13 REAL SUSTAINABILITY

Responsible. Essential. Aluminum.

ARCONIC

2025 Sustainability Report

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ABOUT THIS REPORT

Reporting Frameworks and Standards

This 2025 Sustainability Report from Arconic ("Arconic" or the "Company") aligns with the Sustainability Accounting Standards Board (SASB) Metals & Mining Standard (2023), select components of the Global Reporting Initiative (GRI) Standards, and with reference to the applicable Aluminum Stewardship Initiative's Performance Standards. The data and disclosures presented have been reviewed by our internal business function leaders.

Scope and Period

This report covers the 2025 fiscal year, which ends on December 31, 2025, and includes data from all global operations under Arconic's operational control, unless otherwise specified. All financial figures are reported in U.S. dollars (USD), unless noted otherwise.

Operational Coverage

The report encompasses all three of Arconic's business units: Rolled Products, Building and Construction Systems (BCS), and Extrusions, along with their associated manufacturing facilities worldwide, unless otherwise indicated. In 2025, Arconic divested its architectural products business in Eastman, Georgia and its Europe-based Kawneer entities that served the building and construction industry. Impacts from these locations are included through the end of Arconic's operational control.

Defining Materiality

Relevant topics in this report are identified using criteria from third-party sustainability frameworks, including GRI, distinct from materiality as defined by the U.S. Securities and Exchange Commission (SEC). For further details, refer to the "Process" section.

Forward-Looking Statements

Certain statements in this report address future expectations and events, qualifying as forward-looking statements. These may include terms such as "anticipates," "believes," "estimates," "expects," "intends," "plans," "projects," "targets," "will," or similar expressions. Such statements are subject to risks, uncertainties, and unforeseen changes that may cause actual outcomes to differ from projections. While Arconic bases these statements on reasonable assumptions, we caution that results may vary due to various factors. The information in this Sustainability Report is not intended as, and should not be construed as, marketing or advertising directed at consumers in connection with the promotion, sale or supply of any product or service.

Introduction

Arconic is focused on responsible corporate citizenship, guided by strong values that minimize environmental impact and safeguard the well-being of our employees, customers, suppliers, and the communities we serve.

- **Leadership Statement**
- **About Arconic**
- **Where We Operate**
- **2025 Sustainability Highlights**
- **2030 Sustainability Goal Progress**

CEO Statement

Aluminum's defining strength is its circularity—but infinite recyclability depends on coordinated efforts to recover and sort material, minimize waste, and innovate new applications that meet evolving customer needs. While recyclability has always underpinned our value proposition, Arconic continues to elevate the themes of circularity across products, operations, and partnerships.

Innovation remains the a key element of our sustainability strategy. In 2025, we expanded our portfolio of high recycled-content alloys designed to tolerate higher scrap inputs without compromising performance. Our proprietary automotive alloys now enable closed-loop manufacturing systems, with up to 85% recycled content—supporting lighter, more efficient vehicles that are easier to recover and recycle at end of life. Through customer partnerships that return scrap directly into production, we reintegrated more than 58,000 tons of recovered material, creating transparent and traceable material flows that verify recycled content claims.

Within Arconic operations, we are focused on using our resources as efficiently as possible. Initiatives across our global footprint reduced energy intensity by 2.5% year-over-year and lowered operational greenhouse gas emissions intensity. Water intensity declined by 8%, and landfilled waste was reduced by 20%. Our focus on safety delivered an 18% improvement in our DART rate, while more than doubling the number of fatality hazards identified and mitigated.

Circularity also requires capacity. Arconic is expanding melting and recycling capabilities to produce more unwrought aluminum in the United States and to process increasingly diverse scrap streams. We celebrated the commissioning of a new High Purity Aluminum production plant and took the first steps toward a major casthouse expansion in Iowa. These investments position Arconic to capture growing volumes of recycled aluminum as global recovery infrastructure continues to mature.

We also play an active role in shaping policies and standards that support our goals, advocating for expanded container deposit programs and federal legislation to improve recycling access. Through initiatives like the Aluminum Stewardship Initiative (ASI) and industry roundtables, we support standardized recycled content measurement and greater supply chain transparency—foundational elements for circularity at scale.

Our commitment extends to the communities where we operate. In addition to our employee volunteer initiatives, the Arconic Foundation contributed more than $8.2 million in grants in 2025—supporting STEM education, scholarships and environmental programs. New research from the Container Recycling Institute, examined the best options to recover millions of aluminum cans currently lost to landfills.

Progress on circularity and decarbonization must be grounded in operational reality. In 2025, we maintained a 24% reduction in GHG emissions intensity from our 2021 baseline—demonstrating progress toward our 2030 goal of a 30% reduction. This progress reflects increased external scrap utilization, sourcing of lower-carbon primary metal, and continued operational efficiency gains.

We rely on our employees, customers, suppliers, and community partners to make continued progress. Circularity is ambitious because it is systemic—requiring changes in how we design, manufacture, collaborate, and measure success. Together, we are building a sustainable future for the aluminum industry.

Sincerely,

Chris Ayers
Chief Executive Officer and Chairman
Arconic Corporation

$8.2M
invested in communities by Arconic Foundation

8%
water intensity decline

20%
landfill waste reduction

24%
reduction in overall GHG emissions intensity vs. 2021

ABOUT ARCONIC

Arconic, headquartered in Pittsburgh, Pennsylvania, is a leading provider of aluminum sheet, plate, and extrusions, as well as innovative architectural products, that advance the automotive, aerospace, commercial transportation, industrial, packaging, and building and construction markets. Collaborating closely with our valued partners in the supply chain, we tackle today's engineering challenges to deliver pioneering aluminum products and technologies that advance our world. We have a dedicated team of approximately 10,500 employees and 19 operating locations, spanning across North America, Europe, and Asia. Rooted in our history dating back to 1886, we carry forward a tradition of innovation that continues to revolutionize the way we fly, drive, and build.

ARCONIC AT A GLANCE

10,500
global workforce

19
major manufacturing operations

16+
ISO certifications

8,000+
global suppliers

OUR BUSINESS

ROLLED PRODUCTS:

Aluminum sheet and plate for applications such as:

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

EXTRUSIONS:

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

- Aerospace and defense
- Commercial transportation vehicles
- Industrial equipment

BUILDING AND CONSTRUCTION SYSTEMS:

Building façade systems and architectural products, including:

- Doors and entrances
- Storefront framing
- Sun control
- Curtain wall
- Composite panels
- Coil coated sheet
- Windows
- Sliding doors
- Conservatories
- Balustrades

OUR VISION:

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

OUR MISSION:

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

OUR PURPOSE:

To create sustainable solutions for a better world.

WHERE WE OPERATE

OUR VALUES

At Arconic, we:

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 distinct culture that advocates for equity.

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

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

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

2025 SUSTAINABILITY HIGHLIGHTS

Arconic's commitment to building a sustainable future for our planet, workforce, and communities is unwavering. Throughout 2025, we achieved significant progress toward our sustainability objectives, while maintaining a strong focus on the work that lies ahead.

SAFETY

↓18%
days away, restricted and transfer rate (DART)

0
fatalities

ENVIRONMENTAL

↑4.5%
absolute greenhouse gas (GHG) emissions (YoY)

↓5.4%
total landfill waste generated (YoY)

↓1.0%
GHG intensity (YoY)

↓2.5%
energy intensity (YoY)

↓2.8%
total water withdrawal (YoY)

COMMUNITY ENGAGEMENT

$8.2M
invested in communities by Arconic Foundation to advance Science, Technology, Engineering, and Mathematics (STEM) education, environmental sustainability, and social equity.

10
As part of our Public Strategy Framework, **10 facilities** globally set site-specific annual goals across four pillars: Government Affairs, Community Engagement, Sustainability, and Communications.

TRAINING & DEVELOPMENT

206,088
total training hours attended by Arconic employees for training opportunities provided by Arconic.

UNITED NATIONS GLOBAL COMPACT (UNGC) ENGAGEMENT

Women's Empowerment Principles (WEP)

Communication on Progress (CoP) member since February 2021

2030 SUSTAINABILITY GOAL PROGRESS

At Arconic, we remain focused on pursuing our 2030 sustainability ambitions, centered on four key pillars: Planet, Products, People, and Process. Endorsed by our Board of Directors in 2023, these priorities guide our efforts to create meaningful change, aligning with seven carefully selected United Nations Sustainable Development Goals (UN SDGs) that reflect our core values and long-term vision.

PLANET	PRODUCTS	PROCESS
2030 GOALS	**2030 GOALS**	**2030 GOALS**
Reduce our Scope 1, 2, and 3 GHG emissions intensity by 30% Reduce our energy intensity by 10%	Engage in partnerships to accelerate product innovation Increase product circularity and decrease our footprint by continuously improving our solutions and processes	Ensure 80% of our high-risk suppliers meet our supply chain management program criteria
2025 PROGRESS		**2025 PROGRESS**
-22% from 2021 -5% from 2021		77%

The Aluminum Stewardship Initiative (ASI)

The Aluminum Stewardship Initiative (ASI) is a global non-profit standards setting and certification organization that brings together producers, users and stakeholders in the aluminum value chain to collaboratively foster responsible production, sourcing and stewardship of aluminum. Key goals include tackling climate change, transitioning to a circular economy, delivering nature-positive outcomes, and promoting thriving and resilient communities.

Arconic is a long-standing member of ASI and holds a seat on the standards committee, helping shape the future of sustainability in the Aluminum Industry. Arconic's corporate policies have been certified to comply with ASI Standards, and four manufacturing locations have site-specific certifications.

For further information about Arconic's partnership with ASI, visit our website.

International Organization for Standardization (ISO)

In 2025, 12 locations maintained ISO 14001 certifications for Environmental Management Systems (EMS). Five locations also held ISO 50001 certification for Energy Management Systems (EnMS), aligning with our goals for energy efficiency and emissions reduction by 2030. Additional locations hold ISO 9001 certifications for quality management systems (QMS), ISO 45001 for occupational health and safety, and ISO 17034 for certified reference materials.

Products

Serving critical industries worldwide, Arconic offers advanced aluminum solutions for aerospace, automotive, packaging, construction and industrial applications. Our portfolio of high-performance aluminum sheet, plate, and extrusions supports customers in achieving exacting technical, safety, and sustainability goals. Rigorous testing and globally recognized certifications, such as ISO 17034 and ISO 9001, underpin our unwavering commitment to quality.

- **Innovation**
- **Packaging**
- **Building and Construction**
- **Ground Transportation**
- **Industrial Products**
- **Aerospace**

INNOVATION

Through more than $26 million in research and development investment into next-generation aluminum technologies, we are advancing sustainability, performance, and circularity. These efforts reduce environmental impact across the value chain by increasing recycled content, lowering carbon footprints, and maximizing energy efficiency. Through deep technical expertise and collaboration across the value chain, we are shaping solutions that benefit both customers and the planet.

High-Recycled Content Alloys

By integrating high recycled content, advanced aluminum alloys are helping shape a lower-carbon future while maintaining high performance. Tailored for automotive and transportation markets, these solutions reduce emissions across the lifecycle through lightweight design and enhanced durability.

Arconic has developed a wide array of next-generation alloys, including:

- C85A automotive alloy with up to 90% scrap utilization and >55% recycled content.
- C3A0 alloy with maximum theoretical scrap usage rate of 85%, which successfully completed its production stamping trial.
- C401H high scrap content alloy for painted van trailer in the Commercial Transportation Market, which completed customer evaluation.
- Industrial high recycled content 0437 (75% recycled content) and MIC6 (45% recycled content) alloys, both made using >95% scrap.

Decarbonization Through the Value Chain

Arconic partnered with suppliers and customers to successfully create a bespoke automotive alloy sheet with a carbon footprint of less than 3.5 T CO_2/T Al (cradle to gate), lower than most comparable products. This collaborative innovation demonstrates Arconic's concern with the life-cycle impact of our products and is reflected in our disclosures of value chain emissions.

Operational Excellence

As new technologies emerge, we are seizing opportunities to operate at a higher level. In 2025, these included deploying an automated vision system on our Tennessee hot line shear to improve recoveries and energy efficiencies while reducing melt loss and installing high emissivity solid refractory material across four melters to decrease fuel consumption, increase heat recovery, and lower emissions.

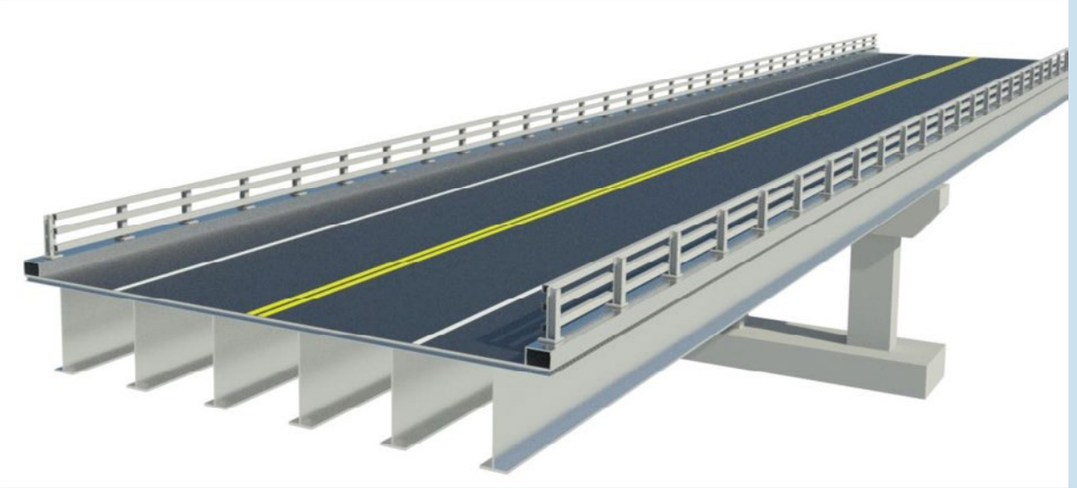
Innovation Highlight: Arconic Expertise Helps Shape Aluminum Bridge Project

Arconic and 19 other industry leaders are partnering with AluQuébec, an industrial cluster that represents and mobilizes subject matter experts in the aluminum sector in Quebec and WSP Global Inc., a leading engineering and professional services consulting firm.

Arconic's engagement is supporting the development of a sustainable Aluminum Road Bridge (PRA) project scheduled for completion in March 2027. The PRA project is one of the major initiatives at the international level in the field of aluminum bridges.

"Arconic is providing valuable guidance on material selection, size limitations and capabilities, and considerations for downstream manufacturability," said Shawn Sullivan, Managing Director at the Arconic Technology Center. "This is a great example of how Arconic continues to engage at an industry level to promote the adoption of aluminum and its benefits from a sustainability perspective."

Team members from Arconic's technical and commercial teams have been instrumental in providing insights and collaborating closely with the other industry leaders. The project is a prime example of how aluminum can be used as a modern, sustainable, high-performing solution.



PACKAGING

Arconic's packaging products are at the forefront of the circular economy. Can sheet from our Tennessee facility has achieved an industry-leading recycled content rate of more than 95%, driven by engagement with our customers and the recycling industry to collect both process scrap and end-of-life material. Arconic takes full advantage of aluminum's infinite recyclability to advance solutions with the smallest footprint while maintaining performance.

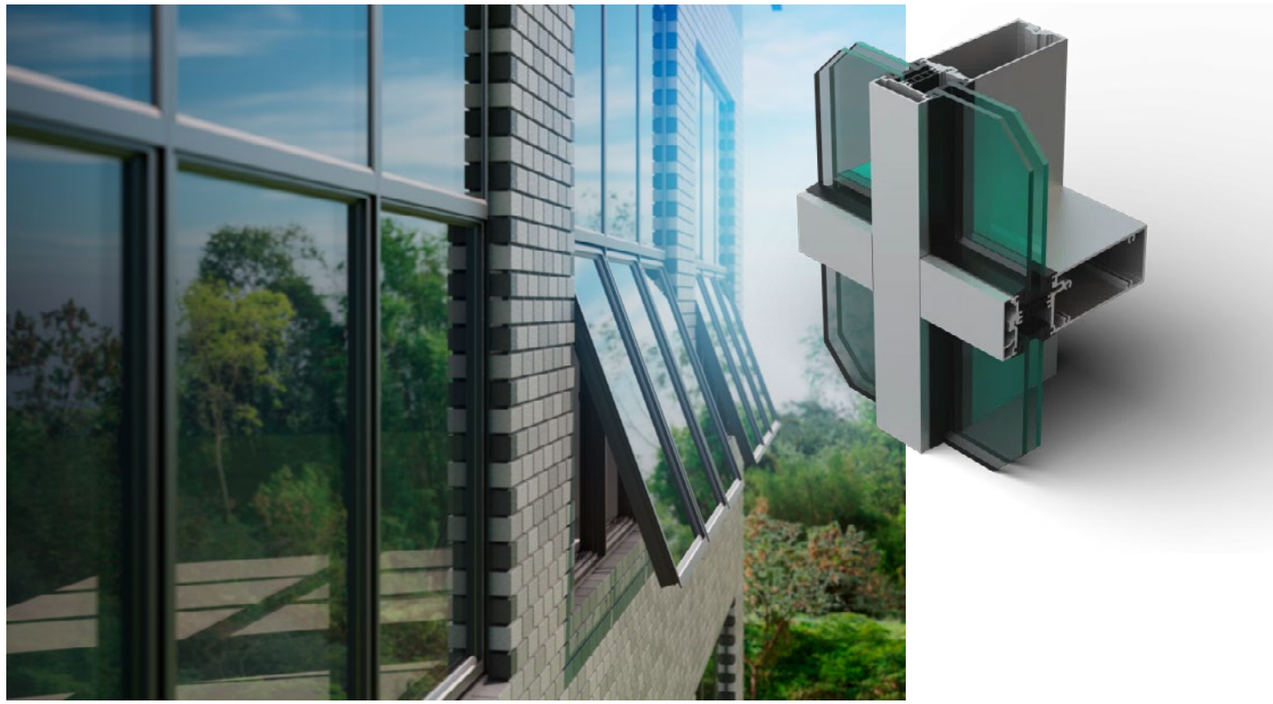
Cracking Open the Future: Arconic Shares Insights During Packaging Seminar

Andy Wen, Technical Specialist, represented Arconic at the two-day seminar, "A Young Packaging for Future Generations" hosted by Ohio State University and BetterCans LLC. The seminar provided an overview of the processes and materials essential to the aluminum can-making and beverage packaging industries.

Andy lectured at the session, "Aluminum Alloys for Can Making," highlighting aluminum's unique versatility and infinite recyclability, alloys traditionally used for can making, and the can sheet manufacturing process. "Giving this lecture helped spotlight Arconic's commitment in the can making market and opened attendees' eyes with how can sheet coils are made, which is our expertise," said Andy.

