2021 ESG Report

ARCONIC

Table of Contents

ARCONIC

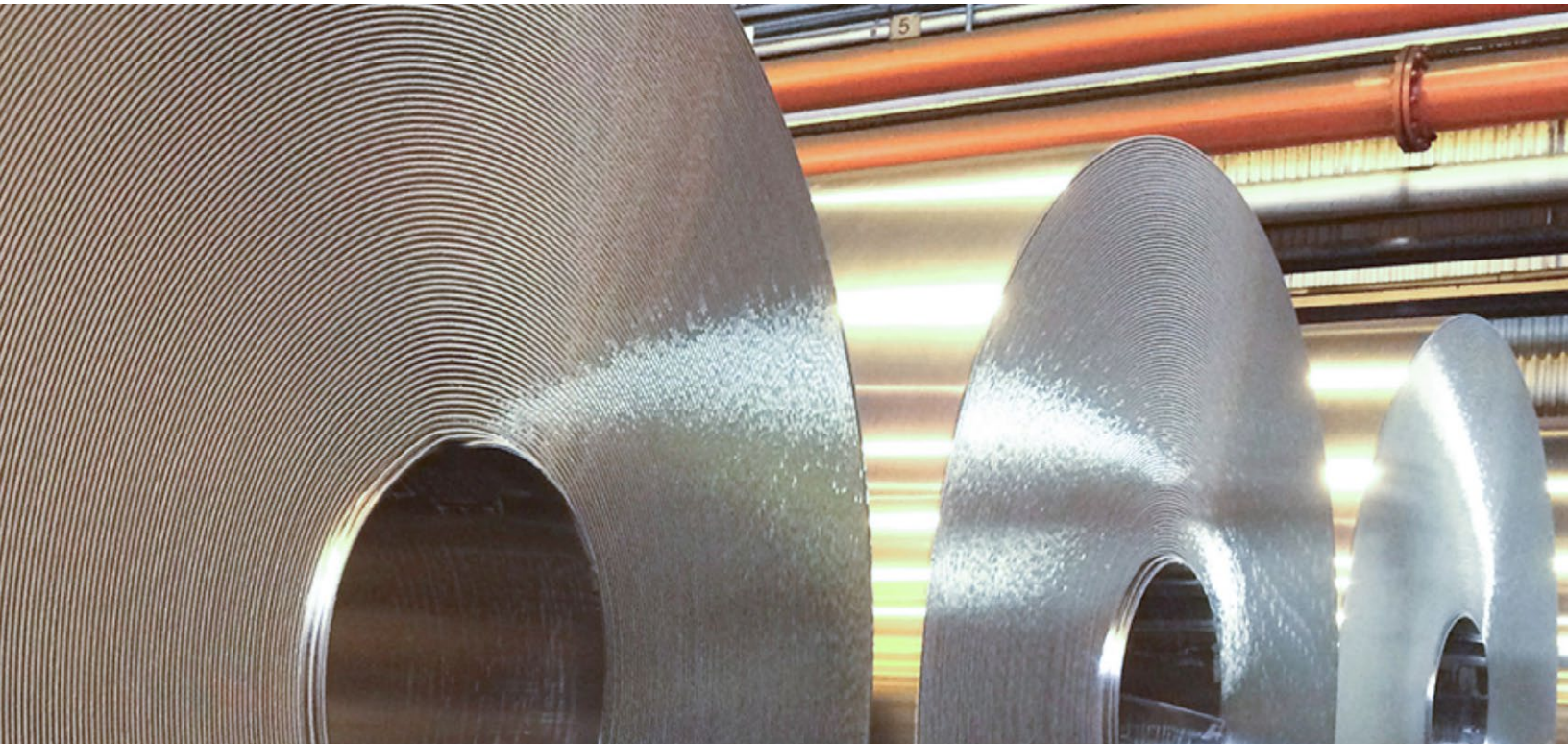
LEGAL

Materiality

Information defined as material and presented in this report is based on criteria developed by third-party disclosure frameworks. The concept of materiality may vary between these organizations and, more importantly, is different than the meaning from a financial perspective applied to the Company's filings with the U.S. Securities and Exchange Commission. Accordingly, such information may not be considered material for financial reporting purposes. See "Materiality" for a description of how materiality was determined for purposes of the information presented in this report. Please see our Annual Report on Form 10-K for the year ended December 31, 2021, and other, which are available at www.arconic.com.

Forward-looking Statements

This report contains certain statements that relate to future events and expectations and, as such, constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. 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. All statements that reflect Arconic's expectations, assumptions or projections about the future, other than statements of historical fact, are forward-looking statements. Forward-looking statements in this document may include, but are not limited to: statements regarding Arconic's sustainability targets, goals, commitments and initiatives as well as other operational strategies. Forward-looking statements by Arconic are not guarantees of future performance and 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 can give no assurance that these expectations will be attained, and it is possible that actual results may differ materially from those indicated by these forward-looking statements due to a variety of risks and uncertainties. For a discussion of some of the specific factors that may cause Arconic's actual results to differ materially from those projected in any forward-looking statements, see the risk factors described in Part I Item 1A of the Arconic Corporation Annual Report on Form 10-K for the fiscal year ended December 31, 2021, our Quarterly Reports on Form 10-Q, and in our other reports filed with the Securities and Exchange Commission. Arconic disclaims any obligation to update publicly any forward-looking statements, whether in response to new information, future events or otherwise, except as required by applicable law.



Introduction

Arconic is committed to being a good corporate citizen and living our Values to minimize our environmental footprint and maximize the value we bring to our key stakeholders, including our shareholders, employees, customers, suppliers and communities in which we operate.

CEO Statement

At Arconic, we are determined to be a leader in building a more sustainable world, and, over the last year, we made significant progress in that pursuit. In 2021, we completed our first Materiality Assessment to identify our priority ESG topics through active dialogue with a diverse group of key stakeholders. We received thoughtful insights on the importance of a wide range of issues, including managing the impacts of our business on climate and the environment, ensuring a resilient supply chain, driving product sustainability, and fostering human capital. The results of the Materiality Assessment are critical to enhancing our understanding of stakeholder priorities, shaping our sustainability commitments, and guiding our sustainability initiatives in the coming years.

Over the past year, we continued our strong environmental compliance record and built upon the progress made in 2020 to reduce energy intensity across operations. We are working on sectoral-based pathways to limit global warming to below a 1.5° C threshold by 2050. As we work towards this goal and establish our own GHG reduction targets, we will continue to partner with peers, customers, and suppliers to help report and reduce emissions across our entire value chain. In addition to conserving freshwater usage and reducing air emissions, we have implemented several waste management initiatives to eliminate or minimize waste at the source, recycle what we do generate, and manage the safe disposal of what remains.

The strongest contributor to our sustainability journey is our products. Infinitely recyclable, lightweight and high-performing aluminum is the material of choice for packaging, automotive, aerospace, architectural and industrial applications. Our innovative products and technologies in these markets enable greater fuel efficiency, higher safety ratings and improved thermal properties in addition to an end-of-life recyclability that gives them a circularity few other materials can match. We continuously collaborate with our customers to incorporate our material and technologies into their end products for the purpose of achieving greater sustainability, in addition to a multitude of other consumer benefits.

I'm also very proud of our people and the culture we are building together. We have reconfirmed our commitment to best-in-class health and safety practices, policies, and Values outlined in our Code of Conduct. We firmly believe that health and safety is paramount to our business and key stakeholders, especially our employees. In addition to our focus on safety, our values demonstrate our commitment to cultivating an inclusive and diverse culture that advocates for equity, starting at the highest levels. Thirty percent of our officers are female, 40% of our executives are female, and 20% of our board are female. In the U.S.,30% of our executives are ethnically diverse. We continue to advance our objectives in building a more diverse workforce and have developed a roadmap for achieving those objectives in the next three years.

We have also continued to demonstrate our commitment to support organizations aligned with our diversity, equity and inclusion (DEI) mission. In 2020, we launched our Grow Together initiative to encourage employees to take action to advance inclusion, diversity and social equity, and employees recorded more than 2,000 actions in support of these efforts by the end of the year. In 2021, our employees more than doubled this amount, and Arconic Foundation granted a total of $360,000 to six organizations selected in coordination with our six employee resource groups.

Not only did we demonstrate our commitment to advance DEI among our employees, we provided learning and development opportunities to help employees enhance their skillsets and maximize their potential. This investment in our people, including two new smart manufacturing classes in cooperation with MIT as well as a leadership training course with Cornell University, has led to strong engagement levels companywide. According to employee feedback from our first-ever company-wide engagement survey launched in June of last year, the majority of respondents felt that they are providing valuable contributions, that diversity is welcome and encouraged, and that Arconic operates with high ethical standards.

We have also taken steps to build a robust governance structure to manage our sustainability efforts. We formed a cross-functional Sustainability and ESG Council tasked with developing our sustainability and ESG strategy, including actionable, measurable targets aligned with United Nations Sustainable Development Goals (UNSDGs), by the end of 2022. Our sustainability goals include incorporating sustainability into product design, improving resource efficiency in our operations, and promoting diversity and inclusion. The Sustainability and ESG Council reports regularly to senior management and the Governance and Nominating Committee, which oversees the Company's sustainability and ESG matters.

In 2021, we continued using our integrated enterprise risk management (ERM) assessment to aggregate, monitor, measure and manage risks to our business continuity. Particularly during the challenges brought on by the impacts of the COVID-19 pandemic, increased cybersecurity threats and supply chain disruptions that have emanated from these and other uncertainties, ERM is essential in achieving long-term sustainability. Our ERM approach considers cybersecurity, data privacy, supply chain management and stakeholder engagement as critical elements in prioritizing our business strategy. We continue to partner with our suppliers, customers and other stakeholders to manage these risks, among others, and innovate new products and technologies that move us all forward along our journey to be an industry leader in sustainability.

Sincerely,

Tim Myers
Chief Executive Officer
Arconic Corporation

"I'm also very proud of our people and the culture we are building together. We have reconfirmed our commitment to best-in-class health and safety practices, policies, and Values outlined in our Code of Conduct. We firmly believe that health and safety is paramount to our business and key stakeholders, especially our employees."

Timothy D. Myers, Chief Executive Officer

About Arconic

Arconic is a global leader in manufacturing aluminum sheet, plate, extrusions, and architectural products.

Arconic Corporation (NYSE: ARNC), headquartered in Pittsburgh, Pennsylvania, is a leading provider of aluminum sheet, plate and extrusions, as well as innovative architectural products, that advance the ground transportation, aerospace, industrial, packaging and building and construction markets. We maintain a leadership position in our targeted markets through our global footprint of 21 primary manufacturing facilities, as well as various sales and service facilities, located around the world. For additional information about our operating structure and ownership, please see our 2021 Annual Report.

About this Report

This report was developed in alignment with the Sustainability Accounting Standards Board (SASB) Metals & Mining Standard (2018) and the Aluminium Stewardship Initiative (ASI) Standards. Additionally, Arconic has reported information and data within this report and our Global Reporting Initiative (GRI) content index for the year 2021 with reference to the GRI Standards. GRI and SASB disclosure indexes can be found in **Appendix A** and **Appendix B**, respectively. This report discloses information and data for fiscal year 2021, which aligns with our financial reporting period filed with the Securities and Exchange Commission on February 22, 2022. Further detail regarding data can be found in **Appendix C**.

Reporting Scope

The boundary of ESG data within this report consists of data from all three Arconic segments – Rolled Products, Building and Construction Systems, and Extrusions – and all manufacturing facilities. Unless otherwise noted, information in this report covers all global operations where we have financial and/or operational control.

Assurance (Environmental)

The accuracy and completeness of the information contained in our 2021 ESG Report is verified by our internal experts and processes.

As part of our journey to incorporate third-party data assurance into our reporting process, we engaged a global third-party consultant to perform assurance readiness of our key environmental performance indicators and provide recommendations on how to improve each. This work began in late 2020 and was completed in early 2021.

After implementing actions to address the recommendations, we intend to obtain assurance of our Scope 1 and Scope 2 greenhouse gas (GHG) emissions data in 2022. We also will obtain assurance on the accuracy of the energy consumption data that was used as the basis for calculating our Scope 1 and Scope 2 emissions.

Our plan is to expand this assurance to our other environmental performance indicators over time.

For more information regarding our Environmental, Social and Governance (ESG) commitment, please visit www.arconic.com/about us/sustainability or write to Corporate ESG at Arconic Corporation, 201 Isabella Street, Suite 400, Pittsburgh, PA 15212-5872; or e-mail sustainability@arconic.com.

Arconic at a Glance

13,900
employees globally

21
major manufacturing operations

$7.5B
2021 revenue

37%
revenue from ground transportation

21%
revenue from industrial and other

17%
revenue from building and construction

16%
revenue from packaging

9%
revenue from aerospace

We continue to prioritize our commitment to being a good corporate citizen and living our values to achieve environmental, social and governance excellence.

Our Values

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 service.

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.

2021 Sustainability Highlights

Safety

↓24%
days away, restricted and transfer rate

↓7%
total recordable incident rate

Environmental

↑2.5%
direct and indirect greenhouse gas emissions

↓5.5%
scope 1 greenhouse gas emissions intensity

↓21.5%
scope 2 greenhouse gas emissions intensity

↑2.8%
scope 3 greenhouse gas emissions intensity

↑12.0%
energy consumption

↑2.9%
water withdrawal

↑7.5%
landfilled waste

Community Engagement

$8.2 million
invested in 132 nonprofit and community organizations in 8 countries by Arconic Foundation

Diversity and Inclusion

Female	Ethnically Diverse
20.4% employees	**21.9%** employees
24% management	**13.2%** management
40% executives	**30%** executive

GROW TOGETHER

>4,300
employee actions to advance inclusion, diversity and social equity

HUMAN RIGHTS CAMPAIGN FOUNDATION

score = 100
Corporate Equality Index
(Best Places to Work)

UN Global Compact Engagement

Target Gender Equality Accelerator Initiative
Women's Empowerment Principles

Other Highlights

Formed Sustainability & ESG Council that provides recommendations to the Board Governance and Nominating Committee to drive and guide sustainability progress

Materiality

Arconic strives to continuously advance our ESG strategy and performance by improving our impacts, while also maximizing the value we bring to our shareholders, employees, customers, suppliers, and communities.

We conduct materiality assessments to understand stakeholder ESG priorities. The terms "material" and "materiality" as used in the context of this report, are different from such terms as used in the context of filings with the Securities and Exchange Commission (SEC). Issues deemed material for purposes of this report may not be considered material for SEC reporting purposes.

2021 Materiality Assessment

With the goal of launching Arconic's sustainability journey and establishing a formal ESG strategy, in 2021, we conducted a Materiality Assessment with the help of a third-party consulting firm to ensure impartiality and confidentiality. We took a global, value chain approach and engaged key internal and external stakeholders. Our internal stakeholder groups were comprised of members of our Board of Directors and Arconic leadership (i.e., executive team members and management leaders). Our external stakeholders included the following groups: customers, suppliers, shareholders, and communities.

We took the valuable insights and perspectives from our stakeholders a step further by conducting a double materiality screening to understand potential financial implications on Arconic's business. **Chart 1** illustrates issues that are highly relevant to external stakeholders. New or emerging topics are managed internally and may be included in future reports.

Strategic development and alignment

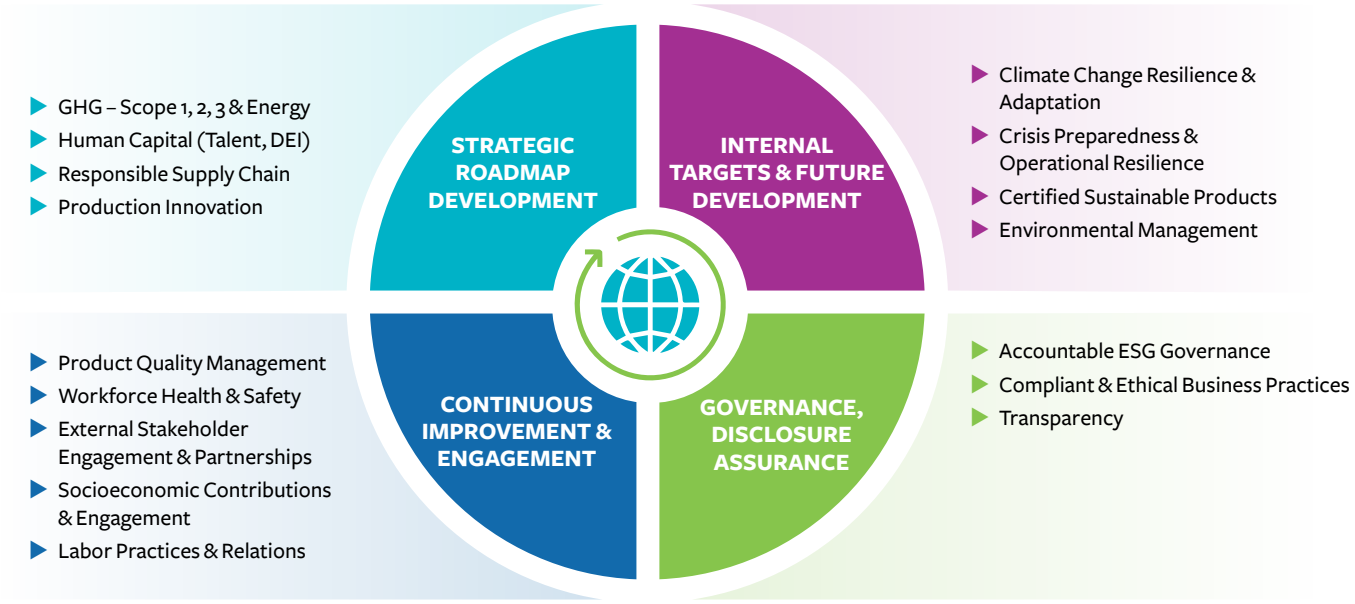


Chart 1: *Arconic's 2021 Materiality Assessment*

Planet

We are engaged in an ongoing dialogue to ensure our commitment to environmental stewardship is a focus throughout the company. In addition to the way we operate, our innovative products and solutions enable our customers to make the world more sustainable – in the sky and on the road with lighter, lower-emission aircraft and vehicles, and in our cities with smart, energy-saving buildings.

