustainability topics as necessary. As such, these topics, and others, are incorporated within our annual Enterprise Risk Management (ERM) process.

### Industry Associations, Collaborations and Certifications

We continue to collaborate and engage directly with industry associations, audit programs, NGOs, and government entities to address the many challenges affecting manufacturers and the aluminum industry.

We are active members in industry associations around the world, with Board-level leadership roles in the Aluminum Association, National Association of Manufacturers (NAM), and the Aluminium Federation. Through our industry associations, we are able to monitor the regulatory environment on a global scale, provide input to policymakers, and continuously drive performance improvements across our industry.

2023 Industry Association Memberships	
The Aluminum Association*	European Aluminium
National Association of Manufacturers (NAM)*	Aluminium Federation (UK)*
Motor & Equipment Manufacturers Association	Aluminium Deutschland (Germany)
US-China Business Council	National Fenestration Rating Council (NFRC)
American Benefits Council	Fenestration and Glazing Industry Alliance (FGIA)
Institute of Scrap Recycling Industries	US Green Building Council (USGBC)

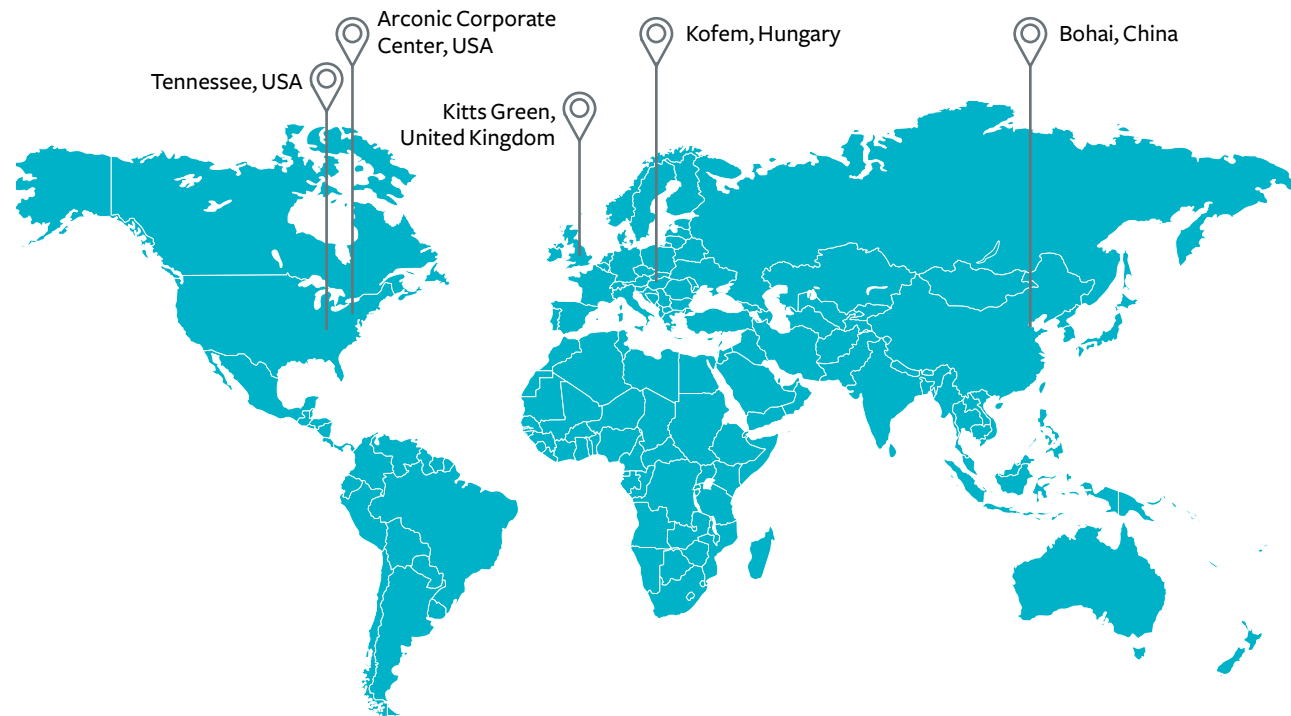
\*Indicates Arconic’s participation in leadership roles within the organizations.



## The Aluminum Stewardship Initiative (ASI)

Arconic takes pride in our active participation in the ASI. This international, non-profit organization is dedicated to setting standards and providing certifications for the aluminum industry.

Through requirements presented in the ASI Performance and Chain of Custody Standards, the ASI sets a criterion for responsible productions, sourcing, and stewardship of aluminum, which addresses topics such as decarbonization, resource management, worker safety, and governance mechanisms. Arconic holds a position on the ASI Standards Committee, which is the governance group responsible for revising both standards.



In 2023, five of our global locations were certified to the ASI Performance Standard, which covers environmental, social, and governance principles to address a broad range of sustainability topics within the aluminum value chain.

We also partner with governments and NGOs to drive recycling and recovery efforts in local communities through various projects. By participating in these partnerships and programs, we seek to improve access to community-wide recycling options and increase the use of recycled materials within the aluminum value chain. These initiatives promote a circular economy in which materials, like aluminum cans, are captured and recycled— providing critical economic and environmental benefits.

To further demonstrate we are upholding our own principles, we also adhere to a number of recognized standards and certifications. This is essential for organizations dedicated to fostering sustainability, social responsibility, and ethical governance practices.

## International Organization for Standardization (ISO)

Throughout 2023, we maintained ISO 14001 certifications for Environmental Management Systems (EMS) across 12 locations. Five sites also held ISO 50001 certification for Energy Management Systems (EnMS), aligning with our goals for energy efficiency and emissions reduction by 2030. Additional sites hold ISO 9001 certifications for quality management systems (QMS), ISO 45001 for occupational health and safety, and ISO 17034 for certified reference materials.

## BES 6001

Our Kawneer Runcorn location, based in the UK, has passed and achieved the British Standards Institution Surveillance Audit relating to the BES 6001 certificate. This standard verifies the responsible sourcing of construction products, which encompasses broad social, economic, and environmental factors, from mining through to manufacturing and processing.

## The Recycling Partnership

While aluminum has a long and tenured history of being recyclable and recovered at high rates, a [study](#) completed by the Can Manufacturers Institute found that up to 25% of aluminum beverage cans are missorted at typical materials recovery facilities (MRFs). Arconic Foundation is a sponsor of [The Recycling Partnership's Aluminum Recycling Initiative](#), which aims to enhance sorting equipment and process improvements at local MRFs. As of May 2023, this collaborative initiative led to an annual recovery of 4.1 million new pounds of aluminum captured, equating to more than 18,750 metric tons of avoided GHG emissions, according to a [2023 press release](#) from The Recycling Partnership.



Arconic Foundation is also a supporter of The Recycling Partnership's [Small Town Access Fund](#), a unique and dedicated funding stream to support recycling efforts in smaller communities. In 2023, grant dollars from the Small Town Access Fund have totaled over \$1.1 million, going toward 21 projects in various stages: upcoming, in progress, and completed.

For additional information about our industry associations and certifications, please refer to [Appendix C](#).



# Our Products

- Innovation
- Packaging
- Building and Construction
- Ground Transportation
- Aerospace
- Industrial Products
- Product Quality



We offer a range of highly differentiated aluminum sheet, plate, and extruded products for a variety of industries such as aerospace and automotive, packaging, as well as brazing and industrial markets. We are also a key supplier to building and construction markets where we enable architects and builders to make their visions a reality.

## INNOVATION

Our company has established ambitious goals to accelerate product innovation through strategic partnerships along our value chain and to enhance product circularity by continually refining our products and processes. The Arconic Technology Center plays a pivotal role in driving these commitments across our three business segments, and we coordinate internally to ensure we are driving innovation and sustainability within our operations as well as fostering growth in product lines by responding to market demands.

Throughout 2023, we continued to focus on engineering differentiated products and improving manufacturing processes, investing approximately \$33 million in research and development (R&D) efforts. Our robust product portfolio contributes to sustainability through various avenues, including engineering recyclable materials, improving flow-path efficiencies, and partnering for low-carbon fabrication technologies. This concerted effort is exemplified through our leading products across key end markets.

As we navigate the ever-growing “green tech” market, we have developed a technology mapping tool that is focused on identifying and evaluating sustainable technologies. This mapping tool guides and supports our R&D project assessments and our implementation decisions. We carefully consider key factors such as readiness levels, business impacts, and the estimated time to realize associated benefits. In 2023, we evaluated more than 50 unique decarbonization options for our products and our operations. We have also begun utilizing digital scenario testing to help narrow down possible pathways, de-risk technologies, helping us to further resolve complex problems, mitigate downtimes, and manage waste.

## PACKAGING

Aluminum has long been favored by consumer brands for its strength, lightweight properties, and exceptional ability to safeguard food and beverages. As consumer preferences continue to lean increasingly towards products that support a circular economy, the demand for recycle-ready and recyclable materials has surged. Our North American sheet capacity remains fully committed to serving our stakeholders, especially our seven top-tier customers, and to exploring avenues for expanding our aluminum-based solutions.

According to the [Aluminum Association](#), almost 75% of all aluminum ever produced is still in use today—a reflection of its nearly infinite recyclability. With this unique characteristic, we have implemented various strategies aimed at expanding our utilization of recycled aluminum. This ranges from external collaborations, like The Recycling Partnership, to the installation of new and more efficient equipment that can readily process a wider range of used beverage can (UBC) aluminum. We are proud that we are able to frequently outperform the industry standard for recycled content within our can sheet.

## Used Beverage Can Recycling Facility in Tennessee

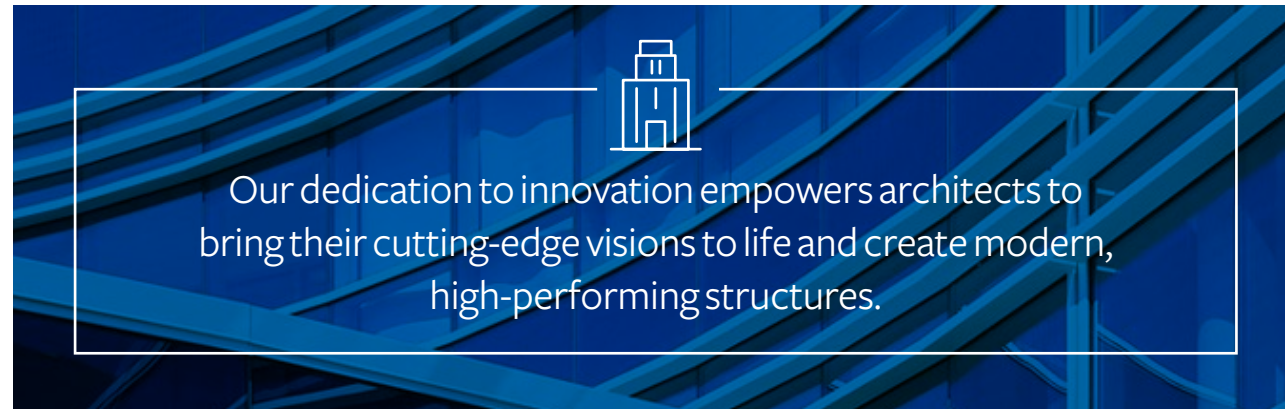


Our Tennessee rolling mill maintains certification by the ASI Performance Standard.



## BUILDING AND CONSTRUCTION

Arconic Building and Construction systems (BCS) remains a leader in manufacturing with an extensive array of products that shape skylines across the world. According to the [World Green Building Council](#), buildings account for approximately 39% of global GHG emissions, with 11% stemming from their materials and construction and the remaining 28% associated with the energy needed to heat, cool, and power the building. Combining our focus on both innovation and sustainability, our products are frequently found in Leadership in Energy and Environmental Design (LEED) certified buildings around the world.



Arconic BCS goes to market under two brands:



**Kawneer:** Manufactures a broad range of architectural aluminum systems ranging from curtain walls and entrances to framing systems and windows. These products are often combined with next-generation technologies which enable architects, contractors, and glaziers to deliver performance capabilities beyond the design and construction process.

Arconic  
Architectural  
Products



**Arconic Architectural Products (AAP):** Manufactures a variety of composite materials, pre-painted, light to heavy gauge aluminum and bonded sheets for end uses such as building facades, retail, sign and display, interior applications, as well as various industrial applications. AAP houses brands such as Reynobond® and Reynolux®.

As pioneers in façade design, our innovative efforts have resulted in the creation of numerous groundbreaking products. We remain committed to pushing the limits of architecture by optimizing performance, promoting material reuse, and implementing more efficient construction methodologies to lessen dependence on artificial lighting, energy, and climate control systems.



- In Atlanta, Georgia, we were proud to supply materials used in the [Georgia Institute of Technology's Kendeda Building for Innovative Sustainable Design](#). This structure is the world's 32nd building to achieve Living Building Challenge (LBC) certification—a globally recognized benchmark for comprehensive green building practices. This structure uses Kawneer's 1600UT System™1 Curtain Wall, AA®6400 Thermal Windows, GLASSvent® UT (Ultra Thermal) Windows, Versoleil® SunShades for Curtain Wall, 350 Medium Stile Entrances, and AA®250 Thermal Entrances.
- The [Energy Safety Research Institute \(ESRI\) at Swansea University](#) stands as a testament to sustainable design, boasting the prestigious BREEAM 'Outstanding' certification—the first education building in the UK to achieve this distinction. The Kawneer systems were used throughout the 4,500 m<sup>2</sup> building and comprise AA®541 top-hung casement windows, low/medium-duty swing doors, and AA®100 zone-drained capped curtain walling featuring dressed aluminum feature beams.
- In Chicago, Illinois, the [Mile Square Health Center](#) is a health center associated with the University of Illinois (UI) Health campus. The state-of-the-art medical facility has a mosaic façade demonstrating the dynamic nature of their campus and immediate surroundings. The building leverages AAP's Reynobond® 4 mm FR Composite Material as well as a Kawneer curtain wall, providing both architectural and structural requirements while also bringing forth aesthetically pleasing finish qualities.
- Arconic Architectural Product's Reynobond® 4 mm FR Composite Material in Brite Mirror and a custom Colorweld® 500 Russet Pearl finish was installed at the [Boston University Center for Computing & Data Sciences](#) in Boston, Massachusetts. The lightweight, durable material is highly formable, integrating seamlessly into curtain walls providing an ideal solution to achieve aesthetic and performance targets.

Kawneer introduced its inaugural Environmental Product Declaration (EPD) back in 2016. Since then, a multitude of our products have undergone rigorous third-party certifications. We provide complete product transparency through our EPDs as well as Declare Labels to our customers and publish them on the Kawneer [website](#). Our AAP division also provides product information to clients upon request, with additional product specifications posted on the AAP [website](#).

We were excited to be the first aluminum company worldwide to achieve certification under the BES 6001 Framework Standard for Responsible Sourcing, and our Kawneer Runcorn facility once again achieved BES 6001 certification. This certification demonstrates that products have been made with materials that have been responsibly sourced and is widely recognized by leading sustainability rating schemes, such as [Building Research Establishment Environmental Assessment Methodology \(BREEAM\)](#). We continue to support other certifications, including LEED, WELL Building Standards, and Passive House Institute U.S., and sponsor the International Living Futures Institute (ILFI), amongst others. To learn more about Kawneer's building certification programs, please visit Kawneer's [website](#).

We also leverage a range of tools and resources to keep our clients informed of product design options as they evaluate the environmental impact and value to their projects. Additionally, we uphold our dedication to sustainability throughout our products' lifecycle by maintaining Cradle to Cradle Certified® certification for key products.



## GROUND TRANSPORTATION

The automotive industry, like packaging, is shifting towards increasingly higher demands for aluminum. According to a study by [DuckerFrontier](#), the volume of aluminum content in vehicles is expected to grow by 12% by 2026 compared to 2020—on track to achieve a 24% growth by 2030. The demand is driven in part due to the ability of aluminum to enhance vehicle design and performance, such as increased fuel efficiency due to its lighter weight and extended battery range for electric vehicles (EVs), while introducing aspects of the circular economy. Our materials continue to be used in several popular automotive and commercial transportation applications, and our products provide versatile options in the design of EV parts, such as closures, battery trays, structures, and brazing components.

The [Center for Resource Recovery and Recycling \(CR3\)](#) reports that over 90% of aluminum parts are recycled at the end of a vehicle's life. Our customers benefit from closed-loop recycling initiatives, utilizing scrap generated in the stamping process to minimize material waste. To further advance closed-loop recycling efforts, we are collaborating with global customers to develop alloys capable of accommodating higher percentages of both internal and external aluminum scrap.

Our cutting-edge products continue to help facilitate extended range and dynamics, leveraging next-generation aluminum technologies in closures and structure vehicles of all sizes, shapes, and purposes, including EVs. The management of heat generated by an EV's battery system is an area where aluminum can drive increased performance efficiency. We are also continuing to collaborate with our heat exchanger customers on new brazing products that promote cleaner brazing processes. With these improved processes, the enhanced control of the heat exchanger quality also helps extend EV battery life.

Continuing our legacy of innovation, we have engineered new materials with enhanced recyclability and increased tolerance for recycled content, all while maintaining superior performance characteristics. We are proud to offer products such as the following:

- **Uni-alloy-capable next generation 6xxx alloys (C1A0 and C4A8):** These alloys offer improved recyclability traits, ensuring more consistent scrap streams, and support cradle-to-grave auto recycling when incorporated into the appropriate vehicle design.
- **High-form C1A0 alloy:** This material offers improved styling capabilities, with the ability to reduce up to 50% of weight compared to steel.
- **C401H alloy:** This is a recycle-tolerant product that can accommodate an increased amount of recycled content while also achieving critical technical requirements such as strength and corrosion resistance, a requirement for certain commercial transportation applications.
- **High-strength C8A2 alloy:** This alloy works well in designs requiring increased strength levels to offset the heightened loads from heavy EV batteries.





## Driving Innovative Efficiency



Arconic continues to celebrate the success of General Motors' (GM's) [BrightDrop EV600 Electric Van](#), marking a significant milestone in the journey towards vehicle electrification. GM's BrightDrop venture aims to develop an ecosystem of electric vehicles tailored for delivery solutions in the commercial and e-commerce sectors. As a key material supplier to GM's BrightDrop initiative, we supply various components, including outer panels such as doors and roof, underbody components, and our proprietary A951 bonding technology for this aluminum-intensive EV vehicle. Additionally, our provision of a pre-painted sheet product eliminates the need for a dedicated paint shop, streamlining the manufacturing process. These innovative technology solutions have not only contributed to the success of GM's BrightDrop venture but have also been extended to other customers, further driving the advancement of aluminum-intensive electric delivery fleets.

## AEROSPACE

The pursuit of lighter aircraft is paramount for fuel efficiency, speed, agility, longevity, and safety. Our latest generation of aluminum alloys delivers on this imperative by offering lighter, stronger, tougher, and larger airframe components.

Arconic stands at the forefront of innovation in aerospace materials, stretching the thickest plate available for aerospace use. Thick plates enable the fabrication of intricate parts that reduce weight compared to assemblies made from thinner materials. Setting us apart, we are capable of producing the world's largest aluminum-lithium ingots. To complement this capability, we operate the world's widest 220" rolling mill. As a result, we are the sole provider capable of producing single-piece aluminum-lithium wing skins for the largest commercial aircraft. These single-piece parts minimize complex joints, improve corrosion resistance, and offer improved high-temperature performance, resulting in structures that are not only stronger and lighter but also more cost-effective compared to other materials.

Our continuous advancements in alloy development for fuselage skins further contribute to weight reduction, aligning with the aerospace industry's ambition to achieve carbon neutrality by 2050 through low-to-no emissions, next-generation aircraft technologies. In our commitment to supporting the industry's sustainability goals, we actively engage in product development and innovation, with a focus on material selection. We collaborate closely with our customers to optimize logistics and identify opportunities for reducing Scope 3 emissions, in support of the aerospace industry's broader objective to achieve carbon neutrality by 2050.







