

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Arconic Corporation

CERTIFICATE NUMBER
60

ASI STANDARD
**PERFORMANCE
STANDARD
(V3.1 2023)**

CERTIFICATION LEVEL
**FULL
CERTIFICATION**

ASI ACCREDITED
AUDITING FIRM
**DNV BUSINESS
ASSURANCE
SERVICES UK LTD.**

DATE OF ISSUE
17 FEBRUARY 2026

DATE OF EXPIRY
16 FEBRUARY 2029

CERTIFIED SINCE
20 DECEMBER 2019

AUTHORISED BY

A handwritten signature in black ink, appearing to be 'J. H.', with a long horizontal line extending to the right.

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Validity of this Certificate is subject to continued conformance with the applicable ASI Standard and can be verified at:

www.aluminium-stewardship.org

CERTIFICATION SCOPE

Arconic Corporate Center, USA:
Corporate governance,
environmental and social
processes set to support the
manufacturing sites. Centralized
ESG supplier assessments.

Kőfém, Hungary: Casthouse and
Aluminium Product fabrication.

Bohai, China: Casthouse and
Aluminium Product fabrication.

Tennessee, USA: Casthouse, semi-
fabrication, and Material
Conversion (Production and
Transportation)

Kitts Green, UK: Casthouse, semi-
fabrication, Material Conversion
(Production and Transportation)

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Arconic
ENTITY NAME	Arconic Corporation
CERTIFICATION SCOPE	<p>Arconic Corporate Center, USA: Corporate governance, environmental and social processes set to support the manufacturing sites. Centralized ESG supplier assessments.</p> <ul style="list-style-type: none">- Köfém, Hungary: Casthouse and Aluminium Product fabrication.- Bohai, China: Casthouse and Aluminium Product fabrication.- Tennessee, USA: Casthouse, Semi-Fabrication, and Material Conversion- Kitts Green, UK: Casthouse, Semi-Fabrication, Material Conversion
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">• Casthouses• Semi-Fabrication• Material Conversion
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	<ul style="list-style-type: none">• Initial Certification Audit (30 October – 29 November 2019)• Scope Change Audit (28 November 2019 – 10 January 2020)• Scope Change Audit (2 – 4 November 2020)• Surveillance Audit (9 – 10 June (Remote) and 6 – 7 July 2021 (On-site))• Re-Certification Audit and Scope Change (31 August – 27 October 2022)• Scope Change Audit (17 – 19 April 2023)• Surveillance Audit (18 October 2023)• Re-Certification Audit and Scope Change (12 – 28 November 2024)• Surveillance Audit (16 October – 11 December 2025)
AUDIT FIRM	DNV Business Assurance Services UK Ltd.
AUDIT DATE	<ul style="list-style-type: none">• 30 October – 29 November 2019 (Initial Certification Audit)• 28 November 2019 – 10 January 2020 (First Scope Change Audit)• 2 – 4 November 2020 (Second Scope Change Audit)• 9 – 10 June 2021 (Remote) and 6 – 7 July 2021 (On-site) (Surveillance Audit)• 31 August – 27 October 2022 (Re-Certification Audit and Scope Change)• 17 – 19 April 2023 (Scope Change Audit)• 18 October 2023 (Surveillance Audit)• 12 – 28 November 2024 (Re-Certification Audit and Scope Change)• 16 October – 11 December 2025 (Surveillance Audit)
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">• 26 November 2019 (Initial Certification Audit)• 14 February 2020 (First Scope Change Audit)• 18 December 2020 (Second Scope Change Audit)• 16 November 2021 (Surveillance Audit)

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- 20 January 2022 (Re-Certification Audit and Scope Change)
 - 7 August 2023 (Scope Change Audit)
 - 18 July 2024 (Surveillance Audit)
 - 25 January 2025 (Re-Certification Audit and Scope Change)
 - 22 January 2026 (Surveillance Audit)
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AUDIT SCOPE

Initial Certification Audit (30 October – 29 November 2019)

The Audit Scope covered the activities at the Arconic Inc. Corporate Center in Pittsburgh, United States and Arconic Samara, Russia.