- **Greenhouse Gas Emissions & Energy**
- **Air Emissions**
- **Water Management**
- **Waste Management**
- **Environmental Compliance**

Greenhouse Gas Emissions & Energy

Building on the progress we made in 2020, we took steps to reduce our energy intensity across our operations, which comprise our Scope 1 and 2 GHG emissions. For our emissions calculations, we utilized the World Resource Institute (WRI) GHG Protocol Corporate Standard guidance methodology. We also leveraged the Environmental Protection Agency's (EPA) emissions factors. Gases included in all GHG calculations are carbon dioxide (CO_2), methane (CH_4) and nitrous oxide (N_2O).

Our 2021 Scope 1 (direct) and Scope 2 (indirect) GHG emissions equaled 1.7 million metric tons in 2021, a 2.5 percent increase from 2020. The increase in emissions was primarily due to increased production as we continued to grow and transition through the pandemic.

While higher third-party shipments influenced an absolute increase in Scope 1 and Scope 2 GHG emissions, intensity-based emissions were offset by ongoing energy efficiency efforts at the plant level and continued greening of the electrical grid. Our 2021 Scope 1 and Scope 2 GHG emissions intensity declined 2.3 percent over the prior year.

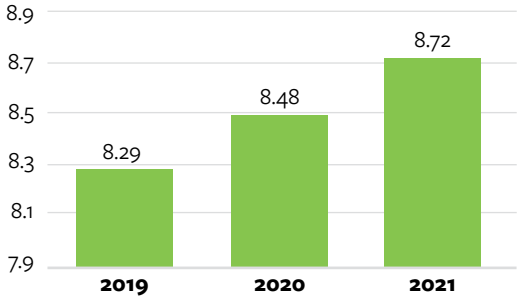
Approximately 11 percent of our total Scope 1 emissions are subject to emissions-limiting regulations at impacted facilities located in the European Union.

Our estimated 2021 Scope 3 (value chain) GHG emissions of 14.0 million metric tons represented a 21 percent increase over 2020 and accounted for 89.4 percent of our total GHG emissions for the year. The increase in emissions was primarily due to the need for higher primary aluminum consumption as we continued to grow and transition through the pandemic.

Our estimated 2021 Scope 3 emissions intensity was 8.7 million metric tons of carbon dioxide equivalents per metric ton of third-party shipments, which equaled a 2.8 percent increase over the prior year. We attribute the small rise to the differing country/region smelter emission levels and increased production levels.

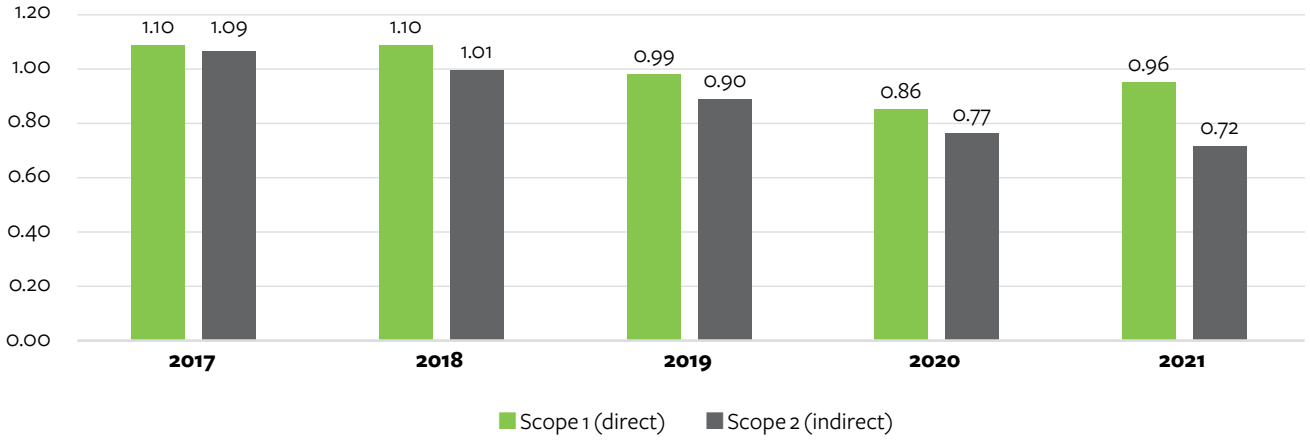
Scope 3 Greenhouse Gas Emissions

Metric tons of carbon dioxide equivalents per metric ton of third-party shipments



Scope 1 and 2 Greenhouse Gas Emissions

Million metric tons of carbon dioxide equivalents



The majority of our estimated Scope 3 emissions are associated with our use of primary metal when manufacturing our products. It takes 93 percent less energy to produce secondary aluminum versus primary aluminum, which reduces the carbon footprint by 94 percent. Arconic realizes the use of secondary aluminum has the potential to be a significant driver for reducing our Scope 3 emissions; therefore, we endeavor to increase the usage of secondary metal subject to metal availability and product quality specifications.

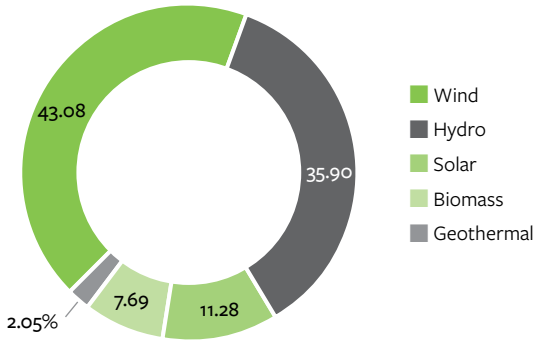
During 2021, we continued to refine and revise our Scope 3 emission estimates to reflect the best available data. As we continue to develop robust tracking and data reporting from our facilities, we anticipate further refinement of our data collection process in the future.

We hold five certifications for the ISO 50001 energy management standard. These certifications provide independent assurance on our ongoing energy efficiency improvements at our operations and reinforce our commitment to reduce our Scope 1 GHG emissions.

Our electricity consumption associated with our Scope 2 GHG emissions comes from the grid except for on-site solar panels at select locations. In 2021, 19.9 percent of our purchased grid electricity was generated from renewable resources. The sources of renewable electricity for our U.S. locations, which are our largest consumers of electrical power, are primarily wind and hydro.

Absolute energy consumption increased 12.0 percent while energy intensity decreased 5.0%. The increase in absolute energy consumption is attributable to an 18.0 percent increase in third-party shipments.

2021 Sources of Renewable Energy from U.S. Electrical Grid



All renewables that we consume are from grid-supplied electricity and are based on data available from the utilities that supply our locations. Corporate offices, service centers and other locations primarily involved in assembly within our Building and Construction Systems business are immaterial and excluded.

Arconic's greenhouse gas emissions and energy data can be found in **Appendix C**.

Industry Collaboration: Arconic is a member of the Aluminium Stewardship Initiative and regional associations including the Aluminum Association and European Aluminium. We are working with other members on a pathway for the industry to contribute to limiting global warming to below a 1.5°C threshold by 2050. As we work towards this goal and establish our own GHG reduction targets, we will continue to partner with peers, customers, and suppliers to help report and reduce emissions across our entire value chain.

Air Emissions

In addition to GHGs, reducing emissions of other pollutants plays a critical role in achieving cleaner air and a more sustainable future. These pollutants, which include volatile organic compounds, nitrogen oxides, particulate matter, and hazardous air pollutants, are often regulated in the regions and localities in which we operate.

Our approach to controlling and minimizing these emissions is not only driven by the applicable regulatory requirements, but also by our own internal air management standards. Even where we may not be compelled to do so, we will implement best management practices to minimize emissions of these pollutants if they otherwise could have a negative impact on human health or the environment.

Our 2021 air emissions of volatile organic compounds, nitrogen oxides, particulate matter and hazardous air pollutant totals can be found in **Appendix C**.

Water Management

We are focused on decreasing water use across our operations. Our casthouses are our largest consumers of water, followed by our rolling mills. Most of our operations are in industrialized areas, with the majority using municipal water, surface water or a combination of both. All water used by our operations comes from freshwater sources.

At all locations, we operate under stringent wastewater discharge requirements set forth in regulations, permits from governmental agencies, and our own internal policies and procedures. Our wastewater discharges, whether to local treatment plants or directly to surface waters in the case of our larger facilities, are also scrutinized by various stakeholders. These include regulators, community groups, and non-governmental organizations that monitor our compliance and participate in the permitting processes.

Employees charged with environmental responsibilities at each of our locations administer water management plans and pursue internal targets to further reduce our water footprint. Water balance modeling is used to map and track water intake, use, and discharge, as well as to identify opportunities to optimize water management for planned equipment or process changes.

We withdrew 8.08 million cubic meters (2.13 billion gallons) of water in 2021, which was a 2.9 percent increase over 2020. These higher withdrawal volumes were attributed to production as we continued to grow and transition through the pandemic. In 2021, our water intensity decreased by 15% through water use efficiency and recycling initiatives.

We discharged 6.32 million cubic meters (1.67 billion gallons) and consumed 1.76 million cubic meters (0.46 billion gallons) of water in 2021. In general, the increase of water discharge from 2020 to 2021 is due to increased third-party shipments.

We continued our development and construction of a Natural Engineered Wastewater Treatment (NEWT™) system at our Lafayette, Indiana, location in the U.S., which is the location's second such system. This new system, which uses a natural, green design for wastewater treatment, is expected to begin operating in 2022. The system will allow for reductions in landfilled wastewater treatment sludge and increased treatment quality.

In 2021, we completed our second CDP Water Security disclosure as Arconic Corporation. Our score of B- meets CDP's "Management" level criteria for water stewardship. This score reaffirms our ongoing commitment and coordinated actions towards water issues in our direct operations and supply chain. We plan to continue reporting to CDP's Water Security disclosure in addition to evaluating improvement opportunities for water initiatives.

Our stewardship record includes compliance with our permitted wastewater discharge limits. As with all actual or potential non-compliance matters within the company, we thoroughly investigate these incidents, determine root cause and implement corrective actions to prevent recurrence. We had one formal enforcement action regarding wastewater discharge compliance between 2016 and 2021.

Arconic's water data can be found in **Appendix C**.

Waste Management

We have implemented several waste management initiatives, with a primary focus on reducing higher-volume waste and waste that has the potential to significantly impact the environment. We continuously seek to achieve the following primary objectives:

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

Any waste generated from our manufacturing processes is characterized to determine safe management and disposal. The waste is inventoried, stored, labeled and inspected in accordance with applicable regulatory obligations and best management practices.

Our off-site transportation and waste management vendors must comply with both regulatory obligations and our internal policies. To further lower potential environmental impact and liabilities, we require all commercial treatment, storage, and disposal facilities and recyclers to be audited and approved by us before they can receive our waste. Approved vendors are re-audited on a one-to-five-year basis, dependent on risk.

Arconic generated approximately 126,430 metric tons of waste in 2021. An increase over 2020 was associated with production increases and new construction at our Davenport site. Of the total waste generated in 2021, 81.4 percent was either recycled or reused, and 18.6 percent, or approximately 23,460 metric tons, was landfilled. The increase in total waste is tied both to increased production as well as new construction at Davenport, which contributed to increased waste diverted to the landfill. Despite this increase, landfilled waste has decreased by 15.1 percent since 2016.

Our Rolled Products business, which accounted for approximately 82 percent of our 2021 revenue, generated the largest volume of waste at 86.0 percent. This was followed by our Building and Constructions Systems business at 16.7 percent and Extrusion's business at 1.9 percent. The volume of waste generated by our three businesses is relatively consistent with the amount of respective revenue generated .

In 2021, our facilities remained dedicated to finding the following alternative waste solutions from landfilling:

- Sending filter paper, diatomaceous earth and filter cake from wastewater treatment facilities to cement manufacturers to be burned in kilns for energy;
- Shipping polishing dust (also known as fluff) off-site to be burned for energy;
- Sending refractory material and sludge to landfills to be used as landfill cover instead of landfilled wastes; and
- Recycling dross from our cast houses to recover aluminum content.

In 2021, Arconic had zero environmental significant spills. We define a significant spill as one that exceeds 1,893 liters (500 gallons) outside of a designated containment area and/or meets our definition of a major environmental incident.

Arconic's waste data can be found in **Appendix C**.

Environmental Compliance

Environmental compliance is fundamental to our operations. We believe that having a manufacturing facility in a community is a privilege – not a right. This means we will not compromise our environmental commitment for profit or production.

We respond truthfully and responsibly to questions and concerns about our environmental actions and the impact of our operations on the environment. We are determined to operate and strengthen our social contract by continuously improving our environmental performance.

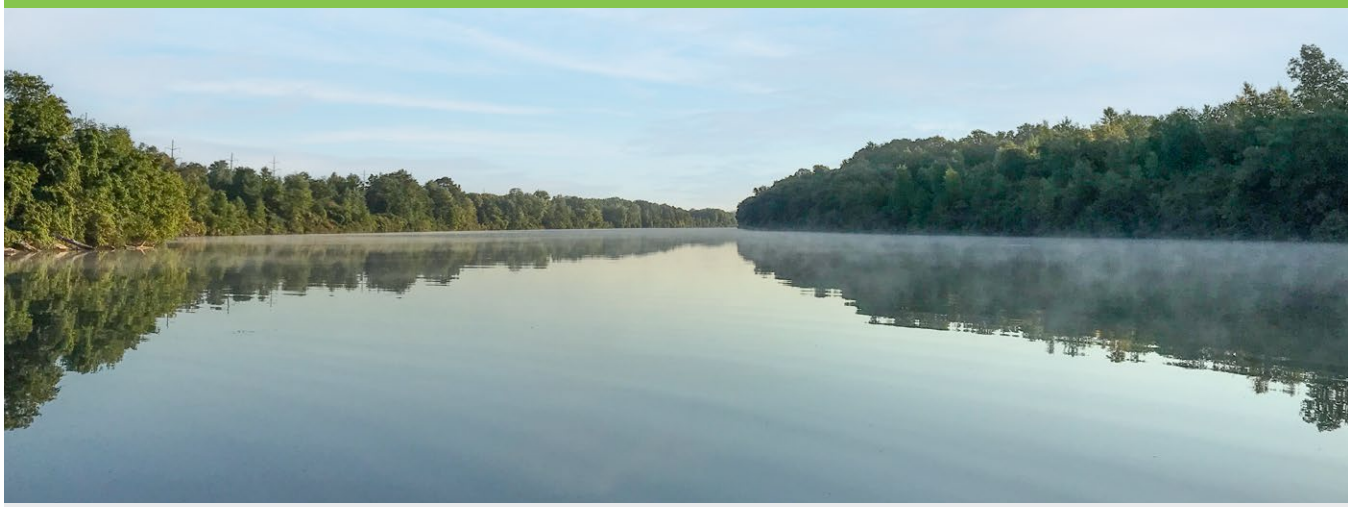
We use an environmental compliance process and an environmental management system that aligns with ISO 14001-2015 (environmental management systems) standard. Through the process and system, we equip our employees with the information, tools and verification they need to comply with environmental laws, regulations and our internal standards wherever we operate in the world.

Our internal environmental compliance metrics encourage identification, root-cause analysis and information sharing, as well any prompt but thorough completion of corrective actions to prevent recurrences. We believe our approach combats underreporting, drives continuous improvement and reduces risk. Should an environmental incident occur, we undertake an appropriate technical and legal review using our environmental compliance process.

Our senior leaders are proactively involved in our environmental compliance activities and engage in that ongoing dialogue to ensure our commitment to environmental stewardship is a focus throughout the company. They provide the resources and cultivate a culture that keeps environmental compliance a top priority for the company.

In 2021, we had zero environmental non-compliance incidents that resulted in a significant fine, which we define as greater than $25,000.

Grasse River



Under the oversight of the United States Environmental Protection Agency (US EPA), Arconic achieved a significant milestone in 2021 in substantially completing construction of its Grasse River legacy environmental cleanup project in upstate New York which involved dredging, capping, and habitat reconstruction along a seven-mile section of the river that was historically impacted by PCBs.

The construction involved removal of over 200,000 cubic yards of sediment from the river's shoreline, and placement of an engineered cap over approximately 250 acres of the river channel with capping materials sourced locally.

Following completion of construction, extensive habitat reconstruction work was performed which included extensive replanting of floodplains, wetlands, and shallow water areas that were directly impacted by remedial activities, as well as placement of hundreds of habitat features such as rockpiles, large trees and fish cribs to enhance fish habitat and restore the river's ecosystem.

Also, as part of our habitat restoration efforts, we provided funding and personnel to support a freshwater mussel preservation project led by State of New York Department of Environmental Conservation (DEC). This involved collecting mussels within the remedial areas prior to construction, moving the mussels to a safe location during construction, and reintroducing them back into the river following construction.

Throughout the overall project, we worked closely with the local community to ensure human health and safety during construction and minimization of impacts to river residents through extensive air, water quality, and noise monitoring. We also designated a community liaison who responded to community concerns and provided regular community updates. We also worked closely with the local government and health department in the development of a comprehensive project specific COVID-19 plan to protect the community and the project workers traveling to and from the area.

With the completion of the major construction work, the project now enters a long-term monitoring and maintenance phase. Further information can be found on the Grasse River project website www.thegrasseriver.com.

Products

We partner with our customers to earn their loyalty through best-in-class products and service. We're not only developing applications that solve their complex engineering challenges, we're also helping them achieve their own sustainability goals. With advanced process technologies and highly recyclable aluminum products, we're able to reduce our customers' environmental footprint while minimizing our own.

- **Packaging**
- **Building & Construction**
- **Ground Transportation**
- **Aerospace**
- **Industrial Products**

Products

Arconic has a history of innovation in our three business segments: Rolled Products, Building and Construction Systems (BCS) and Extrusions, and in 2021, we pioneered new sustainable solutions across key end markets. Some of the leading products and solutions are highlighted in each of our primary end markets below.

Packaging

Aluminum has been the packaging material of choice for many consumer brands for decades. It is strong, lightweight, and ideal for protecting food and beverages. In recent years, a significant shift in consumer preference for sustainable products has prompted a surge in demand for infinitely recyclable aluminum packaging.

Following the expiration of a non-compete agreement in late 2020, we initiated re-entry into the packaging market in North America and engaged in qualification runs in 2021 with full production expected ahead of schedule in 2022. Through the implementation of finishing equipment investments at Tennessee, we will be able to reduce transportation and improve lead time and efficiency. Our incoming North American can sheet capacity has been fully committed across six top-tier customers.