Arconic's aluminum-lithium materials:

<p data-bbox="235 423 422 483">↓10%</p> <p data-bbox="221 516 445 678">Reduce the weight of single-aisle fuselage applications by up to 10% versus composites</p>	<p data-bbox="541 423 728 483">↓30%</p> <p data-bbox="489 516 789 711">Lower the cost to manufacture, operate, and maintain planes by up to 30% versus composite-intensive airplanes, and at significantly lower production risks</p>	<p data-bbox="832 423 1019 483">↑20%</p> <p data-bbox="853 516 1007 646">Contribute to better fuel efficiency, up to 20%</p>	 <p data-bbox="1071 516 1356 711">Deliver passenger comfort features equivalent to composite-intensive planes, such as higher cabin pressure, larger windows, and higher humidity</p>
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## INDUSTRIAL PRODUCTS

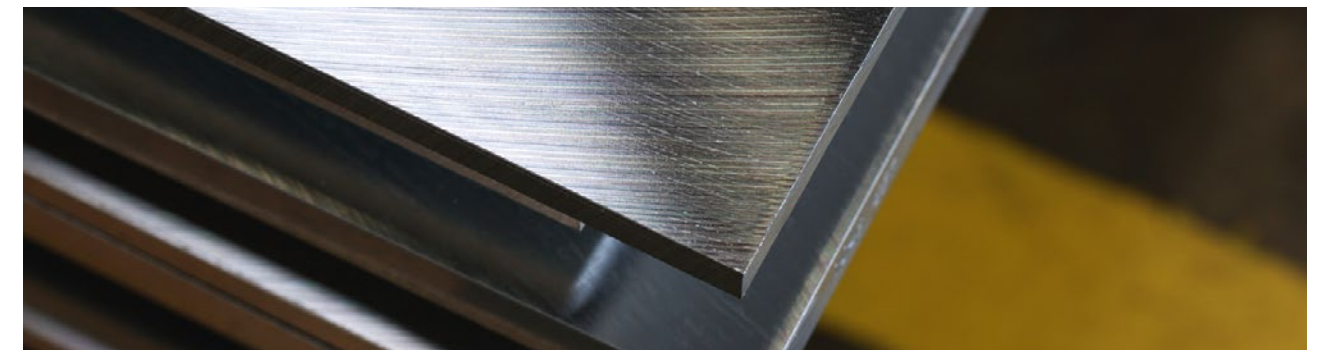
Our industrial solutions are engineered to enhance sustainability across diverse applications, leveraging their lightweight properties, corrosion resistance, conductivity, and formability. Arconic's industrial solutions offer unparalleled performance in the space of:

- Injection molding and tooling;
- Fixtures;
- Semiconductors;
- Appliances;
- Liquified natural gas storage;
- Recreational vehicles;
- Marine industry applications; and more.

Arconic's Industrial Products portfolio features a comprehensive range of specialty products. From clad to pre-painted, anodized quality, and final width capabilities spanning from 1.25" to 102.55", we provide tailored solutions to meet the unique needs of our customers across various sectors. At the forefront of our offerings is the MIC 6® Precision Machined Cast Aluminum Plate, renowned for its exceptional flatness, dimensional stability, and tolerance control during machining. These qualities set the standard for precision and reliability, making this product the preferred choice for a wide range of machinery, equipment, and instrumentation applications.

## PRODUCT QUALITY

At the core of our business, we are committed to building strong relationships and delivering value for our customers by providing innovative, safe, high-quality products and services. We do so by focusing on quality, complying with control standards, customer requirements, and product testing procedures. Our facilities hold numerous quality control certifications, such as ISO 17034, ISO 9001, and more.





## Our Process

- Corporate Governance
- Ethics and Compliance
- Cybersecurity and Data Privacy
- Product Quality
- Supply Chain Management



At Arconic, we recognize and appreciate that we operate in regions with unique cultural, political, and economic landscapes. We respect the various customs where we operate, remaining committed to operating in an ethical manner and in compliance with all applicable laws. We prioritize ethics and compliance, cybersecurity, data privacy, and supply chain management, recognizing their pivotal roles in maintaining integrity and sustainability throughout our operations.



## CORPORATE GOVERNANCE

We are committed to building upon our legacy of good corporate citizenship and living out our values in both our professional and personal conduct. Our approach to corporate governance reflects this commitment. We integrate responsibility and accountability into our governance structures to maintain proper leadership oversight of our material business topics. We set high ethical standards of professional and personal conduct, incorporate stakeholder interests and well-being into our strategies, and monitor compliance with our governance responsibilities and objectives.

### Management Structure

Our experienced Board, led by our Chief Executive Officer (CEO), is well-positioned to provide appropriate oversight with respect to our policies, direction, strategy, and performance. Our Board and its committees regularly review governance policies and practices to ensure that our governance program is in compliance with applicable rules and regulations, aligns with our management of the company, reflects best practices, and is consistent with our values.

### Enterprise Risk Management, Sustainability Governance, and Oversight

Arconic maintains an established approach to enterprise risk management (ERM) that is rigorous, comprehensive, and cross-functionally integrated. The Arconic Board has oversight of enterprise risks, including those risks associated with sustainability, while the Executive Leadership Team is responsible for overseeing the implementation of our sustainability programs. We take an ongoing and continuous approach to our ERM assessments, with management completing formal annual reviews and providing reports at additional times when necessary or appropriate.

Our ERM assessment process is designed to:

- Review risk exposure;
- Aggregate, monitor, measure, and manage risks;
- Establish a mutual understanding among senior leadership and management regarding our risk management practices and capabilities;
- Allocate resources appropriately to mitigate various risks; and
- Support our long-term operating plans and overall strategy.



We are committed to building on our legacy of good corporate citizenship and living our values in both our professional and personal conduct.



When considering the impact of key risks facing the company, the Executive Leadership Team evaluates the magnitude, timing, and likelihood of the potential impact. Leaders from key functions are tasked with shaping and executing our company strategy, including sustainability initiatives, and the Executive Leadership Team stays informed about critical sustainability endeavors. For example, climate-related risks are assessed annually through our risk management survey process, ensuring they are monitored and managed appropriately. This process involves identifying and evaluating new and existing risks, categorizing them as transitional or physical, and ranking them against other risks to prioritize mitigation efforts. Once the formal review is complete, functional leaders are responsible for reporting regularly on the effectiveness of the mitigation plans for identified key risks. On an annual basis, the leadership and management teams are also involved in the review and approval of our sustainability report. Through this multi-layered process, we work to ensure proper oversight over our ESG disclosures and facilitate meaningful dialogue surrounding our strategies, achievements, and performance.

For more information regarding our approach to corporate governance, please visit our [website](#).

### Sustainability Workstreams

Arconic manages four key sustainability workstreams that coordinate efforts to further embed sustainability into our fundamental business practices. These teams consist of members across various levels of the organization, including C-suite executives, vice presidents, and managers, as well as operators, controllers, and others, with the intent to ensure diverse perspectives and expertise are represented. Each workstream operates with defined objectives and functions tailored to their focus areas.

- **Operational Decarbonization:** Focused on enhancing operational efficiencies and implementing a robust emissions and energy reduction strategy. Meetings are held regularly to assess progress and report findings to senior leadership, ensuring alignment with overarching business goals.
- **Product and Innovation:** Dedicated to leveraging advanced technologies and business practices to foster competitive advantages, enhance customer loyalty, and stimulate business growth. Efforts are geared towards driving innovation and identifying opportunities for sustainable product development.
- **Sourcing and Use:** Tasked with developing initiatives to enhance sustainability in aluminum sourcing, utilization, and recycling practices. The goal is to increase the usage of low-carbon primary and recycled content, thereby minimizing environmental impact across the value chain.
- **Supply Chain Transparency:** Focused on strengthening Arconic's ability to address environmental, human rights, and ethical considerations within its supply chain. This workstream prioritizes traceability, due diligence, and risk mitigation within our supply chain.

### Government Affairs

Engagement with policymakers, including government officials and agencies, plays a key role in shaping the regulations and legislation that govern our business now and into the future. Arconic supports policies on the local, state, national, and international level to ensure we can operate in a landscape that is economically, environmentally, and socially sustainable. Our management team keeps informed on governmental matters affecting Arconic's interests, and priority policy issues are identified annually with input from business and operational leaders. With oversight from the corporate Government Affairs team, we advocate for consistent policies at all levels of government to help us achieve our business and sustainability objectives. Arconic is also active in industry associations that represent the interests of aluminum manufacturers in regions where we operate.

Employees are encouraged to be active, engaged, and informed citizens and to participate in the political process as private individuals. The employee led Arconic Corporation Employees' Voluntary Political Action Committee (PAC) oversees PAC spending, and reports are filed with the Federal Election Commission as well as in Pennsylvania, Tennessee, and Iowa. We have policies in place to provide guardrails with regards to government affairs and political action, including a Government Affairs and Political Activity Policy and the Gifts, Entertainment, Meals, and Travel Procedures. Lobbying reports are submitted as required by the U.S. House of Representatives and the U.S. Senate, and these reports are publicly available.



## ETHICS AND COMPLIANCE

Our commitment to the highest ethical standards is reflected in our global compliance program, which emphasizes continuous improvement, training, and adaptability. As part of our global compliance program, we leverage our ERM process to adopt a risk-based approach, integrating current and emerging ethical, legal, and regulatory considerations across various program aspects, including compliance training, communication, and policy development.

Our global compliance program is strategically designed to do the following:

- Cultivate an organizational culture centered on integrity, ethical decision-making, and adherence to our Code of Conduct, company policies, procedures, and applicable laws;
- Ensure that our business operations uphold the utmost standards of ethics and integrity, while complying with all relevant laws and regulations; and
- Proactively prevent, swiftly detect, and report any instances or potential instances of unlawful or unethical conduct through the promotion of a robust speak-up culture, Arconic's Integrity Line, comprehensive risk assessments, and due diligence process.

### Compliance Strategy

Arconic's global compliance strategy is led by our Legal and Compliance team, with oversight by our Board and senior leaders, and exemplifies a steadfast commitment to our values and ethical leadership principles. Administration of the program is led by our Chief Legal Officer who reports regularly to our Audit and Finance Committee on our compliance program and Integrity Line metrics.



Arconic provides all employees with formal “hours-based” learning opportunities, including live, classroom-based opportunities, virtual facilitated webinars, and on-demand eLearning. Training includes a mix of compliance-based and job-specific modules. For example, all employees are required to undergo training regarding our Code of Conduct. Salaried employees receive corporate training applicable to their roles and responsibilities. Finally, our manufacturing locations also deploy a variety of non-hours-based training approaches, such as job shadowing, pre-tasks briefs, observation, and even practice work, where better suited to the job.

In 2023, our hours-based learning totaled approximately 469,000 hours, excluding any mandatory safety training.

### Code of Conduct

Our [Code of Conduct](#) is publicly available in seven languages, representing the languages spoken at our facilities. This code delineates the principles and standards underpinning our collective values: Act with Integrity, Safeguard Our Future, Grow Stronger Together, Earn Customer Loyalty, Drive Operational Excellence, and Create Value. These principles serve as our foundation for expected behaviors, ensuring responsible and ethical conduct in business endeavors. We expect that everyone working on behalf of Arconic, including our employees, consultants, suppliers, or other business partners, to adhere to our Values as well as the principles of our Code of Conduct, and to all applicable laws.

The Code of Conduct serves as a guide to help inform decision-making and to navigate situations that may arise. Topics covered include conflicts of interest, insider trading, bribery and corruption, safety, human rights, environment, and more. Additional policies and procedures exist to further support our commitment to an inclusive environment of respect, honesty, transparency, and accountability.

### Conflicts of Interest

As stated in our Code of Conduct, we believe that we have a duty and an obligation to operate in the best interests of our company. We seek to advance and protect our organization when the opportunities arise. However, we do not allow these instances to benefit ourselves, our friends, or family members in an illegal manner. We are transparent about our activities and our relationships, and we seek to avoid situations where conflicts of interest may be real or perceived as real. We have several policies in place to help prevent such situations, including our Code of Conduct, Conflict of Interest Policy, Anti-Corruption Policy, Related Person Transaction Approval Policy, as well as our Gifts, Hospitalities, and Travel Procedure. To help mitigate this risk, we require our employees to complete an annual Conflicts of Interest Survey. In cases of potential or actual conflicts of interests throughout the year, employees are required to notify their managers, Human Resources Team, as well as the Legal and Compliance Team who will evaluate the situation and escalate as appropriate, including involving the Chief Legal Officer, if necessary.



In 2023, our  
hours-based  
learning totaled  
approximately  
469,000 hours



## Anti-Corruption

Our commitment to combatting corruption remains unwavering, as evident in our strict [Anti-Corruption Policy](#). This policy, available in eight languages, is applicable across our global operations and applies to our partners. The policy is based upon the Organisation for Economic Cooperation and Development (OECD) Anti-Bribery Convention and the U.S. Foreign Corrupt Practices Act (FCPA). It provides guidance on topics such as gifts and hospitality, accounting, money laundering, facilitation payments, charitable and political contributions, and reporting obligations. There were no substantiated concerns of corruption identified in 2023.

Additionally, as part of our supplier review process, we leverage a third-party program to evaluate vendors' risk factors, such as country of operation, service type, interaction with public officials, and compliance policies that touch upon human rights, anti-slavery, and anti-corruption measures. For identified medium- and high-risk intermediaries, we request risk mitigation action plans and senior management approvals.

## Integrity Reporting and Anti-Retaliation Policy

At Arconic, we prioritize the voices of our employees by fostering a speak-up culture where questions, concerns, and ideas are welcomed without fear of retaliation, as outlined in our [Integrity Reporting and Anti-Retaliation Policy](#) and reinforced in other policies, including our Code of Conduct.

We provide various avenues for employees to seek guidance and report concerns, including direct discussions with managers, Human Resources, and Legal and Compliance teams. We also offer an Integrity Line that is operated internationally by Convercent, an independent third party. The [Arconic Integrity Line](#) is available 24/7 to all employees and external stakeholders. Where permitted by law, whistleblowers may choose to remain anonymous, however it may not be possible in all circumstances. Arconic will promptly and fairly investigate concerns raised in compliance with applicable laws and company policies.



Retaliation against anyone who submits a report in good faith, who participates in an investigation, or otherwise objects to suspected unlawful or unethical behavior is strictly prohibited. Violation against this policy, including but not limited to false or malicious reports, failure to report a known violation, or engaging in retaliations, may result in disciplinary action, including termination of employment.

## CYBERSECURITY AND DATA PRIVACY

We employ robust information technology systems to manage and operate our business and process transactions and summarize our operating results. We are committed to protecting our systems, data, and networks from cyber threats. Disclosure controls and procedures are aligned with the ISO 27001 standard, and we continuously invest in the latest technologies and implement updated best practices to ensure the security of our information assets.

We believe that a strong commitment to cybersecurity is not only essential for our business outcomes but also for maintaining the trust of our customers, employees, and stakeholders. To demonstrate effectiveness of our program, we monitor five key performance indicators:

- **Incident Response:** We maintain an incident response plan that is designed to record, investigate, and respond to business impactful events. Our incident response plan is updated semi-annually and includes a communication plan that covers notifications for both internal and external stakeholders.
- **Employee Training:** 100% of our employees receive cybersecurity training annually.
- **Security Assessments:** We conduct annual third-party security assessments to ensure our systems and practices are up to date.
- **Phishing Tests:** We conduct monthly phishing tests targeting 100% of our employees as part of our cybersecurity awareness program. Our aim is to maintain the click rate on these tests below 4%.
- **Data Breaches:** Our objective is zero data breaches. In the event of a breach, we aim to notify affected parties within standard response timeframes as part of our incident response communication plan.

Our dedicated team of cybersecurity professionals monitors our systems 24/7 for any potential threats or breaches. Our incident response process is designed to record, investigate, and respond to emergencies focused on the potential leakage of personal data from employees or customers. We routinely assess, test, and upgrade our systems, adapting to industry and regulatory developments while also maintaining compliance with domestic and international cybersecurity laws.

Finally, we also conduct regular cybersecurity training for all our employees to ensure they are aware of the latest threats and know how to respond. Our Audit and Finance Committee is informed of our cybersecurity program updates through quarterly briefings led by our Chief Information Officer.

## PRODUCT QUALITY

At the core of our business, we are committed to building strong relationships with our stakeholders and delivering value for our customers by providing innovative, safe, high-quality products and services. We prioritize quality by embedding it in our values, our Code of Conduct, as well as other policies and procedures.

Arconic complies with control standards, customer requirements, and established product testing procedures. Many of our facilities hold numerous quality control certifications, such as ISO 17034, ISO 9001, and more. We also refrain from changing products, parts, or service specifications without authorization and as permitted by applicable law. Where an issue with product quality or safety is identified, employees are empowered to speak up and stop work.

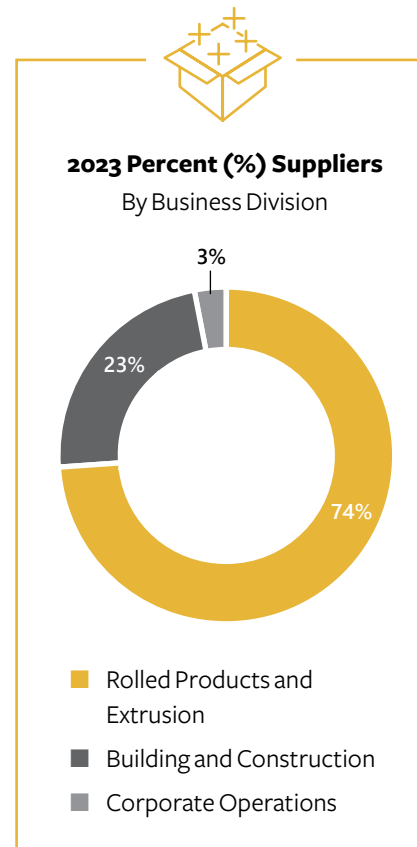
## SUPPLY CHAIN MANAGEMENT

We include aspects of supply chain management in many of our company policies, reflecting our commitment to holding ourselves and our industry accountable for the creation of an ethical and sustainable value chain. With more than 8,100 global suppliers and a procurement spend of \$5.9 billion, we recognize we have an opportunity to positively influence our industry. As such, we have established supplier-based programs around various sustainability topics and continue to reinforce our [Supplier Standards](#).

As a core component of our supply chain management program, we commit to selecting and maintaining our suppliers by:

- Actively screening against a denied party listing service, ensuring new and existing suppliers are not subject to applicable sanctions;
- Ensuring responsible materials sourcing, as stated in our [Conflict Minerals Policy](#);
- Assessing key suppliers through our Supplier Sustainability Program to ensure alignment with our standards;
- Considering diverse suppliers to increase diversity in the supply chain with minority, women-owned, and veteran suppliers; and
- Measuring supplier reliability to ensure quality and on-time delivery.

We continue to work towards the target of having 80% of high-risk suppliers meet our supplier management criteria by 2030. We define “high-risk” as a supplier that is in a specific commodity group, operated in countries that score low on the Corruption Perception Index (CPI), and/or makes up significant spend with Arconic.



EcoVadis Ratings of Participating Suppliers		
Risk Rating	Score	2023 Results
Outstanding	85-100	0.0%
Advanced	68-84	20.0%
Good	45-64	42.9%
Partial	25-44	30.4%
Insufficient	0-24	6.7%

Arconic launched a new partnership this year with [EcoVadis](#), a third-party platform widely recognized for its robust screening tools, to help us further evaluate our suppliers on key sustainability metrics. The platform assesses companies on 21 sustainability criteria across four pillars: environment, labor and human rights, ethics, and sustainable procurement. Participating companies are provided with a scorecard identifying their overall rating as well as improvement opportunities and corrective action plans.

Our initial request for participation with EcoVadis focused on 129 targeted key suppliers, which accounted for approximately 69% of the company’s spend during 2023. We achieved an 86% participation rate in 2023, with nearly 63% of responding suppliers identified as having a “Good” rating or above based on their scores. For suppliers who continue to show no improvement in their annual score, the Procurement and Commercial teams jointly evaluate our relationship with the supplier.

In 2023, we focused our efforts on:

- **Communicating expectations:** We communicate our expectations regarding supplier sustainability through our supplier standards and began the work of developing a Supplier Code of Conduct.
- **Conducting assessments:** We evaluate the maturity of supplier sustainability practices and related factors to determine where improvement may be needed by leveraging the EcoVadis platform.
- **Engaging in dialogue and development:** For suppliers who receive a total EcoVadis score below 45 out of 100, we request a Correction Action Plan (CAP) through the EcoVadis platform. We also internally discuss results in our quarterly business reviews (QBRs).
- **Monitoring continuous improvement:** We review select suppliers based on an annual refresh of their scorecard within the EcoVadis platform to evaluate score changes. It is our expectation that supplier sustainability should improve over time.



In 2023, Arconic also partnered with the Environmental Defense Fund (EDF) Climate Corps program to host two trained graduate students on a defined sustainability topic. Through this program, the graduate fellows worked closely with our sustainability and procurement teams to conduct research that would help inform recommendations on supply chain transparency. In a final presentation to cap the program, the EDF Climate Corps fellows incorporated benchmarking materials from multiple customers, research of peer-reviewed articles and industry journals, and guidance from ASI and EcoVadis.

### Human Rights In Supply Chain

Respect for human rights is embedded within our company culture, and our expectation is that our suppliers will abide by international standards and maintain full compliance with applicable laws and regulations. Our [Integrity Line](#) is also available for anyone to report concerns of known or suspected violations of our Supplier Standards.

As outlined in our Supplier Standards, as well as other policies, we expect our suppliers to:

- Maintain a workplace that respects human dignity and the rights of workers, individuals, and the communities associated with their operations;
- Prohibit the use of all forms of human trafficking and forced, bonded, indentured, or compulsory labor;
- Prohibit the employment of children (defined as under the age of 18 years old);
- Prohibit harassment or discrimination of applicants or workers in any form, including any kind of corporal punishment or abuse;
- Maintain a safe workplace that is free from violence, threats, intimidation, and harassment and that respects the dignity and worth of every employee;
- Provide a fair living wage and compensate employees competitively relative to industry and local standards and in compliance with all applicable wage, work hours, overtime, benefits laws, and the terms of applicable collective bargaining agreements;
- Uphold the principles reflected in the Universal Declaration of Human Rights and related covenants, the International Labour Organization’s core conventions, and the Ten Principles of the United Nations Global Compact (UNGC);
- Uphold the principles stated in Arconic’s Conflict Mineral Policy and provide transparency into the supply chain, from original source to Arconic; and
- Comply with laws related to workplace safety and health.