Andy also noted that the can-making industry is glad to see there is a strong trend of using more recycled aluminum scrap to produce can sheet coils, making can manufacturing greener and more sustainable.

The seminar had 80 attendees, including Arconic's packaging market customers and collaboration partners like Ardagh Metal Packaging, CANPACK, and Henkel.



BUILDING AND CONSTRUCTION

The Kawneer brand brings together design excellence, durability, and sustainability in high-performance architectural systems. Our products empower architects and builders to push design boundaries while improving energy efficiency and material circularity. Through innovation, compliance, and partnership, we help shape buildings that perform today and endure for the future.

New Products

Kawneer celebrated the launch of the **1600UT SS Curtain Wall System** and the **OptiQ® Offset Fixed/Projected Series Window**—two innovations that reflect our ongoing commitment to design freedom, performance, and sustainability. Engineered to meet today's demanding architectural and energy standards, these new solutions empower architects and builders with enhanced thermal performance, refined aesthetics, and installation efficiency. Together, they mark an exciting milestone as we continue to advance high-performance building envelopes that shape the future of modern construction.

A Milestone Project

Standing as the first carbon-positive hotel in the United States, the 13-story Populus hotel is a distinctive facade featuring elliptical windows of varying sizes designed to reflect the "Aspen eyes" of Colorado's native Aspen tree, Populus Tremuloides. The hotel is based in Denver, Colorado—a city that balances between being a vibrant city and a gateway to some of the country's most beautiful landscapes.

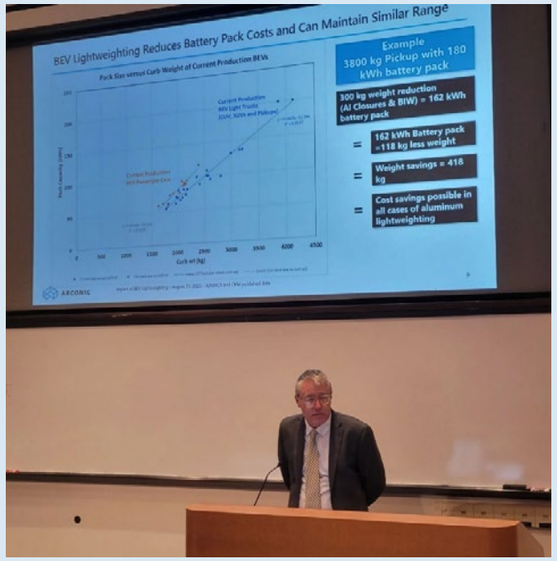
Populus features a variety of Kawneer's architectural aluminum systems, including our 350T Insulpour® Thermal Entrances and 1600 Wall System®2 and System®3 Curtain Wall. Our 1600 Wall System®2 Curtain Wall is stick fabricated and Structural Silicone Glazed (SSG), while our 1600 Wall System®3 Curtain Wall features IsoStrut® thermal barrier technology for outstanding thermal performance.

Learn more about this project and Kawneer products here.

GROUND TRANSPORTATION

Powering the future of mobility, Arconic supplies lightweight, high-performance materials that improve efficiency, durability, and sustainability in commercial and passenger vehicles alike. Our innovations lower vehicle weight, enhance fuel economy, and advance the transition to low-emission transportation. Working closely with OEMs and integrating recycled content, we are shaping a more sustainable transportation ecosystem.

Automotive Highlight



Arconic's Vice President of Automotive and Brazing Marketing **Herve Gehanno** and Global Director of Automotive, Commercial Transportation/ Industrial and Brazing Product Technology **J.P. McGuire** represented the company at the 2025 International Automotive Body Congress (IABC) held in Livonia, MI.

The IABC annual event is an important industry forum that brings together specialists from the OEMs and automotive supplier industries, including aluminum and steel manufacturers, for an exchange of information, ideas, solutions, industry trend discussions and networking.

Herve and J.P. addressed the audience with a presentation titled *Evolving Aluminum Technology for Vehicle Closures and Structures* that highlighted Arconic's continuous story of innovation to address automotive industry challenges. They showcased the latest developments in Arconic's next generation high-form, high-strength, high-recycled-content alloys and the advances in vehicle lightweighting. They also discussed industry trends such as electrification, aluminization, recycling content, and scrap collection from customers.

"It was an opportunity to highlight that even if Arconic does not deliver auto body sheet products for a specific program, the vehicles could well contain Arconic aluminum through the brazing products that are used to manufacture car HVACs, oil coolers, radiators and other components," said Herve Gehanno. "The presentation generated a lot of interest from the audience and raised many questions, including when the next generation of Arconic alloys will be available to the automotive customers on an industrial scale."

INDUSTRIAL PRODUCTS

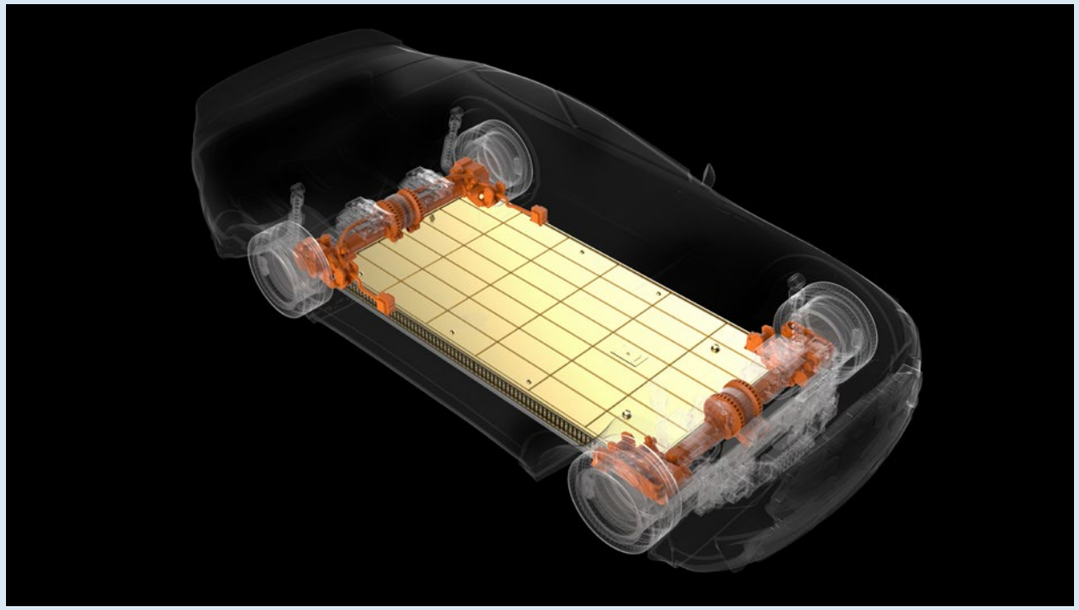
Supporting a wide range of industrial applications, Arconic delivers advanced aluminum solutions for sectors including tooling, semiconductors, appliances, LNG storage, recreational vehicles, and marine equipment. Our materials combine strength, precision, and durability with a focus on reducing environmental impact. Through continued material optimization, expanded recycled content, and process innovation, we partner with customers to improve efficiency and drive sustainable industrial progress.

Cost-Competitive Sustainability

Even in highly price-sensitive markets, Arconic proves that sustainability does not have to come at a premium. By optimizing material efficiency and recycled content, we deliver high-performance aluminum solutions that balance environmental responsibility with cost competitiveness, supporting our industrial partners' transition to lower-carbon operations.

Growth in New Energy Vehicle and Battery Storage Applications

Next generation batteries are critical for both mobility and integrating renewable energy into power grids, and many of their components such as canisters, cooling plates, and connectors rely on Arconic aluminum.



AEROSPACE

Advancing the future of flight, Arconic's aerospace products deliver exceptional strength-to-weight performance, fuel efficiency, and durability at altitude. Our precision-engineered solutions support commercial and defense applications, meeting demanding safety and certification standards while enabling the transition to lighter, lower-emission aircraft. Through sustained alloy innovation and expanded recycled content, we are helping the industry chart a course toward carbon neutrality by 2050.

Lightweighting for Efficiency

As aviation pushes toward greater efficiency and lower emissions, lightweight design is essential. Arconic collaborates with leading aerospace manufacturers to provide advanced aluminum solutions that balance exceptional strength with reduced mass, helping modern aircraft meet evolving regulatory and customer expectations without compromising performance.

Partnering on Quality

As a trusted supplier, Arconic is in constant collaboration with our customers to ensure the highest standards of quality. In 2025, this included a Program Rate Assessment (PRA) by Boeing and ThyssenKrupp at our Davenport Works facility, and an Ultrasonic and Conductivity Testing Audit by Airbus at our Kitts Green location. Both audits were successful, showcasing Arconic's integral role in our customers' supply chains.

Arconic Celebrates Commissioning of High Purity Aluminum Production Facility for Defense & Aerospace Applications

Arconic marked a major manufacturing investment in 2025 with a ribbon-cutting ceremony celebrating the commissioning of a $57.5 million High Purity Aluminum expansion project at **Davenport Works**. The project effectively doubled U.S. production of High Purity Aluminum, a critical material to aerospace and defense applications. The project was supported by a Defense Production Act (DPA) Title III award.

HPA is a type of unwrought, unalloyed aluminum that is characterized as having a minimum purity of 99.9 percent aluminum by mass. HPA is used to produce unique alloys that have strong damage tolerance and resistance to high temperatures, and it is a key input for manufacturing aluminum sheet, plate and extrusions that are used for various aviation, space, and defense applications.

The HPA expansion project at Arconic Davenport Works directly addressed gaps in domestic HPA capacity by deploying a proprietary production process that offers a more efficient and dependable alternative to smelter-based methods.

With the design and installation of two new furnaces and advanced control and automation systems, the project provides the United States surge capacity for HPA production and mitigates potential risks to national security in the event of an industrial mobilization.

At a ribbon-cutting ceremony in September 2025, Davenport Works Plant Manager **Jeff Weida** was joined by Iowa Governor Kim Reynolds, Lieutenant Governor Chris Cournoyer, U.S. Senator Joni Ernst, U.S. Representative Mariannette Miller-Meeks, State Representative Gary Mohr, Riverdale Mayor Anthony Heddlesten, Iowa Association of Business and Industry President Nicole Crain, and Quad Cities Chamber of Commerce President and CEO Peter Tokar III to mark the milestone of commissioning the facility.

“Delivering this project on schedule and on budget reflects the skill and commitment of our Davenport Works team and the strength of our collaboration with the U.S. government. This investment expands our advanced aluminum manufacturing capabilities and reinforces Iowa’s role as a hub for high-tech production and industrial innovation.”

— Jeff Weida, Vice President of Manufacturing, Davenport Works & Satellite Operations

Process

Operating across global environments, Arconic values local cultural, political, and economic contexts while remaining focused on ethical practices and legal compliance. Our focus on risk management, ethics and compliance, cybersecurity, data privacy and resilient supply chains ensures that integrity and sustainability are embedded across our operations.

- **Responsible Corporate Governance**
- **Ethics and Compliance**
- **Cybersecurity and Data Privacy**
- **Supply Chain Management**
- **Stakeholder Engagement**

RESPONSIBLE CORPORATE GOVERNANCE

Led by the Chief Executive Officer, Arconic's experienced Board and its committees provide strategic oversight to align policies, direction, and performance with regulations, best practices, and company values, while integrating sustainability into risk management processes.

Climate Risk Management

Through enterprise risk management (ERM), the company's Executive Team oversees the identification, assessment and mitigation of key risks, including sustainability related risks. Regular annual reviews enable proactive risk management, informed resource allocation, and continued alignment with the Company's long-term strategy.

Arconic assesses climate-related risks across its facilities, supply chain, and customer base as part of its annual ERM process and a loss prevention program conducted jointly with an external engineering partner. Business leaders are accountable for mitigation outcomes and provide regular reporting to the Executive Team and the Board, enabling informed oversight and continued progress on sustainability strategy and performance.

In 2025, Arconic proactively navigated the evolving sustainability regulatory landscape. We closely monitored key frameworks, including the EU Corporate Sustainability Reporting Directive (CSRD) and the Carbon Border Adjustment Mechanism (CBAM), and adapted our strategies to ensure compliance while sustaining operational excellence. This forward-looking approach helped us anticipate regulatory change and mitigate potential risk for our business and stakeholders.

Sustainability Workstreams

Arconic's 2030 targets continued to shape our progress in 2025, fostering collaboration across functions and empowering employees to prioritize sustainability in their work. By aligning teams around shared objectives, we are building a foundation for long-term value creation. Through four sustainability workstreams that engage leaders and operators alike, we seek to integrate sustainability into our core practices and decision making:

Operational Decarbonization enhances efficiency and implements a robust emissions and energy reduction strategy that is reviewed monthly.

Sourcing & Use focuses on minimizing environmental impact by our supply chain by boosting the procurement of aluminum with a responsible carbon footprint and the utilization of recycled aluminum.

Product & Innovation leverages advanced technology and customer insights to drive innovation and sustainable product development.

Supply Chain Transparency ensures ethical traceability and risk mitigation across the supply chain.

In 2025, Arconic introduced several initiatives that furthered our 2030 sustainability goals:

- **Increased Energy Efficiency** through more granular energy monitoring and the introduction of new metrics that drove reduction of energy intensity across manufacturing locations.
- **Increased Circularity** through partnerships with customers to introduce high recycled content products and scrap buybacks to recover valuable material.
- **Increased Collaboration** through engagement with industry and government to promote sustainable and responsible manufacturing that strengthens communities.

Arconic discloses progress through internationally recognized programs such as CDP, EcoVadis, and ASI. We also comply fully with legally required reporting and monitor emerging regulatory requirements and voluntary schemes so that our stakeholders have a transparent view of our responsible operations.

ETHICS AND COMPLIANCE

Arconic upholds the highest ethical standards through our global compliance program, emphasizing continuous improvement, adaptability and training—supported by our ERM process. This program integrates ethical, legal, and regulatory considerations into training, communication, and policy development. We strive to:

- Foster a culture of integrity, ethical decision-making and adherence to the Code of Conduct and applicable laws.
- Maintain operations with the highest ethical standards, ensuring full regulatory compliance.
- Prevent, detect and report unethical conduct via a strong speak-up culture, the Integrity Line, risk assessments, and due diligence.

Our compliance strategy is led by the Legal and Compliance teams and managed by the Chief Legal Officer, who reports to the Board on program metrics and Integrity Line activity. Annual, mandatory training on Arconic's Code of Conduct ensures a shared sense of understanding across all locations and functions.

By prioritizing ethical practices, we upheld our commitment to integrity, fostering trust with customers, partners, and communities. Our efforts reflect a steadfast dedication to doing business responsibly, ensuring we contribute to a more transparent and accountable industry.

CYBERSECURITY AND DATA PRIVACY

Arconic leverages advanced IT systems to manage operations and data, prioritizing cybersecurity aligned with ISO 27001 standards. Our 24/7 team monitors systems, protecting data from threats, including sensitive information shared with stakeholders, to ensure trust in reporting.

We track five key performance indicators:

- **Incident Response:** Semi-annual updates to our plan for recording, investigating, and notifying stakeholders of impactful events.
- **Employee Training:** 100% annual cybersecurity training for all staff.
- **Security Assessments:** Annual third-party evaluations to maintain system integrity.
- **Phishing Tests:** Monthly tests targeting 100% of employees, aiming for a click rate below 4%.
- **Data Breaches:** Zero-tolerance goal, with timely actions per our response plan.

The Chief Information Security Officer briefs the Board's Audit Committee quarterly on program updates. We continuously assess and maintain systems, while fostering stakeholder confidence through robust data protection.

SUPPLY CHAIN MANAGEMENT

Arconic's supply chain management program spans more than 8,000 suppliers worldwide, embedding sustainability and ethical standards through comprehensive policies and programs. We screen suppliers against applicable sanctions, evaluate sustainability alignment, broaden supplier outreach, promote responsible sourcing and track reliability across quality and delivery performance.

Our 2030 target is for 80% of high-risk suppliers—as evaluated by the specific commodity, geographic location and spend level—to meet Arconic's Supply Chain Management criteria.

In 2025, we leveraged EcoVadis to assess 120 key suppliers (about 52% of overall supply chain spending) on 21 sustainability criteria across environment, labor, ethics, and procurement metrics. We achieved a 99% participation rate, with 77% of assessed suppliers earning a "Good" rating or above (up from 69% in 2023). Suppliers scoring below that threshold (45/100) were required to submit corrective action plans, reviewed in quarterly business meetings to ensure continuous improvement.

Human Rights in the Supply Chain

Arconic aims to respect and promote human rights throughout its operations and supply chain. We expect suppliers to meet international standards, including those set by the UN Global Compact and International Labour Organization (ILO), and to comply with our Supplier Code of Conduct.

The Arconic Supplier Code of Conduct sets forth minimum requirements that suppliers must meet to do business with us. To comply with these requirements, suppliers should communicate the principles of these standards throughout their supply chain. First launched in 2024, the Supplier Code of Conduct is reviewed and updated regularly. The Supplier Code of Conduct is available in seven languages on the Arconic website, at www.arconic.com/supplier-code-of-conduct.

- We expect suppliers to comply with Arconic's Human Rights Policy, if the supplier does not have such a policy.
- Our Conflict Minerals Policy ensures responsible sourcing of gold, cassiterite, columbite-tantalite, and wolframite (3TG) from non-conflict areas like the Democratic Republic of Congo. We require suppliers to certify that materials are conflict-free or recycled, with documentation requests to maintain compliance and ethical standards.
- In 2025, Arconic enhanced its supply chain due diligence by establishing a Conflict Affected and High-Risk Area (CAHRA) Supply Chain Policy, which explicitly identifies aluminum smelters located in conflict zones and ensures we do business only with those that have been certified to be operating responsibly. This policy is provided to all aluminum suppliers and is designed to support no unethically produced material is included in Arconic products.

By addressing traceability gaps—particularly in aluminum sourcing—through enhanced audits and EcoVadis assessments, and by offering the Integrity Line as a confidential reporting tool, we reinforce a culture of transparency and ethical responsibility.

To help companies manage evolving customer expectations and regulatory requirements in an era of complex global supply chains, the United Nations Global Compact (UNGC) offers resources related to human rights due diligence and other pillars of sustainable development.

In 2025, Arconic participated in the UNGC Business and Human Rights Accelerator program. The Accelerator was a six-month program designed to help participants identify, prioritize, and address the human rights risks unique to their company's operations and supply chain. Representatives from 17 participating companies convened virtually over several months to discuss strategies, challenges, and opportunities for embedding human rights due diligence practices into business strategy and policies. A capstone event in Washington, DC, provided an opportunity for each participant to present on findings and action items.