We have developed several strategies to increase our use of recycled aluminum. In 2021, we relaunched our recycling program at our Tennessee GRP facility, one of the largest Used Beverage Can (UBC) recycling facilities in North America. We invested in converting furnaces to efficiently consume UBC and class 1 & 3 scrap from our can sheet customers, and we track company-wide scrap utilization rates across all product lines.

Building & Construction

The building and construction industry is increasingly focused on products that enhance building energy efficiency, performance, sustainability, and transparency about the environmental and health impacts of products. Arconic supplies a wide range of building façade systems that include doors, windows, and curtain walls. Our BCS business is known for its leading brands and relentless focus on innovation.

Founded in 1906, our BCS flagship brand, Kawneer, is known for pioneering architectural solutions that continue to advance modern design with resilient, distinctive buildings that promote well-being. With locations across North America and Europe, Kawneer offers global technical expertise, champions sustainable construction methods and is building legacies for future generations.

Designing Sustainable K-12 Buildings

As a focal point in communities, educational buildings need to look attractive and welcoming. They are also high traffic areas requiring strategically designed entrances. With local taxpayers scrutinizing operating costs, there is a further requirement to conserve energy. As a result, sustainability has become an important focus for architects designing educational structures.

Kawneer's Product Manager for Windows and Sustainability, Chris Giovannielli, shares how aluminum framing systems and façades support the sustainability of educational environments.

Maximizing natural light and thermal performance

"The Lady Bird Johnson Middle School in Irving, Texas, is a great example of how Kawneer products can reduce energy costs," comments Chris Giovannielli. "The building is an architecturally interesting structure featuring a curtain wall made with large, LEED Gold certified windows. An InLighten™ Interior Light Shelf was specified to optimize natural light inside."

Kawneer's light shelves, horizontal attachments to a curtain wall or storefront system that rebound sunlight into the ceiling and room, reduce dependence on artificial lighting in interior spaces.

"Natural light is less fatiguing for students and teachers," explains Chris. "Using less artificial lighting saves money, and we've developed our Solector® Sun Shading Estimator to demonstrate this to potential customers." Kawneer's Solector® Sun Shading Estimator measures the annual cooling effects of the sunshade along with thermal properties of the window framing system. This helps ensure that architects and designers are aware of how various design inputs and products impact the thermal performance of a space.

Building on the past, improving the future

Aluminum is robust and infinitely recyclable, which is why nearly 75% of aluminum products produced in North America are still in use today. "Many architects want to use recycled content," remarks Chris. "Kawneer has achieved several green certifications, including Environmental Product Declarations, the MTS (Institute for Market Transformation to Sustainability) certification, and the Declare certification (supporting the Living Building Challenge). Kawneer is also Cradle to Cradle–certified."

Integral to the LEED certification point system, Kawneer has five manufacturing and 14 service facilities in the US and Canada, bringing manufacturing closer to the end customer.

Kawneer's aluminum systems and façades can also reduce the environmental footprint of historic structures. For example, the Montgomery Ward Building on the Northwestern University campus in Chicago was constructed in 1927. The steel and wood windows in the 14-story structure needed to be replaced. Kawneer's TR-9460 high-performance thermal windows were installed to provide resilience for extreme winter weather, retain the appearance of the building's original Gothic features, and allow ample air and light into the building.

Sustainable solutions that last

Climate-related physical risks, such as severe weather and freezing temperatures, have the potential to impact buildings in different regions. To mitigate this risk, Kawneer manufactures a variety of systems that meet building code requirements for these potential climate-related physical risks.

For example, our product, the single-source hurricane-resistant solution 350/500 IR Entrances, was designed for educational institutions to protect against windborne debris from severe weather events such as hurricanes.

Further product information related to sustainable buildings can be found at Kawneer's website (www.kawneer.com).

Many of Kawneer products have Environmental Product Declarations (EPDs) that have been third-party validated and certified by UL Environment, a leader in environmental product standards. For the full list of products covered, visit Kawneer's Product Transparency website.

As we work to continually increase the sustainability of our new and existing products, we have trained our product design engineers on sustainable design methodologies and the avoidance of materials included in the International Living Future Institute's (ILFI's) DECLARE Red List Free products. We also demonstrate our commitment to sustainability throughout the lifecycle of our products by maintaining Cradle to Cradle Certified® certification on key products. We were the first aluminum company in the world to achieve successful certification of the BES 6001 Framework Standard for Responsible Sourcing in 2016. BES 6001 is recognized as the leading sustainability rating scheme for buildings (BREEAM) and Infrastructure (CEEQUAL). Annual audits conducted by BSI provide our U.K. customers enhanced confidence with the aluminum products sourced from Kawneer U.K.

Ground Transportation

Arconic has developed and launched a technology portfolio that completely supports the electric vehicle (EV) transition and design for recyclability. Our products enable extended range for range and dynamics with closures and structures using next generation aluminum technologies. The management of heat generated by an EV's battery system is another area where aluminum can increase performance efficiency. We are working with our heat exchanger customers on new brazing products that promote cleaner brazing processes. The enhanced control of the heat exchanger quality also increases battery life.

In automobiles, aluminum provides a key sustainability advantage through its recyclability. Many of our customers take advantage of closed-loop recycling, which uses the scrap produced in the stamping process to minimize material waste. To continue progress towards closed-loop recycling, we are working with several of our global customers to develop alloys that can tolerate higher percentages of both internal and external aluminum scrap.

In addition to taking advantage of aluminum's recyclability during the manufacturing process, more than 90 percent of aluminum parts are recycled at a vehicle's end of life, according to the Center for Resource Recovery and Recycling (CR^3).

Aerospace

As lighter aircraft use less fuel, our latest generation of aluminum-lithium alloys enables lighter, stronger, tougher, and larger airframe components. We are the only company capable of producing single-piece aluminum-lithium wing skins for the largest commercial aircraft. Single-piece parts minimize the number of complex joints, making structures stronger, lighter, and less expensive.

Arconic understands that the aerospace industry's goal is to be carbon neutral by 2050, through next generation aircraft technology, envisioned to be low-to-no emissions. To align with this goal, Arconic remains committed to product development and innovation, including material selection. We work directly with our customers to coordinate optimal logistics and Scope 3 emissions reduction opportunities.

Industrial Products

With their light weight, corrosion resistance, conductivity and formability, our industrial solutions increase sustainability across a wide range of applications including injection molding, tooling and fixtures, semiconductors, appliances, recreational vehicles and the marine industry. Aluminum's lightweighting translates into corrosion-resistance, durability and lower carbon footprint.

People

We value human life above all else and are committed to operating worldwide in a safe, responsible manner that respects the environment and the health of our employees, our customers and the communities where we operate. We grow stronger together as a company and create a better society for everyone as we cultivate an inclusive and diverse culture that advocates for equity.

- Employee Engagement & Development
- Talent Retention
- Equitable & Living Wages
- Wellness & Benefits
- Diversity Equity & Inclusion
- Health & Safety
- Safety Metrics
- Audits, Assessments & Training
- Joint Health & Safety Activities
- Contractor Safety
- Facility Safety
- Emergency Response & Surveillance
- Human Rights & Labor Relations
- Stakeholder & Community Engagement
- Arconic Foundation
- Employee Volunteering
- Scholarship Program

People

Employee Engagement & Development

Our integrated approach to attracting, retaining, and developing talent enables our employees to own their career path. We provide learning and development opportunities that help employees enhance their skillsets. We also equip our leaders with tools for ongoing coaching and feedback so our people can maximize their performance and potential.

Our worldwide employment at the end of 2021 was approximately 13,900 employees located in 20 countries.

We completed our first company-wide engagement survey in June 2021, inviting all employees to share their feedback. Over half of Arconic employees responded to the survey, which measured employee engagement, safety, ethics, well-being, leadership, and communication, among other topics. Of the employees who responded, 77% reported feeling engaged in their work, two points above the industry average according to a leading third-party benchmark. The topic of most importance to our employees was reaffirming our commitment to our employees' health and safety. The results indicated that employees feel they are providing valuable contributions, that diversity is welcome and encouraged, and that Arconic operates with high ethical standards. Survey feedback is being used to develop action plans for engagement and, to inform continued communication for topics of high priority to our employees. We intend to monitor progress by gathering data through pulse surveys. Additionally, we will work to increase employee participation in the surveys through targeted communication, providing easier access, and extending the survey response timeframe.

All employees have access to a robust, ongoing career planning and performance management process that begins at recruitment and continues throughout their time at Arconic, including the following resources:

- **Smart Manufacturing:** Last year, 44 Arconic manufacturing leaders from around the globe completed an innovative applied learning program, offered in partnership with the Massachusetts Institute of Technology (MIT). Participants completed coursework from MIT on advanced manufacturing topics and then developed plans to improve Arconic's manufacturing processes.
- **Metallurgy Series:** Each year, Arconic metallurgy experts offer courses covering the science, engineering, and practice of aluminum manufacturing. Courses include an introduction for non-metallurgists and specialized topics such as automotive and aerospace alloys. Participants are selected based on nominations from managers. In 2021, Arconic offered three courses in the series with 93 employees attending one or more sessions.

- **Performance Management:** All salaried employees engage in our comprehensive, ongoing performance management program, which includes goal-setting and frequent manager-employee meetings. All employees are also encouraged to create personal career objective statements and talent profiles.
- **Global Learning Management System:** All salaried employees have access to approximately 250 courses. In 2021, 4,422 employees completed 19,805 course assignments, including required cybersecurity, General Data Protection Regulation (GDPR), safety, and ethics and compliance training in addition to self-directed courses in a wide variety of technical, business, and soft skills.
- **Lead Together:** In 2021, we launched Lead Together, a learning and development program for the next generation of Arconic leadership that is focused on preparing our future leaders to face the challenges ahead. A total of 70 participants from seven countries, representing each of Arconic's functional and operational groups, participated in the program.
- **Arconic Leadership 360:** Our custom 360-degree assessment tool provides leaders with actionable feedback and coaching on 15 research-based leadership behaviors.
- **Arconic Management Program - Unleashing Potential (AMP-UP):** AMP-UP combines self-directed learning opportunities with live coaching sessions and a peer community to help managers navigate people, performance, and processes at Arconic. The program is available in English, German, Spanish, French, Hungarian, Dutch, Russian, and Chinese. Last year, 291 managers and aspiring managers from around the world participated in AMP-UP.
- **Talent Reviews, Talent Calibration, and Succession Planning:** Our twice-yearly succession-planning and talent calibration processes help us identify, recognize, and develop successors to business-critical roles. The planning also ensures a pipeline of qualified candidates for key roles across the global organization.
- **Tuition Assistance:** We provide tuition support for employees to take accredited courses toward the completion of a degree related to their current or future desired role. In 2021, we provided about $300,000 in assistance to 154 individuals in the U.S.
- **Apprentice Programs:** In Davenport, Iowa, we are developing an Electrical Apprenticeship Program that will utilize material from the Electrical Training Alliance, a partnership between the International Brotherhood of Electrical Workers (IBEW) and National Electrical Contractors Association (NECA). Arconic's electricians and electrical personnel will lead this program and provide practical experience and knowledge to the apprentices.

Program	Number of Participants
Smart Manufacturing	44
Metallurgy Series	93
Global Learning Management System	4,422
Lead Together	70
AMP-UP	291
Tuition Assistance	154

Smart Manufacturing Leadership Program

Smart Manufacturing, sometimes called Industry 4.0, is the future of global manufacturing, combining process expertise, real-time data, and IT and automation tools to help businesses make smarter decisions and optimize processes. Arconic utilizes Smart Manufacturing to improve our processes and it drove $18 million in savings in 2020 and $24 million in savings in 2021.

"As we strive for higher levels of performance as a business, it is critical that decision-makers at all levels in the organization have the best available information. The Smart Manufacturing Leadership Program (SMLP) is our approach to developing leaders in Smart Manufacturing to develop manufacturing intelligence tools and systems." – John Butler, Vice President, Technology & Engineering

After viewing the participants' reports, BCS President, Diana Perreiah, remarked "I was excited to see the level of commitment and development from the SMLP trainees when we reviewed their projects. These projects really knocked it out of the park. Congratulations to the students and trainers."

This year's SMLP graduates created refreshed Smart Manufacturing strategies for our facilities in Bloomsburg, Cranberry, Davenport, Hannover, Harderwijk, Lafayette, Massena, Merxheim, Manufacturing Technology and Engineering/Continuous Improvement, Norcross, Pittsburgh/IT, Runcorn, and Springdale. They also created Smart Manufacturing projects for Bloomsburg, Cranberry, Davenport, Harderwijk, Kitts Green, Kunshan, Lafayette, Lancaster, Massena, Merxheim, Norcross, Pittsburgh/ATC, Pittsburgh/IT, Samara, Springdale, and Tennessee.

Talent Retention

Talent attraction and retention remained an area of high priority for 2021 to provide us with stability as we grow. We relied on existing programs such as professional summer internships, recruiting and hiring summer interns from locally and nationally recognized universities. For interns demonstrating an interest and aptitude, we offer return internship experiences and full-time positions. Additionally, Arconic offers the following programs for recruitment and retention:

- **Second Chance Hiring:** We partnered with CEO Works and Honest Jobs for our Cranberry, PA manufacturing location to provide employment opportunities for 35 individuals. We are looking forward to a continued partnership.
- **Variable Operations:** Arconic implemented a program that allows employees to set their own schedules around their personal needs with the goal of providing flexibility for employees that are in school, caring for family members, or have other outside commitments.

Lancaster Summer Interns Volunteer to Support STEM

On June 30, college students from Arconic's Lancaster 2021 summer internship program spent the day volunteering at the Lancaster Science Factory, a hands-on science center with over 75 exhibits designed to teach children fundamental principles of science, technology, engineering and math (STEM). Arconic's interns helped the factory advance its mission of inspiring the next generation of STEM professionals.

This was a perfect day for the interns' volunteer project, as the factory welcomed two large field trip groups, summer campers, students visiting from the Mix at Arbor Place, a local non-profit providing services for underprivileged youth, and a group of children from Sunrise Kids Daycare Center in New Cumberland, Pennsylvania.

Throughout the day, Arconic interns hosted three different educational activities for visiting students to complete varying based on age and grade level.

The younger visitors that day explored basic engineering challenges using our "big green blocks" exhibits. Arconic interns taught them the concepts of gravity, support structures, balance, and more.

Older children learned about electricity by building circuit loops of various complexities starting with a power source (battery) and connecting it to lights, engines, and other kinetic mechanisms. They were taught the importance of always completing the circuit.

The group of oldest students learned more complex engineering concepts with Pasco bridge kits, including testing for the structural integrity of their bridge creations.

"Getting kids interested in STEM topics at an early age is critical so they have success in these classes and consider STEM careers as adults. The key is making science fun, accessible, and understandable, and there is no better way than involving students in open-ended projects and science exploration," said Vanessa Farrow, HR Business Partner at the Lancaster location. "We cannot thank this team of fantastic interns enough for helping the factory further their mission and making an impact in our Lancaster County community!"

In further support of this organization, Arconic Foundation recently awarded the Lancaster Science Factory a $30,000 grant to expand its environmental STEM education program.

Tennessee Electrical and Mechanical Development Program

The number of skilled trade jobs in the US is far outpacing the supply of qualified workers. Talent shortages, especially in electrical and mechanical roles, have been affecting manufacturing companies globally.

Recognizing that traditional apprenticeship programs, while effective, were not timely enough to fill vacancies at the needed rate, Arconic Tennessee developed and implemented the Craft Development Program designed to address the skilled labor needs of its operations.

The program, developed in partnership with Pellissippi State College, teaches employees essential skills related to the site's equipment, through classroom training, job shadowing, mentoring, hands on instruction, and testing to build skills for more complex tasks. The program is comprehensive and takes 17 weeks for electrical workers and 13 weeks for mechanical workers.

In the third quarter of 2021, the Craft Development Program successfully graduated 100% of its first class and added six electricians and eight mechanics to Tennessee's workforce.

"The program has been successful due to a strong partnership with the local union and Arconic retirees and collaboration with EHS, HR, Communications and Operations groups. In fact, the program was developed in lockstep with local union leadership and is being promoted through social media and traditional news outlets such as the local newspaper," said Tennessee site's HR Manager James Harrison.

Equitable & Living Wages

As we continue to build a diverse and inclusive culture in all the countries in which we operate, we believe it is imperative that our employees are equitably compensated. During 2021, we reviewed the "living wages" survey from 2020 of our entire employee population. This resulted in confirmation that we meet and, in most instances, exceed local living wages in all countries in which we operate. We will do a complete refresh of "living wages" survey in 2022.

Wellness & Benefits

We offer a suite of quality health care and well-being programs to all full-time employees. These programs include annual insurance options, paid leave, flexible working hours and work/life support.

In 2021, we announced an enhanced vacation program for our United States employees in addition to a new benefit that will provide 100% paid leave to employees for parental bonding with new children and to care for seriously ill family members.

In the U.S., employees and dependents who enroll in medical/prescription drug benefits are eligible for tobacco-free credits to offset their cost of coverage. We also provide benefits for diabetes prevention and discounts on gym memberships, stress reduction programs, and healthy cooking classes. Our insurance carrier provides discounts on a variety of fitness, nutrition, personal care, and home and family programs. In addition, we offer paid leave for approximately six to eight weeks for the birth of a child.