### Conflict Minerals

In addition to our supplier standards, we have created a standalone [Conflict Minerals Policy](#) that reinforces our commitment to respecting, protecting, and promoting fundamental human rights. Conflict minerals are gold, cassiterite, columbite-tantalite, wolframite, or their derivatives—commonly referred to as “3TG”—and are known to originate from a conflict-affected or high-risk area (CAHRA), such as the Democratic Republic of the Congo and surrounding countries. We actively procure 3TGs from suppliers that can commit to demonstrating these materials either did not originate from a CAHRA or were obtained from scrap or recycled sources. We reserve the right to request from suppliers their certification and documentation to ensure compliance.



# Our Planet

- Environmental Compliance
- Greenhouse Gas Emissions and Energy
- Air Emissions
- Water Management
- Waste Management



We continue to promote environmental stewardship throughout our organization. Beyond our own operations, we innovate products and solutions that enable our customers to achieve their own goals of making the sky, the roads, and our cities more sustainable .



## ENVIRONMENTAL COMPLIANCE

We believe that operating a manufacturing facility in a community is a privilege and environmental compliance is fundamental to our operations. We work with our stakeholders, employees, and leadership to cultivate a culture that keeps environmental compliance a top priority. In 2023, we had zero significant environmental spills or violations that resulted in a significant fine.<sup>1</sup>

Aligned with the ISO 14001 Environmental Management Systems standard, our environmental management process and system encourages risk identification, root-cause analysis, information sharing, and responsive corrective actions to prevent recurrences. We also work to provide our employees with tools and information to comply with local laws and regulations as well as company policies and standards.

We have integrated climate change mitigation, pollution controls, and energy management topics into our ERM process, and our compliance and risk management programs reflect evolving regulatory requirements that may have an impact on our business. We strive to adhere to all applicable climate-related regulations in jurisdictions where we do business.



<sup>1</sup>“Significant” is defined as those exceeding 500 gallons or fines exceeding \$25,000 USD.

## Replacement of Underground Storage Tanks



Our Lancaster facility reduced its environmental footprint in 2023 by replacing two aging underground storage tanks (USTs). These 30-year-old tanks had the capacity to hold 4,000 gallons of gasoline and 20,000 gallons of diesel. Working with the Pennsylvania Department of Environmental Protection, an external certified tank inspector, and our internal teams, the USTs were safely removed. An environmental site assessment was conducted and provided no indication of subsurface contamination. The USTs were replaced with smaller, aboveground storage tanks (ASTs) to accommodate the fleet fueling needs. The closure of these two USTs were the last in our portfolio and represents the culmination of decades of work to reduce our environmental footprint for our organization and the communities where we operate.

## GREENHOUSE GAS EMISSIONS AND ENERGY

In 2023, we continued to take steps towards the reduction of our environmental and carbon footprint across our own operations as well as our value chain. A cross-functional team that represents Environmental, Procurement, Technology, and Operations functions met regularly to discuss identified opportunities and best practices to support our greenhouse gas (GHG) goals. Through a number of energy efficiency programs and sustainable sourcing strategies, we continue on a journey toward optimization and continuous improvement that will reduce our Scope 1, 2, and 3 GHG emissions.



**We set two key 2030 targets regarding GHG emissions and energy, against a 2021 baseline:**

↓ 30%

Reduce our Scope 1, 2, and 3 GHG emissions intensity by 30%; and

↓ 10%

Reduce energy intensity by 10%

**We approach our emissions reductions through the following efforts:**

### SCOPE 1

#### Direct Emissions

- Pursue energy efficiency and strategic emissions reduction opportunities; and
- Explore electrified solutions to reduce natural gas and fuel combustion.

### SCOPE 2

#### Indirect Emissions

- Support power grid transition to clean energy; and
- Strategically purchase low-carbon energy where feasible.

### SCOPE 3

#### Supply Chain

- Reduce the carbon footprint of purchased input materials;
- Increase recycled content; and
- Participate in standard-setting partnerships to shape Scope 3 emissions accounting.

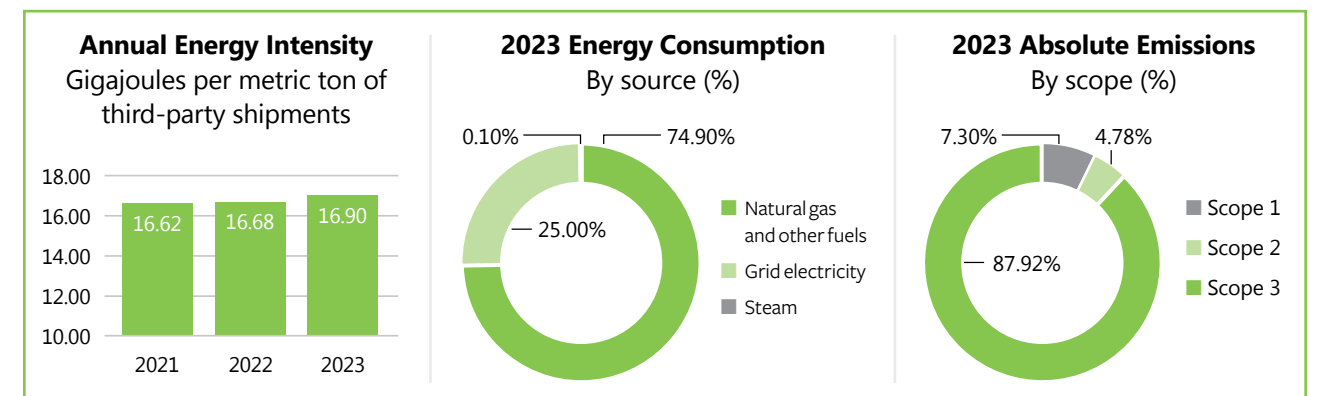
Our strategy encompasses a variety of energy reduction and efficiency initiatives that target local impact while supporting our company-wide goals. Completed projects have been shared as best practices internally and are expected to help further drive reductions.

- **Hannover, Germany:** Installation of a new, more energy efficient heat pump system, lowering the facility’s natural gas consumption and allowing it to reuse waste heat from the machinery. The project is expected to reduce the facility’s heat-related emissions by nearly 860 metric tons, or nearly 80%, per year once fully implemented.
- **Merxheim, France:** After receiving a national grant under the “France Relance” plan, this modernization project targets the replacement of ovens and upgrades the regenerative thermal oxidizer (RTO) pipework. The oven and the RTO represent 67% of this facility’s current gas usage and 20% of its electricity consumption annually. Projections indicate emissions should be reduced by 36%, which accounts for 17% of the BCS division’s annual carbon footprint.
- **Lancaster, Pennsylvania:** After a two-day energy efficiency assessment led by our third-party energy partner, the team identified opportunities for energy conservation measures (ECMs), like variable speed drives, compressed air management, and various capital upgrades. Energy and emissions savings will vary according to the project, but an internal team has reviewed and prioritized recommendations and shared results with the broader organization for consideration by other locations.

## GHG Emissions and Energy Management

As a core component of our decarbonization strategy, we seek to reduce our energy consumption and continue to lower our energy intensity. We measure our energy intensity as energy consumption in gigajoules (GJ) per metric ton (MT) of third-party shipments. Improved energy monitoring and analysis continue to help us identify additional energy reduction and operational efficiency opportunities.

In 2023, we consumed approximately 22.3 million GJ of energy—a reduction of 1.50% compared to 2022. Our overall energy intensity increased by 1.32%, largely due to a gap between energy reductions and variations in third-party shipment volumes. We seek to lower energy intensity through various strategies, including operational excellence improvements and energy efficiency projects.

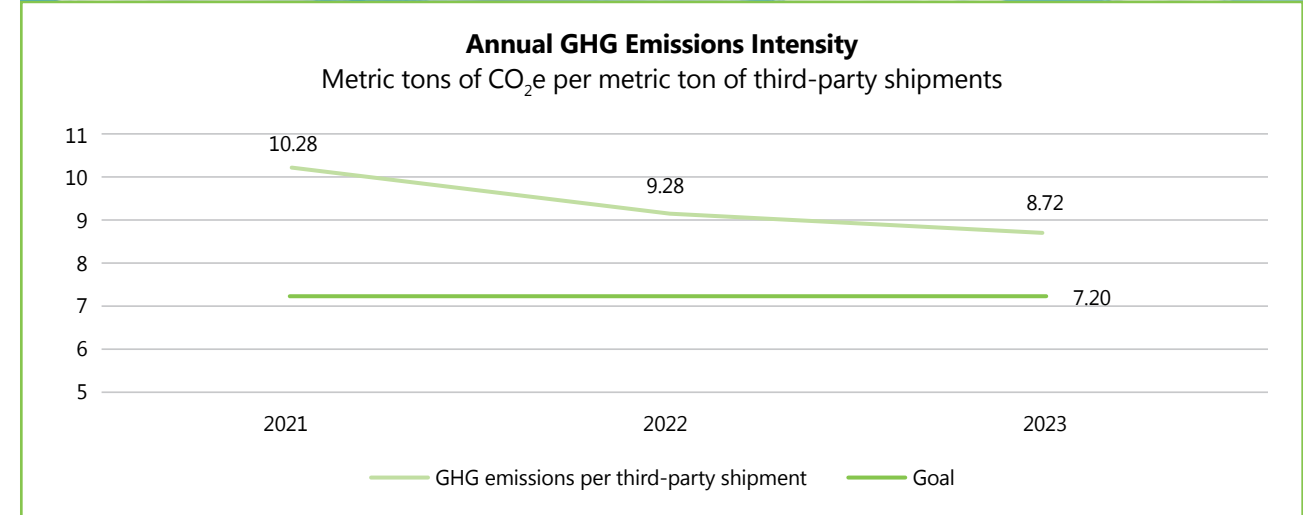
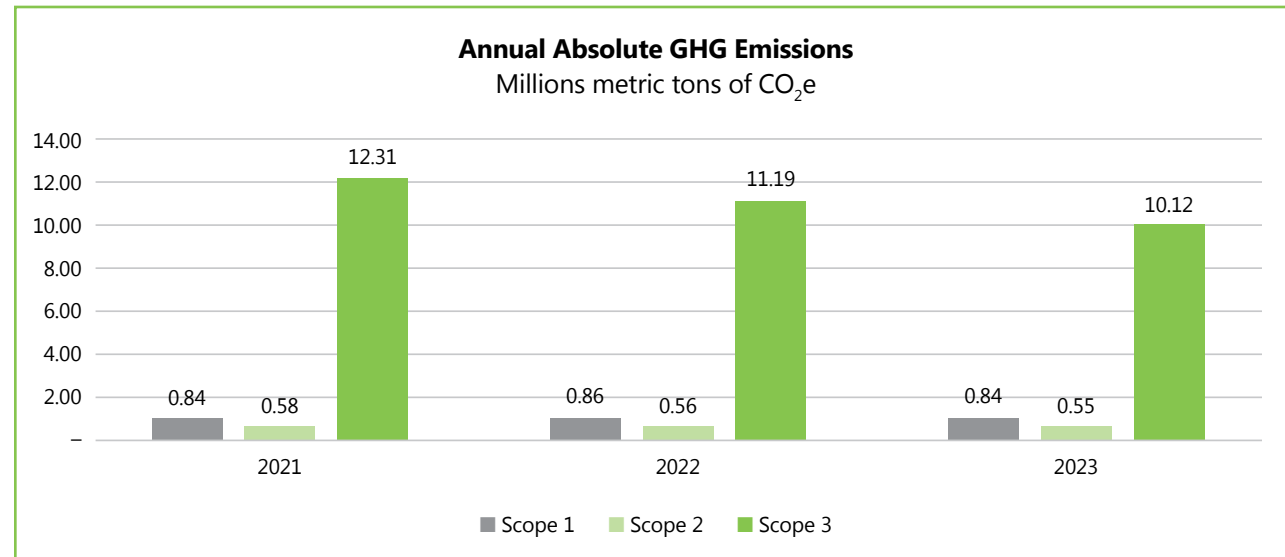




Our primary source of Scope 1 emissions remains natural gas, associated largely with our rolling mills. Approximately 11.38% of our total Scope 1 emissions in 2023 were subject to emissions-limiting regulations in the European Union. In regard to Scope 2 emissions, the primary source is electricity procured directly from electrical grids. During 2023, we generated approximately 1.39 million metric tons of carbon dioxide equivalents (CO<sub>2</sub>e) in Scope 1 and Scope 2.

Locations in the U.S., Europe, and Asia continue to evaluate renewable energy contractual instruments that are intended to increase the share of renewable energy in our electricity mix. In 2023, we increased our purchased renewable electricity from 20.88% to 24.06% year-over-year. This was achieved mostly through the purchase of energy generated by wind and hydropower sources located in the United States, and that shift has helped lower our Scope 2 GHG emissions by 1.79% in 2023. To further reduce our operations-related carbon footprint, we continue to evaluate equipment upgrades and more efficient processes that would support energy transition and sourcing of low-carbon energy.

We continue to seek opportunities to decrease embedded emissions of purchased metal. Purchased metal remains the largest contributor to our overall Scope 3 emissions. As in previous years, we focus on the reduction of purchased primary metal as well as increasing our external scrap metal purchases. We continue to evaluate opportunities to increase our purchasing of secondary aluminum, which, according to [life cycle assessments](#), can be up to 94% less carbon-intensive to manufacture than primary aluminum. This approach will enable us to further lower our Scope 3 emissions.



Our GHG emissions are calculated by applying a methodology informed by the World Resource Institute (WRI) GHG Protocol Corporate Standard and the U.S. Environmental Protection Agency’s (EPA) emissions factors. Starting in 2022, we began to leverage data from smelters and applied smelter-specific emission factors to calculate our Scope 3 emissions more accurately in our North American and European locations. In 2023, we further expanded the use of smelter-specific emissions factors to our metal sourced in China. GHG included in all emissions calculations are carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), and nitrous oxide (N<sub>2</sub>O).

For more GHG emissions and energy data, see [Appendix C](#).

## AIR EMISSIONS

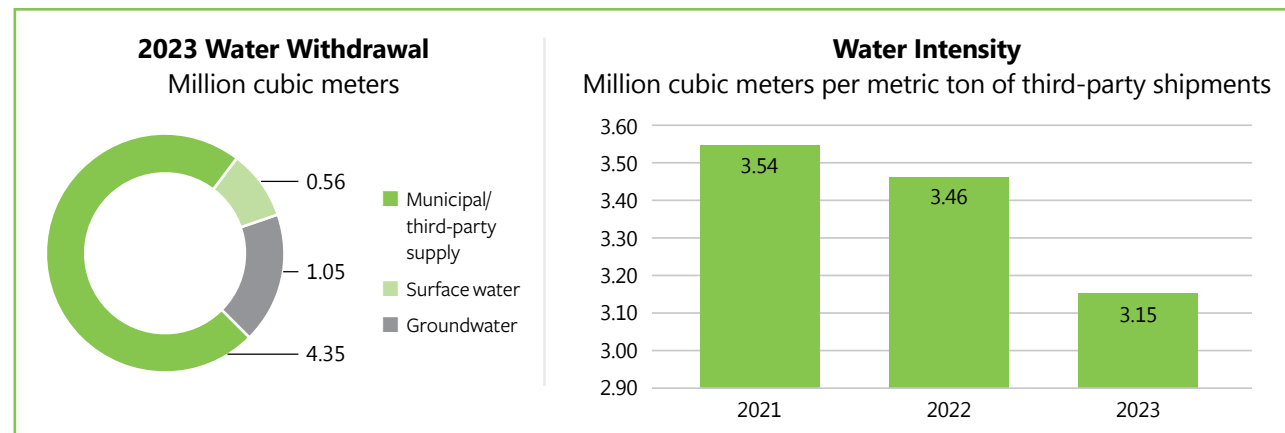
Beyond GHG emissions, we also understand our obligation to reduce other airborne pollutants in an effort to reduce negative impacts on human health and the environment. Certain gases and particles, such as volatile organic compounds (VOCs), nitrogen oxides (NOx), particulate matter (PM), and hazardous air pollutants (HAPs), are largely regulated in the regions where we operate. We have installed a variety of pollution control and abatement measures as part of our efforts to comply with our internal policies as well as regulations and permits applicable to our organization. In 2023, we had no significant air non-compliance incidents across the organization.<sup>2</sup>

We continue to share and implement identified best practices as a means to control and minimize air pollutants. Our approach is not only driven by applicable laws, but also by our own internal air management standards. We seek to limit pollutants at the source and through efficient pollution control technologies. For example, our Bohai, China, facility installed Selective Catalytic Reduction (SCR) equipment in 2023. In addition, a Cast House Exhaust system with a baghouse was installed to reduce particulate matter and fugitive emissions in the Cast House. This puts Bohai’s Cast House in a leading position in the nonferrous industry in China.

For additional air emissions data, please refer to [Appendix C](#).

## WATER MANAGEMENT

We also continue to recognize and appreciate the impact water management has in securing a sustainable future. Therefore, we have developed a strategy focused on water efficiency improvements that support water security. We abide by an internal systematic compliance procedure and continue to invest in improved water infrastructure as a means to advance our water stewardship initiatives. Furthermore, our larger facilities have employees who are responsible for administering water management plans and achieving internal targets to reduce water use.



<sup>2</sup>Significant fines are defined as greater than \$25,000. Significant non-monetary sanctions refer to those that we consider high-risk based on the costs required to address the issue and include actions we are ordered to take to ensure our operations return to, or remain in, compliance.

We use a water balance approach to understand our water withdrawal, use, and discharge metrics as well as to identify opportunities for improvements. Continuing our process optimization programs, as well as water efficiency and recycling initiatives, we continue to see water withdrawals decrease. In 2023, our total withdrawals were reduced by 2.57% compared to 2022, leading to an 8.96% decrease in water intensity within the same time period. We measure water intensity as cubic meters of water discharged per metric ton of third-party shipments.



We conducted our first-ever water risk assessment in 2023, leveraging the [WRI Aqueduct Water Risk Atlas](#) tool and the [World Wildlife Fund \(WWF\) Water Risk Filter](#). The assessment screened our locations for potential risks related to water withdrawal or consumption in water-stressed regions. The results identified two facilities in extremely high water stress locations and three facilities in high water stress locations. These five locations accounted for 7.86% of Arconic’s global water withdrawals and 1.62% of global water consumption in 2023. We continue to monitor and evaluate water efficiency opportunities, especially at these locations.

In addition to water withdrawal and efficiency monitoring, each of our manufacturing sites operates under stringent wastewater discharge requirements set forth in regulations, permits from governmental agencies, and our own internal policies and procedures. Our wastewater is discharged either to a local treatment facility, or, for some of our larger facilities, treated wastewater is discharged directly to surface waters pursuant to applicable regulations. We cooperate with various stakeholders, such as regulators, community groups, and NGOs, throughout the permitting process. In any case of actual or potential non-compliance situations, we investigate the incident, determine the root cause, and implement corrective actions to avoid further issues or recurrence. In 2023, we did not have any significant incidents of non-compliance related to water.

For additional water-related metrics, please refer to [Appendix C](#).



## Improved Chillers to Reduce Water Discharge Volumes



Tennessee has completed upgrading its single-pass water-cooled chillers to air-cooled chillers and decreased discharge on one of its cooling towers by improving blowdown management.

## WASTE MANAGEMENT

As part of our ongoing commitments to the environment and our communities, we recognize the importance of reducing or eliminating waste, especially landfilled waste, while improving resource efficiency. This is also a critical step towards achieving a circular economy. In addition to the way we design our products to minimize resource consumption during their full life cycle, we also have established both company-wide and location-specific waste policies and procedures that are designed to comply with applicable laws and regulations and to advance our long-term sustainability goals. Our waste strategy addresses all active and inactive locations as well as both hazardous and non-hazardous waste, with specific standards to manage and dispose of dross and dross residues. We also conduct and participate in environmental audits of off site commercial hazardous and non-hazardous industrial waste treatment, storage, and disposal facilities used by our locations. We did not have any significant non-compliance incidents related to waste in 2023.<sup>3</sup>

To minimize the amount of waste that requires treatment or disposal, we implement programs to reduce, reuse, and recycle materials. Our strategy is built on three key elements:

- Eliminate or minimize our manufacturing waste at the source;
- Find alternative uses and recycling options for the waste that we generate; and
- Manage the safe disposal of remaining waste through incineration, treatment, or secure land disposal.

<sup>3</sup>Significant fines are defined as greater than \$25,000. Significant non-monetary sanctions refer to those that we consider high-risk based on the costs required to address the issue and include actions we are ordered to take to ensure our operations return to, or remain in, compliance.