UN GLOBAL COMPACT BUSINESS & HUMAN RIGHTS ACCELERATOR

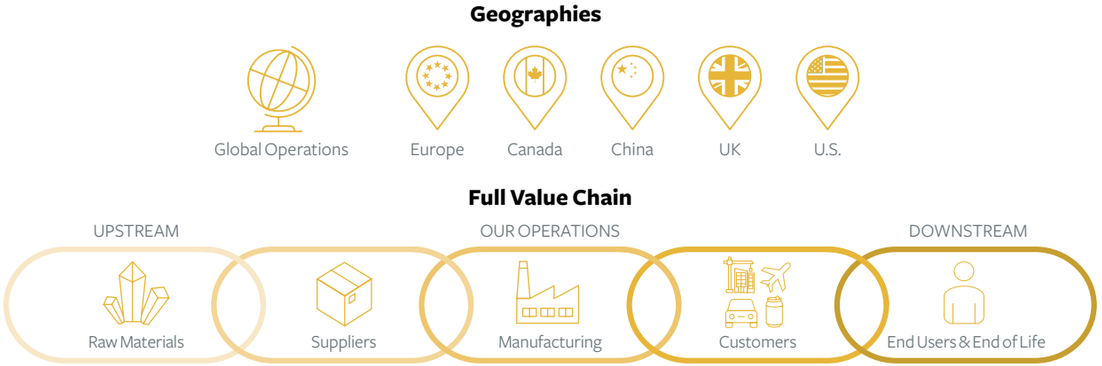
STAKEHOLDER ENGAGEMENT

Materiality Assessment

Arconic conducts regular assessments to ensure that we are focused on the sustainability issues that matter most to our business and stakeholders. We consult customers, employees, suppliers, and community leaders to prioritize meaningful impacts and stay aligned with stakeholder expectations.

A third-party review of Arconic's materiality assessment conducted in 2025 focused on raw materials, suppliers, manufacturing operations, customers, and end users. That review affirmed Arconic's earlier assessment and strategic direction.

Topics and Impacts Identified Across Geographies and the Value Chain



Industry associations, customer requests, and engagement with policymakers also provide essential feedback which shapes our sustainability program.

Strategic Development and Alignment

Arconic's Enterprise Risk Management (ERM)program treats relevant sustainability issues such as climate risk with the same rigor as other business risks, and emerging issues are integrated and tracked annually.

PLANET
- Climate & Energy
- Waste & Pollution
- Water & Watershed Risk

PEOPLE
- Workforce Issues
- Community Engagement
- Safety Culture

PRODUCT
- Quality & Innovation
- Sustainable Products
- Customer Collaboration

PROCESS
- Ethics & Transparency
- Corporate Governance
- Risk Management
- Supply Chain Traceability

Government Affairs, Industry Associations and Advocacy

Arconic engages with policymakers, government agencies, and industry and business organizations to share manufacturing and sustainability perspectives, support informed decision-making, and advance policies that enable a competitive and resilient industrial sector. Across our operations, site leaders participate in civic and government engagement activities that reflect local priorities while aligning with broader company objectives related to sustainability, workforce development, energy reliability, and long-term industrial investment.

Advocacy Priority: Recycling and Circularity

Recycling and circularity are central to Arconic's advocacy priorities, reflecting aluminum's role as an infinitely recyclable material. Designated as a critical mineral in the United States, Europe and UK, we recognize that preserving aluminum and alloyed materials through effective collection, recycling, and reinvestment supports domestic manufacturing, national security, and long-term economic growth while reducing environmental impact.

Federal and State Recycling Policy Engagement

In the United States, Arconic supports bipartisan policy approaches that strengthen recycling systems, expand access to collection infrastructure, and improve the quality and availability of recycled materials used in manufacturing.
At the federal level, Arconic endorsed the *Cultivating Investment in Recycling and Circular Local Economies (CIRCLE) Act* to establish a tax credit that will encourage private investment in recycling and scrap processing infrastructure essential to strengthening domestic aluminum supply chains. Arconic has also supported the *Recycling Infrastructure and Accessibility Act*, which would improve recycling access in underserved and rural communities, and the *Recycling and Composting Accountability Act*, which would enhance data collection and reporting to support effective policy development.

At the state level, Arconic supports well-designed Extended Producer Responsibility (ERP) frameworks and Deposit Return Systems that increase aluminum recovery rates, reduce contamination, and reinvest revenues into recycling infrastructure.

- Through the Coalition for High Performance Recycling (CHPR), Arconic worked with manufacturers, customers, industry associations, and nonprofit organizations to support state legislation that would establish new Recycling Refund programs for beverage containers paired with EPR for packaging. **Lauren Wilk**, Vice President for Government Affairs & Sustainability, joined CHPR members in Olympia, WA, in February to advocate for recycling refund and extended producer responsibility legislation. Washington state passed the *Recycling Reform Act* in May, creating an EPR program for packaging and paper in the state, while related legislation to establish a recycling refund system was considered but did not advance.
- **Christy Newman**, Manager of Communications and Community Relations at Tennessee Operations, appeared before the Tennessee legislature's Solid Waste Task Force to explain the critical role recycling plays for the aluminum industry. She provided insights on Tennessee Operations' use of recycled content and work in the community taking place to raise recycling rates.

Policy Principles to Expand & Improve Recycling

Across federal and state engagement, Arconic evaluates recycling policy proposals based on their ability to:

- Expand aluminum collection and access to recycling services, particularly in underserved communities
- Improve material quality by reducing contamination and supporting high-performance recycling systems
- Reinvest revenues into recycling infrastructure, technology, and consumer education
- Strengthen domestic scrap supply and reduce reliance on primary aluminum imports

Alignment with Industry Collaboration

Arconic advances its policy priorities in coordination with industry associations and value chain partners, with the goal of contributing constructively to policy development while advancing objectives related to sustainability, resilience, and manufacturing competitiveness.

Government Engagement Highlights

1. Personnel from Arconic Davenport engaged state policymakers and economic development leaders through participation in the Iowa Association of Business and Industry (ABI) Legislative Briefing and Reception in Des Moines and meetings with Iowa Economic Development Authority leadership, culminating in a site visit by IEDA Director Debi Durham and team to discuss manufacturing investment, workforce needs, and future incentive frameworks.
2. Arconic Technology Center (ATC) hosted Pennsylvania State Rep. Jill Cooper (Legislative District 55) for a visit that included an overview of ATC's history of supporting Arconic's mission of delivering sustainable aluminum solutions through strategic customer partnerships, technology development, and operations support. She also reviewed ATC's capabilities for alloy development, ingot casting, pilot-scale testing, advanced computing, material characterization, and spectrochemical reference material production.
3. Arconic Lancaster Plant Manager **John Nied** hosted Pennsylvania State Senator James Malone (Senate District 36) for a Lancaster plant tour and policy discussion highlighting the site's manufacturing footprint, workforce, and sustainability priorities, reinforcing the importance of public private partnerships in supporting long-term industrial investment.
4. Arconic participated in the Allegheny Conference on Community Development's annual Washington, D.C. fly-in, engaging with federal policymakers and regional stakeholders to highlight Pennsylvania's leadership in energy, artificial intelligence and advanced manufacturing. **John Witherspoon**, Senior Manager of Government Affairs, and **Franklin Uba**, Senior Manager for Material Sciences and Innovation Excellence, met with Senator McCormick (R-PA) to discuss Arconic's role in supplying aluminum products critical to U.S. economic competitiveness and national security, the company's commitment to innovation and R&D, and the impacts of trade policy on domestic manufacturing.
5. **Herve Gehanno**, Vice President of Automotive and Brazing Marketing, joined the team from auto supplier trade association Motor and Equipment Manufacturers Association (MEMA) in Washington, D.C., to discuss relevant policies and regulations, including tax, trade, and fuel economy standards that impact the automotive supply chain with senior legislative staff for Senator Marsha Blackburn (R-TN) and Senator Todd Young (R-IN).


1

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4

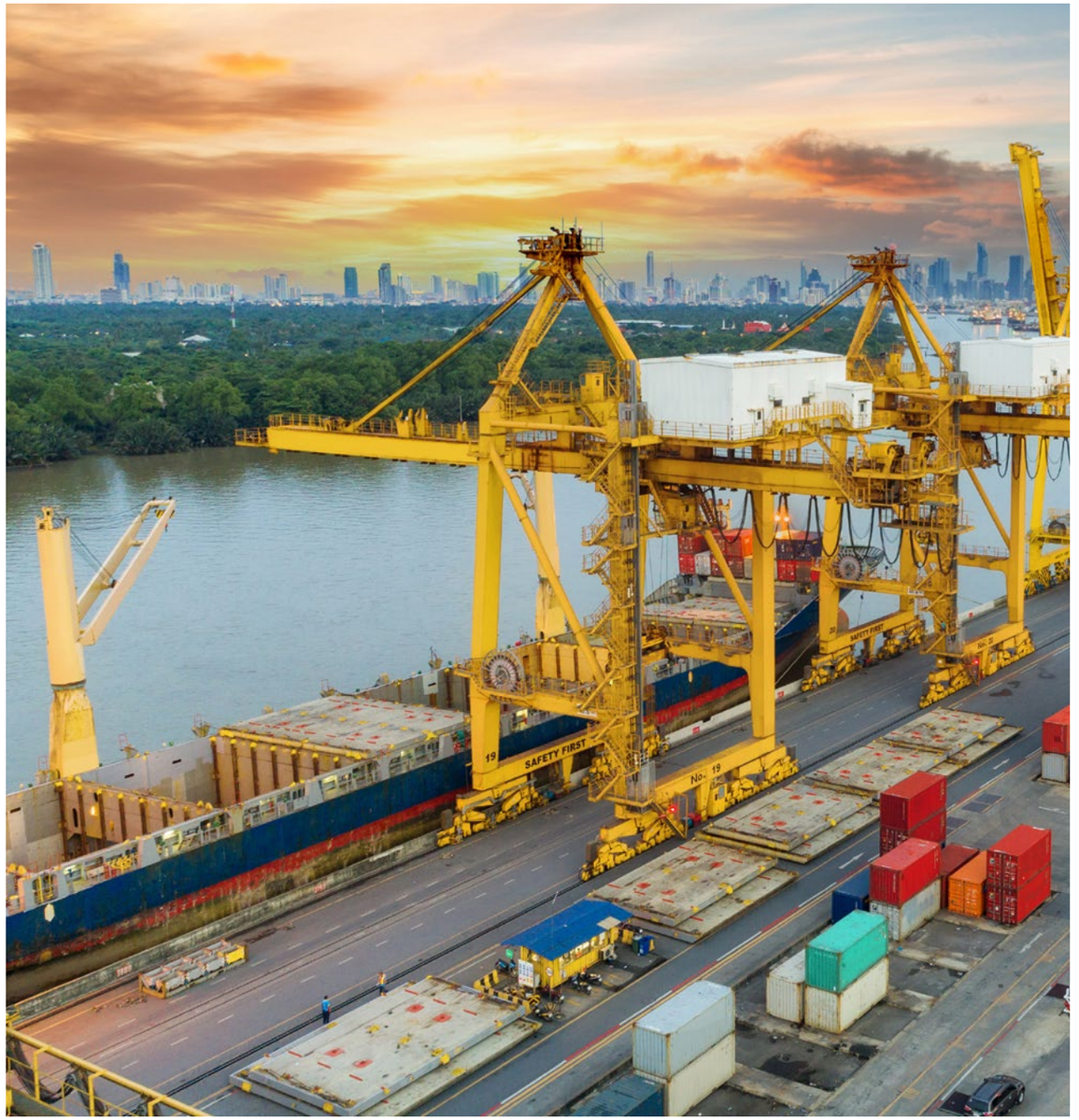
Arconic collaborates with a wide variety of stakeholders, such as industry associations, certification and rating programs, and NGOs, to support domestic manufacturing and advance sustainability in the aluminum industry. Arconic serves in leadership roles for the Aluminum Association, National Association of Manufacturers (NAM), and the Aluminum Federation, amplifying our voice in policy and regulatory discussions, and driving innovation for our sector.

2025 Industry Association Memberships

- The Aluminum Association
- AmCham Hungary (Hungary)
- BlueGreen Alliance
- National Association of Manufacturers
- AmCham Beijing/AmCham Shanghai (China)
- Motor & Equipment Manufacturers Association
- Shanghai Foreign Investment Association (China)
- Recycled Materials Association
- European Coil Coating Association (AAP France)
- European Aluminium
- Aluminium Federation (UK)
- Aluminium Federation/GDA (Germany)

Arconic is a signatory of the United Nations Global Compact (UNGC), the world's largest corporate sustainability initiative. We have committed to align our operations with the Compact's Ten Principles, including human rights, labor rights, environmental responsibility, and anti-corruption.

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



Planet

Arconic continues to advance environmental stewardship across all operations, strengthening the way we manage our own impacts while helping customers achieve their sustainability goals. Through innovative products and responsible practices, we aim to make the sky, the roads, and our communities more sustainable. Our commitment extends beyond compliance—we strive to lead with integrity, collaboration, and continuous improvement as we work toward a cleaner, safer, and more resilient future.

- **Environmental Stewardship**
- **Greenhouse Gas Emissions and Energy Intensity**
- **Air Emissions**
- **Water Management**
- **Waste Management**

ENVIRONMENTAL STEWARDSHIP

Arconic is committed to fostering strong, collaborative relationships with the communities in which we operate and upholding environmental compliance as a core pillar of our business. In 2025, we recorded **zero significant spills or violations**, reinforcing the strength of our environmental programs and our dedication to continuous improvement. Key operations are certified to the **ISO 14001 Environmental Management System (EMS)**, which guides our processes for risk identification, root-cause analysis, information sharing, and the implementation of sustainable corrective actions. These efforts help prevent the recurrence of environmental incidents and maintain high performance across all facilities.

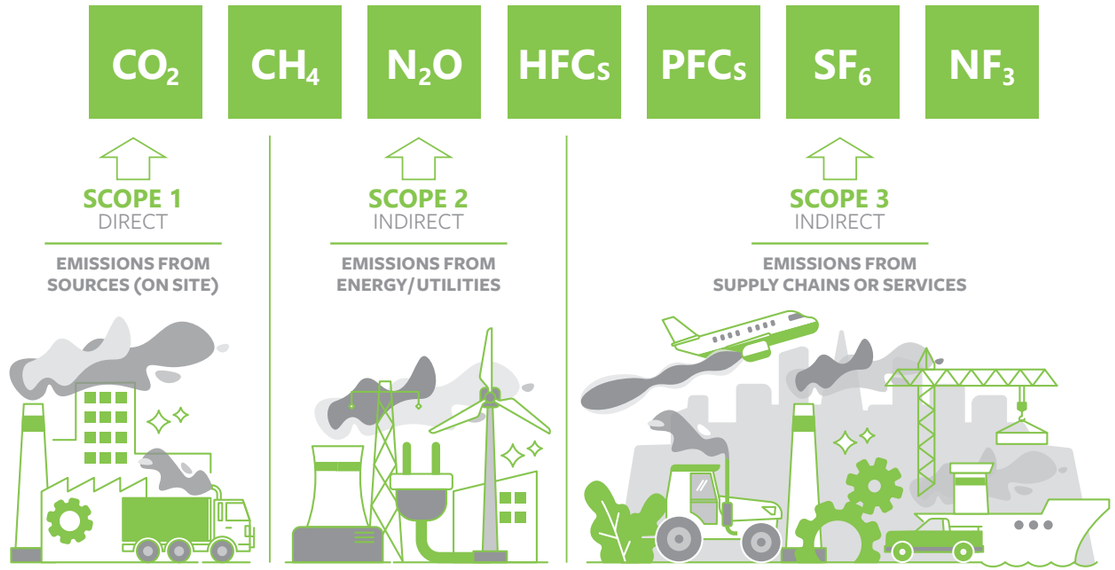
A comprehensive, proactive noncompliance identification process—supported by routine self-assessments and Corporate Internal Audits—ensures we remain aligned with environmental regulations and permit requirements. Employees receive the tools, training, and digital resources necessary to meet all applicable laws and company policies. This culture of ownership and accountability strengthens our ability to identify issues early and maintain consistent compliance across global operations. Environmental and climate-related risks are integrated into our **Enterprise Risk Management (ERM)** process, enabling us to anticipate regulatory changes and adapt programs related to climate impacts, pollution controls, and energy management. Through these combined efforts, Arconic continues to demonstrate a deep commitment to environmental responsibility and the longterm protection of the communities where we operate.

"Significant" is defined as those exceeding 500 gallons or fines exceeding $25,000 USD.

GREENHOUSE GAS EMISSIONS AND ENERGY INTENSITY

In 2025, Arconic's energy efficiency programs matured, with a focus on performance tracking and forecasting that resulted in a decrease for energy intensity of production and a decrease in Scope 1 and 2 emissions intensity. Plant operations teams meet regularly to disseminate knowledge and benchmark their operations.

Arconic's Scope 3 intensity also decreased, as we expanded scrap buy-back operations with customers, and worked with suppliers to increase scrap utilization and incorporate material with lower embedded emissions.



Energy & Emissions Management Highlights

Kitts Green successfully completed a Hot Mill Drive System upgrade, replacing 14 motors along with associated drive systems and power conversion equipment. This improved performance and control, reduced machine downtime and maintenance, and provided significant energy savings for the plant.

Lancaster Operations Preventive Maintenance team rolled out smart manufacturing tools that connect structures with technology, sensors and software to collect real-time data. Using a handheld camera device capable of detecting air and gas leaks as well as electrical discharge issues using ultrasound technology, maintenance technicians can examine compressed air systems from a safe distance—and find hard-to-detect smaller to mid-size leaks. With the tool, the team identified 101 leaks and completed 25 repairs. Leakage is one of the most common and cost-effective ways to improve the energy efficiency of compressed air systems.

Lancaster Operations completed replacement of refractory on two melters in the casthouse and upgraded the roof material to bring the operation new efficiencies and savings. The The εMAXXX™ roof refractory, made by Wahl Refractory in Ohio, is a new material developed to increase melt rate and provide energy savings by requiring less natural gas in the melt process. The plant anticipates gaining at least 10M pounds of additional throughput annually, while saving ~450 tons of CO2e per year.