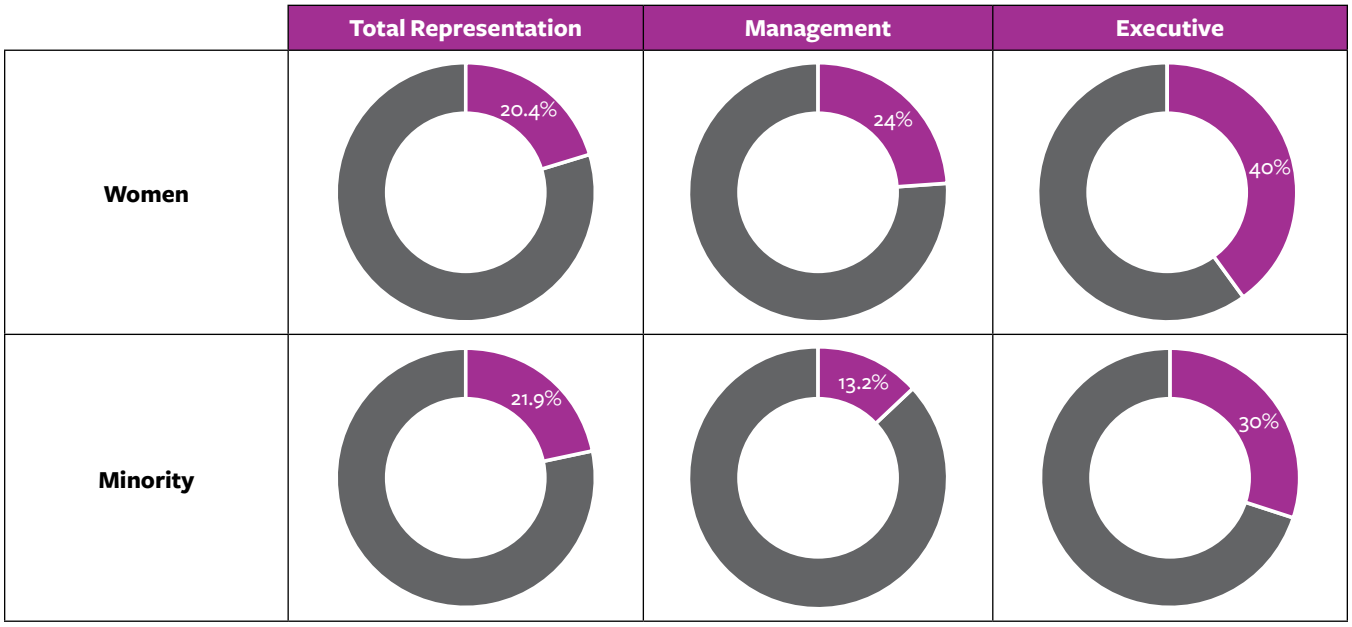
Examples of other regional benefit programs include:

- **Hungary:** Health screening services are available to all employees.
- **United Kingdom:** An employee assistance program and onsite medical services, such as physical therapy, are provided.
- **China:** We provide supplemental insurance to improve accessibility to health care and minimize the cost to employees. In our Kunshan location, we also provide access to an on-site gym.

Diversity Equity & Inclusion

We are dedicated to maintaining a working environment where everyone feels valued, and we celebrate both the differences and similarities among our people. We also believe that diversity in all areas, including cultural background, experience, and thought, is essential to the foundation of a strong company.

Women and U.S. Minority Representation



Gender diversity is presented on a global basis. Ethnic diversity is presented on a U.S. basis only. Management represents members of management other than executives. Executives represent leaders who serve in positions of Vice President and higher.

Our Diversity Equity and Inclusion Council, formed in 2020 and chaired by our Chief Executive Officer, meets quarterly. Council members include our executive leadership team, the President and Treasurer of Arconic Foundation, our Vice President of Diversity and Inclusion and the chairs and co-chairs of each of our six employee resource groups (ERGs). Our ERGs (Arconic African Heritage Network, Arconic Hispanic Network, Arconic Next Generation Network, Arconic Veterans Network, Thrive Network (Women) and Spectrum (LGBTQ+)), are sponsored by executives and reflect an inclusive, respectful, and values-based company culture.

Arconic's diversity and inclusion data can be found in **Appendix C**.

We advanced our "Grow Together" campaign by focusing on more group activities and doubling our previous targeted actions from 2,000 in 2020 to 4,000 in 2021. The campaign encouraged participation and actions that support our inclusion, diversity, and social equity mission. As part of the campaign, each ERG had a dedicated celebration month to highlight their mission. The ERG's monthly celebration activities ranged from learning activities to volunteering with and donating to non-profit organizations with a social equity mission. All our employees are encouraged to participate in these employee-led celebrations.

The collective goals of our ERGs are to:

- Drive employee engagement through community outreach around science, technology, engineering and mathematics (STEM) education,
- Provide learning and development opportunities for employees,
- Inform company policies around diversity and inclusion, and
- Reinforce our mission through key external endorsements like the Human Rights Campaign and Catalyst.

In a companywide email, our CEO recognized the outstanding efforts made by employees to participate in our Grow Together campaign:

> *"Since our campaign launched in May, Arconic employees have taken 4,161 actions, which included driving more than $50,000 in personal donations for organizations through the Giving Together platform, participating in more than 300 learning activities, and volunteering for a combined 983 hours. This is a tremendous achievement, and I applaud all of you who actively participated to get us well beyond the finish line."*

Arconic Hispanic Network ERG Recruitment

From November 10 to 14, members of the Arconic Hispanic Network (AHN) ERG attended the 2021 Society of Hispanic Professional Engineers (SHPE) National Convention to engage with attendees about careers at Arconic. The convention, which is the largest gathering of Hispanics in STEM, also presented a great opportunity for AHN to give attendees an inside look at how the ERG works to support Arconic's talent initiatives and celebrates Hispanic culture.

Arconic was among well-known brands in attendance including, Caterpillar, Delta, GM, Honeywell, Johnson and Johnson, and Samsung. In total, 4,000 attendees passed through the convention with AHN speaking with approximately 300 individuals and vetting 200 potential candidates. Several full-time and internship offers were made on the spot for Arconic's Davenport Works and Tennessee operations.

"The 2021 SHPE National Convention was a fantastic opportunity for AHN to represent Arconic and engage with attendees to expand our STEM talent pipeline," said Kyle Amor, AHN Co-Lead. *"We were thrilled to share the mission and values of AHN and the passion our ERG and all Arconic ERGs have for inclusion and diversity."*

UNGC Women's Empowerment

At Arconic, we value gender diversity, and we work to make sure that women are empowered to thrive in our workplace and within our value chain. As part of our efforts to strengthen our global commitment to gender equality, Arconic participated in the Target Gender Equality Accelerator initiative and CEO Tim Myers submitted the following Statement of Support for the United Nations (UN) Women's Empowerment Principles (WEPs). "With a culture that embraces inclusion, diversity and social equity, Arconic proudly supports the United Nations Women's Empowerment Principles, which provide guidelines for businesses that seek to advance and empower women. Arconic looks forward to acting on these principles to further empower and engage the women in our company and communities where we operate."

The WEPs encourage business leaders to use seven principles as a guide for actions that advance and empower women in the workplace, marketplace, and community. This partnership provides valuable insight into our equality performance, resulting in the incorporation of meaningful actions into Arconic's Diversity and Inclusion roadmap and targets.

As part of the Grow Together momentum, Arconic's CEO signed the CEO Action for Diversity & Inclusion™ pledge, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace, including participation from approximately 2,000 CEOs across 85 industries. The pledge centers around four commitments: cultivating trusting workplaces that can have complex, and sometimes difficult conversations; implementing or expanding unconscious bias education; best and unsuccessful practice sharing; and creating and sharing strategic inclusion and diversity plans with the board of directors.

Arconic's ERGs were a contributing factor to our achievement of a perfect score on the Corporate Equality Index 2021, a U.S.-based benchmarking survey and report on corporate policies, benefits, and practices related to LGBTQ+ individuals. The index is administered by the Human Rights Campaign Foundation, and the rating reflects the concrete steps we've taken on non-discrimination policies across our company, equitable benefits for LGBTQ+ employees and their families, internal education and accountability metrics to promote LGBTQ+ inclusion competency and public commitment to LGBTQ+ equality.

We remain committed to our inclusive culture through our policies, benefits, education, and accountability metrics. As such, Arconic partnered with a consultant to assess our current state and develop a Diversity and Inclusion roadmap detailing specific actions we can take over the next three years. Our current state assessment included executive interviews, a talent flow analysis, a talent management process audit and focus groups, that ultimately identified recommendations for our roadmap. The roadmap was reviewed by our CEO, the Inclusion and Diversity Council, and our Board of Directors, resulting in planned initiatives for 2022.

Health & Safety

We value human life above all else and Arconic remains committed to best health and safety practices, policies, and values outlined in our Code of Conduct. We firmly believe that a strong culture of health and safety is paramount to our business and key stakeholders, especially our employees.

Our health and safety culture empowers our employees and contractors to take personal responsibility for their actions and the safety of their coworkers. Our focus on safety also includes an ongoing commitment to maintaining a secure work environment that respects the dignity and worth of every employee, which drives our continuous improvement approach in our robust safety programs. Our employees play an important role in actively supporting a workplace that is free of violence, threats, intimidation, and harassment. This is supported by internal policies, standards, rules, and procedures that clearly articulate our stringent expectations for working safely and maintaining a secure work environment in all our facilities worldwide.

In response to the COVID-19 pandemic, we continued to implement changes in the best interest of our employees and the communities in which we operate. We sustain strict requirements continually assessed against the Centers for Disease Control ("CDC") and other expert guidance to assure a safe work environment for all.

We continue to maintain industry-leading environmental, health and safety (EHS) processes that are embedded into our annual goals and objectives and our operating plan in pursuit of our primary goal of zero fatalities and life-threatening or life-altering

injuries and illnesses. We ensure that our process is aligned to internal and external standards and regulations, and accessible through our EHS management system to address issues related to audit findings, location risk profiles, assessments, and non-compliance cases. Our EHS management system provides a Safety Metrics Dashboard that can be utilized to assess our safety incidents, reporting, corrective actions, and progress against those actions.

Arconic's global EHS Council evaluates our health and safety policies, programs, and practices annually to ensure they meet the needs and requirements of our workforce. We maintain and measure progress monthly, share monthly reports with leadership and verify appropriate countermeasures through corporate audits and assessments. In September 2021, Arconic established an Executive EHS Council comprised of our CEO and his direct reports to provide additional input and leadership to our EHS activities.

Our safety management system aligns with international standards ISO 45001 (occupational health and safety). It applies to each of our production sites and North American headquarters, and our certifies sites cover more than 99.5 percent of our employees.

We are committed to achieving zero fatalities and keeping fatal and serious injury prevention as a major focus. We conducted fatality assessments at each location in 2021. We prioritized our risk management processes toward fatality and serious injury (FSI) potential to focus on the most impactful hazards that have the potential for life-altering outcomes.

Our comprehensive FSI strategy process focuses on four pillars:

- Critical controls (fall protection, confined space, mobile equipment, lock/tag/verification, machine guarding, electrical safety, combustion system safety and contractor safety);
- Human performance;
- Automation and technology; and
- Leadership: consistent rule enforcement and learning.

Under our FSI prevention process, multidisciplinary teams chaired by each location manager identify potential hazards, conduct a risk assessment, establish root causes, identify corrective actions, ensure competent support, and address gaps. We focus on our most prevalent hazards, such as mobile equipment, and prioritize risk management processes based on our risk assessments and apply controls to eliminate or minimize risks.

We conduct a monthly call to review FSI potential incidents with EHS professionals across all locations. We share FSI information related to specific hazards and risks, which is used for active identification and reported via our predictive indicator system. We also share corrective actions for locations that have applicable issues. Additionally, wherever possible, we share learnings from incident reporting and investigations across our locations to mitigate and prevent potential future incidents.

In July , we conducted safety stand down meetings for all location leaders, focusing on the need for locations to ensure that their EHS Management System was active and effective. We developed a detailed EHS Management System assessment that each location was required to complete in August 2021. The locations developed corrective actions to address opportunities for improvement. The opportunities were tracked by Business Unit EHS to ensure closure by the end of the year.

Safety Metrics

During 2021, all our key safety rates remained significantly below the most recent U.S. averages for our industry. At 0.42, our 2021 days away, restricted and transfer (DART) was 24% lower than our 2020 DART of 0.55. Our 2021 total recordable incident rate (TRIR) of 0.88 was 7% lower than our 2020 TRIR of 0.95.

Arconic's safety data can be found in **Appendix C**.

Audits, Assessments & Training

Arconic conducts internal Corporate EHS audits every three to five years. Selection of locations to be audited is based on an internal risk ranking process that includes the size of the location, historical incident rates, and turnover in Plant Management and EHS Management. Due to pandemic related travel restrictions we continued to suspend audits until September 2021. In 2021, Arconic completed three EHS audits.

Arconic's audit data can be found in **Appendix C**.

Each facility is required to perform an annual self-assessment based on risk criteria that would normally be included in an EHS audit. The self-assessment process is referred to as the Arconic Self-Assessment Tool or ASAT. Each Business Unit tracks completion of ASAT's, newly identified corrective actions, and completion of corrective actions each month. In 2021, all Arconic locations completed self-assessments per the ASAT calendar.

Each business in Arconic also conducts their own internal business unit EHS audits. Businesses choose locations that are mid-cycle for a corporate audit. They use the same risk-based criteria utilized for Corporate EHS audits. In 2021, two business unit EHS Audits were conducted in BCS, and two audits were conducted in our Rolled Products business. However, Arconic did not conduct any corporate EHS audits or business unit EHS audits internationally because of pandemic related travel restrictions. All standard auditing processes resumed in October 2021, and we will report on progress in our 2022 report.

Arconic understands the importance of training our stakeholders around health, safety, and environmental requirements to mitigate any risks that may arise during business operations. These trainings are developed on current risk assessments, regulatory requirements, general knowledge of workplace hazards, and historical incidents.

In 2021, we offered the following training to improve employee EHS awareness and safety preparedness:

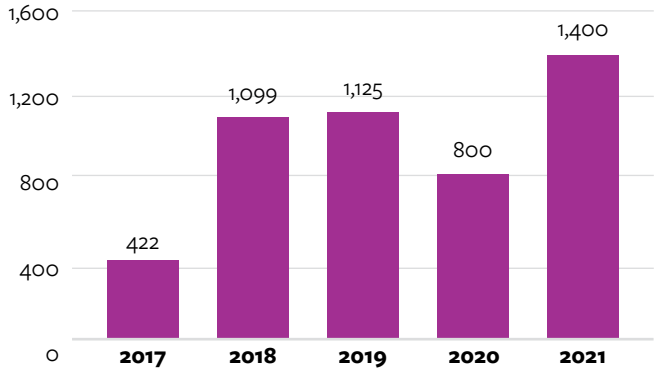
- **Human Performance Process:** Prediction and recognition training for errors or error-likely situations.
- **Business Leader Training:** Business Leader EHS training session was conducted for 20 new or emerging leaders in September 2021. The two-day intensive EHS training was established to highlight expectations of our leaders, educate them on our EHS Management System, and equip them to lead the effort at their respective operation.
- **EHS Professional Training Series:** The EHS Council launched a monthly EHS Professional training series, in December 2021. The monthly training is conducted virtually with EHS Professionals worldwide with the purpose of educating expectations, deployment strategies, and measurement of our EHS Systems and Policies. We've focused on the deployment of the 2022 EHS Plan. Hazard Communication: Awareness and prevention training for hazards, including specific relevant trainings based on facility operations (i.e., 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 annual training on the properties, health effects and hazard controls for potential exposure to Chromium, Hydrofluoric acid, and Methyl Diisocyanate. Rolled Products and Extrusions annual training on the properties, health effects and hazard controls for potential exposure to welding and metal fumes, asbestos, chlorine gas, refractory ceramic fibers, and silica.

Overall, our EHS professionals spent more than 1,200 hours on professional development in 2021 through global Arconic EHS conferences on various topics. In addition, our employees and contractors completed approximately 151,003 combined hours of EHS training during the year.

We empower our employees to refuse or stop work should they experience unsafe working conditions or the potential for unsafe conditions. To promote this stop-work authority, Arconic's STOP for Safety Coin Campaign, encourages employees to be vigilant in their work, always stopping and seekinghelp when presented with a potential safety hazard.

Employees who stop unsafe work for themselves or their colleagues are awarded an aluminum STOP coin and receive local and, in some cases, global recognition. We have distributed thousands of STOP coins to these safety advocates since the program's launch in 2016.

Stop Coins Awarded



Joint Health & Safety Activities

In 2021, 87 percent of our manufacturing locations had joint health and safety committees that consisted of hourly production and maintenance workers and management.

These committees meet monthly and are responsible for assessing and providing feedback for each location's policies and procedures, performing on-site audits, providing site-specific health and safety communications, engaging in health and safety continuous improvement events, and teaching the established health and safety trainings to on-site employees.

In 2021, 74 percent of our locations with trade union agreements had health and safety requirements within those agreements. Topics included the type and frequency of health and safety meetings, stop-work authority, paid time allowed for training and education, representation for incident investigations, and departmental and location health and safety representation by union members.

Additionally, in 2021, Arconic's Human Performance (HP) team, comprised of employees from all four business units and two members of the United Steelworkers, was established to develop the HP strategy for the company, develop and conduct training webinars and single-point lessons, and identify more efficient ways to incorporate HP into our operations. This team meets on a bi-monthly basis.

Contractor Safety

Along with our employee safety trainings, we require all contractors to comply with our EHS orientation training and tracking. At a minimum, we require all contractors to complete training to understand our on-site safety rules and other site-specific precautions. For activities that require specific training, the contracting vendor must ensure and provide evidence that each of their employees has the required training (e.g., respirator training).

All contractors are also required to complete a prequalification assessment that includes specific information related to environmental, health and safety measures. Based on this assessment, we generate a contractor prequalification score that is maintained in a corporate database to verify suitability for a specific job.

Prior to initiating work with contracting vendors, we ask that they provide a job-specific safety plan, which is reviewed by the location EHS and maintenance/engineering staff, and we ensure that they are supervised by an Arconic employee during the associated task.

Facility Safety

Arconic has four locations that are required by the United States Department of Homeland Security to have plans in place for Chemicals of Interest. Those locations have secured and locked the areas where those chemicals are stored. A limited number of employees have access to the areas where the chemicals are stored. All employees that have access to the storage areas must be trained on access, handling chemicals and the requirements of the Department of Homeland Security. Each location is inspected by the Department of Homeland Security. In 2021, there were no open findings from those inspections.

In August of 2021, all operating locations conducted a security assessment to identify potential access breaches. The assessment included a review of secure entrances, entrance procedures, perimeter fencing, access to parking lots and lighting.

Emergency Response & Surveillance

All Arconic locations have an emergency response plan that includes responsibilities, emergency contacts, evacuation plans, emergency reporting and procedures in the event of an emergency.

The locations have preparations for potential emergencies that are reasonably foreseen to occur based on the risk of the operation and the region of the world. Arconic emergency response plans are reviewed as part of the self-assessment process and the Corporate EHS Audit process. The plans are provided to local community emergency response coordinators and local fire departments. Emergency drills are conducted based on the type of emergencies anticipated at that location.