## Scrap Utilization at Kitts Green, UK



Arconic Kitts Green, UK, continues to implement actions that reduce the company's Scope 3 emissions. In 2023, the site's swarf management project saved over 27 tons of CO<sub>2</sub>e footprint and brought a \$2.3 million return on a \$57,000 investment. This multifaceted initiative secured a 76% increase in swarf induction furnace utilization, achieved an 85% reduction of lithium-containing swarf the plant generates and sells for off-site processing, and reduced overall swarf transportation by 150 loads. The plant has nearly doubled its internal sow ingots production by constructing bays for swarf segregation. The swarf management project will continue as it is coupled with scrap utilization efforts on site. In 2024, the team will be focused on downstream processes to segregate alloys groups and reduce mixed swarf sows.

We focus heavily on reducing higher-volume waste and waste categories that are known to have significant impacts on the environment. In 2023, our sites continued to identify and leverage alternative disposal solutions over landfilling.

For example, we:

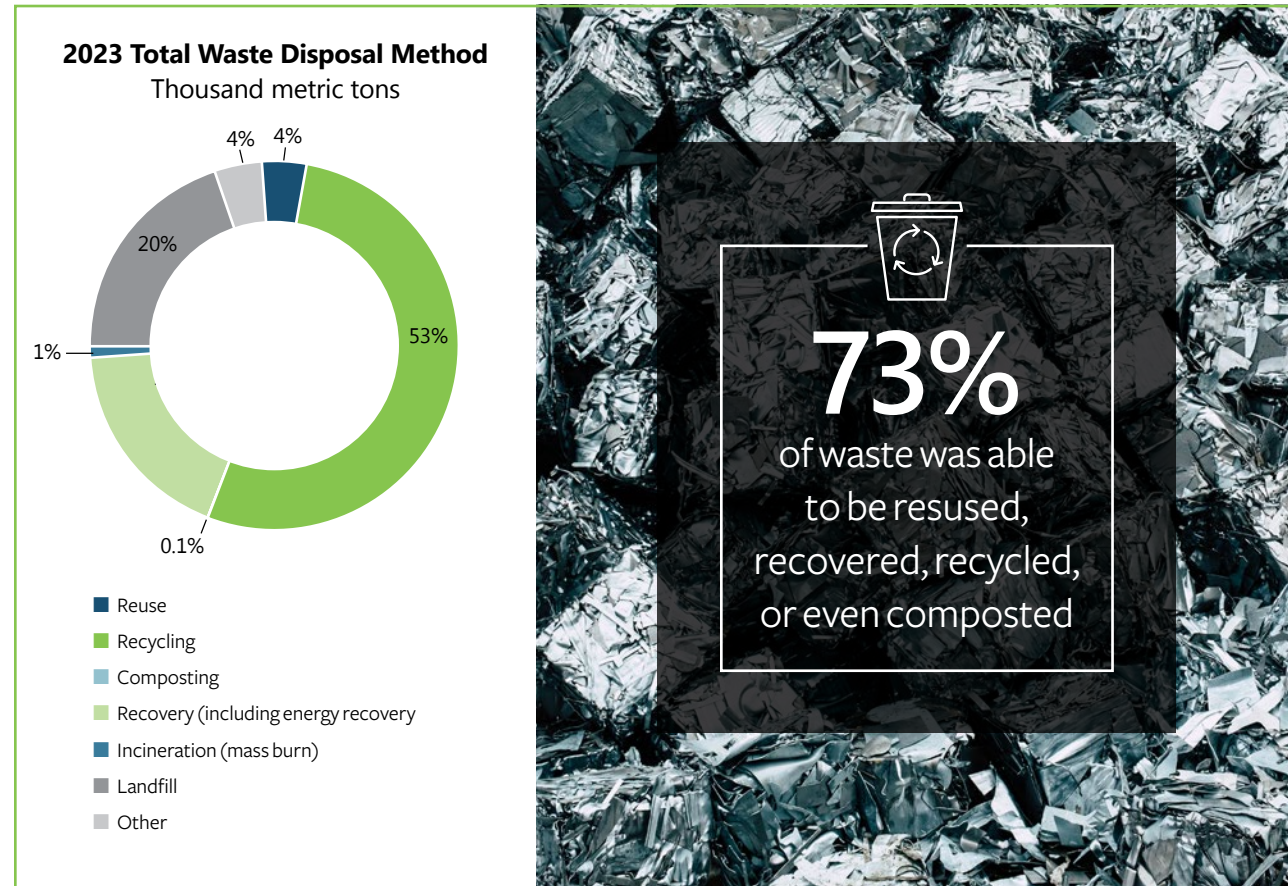
- Sent filter paper, diatomaceous earth, and filter cake from wastewater treatment facilities to cement manufacturers to be burned in kilns for energy;
- Shipped polishing dust, also known as fluff, off-site to be burned for energy;
- Directed refractory material and sludge to landfills to be used as landfill cover instead of landfilled waste; and
- Recycled dross from our cast houses to recover aluminum.



As waste is generated by our manufacturing locations, we promptly identify and label it to ensure it is appropriately processed, stored, transported, and disposed of in accordance with applicable regulatory requirements. Waste is inspected according to internal policies, best practices, and applicable regulations. Off-site transportation and waste vendors are expected to comply with Arconic’s corporate policies as well as regulatory requirements. We audit and approve commercial treatment, storage, and disposal facilities and recyclers in the U.S. and elsewhere before they are approved to receive our waste. Following an initial audit, we re-audit as necessary according to identified risks and monitor vendor compliance status throughout the year.

While our total waste generation increased by 9.85% in 2023 due to various one-time projects and cleanout activities, approximately 73% of all waste generated was able to be reused, recovered, recycled, or even composted.

For additional waste data, please refer to [Appendix C](#).



### Zero Landfill Waste



#### Bohai, China

In 2022, our Bohai, China, facility achieved their zero-landfill goal and proudly retained this status throughout 2023. They continue to work directly with a local construction waste treatment vendor who is able to use 100% of the waste we designated for landfill for paving and building foundation materials. Other waste materials, like dross, used oil, and waste lubricants, were processed by an approved third party to treat and recycle the materials.



#### Danville, Illinois

Our Danville, Illinois, location achieved their third consecutive year of zero-waste-to-landfill in 2023. They have achieved this through implementing best practices such as recycling and have adopted waste-to-energy solutions. Nearly 20% of their waste is sent to a waste sorting facility where it is classified and recycled. The remaining volume is sent to a local waste-to-energy facility, which combusts the material to generate hot water for steam turbines at a power plant.



# Our People

- Health and Safety
- Human Rights and Labor Relations
- Diversity, Equity, and Inclusion
- Employee Skills and Career Development
- Engagement Communication and Engagement
- Wellness and Benefits
- Community Engagement



At Arconic, we take pride in our work to deliver innovative products and technologies that advance sustainable solutions for a better world. We strive to create a safe, inclusive, and collaborative workplace with competitive benefits, development opportunities, and a culture that values and rewards employees on all levels of the organization.

## HEALTH AND SAFETY

Across all business activities, the health and safety of our employees remains the highest priority. We value human life and have established strict health and safety practices, policies, and procedures that align with our [Code of Conduct](#). We believe a strong culture that promotes a focus on health and safety is foundational to our business, our people, and our communities. Our Health and Safety program covers our employees, contractors, suppliers, and visitors and expects each individual to take personal responsibility for their actions while also looking out for one another.

### Health and Safety Management Strategy

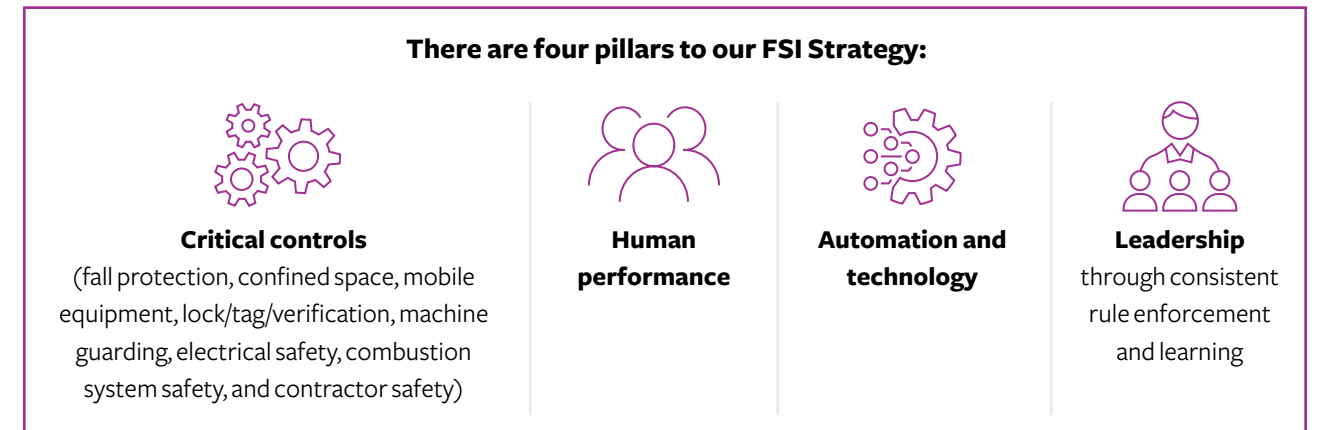
Our Health and Safety strategy includes risk assessments, audits, emergency response, process optimization, and training. This strategy reflects our commitment to creating and maintaining a safe working environment and to supporting the health and well-being of each individual at our locations. We monitor and follow industry-leading standards, embedding them within our annual targets and operating plans. We aim to operate with zero fatalities, life-threatening or life-altering injuries, or illnesses.



Informed by internal policies as well as external standards and regulations, we provide our employees with access to Health and Safety resources that properly address and review safety standards and issues. We also generate user-friendly dashboards through our Health and Safety management system, allowing our employees to review location-specific risk profiles, audit findings, and corrective action items. We align our Health and Safety management system with the ISO 45001 Occupational Health and Safety Standard, for which two of our locations have active certifications. This approach applies to all of our global manufacturing sites and our North American headquarters.

### Fatality and Serious Injury Mitigation Strategy

Our goals of zero fatalities, life-threatening or life-altering injuries, or illnesses remain a priority for us. Through our risk management process, we seek prompt and early intervention of potential hazards and examine fatality and serious injury (FSI) potential. FSIs are the most significant hazards with greatest potential to have life-altering effects. This process has been critical to maintaining zero fatalities across our global operations in 2023.



Our FSI prevention process includes oversight by local, multidisciplinary teams led by the facility manager. The local teams are tasked with identifying potential hazards, conducting risk assessments, identifying corrective actions, and more. We focus on our most widespread hazards, prioritizing management processes based upon the risk assessment results. We then apply controls that are intended to eliminate or minimize those risks.

Our EHS professionals engage in monthly global calls to review FSI potential incidents and identify proper preventative actions. Sharing FSI information related to these specific hazards and risks allows other locations to also identify potential hazards. The information is also reported to our predictive indicator system. In any case, all incidents are recorded in our incident database, where corrective actions are assigned for locations that may also have similar issues. We are proud to report that our Injury Free Event (IFE) rate moved from 9 to 14.



### Safety Communication

Our EHS teams generate weekly and monthly reports, ensuring ongoing and effective communication with our employees and management teams. They also host EHS professional meetings and share FSI results to ensure that employees are following and understand our most current safety protocols. We also share critical incident details, including root causes, contributing factors, and corrective actions to prevent recurrence across our company. Our internal website highlights accounts of employees recognizing and championing for safety.

### Stop Work Policy

Our employees are encouraged and empowered to stop any work if they experience unsafe conditions or the potential for unsafe conditions. Our STOP for Safety Coin Campaign continued throughout 2023, promoting the courage to stop work and seek help when presented with a real or potential safety hazard. When an employee stops unsafe work for themselves or a colleague, they are awarded with an aluminum STOP coin as well as receiving local and, depending on the situation, global recognition. We also share these STOP stories and plant safety improvements through our weekly company-wide newsletters. Since the program began back in 2016, we have awarded thousands of STOP coins.

Year	STOP Coins Awarded
2021	1,400
2022	956
2023	1,483

### Oversight & Audits

#### EHS Council

The EHS Council, which is comprised of corporate and business unit EHS leaders, is tasked with measuring performance and progress of the EHS program and incorporating findings from corporate audits and assessments. With this information, the Council then informs the company’s strategic and tactical EHS initiatives, including the annual evaluation of our health and safety policies, programs, and practices. This ensures that our initiatives continue to meet the needs and requirements of our facilities.

The EHS Council oversees the development of company-wide annual EHS plans. These are generated in consultation with key business leaders and location EHS professionals, which are then cascaded throughout the company. The plan is based on trends from the previous year as well as short and long-term EHS targets. Each location is tasked with further development of their site-specific EHS plan in alignment with and support of the corporate EHS plan. This includes location-specific initiatives that are tracked monthly and shared globally with our executive leadership team, business unit leaders, plant leaders, and with EHS professionals.

#### Audits

We seek continuous improvement throughout our operations, especially with our approach to safety. Our strategy is supported by various aspects of internal and external audits, self-assessments, and internal safety controls. Each of our facilities is audited by our internal corporate EHS function every three to five years, depending on the risk level. The audit schedule is informed by an internal ranking process based on a number of factors, such as the size of the manufacturing operation, the historical incident rates, turnover by plant management and EHS professionals, and more. In 2023, we conducted eight audits.

Each business unit is responsible for conducting EHS assessments, leveraging the same risk-based criteria found in our corporate audit program during the mid-audit cycle. Regardless of the audit cycle by Corporate or the business unit, each facility is required to perform an annual self-assessment using the Arconic Self-Assessment Tool (ASAT). This self-assessment reviews risk criteria that would also normally be found during an EHS audit. The completion of ASATs is tracked, including newly identified corrective action plans and the closing out of those corrective actions, on a monthly basis. In 2023, 100% of our facilities completed their self-assessments per the ASAT calendar.

For additional information about our safety audits, please refer to [Appendix C](#).

### STOP for Safety

Ben Seaman, an ingot department employee at our Davenport, Iowa, location “Stopped for Safety” prior to the start of maintenance work.

Per our safety protocols, a pre-task mandate is that empty conditions of our pits must be verified before any maintenance crew can enter a pit. During his verification, Seaman found residual metal and notified his supervisor and the material was safely evacuated before work began. Seaman’s findings stopped the maintenance crew from entering the pit, preventing potential injuries.



### Emergency Response

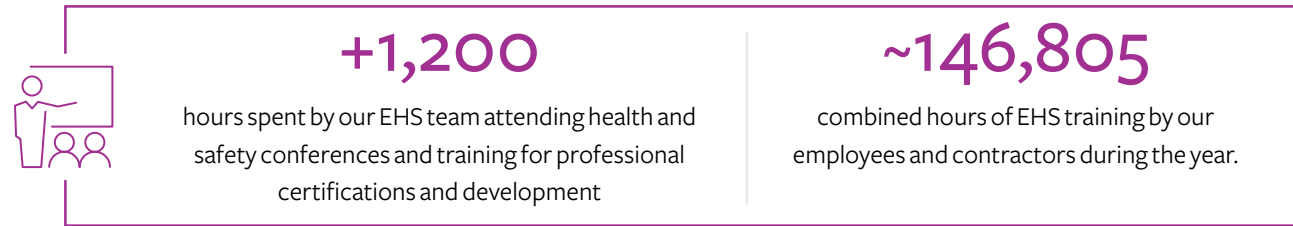
Every Arconic location has a unique emergency response plan that details the responsibilities, contacts, evacuation plans, and reporting procedures should an emergency situation arise. Drills are required to be conducted in preparation for reasonably anticipated emergency events and in compliance with local laws and regulations. These plans are also provided to local community coordinators and fire departments to support emergency preparedness. Emergency response plans are reviewed as part of the self-assessment and EHS audit process.

### Safety Training

As part of our ongoing commitment to safety, we have created training content designed to share knowledge of current risk assessments, regulatory requirements, workplace hazards, and summaries of historical incidents. This approach prepares our employees and relevant third-parties to recognize health, safety, and environmental events that may arise during business operations.

We continue to offer training programs as follows:

- **Human Performance Process:** Prediction and recognition training for errors or error-likely situations.
- **Business Leader Training:** Two-day intensive EHS training established to highlight expectations of our business leaders, educate them on our EHS management system, and equip them to lead the effort at their respective operations.
- **EHS Professional Training Series:** Monthly training, launched by the EHS Council, conducted virtually with EHS professionals worldwide with the purpose of educating expectations, deployment strategies, and measurement of our EHS systems and policies.
- **Hazard Communication:** Awareness and prevention training for hazards, including specific relevant training based on facility operations, such as chemical safety and exposure.
- **Noise and Ergonomics:** Awareness training for risks and mitigation measures related to general noise hazards and ergonomics.
- **Chemical Specific Training:** BCS’s annual training that touches upon the properties, health effects, and hazard controls for potential exposure to chromium, hydrofluoric acid, and methyl diisocyanate. Rolled Products and Extrusions’ annual training is focused on the properties, health effects, and hazard controls for potential exposure to welding and metal fumes, asbestos, chlorine gas, refractory ceramic fibers, and silica.



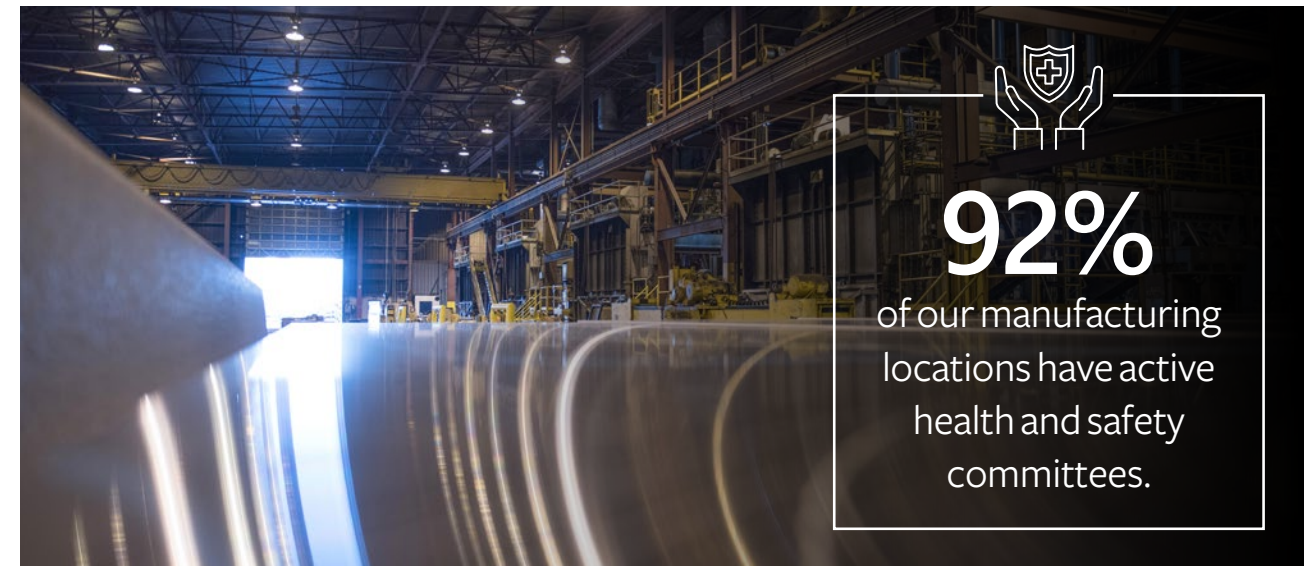
During the course of 2023, our EHS team spent more than 1,200 hours attending health and safety conferences and training for professional certifications and development. Our employees and contractors conducted approximately 146,805 combined hours of EHS training during the year.

### Joint Health and Safety Activities

We recognize that it is important that our Health and Safety programs receive input from local employees. In 2023, 92% of our manufacturing locations maintained joint health and safety committees consisting of hourly production and maintenance workers as well as management. The committees meet on a monthly basis to assess and provide feedback on their location’s policies and procedures, support the on-site audits, provide communications on their sites’ health and safety performance, share established EHS training materials with their on-site colleagues, and engage in or lead continuous improvement events.

In addition to our Code of Conduct, our employee contracts have embedded health and safety clauses. In 2023, 100% of our locations with trade union representation had health and safety requirements within collective bargaining agreements. The topics included in these agreements include health and safety meetings, stop-work authority, paid time allowed for training and education, safety representation by union members, and more.

Our Human Performance (HP) team comprises employees representing all business and resource units and includes two members of the United Steelworkers (USW), which represents over 4,200 U.S.-based workers within our employee base. This team led training webinars and lessons to further identify ways to incorporate human performance into our operations. Eleven internal assessments were conducted to verify HP integration level within our organization.





### Medical Surveillance and Safety Performance

Arconic’s medical surveillance program is designed to operate in combination with the workplace exposure monitoring program, which seeks to protect employee health and encourage early interventions. Some of the most common exposure risks include elevated noise levels. Each of our locations are tasked with ongoing exposure monitoring and medical surveillance. In 2023, we achieved 87% of our exposure monitoring goal and 92% of our medical surveillance target. We are proud that our key safety rates remained significantly below the most recent U.S. averages for our industry, but as our goal is zero incidents, we are never satisfied.