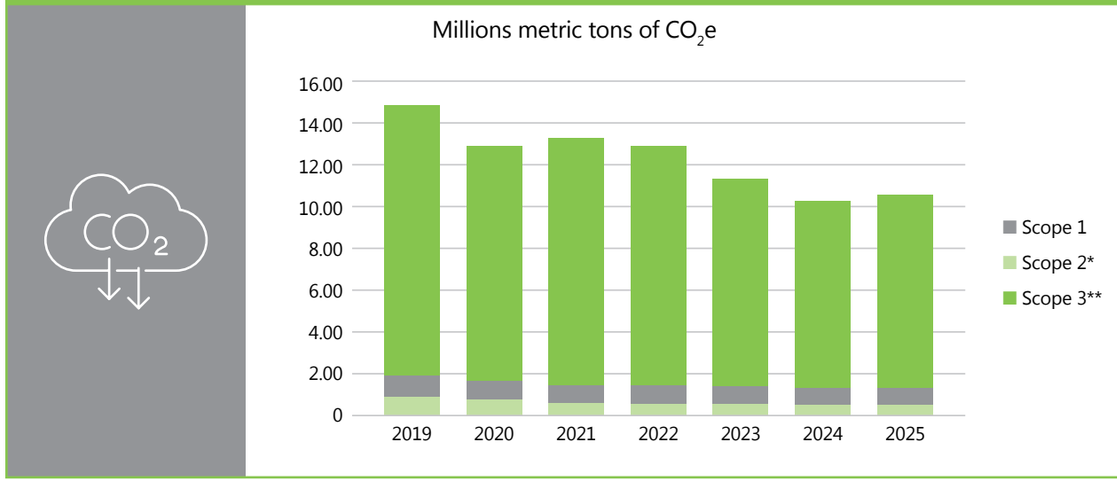
Massena Operations completed a capital project to upgrade the 5300-ton press billet preheat furnace. The re-engineered furnace features all new steel, refractory and burners, and the furnace is equipped with 14 heating zones—two more than the old furnace—while maintaining the same heat output of the system. This improvement allows for better control of the billet heating process and reduces maintenance.

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

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

↓ 10% Reduce energy intensity by 10%

Annual Absolute GHG Emissions



This GHG data represents a restated baseline, updated to reflect improved methodology and consistent Scope 3 boundaries as of 2025. For further information, see Appendix C.

**Location-based and/or supplier provided emission factors*

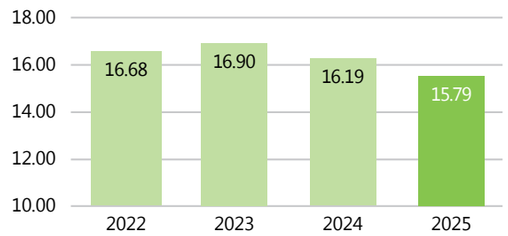
***Scope 3 includes only the following categories: Category 1 – Purchased goods, Category 2 – Capital Goods, Category 3 – Fuel and Energy-Related Activities, Category 4 – Upstream Transportation and Distribution, Category 9 – Downstream Transportation and Distribution, Category 12 – End-of-Life Treatment of Sold Products*

Explanation of Scope 3 Data Adjustments

Our GHG emissions are calculated using a methodology aligned with the World Resource Institute (WRI) GHG Protocol Corporate Standard and the U.S. Environmental Protection Agency's (EPA) emissions factors. Since 2022, we have leveraged smelter-specific emission factors to improve Scope 3 accuracy in North America and Europe, expanding to China-sourced metal in 2023. In 2024, we refined this with global supplier-specific data, supporting alignment with evolving industry standards. GHG emissions include carbon dioxide (CO_2), methane (CH_4), and nitrous oxide (N_2O). For detailed GHG and energy data, see Appendix C.

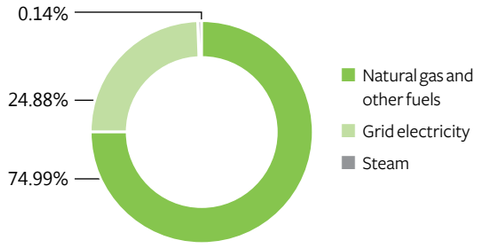
Annual Energy Intensity

Gigajoules per metric ton of third-party shipments



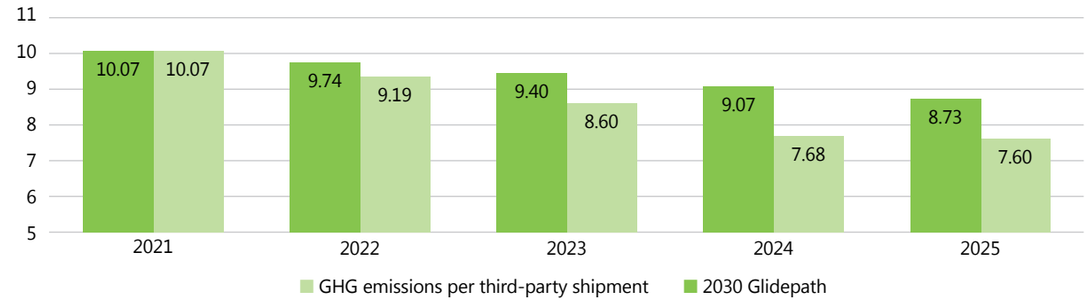
2025 Energy Consumption

By commodity (%)



Annual GHG Emissions Intensity

Metric tons of CO_2e per metric ton of third-party shipments



This GHG data represents a restated baseline, updated to reflect improved methodology and consistent Scope 3 boundaries as of 2025. For further information, see Appendix C.

AIR EMISSIONS

Arconic is committed to a cleaner environment and continues to drive robust processes and pollution control improvements to reduce the release of air pollutants into the atmosphere. This commitment not only protects the environment from air pollutants such as volatile organic compounds (VOCs), nitrogen oxides (NOx), particulate matter (PM), and hazardous air pollutants (HAPs) but also contributes to a cleaner and safer work environment reducing the risk of health issues while also maintaining compliance with environmental regulations.

Kunshan Installs New Air Emissions Control Upgrades

In 2025, Arconic demonstrated its commitment to reducing its air pollutant release to the atmosphere by installing new air emissions control upgrades at **Arconic Kunshan**, located in the Jiangsu Province of China. Arconic invested more than $1 million in air pollution control upgrades at the Kunshan facility. The project included upgrades for two dust collectors for the #1 and #2 Melter furnaces as well as one dross collector for dross press and roof ventilator, including redesign and installation of the hood.

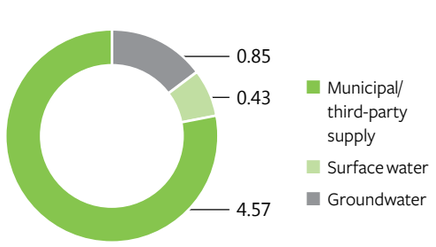
WATER MANAGEMENT

Arconic prioritizes responsible water management, implementing a comprehensive strategy focused on ensuring efficiency and water security. We adhere to systematic compliance procedures and invest in modern water infrastructure to advance our stewardship goals.

All manufacturing sites comply with stringent wastewater discharge regulations and collaborate with regulators, NGOs, and community groups during the permitting process. At larger facilities, tailored water management plans aim to meet internal reduction targets through innovative practices. Our water balance approach meticulously tracks withdrawal, use, and discharge across operations, enabling data-driven improvements.

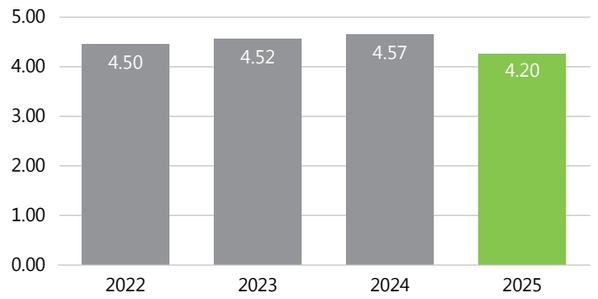
2025 Water Withdrawal

Million cubic meters



Water Withdrawal Intensity

Cubic meters per metric ton of third-party shipments



In 2025, total withdrawals decreased by 2.8%, resulting in an 8.1% decrease in water withdrawal intensity (cubic meters per metric ton of third-party shipments) from 2024. Withdrawal intensity is down by 10.8% since 2021. Our water balance tracking continues to drive data-informed improvements, and we are actively refining practices to align future intensity reductions with our sustainability goals. This reflects a temporary challenge as we scale responsibly. A 2025 water risk assessment, employing WRI Aqueduct and WWF tools, identified one facility in areas of extremely high-water stress (Arconic Bohai) and three in high-stress regions, which together account for 0.08% of global withdrawals and 0.05% of global consumption. We prioritize these sites for improved efficiency measures, including advanced monitoring and recycling initiatives.

↓ 10.8% decrease in water intensity since 2021

WASTE MANAGEMENT

Arconic is dedicated to reducing waste, particularly landfilled waste, as we work to improve resource efficiency, support a circular economy, foster economic resilience, and minimize impact on the communities where we operate. Our products are designed to minimize resource use across their lifecycle, and we implement company-wide and site-specific waste policies to comply with regulations and advance sustainability goals. These policies, updated annually, apply to all active and inactive sites, addressing both hazardous and non-hazardous waste as well as detailed dross management protocols. We perform thorough environmental audits of off-site waste facilities biannually, engaging third-party verification to support compliance and identify opportunities for improvement, with findings shared across sites to standardize best practices. In 2025, we recorded zero significant waste-related incidents.

Our strategy emphasizes reducing, reusing, and recycling materials across three pillars:

1. **Minimizing waste at the source through process redesigns**
2. **Identifying alternative uses and recycling options with innovative technologies**
3. **Safely disposing of remaining waste via incineration, treatment, or secure landfill disposal**

We prioritize high-volume and high-impact waste, tracking circularity metrics to assess progress toward a closed-loop model. We continue to explore closed-loop recycling pilots with automakers to enhance aluminum product circularity, with plans to scale these efforts to achieve measurable reductions in raw material dependency.

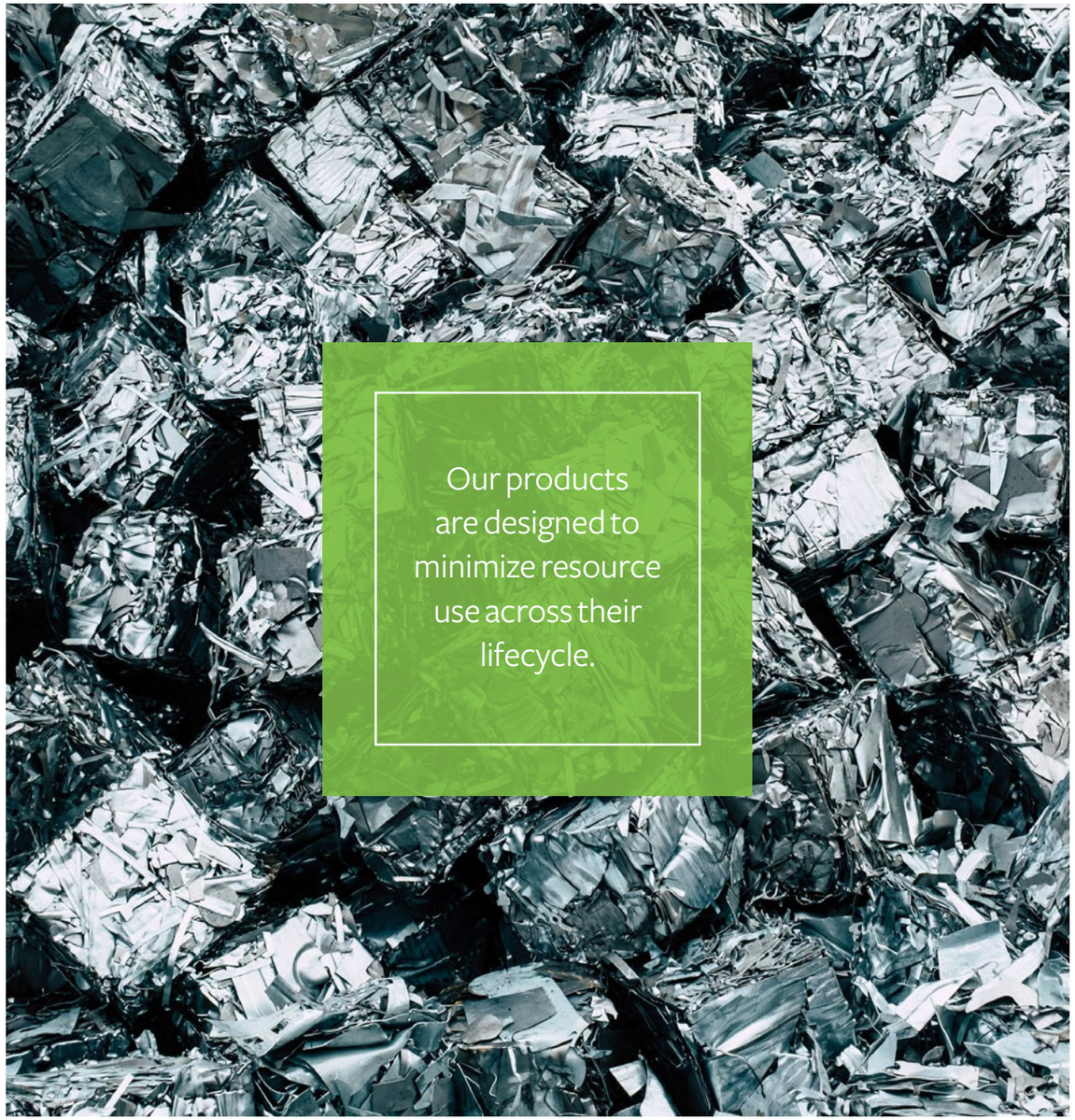
In 2025, sites continued to pursue alternative disposal over landfilling, such as sending filter paper and diatomaceous earth to cement kilns for energy, incinerating polishing dust for energy, using refractory material as landfill cover, and recycling dross to recover aluminum.

Waste Management Highlights

In response to rising metal costs, **Kitts Green** launched a Hoshin project in 2025 to identify alternative scrap. Historically, the site did not accept loose, baled, or other solid scrap materials unless delivered in approved metal storage bins. The site identified alloys with the biggest opportunity, then collaborated with suppliers to standardize delivery methods. Alternative scrap now arrives in various forms such as pucks, bulk bags, coils, baled on pallets, and via a newly completed bulk tipping bay. Thanks to the team's efforts, Kitts Green expects to save approximately $1.2 million annually by replacing primary aluminum with alternative scrap. Over 2,000 tonnes of alternative scrap have been brought onsite since the project's start.

The **Davenport Works** Ingot team implemented changes to production practices that helped improve ingot recovery numbers and made casting easier. The achievement earned them Davenport's monthly "Metal on the Move" award. One of the introduced changes that positively affected recovery numbers was changing the amount of water added in the process, increasing the recovery in one case by 50%. The team regularly gets together to assess what alloys are the hardest to cast or are struggling with recovery, and assigns responsibility to specific alloys and sizes to help bring a sense of ownership to those practices.

Lauren Wilk, Vice President of Government Affairs & Sustainability, participated in a London Metals Exchange (LME) Week event hosted by CarbonChain. The panel brought together stakeholders from across the metals supply chain to discuss the operational and financial implications of the European Union's Carbon Border Adjustment Mechanism (CBAM) as it moved toward its definitive phase in 2026.



Our products are designed to minimize resource use across their lifecycle.

People

Protecting the health and safety of our employees, contractors, suppliers and visitors is a core value at Arconic. We promote a safety-first culture that emphasizes personal accountability and shared responsibility throughout our global operations.

- **Health and Safety**
- **Human Rights and Labor Relations**
- **Employee Engagement and Recruitment**
- **Employee Skills and Career Development**
- **Employee Communication and Feedback**
- **Wellness and Benefits**
- **Community Engagement**
- **Arconic Foundation**

HEALTH AND SAFETY

Protecting the health and safety of our employees, contractors, suppliers, and visitors is a core value at Arconic. We promote a safety-first culture that emphasizes personal accountability and shared responsibility throughout our global operations.

Health and Safety Framework

Our commitment to preventing fatalities and life-altering injuries drives every aspect of our safety strategy. We continuously optimize our processes, including automated controls in high-risk areas such as molten metal handling—an industry-critical focus—to reduce hazards. Intuitive dashboards deliver real-time, location-specific insights into risk profiles, audit outcomes, and corrective actions, improving transparency, and enabling rapid response across our global operations. Strong executive oversight and a sustained focus on molten metal safety reinforce our industry-leading commitment to a safe and secure workplace.

Safety Governance & Oversight:

- Annually evaluate health and safety policies, programs, and practices
- Develop annual EHS plans based on trends and targets, cascading to site-specific initiatives
- Annual location self-assessments, with monthly tracking of corrective actions
- Measure EHS program performance using audit findings
- Require contractor prequalification, safety audits, and supervised training
- Track noise and chemical levels through exposure monitoring
- Conduct annual health checks via medical surveillance
- Achieved a TRIR of 1.3, below the industry average of 2.8

See Appendix C for audit results and emergency plan effectiveness.

Safety Communication and Training

Supported by a corporate Environmental, Health & Safety (EHS) team and site-level EHS leaders, we engage every level of our workforce in our integrated communication and training efforts, fostering a comprehensive culture of safety:

- **Risk Management and Mitigation:**
  - Conduct regular risk assessments and detailed quarterly audits, including safety walkthroughs, to target hazards like molten metal handling.
  - Implement strict protocols for heat and spill prevention in high-risk areas.
  - Share Fatality and Serious Injury (FSI) incidents, including root cause analyses, for learnings across all locations.
  - Audit facilities every 3–5 years based on risk factors like size, incident rates, and turnover—with seven audits in 2025.
  - Convene monthly global EHS calls to share best practices, review metrics and discuss developments.

- **Training and Emergency Preparedness:**

  Location training plans cover hazards, Human Performance, chemical handling, ergonomic workshops, electrical safety, and confined space entry. Emergency drills, including fire evacuations and spill response, are coordinated with local responders, such as joint exercises with fire departments, ensuring effective response.

> *"Human and Organizational Performance (HOP) ensures we have a consistently applied model that leaders and workers use to manage the task-based system and organizational risks to drive sustained improvement, with a focus on engagement."*
>
> — **Ken Ross**, VP of Global EHS

>1,600
industrial hygiene samples collected

>10,000
medical surveillance exams completed

Health & Safety Highlights

- A cross-functional team of 15+ employees spanning Internal Audit, EHS, Global Information Services, and Arconic's business and resource units oversaw the deployment of AuditBoard, a leading cloud-based risk management and compliance platform – bringing 830 users across Finance, IT, and EHS into one platform to monitor and manage EHS compliance tasks. To prepare users, Arconic's Internal Audit team conducted live global trainings on the self-assessment aspects of AuditBoard and coordinated integration of prior year data to the platform.
- Representatives from the American Society of Safety Professionals toured Davenport Works. The group, comprised of local experts in manufacturing and construction safety, were interested in exploring Arconic facilities and gaining a deeper understanding of safety protocols. Following the tour, Davenport Works EHS Manager **Scott Mann** answered the visitors' questions, shared insights into some of the operation's risks and programs and discussed the extensive scope of responsibilities managed by the plant's EHS Coordinators daily. The visiting safety professionals were particularly impressed with Davenport's proactive approach to safety and the robust systems it has implemented to mitigate risks. They appreciated the open discussion about the challenges and how the team works to ensure a safe working environment for all employees.