In 2021, our global pandemic response team proactively decided to suspend some medical surveillances and industrial hygiene sampling to reduce the spread of COVID-19 within our facilities. We strategically developed a list of surveillances to suspend and reviewed it frequently. We also established strict protocols for required surveillances to ensure our employees and medical staffs were protected.

We achieved 85 percent of our pre-pandemic goal for medical surveillance and 86 percent for industrial hygiene sampling in 2021. Each location is required to establish and execute a plan to fully reinstate medical surveillance and industrial hygiene sampling in 2022.

Human Rights & Labor Relations

Respecting, protecting, and promoting human rights is a company mandate that is aligned with our values. We strive to respect and promote human rights in our relationships with our employees, suppliers, customers, and stakeholders in accordance with the United Nations Guiding Principles on Business and Human Rights. We are guided by 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.

Additionally, all members of our supply chain are expected to operate their businesses in a responsible and ethical manner as outlined in our Supplier Standards, which include respecting human rights. Supply chain engagement on human rights is discussed in the **Process** section of this report.

We believe in freedom of association. We respect an individual's choice to be represented by – or not to be represented by – a union in accordance with the laws of the countries in which we operate. More than 3,000 employees at our largest U.S. manufacturing sites in Davenport, Tennessee, Lafayette and Massena are represented by the United Steel Workers under a single contract. In 2019, these employees ratified a new labor agreement that extends through May 2022. Where we have a union, we respect

and engage the union in candid discussions regarding the needs of the business and its impact on employees. We also maintain an open dialogue with our union representatives and employees, and we work with our unions around the world to achieve safety and performance goals with an engaged workforce. In Europe, our leadership continues to consult and inform the European Works Council (EWC) on key transnational matters through our formally established Arconic Euroforum. The forum, which consists of works council representatives located where we have European facilities, was created more than 20 years ago and has a long history of working collaboratively with Arconic on important topics for its businesses and employees. In other regions of the world, such as Asia and Russia, we respect and support the appropriate legal and employee-related consultation processes in close cooperation with the relevant stakeholder groups.

2021 Union Representation Employee Percentage	
Asia	92.5%
Europe	64.9%
Americas	49.7%
Global	83.4%

Stakeholder & Community Engagement

Arconic values the relationships and perspectives of our key stakeholders, including employees, customers, suppliers, non-governmental organizations (NGOs) and communities. We frequently engage with these stakeholders to ensure that dialogue is ongoing, effective, and transparent. For example, in 2021, we solicited stakeholder participation and feedback for our 2021 Materiality Assessment to understand which ESG topics are most important to Arconic's business from their perspective.

Arconic Foundation

We are proud of our nonprofit and community engagement through Arconic Foundation. The mission of Arconic Foundation is to partner with nonprofit and community organizations to strengthen communities by enhancing education through skill-building learning experiences, promoting environmental sustainability, and advancing social equity. To make progress on this mission, we achieved the following initiatives in 2021:

Enhancing Education through Skill-Building Learning Experiences

- Arconic Foundation seeks partnerships to create skill-building learning experiences that enhance individual opportunity, specifically within STEM (Science, Technology, Engineering, Math) and manufacturing workforce development, by investing approximately $5.2M in Education grants.
- Grant partners include Engineers Without Borders USA, FIRST, Project Lead the Way, The Manufacturing Institute, and Society for Science.
- **Highlight:** Arconic Foundation's $300,000 grant to Project Lead the Way will increase access to PLTW programs for K-12 students in Arconic communities. Approximately 36 schools received a grant to fund the implementation or expansion of PLTW's STEM courses in topics such as engineering and computer science.

Promoting Environmental Sustainability

- Arconic Foundation seeks partnerships to protect the world around us and ensure a sustainable future, by investing approximately $1M in Environmental Sustainability grants.
- Grant partners include Change the Course at Bonneville Environmental Foundation, National Environmental Education Foundation, One Tree Planted, and The Recycling Partnership.
- **Highlight:** Arconic Foundation's $150,000 grant to One Tree Planted will result in more than 50,000 trees planted near Arconic's communities in Samara, Russia, Kitts Green, United Kingdom, and Székesfehérvár, Hungary.

Advancing Social Equity

- Arconic Foundation seeks partnerships that help build a more equitable society that reflects the diversity of all people, by investing approximately $1.3M in Social Equity grants.
- Grant partners include AAUW, American Association of People with Disabilities, American Corporate Partners, Equal Justice Initiative, Hispanic Scholarship Fund, National Society of Black Engineers, and PFLAG.

- Arconic Foundation supported the Grow Together initiative by granting a total of $300,000 ($50,000 x 6) in recognition of Arconic reaching its employee participation goal of 4,000 actions. The grant recipients, selected in coordination with the ERGs, were Equal Justice Initiative, AAUW, Hispanic Scholarship Fund, PFLAG, American Corporate Partners, and JA Europe.
- **Highlight:** Arconic Foundation granted $50,000 to the American Association of People with Disabilities (AAPD) to support the AAPD Summer Internship Program. AAPD will provide over 20 students and recent graduates with disabilities training, resources, and internships with businesses, nonprofits, elected officials, and government agencies.

Other key 2021 highlights from the Arconic Foundation include:

- In 2021, Arconic Foundation contributed $8.2 million through 148 grants, increasing the total charitable giving contributions by 15% compared to 2020.
- Arconic Foundation invested in nonprofits operating in Arconic communities in eight countries: Canada, China, France, Germany, Hungary, Russia, United Kingdom, and the United States.
- In 2021, Arconic Foundation launched an employee donation matching program, Giving Together. Giving Together is a dollar-for-dollar charitable donation matching program designed to extend the impact of personal donations to qualified nonprofit organizations that align with the Foundation's priorities. By matching employee donations to eligible organizations, we are working together to create a positive impact in our local communities. In total, $116,000 was donated to charitable organizations through Giving Together, including Arconic employees' donations and Arconic Foundation matching. The nonprofits were selected in coordination with the ERGs, Equal Justice Initiative, AAUW, Hispanic Scholarship Fund, PFLAG, American Corporate Partners, JA Europe.

Employee Volunteering

During 2021, our employees and facilities participated in local community engagement activities. Some of our exciting highlights include:

Davenport, IA: A group of Arconic employees from Davenport and their families joined 30 other volunteers to plant acorns during an event with Living Lands & Waters. The group planted 71,000 acorns of Bur Oak, Red Oak and Swamp White Oak. The trees will be harvested in three years and used for future tree giveaways – including one at Davenport Works.

BCS-wide Food Drive: At several BCS locations, month-long food drives were held in October and donations were made in support of hunger-relief organizations.

Pittsburgh, PA: Over the 2021 Thanksgiving season, employees from Arconic Corporate Center held volunteering events benefitting their local community in the fight against food insecurity. Specifically, on November 16, volunteers from Arconic teams participated in a drive-up food distribution event with the Greater Pittsburgh Community Food Bank. Volunteers served 244 families with 14,640 pounds of food.

New Kensington, PA: The Arconic Technology Center (ATC) team sponsored a three-day volunteer event at the Knead Community Café in downtown New Kensington. The Knead Café is a non-profit, pay what you can or pay it forward café, which aims to provide healthy dining options to everyone in their neighborhood. Every day, five ATC employees volunteered at the café by hosting, serving, bussing, and cleaning during lunch and breakfast.

Köfém, Hungary: Throughout 2021, the Arconic-Köfém Mill Products leaders joined local school kids and the Mayor of Székesfehérvár to plant 80 trees as part of the site's 80th anniversary celebration.

Scholarship Program

In 2021, 18 recipients were awarded a $5,000 post-secondary education scholarship from Arconic Foundation. The scholarship amount was increased by 25%, (from $4,000 to $5,000) for 2021, and the number of awardees increased by 29% from 2020 (from 14 to 18 recipients). Recipients demonstrated academic excellence and were children of Arconic employees from six countries.

Process

As a global company with operations in diverse cultural, political and economic environments, we are committed to conducting business ethically and in compliance with all applicable laws. Our Values guide our behavior at every level in the organization and apply across the company on a global basis.

- **Corporate Governance**
- **Board Inclusion & Diversity**
- **Risk Oversight**
- **Ethics & Compliance**
- **Cybersecurity & Data Privacy**
- **Supply Chain Management**
- **Global Supplier Sustainability Program**
- **Human Rights**
- **Stakeholder Engagement**
- **Future Ambitions & Goals**

Process

Corporate Governance

Our Board of Directors is committed to the wellbeing of our employees and has retained direct oversight responsibilities for the company's succession plan and our safety practices. Additionally, our Board is responsible for overseeing management to help ensure we meet our responsibilities to our shareholders and to build long-term growth in shareholder value, as well as consider the interests of our other key stakeholders, including customers, employees, and the communities where the company has an impact.

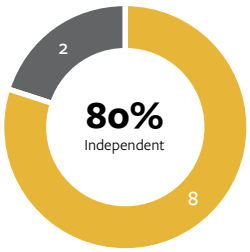
Our Board believes that sound corporate governance is essential to the effective fulfillment of its oversight responsibilities and is consistent with our integrity culture. Our Board and its committees frequently review and ensure our governance policies and practices comply with applicable rules and regulations, align with our management of the company, and reflect best practices. Key features of our corporate governance practices include:

Board Structure and Function	• De-classified board structure requiring annual election of directors • Majority voting standard in uncontested elections with resignation policy • Annual Board and committee self-evaluations • Annual peer evaluations of individual directors • Director orientation and continuing education program • Board leadership succession plan • Retirement ages with Board option to waive
Director Independence and Qualifications	• Eight of our 10 directors are independent • Board committees composed entirely of independent directors • Independent directors regularly meet in executive session • Robust Director Selection Policy, including specific criteria for service
Leadership	• Independent Board Chairperson with strong public company board and executive leadership experience • Corporate Governance Guidelines provide for the appointment of a Lead Independent Director if the Chairperson is not independent • Standing committees chaired by independent directors with public company and executive leadership experience reflective of areas of committee oversight
Shareholder Alignment	• Clawback policy for cash and equity incentive compensation that incorporates our commitment to our Code of Conduct • Robust stock ownership and retention requirements • Policies prohibiting short sales, hedging, margin accounts and pledging • Robust Insider Trading Policy and procedures
Shareholder Rights	• Shareholder ability to act by written consent • Special meetings can be called by any shareholder owning at least 25 percent of outstanding shares for at least one year • Shareholder ability to remove directors with or without cause • No supermajority voting provisions in our charter or bylaws • No shareholder rights plan

Board Inclusion & Diversity

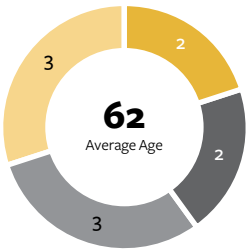
We seek to achieve a mix of directors that represent a diversity of attributes, backgrounds, experiences, perspectives and skills, including with respect to differences in customs, culture, international background, thought, generational views, race, gender, ethnicity and specialized professional experience. The following charts summarize the diversity, independence, and age of our current directors.

INDEPENDENCE



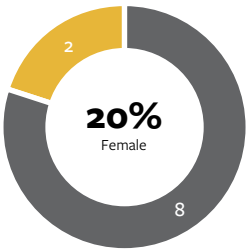
Independent
Not independent

AGE



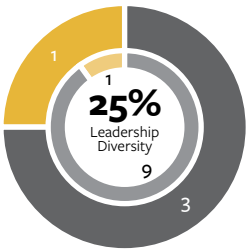
50-55
56-60
61-65
66+

GENDER



Female
Male

ETHNICITY



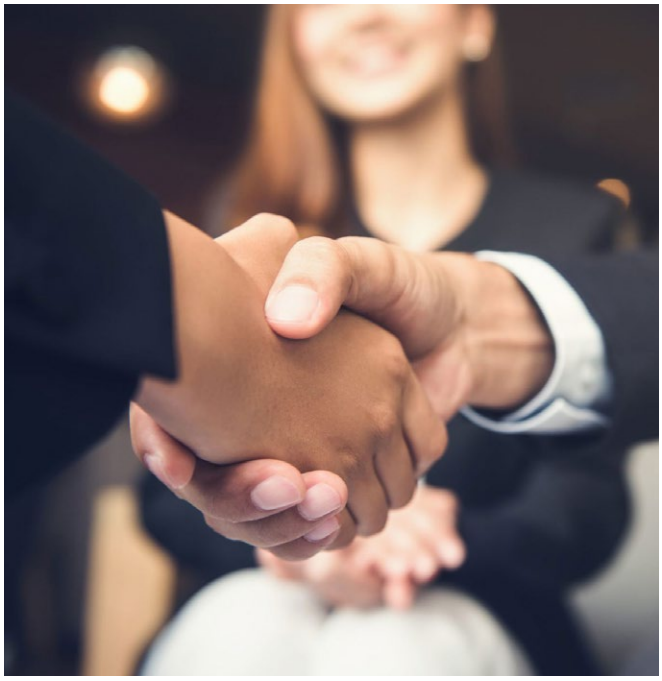
Leadership
Diverse
Non-diverse

Total Board
Diverse
Non-diverse

Risk Oversight

Our Board is actively engaged in overseeing and reviewing our strategic direction and objectives, including consideration of risk exposure. Management takes responsibility for managing the risk and notifying the Board of material risks to the company.

We have established a rigorous, comprehensive and integrated enterprise risk management ("ERM") assessment in order to aggregate, monitor, measure and manage risks. The ERM assessment is conducted throughout the year, with management conducting a formal review with the Board annually and reporting to the Board at such additional times as are necessary or appropriate. Our ERM approach is designed to establish a mutual understanding among the Board and management of the effectiveness of our risk management practices and capabilities, review our risk exposure, appropriately allocate resources to mitigation of various risks, and to support our long-term operating plans and overall strategy. Within our ERM process, Arconic addresses climate-related physical and transitional risks to manage any potential business disruption. For example, in 2021, Arconic's Davenport facility was exposed to flooding from the Mississippi River; however, due to our robust business continuity planning, we were able to mitigate the potential flooding impact by shifting production to other facilities.



The Board has established three standing committees: the Audit and Finance Committee (the Audit Committee); the Compensation and Benefits Committee (the Compensation Committee); and the Governance and Nominating Committee (the Governance Committee). The charters of each of our Board committees are available on our website at www.arconic.com/corporate-governance. In 2021, the Governance Committee expanded its responsibilities to include oversight and recommendations regarding Arconic's policies and strategies related to corporate social responsibility and sustainability matters. Information regarding current membership in the standing committees, the principal responsibilities of the standing committees, and other relevant information is described in our 2021 Proxy Statement.

In 2021, Arconic formed a cross-functional Sustainability and ESG Council tasked with developing our sustainability and ESG strategy, including actionable, measurable targets aligned with United Nations Sustainable Development Goals (UNSDGs), by the end of 2022. The Council regularly reports to senior management and to the Governance Committee. All functions responsible for accelerating development and implementation of our sustainability commitments, strategies and initiatives directly report to the CEO. For example, in 2021 we elevated the Environmental, Health and Safety and Sustainability organization to report directly to the CEO to reinforce our sustainability commitments.

Ethics & Compliance

We maintain corporate policies designed to ensure effective consideration of any current risks and provide user-friendly guidance to our employees.

Our compliance program takes a values-based approach to prevent, detect, and address violations of laws and/or corporate policies, further promoting our culture of integrity. The program meets the recognized elements of an effective compliance program under the U.S. Federal Sentencing Guidelines and similar global standards of other countries' laws and regulations.

Our Code of Conduct, which is publicly available in eight languages, outlines the principles and standards that support our shared values – Act with Integrity, Safeguard Our Future, Grow Stronger Together, Earn Customer Loyalty, Drive Operational Excellence and Create Value. Our Values and our Code of Conduct serve as our guide on behaviors that are expected of us to conduct business responsibly and with integrity. Our Code of Conduct is also intended to serve as Arconic's code of ethics in compliance with the provisions of Section 406 of the Sarbanes-Oxley Act of 2002 and the related rules of the US Securities and Exchange Commission.

Our compliance program is designed to effectively:

- Foster an organizational culture of integrity, ethical decision-making and compliance with our Code of Conduct, policies, procedures and applicable laws;
- Ensure that we conduct business with the highest standards of ethics and integrity and in compliance with all applicable laws; and
- Prevent and detect unlawful or unethical conduct through our speak-up culture, risk assessments and due diligence.

Consistent with our commitment to the highest ethical standards, our compliance program is global, sustainable, and focused on continuously evolving and improving. We use our ERM assessment process to identify and address our key and emerging ethical, legal, and regulatory risks. The ERM process supports our informed, risk-based approach in identifying the key focus areas to incorporate into our compliance program, including training, communication, and policy and procedure development.

Our Board and senior leaders support and oversee our compliance program and demonstrate a strong commitment to our Values and ethical leadership. Our global compliance program is administered by our Legal and Compliance Team, which is led by our Assistant General Counsel, People, Privacy and Compliance. Legal and Compliance regularly reports to our Audit and Finance Committee on our compliance program and Integrity Line reports.

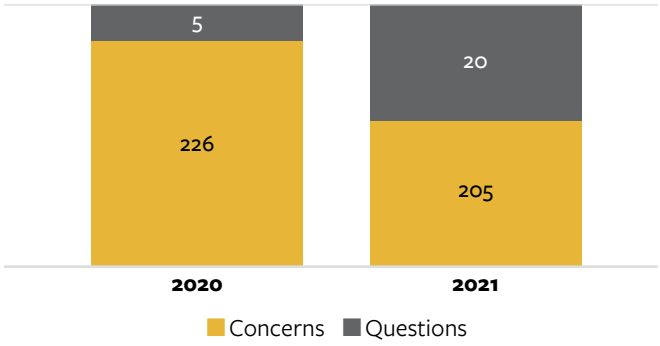
We value the voice of every employee and promote a speak-up culture where employees feel comfortable to ask questions, raise concerns and express ideas without fear of retaliation as described in our Integrity Reporting and Anti-Retaliation policy. Employees have many available resources to ask questions and report concerns, including discussions with their manager or other company resources (i.e., Human Resources or the Legal and Compliance Team) in addition to Arconic's Integrity Line. Our Integrity Line is operated internationally by an independent third party and is available 24/7 to all employees and external stakeholders who wish to raise a concern or ask a question – anonymously, where permitted by law. In 2021, we received 225 new concerns and questions through our Integrity Line and ensured that each was addressed expeditiously. Integrity Line concerns were addressed in an average of 25 days. According to the Navex Global 2021 Risk & Compliance Incident Management Benchmark Report, our reporting rate of 1.7 concerns per 100 employees is above the benchmark of 1.3 reports. Our anonymous rate was 46%, which was significantly below the Navex benchmark of 58%. We strongly believe these reporting rates are a result of our employees feeling comfortable speaking up without fear of retaliation or other negative consequences. In 2021, more questions were asked, and fewer concerns were reported compared to 2020.

