

Executive Performance Objectives:

Supporting and Growing Our Commitment to ESG



ARCONIC



Our Executive Team



Timothy D. Myers
Chief Executive Officer



Erick R. Asmussen
Executive Vice President and
Chief Financial Officer



Melissa M. Miller
Executive Vice President and Chief Human
Resources Officer



Diana C. Toman
Executive Vice President, Chief
Legal Officer and Secretary



Mark J. Vrablec
Executive Vice President and Chief
Commercial Officer

Leading Arconic in its first year of operation as an independent company, each member of our Executive Team was expected to draw on his or her extensive and diverse professional and personal experiences to support our Chief Executive Officer in establishing a foundation for operational success, growth and the delivery of sustainable value, and to support the management and development of our most essential asset – our employees – as stewards of our financial, human and natural resources, our culture and our future success.

Fundamentals

Superior governance and a focus on environmental and social issues are fundamental to every aspect of our company:

- the communities in which we operate
- the talent we recruit and develop
- our reputation among customers, suppliers and other stakeholders
- our efficient and sustainable products and manufacturing processes.

As such, we believe that our ESG commitment is a key driver of our profitability, that contributions in these areas should be rewarded, and that continuing improvements in these areas should be the basis for a portion of incentive compensation paid to our Executive Team.

2020 Foundational Achievements

Our Executive Team engaged with employees, customers, suppliers, community leaders and other stakeholders to establish three critical pillars of a foundation supporting our commitment to building on Arconic's legacy of being a good corporate citizen and living [our Values](#) to achieve environmental, social and governance excellence.

A culture defined by integrity, the cultivation of inclusion and diversity, and advocacy for social equity

Operations that prioritize advancing the health and safety of employees, the environment and the communities we serve

A governance framework within which all aspects of our business are conducted ethically, transparently and with accountability

Goals and Objectives

The specific goals and objectives of our Executive Team for 2020 are set forth below.



Performance Evaluation Process

Our Compensation and Benefits Committee reviewed the performance of each member of the Executive Team against the applicable goals and objectives. In establishing (and in the case of our Chief Executive Officer, recommending to the independent directors) the incentive compensation our Executive Team earned in 2020, as well as targets for 2021, our Compensation and Benefits Committee considered not only the financial performance of the Company, but a number of specific ESG-related performance indicators.

While financial measures are accorded specific weightings in determining baseline incentive compensation awards, the ESG-related performance indicators are evaluated in determining each individual's performance multiplier.

Please see our [2021 proxy statement](#) for additional information about our executive compensation programs and our [2020 Sustainability and ESG Report](#) for information on our ESG achievements.

Building on Our Foundation

We are 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. With a culture that embraces inclusion, diversity and social equity and that is defined by integrity, we strongly support efforts that improve the health and safety of our employees, the environment and the communities that we serve.

We also value and proactively engage with our stakeholders to ensure that all aspects of our business are conducted ethically and consistently with [our Values](#). Accordingly, we endeavor to continuously improve our sustainability and ESG measures and disclosures.

We believe that our ESG journey has only begun, and we look forward to embarking on the next phase of that journey in step with our employees, customers, suppliers, communities and shareholders.