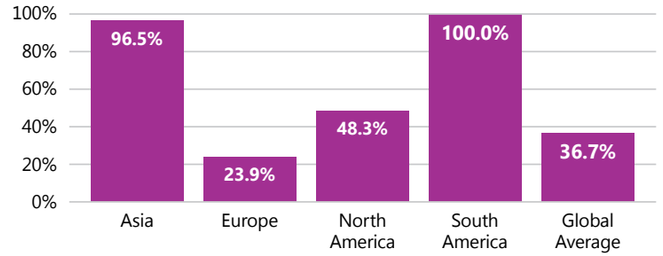
HUMAN RIGHTS AND LABOR RELATIONS

We strive to respect and promote human rights in our relationships with our employees, suppliers, customers and stakeholders, in accordance with the UN 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.

We respect freedom of association, engaging unions across Europe, North America, and Asia. The United Steelworkers (USW) master agreement is the largest collective bargaining agreement we have, covering approximately 3,300 employees at four U.S. locations. The current agreement is set to expire in 2026. There are seven other collective bargaining agreements across the U.S. with varying expiration dates. In Europe, Arconic Euroforum collaborates with the European Works Council on labor matters, maintaining a strong relationship for over two decades. In other parts of the world, such as our locations in Asia, we respectfully engage in employee-related consultation processes through close collaboration with relevant stakeholder groups and in compliance with local laws and customs.

+4,200

of our employees across the United States were represented by labor unions in 2025



EMPLOYEE ENGAGEMENT AND RECRUITMENT

At Arconic, we foster an inclusive culture that values a range of perspectives and fuels innovation. We are proud to create a workplace that respects individual contributions and embraces differences in culture, experience, and thinking. Our policies, recruitment practices, benefits, and educational resources support a culture of respect and collaboration for everyone.

In 2025, Arconic launched employee-led Inclusion and Engagement Committees (IECs) open to all employees at all locations. Through IECs, employees identify engagement opportunities in the community, including volunteer events that beautify our communities, educate youth, and help those in need. IEC employees also participate in recruiting events, sharing their passion for our company and the opportunities available in our industry.

ARCONIC
INCLUSION AND ENGAGEMENT COMMITTEE

Mission: Inclusion and Engagement Committees seek to strengthen Arconic's culture by cultivating and sustaining a sense of pride and belonging within every employee.

Engagement and Recruitment Highlights

- Arconic has been named to Forbes' "America's Best Large Employers 2025" list, ranking at #309 out of 701 total employers. Companies listed by Forbes were selected through an independent survey of over 217,000 U.S. employees over the last three years working for companies employing at least 1,000 people. Over 6.5 million employer evaluations were considered.

EMPLOYEE SKILLS AND CAREER DEVELOPMENT

Arconic offers numerous educational and development opportunities and encourages leaders to mentor their teams, empowering employees to build successful careers. Training includes formal "hours-based" learning—classroom sessions, webinars, and eLearning—plus job-specific modules like shadowing and briefings, totaling 211,807 hours in 2025 (excluding safety training), ensuring all employees are equipped for their roles.

- **Performance Management:** Salaried employees engage in goal-setting and regular manager reviews, with 100% receiving evaluations in 2025.
- **Career Development:** Succession planning ensures a pipeline of leaders for critical roles.
- **Global Learning Management:** Our LMS provides e-learning and live sessions, plus site-based hourly training.
- **Arconic Management Program:** A 12–18-month program supports new managers with coaching.
- **Metallurgy Series:** Experts teach aluminum manufacturing to manager-nominated employees.
- **Tuition Assistance:** In 2025, $400,000 supported 45 U.S. employees in degree courses.
- **Apprentice Programs:** Global facilities provide apprenticeships, like Davenport's electrical training.

Tennessee Operations Continues Successful Craft Development Program

Arconic Tennessee Operations tutors and trains employees through its Craft Development Program (CDP), developed in 2021 in partnership with Pellissippi State Community College. The program recently graduated another class of four incumbent employees and six new hires from its 45-week course, Electrical (Version 2.0). The group successfully tested into the program, and all participants passed the written and hands-on tests as Top Rate electricians. The CDP was designed to address the nationwide talent shortage and is taught by retired and active Arconic employees.

Arconic Employees Honored at Women MAKE Awards

Davenport Works' **Natalia Leymaster**, Lead Engineer, and **Maggie Southwick**, Senior Process Engineer, were celebrated by the Manufacturing Institute as 2025 Women MAKE Awards recipients. Natalia (named an Honoree) and Maggie (recognized as an Emerging Leader) were two of the 130 women in attendance at the April 2025 gala who were recognized for excellence in science, technology, engineering, and production careers and for serving as leaders within their companies.

MANUFACTURING Institute

2025 WOMEN MAKE AWARDS

EMPLOYEE COMMUNICATION AND FEEDBACK

Arconic is dedicated to ensuring employees feel valued, heard, and impactful in their roles. We actively share updates and resources—and solicit feedback—through channels like emails, newsletters, intranet updates, shopfloor video screens, town halls and team meetings.

Arconic CEO Chris Ayers visited numerous sites in 2025 – including Massena, Arconic Technology Center and Tennessee Operations (clockwise below) – to connect with management and employees. He also held town halls that gave employees the opportunity to ask questions and share ideas. The dialogs covered topics of business conditions, scrap strategy, talent, capital investments, product development opportunities, and the impact of new competition in the marketplace.

WELLNESS AND BENEFITS

We aim to provide equitable compensation and comprehensive health and wellness programs that support our employees' physical, mental, and financial well-being. These benefits, often tailored to local regulations, are designed to support our global workforce across diverse regions.

- **U.S. Benefits:** Salaried employees and dependents with medical coverage access fitness, nutrition, and mental health resources, plus up to eight weeks of paid parental leave. A healthcare concierge service helps navigate benefits, manage costs, and schedule appointments.
- **Financial Support:** We offer financial well-being services, including one-on-one advice and training on fraud protection and cybersecurity.
- **Global Benefits:** Internationally, employees receive health screenings, pensions, accident and life insurance, and access to an Employee Assistance Program (EAP) for mental, legal, and financial guidance.
- **Supplemental Care:** We provide supplemental insurance to reduce out-of-pocket healthcare costs, alongside on-site medical services in select locations.

These programs reflect our dedication to fostering a supportive workplace, empowering employees to lead healthy, balanced lives while contributing to Arconic's success.

COMMUNITY ENGAGEMENT

Arconic actively partners with the communities surrounding our operations to deliver meaningful, locally driven impact through philanthropy, volunteer service, education, and environmental stewardship. By working alongside nonprofit organizations, schools and community partners, we support initiatives that strengthen resilience, expand opportunities, and improve quality of life.

Across the company, community engagement efforts are guided by site-level objectives and shaped by local needs, with employees supporting charitable and volunteer activities that extend Arconic's positive impact beyond our facilities. We are commitment to being a trusted community partner and investing in the communities where we operate.

Community Engagement Highlights

- The **Arconic Technology Center** (ATC) Inclusion and Engagement Committee hosted a *"Share the Warmth"* winter clothing drive. Employees collected 19 large bags filled with items to keep people warm, including coats of all sizes, hats, gloves, scarves, and a sleeping bag—donated to the Speed Family Blessing Box and Pantry in New Kensington, PA. The organization serves residents of five local counties with food, clothes and medical equipment with no questions asked. Additionally, ATC made a monetary donation of $750 in support of the organization's impactful work to make the season brighter for those in need.

- Employees at the **Kawneer Customer Operations Center** in Harrisonburg, VA rolled up their sleeves to clean litter, debris and firepit areas of Shenandoah National Park. The volunteering event was organized by the Shenandoah National Park Trust, which received a grant from Arconic Foundation to restore a popular trail and expand its youth education program to reach 1,000 students this year. After completing their work, the team put their hiking boots to the test by exploring park trails, including viewing markers for a new trail location. On their trek, they spoke with hikers about the importance of "Leave No Trace," a concept that encourages those enjoying the outdoors to leave nothing and take nothing, preserving nature as you found it.

- **Arconic Köfém** received the title of *Patron of Óbuda University* for contributions that have enriched and fostered the university's development. As a steward of the community, Köfém has actively engaged with Óbuda University, most recently participating in the university Girls' Day program, where employees shared their professional and personal experiences to inspire girls to pursue STEM careers. Over the years, Köfém has supported local technology courses and development of technical higher education, including a five-year partnership initiated in 2024 that is instrumental for the education of future generations.

- **Lafayette Operations** employees and United Steelworkers (USW) Local 115 members took part in the annual Subaru CASA Cycling Challenge, an extreme cycling event that allows individuals and teams to test their endurance over a 24-hour period while raising funds for children in need. The event is the largest annual fundraising event for CASAs for Kids Fund, which supports court-appointed volunteers and facilitates opportunities for abused or neglected children in Tippecanoe County. Overall, Team Arconic rode 848 miles in the 24 hours with a combined contribution of $5,300 to the estimated $157,000 total raised for the cause.

- **Massena Operations** welcomed 28 students from Brasher Falls Central School District, educating students on plant safety procedures and the process of making aluminum. They visited the plant floor for live demonstrations and viewed product samples. Employees highlighted their careers and shared how each department has a unique role that is integral to the success of the plant.

- Employees from **Tennessee Operations** joined representatives from 50 local companies to engage with 1,500 students from schools across Blount County, Alcoa, and Maryville during the Blount County 8th Grade Career Exploration event. The event provided hands-on experiences designed to introduce students to a wide range of career paths they may not have previously considered.

- **Lafayette Operations** was presented with an award from the Tippecanoe School Corporation, the local K-12 county school system, on behalf of the students benefiting from an Arconic Foundation grant. As a result of the $50,000 grant for technology-based experiential learning, several hundred youth from the middle schools in the area have gained access to advanced technologies.

- Military Veterans took a tour of **Davenport Works**, coordinated in partnership with the Quad Cities Chamber. Arconic employees led the Veterans and Quad Cities Chamber representatives through a presentation about Arconic and the products made at the site, followed by a tour of the plant. The group held a discussion on the importance of veteran hiring, and employee veterans shared their personal perspectives.

- The Inclusion and Engagement Committee at **Lancaster Operations** mobilized a group of employee volunteers in support of Girl Scouts of Central PA. Arconic volunteers partnered with the state manufacturing non-profit MANTEC and its Career Exploration team to host the *STEM in Manufacturing* event at Millersville University. The Arconic team joined other local manufacturers and the university's students to facilitate engineering and design presentations, hands-on activities, and conversations with Brownies.

- **Davenport Works** employees conducted a Community Hunger Drive in February. In addition to collecting nonperishable food items, volunteers hosted a breakfast fundraiser, a bake sale, and a hot dog sale at lunch time. They also provided an easy way to make a monetary donation. The hunger drive contributed $5,332 to the River Bend Food Bank, which will provide 26,166 meals for those in need.

ARCONIC FOUNDATION

Arconic Foundation partners with nonprofit and community organizations to enhance education through skill-building learning experiences, advance environmental sustainability, and meet essential human needs. Arconic Foundation is funded by an independent endowment and invests in the communities of Arconic.

The Foundation has specific guidelines and eligibility criteria that must be met for consideration of grant funding. Grant recipients are selected based on Arconic Foundation's funding priorities and local needs.

Grantmaking

In 2025, Arconic Foundation awarded **$8.2 million** in grants to **161** organizations that support our communities in Canada, France, Germany, Hungary, the United Kingdom, and the United States. Grants included:

ARCONIC FOUNDATION

$5.6 million in education grants to create skill-building learning experiences that enhance individual opportunity, specifically within STEM (Science, Technology, Engineering, Math) and manufacturing workforce development.

$1.5 million for environmental sustainability, funding projects that protect the natural environment, increase recycling, and ensure a sustainable future.

$1.15 million to support food security, housing, health, community safety, and disaster relief. In response to local needs, Arconic Foundation conducts grantmaking to help meet the basic needs of people in our communities.

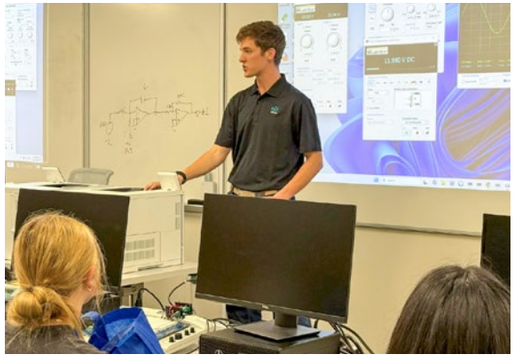
Arconic Foundation Highlights

- **Arconic Hannover** employees proudly presented a $25,000 check from Arconic Foundation to *Project House Future STEM*—a center dedicated to inspiring students to pursue STEM. The donation will fund advanced educational robots, giving students hands-on experience with programming and engineering. Thanks to this grant from Arconic Foundation, students will further explore the wonders of STEM and the possibilities it holds for a future career path.

- Thanks to a Greening STEM grant from Arconic Foundation and the National Environmental Education Foundation (NEEF), middle school students at South Doyle and Alcoa, TN, middle schools got hands-on environmental education experiences including monitoring streams, tracking wildlife, and measuring biodiversity. Students from both schools began the journey with outdoor learning activities at their schools, and the project culminated with an immersive three-day trip to the Tremont campus, where they applied their classroom experiences in the heart of the national park.

- With the support from **Kawneer Bloomsburg**, Arconic Foundation awarded a $40,000 grant to the Bloomsburg Children's Museum (BCM) to expand the museum's manufacturing and engineering education programs for students ages 10–17 across Columbia, Montour and Northumberland counties. These programs include camps, robot clubs, STEM events, and upgrades to the museum's community maker space.

- A group of Arconic employees from **Tennessee Operations** joined more than 750 Blount County Schools seventh graders to participate in Pellissippi State Community College's Blount County campus Seventh Grade STEM Career Day. This was the second annual event hosted by the college and was made possible through an Arconic Foundation grant. The event featured a day full of STEM activities aimed at driving critical thinking skills and sparking interest in STEM as a potential career.



- With increasing student interest in STEM and related opportunities for careers, Arconic Foundation invested in a growing makerspace at Manheim Township High School, near **Arconic Lancaster**. The project created an area in the high school library specially outfitted for students to exercise STEM and creative skills independently or as part of curricular coursework. The Creative Commons includes moveable workspace tables, flexible seating, and materials like LEGO® SPIKE™ kits, robotics, video creation equipment, a mobile podcasting studio and 3D printers. Lunch-and-learn sessions and other communications will help introduce the new resources to both students and teachers. The new space is intended to serve all MTHS students and is expected to benefit at least 500 students per year.

- **Arconic Köfém** recently presented an Arconic Foundation grant of $25,000 to Alba Innovár, a digital learning center in Székesfehérvár that provides an overview of the world of digitalization, focusing on developing 21st century skills. The grant will help the digital learning center further its work to provide learning in the topics of coding, robotics, 3D creation, and methods of digital pedagogy, all to increase students' technology readiness and spark their interest in technology-intensive careers. The grant also advances a focus on virtual reality (VR) through the purchase of VR glasses and computers, which will enable participating students to become familiar with the opportunities provided by this cutting-edge technology in a creative way.

- Arconic Foundation was the presenting sponsor of the 72nd annual North Museum Science & Engineering Fair, where nearly 200 students, their parents, and teachers from 23 schools in Lancaster and Lebanon counties in Pennsylvania gathered at Millersville University to showcase their science projects. The competition, which had two divisions and fourteen scientific and engineering categories, required support from representatives of local business and educational institutions to serve as judges. One of the 75 judges was **Amanda Doll**, Lancaster Operations Metallurgy and Quality Systems Manager.

- Arconic Foundation awarded six $50,000 grants to regional food banks, which supply dozens of local food pantries. The food banks will leverage their scale and buying power to purchase critical items and efficiently deliver them to local food pantries for distribution to individuals facing food insecurity.

Arconic Foundation Scholarship Programs

Arconic Foundation offers a competitive, merit-based scholarship, benefiting children of Arconic employees. In 2025, Arconic Foundation awarded $5,000 scholarships to 15 recipients who demonstrated academic excellence.

$50,000

grants to six regional food banks

$5,000

scholarships to 15 recipients

Looking Ahead

We appreciate the ongoing support of our stakeholders—including employees, customers, suppliers, and communities—as we advance our sustainability journey. Your partnership drives our progress, and we welcome your feedback to help shape our future initiatives. Please share your insights as we strive to create a more sustainable world together.

Looking forward, Arconic is taking a pragmatic approach to implementing our sustainability initiatives, focusing on technologies with clear business value. We are prioritizing high-recycled content alloys to enhance circularity while balancing environmental and operational goals, driving sustainable growth without compromising efficiency.

In 2026, we plan to deepen supplier collaborations to tackle supply chain challenges and to continue improving how we measure and manage energy. By prioritizing partnerships, we aim to co-develop innovative solutions, streamline resource use, and reduce emissions across the value chain – reinforcing our commitment to a responsible aluminum industry. Together, we will continue to innovate and lead with purpose.

For additional information, or to connect with us, please visit our website.