In 2021, Arconic implemented 86 corrective actions resulting from issues raised, including coaching, training, process improvements and disciplinary measures .

In 2021, Arconic had one immaterial monetary loss associated with an incident of financial and business integrity; however, we had no other material or significant penalties associated with corruption, bribery, or illicit international trade.

Our compliance program includes a comprehensive training program that features an e-learning platform and live training on specialty topics. In 2021, more than 3,800 salaried employees completed nearly 14,000 hours of legal and compliance training via our e-learning platform and live virtual sessions. These employees also completed our annual Code of Conduct and Conflict of Interest certification. In addition, we conducted live Code of Conduct training for our hourly employees.

Integrity Line Reports



During the year, we issued nine Preventative Law communications to all salaried employees. These communications provided guidance on topics such as conflicts of interest, data privacy breach reporting requirements and promotion of our speak-up culture.

Our anti-corruption initiatives in 2021 included implementation of a third-party review platform to screen, monitor and track third-party intermediaries engaged by our businesses to act on our behalf. The review involves a robust assessment, evaluation, and mitigation of risk based on country of operation, service type, public official interaction, and compliance policies (i.e., Human Rights, Anti-Slavery and Anti-Corruption). Risk mitigation actions and senior management approval are required for all medium and high-risk intermediaries.

Third Party Intermediary Risk Rating	
Low	69
Medium	59
High	3
Total	**131**

Additionally, we implemented procedures to track, review and approve charitable contributions, and maintain a management review procedure related to gifts, hospitality, meals, and travel transactions with government officials.

Additional information on our ethics and compliance program, including our Code of Conduct and policies on anti-corruption, integrity reporting and anti-retaliation, and human rights, can be found at www.arconic.com.

Cybersecurity & Data Privacy

We employ robust information technology systems to manage and operate our business, process transactions, and summarize our operating results. We continually work to safeguard and improve our IT systems and mitigate the potential risks of cyber attacks, security breaches and other threats. Our enterprise risk management program and disclosure controls and procedures include elements intended to ensure that we continuously monitor cybersecurity threats and quickly analyze and respond to potential disclosure obligations arising from cyber attacks and security breaches. We regularly assess the cybersecurity landscape to test and upgrade our systems, adapt to industry and regulatory developments, and maintain compliance with domestic and international cybersecurity laws.

Supply Chain Management

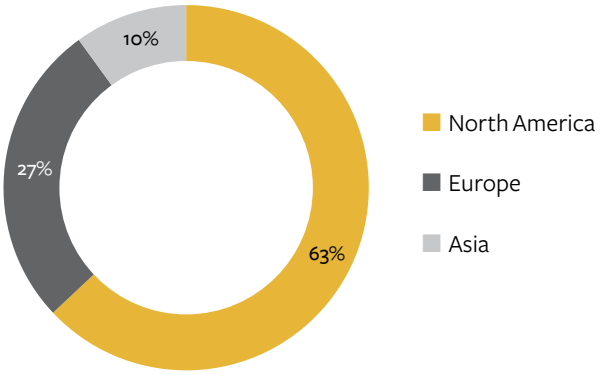
Arconic understands the importance of our suppliers as key partners that help ensure we create a healthier and more sustainable world. Globally, Arconic has more than 7,000 suppliers, 55% of which support our Global Rolled Products and Extrusions businesses, 34% serve our Building and Construction business, and the rest support our corporate operations. As a major component of our business, we have 230 aluminum suppliers representing 70% of our total spend of $6.7 billion. We expect these suppliers to conduct business in accordance with the values stated in our Supplier Standards and on the Ethics and Compliance section of our website. We commit to carefully selecting and maintaining suppliers by:

- Screening against a denied/restricted party list;
- Ensuring responsible materials sourcing, as stated in our Conflict Minerals Policy;
- Assessing key suppliers periodically through our Global Supplier Sustainability Program to ensure alignment with our standards;
- Considering diverse suppliers when sourcing 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.

Global Supplier Sustainability Program

We measured the sustainability performance of our key suppliers in 2021 through our Global Supplier Sustainability Program. These suppliers, which represented 3 percent of our supplier base by number, but 28 percent of our total spend in 2021, are companies that impact our carbon footprint, possess preferred status, are sole sources of supply, are located in emerging or high-risk countries, and/or provide regulated commodities. In 2021, we expanded the program to include suppliers with a lower annual spend. This was done to expand our assessment of how suppliers are performing to our Supplier Standards. Any suppliers identified as leading or active in the 2020 survey were exempt from participating this year because of their good standing.

2021 Spend by Region



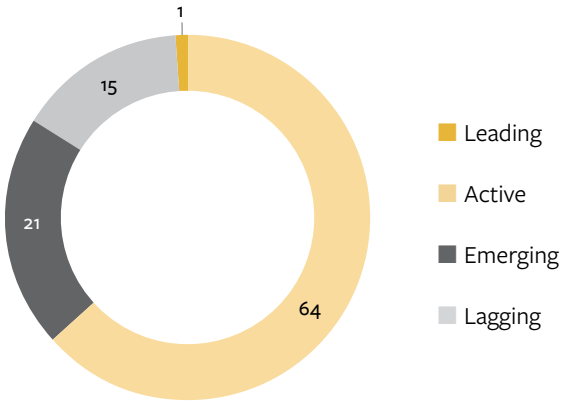
The program consists of four components:

- **Communicating expectations:** We communicate our expectations regarding supplier sustainability through our Supplier Standards.
- **Conducting assessments:** We evaluate the maturity of supplier sustainability practices and determine where improvement may be needed. Assessment criteria include environmental, social and governance factors that are important to our supplier base.
- **Engaging in dialogue and development:** For emerging or lagging suppliers, we provide feedback on questionnaire results and discuss opportunities for improving practices or management systems.
- **Monitoring continuous improvement:** Annually we reassess our suppliers to evaluate changes that could potentially influence a supplier's maturity level rating. It is our expectation that supplier sustainability should improve over time.

The 2021 assessment informed that 22 percent of suppliers surveyed had sustainability practices that we consider to be leading or active. For suppliers deemed to be emerging or lagging, we recommunicate our sustainability expectations and, where necessary, work with them to incorporate sustainable practices into their businesses. We look for alternative suppliers for those that continue to show little to no improvement after these efforts. For 2021, we categorized assessment results into key topic areas to further assess and understand supplier performance and compliance with our policies, as well us to help us identify areas in need of improvement.

Arconic recognizes that there is room for improvement with all of our suppliers, and we are committed to unifying our supply chain and acting as a key collaborator with our suppliers to jointly make progress towards our objectives and goals.

2021 Key Supplier Assessment Results



Our Global Supplier Sustainability Program data can be found in **Appendix C**.

Human Rights

Arconic is committed to respecting, protecting and promoting fundamental human rights consistent with our Values. We ask our suppliers, vendors, contractors, consultants, partners and others with whom we do business to comply with these values and our Human Rights Policy and Conflict Minerals Policy through the Supplier Standards.

Compliance with international standards to support human rights includes:

- Maintaining a workplace that respects human dignity and the rights of workers, individuals and the communities associated with their operations;
- Prohibiting the use of all forms of human trafficking and forced, bonded, indentured or compulsory labor;
- Prohibiting the employment of children (defined as under the age of 18 years old) ;
- Prohibiting harassment or discrimination of applicants or workers in any form, including any kind of corporal punishment or abuse;
- Maintaining a safe workplace that is free from violence, threats, intimidation and harassment and that respects the dignity and worth of every employee;
- Providing a fair living wage and compensating employees competitively relative to industry and local standards and in compliance with all applicable wage, work hours, overtime and benefits laws and the terms of applicable collective bargaining agreements;
- Upholding 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;

- Upholding the principles stated in Arconic's Conflict Mineral Policy and providing transparency into the supply chain, from original source to Arconic; and
- Complying with laws to related to workplace safety and health.

Concerns regarding any potential violations of these Supplier Standards can be reported 24/7 through our Integrity Line.

Stakeholder Engagement

Aluminum Stewardship Initiative

ASI is a global non-profit standard setting and certification organization. ASI was launched with the aim to raise greater sustainability and transparency (responsible production, responsible sourcing, and material stewardship) throughout the whole aluminum value chain, by addressing the environmental, social, and governance aspects. This will help reduce the reputational risks concerning the aluminum sector and reinforce and promote consumer and stakeholder confidence in aluminum products.

Arconic became a member of ASI in 2016, following separation from founding member, Alcoa. We continue to be an active member of the ASI Standards Committee.

To demonstrate our commitment to responsible production, sourcing, and stewardship of aluminum, we successfully achieved certification of our corporate office in Pittsburgh and our operations in Samara, Russia under the Performance Standard in 2019. In 2020, we successfully certified our operations in Köfém, Hungary and Bohai, China under the Performance Standard. In 2021, we successfully certified our Samara, Russia operation under the Chain-of-Custody (CoC) Standard, ultimately enabling the facility to provide ASI CoC metal to its customers. Pursuing ASI Performance Standard certification at our Tennessee site is an important part of expanding operations in industrial products and can sheet in 2022. View our certifications.

Relevant to climate change, the ongoing 2022 revised Performance Standard addresses GHG emissions and aims to direct aluminum sector members' GHG emission reduction efforts in alignment with the International Aluminum Institute's (IAI) 1.5°C decarbonization pathway. This is the only aluminum sector-specific pathway currently available and is broadly aligned with the International Energy Agency's (IEA) 'Net Zero Emissions by 2050' scenario.

Future Ambitions & Goals

In the year ahead, Arconic will continue to look for ways to drive our sustainability commitments within our company and as a key collaborator within our value chain. As we continue our ESG journey, Arconic intends to act on the following in 2022:

- As we chart our path forward, we know that we must address the ESG issues facing us now, while not losing focus on the future. The world requires immediate action from the business community on climate change, and we will be accelerating our response by establishing measurable and achievable climate targets and goals.
- We will partner with suppliers and customers to continue to innovate products that drive sustainability throughout our value chain.
- We will expand and deepen partnerships with key industry groups that represent the aluminum value chain around the world, including The Aluminum Association, European Aluminium and International Aluminium Institute. From engaging policymakers to publishing research, we collaboratively address all facets of sustainability and coordinate efforts across the aluminum industry.
- To improve transparency and provide our stakeholders with more detailed and reliable data on our ESG efforts, we will align disclosurewith the widely recognized ESG disclosure framework: the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD) and continue our efforts to align with SASB.

Indexes

This report has been prepared is in accordance with the Global Reporting Initiative Standards: Core Option and Sustainability Accounting Standards Board Standards Metals and Mining Standard.

- **Appendix A - Global Reporting Initiative Content Index**
- **Appendix B - Sustainability Accounting Standards Board Index**
- **Appendix C - Additional Reporting Metrics**

Appendix A – Global Reporting Initiative Content Index

Statement of use. Arconic has reported the information cited in this GRI content index for the 2021 fiscal year with reference to the GRI Standards.

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	About This Report
	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	About This Report
	2-5 External assurance	About This Report
	2-6 Activities, value chain and other business relationships	About This Report
	2-7 Employees	About This Report
	2-8 Workers who are not employees	People
	2-9 Governance structure and composition	Corporate Governance Proxy Statement
	2-10 Nomination and selection of the highest governance body	Proxy Statement
	2-11 Chair of the highest governance body	Corporate Governance Proxy Statement
	2-12 Role of the highest governance body in overseeing the management of impacts	Risk Oversight Proxy Statement
	2-13 Delegation of responsibility for managing impacts	Risk Oversight Proxy Statement
	2-14 Role of the highest governance body in sustainability reporting	Risk Oversight
	2-15 Conflicts of interest	Ethics & Compliance Proxy Statement
	2-16 Communication of critical concerns	Proxy Statement
	2-17 Collective knowledge of the highest governance body	Proxy Statement
	2-18 Evaluation of the performance of the highest governance body	Proxy Statement
	2-19 Remuneration policies	Proxy Statement
	2-20 Process to determine remuneration	Proxy Statement
	2-21 Annual total compensation ratio	Proxy Statement
	2-23 Policy commitments	Human Rights Proxy Statement
	2-24 Embedding policy commitments	Human Rights Proxy Statement
	2-25 Processes to remediate negative impacts	Risk Oversight
	2-26 Mechanisms for seeking advice and raising concerns	Human Rights Proxy Statement
	2-27 Compliance with laws and regulations	Proxy Statement
	2-29 Approach to stakeholder engagement	Stakeholder Engagement
	2-30 Collective bargaining agreements	Human Rights & Labor Relations Proxy Statement

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality
	3-2 List of material topics	Materiality
	3-3 Management of material topics	2021 Materiality Assessment
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Form 10k
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Ethics & Compliance Proxy Statement
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy & Greenhouse Gas Emissions
	302-2 Energy consumption outside of the organization	Energy & Greenhouse Gas Emissions
	302-3 Energy intensity	Energy & Greenhouse Gas Emissions
	302-4 Reduction of energy consumption	Energy & Greenhouse Gas Emissions
	302-5 Reductions in energy requirements of products and services	Energy & Greenhouse Gas Emissions
GRI 303: Water and Effluents 2018	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
	303-4 Water discharge	Water Management
	303-5 Water consumption	Water Management
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy & Greenhouse Gas Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Energy & Greenhouse Gas Emissions
	305-3 Other indirect (Scope 3) GHG emissions	Energy & Greenhouse Gas Emissions
	305-4 GHG emissions intensity	Energy & Greenhouse Gas Emissions
	305-5 Reduction of GHG emissions	Energy & Greenhouse Gas Emissions
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Appendix C
GRI 306: Waste 2020	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
	306-4 Waste diverted from disposal	Waste Management
	306-5 Waste directed to disposal	Waste Management
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Global Supplier Sustainability Program
	308-2 Negative environmental impacts in the supply chain and actions taken	Global Supplier Sustainability Program

GRI Standard	Disclosure	Location
GRI 401: Employment 2016	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
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health & Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Health & Safety
	403-3 Occupational health services	Health & Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health & Safety
	403-5 Worker training on occupational health and safety	Health & Safety
	403-6 Promotion of worker health	Health & Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health & Safety
	403-8 Workers covered by an occupational health and safety management system	Health & Safety
	403-9 Work-related injuries	Health & Safety
	403-10 Work-related ill health	Health & Safety
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Engagement & Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Engagement & Development
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board Inclusion & Diversity
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Human Rights & Labor Relations Proxy Statement

Appendix B – Sustainability Accounting Standards Board Index

Topic	Accounting Metric	Category	Code	Report Location
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	EM-MM-110a.1	Energy & Greenhouse Gas Emissions
	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	Energy & Greenhouse Gas Emissions
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Quantitative	EM-MM-120a.1	Air Emissions
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	EM-MM-130a.1	Energy & Greenhouse Gas Emissions
Water Management	(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
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	EM-MM-140a.2	Water Management
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	Quantitative	EM-MM-150a.4	Not Applicable
	Total weight of tailings produced	Quantitative	EM-MM-150a.5	Not Applicable
	Total weight of waste rock generated	Quantitative	EM-MM-150a.6	Not Applicable
	Total weight of hazardous waste generated	Quantitative	EM-MM-150a.7	Not Applicable
	Total weight of hazardous waste recycled	Quantitative	EM-MM-150a.8	Not Applicable
	Number of significant incidents associated with hazardous materials and waste management	Quantitative	EM-MM-150a.9	Not Applicable
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	EM-MM150a.10	Not Applicable

Topic	Accounting Metric	Category	Code	Report Location
Biodiversity Impacts	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
	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
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	EM-MM-210a.1	Not Applicable
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	EM-MM-210a.2	Not Applicable
	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
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	EM-MM-210b.1	Stakeholder & Community Engagement
	Number and duration of non-technical delays	Quantitative	EM-MM-210b.2	We had zero delays due to typical operating activities in 2021
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Quantitative	EM-MM-310a.1	Human Rights & Labor Relations
	Number and duration of strikes and lockouts	Quantitative	EM-MM-310a.2	We had zero strikes and lockouts in 2021
Workforce Health & Safety	(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 & Safety
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	EM-MM-510a.1	Ethics & 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 2021

Topic	Accounting Metric	Category	Code	Report Location
Tailings Storage Facilities Management	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, (12) site-specific EPRP	Quantitative	EM-MM-540a.1	Not Applicable
	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
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Discussion and Analysis	EM-MM-540a.3	Not Applicable

Appendix C – Additional Reporting Metrics

Special Note Regarding Reporting Periods

Arconic reports five years of metrics where data is calculable with collection systems, consistent locations comparisons and methodologies. Arconic commenced operations as a standalone company on April 1, 2020, following its separation from the former Arconic Inc. (now Howmet Aerospace Inc.). 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.