Our total recordable incident rate (TRIR) represents the number of injuries and illnesses resulting in days away from work, job transfer or restriction, medical treatment, or other recordables per 100 full-time employees. In 2023, our TRIR was 1.4. This is below average of 2.7 in the primary metal manufacturing industry, as most recently reported by the U.S. Bureau of Labor Statistics (BLS).

### Contractor Safety

In addition to our employee safety programs, we also perform contractor assessments and expect vendors to comply with our EHS training requirements. We conduct contractor prequalification assessments, including an evaluation related to their own EHS measures, to understand their current ability and suitability for specific jobs. Their score rating is maintained in our corporate database.

Prior to any work beginning, our contract vendors are tasked with providing a job-specific safety plan which is reviewed by local Arconic EHS, maintenance, and engineering staff. All contractors must, at a minimum, complete training to understand our on-site safety rules and other site-specific precautions. In situations where specific training is required, the contacting vendor must provide evidence that their employees doing the work have received the necessary education to perform such technical tasks. Contractors are supervised by a designated Arconic employee throughout the course of the work.

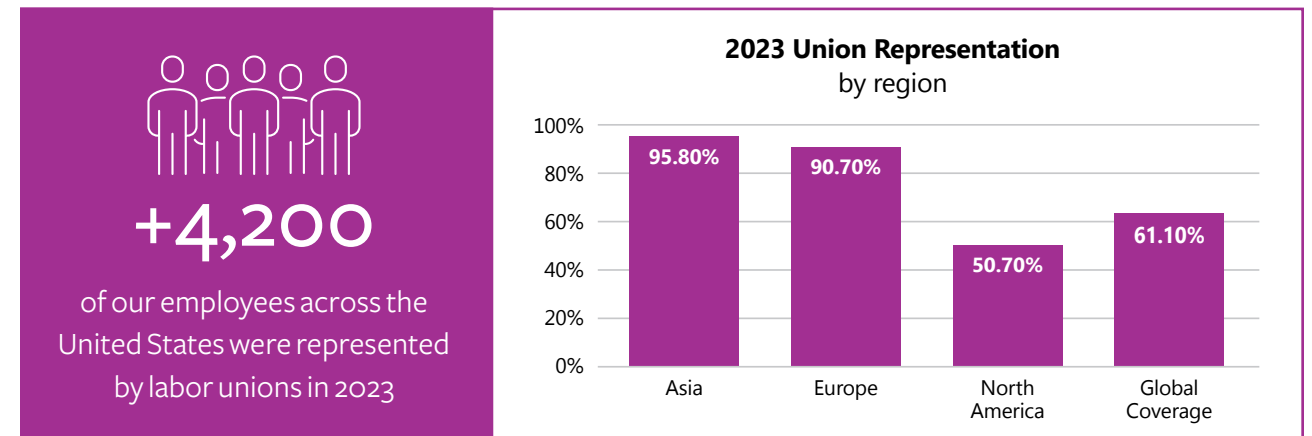
For additional information about our safety metrics, please refer to [Appendix C](#).

### HUMAN RIGHTS & LABOR RELATIONS

As described in our [Human Rights Policy](#), we strive to respect and promote human rights in our workplace relationships in accordance with the UN Guiding Principles on Business and Human Rights. We are further guided by the principles reflected in the Universal Declaration of Human Rights and its related covenants, the International Labour Organization (ILO) core conventions, and the Ten Principles of the UN Global Compact of which Arconic remains a signatory. This approach applies to our employees, suppliers, and stakeholders

### Union and Collective Bargaining

We believe in the freedom of association, and we respect the individual’s choice to be represented, or not to be represented, by a union or authorized associations in accordance with applicable laws where we operate. We have agreements between Arconic and unions covering employees located across our operations in Europe, North America, and Asia. Where unions exist, we respect and engage the union during discussions of our business needs and impacts on our employees, maintaining open dialogue with union representatives and employees throughout the process. We work with our unions around the world to support our performance goals.



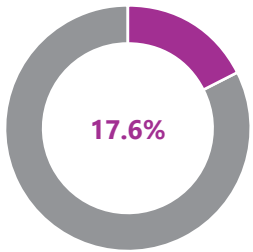
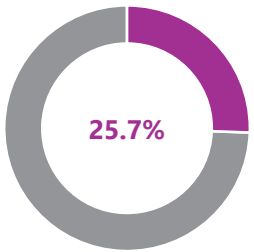
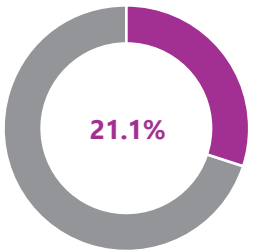
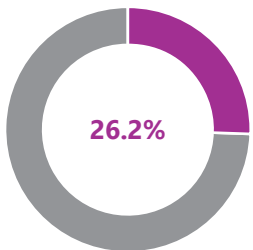
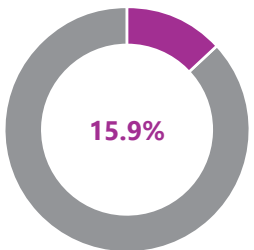
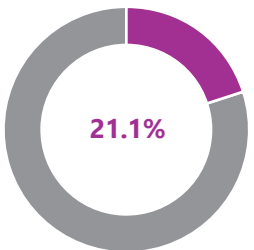
Across the United States, more than 4,200 of our employees were represented by labor unions in 2023. The United Steelworks (USW) master agreement is the largest collective bargaining agreement we have, covering approximately 3,500 employees at four U.S. locations. The current agreement is set to expire in 2026. There are seven other collective bargaining agreements across the U.S. with varying expiration dates. For employees who are not covered by these agreements, their working conditions and terms of employment may still be based upon the local collective bargaining agreements.

In Europe, we continue to engage with the European Works Council (EWC) on key labor matters through our Arconic Euroforum. The Euroforum consists of works council representatives that are located near our European facilities. We are proud of our strong working relationship with Euroforum, which was created more than two decades ago. Our facility in Hungary experienced a work stoppage for nine days in June 2023 that was resolved in agreement with the Hungarian Chemical, Energy and Related Trades Union (VDSZ).

In other parts of the world, such as our locations in Asia, we respectfully engage in employee-related consultation processes through close collaboration with relevant stakeholder groups and in compliance with local laws and customs.

### DIVERSITY, EQUITY, AND INCLUSION

At Arconic, we are steadfast in our commitment to promote a workplace environment that is respectful, diverse, and supportive. We celebrate the unique characteristics that individual employees bring to Arconic and we believe that diversity in all areas, including cultural background, experiences, and perspectives, allows us to unlock innovation. We are cultivating a culture that reflects this approach through our policies, our recruiting strategies, benefits programs, and educational and supportive resources.

	Total Representation	Management <sup>1</sup>	Executive <sup>2</sup>
<b>Global Women Employees<sup>3</sup></b>			
<b>U.S. Ethnically Minority Employees<sup>4</sup></b>			

<sup>1</sup> Management: Represents management other than executives.

<sup>2</sup> Executives: Represents employees who serve in positions of Vice President and higher.

<sup>3</sup> Global Women Employees: Percentages are calculated on a global basis and include locations where Arconic has valid data. Some regions and countries have privacy laws and regulations that may prevent Arconic from reporting on certain employee demographics and those regions or countries are not included in the global percentages of female employees.

<sup>4</sup> U.S. Ethnic Minority Employees: Represents employees from racial or cultural minority groups. Data is presented on a U.S. basis only.

### Employee Resource Groups

Our Employee Resource Groups (ERGs) host training and leadership development programs, support recruitment, lead cultural celebrations, and provide opportunities for employees to support their communities. Collectively, the ERGs have a goal to:

- Drive employee engagement through STEM education;
- Provide learning and development opportunities for employees;
- Support the development of company policies around diversity and inclusion; and
- Reinforce our mission through key external endorsements, such as the Human Rights Campaign and the United Nations Women’s Empowerment Principles (WEP).

Current ERGs are:

- Arconic African Heritage Network (AAHN);
- Arconic Hispanic Network (AHN);
- Arconic Next Generation Network (NGN);
- Arconic Veterans Network (AVN);
- Thrive, Arconic Women’s Network; and
- Spectrum, Arconic Employees for LGBTQ+ Equality.





As we recognize the importance of Diversity, Equity, and Inclusion (DEI) at Arconic, each ERG has a dedicated celebration month to highlight its mission and to foster an inclusive culture for all employees. The ERG’s monthly celebration activities range from cultural awareness activities and development opportunities with internal and external thought leadership to volunteering with and donating to nonprofit organizations with social equity missions. We encourage all employees to participate in these employee-led celebrations.

**Human Rights Campaign**

We are proud that Arconic has received a perfect score of 100 on the [Human Rights Campaign Foundation 2023-2024 Corporate Equality Index](#), a U.S.-based benchmarking survey that evaluates corporate policies, benefits, and practices related to LGBTQ+ workplace equality. The rating positively reinforces our efforts to implement our non-discrimination policies and to develop programs across the organization to provide equitable benefits for LGBTQ+ employees and their families, monitoring internal education and accountability metrics to promote LGBTQ+ inclusion and competency, and fulfilling our public commitment to LGBTQ+ equality. For more information about the Corporate Equality Index, please visit the Human Rights Campaign [website](#).

**Women Empowerment Principles (WEPs)**

We strive to provide opportunities for women to thrive in our workplaces and across our value chain. We continue our participation in the UNGC initiatives and have reaffirmed our commitment to the UN WEPs to advance gender equality. The WEPs are founded upon [seven principles](#) to help inform and accelerate programs targeting the advancement of women in the workplace, marketplace, and community.

<p><b>1</b> </p> <p><b>Establish high-level corporate leadership for gender equality</b></p>	<p><b>2</b> </p> <p><b>Treat all women and men fairly at work – respect and support human rights and nondiscrimination</b></p>	<p><b>3</b> </p> <p><b>Ensure the health, safety and well-being of all women and men workers</b></p>	<p><b>4</b> </p> <p><b>Promote education, training and professional development for women</b></p>
<p><b>5</b> </p> <p><b>Implement enterprise development, supply chain and marketing practices that empower women</b></p>	<p><b>6</b> </p> <p><b>Promote equality through community initiatives and advocacy</b></p>	<p><b>7</b> </p> <p><b>Measure and publicly report on progress to achieve gender equality</b></p>	<p><b>WOMEN'S EMPOWERMENT PRINCIPLES</b></p>

**The Manufacturing Institute - Women MAKE America Collaboration**

We have again partnered with the Manufacturing Institute as it continues to empower and recognize women through its Women MAKE America Initiative. This program aims to further reduce the gender gap and encourages innovation through networking and skills development opportunities for women in manufacturing industries.

Each year we nominate women leaders for national recognition at its Women MAKE Awards. The program recognizes and honors women in manufacturing who have made positive contributions within their industry and their communities. In 2023, Cheryl Pinkerton, Assembly and Shipping Supervisor, based in Cranberry, Pennsylvania, and Kim Woehrl, Engineering and Maintenance Manager, based in Davenport, Iowa, were recognized as honorees for their leadership, driving operational excellence, and being strong role models for women at Arconic and in the communities where they live.



*“I am passionate about manufacturing because it allows me the opportunity to work in a team environment. Manufacturing is a way of belonging, we become a part of a group of people who work together to achieve a common goal. My experience has given me the opportunity to share what I’ve learned with other women which can help them realize they too can pursue their career aspirations within manufacturing. If you take pride in your work and really strive to better yourself, the sky is the limit in manufacturing.”*

— Cheryl Pinkerton, Assembly and Shipping Supervisor

### Diversity Recruiting

We use a variety of methods to ensure we are providing opportunities for diverse candidates to consider a career with Arconic, including various opportunities to leverage our ERGs to engage with potential new hires. We continue to refine our strategy based on the feedback of our employees through engagement surveys and other shared insights.

#### 2023 Recruiting Events

- Employees that represented the Arconic African Heritage Network as well as various business functions, including Human Resources and Engineering, participated in the National Society of Black Engineers Convention in Kansas City, Missouri. The annual convention attracts over 10,000 attendees, including more than 300 companies looking to connect with highly qualified Black engineering students. Arconic’s team provided students with insight on how our engineers help design aluminum products, technologies, and processes that advance the way we fly, drive, and build.
- A leadership team represented by Thrive (our Women’s-focused ERG), Engineering, Human Resources, and other functions from our operations participated in the Society of Women Engineers WE2023 Conference that took place in Los Angeles, California. The employees engaged with prospective employees and participated in a variety of networking events that were aimed at empowering women.
- A group of employees from various business functions, including members of the Arconic Hispanic Network, convened in Salt Lake City, Utah, to represent Arconic at the annual Society of Hispanic Professional Engineers (SHPE) National Convention. The event attracted over 10,000 attendees who participated in educational workshops, keynote speeches, competitions, networking events, and a career fair and graduate school exhibition. The Arconic team engaged with students and prospective candidates to support the recruitment of future STEM leaders for Arconic.
- Members from the Arconic Veterans Network engaged with transitioning service members at the Fort Drum Military Career Fair in Fort Drum, New York, and the Quad Cities Success Fair in Davenport, Iowa. Our team informed attendees about career opportunities within our organization and highlighted the integral role of employee veterans in the success of our company.

For additional diversity and inclusion data, please refer to [Appendix C](#).



National Society of Black Engineers Convention



Society of Women Engineers WE2023

### Arconic Next Generation Intern Challenge



Davenport Works, Iowa

Our Next Generation Network (NGN), whose mission is to recruit new employees and support professional development, sponsored our 2023 Intern Challenge.

In 2023, we welcomed 86 interns at sites in the U.S. Interns participated in a variety of activities within our organization ranging from vetting vendors to enhance technology, innovation of engineering tools to support operational efficiencies, and providing recommendations on sustainability practices across our facilities. The interns were also given the opportunity to develop their presentation skills and present their projects to business leaders. In the end, we recognize and celebrate our interns as well as the mentors who supported them along the way.



Massena, New York



Lancaster, Pennsylvania



## EMPLOYEE SKILLS AND CAREER DEVELOPMENT

We have established an integrated approach when it comes to attracting, retaining, and developing talent that enables our employees to truly own and drive their own career paths. We offer a variety of opportunities to support our employees as they enhance their skills and pursue their interests. We also provide our leaders with the tools necessary to provide coaching and feedback to our employees as they conduct performance assessments and support their staff.

Each of our employees has access to a suite of career planning and performance management tools.

- Performance Management:** All our salaried employees engage with our ongoing performance management program, including goal-setting and routine manager-employee meetings. In 2023, 100% of our salaried employees received an annual performance review, reflecting 45.1% of our full-time, permanent employees. Salaried employees are encouraged to create personal career statements and talent profiles to support ongoing professional development planning with their managers. This supports our efforts to align our workforce talent with our business objectives, thereby supporting our employees' own development goals and enabling a positive employee experience.
- Career Development and Succession Planning:** We identify and develop internal leaders through our succession planning and talent calibration process. This strategy enables us to have a steady flow of qualified candidates across our organization who are ready to step into business-critical positions.
- Global Learning Management System:** Our learning management system (LMS) was created with the intention of providing our employees access to high-quality professional development programs. We have redesigned the program, shifting our focus to include more e-learning modules as well as live sessions, which enables us to reach a larger audience. Additional training of our hourly employees is also conducted at each site and is managed outside of the LMS platform.
- Arconic Management Program:** This 12- to 18-month program brings together self-directed learning opportunities with live coaching sessions to support new managers as they navigate people, performance, and processes within our organization.
- Metallurgy Series:** Arconic's metallurgy experts offer courses each year to explain the science, engineering, and practice of aluminum manufacturing. Courses often include an introduction for non-metallurgists and specialized topics such as automotive and aerospace alloys. With limited space, the program is open to employees who are nominated by their managers.
- Tuition Assistance:** We provide tuition support for eligible full-time employees, enabling them to attend and complete courses that will support the completion of a degree in their current or desired role. In 2023, we provided about \$360,000 in assistance to 43 individuals in the U.S.
- Apprentice Programs:** Across our global facilities, we offer a number of apprenticeship programs that vary in size, location, and length of study. For example, our Davenport, Iowa, facility is continuing its in-house electrical apprenticeship program built on content from the Electrical Training Alliance, a partnership between the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association (NECA). The four-year training program combines classroom instruction with on-the-job training to offer real-world experience and reinforce their studies.

We offer a variety of opportunities to support our employees as they enhance their skills and pursue their interests.

\$360,000  
in assistance to 43 individuals  
in the U.S. in 2023

## EMPLOYEE COMMUNICATION AND ENGAGEMENT

We strive to ensure our employees feel that they are valued as an individual collaborator, that they have a voice in the company, and that they make a meaningful impact each day. We continue to seek out opportunities to gather feedback from our employees and demonstrate that we are actively listening. We routinely inform our employees of our company performance, using channels such as emails, newsletters, intranet postings, an employee mobile app, business town hall meetings, and team meetings. As a result of employee feedback, we developed more than 600 actionable items across the company that we are continuing to address.

Historically, employee comments have demonstrated positive engagement. Our employees feel that they are providing valuable contributions to the organization and that our company operates with high ethical standards. We continue to lean in and demonstrate our commitments to our employees, our supply chain, and our communities.

## WELLNESS AND BENEFITS

We offer fair and equitable compensation, along with quality health care and wellness programs to our employees. In many cases, these meet or exceed applicable laws. These programs include insurance plans, paid leave, and an employee assistance program (EAP). As part of our wellness program, we offer support for physical and mental health as well as financial stability. We seek to support our employees in accordance with local and national laws, therefore several of our programs vary according to location.

In the U.S., for example, our salaried employees and their dependents who are enrolled in medical or prescription drug coverage are eligible for discounts on and access to a variety of fitness and nutrition resources, as well as personal and mental health care, and more. In addition to healthcare benefits, we now offer up to eight weeks of paid parental leave. We also offer a healthcare concierge service to support our employees with navigating their benefits packages, identifying ways to save on prescription and healthcare costs, scheduling appointments, and more. We also offer financial well-being services through a variety of initiatives, such as one-on-one financial advice sessions, savings workshops, and training on personal protection against financial fraud and cybersecurity.

In other countries, we provide health screening services, pensions, as well as accident and life insurance to employees. We also offer an EAP to provide guidance and support for employees who need mental, legal, and financial advice. Supplemental insurance benefits are provided to improve accessibility to quality health care and minimize out-of-pocket costs for our employees. In many locations, we also offer on-site medical services, such as physical therapy.

## COMMUNITY ENGAGEMENT

As a reflection of our values, we routinely engage with our community stakeholders in a variety of forums with the goal of bringing positive impact to the people who live and work near our plants. Arconic provides grants to local and national non-profit organizations, organizes volunteering events and encourages employees to participate in community engagement initiatives. Our employees also give generously with their time and financial support through local initiatives.

As part of Arconic's Public Strategy Framework, 16 sites globally set annual goals and track metrics across four key pillars: Government Affairs, Community Engagement, Communications, and Sustainability. Leaders from each site convened regularly to exchange best practices and share updates from their locations.

### Arconic Foundation

[Arconic Foundation](#) seeks to strengthen communities by enhancing education, promoting environmental sustainability, and advancing social equity. The Foundation also sponsors annual scholarships for children of Arconic employees who demonstrate academic excellence. The Foundation is independently endowed and invests in the communities in which we operate. It is enhanced by our employees who volunteer their financial support as well as their time and talent to make a difference in our communities. The Foundation has strict guidelines and eligibility criteria that must be met for consideration of grant opportunities, including that the recipient organization must demonstrate a commitment to diversity and non-discrimination by signing the Foundation's inclusivity statement.

In 2023, Arconic Foundation awarded \$7 million in grants to 135 organizations that support our communities in Canada, China, France, Germany, Hungary, the UK, and the U.S.





Key initiatives in 2023 to support Arconic Foundation’s mission include, but are not limited to the following:

*Enhancing Education through Skill-Building Learning Experiences*

- Arconic Foundation invested \$4.2M in education grant partnerships that create skill-building learning experiences to enhance individual opportunity, specifically focusing on STEM and manufacturing.
- Grant partners include FIRST®, Junior Achievement Europe, Project Lead The Way (PLTW), MakerUSA, the Manufacturing Institute, OpenSciEd, STEM Next Opportunity Fund, Society for Science, and WestEd.

This year, Arconic Foundation’s investment of \$300,000 in Project Lead The Way expanded access to PLTW’s innovative engineering, computer science, and other STEM curriculum at schools in Arconic communities. Additionally, Arconic Foundation’s investment supported the design and launch of PLTW’s new supplement algebra curriculum and teacher professional development.



Photo credits: Project Lead The Way

*Promoting Environmental Sustainability*

- Arconic Foundation invested \$1.1M in environmental sustainability grant partnerships to protect the natural environment and support a sustainable future.
- Grant partners include American Forests, National Environmental Education Foundation, National Park Foundation, One Tree Planted, and The Recycling Partnership.

Arconic Foundation’s partnership with One Tree Planted will bolster tree planting efforts in Europe. The \$150,000 investment will enable plantings of over 40,000 seedlings and mature trees in forests, near schools, and in urban spaces in the UK and Hungary.