Supply chain activities included in the Audit Scope:

- Casthouses
- Semi-Fabrication
- Material Conversion

All applicable criteria in the ASI Performance Standard were included in the Audit Scope.

First Scope Change Audit (28 November – 10 January 2020)

The Audit Scope covered the activities at Arconic-Köfém, Hungary and Arconic Itapissuma, Brazil.

Supply chain activities included in the Audit Scope:

- Casthouses
- Semi-Fabrication
- Material Conversion

All applicable criteria in the ASI Performance Standard were included in the Audit Scope.

Second Scope Change Audit (2 – 4 November 2020)

The Audit Scope covered the activities at Arconic Bohai, China. Arconic Itapissuma was removed from the certification scope as part of this second scope change Audit.

Supply chain activities included in the Audit Scope:

- Casthouses
- Semi-Fabrication

All applicable criteria in the ASI Performance Standard were included in the Audit Scope.

Surveillance Audit (9 – 10 June (Remote) and 6 – 7 July 2021 (On-site))

The Audit Scope covered the Arconic Corporate Center, USA and Arconic Bohai, China.

Supply chain activities included in the Audit Scope:

- Casthouses
- Semi-Fabrication
- Material Conversion (Production and Transformation)

All applicable criteria in the ASI Performance Standard were included in the Audit Scope.

At the time of the Audit access to all the sites was not possible, due to COVID-19 related travel restrictions. The audit of the Bohai site in China was undertaken on-site, whilst the Corporate Center in USA was audited as a 'desktop' exercise, in accordance with ASI Interim Policy regarding Audits, Audit-Related Travel and Coronavirus (v4), and included a remote review of relevant documentation.

Re-Certification Audit and Scope Change (31 August – 27 October 2022)

The Audit Scope covered the Arconic Corporate Center, USA, Arconic Köfém, Hungary and Arconic Tennessee, USA to include the facility in the Certification Scope.

Supply chain activities included in the Audit Scope:

- Casthouses
- Semi-Fabrication
- Material Conversion (Production and Transformation)

The ASI multi-site sampling approach was undertaken, and the Arconic Bohai, China facility was not included as this was covered in the 2021 Surveillance Audit. Arconic Samara, Russia was removed from the Certification Scope.

Scope Change Audit (17 – 19 April 2023)

The Audit Scope covered the Arconic Corporate Center and Kitts Green Operations, UK to include the facility in the Certification Scope.

Supply chain activities included in the Audit Scope:

- Casthouses
- Material Conversion (Production and Transformation)

All applicable criteria in the ASI Performance Standard were included in the Audit Scope.

Surveillance Audit (18 October 2023)

The Audit Scope covered the activities at Arconic Bohai, China.

Supply chain activities included in the audit scope:

- Casthouses
- Semi-Fabrication

Criteria in the ASI Performance Standard that were identified as non-conformities in previous Audits of the Bohai facility were included in the Audit Scope.

Re-Certification Audit and Scope Change (12 – 28 November 2024)

The Audit Scope covered the activities at Arconic Corporate Center, USA and Arconic Kitts Green facility, UK.

The Entity uses the ASI Multi-Site approach and sites at Kőfém, Bohai, and Tennessee were not included in the Audit Scope. The Audit at the Arconic Corporate Center has been undertaken as a remote audit consistent with the Entity's overall maturity level.

Supply chain activities included in the Audit Scope:

- Casthouses
- Semi-Fabrication
- Material Conversion

All applicable criteria in the ASI Performance Standard were included in the Audit Scope.

Surveillance Audit (16 October – 11 December 2025)

The Audit Scope covered the Arconic-Kőfém, Hungary; Arconic Corporate Centre, USA; Arconic Kitts Green, UK; and, Arconic Tennessee, US.

Supply chain activities included in the Audit Scope:

- Casthouses
- Semi-Fabrication
- Material Conversion

All applicable criteria in the ASI Performance Standard were included in the Audit Scope.

AUDIT OUTCOME

- Certification

AUDIT METHODOLOGY
DECLARATION

The Auditors confirm that:

- The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.