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Planet							
Greenhouse Gas (GHG) Emissions							
The source of all GHG emissions is 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_2, CH_4 and N_2O emissions from fuels used primarily for mobile equipment or maintenance activities, SF_6 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_2e	1.10	1.10	0.99	0.86	0.96	
Scope 2 (indirect)	Million MT CO_2e	1.09	1.01	0.90	0.77	0.72	
Total	**Million MT CO_2e**	**2.19**	**2.11**	**1.89**	**1.63**	**1.67**	
Scope 3 (value chain)	Million MT CO_2e	—	—	13.2	11.6	14.0	These values are based on WRI Scope 3 methodology for purchased goods, fuel and energy-related activities, upstream and downstream transportation, and end-of-life treatment of sold products.
Scope 1 & 2 GHG Emissions by Business							
Rolled Products	Million MT CO_2e	1.91	1.86	1.65	1.44	1.51	
Building and Construction Systems	Million MT CO_2e	0.09	0.08	0.08	0.07	0.07	
Extrusions	Million MT CO_2e	0.19	0.17	0.16	0.12	0.09	
GHG Emissions Intensity							
Scope 1	MT CO_2e per MT Third-Party Shipments	0.63	0.64	0.62	0.63	0.59	
Scope 2	MT CO_2e per MT Third-Party Shipments	0.62	0.59	0.56	0.57	0.44	
Scope 3	MT CO_2e per MT Third-Party Shipments	—	—	8.29	8.48	8.72	
Total	**MT CO_2e per MT Third-Party Shipments**	**—**	**—**	**9.47**	**9.68**	**9.76**	

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Scope 1 & 2 GHG Emissions Intensity by Business							
Rolled Products	MT CO2e per MT Third-Party Shipments	1.22	1.21	1.16	1.18	1.02	
Building and Construction Systems	MT CO2e per MT Third-Party Shipments	0.75	0.67	0.70	0.69	0.69	
Extrusions	MT CO2e per MT Third-Party Shipments	3.2	2.89	2.63	2.97	2.56	
% GHG Emissions Covered Under Regulations	%	11.32	9.83	10.18	9.33	11.2	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.
Air Emissions							
Reported emissions only include those locations for which the emissions are both regulated and material. Nitrogen oxides include NO and NO2 but exclude N2O. Sulfur oxides include SO2 and SO3. Total particulate matter provides a conservative estimate of PM10 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. Environmental Protection Agency.							
VOCs	MT	1,271.61	1,326.12	1,248.75	1,204.70	1,294.44	
Nitrogen Oxides	MT	1,147.41	1,102.00	1,101.68	999.01	989.72	
Carbon Monoxide	MT	989.48	1,009.39	953.16	944.74	892.26	
Particulate Matter	MT	415.05	402.81	391.96	340.85	311.44	
Hazardous Air Pollutants	MT	219.50	200.29	158.99	137.98	195.57	
Sulfur Oxides	MT	41.75	29.21	30.57	25.82	24.03	
Air Emissions — Rolled Products							
VOCs	MT	1,086.05	1,144.99	1070.23	1041.09	1054.86	
Nitrogen Oxides	MT	1,068.37	1,023.98	1025.96	935.13	939.07	
Carbon Monoxide	MT	925.00	942.45	886.75	891.11	854.53	
Particulate Matter	MT	392.37	376.65	368.97	324.12	299.65	
Hazardous Air Pollutants	MT	147.90	140.94	108.39	95.69	130.06	
Sulfur Oxides	MT	41.21	28.63	30.01	25.32	23.40	
Air Emissions — Building and Construction Systems							
VOCs	MT	156.04	134.15	109.69	104.28	198.19	
Nitrogen Oxides	MT	35.74	32.03	32.73	29.54	28.99	
Carbon Monoxide	MT	27.74	28.81	28.66	24.59	24.31	
Particulate Matter	MT	3.95	4.03	4.02	3.71	3.67	
Hazardous Air Pollutants	MT	57.96	45.75	39.47	33.45	65.51	
Sulfur Oxides	MT	0.26	0.28	0.28	0.28	0.26	

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Air Emissions — Extrusions							
VOCs	MT	29.52	46.98	68.83	59.33	41.40	
Nitrogen Oxides	MT	43.30	45.99	42.99	34.34	21.66	
Carbon Monoxide	MT	36.74	38.13	37.75	29.04	13.41	
Particulate Matter	MT	18.73	22.13	18.97	13.02	8.12	
Hazardous Air Pollutants	MT	13.64	13.60	11.13	8.84	3.80	
Sulfur Oxides	MT	0.28	0.30	0.28	0.22	0.38	
Hazardous Air Pollutant Emissions (HAPs)							
Other emissions primarily consist of organic solvents emitted at levels less than 5 metric tons each. Lead and mercury emissions are not material to our operations, as they are emitted at very low levels (less than 50 kilograms/year each) and are primarily from the combustion of fuels. Dioxins and furans are also emitted at low levels from our aluminum casthouses, and the worldwide annual total is less than 25 grams.							
Hydrogen Chloride	MT	101.81	95.32	70.31	59.90	87.16	
Toluene	MT	27.73	21.60	20.81	18.65	32.79	
Xylenes	MT	29.77	27.53	15.56	13.56	26.27	
Chlorine	MT	9.86	9.91	9.54	8.48	8.90	
Hydrogen Fluoride	MT	11.16	9.46	9.06	7.85	6.22	
Other	MT	39.17	36.47	33.71	29.54	34.24	
Energy Consumption							
Direct	Million GJ	20.03	20.03	19.39	16.79	19.17	
Indirect	Million GJ	7.93	7.79	7.34	6.77	7.22	
Total	**Million GJ**	**27.96**	**27.82**	**26.73**	**23.56**	**26.39**	Direct energy from the combustion of natural gas. 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.
Energy Intensity	GJ per MT Third-Party Shipments	16.01	16.18	16.72	17.25	16.38	Data represents our consumption of natural gas, 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.
Energy Consumption by Business							
Data represents our consumption of natural gas, 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	24.27	24.49	23.39	20.72	23.91	
Building and Construction Systems	Million GJ	1.13	1.15	1.15	1.06	1.08	
Extrusions	Million GJ	2.56	2.18	2.19	1.78	1.39	

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Electrical Grid Energy Consumption by Source							
Renewable refers to wind, hydro, biomass, solar and geothermal energy sources. All renewables that we consume are from grid-supplied electricity and are based on data available from those grids that supply our locations. 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	1.36	
Non-Renewable	Million GJ	—	—	—	5.17	5.49	
Total	**Million GJ**	**—**	**—**	**—**	**6.38**	**6.85**	
Electrical Energy Intensity							
Corporate offices, service centers and other locations primarily involved in assembly within our Building and Construction Systems business are immaterial and have been excluded.							
Electrical	Total GJ	7,618,869	7,461,630	6,981,766	6,383,126	6,851,686	
Third-Party Shipments	MT	1,746,388	1,719,448	1,598,437	1,365,530	1,610,847	
Electrical Intensity	GJ per MT Third-Party Shipments	4.36	4.34	4.37	4.67	4.25	
Sources of Renewable Energy from U.S. Grid							
All renewables that we consume are from grid-supplied electricity and are based on data available from those grids that supply our locations. 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	
Hydro	% Total	—	—	—	33.60	35.90	
Biomass	% Total	—	—	—	5.97	7.69	
Solar	% Total	—	—	—	2.66	11.28	
Geothermal	% Total	—	—	—	0.48	2.05	
Energy Consumption by Commodity							
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	% Total	71.63	71.99	72.54	71.28	72.61	
Grid Electricity	% Total	27.25	26.82	26.12	27.10	26.01	
Steam	% Total	1.12	1.19	1.34	1.62	1.38	
Electrical Usage by Business							
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	6.39	6.4	6.02	5.46	6.04	
Building and Construction Systems	Million GJ	0.37	0.37	0.36	0.38	0.33	
Extrusions	Million GJ	0.86	0.69	0.60	0.54	0.48	
Water Withdrawal, Discharge and Consumption							
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. We define priority substances through permitting and follow agency issued limits on our discharges.							
Withdrawal	Million m3	8.36	8.41	8.52	7.84	8.08	
Discharge	Million m3	5.99	5.74	5.81	6.06	6.32	
Consumption	Million m3	2.37	2.67	2.71	1.78	1.76	

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Water Withdrawal by Business							
Rainwater not used in our manufacturing processes is excluded from withdrawal data where these volumes can be determined. Waters used for irrigation and sanitary purposes are included in this data. All water withdrawal is fresh water, which is defined as having a dissolved solids concentration that is less than or equal to 1,000 milligrams per liter.							
Rolled Products	Million m3	6.95	6.92	7.06	6.60	6.95	
Building and Construction Systems	Million m3	0.49	0.51	0.52	0.53	0.58	
Extrusions	Million m3	0.92	0.98	0.94	0.71	0.55	
Water Withdrawal by Source							
Rainwater not used in manufacturing processes is excluded from withdrawal totals, while rainwater used in the manufacturing process is included in the surface water totals. Waters used for irrigation and sanitary purposes are included in this data. All water withdrawal is fresh water, which is defined as having a dissolved solids concentration that is less than or equal to 1,000 milligrams per liter.							
Municipal/External Supply	Million m3	5.99	6.44	6.74	6.16	6.37	
Surface Water	Million m3	1.40	0.99	0.77	0.75	0.41	
Groundwater	Million m3	0.97	0.98	1.01	0.93	1.31	
Total	**Million m3**	**8.36**	**8.41**	**8.52**	**7.84**	**8.08**	
Water Discharge by Source							
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 milligrams per liter. We define priority substances through permitting and follow agency-issued limits.							
Surface Water	Million m3	2.54	2.26	2.07	2.07	2.72	
Municipal/External Treatment	Million m3	3.45	3.48	3.74	3.99	3.6	
Total	**Million m3**	**5.99**	**5.74**	**5.81**	**6.06**	**6.32**	
Water Discharge — Destination, Quality and Treatment							
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 offsite 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.							
Surface Water							
Category 1	Million m3	2.54	2.26	2.07	2.07	1.83	
Municipal/External Treatment							
Category 2	Million m3	1.32	1.34	1.59	2.09	1.22	
Category 3	Million m3	2.13	2.14	2.15	1.90	2.90	
Water Non-Compliances							
2018 Violation Type - Administrative consent order to address combined process water and stormwater overflows. Non-compliances are associated with water quality permits, standards and regulations. Only non-compliance incidents that resulted in formal enforcement actions as defined under SASB EM-MM-140a.2 are included.							
Number	**Total**	**0**	**1**	**0**	**0**	**0**	
Waste by Composition							
Arconic Corporation							
Hazardous	Thousand MT	19.92	18.06	21.27	18.71	23.91	
Non-Hazardous	Thousand MT	86.58	84.16	96.22	69.72	102.52	
Total	**Thousand MT**	**106.50**	**102.22**	**117.49**	**88.43**	**126.43**	
Rolled Products							
Hazardous	Thousand MT	16.58	14.22	17.23	15.70	21.16	
Non-Hazardous	Thousand MT	61.61	62.7	73.50	47.70	87.57	
Total	**Thousand MT**	**78.19**	**76.92**	**90.73**	**63.40**	**108.73**	

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Building and Construction Systems							
Hazardous	Thousand MT	3.08	3.56	3.61	2.73	2.39	
Non-Hazardous	Thousand MT	19.81	18.86	19.89	19.40	12.88	
Total	**Thousand MT**	**22.89**	**22.42**	**23.50**	**22.13**	**21.16**	
Extrusions							
Hazardous	Thousand MT	0.26	0.28	0.43	0.28	0.36	
Non-Hazardous	Thousand MT	5.16	2.60	2.83	2.62	2.07	
Total	**Thousand MT**	**5.42**	**2.88**	**3.26**	**2.90**	**2.43**	
Waste by Type and Disposal Method							
Reuse	Thousand MT (%)	0.37 (1.9%)	0.57 (3.1%)	0.74 (3.5%)	0.76 (4.0%)	1.47 (6.1%)	
Recycling	Thousand MT (%)	14.70 (73.8%)	12.70 (70.3%)	15.00 (70.5%)	13.50 (72.2%)	9.74 (40.7%)	
Composting	Thousand MT (%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.01 (0.1%)	0.29 (1.2%)	
Recovery (including energy recovery)	Thousand MT (%)	0.44 (2.2%)	0.48 (2.7%)	0.58 (2.7%)	0.79 (4.2%)	0.19 (0.8%)	
Incineration (mass burn)	Thousand MT (%)	0.60 (3.0%)	0.45 (2.5%)	0.55 (2.6%)	0.19 (1.0%)	1.08 (4.5%)	
Landfill	Thousand MT (%)	0.53 (2.7%)	0.43 (2.4%)	0.59 (2.8%)	0.53 (2.8%)	0.32 (1.3%)	
Other	Thousand MT (%)	3.28 (16.4%)	3.43 (19.0%)	3.81 (17.9%)	2.93 (15.7%)	10.82 (45.3%)	
Total Hazardous Waste	**Thousand MT (%)**	**19.92 (100.0%)**	**18.06 (100.0%)**	**21.27 (100.0%)**	**18.71 (100.0%)**	**23.91 (100.0%)**	
Reuse	Thousand MT (%)	22.0 (25.4%)	21.30 (25.3%)	23.10 (24.0%)	19.40 (27.8%)	18.18 (17.7%)	
Recycling	Thousand MT (%)	35.20 (40.7%)	36.90 (43.9%)	47.50 (49.4%)	26.00 (37.3%)	55.77 (54.4%)	
Composting	Thousand MT (%)	0.31 (0.4%)	0.16 (0.2%)	0.15 (0.1%)	0.21 (0.3%)	0.19 (0.2%)	
Recovery (including energy recovery)	Thousand MT (%)	3.00 (3.5%)	3.51 (4.2%)	2.17 (2.3%)	2.25 (3.2%)	0.10 (0.1%)	
Incineration (mass burn)	Thousand MT (%)	0.47 (0.5%)	0.52 (0.6%)	0.55 (0.6%)	0.53 (0.8%)	3.07 (3.0%)	
Landfill	Thousand MT (%)	24.67 (28.5%)	21.75 (25.8%)	22.75 (23.6%)	21.29 (30.5%)	23.14 (22.6%)	
Other	Thousand MT (%)	0.93 (1.0%)	0.02 (0.0%)	0.00 (0.0%)	0.04 (0.1%)	2.06 (2.0%)	

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Total Non-Hazardous Waste	**Thousand MT (%)**	**86.58 (100.0%)**	**84.16 (100.0%)**	**96.22 (100.0%)**	**69.72 (100.0%)**	**102.51 (100.0%)**	
Reuse	Thousand MT (%)	22.37 (21.0%)	21.87 (21.4%)	23.84 (20.3%)	20.16 (22.8%)	19.65 (15.5%)	
Recycling	Thousand MT (%)	49.90 (46.9%)	49.60 (48.5%)	62.50 (53.3%)	39.50 (44.7%)	65.51 (51.8%)	
Composting	Thousand MT (%)	0.31 (0.2%)	0.16 (0.2%)	0.15 (0.1%)	0.22 (0.2%)	0.48 (0.4%)	
Recovery (including energy recovery)	Thousand MT (%)	3.44 (3.2%)	3.99 (3.9%)	2.75 (2.3%)	3.04 (3.4%)	0.29 (0.2%)	
Incineration (mass burn)	Thousand MT (%)	1.07 (1.0%)	0.97 (0.9%)	1.10 (0.9%)	0.72 (0.8%)	4.16 (3.3%)	
Landfill	Thousand MT (%)	25.20 (23.7%)	22.18 (21.7%)	23.34 (19.9%)	21.82 (24.7%)	23.46 (18.6%)	
Other	Thousand MT (%)	4.21 (4.0%)	3.45 (3.4%)	3.81 (3.2%)	2.97 (3.4%)	12.88 (10%)	
Total Waste	**Thousand MT (%)**	**106.50 (100.0%)**	**102.22 (100.0%)**	**117.49 (100.0%)**	**88.43 (100.0%)**	**126.42 (100%)**	
Total Waste Directed to Disposal (Landfill)							
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	25.2	22.18	23.34	21.82	23.46	The designations 'onsite' and 'offsite' were not collected until 2021 reporting year due changes in the GRI
Rolled Products	Thousand MT	12.21	10.77	11.45	9.91	12.62	
Building and Construction Systems	Thousand MT	9.75	9.59	10.42	10.17	9.39	
Extrusions	Thousand MT	3.24	1.82	1.47	1.74	1.44	
Total Waste Diverted from Disposal							
Arconic Corporation	Thousand MT	81.3	80	94.10	66.60	102.97	
Rolled Products	Thousand MT	66	66.2	79.30	53.50	96.1	
Building and Construction Systems	Thousand MT	13.1	12.8	13.00	12.00	5.88	
Extrusions	Thousand MT	2.2	1.1	1.80	1.20	0.98	
Waste Diverted from Disposal (Landfill) by Recovery Operation							
Arconic Corporation Due to changes in GRI standards for waste disposal categories, the designations 'onsite' and 'offsite' 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).							
Hazardous							
Preparation for Reuse	Thousand MT	0.37	0.57	0.74	0.76	1.47	
Recycling	Thousand MT	14.72	12.68	14.96	13.48	9.74	
Other Recovery Operations	Thousand MT	0.54	0.56	0.70	0.79	0.19	
Total	**Thousand MT**	**15.64**	**13.8**	**16.40**	**15.02**	**11.40**	

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Non-Hazardous							
Preparation for Reuse	Thousand MT	22.01	21.32	23.07	19.40	18.18	
Recycling	Thousand MT	35.16	36.92	47.49	25.98	55.77	2.01 Thousand MT was recycled on-site with the remaining 53.76 Thousand MT recycled Off-site (2021)
Other Recovery Operations	Thousand MT	3	3.51	2.17	2.25	0.10	
Total	**Thousand MT**	**75.8**	**75.55**	**89.13**	**62.64**	**74.05**	2.01 Thousand MT was recovered on-site with the remaining 72.03 Thousand MT recovered Off-site (2021)
Rolled Products							
Hazardous							
Preparation for Reuse	Thousand MT	0.34	0.3	0.50	0.43	1.4	
Recycling	Thousand MT	14.05	11.88	14.22	12.90	9.3	
Other Recovery Operations	Thousand MT	0.16	0.2	0.26	0.51	0.2	
Total	**Thousand MT**	**14.54**	**12.38**	**14.98**	**13.84**	**10.9**	
Non-Hazardous							
Preparation for Reuse	Thousand MT	22.01	21.32	23.07	19.40	18.2	
Recycling	Thousand MT	23.57	26.98	36.75	15.85	52.1	1.98 Thousand MT was recycled on-site with the remaining 50.12 Thousand MT recycled Off-site (2021)
Other Recovery Operations	Thousand MT	2.46	3.19	1.77	1.95	0.1	
Total	**Thousand MT**	**62.58**	**63.86**	**76.57**	**51.03**	**70.3**	1.98 Thousand MT was recovered on-site with the remaining 68.37 Thousand MT recovered ff-site (2021)
Building and Construction Systems							
Hazardous							
Preparation for Reuse	Thousand MT	0.04	0.27	0.22	0.32	0.0	
Recycling	Thousand MT	0.64	0.73	0.66	0.52	0.5	
Other Recovery Operations	Thousand MT	0.27	0.26	0.30	0.28	0.0	
Total	**Thousand MT**	**0.94**	**1.27**	**1.18**	**1.13**	**0.5**	
Non-Hazardous							
Preparation for Reuse	Thousand MT	0	0	0.00	0.00	0.0	
Recycling	Thousand MT	9.68	9.14	9.32	9.10	3.1	0.04 Thousand MT was recycled on-site with the remaining 3.09 Thousand MT recycled Off-site (2021)
Other Recovery Operations	Thousand MT	0.54	0.32	0.40	0.30	0.0	
Total	**Thousand MT**	**11.16**	**10.74**	**10.89**	**10.52**	**3.1**	0.04 Thousand MT was recovered on-site with the remaining 3.09 Thousand MT recovered Off-site (2021)