### Advancing Social Equity

- Arconic Foundation invested over \$1M in social equity grant partnerships to help build a more equitable and inclusive society.
- Grant partners include American Association of People with Disabilities, Blue Star Families, Girls Who Code, Hispanic Scholarship Fund, Local Initiatives Support Coalition, PFLAG, and the Society for Science.

Arconic Foundation granted \$250,000 to the Society for Science for its Advocate Program, which trains and supports educators who assist students from under-resourced schools seeking to participate in science research competitions, which are a gateway to STEM education and career pathways.



Photo credit: Society for Science

### Scholarship Program

- In 2023, 16 recipients were awarded a \$5,000 post-secondary education scholarship from Arconic Foundation. Recipients were children of Arconic employees who demonstrated academic excellence.

### Employee Volunteering

We are encouraged to see the passion our volunteers have when it comes to giving back to our communities as a demonstration of our corporate value we act with respect towards our communities. Below are a few highlights of the efforts of our employees in their communities in 2023:

- **Alcoa, Tennessee:** Arconic employees and family members volunteered to support Knoxville Area Urban League's (KAUL's) 20th annual Shoes for School event. The location's AAHN ERG sponsored a school supplies and donation drive prior to the event and then distributed those supplies during a three-hour event at a local park. In recognition of the group's volunteer efforts, \$1,500 was donated to KAUL as part of the Tennessee Operations ArconicsCARE program, a local initiative to promote community service.



Tennessee

- **Lafayette, Indiana:** In December, a team of dedicated Arconic Lafayette employees partnered with Wreaths Across America to honor U.S. military veterans. Their mission of the volunteering event was to unload, unpack, count, and stage the wreaths for the headstones at the Indiana Veterans Home cemetery. Their actions made certain that every veteran was recognized and remembered.
- **Massena, New York:** Continuing an annual tradition, 12 employee volunteers participated in a spring-cleaning event at a local nonprofit organization, Operational Grateful Nation, Wing River House. The Wing River House serves U.S. military veterans, offering a peaceful environment to enjoy with family and friends along the St. Lawrence River.



- **Kunshan, China:** In June, eight employee volunteers and four volunteers from a local charitable NGO went to the Xugongqiao Primary School to celebrate World Environment Day. Volunteers led classroom activities on environmental education topics with 48 students.
- **Davenport, Iowa:** Davenport IT employees joined the Bettendorf Conservation Committee in planting bee-friendly flowers in September for pollinators. The group helped plant, mulch, and spread rock on the paths at Devils Glen Park near Arconic Davenport Works.



Davenport, IA



Davenport, IA

- **Bohai, China:** In September, employees teamed up with a local charitable NGO, Zhongyue Love Wall, to collect and donate school supplies and recreational sports equipment worth over 10,000 Chinese yuan to the Pi Shan County's Hope School to enhance the student experience.
- **Pittsburgh, Pennsylvania:** Employees from the Arconic Corporate Center volunteered with the Western Pennsylvania Conservancy for spring planting events and fall clean-up efforts to beautify community gardens in local neighborhoods.



Pittsburgh, PA

- **Norcross, Georgia:** In May, over 25 employees gathered to paint colorful murals including blue whales, fawns, and a koi pond in collaboration with the Foundation for Hospital Art. Employees worked on their own sections or collaborated on multiple canvases that made up a complete picture. The murals were donated to hospitals and treatment facilities to help soften an often-stressful experience for patients and their families.

*Employee Donations*

In addition to their time, our employees routinely offer financial support to causes. While we know there are additional donations at the local level, Arconic collectively tracks and monitors two key programs at the corporate level.

- Arconic employees donated over \$188,000 via United Way payroll campaigns to support causes in their local communities.
- Arconic Foundation's employee donation matching program, Giving Together, generated over \$86,000 in contributions that were disbursed to various nonprofit organizations that are aligned with the Foundation's priorities.

# Future Reporting

For additional information, or to connect with us, please visit our [website](#).



As we continue to make progress against our 2030 sustainability goals, we will collaborate with our value chain partners and key stakeholders to improve our sustainability performance. We will continue to innovate and challenge the aluminum industry as we continue to explore greater recyclability properties and increase our own use of recycled materials. We look forward to reporting our progress again next year.



# Appendices

- Appendix A – Global Reporting Initiative (GRI) Content Index
- Appendix B – Sustainability Accounting Standards Board (SASB) Index
- Appendix C – Additional Reporting Matrix

## **SPECIAL NOTE REGARDING REPORTING PERIODS**

As in previous years, Arconic is providing five years of metrics based on data that was calculable with collection systems, consistent locations, comparisons, and methodologies. As Arconic commenced operations as a standalone company on April 1, 2020, certain metrics cannot be produced on a carveout basis for periods prior to the separation with an acceptable degree of accuracy. In addition, certain metrics were introduced either by Arconic or by Howmet Aerospace Inc. within the preceding five-year period and, accordingly, are not available for periods prior to introduction. With the 2023 acquisition by Apollo Funds, Arconic has transitioned from a publicly traded company to a privately held company. Therefore, certain metrics which were previously reported are no longer tracked or applicable to our organization.

Performance metrics included in the following tables were sourced directly from internal data sources and calculations. Any minor comparative differences present in the data are likely due to rounding issues of truncated values.

## APPENDIX A – GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

<b>Statement of Use</b>	Arconic Corporation has reported the information cited in this GRI content index for the period from January 1 to December 31, 2023, with reference to the GRI Standards.
<b>GRI 1 Used</b>	GRI 1: Foundation 2021

<b>GRI Standard</b>	<b>Disclosure</b>	<b>Report Location and Additional Information</b>
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	About This Report About Arconic
	2-2 Entities included in the organization's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	No restatements of information in 2023. No significant changes occurred during the reporting period that would impact the validity of the information contained in this report.
	2-5 External assurance	The accuracy and completeness of the information contained in the 2023 ESG report is verified by leaders of our business functions. ESG data included in this report is not externally assured.
	2-6 Activities, value chain and other business relationships	About Arconic <a href="#">Company Website</a>
	2-7 Employees	People Appendix C
	2-8 Workers who are not employees	People Appendix C
	2-9 Governance structure and composition	Corporate Governance <a href="#">Company Website</a> Appendix C
	2-10 Nomination and selection of the highest governance body	Corporate Governance
	2-11 Chair of the highest governance body	Corporate Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance
	2-13 Delegation of responsibility for managing impacts	Corporate Governance
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance
	2-15 Conflicts of interest	Corporate Governance



## APPENDIX A – GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI Standard	Disclosure	Report Location and Additional Information
<b>GRI 2: General Disclosures 2021</b>	2-16 Communication of critical concerns	Corporate Governance
	2-17 Collective knowledge of the highest governance body	Corporate Governance <a href="#">Company Website</a> Appendix C
	2-22 Statement on sustainable development strategy	CEO Statement
	2-23 Policy commitments	Corporate Governance Supply Chain Management Human Rights and Labor Relations
	2-24 Embedding policy commitments	Corporate Governance Supply Chain Management Human Rights and Labor Relations
	2-25 Processes to remediate negative impacts	Corporate Governance
	2-26 Mechanisms for seeking advice and raising concerns	Corporate Governance <a href="#">Arconic Integrity Line</a>
	2-27 Compliance with laws and regulations	In 2023, there were no known significant instances of non-compliance with laws and regulations, and no fines were paid during the year.
	2-28 Membership associations	Stakeholder Engagement
	2-29 Approach to stakeholder engagement	Stakeholder Engagement
	2-30 Collective bargaining agreements	Human Rights and Labor Relations Appendix C
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Stakeholder Engagement
	3-2 List of material topics	Stakeholder Engagement
	3-3 Management of material topics	Stakeholder Engagement Additional information is discussed throughout the report.
<b>GRI 205: Anti-corruption 2016</b>	3-3 Management of material topics	Corporate Governance
	205-2 Communication and training about anti-corruption policies and procedures	Corporate Governance

## APPENDIX A – GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI Standard	Disclosure	Report Location and Additional Information
<b>GRI 302: Energy 2016</b>	3-3 Management of material topics	Greenhouse Gas Emissions and Energy
	302-1 Energy consumption within the organization	Greenhouse Gas Emissions and Energy Appendix C
	302-3 Energy intensity	Greenhouse Gas Emissions and Energy Appendix C
	302-4 Reduction of energy consumption	Greenhouse Gas Emissions and Energy Appendix C
<b>GRI 303: Water and Effluents 2018</b>	3-3 Management of material topics	Water Management
	303-1 Interactions with water as a shared resource	Water Management
	303-2 Management of water discharge-related impacts	Water Management
	303-3 Water withdrawal	Water Management Appendix C
	303-4 Water discharge	Water Management Appendix C
	303-5 Water consumption	Water Management Appendix C
<b>GRI 305: Emissions 2016</b>	3-3 Management of material topics	Greenhouse Gas Emissions and Energy
	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions and Energy Appendix C
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions and Energy Appendix C
	305-3 Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions and Energy Appendix C
	305-4 GHG emissions intensity	Greenhouse Gas Emissions and Energy Appendix C
	305-5 Reduction of GHG emissions	Greenhouse Gas Emissions and Energy Appendix C
	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	Air Emissions Appendix C



## APPENDIX A – GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI Standard	Disclosure	Report Location and Additional Information
<b>GRI 306: Waste 2020</b>	3-3 Management of material topics	Waste Management
	306-1 Waste generation and significant waste-related impacts	Waste Management
	306-2 Management of significant waste-related impacts	Waste Management
	306-3 Waste generated	Waste Management Appendix C
	306-4 Waste diverted from disposal	Waste Management Appendix C
	306-5 Waste directed to disposal	Waste Management Appendix C
<b>GRI 308: Supplier Environmental Assessment 2016</b>	3-3 Management of material topics	Supply Chain Management
	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management Appendix C
<b>GRI 401: Employment 2016</b>	3-3 Management of material topics	Employee Skills and Career Development Wellness and Benefits
	401-1 New employee hires and employee turnover	Appendix C
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Wellness and Benefits
	401-3 Parental leave	Wellness and Benefits



## APPENDIX A – GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI Standard	Disclosure	Report Location and Additional Information
<b>GRI 403: Occupational Health and Safety 2018</b>	3-3 Management of material topics	Health and Safety
	403-1 Occupational health and safety management system	Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety
	403-3 Occupational health 7777services	Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety
	403-5 Worker training on occupational health and safety	Health and Safety
	403-6 Promotion of worker health	Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Health and Safety
	403-9 Work-related injuries	Health and Safety Appendix C
	403-10 Work-related ill health	Health and Safety Appendix C
<b>GRI 404: Training and Education 2016</b>	3-3 Management of material topics	Employee Skills and Career Development
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Skills and Career Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Skills and Career Development
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	3-3 Management of material topics	Human Rights and Labor Relations
	405-1 Diversity of governance bodies and employees	Human Rights and Labor Relations Appendix C



## APPENDIX B – SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Topic	Accounting Metric	Category	Code	Report Location and Additional Information
<b>Greenhouse Gas Emissions</b>	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	EM-MM-110a.1	Greenhouse Gas Emissions and Energy Appendix C
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	EM-MM-110a.2	Greenhouse Gas Emissions and Energy
<b>Air Quality</b>	Air emissions of the following pollutants: (1) CO, (2) NO <sub>x</sub> (excluding N <sub>2</sub> O), (3) SO <sub>x</sub> , (4) particulate matter (PM <sub>10</sub> ), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Quantitative	EM-MM-120a.1	Air Emissions Appendix C
<b>Energy Management</b>	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Quantitative	EM-MM-130a.1	Greenhouse Gas Emissions and Energy Appendix C
<b>Water Management</b>	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	EM-MM-140a.1	Water Management Appendix C
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	EM-MM-140a.2	Water Management
<b>Waste and Hazardous Materials Management</b>	Total weight of non-mineral waste generated	Quantitative	EM-MM-150a.4	Appendix C
	Total weight of tailings produced	Quantitative	EM-MM-150a.5	Not Applicable – Arconic does not produce tailings.
	Total weight of waste rock generated	Quantitative	EM-MM-150a.6	Not Applicable – Arconic does not generate waste rock.
	Total weight of hazardous waste generated	Quantitative	EM-MM-150a.7	Appendix C
	Total weight of hazardous waste recycled	Quantitative	EM-MM-150a.8	Appendix C
	Number of significant incidents associated with hazardous materials and waste management	Quantitative	EM-MM-150a.9	Waste Management Appendix C
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	EM-MM150a.10	Waste Management

## APPENDIX B – SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Topic	Accounting Metric	Category	Code	Report Location and Additional Information
<b>Biodiversity Impacts</b>	Description of environmental management policies and practices for active sites	Discussion and Analysis	EM-MM-160a.1	Environmental Compliance
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Quantitative	EM-MM-160a.2	Not applicable – Arconic does not have mine sites that are under its operational control.
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	EM-MM-160a.3	Not applicable – Arconic does not have mine sites or reserves that are under its operational control.
<b>Security, Human Rights and Rights of Indigenous Peoples</b>	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	EM-MM-210a.1	Not applicable – Arconic does not have mine sites or reserves that are under its operational control.
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	EM-MM-210a.2	Not applicable – Arconic does not have mine sites or reserves that are under its operational control.
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	EM-MM-210a.3	Not applicable – Arconic does not have mine sites or reserves that are under its operational control.
<b>Community Relations</b>	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	EM-MM-210b.1	Stakeholder Engagement
	Number and duration of non-technical delays	Quantitative	EM-MM-210b.2	We had zero delays due to non-typical operating activities or shutdowns in 2023.
<b>Labor Relations</b>	Percentage of active work-force covered under collective bargaining agreements, broken down by U.S. and foreign employees	Quantitative	EM-MM-310a.1	Human Rights and Labor Relations
	Number and duration of strikes and lockouts	Quantitative	EM-MM-310a.2	Human Rights and Labor Relations
<b>Workforce Health and Safety</b>	1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Quantitative	EM-MM-320a.1	Health and Safety Appendix C
<b>Business Ethics and Transparency</b>	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	EM-MM-510a.1	Ethics and Compliance
	Production in countries that have the 20 lowest rankings in Transparency International’s Corruption Perception Index	Quantitative	EM-MM-510a.2	We had no production in any of the 20 lowest-ranked countries in 2023.



Topic	Accounting Metric	Category	Code	Report Location and Additional Information
<b>Tailings Storage Facilities Management</b>	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, and (12) site-specific EPRP	Quantitative	EM-MM-540a.1	Not applicable – Arconic does not produce tailings.
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Discussion and Analysis	EM-MM-540a.2	Not applicable – Arconic does not produce tailings.
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Discussion and Analysis	EM-MM-540a.3	Not applicable – Arconic does not produce tailings.

Activity Metric	Category	Code	Report Location
Production of (1) metal ores and (2) finished metal products	Quantitative	EM-MM-000.A	(1) Not applicable – Arconic does not produce metal ores. (2) See metric tons of third-party shipments in Appendix C
Total number of employees, percentage contractors	Quantitative	EM-MM-000.B	Appendix C



## APPENDIX C – ADDITIONAL REPORTING METRICS

### PERFORMANCE METRICS

Metric	Unit	2019	2020	2021	2022	2023
Shipments	MT	1,598,437	1,365,530	1,335,697	1,358,606	1,320,505

### STANDARDS & CERTIFICATIONS

Metric	Unit	2019	2020	2021	2022	2023
ASI Performance Standard	# Certifications	2	4	4	4	5
ISO 14001	# Certifications	13	13	13	13	12
ISO 50001	# Certifications	5	5	5	5	5
ISO 45001	# Certifications	2	2	2	2	2



### GHG EMISSIONS

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Planet</b>							
<b>Absolute GHG Emissions – Arconic</b>							
The source of our Scope 1 and 2 GHG emissions is related to energy consumption. We had zero biogenic emissions—those associated with the combustion of biomass or plant materials. Our calculations are based on the World Resources Institute (WRI) GHG Protocol methodology based on operational control; regional or country Scope 1 and 2 emission factors; and 4th IPCC Assessment global warming potential (GWP) factors. The following emissions and sources are immaterial as they represent well less than 5% of our total GHG emissions and are excluded from calculations: hydrofluorocarbons primarily used in refrigeration systems, CO <sub>2</sub> , CH <sub>4</sub> , and N <sub>2</sub> O emissions from fuels used primarily for mobile equipment or maintenance activities, SF <sub>6</sub> used in high voltage dielectrics, all GHG emissions from office buildings and sites with no industrial activities, and perfluorocarbons, which have no identified uses upon Arconic's launch as a stand-alone company.							
Scope 1 (direct)	Million MT CO <sub>2</sub> e	0.99	0.86	0.84	0.86	0.84	
Scope 2 (indirect)	Million MT CO <sub>2</sub> e	0.90	0.77	0.58	0.56	0.55	
Scope 3 GHG Emissions (value chain)	Million MT CO <sub>2</sub> e	13.20	11.58	12.31	11.19	10.12	These values are based on WRI Scope 3 methodology for categories 1–7, 9–10, and 12.
<b>Total</b>	<b>Million MT CO<sub>2</sub>e</b>	<b>15.09</b>	<b>13.21</b>	<b>13.73</b>	<b>12.61</b>	<b>11.51</b>	



## GHG EMISSIONS

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Absolute Scope 1 &amp; 2 GHG Emissions – by Business</b>							
Rolled Products	Million MT CO <sub>2</sub> e	1.65	1.44	1.27	1.26	1.25	
Building and Construction Systems	Million MT CO <sub>2</sub> e	0.08	0.07	0.07	0.06	0.05	
Extrusions	Million MT CO <sub>2</sub> e	0.16	0.12	0.09	0.1	0.09	
<b>Regulated Emissions – Arconic</b>							
%GHG Emissions Covered Under Regulations	%	10.18	9.33	13.0	12.9	11.38	The data represents the percentage of the gross global Scope 1 GHG emissions that are covered under an emissions-limiting regulation or program that is intended to directly limit or reduce emissions, such as cap and trade schemes, carbon tax/fee systems and other emissions control (e.g., command-and-control approach) and permit-based mechanisms. The data excludes emissions covered under voluntary emissions-limiting regulations (e.g., voluntary trading systems) as well as report-only based regulations.
<b>GHG Emissions Intensity – Arconic</b>							
Scope 1	MT CO <sub>2</sub> e per MT Third Party Shipments	0.62	0.63	0.63	0.63	0.64	
Scope 2	MT CO <sub>2</sub> e per MT Third Party Shipments	0.56	0.57	0.44	0.41	0.41	
Scope 3	MT CO <sub>2</sub> e per MT Third Party Shipments	8.29	8.48	9.22	8.24	7.67	
<b>Total</b>	<b>MT CO<sub>2</sub>e per MT Third Party Shipments</b>	<b>9.47</b>	<b>9.68</b>	<b>10.28</b>	<b>9.28</b>	<b>8.72</b>	
<b>Scope 1 &amp; 2 GHG Emissions Intensity – by Business</b>							
Rolled Products	MT CO <sub>2</sub> e per MT Third-Party Shipments	1.16	1.18	1.05	1.02	1.04	
Building and Construction Systems	MT CO <sub>2</sub> e per MT Third-Party Shipments	0.70	0.69	0.66	0.69	0.71	
Extrusions	MT CO <sub>2</sub> e per MT Third-Party Shipments	2.63	2.97	2.67	2.77	2.34	

## AIR EMISSIONS

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Air Emissions – Arconic</b>							
Reported emissions only include those locations for which the emissions are both regulated and material. Nitrogen oxides include NO and NO <sub>2</sub> but exclude N <sub>2</sub> O. Sulfur oxides include SO <sub>2</sub> and SO <sub>3</sub> . Total particulate matter provides a conservative estimate of PM <sub>10</sub> emissions, which are unavailable for most emission sources. Volatile organic compounds include those organic compounds that are regulated or reported at a location level and typically only include those chemicals that are photochemically reactive. Hazardous air pollutants are as defined by the U.S. EPA.							
The 2021 and 2022 air emissions do not include data related to our former Russian operations, which were divested in 2022. The exclusion of this data generally results in a reduction in absolute air emissions from previously reported 2021 data. Only 2021 metrics have been recalculated to align with reporting of other metrics.							
VOCs	MT	1,248.75	1,204.70	876.51	997.00	978.28	
Nitrogen Oxides	MT	1,101.68	999.01	718.24	758.96	898.40	
Carbon Monoxide	MT	953.16	944.74	717.45	643.32	617.53	
Particulate Matter	MT	391.96	340.85	285.09	319.55	238.63	
Hazardous Air Pollutants	MT	158.99	137.98	175.04	233.53	136.32	
Sulfur Oxides	MT	30.57	25.82	4.55	6.60	9.36	
<b>Air Emissions – Rolled Products</b>							
VOCs	MT	1070.23	1041.09	636.24	725.18	771.74	
Nitrogen Oxides	MT	1025.96	935.13	656.60	693.56	830.14	
Carbon Monoxide	MT	886.75	891.11	674.52	593.22	568.23	
Particulate Matter	MT	368.97	324.12	272.96	308.74	223.18	
Hazardous Air Pollutants	MT	108.39	95.69	105.24	119.07	87.16	
Sulfur Oxides	MT	30.01	25.32	4.16	6.24	8.61	
<b>Air Emissions – Building and Construction Systems</b>							
VOCs	MT	109.69	104.28	198.18	196.85	141.82	
Nitrogen Oxides	MT	32.73	29.54	40.04	38.44	28.83	
Carbon Monoxide	MT	28.66	24.59	24.23	26.77	25.90	
Particulate Matter	MT	4.02	3.71	3.66	3.70	7.50	
Hazardous Air Pollutants	MT	39.47	33.45	65.69	107.25	40.71	
Sulfur Oxides	MT	0.28	0.28	0.25	0.15	0.20	



Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Air Emissions – Extrusions</b>							
VOCs	MT	68.83	59.33	41.40	47.97	65.11	
Nitrogen Oxides	MT	42.99	34.34	21.60	26.95	39.42	
Carbon Monoxide	MT	37.75	29.04	18.72	23.33	23.40	
Particulate Matter	MT	18.97	13.02	8.12	7.12	7.94	
Hazardous Air Pollutants	MT	11.13	8.84	4.11	7.22	8.45	
Sulfur Oxides	MT	0.28	0.22	0.15	0.21	0.55	
<b>Hazardous Air Pollutant Emissions (HAPs) – Arconic</b>							
Lead and mercury emissions are not material to our operations, as they are emitted at very low levels (less than 200 kilograms/year total) and are primarily from the combustion of fuels. Dioxins and furans are also emitted at low levels from our aluminum cast houses, and the worldwide annual total is less than 25 grams.							
Hydrogen Chloride	MT	70.31	59.90	78.92	83.89	72.74	
Toluene	MT	20.81	18.65	32.44	38.29	18.71	
Xylenes	MT	15.56	13.56	20.20	28.05	22.15	
Chlorine	MT	9.54	8.48	8.90	8.95	10.03	
Hydrogen Fluoride	MT	9.06	7.85	6.22	9.83	12.50	
Other	MT	33.71	29.54	28.60	64.52	0.19	Arconic has changed its approach to what compounds are reported in this category.