Appendices

SPECIAL NOTE REGARDING REPORTING PERIODS

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

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

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

APPENDIX A – GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

Statement of Use	Arconic Corporation has reported the information cited in this GRI content index for the period from January 1 to December 31, 2025, with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	REPORT LOCATION AND ADDITIONAL INFORMATION
GRI 2: General Disclosures 2021	2-1 Organizational details	About This Report; About Arconic
	2-2 Entities included in the organization's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	No restatements of information in 2025. No significant changes occurred during the reporting period that would impact the validity of the information contained in this report.
	2-5 External assurance	The accuracy and completeness of the information contained in the 2025 ESG report is verified by leaders of our business functions. ESG data included in this report is not externally assured aside for GHG emission data.
	2-6 Activities, value chain and other business relationships	About Arconic; Company Website (link)
	2-7 Employees	People; Appendix C
	2-8 Workers who are not employees	People; Appendix C
	2-9 Governance structure and composition	Corporate Governance; Company Website (link); Appendix C
	2-10 Nomination and selection of the highest governance body	Corporate Governance
	2-11 Chair of the highest governance body	Corporate Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance
	2-13 Delegation of responsibility for managing impacts	Corporate Governance
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance
	2-15 Conflicts of interest	Corporate Governance
	2-16 Communication of critical concerns	Corporate Governance
	2-17 Collective knowledge of the highest governance body	Corporate Governance; Company Website (link); Appendix C
	2-22 Statement on sustainable development strategy	CEO Statement
	2-23 Policy commitments	Corporate Governance; Supply Chain Management; Human Rights and Labor Relations
	2-24 Embedding policy commitments	Corporate Governance; Supply Chain Management; Human Rights and Labor Relations

APPENDIX A - GLOBAL REPORTING INITIATIVE CONTEXT INDEX

GRI STANDARD	DISCLOSURE	REPORT LOCATION AND ADDITIONAL INFORMATION
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Corporate Governance
	2-26 Mechanisms for seeking advice and raising concerns	Corporate Governance; Arconic Integrity Line (link)
	2-27 Compliance with laws and regulations	Appendix C
	2-28 Membership Associations	Stakeholder Engagement
	2-29 Approach to stakeholder engagement	Stakeholder Engagement
	2-30 Collective bargaining agreements	Human Rights & Labor Relations; Appendix C
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Engagement
	3-2 List of material topics	Stakeholder Engagement
	3-3 Management of material topics	Stakeholder Engagement & Throughout Report
	205-2 Communication and training about anti-corruption policies and procedures	Corporate Governance
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Greenhouse Gas Emissions and Energy; Appendix C
	302-3 Energy intensity	Greenhouse Gas Emissions and Energy; Appendix C
	302-4 Reduction of energy consumption	Greenhouse Gas Emissions and Energy; Appendix C
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; Appendix C
	303-4 Water discharge	Water Management; Appendix C
	303-5 Water consumption	Water Management; Appendix C
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions and Energy; Appendix C
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions and Energy; Appendix C
	305-3 Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions and Energy; Appendix C
	305-4 GHG emissions intensity	Greenhouse Gas Emissions and Energy; Appendix C
	305-5 Reduction of GHG emissions	Greenhouse Gas Emissions and Energy; Appendix C
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Emissions; Appendix C

APPENDIX A – GLOBAL REPORTING INITIATIVE CONTEXT INDEX

GRI STANDARD	DISCLOSURE	REPORT LOCATION AND ADDITIONAL INFORMATION
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; Appendix C
	306-4 Waste diverted from disposal	Waste Management; Appendix C
	306-5 Waste directed to disposal	Waste Management; Appendix C
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management; Appendix C
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; Appendix C
	403-10 Work-related ill health	Health & Safety; Appendix C
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Skills & Career Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Skills & Career Development
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Human Rights & Labor Relations; Appendix C

APPENDIX B - SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

Topic	Accounting Metric	Category	Code	Report Location and Additional Information
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	EM-MM-110a.1	Greenhouse Gas Emissions & Energy Appendix C
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	EM-MM-110a.2	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 Appendix C
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	EM-MM-130a.1	Energy & Greenhouse Gas Emissions Appendix C
Water Management	(1) Total fresh water withdrawn, and (2) total fresh water consumed, Percentage of each in regions with High or Extremely High Baseline Water Stress: (1) Total fresh water withdrawn, and (2) total fresh water consumed,	Quantitative	EM-MM-140a.1	Water Management Appendix C
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	EM-MM-140a.2	Water Management
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	Quantitative	EM-MM-150a.4	Appendix C
	Total weight of tailings produced	Quantitative	EM-MM-150a.5	Not Applicable – we do not produce tailings.
	Total weight of waste rock generated	Quantitative	EM-MM-150a.6	Not Applicable – we do not generate waste rock.
	Total weight of hazardous waste generated	Quantitative	EM-MM-150a.7	Appendix C
	Total weight of hazardous waste recycled	Quantitative	EM-MM-150a.8	Appendix C
	Number of significant incidents associated with hazardous materials and waste management	Quantitative	EM-MM-150a.9	Appendix C
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	EM-MM150a.10	Waste Management

APPENDIX B - SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

Topic	Accounting Metric	Category	Code	Report Location and Additional Information
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 – we do not have mine sites or reserves that are under our operational control.
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	EM-MM-160a.3	Not applicable – we do not have mine sites or reserves that are under our operational control.
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 – we do not have mine sites or reserves that are under our operational control.
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	EM-MM-210a.2	Not applicable – we do not have mine sites or reserves that are under our operational control.
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	EM-MM-210a.3	Not applicable – we do not have mine sites or reserves that are under our operational control.
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	EM-MM-210b.1	Community Engagement
	Number and duration of non-technical delays	Quantitative	EM-MM-210b.2	We had zero delays due to typical operating activities in 2025
Labour Practices	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Quantitative	EM-MM-310a.1	Human Rights and Labor Relations
	Number and duration of strikes and lockouts	Quantitative	EM-MM-310a.2	We had zero strikes and lockouts in 2024
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 Appendix C

APPENDIX B - SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

Topic	Accounting Metric	Category	Code	Report Location and Additional Information
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 2025
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 – we do not produce tailings.
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Discussion and Analysis	EM-MM-540a.2	Not applicable – we do not produce tailings.
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Discussion and Analysis	EM-MM-540a.3	Not applicable – we do not produce tailings.
Activity Metric	Production of (1) metal ores and (2) finished metal products	Quantitative	EM-MM-000.A	(1) Not applicable – we do not produce metal ores. (2) See metric tons of third-party shipments in Appendix C
	Total number of employees, percentage contractors	Quantitative	EM-MM-000.B	Appendix C

APPENDIX C – ADDITIONAL REPORTING METRICS

FINANCIAL PERFORMANCE AND PRODUCTION METRICS

Metric	Unit	2019	2020	2021	2022	2023	2024	2025
Shipments	MT	1,598,437	1,365,530	1,335,697	1,358,606	1,320,505	1,318,253	1,393,640

STANDARDS & CERTIFICATIONS

Metric	Unit	2019	2020	2021	2022	2023	2024	2025
ASI Performance Standard	# Certifications	2	4	4	4	5	5	5
ISO 14001	# Certifications	13	13	13	13	12	12	12
ISO 50001	# Certifications	5	5	5	5	5	5	5
ISO 45001	# Certifications	2	2	2	2	2	2	2

GREENHOUSE GAS EMISSIONS

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Planet									
Scope 1 & 2 GHG Emissions – Arconic									
The source of all GHG emissions is energy consumption. We have zero biogenic emissions. Our calculations are based on the World Resources Institute (WRI) GHG Protocol methodology based on operational control; regional, country or supplier-provided Scope 1 and 2 emission factors; and 5th IPCC Assessment global warming potential (GWP) factors. The following emissions and sources are immaterial as they represent far less collectively than 5% of our total GHG emissions and are excluded from calculations: Hydrofluorocarbons primarily used in refrigeration systems, SF6 used in high voltage dielectrics, all GHG emissions from office buildings and sites with no industrial activities and perfluorocarbons, which have no identified uses.									
Scope 1 (direct)	Million MT CO_2e	0.99	0.86	0.84	0.86	0.84	0.80	0.83	
Scope 2 (indirect)	Million MT CO_2e	0.90	0.77	0.58	0.56	0.55	0.49	0.49	Location-based and/or supplier provided emission factors
Total Scope 1 & 2	**Million MT CO_2e**	**1.89**	**1.63**	**1.42**	**1.42**	**1.39**	**1.28**	**1.32**	
Scope 3 GHG Emissions – Arconic									
Scope 3 GHG Emissions	Million MT CO_2e	12.72	11.08	12.03	11.06	9.97	8.84	9.27	These values are based on WRI Scope 3 methodology for Categories 1-4,9, and 12.

GREENHOUSE GAS EMISSIONS

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Planet									
Scope 1 & 2 GHG Emissions – by Business									
Rolled Products	Million MT CO_2e	1.65	1.44	1.27	1.26	1.25	1.15	1.18	
Building and Construction Systems	Million MT CO_2e	0.08	0.07	0.07	0.06	0.05	0.05	0.05	
Extrusions	Million MT CO_2e	0.16	0.12	0.09	0.1	0.09	0.08	0.08	
GHG Emissions Intensity – Arconic									
Scope 1	MT CO_2e per MT Third Party Shipments	0.62	0.63	0.63	0.63	0.64	0.60	0.60	
Scope 2	MT CO_2e per MT Third Party Shipments	0.56	0.57	0.44	0.41	0.42	0.37	0.35	Location-based and/or supplier provided emission factors
Scope 3	MT CO_2e per MT Third Party Shipments	7.96	8.11	9.01	8.14	7.55	6.71	6.65	
Total	**MT CO_2e per MT Third Party Shipments**	**9.14**	**9.31**	**10.07**	**9.19**	**8.60**	**7.68**	**7.60**	
Scope 1 & 2 GHG Emissions Intensity – by Business									
Rolled Products	MT CO_2e per MT Third-Party Shipments	1.16	1.18	1.05	1.02	1.04	0.95	0.91	
Building and Construction Systems	MT CO_2e per MT Third-Party Shipments	0.70	0.69	0.66	0.69	0.71	0.77	0.82	
Extrusions	MT CO_2e per MT Third-Party Shipments	2.63	2.97	2.67	2.77	2.34	2.72	3.20	
% GHG Emissions Covered Under Regulations									
% GHG Emissions Covered Under Regulations – Arconic	%	10.18	9.33	13.00	12.90	11.38	13.1	12.6	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

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Air Emissions – Arconic									
Reported emissions only include those locations for which the emissions are both regulated and material. Nitrogen oxides include NO and NO_2 but exclude N_2O. Sulfur oxides include SO_2 and SO_3. Total particulate matter provides a conservative estimate of PM_{10} emissions, which are unavailable for most emission sources. Volatile organic compounds include those organic compounds that are regulated or reported at a location level and typically only include those chemicals that are photochemically reactive. Hazardous air pollutants are as defined by the U.S. EPA. The 2021 and 2022 air emissions do not include data related to our former Russian operations, which were divested in 2022. The exclusion of this data generally results in a reduction in absolute air emissions from previously reported 2021 data. Only 2021 metrics have been recalculated.									
VOCs	MT	1,248.75	1,204.70	876.51	997.00	978.28	1,032.94	898.92	
Nitrogen Oxides	MT	1,101.68	999.01	718.24	758.96	898.40	657.41	597.77	
Carbon Monoxide	MT	953.16	944.74	717.45	643.32	617.53	495.76	509.47	
Particulate Matter	MT	391.96	340.85	285.09	319.55	238.63	264.81	272.21	
Hazardous Air Pollutants	MT	158.99	137.98	175.04	233.53	136.32	164.58	154.25	
Sulfur Oxides	MT	30.57	25.82	4.55	6.60	9.36	6.97	6.07	
Rolled Products									
VOCs	MT	1070.23	1041.09	636.24	725.18	771.74	810.11	811.00	
Nitrogen Oxides	MT	1025.96	935.13	656.60	693.56	830.14	592.60	538.00	
Carbon Monoxide	MT	886.75	891.11	674.52	593.22	568.23	450.05	469.00	
Particulate Matter	MT	368.97	324.12	272.96	308.74	223.18	251.57	261.00	
Hazardous Air Pollutants	MT	108.39	95.69	105.24	119.07	87.16	85.33	91.55	
Sulfur Oxides	MT	30.01	25.32	4.16	6.24	8.61	6.44	5.63	
Building and Construction Systems									
VOCs	MT	109.69	104.28	198.18	196.85	141.82	206.21	73.38	
Nitrogen Oxides	MT	32.73	29.54	40.04	38.44	28.83	35.48	41.17	
Carbon Monoxide	MT	28.66	24.59	24.23	26.77	25.90	22.05	25.89	
Particulate Matter	MT	4.02	3.71	3.66	3.70	7.50	6.37	7.15	
Hazardous Air Pollutants	MT	39.47	33.45	65.69	107.25	40.71	72.24	59.98	
Sulfur Oxides	MT	0.28	0.28	0.25	0.15	0.20	0.19	0.15	

AIR EMISSIONS

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Extrusions									
VOCs	MT	68.83	59.33	41.40	47.97	65.11	16.61	14.54	
Nitrogen Oxides	MT	42.99	34.34	21.60	26.95	39.42	29.33	18.60	
Carbon Monoxide	MT	37.75	29.04	18.72	23.33	23.40	23.66	14.58	
Particulate Matter	MT	18.97	13.02	8.12	7.12	7.94	6.87	4.06	
Hazardous Air Pollutants	MT	11.13	8.84	4.11	7.22	8.45	7.01	2.72	
Sulfur Oxides	MT	0.28	0.22	0.15	0.21	0.55	0.34	0.29	
Hazardous Air Pollutant Emissions									
Lead and mercury emissions are not material to our operations, as they are emitted at very low levels (less than 200 kilograms/year total) and are primarily from the combustion of fuels. Dioxins and furans are also emitted at low levels from our aluminum cast houses, and the worldwide annual total is less than 25 grams.									
Hydrogen Chloride	MT	70.31	59.90	78.92	83.89	72.74	72.45	79.51	
Toluene	MT	20.81	18.65	32.44	38.29	18.71	33.56	24.29	
Xylenes	MT	15.56	13.56	20.20	28.05	22.15	39.12	36.27	
Chlorine	MT	9.54	8.48	8.90	8.95	10.03	9.73	9.78	
Hydrogen Fluoride	MT	9.06	7.85	6.22	9.83	12.50	8.54	2.46	
Other	MT	33.71	29.54	28.60	64.52	0.19	1.18	0.09	

ENERGY

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Energy Consumption – Arconic									
Direct	Million GJ	19.39	16.79	16.83	17.17	16.72	15.8	16.52	
Indirect	Million GJ	7.34	6.77	5.38	5.49	5.60	5.55	5.49	
Total	**Million GJ**	**26.73**	**23.56**	**22.2**	**22.66**	**22.32**	**21.35**	**22.00**	Direct energy from the combustion of natural gas, diesel, gasoline, and propane. Indirect is purchased electricity and steam. Other energy sources are immaterial and have been excluded. Corporate offices, service centers and other locations primarily involved in assembly within our Building and Construction Systems business are also immaterial and have been excluded.
Energy Intensity – Arconic									
Energy Intensity	GJ per MT Third-Party Shipments	16.72	17.25	16.62	16.68	16.90	16.19	15.79	Data represents our consumption of natural gas, diesel, gasoline, propane, electricity, and steam. Other energy sources are immaterial and have been excluded. Corporate offices, service centers and other locations primarily involved in assembly within our Building and Construction Systems business are also immaterial and have been excluded.
Energy Consumption – by Business									
Data represents our consumption of natural gas, diesel, gasoline, propane, electricity and steam. Other energy sources are immaterial and have been excluded. Corporate offices and ATC are included under Rolled Products. Service centers and other locations primarily involved in assembly within our Building and Construction Systems business are also immaterial and have been excluded.									
Rolled Products	Million GJ	23.39	20.72	19.74	20.10	20.03	19.04	19.71	
Building and Construction Systems	Million GJ	1.15	1.06	1.05	1.02	0.94	0.94	0.91	
Extrusions	Million GJ	2.19	1.78	1.42	1.54	1.35	1.36	1.43	

ENERGY

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Electrical Grid Energy Consumption by Source – Arconic									
Renewable refers to wind, hydro, biomass, solar and geothermal energy sources. All renewables that we consume are from grid-supplied electricity or from purchased renewables based on supplier disclosure statements and/or certificates. Non-renewable is natural gas, coal, diesel, propane, nuclear, distillates and purchased electricity using those energy sources. Corporate offices, service centers and other locations primarily involved in assembly within our Building and Construction Systems business are immaterial and have been excluded.									
Renewable	Million GJ	—	1.21	1.11	1.14	1.34	1.69	1.65	
Non-Renewable	Million GJ	—	5.17	4.27	4.32	4.23	3.83	3.84	
Total	**Million GJ**	**—**	**6.38**	**5.39**	**5.46**	**5.57**	**5.51**	**5.49**	
Electrical Energy Intensity – Arconic									
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	6,981,766	6,383,126	5,376,982	5,457,329	5,569,205	5,514,680	5,486,399	
Shipments	MT	1,598,437	1,365,530	1,335,697	1,358,606	1,320,505	1,318,253	1,391,763	
Electrical Intensity	GJ per MT Third-Party Shipments	4.37	4.67	4.03	4.02	4.22	4.18	3.94	
Sources of Renewable Energy from U.S. Grid – Arconic									
All renewables that we consume are from grid-supplied electricity or from purchased renewables based on supplier disclosure statements or certificates. Corporate offices, service centers and other locations primarily involved in assembly within our Building and Construction Systems business are immaterial and have been excluded.									
Wind	% Total	—	57.29	43.08	46.70	48.34	46.98	43.57	
Hydro	% Total	—	33.60	35.90	30.46	27.96	27.44	23.24	
Biomass	% Total	—	5.97	7.69	6.60	5.69	5.12	4.15	
Solar	% Total	—	2.66	11.28	14.21	16.11	18.60	27.80	
Geothermal	% Total	—	0.48	2.05	2.03	1.90	1.86	1.66	

ENERGY

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Energy Consumption by Commodity – Arconic									
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 and Other Fuels	% Total	72.54	71.28	75.78	75.78	74.90	74.02	74.99	
Grid Electricity	% Total	26.12	27.10	24.22	24.08	25.0	25.83	24.88	
Steam	% Total	1.34	1.62	0	0.13	0.10	0.14	0.14	
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	6.02	5.46	4.57	4.64	4.76	4.74	4.75	
Building and Construction Systems	Million GJ	0.36	0.38	0.33	0.33	0.31	0.30	0.29	
Extrusions	Million GJ	0.60	0.54	0.47	0.49	0.49	0.47	0.45	

WATER

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Water Withdrawal, Discharge and Consumption – Arconic									
Consumption equals withdrawal minus discharge. Rainwater not used in our manufacturing processes is excluded from withdrawal and discharge data where these volumes can be determined. Waters used for irrigation and sanitary purposes are included in this data. All water withdrawals, as well as water bodies to which we discharge, are fresh water, which is defined as having a dissolved solids concentration that is less than or equal to 1,000 milligrams per liter (mg/l). We define priority substances through permitting and follow agency issued limits on our discharges.									
Withdrawal	Million m3	8.52	7.84	6.29	6.12	5.96	6.03	5.86	
Discharge	Million m3	5.81	6.06	6.32	4.7	4.16	4.74	4.62	
Consumption	Million m3	2.71	1.78	1.76	1.42	1.81	1.29	1.24	
Water Withdrawal Intensity	m3 per MT Third-Party Shipments	—	—	4.71	4.50	4.52	4.57	4.20	
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	7.06	6.60	6.95	5.20	5.10	5.17	5.14	
Building and Construction Systems	Million m3	0.52	0.53	0.58	0.53	0.50	0.48	0.39	
Extrusions	Million m3	0.94	0.71	0.55	0.39	0.36	0.39	0.32	
Water Withdrawal by Source – Arconic									
Rainwater not used in our manufacturing processes is excluded from the discharge data where these volumes can be determined. Water used for irrigation and sanitary purposes are included in this data. All waters receiving our discharges are fresh water, which as defined as having a dissolved solids concentration that is less than or equal to 1,000 mg/l. We define priority substances through permitting and follow agency-issued limits.									
Municipal/External Supply	Million m3	6.74	6.16	5.09	4.67	4.35	4.57	4.57	
Surface Water	Million m3	0.77	0.75	0.38	0.36	0.56	0.45	0.43	
Groundwater	Million m3	1.01	0.93	0.82	1.08	1.05	1.02	0.85	
Total	**Million m3**	**8.52**	**7.84**	**6.29**	**6.12**	**5.96**	**6.03**	**5.85**	
Water Discharge by Source – Arconic									
Rainwater not used in our manufacturing processes is excluded from the discharge data where these volumes can be determined. Water used for irrigation and sanitary purposes are included in this data. All waters receiving our discharges are fresh water, which as defined as having a dissolved solids concentration that is less than or equal to 1,000 mg/l. We define priority substances through permitting and follow agency-issued limits.									
Surface Water	Million m3	2.07	2.07	2.47	2.35	2.09	2.37	2.03	
Municipal/External Treatment	Million m3	3.74	3.99	2.26	2.35	2.06	2.18	1.94	
Total	**Million m3**	**5.81**	**6.06**	**4.73**	**4.70**	**4.16**	**4.55**	**3.97**	