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Extrusions							
Hazardous							
Preparation for Reuse	Thousand MT	0	0	0.02	0.00	0.1	
Recycling	Thousand MT	0.04	0.06	0.08	0.05	0	
Other Recovery Operations	Thousand MT	0.12	0.09	0.13	0.00	0	
Total	**Thousand MT**	**0.16**	**0.16**	**0.23**	**0.05**	**0.1**	
Non-Hazardous							
Preparation for Reuse	Thousand MT	0	0	0.00	0.00	0	
Recycling	Thousand MT	1.91	0.8	1.43	1.03	0.5	
Other Recovery Operations	Thousand MT	0	0	0.00	0.00	0	
Total	**Thousand MT**	**2.06**	**0.96**	**1.67**	**1.09**	**0.6**	
Waste Directed to Disposal (Landfill) by Operation							
Arconic Corporation							
Hazardous							
Incineration (with energy recovery)	Thousand MT	0.3	0.22	0.28	0.10	0.53	0.02 Thousand MT was incinerated on-site with the remaining 3.04 Thousand MT incinerated Off-site (2021)
Incineration (without energy recovery)	Thousand MT	0.3	0.22	0.28	0.10	0.55	
Landfilling	Thousand MT	0.53	0.43	0.59	0.53	0.32	
Other Disposal operations	Thousand MT	3.17	3.35	3.69	2.93	6.32	
Total	**Thousand MT**	**4.3**	**4.23**	**4.83**	**3.65**	**7.72**	0.02 Thousand MT was disposed of on-site with the remaining 28.27 Thousand MT disposed of Off-site (2021)
Non-Hazardous							
Incineration (with energy recovery)	Thousand MT	0.23	0.26	0.27	0.27	3.07	
Incineration (without energy recovery)	Thousand MT	0.23	0.26	0.27	0.27	0.01	
Landfilling	Thousand MT	24.69	21.76	22.76	21.32	23.14	
Other Disposal operations	Thousand MT	0.93	0.02	0.00	0.04	2.06	
Total	**Thousand MT**	**26.08**	**22.3**	**23.31**	**21.89**	**28.27**	
Rolled Products							
Hazardous							
Incineration (with energy recovery)	Thousand MT	0.29	0.18	0.24	0.06	0.02	
Incineration (without energy recovery)	Thousand MT	0.29	0.18	0.24	0.06	0.42	
Landfilling	Thousand MT	0.18	0.16	0.18	0.13	0.1	
Other Disposal operations	Thousand MT	1.29	1.31	1.58	1.56	5.01	
Total	**Thousand MT**	**2.05**	**1.83**	**2.24**	**1.80**	**5.55**	

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Non-Hazardous							
Incineration (with energy recovery)	Thousand MT	0.21	0.24	0.24	0.25	2.52	
Incineration (without energy recovery)	Thousand MT	0.21	0.24	0.24	0.25	0.01	
Landfilling	Thousand MT	12.04	10.61	11.27	9.78	12.53	
Other Disposal operations	Thousand MT	0.78	0	0.00	0.00	1.98	
Total	**Thousand MT**	**13.24**	**11.09**	**11.75**	**10.29**	**17.03**	
Building and Construction Systems							
Hazardous							
Incineration (with energy recovery)	Thousand MT	0	0.01	0.01	0.01	0.43	
Incineration (without energy recovery)	Thousand MT	0	0.01	0.01	0.01	0.01	
Landfilling	Thousand MT	0.3	0.25	0.31	0.24	0.21	
Other Disposal operations	Thousand MT	1.84	2.02	2.09	1.36	1.28	
Total	**Thousand MT**	**2.14**	**2.29**	**2.42**	**1.61**	**1.93**	
Non-Hazardous							
Incineration (with energy recovery)	Thousand MT	0.02	0.02	0.02	0.01	0.50	0.02 Thousand MT was incinerated on-site with the remaining 0.48 Thousand MT incinerated Off-site (2021)
Incineration (without energy recovery)	Thousand MT	0.02	0.02	0.02	0.01	0.00	
Landfilling	Thousand MT	9.44	9.35	10.10	9.93	9.18	
Other Disposal operations	Thousand MT	0.1	0.01	0.00	0.04	0.06	
Total	**Thousand MT**	**9.58**	**9.39**	**10.14**	**9.99**	**9.74**	0.02 Thousand MT was disposed of on-site with the remaining 9.72 Thousand MT disposed of Off-site (2021)
Extrusions							
Hazardous							
Incineration (with energy recovery)	Thousand MT	0.01	0.03	0.03	0.03	0.08	
Incineration (without energy recovery)	Thousand MT	0.01	0.03	0.03	0.03	0.12	
Landfilling	Thousand MT	0.05	0.03	0.10	0.16	0.01	
Other Disposal operations	Thousand MT	0.05	0.02	0.02	0.01	0.02	
Total	**Thousand MT**	**0.12**	**0.11**	**0.18**	**0.24**	**0.23**	

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Non-Hazardous							
Incineration (with energy recovery)	Thousand MT	0	0	0.01	0.00	0.05	
Incineration (without energy recovery)	Thousand MT	0	0	0.01	0.00	0	
Landfilling	Thousand MT	3.2	1.8	1.39	1.61	1.43	
Other Disposal operations	Thousand MT	0.06	0.01	0.00	0.00	0.02	
Total	**Thousand MT**	**3.26**	**1.82**	**1.42**	**1.61**	**1.5**	
Significant Spills							
Number	Total	0	0	1	0	0	
Location		—	—	Lancaster	—	—	
Total Volume	Liters (gallons)	—	—	15,520 (4,100)	—	—	
Material		—	—	Kerosene	—	—	
Impact		—	—	Subsurface soil/ groundwater	—	—	
Non-Compliance Performance							
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	0	0	28,750	0	0	
Number of Significant Non-Monetary Sanctions	Total	0	1	0	0	0	
Number of Dispute Resolutions	Total	0	0	0	0	0	
ASI Certifications							
Performance Standard	# Certifications	—	—	2	4	4	Pittsburgh (Corporate), Samara, Köfém and Bohai
PEOPLE							
Diversity and Inclusion							
Women and U.S. Minority Representation							
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.							
Total Women Representation	**Percent (%)**	**—**	**—**	**—**	**20.5**	**20.3**	
Executive	Percent (%)	—	—	—	37.5	40.0	
Management	Percent (%)	—	—	—	22.1	23.4	
Total U.S. Minorities Representation	**Percent (%)**	**—**	**—**	**—**	**21.2**	**22.6**	
Executive	Percent (%)	—	—	—	20.2	30.0	
Management	Percent (%)	—	—	—	124	12.3	

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Employees by Employment Contract and Type							
Contract							
Male	# Employees	—	—	—	10,647	11,006	
Female	# Employees	—	—	—	2,690	2,778	
Permanent Total	**# Employees**	**—**	**—**	**—**	**13,337**	**13,784**	
Male	# Employees	—	—	—	44	59	
Female	# Employees	—	—	—	45	42	
Temporary Total	**# Employees**	**—**	**—**	**—**	**89**	**101**	
Male	# Employees	—	—	—	10,675	11,048	
Female	# Employees	—	—	—	2,678	2,768	
Full-time Total	**# Employees**	**—**	**—**	**—**	**13,353**	**13,816**	
Male	# Employees	—	—	—	16	17	
Female	# Employees	—	—	—	57	52	
Part-time Total	**# Employees**	**—**	**—**	**—**	**73**	**69**	
Employees by Region and Employment Contract							
Asia	# Employees	—	—	—	858	854	
Europe	# Employees	—	—	—	4,884	4,917	
Americas	# Employees	—	—	—	7,595	8,013	
Total Permanent	**# Employees**	**—**	**—**	**—**	**13,337**	**13,784**	
Asia	# Employees	—	—	—	7	4	
Europe	# Employees	—	—	—	81	95	
Americas	# Employees	—	—	—	1	2	
Total Temporary	**# Employees**	**—**	**—**	**—**	**89**	**101**	
Board of Director Diversity							
Age							
Under 30							
Male	# Directors	—	—	—	0	0	
Female	# Directors	—	—	—	0	0	
30-50							
Male	# Directors	—	—	—	0	0	
Female	# Directors	—	—	—	0	0	
Over 50							
Male	# Directors	—	—	—	8	8	
Female	# Directors	—	—	—	2	2	

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Employee Diversity							
Officers							
Male	Percent (%)	—	—	—	60.0	67.0	
Female	Percent (%)	—	—	—	40.0	33.0	
Officers by Age							
Under 30	Percent (%)	—	—	—	0	0	
30-50	Percent (%)	—	—	—	50.0	56.0	
Over 50	Percent (%)	—	—	—	50.0	44.0	
Employees							
Male	Percent (%)	—	—	—	79.5	79.6	
Female	Percent (%)	—	—	—	20.5	20.3	
Employees by Age							
Under 30	Percent (%)	—	—	—	10.3	11.5	
30-50	Percent (%)	—	—	—	52.9	53.5	
Over 50	Percent (%)	—	—	—	36.8	35.0	
New Employee Hires by Age							
Male	# Employees	—	—	—	287	701	
Female	# Employees	—	—	—	79	157	
Total Under 30	**# Employees**	**—**	**—**	**—**	**366**	**858**	
Male	# Employees	—	—	—	378	977	
Female	# Employees	—	—	—	206	289	
Total 30-50	**# Employees**	**—**	**—**	**—**	**584**	**1,266**	
Male	# Employees	—	—	—	101	213	
Female	# Employees	—	—	—	32	44	
Total Over 50	**# Employees**	**—**	**—**	**—**	**133**	**257**	
New Employee Hires by Region							
Male	# Employees	—	—	—	45	50	
Female	# Employees	—	—	—	22	12	
Total Asia	**# Employees**	**—**	**—**	**—**	**67**	**62**	
Male	# Employees	—	—	—	202	372	
Female	# Employees	—	—	—	178	123	
Total Europe	**# Employees**	**—**	**—**	**—**	**380**	**495**	
Male	# Employees	—	—	—	519	1,469	
Female	# Employees	—	—	—	117	355	
Total Americas	**# Employees**	**—**	**—**	**—**	**636**	**1,824**	

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Turnover Rate							
Voluntary	Percent (%)	—	—	—	8.11	4.75	
Involuntary	Percent (%)	—	—	—	7.63	10.76	
Overall	Percent (%)	—	—	—	15.75	15.51	
Employee Turnover by Age							
Male							
Under 30	# Employees (Rate %)	—	—	—	325 (27.50%)	391 (29.18%)	
30-50	# Employees (Rate %)	—	—	—	723 (12.84%)	731 (12.36%)	
Over 50	# Employees (Rate %)	—	—	—	624 (16.09%)	592 (15.53%)	
Female							
Under 30	# Employees (Rate %)	—	—	—	75 (37.31%)	69 (27.27%)	
30-50	# Employees (Rate %)	—	—	—	213 (14.48%)	215 (14.12%)	
Over 50	# Employees (Rate %)	—	—	—	154 (14.49%)	156 (14.94%)	
Total							
Under 30	# Employees (Rate %)	—	—	—	400 (28.92%)	460 (28.88%)	
30-50	# Employees (Rate %)	—	—	—	936 (13.18%)	946 (12.72%)	
Over 50	# Employees (Rate %)	—	—	—	778 (15.74%)	748 (15.40%)	
Employee Turnover by Region							
Male							
Asia	# Employees (Rate %)	—	—	—	47 (6.29%)	49 (6.54%)	
Europe	# Employees (Rate %)	—	—	—	424 (11.54%)	360 (9.68%)	
Americas	# Employees (Rate %)	—	—	—	1,201 (19.16%)	1,305 (19.79%)	
Female							
Asia	# Employees (Rate %)	—	—	—	12 (10.17%)	20 (18.35%)	
Europe	# Employees (Rate %)	—	—	—	105 (8.13%)	133 (10.28%)	
Americas	# Employees (Rate %)	—	—	—	325 (24.51%)	287 (20.25%)	
Total							
Asia	# Employees (Rate %)	—	—	—	59 (6.82%)	69 (8.04%)	
Europe	# Employees (Rate %)	—	—	—	529 (10.65%)	493 (9.84%)	
Americas	# Employees (Rate %)	—	—	—	1,526 (20.10%)	1,592 (19.87%)	

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Union Representation							
Asia	% Employees	—	—	—	92.49	95.92	
Europe	% Employees	—	—	—	83.4	82.34	
Americas	% Employees	—	—	—	49.74	50.44	
Global	**% Employees**	**—**	**—**	**—**	**64.96**	**64.77**	
Health and Safety							
EHS Management Systems							
ISO 14001 and 45001	# Certifications	14	15	15	15	15	
Employees Covered	Percent (%)	> 99.5	> 99.5	> 99.5	> 99.5	> 99.5	
ISO 50001	# Certifications	5	5	5	5	5	
Fatalities and Incident Rates — Full-time Employees							
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.							
Fatalities	# per 100 Employees	0	0	0	0	1	
Days Away, Restricted and Transfer (DART)	# per 100 Employees	0.36	0.5	0.57	0.55	0.42	
Lost Workday	# per 100 Employees	0.13	0.17	0.18	0.18	0.14	
Total Recordable Incident (TRIR)	**# per 100 Employees**	**0.93**	**1.21**	**1.24**	**0.95**	**0.88**	
Fatalities and Incident Rates — Contractors							
Fatalities	# per 100 Employees	0	0	0	0	0	
Days Away, Restricted and Transfer (DART)	# per 100 Employees	0.47	0.26	0.22	0.24	0.86	
Lost Workday	# per 100 Employees	0.13	0.21	0.07	0.00	0.86	
Total Recordable Incident (TRIR)	**# per 100 Employees**	**1.34**	**1.10**	**1.12**	**1.20**	**1.3**	
Fatality Hazards							
The number of hazards closed may exceed the number identified due to carryover from the prior year. 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.							
Identified	# Hazards	645	694	660	475	542	
Closed	# Hazards	755	709	657	501	523	

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
Audit Safety Results							
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. 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.							
Fatality Prevention	% Sites Achieving "Good" Score	85	90	90	Remote self-assessments	0	
Lockout/Tagout	% Sites Achieving "Good" Score	100	95	100		66	
Fall Control	% Sites Achieving "Good" Score	90	85	95		66	
Mobile Equipment	% Sites Achieving "Good" Score	100	100	100		33	
Confined Space	% Sites Achieving "Good" Score	86	90	100		100	
Electrical Safety	% Sites Achieving "Good" Score	57	55	55	Remote self-assessments	66	
Combustion System Safety	% Sites Achieving "Good" Score	63	74	75		0	
Dusts and Fine Particles	% Sites Achieving "Good" Score	70	75	65		0	
Molten Metal	% Sites Achieving "Good" Score	50	67	77		0	
Machine Guarding	% Sites Achieving "Good" Score	95	85	95		66	
Contractor Safety	% Sites Achieving "Good" Score	95	95	100		33	
Crane Safety	% Sites Achieving "Good" Score	90	95	95		66	
Human Performance							
Implementation Stage							
Introducing	# Manufacturing Locations (%)	—	—	—	2 (9%)	1 (3.1%)	
Deploying	# Manufacturing Locations (%)	—	—	—	5 (23%)	4 (12.5%)	
Maturing	# Manufacturing Locations (%)	—	—	—	15 (68%)	27 (84.4%)	

Metric	Unit	2017	2018	2019	2020	2021	Footnotes
PROCESS							
Integrity Line Reports							
Concerns	# of Reports	—	—	227	226	205	
Questions	# of Reports	—	—	19	5	20	
Total	# of Reports	—	—	246	231	225	
Global Supplier Sustainability Program							
Spend by Region							
North and South America	Percent (%)	—	—	68	62	63	
Europe	Percent (%)	—	—	24	28	27	
Asia	Percent (%)	—	—	—	10	10	
Total Spend	**$Billion**	**—**	**—**	**8**	**4.3**	**6.7**	
Purchasing Categories							
Operational/Capital Expenditures	Number	—	—	1,964	1,481	1,397	
Information Technology and Services	Number	—	—	3,207	1,945	1,883	
Metals	Number	—	—	389	273	298	
Production Materials	Number	—	—	5,481	3,967	3,709	
Total	**Number**	**—**	**—**	**11,041**	**7,666**	**7,287**	
Assessment Results							
Leading	% Key Suppliers	—	—	18	12	1	
Active	% Key Suppliers	—	—	59	57	21	
Emerging	% Key Suppliers	—	—	12	19	64	
Lagging	% Key Suppliers	—	—	12	12	15	
Performance by Topic Area							
Performance metric reporting began in 2020 upon Arconic's launch as a stand-alone company.							
Leading/Active							
Business Practices	% Suppliers	—	—	—	59	23	
EHS Management System	% Suppliers	—	—	—	87	4	
Environment	% Suppliers	—	—	—	49	4	
Health and Safety	% Suppliers	—	—	—	92	81	
Human Rights	% Suppliers	—	—	—	78	68	
Labor Rights	% Suppliers	—	—	—	87	86	
Sustainability	% Suppliers	—	—	—	40	2	
Business Practices	% Suppliers	—	—	—	41	77	
EHS Management System	% Suppliers	—	—	—	13	96	
Environment	% Suppliers	—	—	—	51	96	
Health and Safety	% Suppliers	—	—	—	8	19	
Human Rights	% Suppliers	—	—	—	22	32	
Labor Rights	% Suppliers	—	—	—	13	14	
Sustainability	% Suppliers	—	—	—	60	98	

ARCONIC

Arconic Corporation (NYSE: ARNC), headquartered in Pittsburgh, Pennsylvania, is a leading provider of aluminum sheet, plate and extrusions, as well as innovative architectural products, that advance the ground transportation, aerospace, building and construction, industrial and packaging end markets.

For more information: www.arconic.com.