## ENERGY

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Energy Consumption</b>							
Direct energy from the combustion of natural gas, diesel, gasoline, and propane. Indirect is purchased electricity and steam. Other energy sources are immaterial and have been excluded. Corporate offices, service centers, and other locations primarily involved in assembly within our Building and Construction Systems business are also immaterial and have been excluded.							
Direct	Million GJ	19.39	16.79	16.83	17.17	16.72	
Indirect	Million GJ	7.34	6.77	5.38	5.49	5.60	
<b>Total</b>	<b>Million GJ</b>	<b>26.73</b>	<b>23.56</b>	<b>22.21</b>	<b>22.66</b>	<b>22.32</b>	
<b>Energy Intensity</b>	<b>GJ per MT Third-Party Shipments</b>	<b>16.72</b>	<b>17.25</b>	<b>16.62</b>	<b>16.68</b>	<b>16.90</b>	Data represents our consumption of natural gas, diesel, gasoline, propane, electricity, and steam. Other energy sources are immaterial and have been excluded. Corporate offices, service centers, and other locations primarily involved in assembly within our Building and Construction Systems business are also immaterial and have been excluded.
<b>Energy Consumption, by Business</b>							
Data represents our consumption of natural gas, diesel, gasoline, propane, electricity, and steam. Other energy sources are immaterial and have been excluded. Corporate offices and ATC are included under Rolled Products. Service centers and other locations primarily involved in assembly within our Building and Construction Systems business are also immaterial and have been excluded.							
Rolled Products	Million GJ	23.39	20.72	19.74	20.10	20.03	
Building and Construction Systems	Million GJ	1.15	1.06	1.05	1.02	0.94	
Extrusions	Million GJ	2.19	1.78	1.42	1.54	1.35	
<b>Electrical Grid Energy Consumption, by Source</b>							
Renewable refers to wind, hydro, biomass, solar and geothermal energy sources. All renewables that we consume are from grid-supplied electricity or from purchased renewables based on supplier disclosure statements and/or certificates. Non-renewable is natural gas, coal, diesel, propane, nuclear, distillates, and purchased electricity using those energy sources. Corporate offices, service centers, and other locations primarily involved in assembly within our Building and Construction Systems business are immaterial and have been excluded.							
Renewable	Million GJ	–	1.21	1.11	1.14	1.34	
Non-Renewable	Million GJ	–	5.17	4.27	4.32	4.23	
<b>Total</b>	<b>Million GJ</b>	<b>–</b>	<b>6.38</b>	<b>5.38</b>	<b>5.46</b>	<b>5.57</b>	



Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Electrical Energy Intensity</b>							
Electricity	Total GJ	6,981,766	6,383,126	5,376,982	5,457,329	5,569,205	
Electrical Intensity	GJ per MT Third-Party Shipments	4.37	4.67	4.03	4.02	4.22	
<b>Sources of Renewable Energy from U.S. Grid</b>							
All renewables that we consume are from grid-supplied electricity or from purchased renewables based on supplier disclosure statements or certificates. Corporate offices, service centers, and other locations primarily involved in assembly within our Building and Construction Systems business are immaterial and have been excluded.							
Wind	% Total	–	57.29	43.08	46.70	48.34	
Hydro	% Total	–	33.60	35.90	30.46	27.96	
Biomass	% Total	–	5.97	7.69	6.60	5.69	
Solar	% Total	–	2.66	11.28	14.21	16.11	
Geothermal	% Total	–	0.48	2.05	2.03	1.90	
<b>Energy Consumption by Commodity</b>							
Other energy sources are immaterial and have been excluded. Corporate offices, service centers, and other locations primarily involved in assembly within our Building and Construction Systems business are immaterial and have been excluded.							
Natural Gas/Other Fuels	% Total	72.54	71.28	75.78	75.78	74.92	
Grid Electricity	% Total	26.12	27.10	24.22	24.08	25.00	
Steam	% Total	1.34	1.62	0	0.13	0.12	
<b>Electrical Usage by Business</b>							
Corporate offices, service centers and other locations primarily involved in assembly within our Building and Construction Systems business are immaterial and have been excluded.							
Rolled Products	Million GJ	6.02	5.46	4.57	4.64	4.76	
Building and Construction Systems	Million GJ	0.36	0.38	0.33	0.33	0.31	
Extrusions	Million GJ	0.60	0.54	0.47	0.49	0.49	

## WATER

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
2023 represents the first year of water stress evaluations for Arconic. Leveraging the World Resources Institute (WRI) Aqueduct tool and the World Wildlife Fund (WWF) Water Risk Filter, five of Arconic's locations were identified as being in "high" or "extremely high" water stressed regions.							
<b>Locations in Water Stressed Regions</b>							
Locations in Water Stress	Total	-	-	-	-	3	
Locations in Extremely High Water Stress	Total	-	-	-	-	2	
<b>Water Withdrawal and Consumption in Water Stressed Regions</b>							
Percent of water withdrawal in water stressed regions	%	-	-	-	-	7.86	
Percent of water consumption in water stressed regions	%	-	-	-	-	1.62	
<b>Water Withdrawal, Discharge and Consumption</b>							
Consumption equals withdrawal minus discharge. Rainwater not used in our manufacturing processes is excluded from withdrawal and discharge data where these volumes can be determined. Waters used for irrigation and sanitary purposes are included in this data. All water withdrawals, as well as water bodies to which we discharge, are fresh water, which is defined as having a dissolved solids concentration that is less than or equal to 1,000 milligrams per liter (mg/L). We define priority substances through permitting and follow agency issued limits on our discharges.							
Withdrawal	Million m3	8.52	7.84	6.29	6.12	5.96	
Discharge	Million m3	5.81	6.06	4.73	4.7	4.16	
Consumption	Million m3	4.70	4.16	1.76	1.42	1.81	
<b>Water Intensity</b>	<b>m3 per MT Third-Party Shipments</b>	<b>-</b>	<b>-</b>	<b>3.54</b>	<b>3.46</b>	<b>3.15</b>	Water intensity was calculated beginning in 2021 for baseline setting.
<b>Water Withdrawal by Business</b>							
Rainwater not used in our manufacturing processes is excluded from the discharge data where these volumes can be determined. Water used for irrigation and sanitary purposes are included in this data. All waters receiving our discharges are fresh water, which as defined as having a dissolved solids concentration that is less than or equal to 1,000 mg/L. We define priority substances through permitting and follow agency-issued limits.							
Rolled Products	Million m3	7.06	6.60	5.17	5.20	5.10	
Building and Construction Systems	Million m3	0.52	0.53	0.58	0.53	0.50	
Extrusions	Million m3	0.94	0.71	0.55	0.39	0.36	



Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Water Withdrawal by Source</b>							
Rainwater not used in our manufacturing processes is excluded from the discharge data where these volumes can be determined. Water used for irrigation and sanitary purposes are included in this data. All waters receiving our discharges are fresh water, which as defined as having a dissolved solids concentration that is less than or equal to 1,000 mg/l. We define priority substances through permitting and follow agency-issued limits.							
Municipal/Third-Party Supply	Million m3	6.74	6.16	5.09	4.67	4.35	
Surface Water	Million m3	0.77	0.75	0.38	0.36	0.56	
Groundwater	Million m3	1.01	0.93	0.82	1.08	1.05	
<b>Total</b>	<b>Million m3</b>	<b>8.52</b>	<b>7.84</b>	<b>6.29</b>	<b>6.12</b>	<b>5.96</b>	
<b>Water Discharge by Source</b>							
Rainwater not used in our manufacturing processes is excluded from the discharge data where these volumes can be determined. Water used for irrigation and sanitary purposes are included in this data. All waters receiving our discharges are fresh water, which as defined as having a dissolved solids concentration that is less than or equal to 1,000 mg/L. We define priority substances through permitting and follow agency-issued limits.							
Surface Water	Million m3	2.07	2.07	2.47	2.35	2.09	
Municipal/External Treatment	Million m3	3.74	3.99	2.26	2.35	2.06	
<b>Total</b>	<b>Million m3</b>	<b>5.81</b>	<b>6.06</b>	<b>4.73</b>	<b>4.70</b>	<b>4.16</b>	
<b>Water Discharge – Destination, Quality and Treatment</b>							
Water is either discharged directly from the location to a surface water receiving body or it is discharged from the location to a third-party off-site treatment works who first treats the water and then discharges it to a surface water receiving body. No water is transferred for reuse by another organization.							
<b>Surface Water</b>							
Source 1	Million m3	2.07	2.07	2.47	2.34	2.09	
<b>Municipal/External Treatment</b>							
Source 2	Million m3	1.59	2.09	1.66	1.56	1.35	
Source 3	Million m3	2.15	1.90	0.60	0.64	0.72	
<b>Water Non-Compliances</b>							
There were no water-related non-compliance incidents associated with enforceable actions as defined under SASB EM-MM-140a.2 in 2023.							
<b>Number</b>	<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	

## WASTE

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Waste by Composition</b>							
<b>Arconic Corporation</b>							
Hazardous	Thousand MT	21.27	18.71	19.44	22.19	26.30	
Non-Hazardous	Thousand MT	96.22	69.72	87.12	88.34	95.12	
<b>Total</b>	<b>Thousand MT</b>	<b>117.49</b>	<b>88.43</b>	<b>106.56</b>	<b>110.53</b>	<b>121.42</b>	
<b>Rolled Products</b>							
Hazardous	Thousand MT	17.23	15.70	16.68	19.40	23.72	
Non-Hazardous	Thousand MT	73.50	47.70	72.23	73.44	75.56	
<b>Total</b>	<b>Thousand MT</b>	<b>90.73</b>	<b>63.40</b>	<b>88.9</b>	<b>92.84</b>	<b>99.28</b>	
<b>Building and Construction Systems</b>							
Hazardous	Thousand MT	3.61	2.73	2.39	2.36	2.23	
Non-Hazardous	Thousand MT	19.89	19.40	12.82	11.73	17.60	
<b>Total</b>	<b>Thousand MT</b>	<b>23.50</b>	<b>22.13</b>	<b>15.22</b>	<b>14.09</b>	<b>19.84</b>	
<b>Extrusions</b>							
Hazardous	Thousand MT	0.43	0.28	0.36	0.42	0.35	
Non-Hazardous	Thousand MT	2.83	2.62	2.07	3.17	1.95	
<b>Total</b>	<b>Thousand MT</b>	<b>3.26</b>	<b>2.90</b>	<b>2.43</b>	<b>3.59</b>	<b>2.30</b>	





Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Waste by Type and Disposal Method</b>							
<b>Hazardous Waste</b>							
Reuse	Thousand MT (%)	0.74 (3.5%)	0.76 (4.0%)	1.47 (7.6%)	5.32 (24.0%)	0.42 (1.62%)	
Recycling	Thousand MT (%)	15.00 (70.5%)	13.50 (72.2%)	9.74 (50.1%)	7.70 (34.7%)	16.67 (63.39%)	
Composting	Thousand MT (%)	0.00 (0.0%)	0.01 (0.1%)	0.29 (1.5%)	0.00 (0.0%)	0.00 (0.0%)	
Recovery (including energy recovery)	Thousand MT (%)	0.58 (2.7%)	0.79 (4.2%)	0.72 (3.7%)	3.51 (15.8%)	3.65 (13.88%)	
Incineration (mass burn)	Thousand MT (%)	0.55 (2.6%)	0.19 (1.0%)	0.55 (2.8%)	1.59 (7.2%)	1.52 (5.77%)	
Landfill	Thousand MT (%)	0.59 (2.8%)	0.53 (2.8%)	0.29 (1.5%)	0.39 (1.8%)	0.60 (2.30%)	
Other	Thousand MT (%)	3.81 (17.9%)	2.93 (15.7%)	6.37 (32.8%)	3.67 (16.5%)	3.44 (13.06%)	
<b>Total Hazardous Waste</b>	<b>Thousand MT (%)</b>	<b>21.27 (100.0%)</b>	<b>18.71 (100.0%)</b>	<b>19.44 (100.0%)</b>	<b>22.19 (100.0%)</b>	<b>26.30 (100%)</b>	
<b>Non-Hazardous Waste</b>							
Reuse	Thousand MT (%)	23.10 (24.0%)	19.40 (27.8%)	18.18 (20.9%)	6.84 (7.6%)	4.97 (5.52%)	
Recycling	Thousand MT (%)	47.50 (49.4%)	26.00 (37.3%)	42.61 (48.9%)	39.51 (44.7%)	48.04 (50.50%)	
Composting	Thousand MT (%)	0.15 (0.1%)	0.21 (0.3%)	0.08 (0.1%)	0.05 (0.1%)	0.09 (0.10%)	
Recovery (including energy recovery)	Thousand MT (%)	2.17 (2.3%)	2.25 (3.2%)	3.16 (3.6%)	18.02 (20.4%)	17.73 (18.64%)	
Incineration (mass burn)	Thousand MT (%)	0.55 (0.6%)	0.53 (0.8%)	0.01 (0.0%)	0.00 (0.0%)	0.10 (0.11%)	
Landfill	Thousand MT (%)	22.75 (23.6%)	21.29 (30.5%)	21.02 (24.1%)	22.35 (25.3%)	23.15 (24.34%)	
Other	Thousand MT (%)	0.00 (0.0%)	0.04 (0.1%)	2.06 (2.4%)	1.58 (1.8%)	1.04 (1.10%)	
<b>Total Non-Hazardous Waste</b>	<b>Thousand MT (%)</b>	<b>96.22 (100.0%)</b>	<b>69.72 (100.0%)</b>	<b>87.12 (100.0%)</b>	<b>88.35 (100%)</b>	<b>95.12 (100%)</b>	

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Total Waste</b>							
Reuse	Thousand MT (%)	23.84 (20.3%)	20.16 (22.8%)	19.65 (18.4%)	12.16 (11.0%)	5.39 (4.44%)	
Recycling	Thousand MT (%)	62.50 (53.3%)	39.50 (44.7%)	52.35 (49.1%)	47.21 (42.7%)	64.71 (53.29%)	
Composting	Thousand MT (%)	0.15 (0.1%)	0.22 (0.2%)	0.37 (0.3%)	0.05 (0.0%)	0.09 (0.07%)	
Recovery (including energy recovery)	Thousand MT (%)	2.75 (2.3%)	3.04 (3.4%)	3.89 (3.6%)	21.53 (19.5%)	21.38 (17.61%)	
Incineration (mass burn)	Thousand MT (%)	1.10 (0.9%)	0.72 (0.8%)	0.56 (0.5%)	1.59 (1.4%)	1.62 (1.33%)	
Landfill	Thousand MT (%)	23.34 (19.9%)	21.82 (24.7%)	21.31 (20.0%)	22.74 (20.6%)	23.75 (19.56%)	
Other	Thousand MT (%)	3.81 (3.2%)	2.97 (3.4%)	8.43 (7.9%)	5.25 (4.7%)	4.48 (3.69%)	
<b>Total Waste</b>	<b>Thousand MT (%)</b>	<b>117.49 (100.0%)</b>	<b>88.43 (100.0%)</b>	<b>106.56 (100%)</b>	<b>110.53 (100%)</b>	<b>121.42 (100%)</b>	
<b>Total Waste Directed to Disposal</b>							
Our landfilled waste data does not include construction and demolition debris, remediation waste, polychlorinated biphenyl waste, and asbestos waste because they are non-production waste and highly episodic. Non-production waste is waste we generate from activities that are not production related.							
Arconic Corporation	Thousand MT	23.34	21.82	21.31	22.74	32.70	The designations 'on-site' and 'off-site' were not collected until 2021 reporting year due to changes in the GRI standard.
Rolled Products	Thousand MT	11.45	9.91	10.47	10.84	20.09	
Building and Construction Systems	Thousand MT	10.42	10.17	9.39	10.14	10.66	
Extrusions	Thousand MT	1.47	1.74	1.44	1.76	1.95	
<b>Total Waste Diverted from Disposal</b>							
Arconic Corporation	Thousand MT	94.10	66.60	85.25	87.79	88.73	
Rolled Products	Thousand MT	79.30	53.50	82.89	82.00	79.19	
Building and Construction Systems	Thousand MT	12.07	12.00	5.88	6.32	9.18	
Extrusions	Thousand MT	1.80	1.20	0.98	1.83	0.35	



Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Waste Diverted from Disposal (Landfill) by Recovery Operation</b>							
Due to changes in GRI standards for waste disposal categories, the designations 'on-site' and 'off-site' were not allocated until reporting year 2021. Pre-2021 data for incineration is divided equally between 'Incineration (with energy recovery)' and 'Incineration (without energy recovery).'							
<b>Hazardous Waste</b>							
Preparation for Reuse	Thousand MT	0.74	0.76	1.47	5.32	0.42	
Recycling	Thousand MT	14.96	13.48	9.74	7.70	16.67	
Other Recovery Operations	Thousand MT	0.70	0.79	0.19	2.98	2.82	
<b>Total</b>	<b>Thousand MT</b>	<b>16.40</b>	<b>15.02</b>	<b>11.40</b>	<b>16.00</b>	<b>19.92</b>	
<b>Non-Hazardous Waste</b>							
Preparation for Reuse	Thousand MT	23.07	19.40	18.18	6.84	4.97	
Recycling	Thousand MT	47.49	25.98	42.61	39.51	48.04	
Other Recovery Operations	Thousand MT	2.17	2.25	0.19	15.87	15.71	
<b>Total</b>	<b>Thousand MT</b>	<b>72.73</b>	<b>47.62</b>	<b>60.89</b>	<b>62.22</b>	<b>68.72</b>	
<b>Rolled Products</b>							
<b>Hazardous Waste</b>							
Preparation for Reuse	Thousand MT	0.50	0.43	1.40	5.32	0.41	
Recycling	Thousand MT	14.22	12.90	9.28	7.26	16.29	
Other Recovery Operations	Thousand MT	0.26	0.51	0.19	1.83	1.93	
<b>Total</b>	<b>Thousand MT</b>	<b>14.98</b>	<b>13.84</b>	<b>10.87</b>	<b>14.41</b>	<b>18.63</b>	
<b>Non-Hazardous Waste</b>							
Preparation for Reuse	Thousand MT	23.07	19.40	18.16	6.80	3.29	
Recycling	Thousand MT	36.75	15.85	38.99	37.38	41.48	
Other Recovery Operations	Thousand MT	1.77	1.95	97.43	15.87	15.70	
<b>Total</b>	<b>Thousand MT</b>	<b>61.58</b>	<b>37.2</b>	<b>154.58</b>	<b>60.05</b>	<b>60.47</b>	
<b>Building and Construction Systems</b>							
<b>Hazardous Waste</b>							
Preparation for Reuse	Thousand MT	0.22	0.32	0	0	0	
Recycling	Thousand MT	0.66	0.52	0.5	0.44	0.38	
Other Recovery Operations	Thousand MT	0.30	0.28	0.00	1.18	0.89	
<b>Total</b>	<b>Thousand MT</b>	<b>1.18</b>	<b>1.13</b>	<b>0.50</b>	<b>1.62</b>	<b>1.27</b>	