WATER

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Water Discharge – Destination, Quality and Treatment – Arconic									
Water is either discharged directly from the location to a surface water receiving body, or it is discharged from the location to a third-party off-site treatment works who first treats the water and then discharges it to a surface water receiving body. No water is transferred for reuse by another organization.									
Surface Water									
Category 1	Million m3	2.07	2.07	2.41	2.34	2.09	2.37	2.36	
Municipal/External Treatment									
Category 2	Million m3	1.59	2.09	1.66	1.56	1.35	1.44	1.41	
Category 3	Million m3	2.15	1.90	0.60	0.64	0.72	0.75	0.78	
Locations in Water Stress (per assessment)	Locations	—	—	—	—	3.00	3.00	3.00	Leveraging the World Resources Institute (WRI) Aqueduct tool - 3 sites with "high water stress"
Locations in Extremely High Water Stress (per assessment)	Locations	—	—	—	—	2.00	2.00	1.00	Leveraging the World Resources Institute (WRI) Aqueduct tool - 2 sites with "extremely high water stress"
Percent of water withdrawal in water stressed regions	%	—	—	—	—	7.90%	7.30%	7.21%	Total water withdrawal by the combined sites in high/water stressed regions.
Percent of water consumption in water stressed regions	%	—	—	—	—	1.60%	3.30%	1.34%	Total water consumption by the combined sites in high/water stressed regions.
Water Non-Compliances – Arconic									
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. There were no water-related non-compliance incidents associated with enforceable actions as defined under SASB EM-MM-140a.2 in 2025.									
Number	Total	0	0	0	0	0	0	0	

WASTE

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Waste by Composition									
Arconic Corporation									
Hazardous	Thousand MT	21.27	18.71	19.44	22.19	26.30	25.30	28.56	
Non-Hazardous	Thousand MT	96.22	69.72	87.12	88.34	95.12	88.81	85.78	
Total	**Thousand MT**	**117.49**	**88.43**	**106.56**	**110.53**	**121.42**	**114.11**	**114.34**	
Rolled Products									
Hazardous	Thousand MT	17.23	15.70	21.13	19.40	23.72	22.52	27.38	
Non-Hazardous	Thousand MT	73.50	47.70	72.23	73.44	75.56	71.92	71.08	
Total	**Thousand MT**	**90.73**	**63.40**	**93.36**	**92.84**	**99.28**	**94.44**	**98.46**	
Building and Construction Systems									
Hazardous	Thousand MT	3.61	2.73	2.39	2.36	2.23	2.16	0.80	
Non-Hazardous	Thousand MT	19.89	19.40	12.88	11.73	17.60	15.35	13.74	
Total	**Thousand MT**	**23.50**	**22.13**	**15.66**	**14.09**	**19.84**	**17.51**	**14.54**	
Extrusions									
Hazardous	Thousand MT	0.43	0.28	0.36	0.42	0.35	0.62	0.38	
Non-Hazardous	Thousand MT	2.83	2.62	2.07	3.17	1.95	1.54	0.96	
Total	**Thousand MT**	**3.26**	**2.90**	**2.43**	**3.59**	**2.30**	**2.17**	**1.34**	

WASTE

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Waste by Type and Disposal Method – Arconic									
Reused	Thousand MT (%)	0.74 (3.5%)	0.76 (4.0%)	1.47 (7.6%)	5.32 (24.0%)	0.42 (1.62%)	0.01 (0.0%)	0 (0.0%)	
Recycling	Thousand MT (%)	15.00 (70.5%)	13.50 (72.2%)	9.74 (50.1%)	7.70 (34.7%)	16.67 (63.39%)	13.71 (61.2%)	55.97 (49.0%)	
Composting	Thousand MT (%)	0.00 (0.0%)	0.01 (0.1%)	0.29 (1.5%)	0.00 (0.0%)	0.00 (0.0%)	0.00 (0.0%)	0.09 (0.08%)	
Recovery (including energy recovery)	Thousand MT (%)	0.58 (2.7%)	0.79 (4.2%)	0.72 (3.7%)	3.51 (15.8%)	3.65 (13.88%)	3.64 (16.3%)	23.84 (20.9%)	
Incineration (mass burn)	Thousand MT (%)	0.55 (2.6%)	0.19 (1.0%)	0.55 (2.8%)	1.59 (7.2%)	1.52 (5.77%)	0.82 (3.7%)	2.61 (2.29%)	
Landfill	Thousand MT (%)	0.59 (2.8%)	0.53 (2.8%)	0.29 (1.5%)	0.39 (1.8%)	0.60 (2.30%)	0.79 (3.5%)	24.78 (21.7%)	
Other	Thousand MT (%)	3.81 (17.9%)	2.93 (15.7%)	6.37 (32.8%)	3.67 (16.5%)	3.44 (13.06%)	3.43 (15.3%)	4.286 (3.75%)	
Total Hazardous Waste	**Thousand MT (%)**	**21.27 (100.0%)**	**18.71 (100.0%)**	**19.44 (100.0%)**	**22.19 (100.0%)**	**26.30 (100%)**	**22.40 (100%)**	**28.57 (100%)**	
Reuse	Thousand MT (%)	23.10 (24.0%)	19.40 (27.8%)	18.18 (20.9%)	6.84 (7.6%)	4.97 (5.52%)	4.71 (5.3%)	0 (0.00%)	
Recycling	Thousand MT (%)	47.50 (49.4%)	26.00 (37.3%)	42.61 (48.9%)	39.51 (44.7%)	48.04 (50.50%)	43.29 (49.1%)	15.60 (54.6%)	
Composting	Thousand MT (%)	0.15 (0.1%)	0.21 (0.3%)	0.08 (0.1%)	0.05 (0.1%)	0.09 (0.10%)	0.12 (0.1%)	0 (0.00%)	
Recovery (including energy recovery)	Thousand MT (%)	2.17 (2.3%)	2.25 (3.2%)	3.16 (3.6%)	18.02 (20.4%)	17.73 (18.64%)	12.8 (14.5%)	8.60 (30.1%)	
Incineration (mass burn)	Thousand MT (%)	0.55 (0.6%)	0.53 (0.8%)	0.01 (0.0%)	0.00 (0.0%)	0.10 (0.11%)	0.02 (0.0%)	0.95 (3.32%)	
Landfill	Thousand MT (%)	22.75 (23.6%)	21.29 (30.5%)	21.02 (24.1%)	22.35 (25.3%)	23.15 (24.34%)	25.14 (28.5%)	0.25 (0.86%)	
Other	Thousand MT (%)	0.00 (0.0%)	0.04 (0.1%)	2.06 (2.4%)	1.58 (1.8%)	1.04 (1.10%)	2.13 (2.4%)	3.17 (11.1%)	
Total Non-Hazardous Waste	**Thousand MT (%)**	**96.22 (100.0%)**	**69.72 (100.0%)**	**87.12 (100.0%)**	**88.35 (100%)**	**95.12 (100%)**	**88.21 (100%)**	**83.84 (100%)**	

WASTE

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Reuse	Thousand MT (%)	23.84 (20.3%)	20.16 (22.8%)	19.65 (18.4%)	12.16 (11.0%)	5.39 (4.44%)	4.72 (4.3%)	0.00	
Recycling	Thousand MT (%)	62.50 (53.3%)	39.50 (44.7%)	52.35 (49.1%)	47.21 (42.7%)	64.71 (53.29%)	57.01 (51.5%)	40.38 (47.1%)	
Composting	Thousand MT (%)	0.15 (0.1%)	0.22 (0.2%)	0.37 (0.3%)	0.05 (0.0%)	0.09 (0.07%)	0.12 (0.1%)	0.91 (0.11%)	
Recovery (including energy recovery)	Thousand MT (%)	2.75 (2.3%)	3.04 (3.4%)	3.89 (3.6%)	21.53 (19.5%)	21.38 (17.61%)	16.44 (14.9%)	15.24 (17.8%)	
Incineration (mass burn)	Thousand MT (%)	1.10 (0.9%)	0.72 (0.8%)	0.56 (0.5%)	1.59 (1.4%)	1.62 (1.33%)	0.84 (0.8%)	1.66 (1.93%)	
Landfill	Thousand MT (%)	23.34 (19.9%)	21.82 (24.7%)	21.31 (20.0%)	22.74 (20.6%)	23.75 (19.56%)	25.93 (23.4%)	24.54 (28.6%)	
Other	Thousand MT (%)	3.81 (3.2%)	2.97 (3.4%)	8.43 (7.9%)	5.25 (4.7%)	4.48 (3.69%)	5.56 (5.0%)	1.11 (1.30%)	
Total Waste	**Thousand MT (%)**	**117.49 (100.0%)**	**88.43 (100.0%)**	**106.56 (100%)**	**110.53 (100%)**	**121.42 (100%)**	**110.62 (100%)**	**112.41 (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**	**23.34**	**21.82**	**21.31**	**22.74**	**32.70**	**31.19**	**24.78**	
Rolled Products	Thousand MT	11.45	9.91	10.47	10.84	20.09	19.77	15.31	
Building and Construction Systems	Thousand MT	10.42	10.17	9.39	10.14	10.66	9.48	8.77	
Extrusions	Thousand MT	1.47	1.74	1.44	1.76	1.95	1.94	0.70	

WASTE

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Total Waste Diverted from Disposal									
Arconic Corporation	**Thousand MT**	**94.10**	**66.60**	**85.25**	**87.79**	**88.73**	**75.67**	**89.55**	
Rolled Products	Thousand MT	79.30	53.50	82.89	82.00	79.19	67.46	83.15	
Building and Construction Systems	Thousand MT	13.00	12.00	5.88	6.32	9.18	7.98	5.77	
Extrusions	Thousand MT	1.80	1.20	0.98	1.83	0.35	0.23	0.64	
Waste Diverted from Disposal (Landfill) by Recovery Operation									
Arconic Corporation									
The designations 'onsite' and 'offsite' were not collected until 2021 reporting year due changes in the GRI. Due to changes in GRI standards for waste disposal categories, the designations 'on-site' and 'off-site' were not allocated until reporting year 2021. Pre-2021 data for incineration is divided equally between 'Incineration (with energy recovery)' and 'Incineration (without energy recovery).									
Hazardous Waste									
Preparation for Reuse	Thousand MT	0.74	0.76	1.47	5.32	0.42	0.01	0.00	
Recycled	Thousand MT	14.96	13.48	9.74	7.70	16.67	13.71	15.95	
Other Recovery Operations	Thousand MT	0.70	0.79	0.19	2.98	2.82	2.90	8.60	
Total	**Thousand MT**	**16.40**	**15.02**	**11.40**	**16.00**	**19.92**	**16.62**	**24.55**	
Non-Hazardous									
Prepared for Reuse	Thousand MT	23.07	19.40	18.18	6.84	4.97	4.71	2.75	
Recycled	Thousand MT	47.49	25.98	42.61	39.51	48.04	43.29	40.38	
Other Recovery Operations	Thousand MT	2.17	2.25	0.19	15.87	15.71	11.04	15.25	
Total	**Thousand MT**	**89.13**	**62.64**	**60.89**	**62.22**	**68.72**	**59.04**	**58.38**	
Rolled Products									
Hazardous Waste									
Prepared for Reuse	Thousand MT	0.50	0.43	1.40	5.32	0.41	0.00	0.00	
Recycled	Thousand MT	14.22	12.90	9.28	7.26	16.29	13.29	15.33	
Other Recovery Operations	Thousand MT	0.26	0.51	0.19	1.83	1.93	1.92	8.60	
Total	**Thousand MT**	**14.98**	**13.84**	**10.87**	**14.41**	**18.63**	**15.21**	**23.93**	

WASTE

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Non-Hazardous									
Prepared for Reuse	Thousand MT	23.07	19.40	18.16	6.80	3.29	3.40	2.75	
Recycled	Thousand MT	36.75	15.85	38.99	37.38	41.48	37.83	35.15	
Other Recovery Operations	Thousand MT	1.77	1.95	97.43	15.87	15.70	11.02	15.24	
Total	**Thousand MT**	**76.57**	**51.03**	**154.58**	**60.05**	**60.47**	**52.25**	**53.14**	
Building and Construction Systems									
Hazardous									
Prepared for Reuse	Thousand MT	0.22	0.32	0	0	0	0	0	
Recycled	Thousand MT	0.66	0.52	0.5	0.44	0.38	0.43	0.26	
Other Recovery Operations	Thousand MT	0.30	0.28	0.00	1.18	0.89	0.98	0.00	
Total	**Thousand MT**	**1.18**	**1.13**	**0.50**	**1.62**	**1.27**	**1.41**	**0.26**	
Non-Hazardous									
Prepared for Reuse	Thousand MT	0	0	0	0	1.67	1.27	0.00	
Recycled	Thousand MT	9.32	9.1	3.1	1.61	6.22	5.28	4.98	
Other Recovery Operations	Thousand MT	0.40	0.30	0.00	0.00	0.01	0.02	0.01	
Total	**Thousand MT**	**10.89**	**10.52**	**3.10**	**1.61**	**7.91**	**6.57**	**4.99**	
Extrusions									
Hazardous									
Prepared for Reuse	Thousand MT	0.02	0.00	0.10	0.00	0.01	0.01	0.00	
Recycled	Thousand MT	0.08	0.05	0.00	0.00	0.00	0.00	0.00	
Other Recovery Operations	Thousand MT	0.13	0.00	0.00	0.00	0.00	0.00	0.00	
Total	**Thousand MT**	**0.23**	**0.05**	**0.10**	**0.00**	**0.01**	**0.01**	**0.00**	

WASTE

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Non-Hazardous									
Preparation for Reuse	Thousand MT	0.00	0.00	0.00	0.01	0.00	0.05	0.00	
Recycling	Thousand MT	1.43	1.03	0.50	0.52	0.34	0.17	0.25	
Other Recovery Operations	Thousand MT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total	**Thousand MT**	**1.67**	**1.09**	**0.50**	**0.52**	**0.34**	**0.22**	**0.25**	
Waste Directed to Disposal (Landfill) by 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									
Incineration (with energy recovery)	Thousand MT	0.28	0.10	0.53	0.52	0.83	0.74	0.65	
Incineration (without energy recovery)	Thousand MT	0.28	0.10	0.55	1.59	1.52	0.82	0.30	
Landfilled	Thousand MT	0.59	0.53	0.29	0.39	0.60	0.79	0.25	
Other Disposal operations	Thousand MT	3.69	2.93	6.32	3.67	3.44	3.43	3.17	
Total	**Thousand MT**	**4.83**	**3.65**	**7.69**	**6.17**	**6.38**	**5.78**	**4.37**	
Non-Hazardous									
Incineration (with energy recovery)	Thousand MT	0.27	0.27	3.07	2.14	2.02	1.76	1.66	
Incineration (without energy recovery)	Thousand MT	0.27	0.27	0.01	0.00	0.10	0.02	0.01	
Landfilling	Thousand MT	22.76	21.32	21.31	22.35	23.15	25.14	24.54	
Other Disposal operations	Thousand MT	0.00	0.04	2.06	1.58	1.04	2.13	1.11	
Total	**Thousand MT**	**23.31**	**21.89**	**26.44**	**26.07**	**26.32**	**29.05**	**28.32**	

WASTE

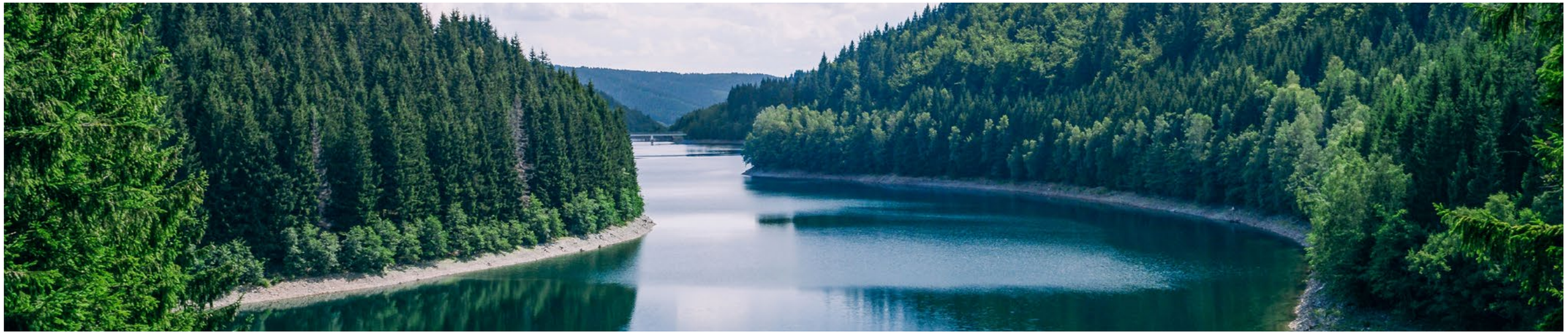
Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Rolled Products									
Hazardous Waste									
Incineration (with energy recovery)	Thousand MT	0.24	0.06	0.02	0.20	0.27	0.30	0.35	
Incineration (without energy recovery)	Thousand MT	0.24	0.06	0.42	1.36	1.37	0.50	0.09	
Landfilling	Thousand MT	0.18	0.13	0.07	0.05	0.25	0.40	0.03	
Other Disposal operations	Thousand MT	1.58	1.56	5.01	3.38	3.19	3.30	2.98	
Total	**Thousand MT**	**2.24**	**1.80**	**5.53**	**4.99**	**5.08**	**4.50**	**3.45**	
Non-Hazardous									
Incineration (with energy recovery)	Thousand MT	0.24	0.25	2.52	1.87	1.77	1.60	1.47	
Incineration (without energy recovery)	Thousand MT	0.24	0.25	0.01	0.00	0.00	0.00	0.00	
Landfilling	Thousand MT	11.27	9.78	10.40	10.79	12.53	15.30	15.28	
Other Disposal operations	Thousand MT	0.00	0.00	1.98	0.65	0.70	2.00	1.11	
Total	**Thousand MT**	**11.75**	**10.29**	**14.9**	**13.31**	**15.01**	**18.90**	**17.86**	
Building and Construction Systems									
Hazardous									
Incineration (with energy recovery)	Thousand MT	0.01	0.01	0.43	0.31	0.55	0.38	0.31	
Incineration (without energy recovery)	Thousand MT	0.01	0.01	0.01	0.01	0.01	0.01	0.00	
Landfilling	Thousand MT	0.31	0.24	0.21	0.34	0.35	0.32	0.21	
Other Disposal operations	Thousand MT	2.09	1.36	1.27836	0.1	0.05	0.04	0.02	
Total	**Thousand MT**	**2.42**	**1.61**	**1.9311**	**0.75**	**0.96**	**0.75**	**0.54**	
Non-Hazardous Waste									
Incineration (with energy recovery)	Thousand MT	0.02	0.01	0.50	0.25	0.23	0.20	0.19	
Incineration (without energy recovery)	Thousand MT	0.02	0.01	0.00	0.00	0.02	0.00	0.00	
Landfilling	Thousand MT	10.10	9.93	9.18	9.80	9.43	8.60	8.56	
Other Disposal operations	Thousand MT	0.00	0.04	0.05776	0.06	0.01	0.10	0.01	
Total	**Thousand MT**	**10.14**	**9.99**	**9.74358**	**10.11**	**9.70**	**8.90**	**8.76**	