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Non-Hazardous Waste</b>							
Preparation for Reuse	Thousand MT	0	0	0	0	1.67	
Recycling	Thousand MT	9.32	9.1	3.1	1.61	6.22	
Other Recovery Operations	Thousand MT	0.40	0.30	0.00	0.00	0.01	
<b>Total</b>	<b>Thousand MT</b>	<b>9.7</b>	<b>9.40</b>	<b>3.10</b>	<b>1.61</b>	<b>7.91</b>	
<b>Extrusions</b>							
<b>Hazardous Waste</b>							
Preparation for Reuse	Thousand MT	0.02	0.00	0.10	0.00	0.01	
Recycling	Thousand MT	0.08	0.05	0.00	0.00	0.00	
Other Recovery Operations	Thousand MT	0.13	0.00	0.00	0.00	0.00	
<b>Total</b>	<b>Thousand MT</b>	<b>0.23</b>	<b>0.05</b>	<b>0.10</b>	<b>0.00</b>	<b>0.01</b>	
<b>Non-Hazardous Waste</b>							
Preparation for Reuse	Thousand MT	0.00	0.00	0.00	0.01	0.00	
Recycling	Thousand MT	1.43	1.03	0.50	0.52	0.34	
Other Recovery Operations	Thousand MT	0.00	0.00	0.00	0.00	0.00	
<b>Total</b>	<b>Thousand MT</b>	<b>1.43</b>	<b>1.03</b>	<b>0.50</b>	<b>0.52</b>	<b>0.34</b>	
<b>Waste Directed to Disposal (Landfill) by Operation</b>							
<b>Arconic Corporation</b>							
<b>Hazardous Waste</b>							
Incineration (with energy recovery)	Thousand MT	0.28	0.10	0.53	0.52	0.83	
Incineration (without energy recovery)	Thousand MT	0.28	0.10	0.55	1.59	1.52	
Landfilling	Thousand MT	0.59	0.53	0.29	0.39	0.60	
Other Disposal operations	Thousand MT	3.69	2.93	6.32	3.67	3.44	
<b>Total</b>	<b>Thousand MT</b>	<b>4.83</b>	<b>3.65</b>	<b>7.69</b>	<b>6.17</b>	<b>6.38</b>	
<b>Non-Hazardous Waste</b>							
Incineration (with energy recovery)	Thousand MT	0.27	0.27	3.07	2.14	2.02	
Incineration (without energy recovery)	Thousand MT	0.27	0.27	0.01	0.00	0.10	
Landfilling	Thousand MT	22.76	21.32	21.31	22.35	23.15	
Other Disposal operations	Thousand MT	0.00	0.04	2.06	1.58	1.04	
<b>Total</b>	<b>Thousand MT</b>	<b>23.31</b>	<b>21.89</b>	<b>26.44</b>	<b>26.07</b>	<b>26.32</b>	

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Rolled Products</b>							
<b>Hazardous Waste</b>							
Incineration (with energy recovery)	Thousand MT	0.24	0.06	0.02	0.20	0.27	
Incineration (without energy recovery)	Thousand MT	0.24	0.06	0.42	1.36	1.37	
Landfilling	Thousand MT	0.18	0.13	0.07	0.05	0.25	
Other Disposal operations	Thousand MT	1.58	1.56	5.01	3.38	3.19	
<b>Total</b>	<b>Thousand MT</b>	<b>2.24</b>	<b>1.80</b>	<b>5.53</b>	<b>4.99</b>	<b>5.08</b>	
<b>Non-Hazardous Waste</b>							
Incineration (with energy recovery)	Thousand MT	0.24	0.25	2.52	1.87	1.77	
Incineration (without energy recovery)	Thousand MT	0.24	0.25	0.01	0.00	0.00	
Landfilling	Thousand MT	11.27	9.78	10.40	10.79	12.53	
Other Disposal operations	Thousand MT	0.00	0.00	1.98	0.65	0.70	
<b>Total</b>	<b>Thousand MT</b>	<b>11.75</b>	<b>10.29</b>	<b>14.9</b>	<b>13.31</b>	<b>15.01</b>	
<b>Building and Construction Systems</b>							
<b>Hazardous Waste</b>							
Incineration (with energy recovery)	Thousand MT	0.01	0.01	0.43	0.31	0.55	
Incineration (without energy recovery)	Thousand MT	0.01	0.01	0.01	0.01	0.01	
Landfilling	Thousand MT	0.31	0.24	0.21	0.34	0.35	
Other Disposal operations	Thousand MT	2.09	1.36	1.28	0.1	0.05	
<b>Total</b>	<b>Thousand MT</b>	<b>2.42</b>	<b>1.61</b>	<b>1.93</b>	<b>0.75</b>	<b>0.96</b>	
<b>Non-Hazardous Waste</b>							
Incineration (with energy recovery)	Thousand MT	0.02	0.01	0.50	0.25	0.23	
Incineration (without energy recovery)	Thousand MT	0.02	0.01	0.00	0.00	0.02	
Landfilling	Thousand MT	10.10	9.93	9.18	9.80	9.43	
Other Disposal operations	Thousand MT	0.00	0.04	0.06	0.06	0.01	
<b>Total</b>	<b>Thousand MT</b>	<b>10.14</b>	<b>9.99</b>	<b>9.74</b>	<b>10.11</b>	<b>9.70</b>	



Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Extrusions</b>							
<b>Hazardous Waste</b>							
Incineration (with energy recovery)	Thousand MT	0.03	0.03	0.08	0	0.00	
Incineration (without energy recovery)	Thousand MT	0.03	0.03	0.12	0.22	0.14	
Landfilling	Thousand MT	0.10	0.16	0.01	0	0.01	
Other Disposal operations	Thousand MT	0.02	0.01	0.02	0.2	0.19	
<b>Total</b>	<b>Thousand MT</b>	<b>0.18</b>	<b>0.24</b>	<b>0.23</b>	<b>0.42</b>	<b>0.34</b>	
<b>Non-Hazardous Waste</b>							
Incineration (with energy recovery)	Thousand MT	0.01	0.00	0.05	0.03	0.01	
Incineration (without energy recovery)	Thousand MT	0.01	0.00	0	0.00	0.08	
Landfilling	Thousand MT	1.39	1.61	1.43	1.75	1.19	
Other Disposal operations	Thousand MT	0.00	0.00	0.02	0.85	0.34	
<b>Total</b>	<b>Thousand MT</b>	<b>1.42</b>	<b>1.61</b>	<b>1.5</b>	<b>2.63</b>	<b>1.61</b>	
<b>Significant Spills</b>							
Number	Total	1	0	0	0	0	
Location		Lancaster	-	-	-	-	
Total Volume	Liters (gallons)	15,520 (4,100)	-	-	-	-	
Material		Kerosene	-	-	-	-	
Impact		Subsurface soil/ groundwater	-	-	-	-	

## ENVIRONMENTAL COMPLIANCE

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Non-Compliance Performance</b>							
Significant fines are defined as greater than \$25,000. Significant non-monetary sanctions refer to those that we consider high risk based on the costs required to address the issue and include actions we are ordered to take to ensure our operations return to, or remain in, compliance. Dispute resolutions refer to cases brought against the company using either international or national dispute mechanisms supervised by government authorities.							
Significant Fines	U.S. dollars (\$)	28,750	0	0	0	0	
Number of Significant Non-Monetary Sanctions	Total	0	0	0	0	0	
Number of Dispute Resolutions	Total	0	0	0	0	0	

## DIVERSITY AND INCLUSION

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>People</b>							
<b>Diversity and Inclusion</b>							
<b>Women and U.S. Minority Representation</b>							
Percentages for women are on a global basis. Executive represents executive leaders who serve in a Vice President or higher role. Management represents members of management other than executives.							
<b>Total Women Representation</b>	<b>Percent (%)</b>	–	<b>20.5</b>	<b>20.3</b>	<b>17.7</b>	<b>17.6</b>	
Executive	Percent (%)	–	37.5	40.0	30.0	21.1	
Management	Percent (%)	–	22.1	23.4	25.8	25.7	
<b>Total U.S. Minorities Representation</b>	<b>Percent (%)</b>	–	<b>21.2</b>	<b>22.6</b>	<b>25.6</b>	<b>26.2</b>	
Executive	Percent (%)	–	20.2	30.0	20.0	21.1	
Management	Percent (%)	–	12.4	12.3	13.1	15.9	
<b>Employees by Employment Contract and Type</b>							
Some regions and countries, such as Germany, have privacy laws and regulations that may prevent Arconic from reporting on certain employee demographics, and those regions or countries are not included.							
<b>Contract</b>							
<b>Permanent Total</b>	<b># Employees</b>	–	<b>13,337</b>	<b>11,246</b>	<b>11,309</b>	<b>11,076</b>	
Male	# Employees	–	10,647	9,255	9,305	9,131	
Female	# Employees	–	2,690	1,991	2,005	1,945	
<b>Temporary Total</b>	<b># Employees</b>	–	<b>89</b>	<b>53</b>	<b>68</b>	<b>44</b>	
Male	# Employees	–	44	42	55	33	
Female	# Employees	–	45	11	13	11	
<b>Employment Type</b>							
<b>Full-time Total</b>	<b># Employees</b>	–	<b>13,353</b>	<b>13,816</b>	<b>11,300</b>	<b>11,047</b>	
Male	# Employees	–	10,675	11,048	9,333	9,141	
Female	# Employees	–	2,678	2,768	1,967	1,906	
<b>Part-time Total</b>	<b># Employees</b>	–	<b>73</b>	<b>69</b>	<b>77</b>	<b>73</b>	
Male	# Employees	–	16	17	27	23	
Female	# Employees	–	57	52	50	50	

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Employees by Region and Employment Contract</b>							
<b>Total Permanent</b>	<b># Employees</b>	-	<b>13,337</b>	<b>13,784</b>	<b>11,309</b>	<b>11,076</b>	
Asia	# Employees	-	858	854	870	874	
Europe	# Employees	-	4,884	4,917	1,850	1,851	
Americas	# Employees	-	7,595	8,013	8,589	8,351	
<b>Total Temporary</b>	<b># Employees</b>	-	<b>89</b>	<b>101</b>	<b>68</b>	<b>44</b>	
Asia	# Employees	-	7	4	3	5	
Europe	# Employees	-	81	95	62	37	
Americas	# Employees	-	1	2	3	2	
<b>Employee Diversity</b>							
<b>Executives by Gender</b>							
Male	Percent (%)	-	70.0	60.0	70.0	78.9	
Female	Percent (%)	-	30.0	40.0	30.0	21.1	
<b>Executives by Age</b>							
Under 30	Percent (%)	-	0.0	0.0	0.0	0	
30-50	Percent (%)	-	20.0	20.0	30.0	36.8	
Over 50	Percent (%)	-	80.0	80.0	70.0	63.2	
<b>Employees by Gender</b>							
Male	Percent (%)	-	79.5	79.7	82.3	82.41	
Female	Percent (%)	-	20.5	20.3	17.7	17.59	
<b>Employees by Age</b>							
Under 30	Percent (%)	-	10.3	11.5	13.3	12.2	
30-50	Percent (%)	-	52.9	53.5	52.5	49.6	
Over 50	Percent (%)	-	36.8	35.0	34.2	38.2	



## NEW HIRES AND TURNOVER

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>New Employee Hires by Age</b>							
<b>Male</b>							
Under 30	# Employees	-	287	701	845	475	
30-50	# Employees	-	378	977	1,080	661	
Over 50	# Employees	-	101	213	254	243	
<b>Female</b>							
Under 30	# Employees	-	79	157	186	95	
30-50	# Employees	-	206	289	283	192	
Over 50	# Employees	-	32	44	63	50	
<b>Total</b>							
Under 30	# Employees	-	366	858	1,031	570	
30-50	# Employees	-	584	1,266	1,363	853	
Over 50	# Employees	-	133	257	317	293	
<b>New Employee Hires by Region</b>							
<b>Male</b>							
Asia	# Employees	-	45	50	56	37	
Europe	# Employees	-	202	372	265	212	
Americas	# Employees	-	519	1,469	1,858	1,130	
<b>Female</b>							
Asia	# Employees	-	22	12	6	4	
Europe	# Employees	-	178	123	74	51	
Americas	# Employees	-	117	355	452	282	
<b>Total</b>							
Asia	# Employees	-	67	62	62	41	
Europe	# Employees	-	380	495	339	263	
Americas	# Employees	-	636	1,824	2,310	1,412	

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Turnover Rate</b>							
Voluntary	Percent (%)	-	8.11	10.76	11.90	10.95	
Involuntary	Percent (%)	-	7.63	4.75	6.93	6.35	
Overall	Percent (%)	-	15.75	15.51	18.83	17.30	
<b>Employee Turnover by Age</b>							
<b>Male</b>							
Under 30	# Employees (Rate %)	-	325 (27.50%)	391 (29.18%)	461 (36.5%)	362 (31.8%)	
30-50	# Employees (Rate %)	-	723 (12.84%)	731 (12.36%)	761 (15.6%)	750 (16.7%)	
Over 50	# Employees (Rate %)	-	624 (16.09%)	592 (15.53%)	515 (15.9%)	450 (12.8%)	
<b>Female</b>							
Under 30	# Employees (Rate %)	-	75 (37.31%)	69 (27.27%)	117 (48.8%)	77 (35.8%)	
30-50	# Employees (Rate %)	-	213 (14.48%)	215 (14.12%)	178 (16.1%)	214 (21%)	
Over 50	# Employees (Rate %)	-	154 (14.49%)	156 (14.94%)	110 (16.7%)	97 (13.5%)	
<b>Total</b>							
Under 30	# Employees (Rate %)	-	400 (28.92%)	460 (28.88%)	578 (38.2%)	439 (TBC)	
30-50	# Employees (Rate %)	-	936 (13.18%)	946 (12.72%)	939 (15.7%)	964 (TBC)	
Over 50	# Employees (Rate %)	-	778 (15.74%)	748 (15.40%)	625 (16.1%)	574 (TBC)	

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Employee Turnover by Region</b>							
<b>Male</b>							
Asia	# Employees (Rate %)	-	47 (6.29%)	49 (6.54%)	36 (4.7%)	27 (3.5%)	
Europe	# Employees (Rate %)	-	424 (11.54%)	360 (9.68%)	254 (16.5%)	225 (14.8%)	
Americas	# Employees (Rate %)	-	1,201 (19.16%)	1,305 (19.79%)	1,447 (20.5%)	1,313 (19.1%)	
<b>Female</b>							
Asia	# Employees (Rate %)	-	12 (10.17%)	20 (18.35%)	11 (10.6%)	10 (10.2%)	
Europe	# Employees (Rate %)	-	105 (8.13%)	133 (10.28%)	63 (16.5%)	56 (15.3%)	
Americas	# Employees (Rate %)	-	325 (24.51%)	287 (20.25%)	332 (21.6%)	325 (21.8%)	
<b>Total</b>							
Asia	# Employees (Rate %)	-	59 (6.82%)	69 (8.04%)	47 (5.4%)	37 (4.2%)	
Europe	# Employees (Rate %)	-	529 (10.65%)	493 (9.84%)	316 (16.5%)	281 (14.9%)	
Americas	# Employees (Rate %)	-	1,526 (20.10%)	1,592 (19.87%)	1,779 (20.7%)	1,638 (19.6%)	

**UNION REPRESENTATION**

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Union Representation</b>							
Asia	% Employees	-	92.49	95.90	96.00	95.80	
Europe	% Employees	-	83.40	82.34	91.00	90.70	
North America	% Employees	-	49.74	50.44	50.50	50.70	
<b>Global</b>	<b>% Employees</b>	<b>-</b>	<b>64.96</b>	<b>64.77</b>	<b>60.80</b>	<b>61.10</b>	



## HEALTH AND SAFETY

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Fatalities and Incident Rates – Full-time Employees</b>							
Days away, restricted, and transfer rate (DART) represents lost workday cases plus cases that involve days of restricted duty and job transfer per 100 full-time employees. Total recordable incident rate (TRIR) represents the number of injuries and illnesses resulting in days away from work, job transfer or restriction, medical treatment, or other recordables per 100 full-time employees. Lost workday rate represents the number of injuries and illnesses resulting in one or more days away from work per 100 full-time employees.							
The 2021 and 2022 safety data presented below excludes our former Russian operations, which were divested in 2022. At the time of the sale in 2022, our DART rate that included Samara was 0.41 and our TRIR was 1.11 compared to 2021 DART rate with Samara at 0.42 and a TRIR at 0.88. Only 2021 metrics have been recalculated.							
Fatalities	# per 100 Employees	0.00	0.00	0.00	0.00	0.00	
Days Away, Restricted and Transfer (DART)	# per 100 Employees	0.57	0.55	0.48	0.48	0.61	
Lost Workday	# per 100 Employees	0.18	0.18	0.15	0.19	0.18	
<b>Total Recordable Incident (TRIR)</b>	<b># per 100 Employees</b>	<b>1.24</b>	<b>0.95</b>	<b>1.03</b>	<b>1.39</b>	<b>1.37</b>	
<b>Fatalities and Incident Rates – Contractors</b>							
Fatalities	# per 100 Employees	0.00	0.00	0.00	0.00	0.00	
Days Away, Restricted and Transfer	# per 100 Employees	0.22	0.24	0.86	0.47	0.23	
Lost Workday	# per 100 Employees	0.07	0.00	0.86	0.23	0.23	
<b>Total Recordable Incident</b>	<b># per 100 Employees</b>	<b>1.12</b>	<b>1.20</b>	<b>1.3</b>	<b>1.4</b>	<b>0.69</b>	
<b>Fatality Hazards</b>							
The number of hazards closed may exceed the number identified due to carryover from the prior year. For example, the reduction in identified and closed hazards between 2019 and 2020 is due to the reduced number of locations after separating from Arconic Inc. in April 2020.							
Injury Free Event (IFE) rate	(TBC)	–	–	8	9	14	
Identified	# Hazards	660	475	542	530	416	
Closed	# Hazards	657	501	523	519	439	

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Audit Safety Results</b>							
A “good” rating is defined as meeting Arconic’s minimum expectations and regulatory standards. Percentages are rolling based on a location’s most recent audit score in each focus area, regardless of the year of the audit. There were eight locations audited in 2023.							
After separation in 2020, Arconic focused on a risk-based approach to auditing. Scores are assigned to eight critical protocols. These protocols were chosen based on historical incident data and the risk profile of the business. We continue to audit all 54 internal EHS protocols and assign an overall “pass/fail” to each location.							
Lockout/Tagout	% Sites Achieving “Good” Score	100	Remote Self-Assessments due to pandemic	66	75	71	
Fall Control	% Sites Achieving “Good” Score	95		66	88	86	
Mobile Equipment	% Sites Achieving “Good” Score	100		33	50	100	
Confined Space	% Sites Achieving “Good” Score	100		100	88	100	
Electrical Safety	% Sites Achieving “Good” Score	55		66	63	71	
Machine Guarding	% Sites Achieving “Good” Score	95		66	38	57	
Contractor Safety	% Sites Achieving “Good” Score	100		33	100	86	
Crane Safety	% Sites Achieving “Good” Score	95		66	38	86	

**PROCESS**

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Process</b>							
<b>Supply Chain Management</b>							
In 2023, we had 8,100 suppliers across the globe.							
<b>Supplier Metrics</b>							
Count of Suppliers	# of Suppliers	–	7,666	7,287	6,583	8,157	
<b>Total Procurement Spend</b>	<b>Billion U.S. Dollar</b>	<b>–</b>	<b>4.3</b>	<b>6.7</b>	<b>7.0</b>	<b>5.9</b>	
<b>Spend by Region</b>							
North America	Percent (%)	–	62	63	73	75	
Europe	Percent (%)	–	28	27	16	14	
Asia	Percent (%)	–	10	10	11	10	

Metric	Unit	2019	2020	2021	2022	2023	Footnotes
<b>Purchasing Categories</b>							
Operational/Capital Expenditures	Number	-	1,481	1,397	1,706	1,953	
Information Technology and Services	Number	-	1,945	1,883	1,573	2,355	
Metals	Number	-	273	298	351	443	
Production Materials	Number	-	3,967	3,709	2,953	3,406	
<b>Supplier Assessment Results</b>							
Leading	% Key Suppliers	-	12	1	6	-	
Active	% Key Suppliers	-	57	21	62	-	
Emerging	% Key Suppliers	-	19	64	29	-	
Lagging	% Key Suppliers	-	12	15	3	-	
<b>EcoVadis Assessment Results</b>							
Arconic began tracking supplier assessments in 2020, during our first year of operations as a stand-alone company. In 2023, Arconic began leveraging EcoVadis to help further assess and monitor its suppliers.							
Insufficient (0-24)	% of Assessed Suppliers	-	-	-	-	6.7%	
Partial (25-44)	% of Assessed Suppliers	-	-	-	-	30.4%	
Good (45-64)	% of Assessed Suppliers	-	-	-	-	42.9%	
Advanced (65-84)	% of Assessed Suppliers	-	-	-	-	20.0%	
Outstanding (85-100)	% of Assessed Suppliers	-	-	-	-	0.0%	