WASTE

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Extrusions									
Hazardous Waste									
Incineration (with energy recovery)	Thousand MT	0.03	0.03	0.08	0	0.00	0.05	0.00	
Incineration (without energy recovery)	Thousand MT	0.03	0.03	0.12	0.22	0.14	0.36	0.20	
Landfilling	Thousand MT	0.10	0.16	0.01	0	0.01	0.07	0.00	
Other Disposal operations	Thousand MT	0.02	0.01	0.02	0.2	0.19	0.13	0.17	
Total	**Thousand MT**	**0.18**	**0.24**	**0.23**	**0.42**	**0.34**	**0.61**	**0.37**	
Non-Hazardous Waste									
Incineration (with energy recovery)	Thousand MT	0.01	0.00	0.05	0.03	0.01	0.00	0.00	
Incineration (without energy recovery)	Thousand MT	0.01	0.00	0	0.00	0.08	0.00	0.01	
Landfilling	Thousand MT	1.39	1.61	1.43	1.75	1.19	1.26	0.70	
Other Disposal operations	Thousand MT	0.00	0.00	0.02	0.85	0.34	0.06	0.00	
Total	**Thousand MT**	**1.42**	**1.61**	**1.5**	**2.63**	**1.61**	**1.32**	**0.71**	

SPILLS

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Significant Spills - Arconic									
Number	Total	1	0	0	0	0	0	0	
Location		Lancaster	—	—					
Total Volume	**Liters (gallons)**	**15,520 (4,100)**	**—**	**—**					
Material	Kerosene		—	—					
Impact	Subsurface soil/groundwater		—	—					
Non-Compliance Performance – Arconic									
Significant fines are defined as greater than $25,000. Significant non-monetary sanctions refer to those that we consider high risk based on the costs required to address the issue and include actions we are ordered to take to ensure our operations return to, or remain in, compliance. Dispute resolutions refer to cases brought against the company using either international or national dispute mechanisms supervised by government authorities.									
Significant Fines	U.S. dollars	28,750	0	0	0	0	110,000	0	
Number of Significant Non-Monetary Sanctions	Total	0	0	0	0	0	0	0	
Number of Dispute Resolutions	Total	0	0	0	0	0	0	0	



PEOPLE									
Metric	**Unit**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**	**Footnotes**
Women and U.S. Minority Representation (GRI 405-1)									
Percentages for women are on a global basis. Executive represents executive leaders who serve in a Job Band 60 or higher role. Management represents members of management other than executives.									
Total Women Representation	**Percent (%)**	**—**	**20.5**	**20.3**	**17.7**	**17.6**	**16.7**	**19.8**	
Executive	Percent (%)	—	37.5	40.0	30.0	21.1	21.8	30.8	
Management	Percent (%)	—	22.1	23.4	25.8	25.7	26.8	25.1	
Total U.S. Minorities Representation	**Percent (%)**	**—**	**21.2**	**22.6**	**25.6**	**26.2**	**27.1**	**28.2**	
Executive	Percent (%)	—	20.2	30.0	20.0	21.1	13.2	23.5	
Management	Percent (%)	—	12.4	12.3	13.1	15.9	18.2	34.4	
Employees by Employment Contract and Type (GRI 2-7)									
Some regions and countries, such as Germany, have privacy laws and regulations that may prevent Arconic from reporting on certain employee demographics and those regions or countries are not included.									
Contract									
Permanent Total	# Employees	—	13,337	11,246	11,309	11,076	10,858	10,563	
Male	# Employees	—	10,647	9,255	9,305	9,131	9,051	8,799	
Female	# Employees	—	2,690	1,991	2,005	1,945	1,807	1764	
Temporary Total	**# Employees**	**—**	**89**	**53**	**68**	**44**	**41**	**52**	
Male	# Employees	—	44	42	55	33	30	18	
Female	# Employees	—	45	11	13	11	11	34	
Type (GRI 2-7)									
Full-time Total	**# Employees**	**—**	**13,353**	**13,816**	**11,300**	**11,047**	**10,833**	**10,548**	
Male	# Employees	—	10,675	11,048	9,333	9,141	9,059	8,806	
Female	# Employees	—	2,678	2,768	1,967	1,906	1,774	1,742	
Part-time Total	**# Employees**	**—**	**73**	**69**	**77**	**73**	**66**	**67**	
Male	# Employees	—	16	17	27	23	22	27	
Female	# Employees	—	57	52	50	50	44	40	

All demographic data herein is disclosed and collected on a voluntary basis and in accordance with applicable law in each relevant jurisdiction.

PEOPLE									
Metric	**Unit**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**	**Footnotes**
Employees by Region and Employment Contract (GRI 2-7)									
Total Permanent	**# Employees**	**—**	**13337**	**13784**	**11309**	**11076**	**10858**	**10563**	
Asia	# Employees	—	858	854	870	874	874	879	
Europe	# Employees	—	4,884	4,917	1,850	1,851	1,915	1,664	
Americas	# Employees	—	7,595	8,013	8,589	8,351	8,072	8,020	
Total Temporary	**# Employees**	**—**	**89**	**101**	**68**	**44**	**41**	**52**	
Asia	# Employees	—	7	4	3	5	3	4	
Europe	# Employees	—	81	95	62	37	33	42	
Americas	# Employees	—	1	2	3	2	5	6	
Executive Diversity Metrics (GRI 405-1)									
Percentages for women are on a global basis. Executive represents executive leaders who serve in a Job Band 60 or higher role. Management represents members of management other than executives.									
Executives									
Male	Percent (%)	—	70.0	60.0	70.0	78.9	77.9	76.5	
Female	Percent (%)	—	30.0	40.0	30.0	21.1	22.1	23.5	
Executives by Age									
Under 30	Percent (%)	—	0.0	0.0	0.0	0	0	0	
30-50	Percent (%)	—	20.0	20.0	30.0	36.8	51.2	35.3	
Over 50	Percent (%)	—	80.0	80.0	70.0	63.2	48.8	64.7	
Employee Diversity Metrics (GRI 2-7, 405-1)									
Employees									
Male	Percent (%)	—	79.5	79.7	82.3	82.41	81.9	79.1	
Female	Percent (%)	—	20.5	20.3	17.7	17.59	18.1	20.9	

PEOPLE									
Metric	**Unit**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**	**Footnotes**
Employees by Age									
Under 30	Percent (%)	—	10.3	11.5	13.3	12.2	11.2	11.3	
30-50	Percent (%)	—	52.9	53.5	52.5	49.6	51.8	49.2	
Over 50	Percent (%)	—	36.8	35.0	34.2	38.2	37.0	39.5	
New Employee Hires by Age (GRI 401-1)									
Some regions and countries, such as Germany, have privacy laws and regulations that may prevent Arconic from reporting on certain employee demographics and those regions or countries are not included.									
Male									
Under 30	# Employees	—	287	701	845	475	391	505	
30-50	# Employees	—	378	977	1,080	661	558	590	
Over 50	# Employees	—	101	213	254	243	187	162	
Female									
Under 30	# Employees	—	79	157	186	95	77	103	
30-50	# Employees	—	206	289	283	192	122	154	
Over 50	# Employees	—	32	44	63	50	36	38	
Total									
Under 30	# Employees	—	366	858	1,031	570	468	608	
30-50	# Employees	—	584	1,266	1,363	853	680	744	
Over 50	# Employees	—	133	257	317	293	223	200	
New Employee Hires by Region (GRI 401-1)									
Male									
Asia	# Employees	—	45	50	56	37	11	21	
Europe	# Employees	—	202	372	265	212	136	70	
Americas	# Employees	—	519	1,469	1,858	1130	1009	790	

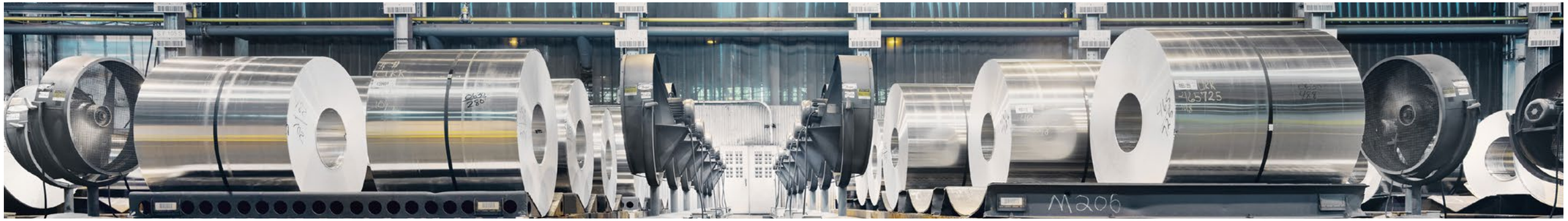
PEOPLE									
Metric	**Unit**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**	**Footnotes**
Female									
Asia	# Employees	—	22	12	6	4	1	3	
Europe	# Employees	—	178	123	74	51	20	15	
Americas	# Employees	—	117	355	452	282	214	190	
Total									
Asia	# Employees		67	62	62	41	12	24	
Europe	# Employees	—	380	495	339	263	136	85	
Americas	# Employees	—	636	1,824	2,310	1412	1223	980	
Turnover Rate – Total (GRI 401-1)									
Some regions and countries, such as Germany, have privacy laws and regulations that may prevent Arconic from reporting on certain employee demographics and those regions or countries are not included.									
Voluntary	Percent (%)	—	8.11	10.76	11.9	10.95	10.39	10.1	
Involuntary	Percent (%)	—	7.63	4.75	6.93	6.35	5.64	5.1	
Overall	Percent (%)	—	15.75	15.51	18.83	17.3	16.03	15.2	
Employee Turnover by Age (GRI 401-1)									
Male									
Under 30	# Employees (Rate %)	—	325 (27.50%)	391 (29.18%)	461 (36.5%	362 (31.8%)	288 (16.5%)	334	
30-50	# Employees (Rate %)	—	723 (12.84%)	731 (12.36%)	761 (15.6%)	750 (16.7%)	618 (35.4%)	591	
Over 50	# Employees (Rate %)	—	624 (16.09%)	592 (15.53%)	515 (15.9%)	450 (12.8%)	461 (26.4%)	405	

PEOPLE									
Metric	**Unit**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**	**Footnotes**
Female									
Under 30	# Employees (Rate %)	—	75 (37.31%)	69 (27.27%)	117 (48.8%)	77 (35.8%)	78 (4.5%)	69	
30-50	# Employees (Rate %)	—	213 (14.48%)	215 (14.12%)	178 (16.1%)	214 (21%)	209 (12.0%)	143	
Over 50	# Employees (Rate %)	—	154 (14.49%)	156 (14.94%)	110 (16.7%)	97 (13.5%)	93 (5.3%)	91	
Employee Turnover by Region (GRI 401-1)									
Male									
Asia	# Employees (Rate %)	—	47 (6.29%)	49 (6.54%)	36 (4.7%)	27 (3.5%)	13 (1.5%)	15	
Europe	# Employees (Rate %)	—	424 (11.54%)	360 (9.68%)	254 (16.5%)	225 (14.8%)	177 (9.1%)	148	
Americas	# Employees (Rate %)	—	1,201 (19.16%)	1,305 (19.79%)	1,447 (20.5%)	1313 (19.1%)	1177 (14.6)	1167	
Female									
Asia	# Employees (Rate %)	—	12 (10.17%)	20 (18.35%)	11 (10.6%)	10 (10.2%)	4 (0.5%)	2	
Europe	# Employees (Rate %)	—	105 (8.13%)	133 (10.28%)	63 (16.5%)	56 (15.3%)	85 (4.4%)	39	
Americas	# Employees (Rate %)	—	325 (24.51%)	287 (20.25%)	332 (21.6%)	325 (21.8%)	291 (3.6%)	262	
Total									
Asia	# Employees (Rate %)	—	59 (6.82%)	69 (8.04%)	47 (5.4%)	37 (4.2%)	17 (1.9)	17	
Europe	# Employees (Rate %)	—	529 (10.65%)	493 (9.84%)	316 (16.5%)	281 (14.9%)	254 (13.0%)	187	
Americas	# Employees (Rate %)	—	1,526 (20.10%)	1,592 (19.87%)	1,779 (20.7%)	1638 (19.6%)	1468 (18.2%)	1429	

PEOPLE									
Metric	**Unit**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**	**2025**	**Footnotes**
Union Representation (GRI 2-30, 402, 407; SASB EM-MM-310a.1, -2)									
Asia	% Employees	—	92.5	95.9	96.0	95.8	95.9	96.5	
Europe	% Employees	—	83.4	82.34	91.0	90.7	90.5	23.9	
North America	% Employees	—	49.74	50.44	50.5	50.7	49.9	48.3	
South America	% Employees	—	—	100	100.0	100.0	100.0	100.0	
Global	% Employees	—	64.96	64.77	60.8	61.1	60.8	36.7	

HEALTH AND SAFETY

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Fatalities and Incident Rates – Full-time Employees (GRI 402, 403)									
Days away, restricted and transfer rate includes lost workday cases plus cases that involve days of restricted duty and job transfer 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. Total recordable incident rate 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.									
Fatalities	# per 100 Employees	0	0	0	0	0	0	0	
Days Away, Restricted and Transfer (DART)	# per 100 Employees	0.57	0.55	0.48	0.48	.607	0.56	0.46	
Lost Workday	# per 100 Employees	0.18	0.18	0.15	0.19	.18	0.24	0.19	
Total Recordable Incident Rate (TRIR)	# per 100 Employees	1.24	0.95	1.03	1.39	1.37	1.19	1.30	
Fatalities and Incident Rates – Contractors (GRI 402, 403)									
Fatalities	# per 100 Employees	0	0	0	0	0	0	0	
Days Away, Restricted and Transfer (DART)	# per 100 Employees	0.22	0.24	0.86	0.47	0.23	0.73	0	
Lost Workday	# per 100 Employees	0.07	0.00	0.86	0.23	0.23	0.25	0	
Total Recordable Incident (TRIR)	# per 100 Employees	1.12	1.20	1.3	1.4	0.69	0.98	0.8	
Fatality Hazards									
The number of hazards closed may exceed the number identified due to carryover from the prior year.									
Identified	# Hazards	660	475	542	530	416	386	780	
Closed	# Hazards	657	501	523	519	439	363	776	



HEALTH AND SAFETY

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Audit Safety Results									
There were 7 audits completed in 2025. 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, i.e., each location is included in the score using their last score. After separation in 2020, Arconic focused on a risk-based approach to auditing. Scores are assigned to eight critical protocols. These protocols were chosen based on historical incident data and the risk profile of the business. We continue to audit all 54 internal EHS protocols and assign an overall "pass/fail" to each location.									
Lockout/Tagout	% Sites Achieving "Good" Score	100	Remote self-assessments	66	75	71	90	79	
Fall Control	% Sites Achieving "Good" Score	95		66	88	86	90	84	
Mobile Equipment	% Sites Achieving "Good" Score	100		33	50	100	86	89	
Confined Space	% Sites Achieving "Good" Score	100		100	88	100	90	89	
Electrical Safety	% Sites Achieving "Good" Score	55		66	63	71	76	74	
Machine Guarding	% Sites Achieving "Good" Score	95		66	38	57	67	63	
Contractor Safety	% Sites Achieving "Good" Score	100		33	100	86	90	95	
Crane Safety	% Sites Achieving "Good" Score	95		66	38	86	81	95	

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Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
Supply Chain Management									
Supplier Metrics									
Total Suppliers	Number	—	—	—	—	8000	8051	8150	
Total Procurement Spend	Billion U.S. dollar	—	—	—	—	5.9	5.8	7.2	
Spend by Region									
North America	Percent (%)	—	62	63	73	75	72	77	
Europe	Percent (%)	—	28	27	16	14	15	13	
Asia	Percent (%)	—	10	10	11	10	13	10	
Total Spend	**Billion U.S. dollar**	**—**	**4.3**	**6.7**	**7.0**	**5.9**	**5.8**	**7.2**	
Purchasing Categories									
Operational/Capital Expenditures	Number	—	1,481	1,397	1,706	1,953	1,416	1,427	
Information Technology and Services	Number	—	1,945	1,883	1,573	2,355	1,920	2,312	
Metals	Number	—	273	298	351	443	300	350	
Production Materials	Number	—	3,967	3,709	2,953	3,406	3,777	3,777	
Total	**Number**	**—**	**7,666**	**7,287**	**6,583**	**8,157**	**7,413**	**7,866**	
Supplier Assessment Results									
Leading	% Key Suppliers	—	12	1	6	—	—	—	
Active	% Key Suppliers	—	57	21	62	—	—	—	
Emerging/Lagging	% Key Suppliers	—	19	64	29	—	—	—	
Lagging	% Key Suppliers	—	12	15	3	—	—	—	

PROCESS

Metric	Unit	2019	2020	2021	2022	2023	2024	2025	Footnotes
EcoVadis Assessment Results									
Arconic began tracking supplier assessments in 2020, during our first year of operations as a stand-alone company. In 2023, Arconic began leveraging EcoVadis to help further assess and monitor its suppliers.									
Insufficient (0-24)	% of Assessed Suppliers	—	—	—	—	7%	5%	4%	
Partial (25-44)	% of Assessed Suppliers	—	—	—	—	30%	24%	19%	
Good (45-64)	% of Assessed Suppliers	—	—	—	—	43%	46%	49%	
Advanced (65-84)	% of Assessed Suppliers	—	—	—	—	20%	23%	28%	
Outstanding (85-100)	% of Assessed Suppliers	—	—	—	—	0%	0%	0%