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- ☑ The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.
 - ☑ The Audit Scope and audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope.
 - ☑ The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.
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CERTIFICATION PERIOD 17 February 2026 – 16 February 2029

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 16 February 2028

CERTIFICATE NUMBER 60



If you have an inquiry or complaint about this Certification, go to the third-party EthicsPoint portal at: <https://aluminium-stewardship.ethicspoint.com/>

EthicsPoint is a comprehensive and confidential reporting tool that enables complaints to be securely raised, managed and responded to. This enables anonymity to be maintained where desired by complainants, or as relevant to whistleblowing situations.

Information is available in five languages – English, French, Chinese, German and Portuguese (Brazil). Translation services provided by EthicsPoint enable complaints and correspondence to be managed in multiple languages.

ENTITY OVERVIEW

Arconic Corporation (the 'Entity') is an American industrial company that specialises in lightweight metals engineering and manufacturing. Its products are used worldwide in aerospace, automotive, packaging, oil and gas, building and construction, defence, commercial transportation, consumer electronics, and industrial applications. The business today known as Arconic was originally part of Alcoa Inc, and the name Arconic was first used in 2016 when Alcoa Inc. was separated into two companies, Alcoa Corporation and Arconic Inc.

In addition to the Corporate Center located in Pittsburgh, Pennsylvania, USA, the Entity consists of four (4) ASI certified facilities of Kofem (Hungary), Tennessee (USA), Kitts Green (United Kingdom) and Bohai (China). The Corporate Center together with the four facilities account for more than 3,000 employees and contractors. In 2023, the Entity's production was approximately 1.33 million metric tonnes.

MATURITY RATINGS

A rating of maturity (low, medium or high) determined by the Auditor that provides a general assessment in terms of systems, Residual Risk and performance assigned to a Sustainability Component.

Maturity ratings are not a direct assessment of conformance to the Standard.

	GOVERNANCE	ENVIRONMENT	SOCIAL	COMBINED RATING
SYSTEMS	Medium	High	Medium	MEDIUM
RISKS	Medium	High	Medium	MEDIUM
PERFORMANCE	High	High	Medium	HIGH
OVERALL				MEDIUM

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	<p>Arconic has systems in place to maintain awareness of and ensure Compliance with Applicable Law, and corporate procedures are effectively embedded at the location level. The Entity defines a compliant governance approach, including legal counsels in all regions where Arconic operates, maintenance of a Legal Registry and use of external legal service providers for complementing in-house competencies.</p> <p>Additionally, a compliance monitoring system at local locations was observed. This included a compliance register and monitoring system and regular communication with Workers and Contractors.</p> <p>The Kőfém and Tennessee Operations maintains an ISO 14001:2015 certified Management System, and surveillance audit records were reviewed during the Audit.</p>
1.2 Anti-Corruption	Conformance	<p>The Entity has established Policies, procedures, training, and Due Diligence practices to work against Corruption in all its forms, including Extortion and Bribery, consistent with Applicable Law and prevailing international standards. The Arconic Anti-Corruption Policy is available at: https://www.arconic.com/anti-corruption-policy/</p> <p>As part of its anti-Corruption and compliance system, the Entity has implemented a risk management process, gift acceptance procedures and guidance on interactions with Government officials. Training programmes, anti-Corruption management systems and ethical and complaints mechanisms are effectively implemented. The Entity operates site-level self-assessments as part of its internal audit process.</p>
1.3a-e Code of Conduct	Conformance	<p>The Entity has implemented a Code of Conduct including principles relevant to Environmental, Social and Governance (ESG) performance. The Code of Conduct is reviewed regularly by management, and training is provided to all employees during onboarding and on an annual basis. The Code of Conduct is available in different languages: https://www.arconic.com/code-of-conduct</p> <p>Employee training and employee awareness of the Code of Conduct and available Grievance Mechanisms were verified during local site visits. The Code of Conduct and the ethics and compliance program are disclosed in the Sustainability Report, page 18 at: https://www.arconic.com/sustainability-report</p>
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Minor Non-Conformance	<p>The Entity maintains documented environmental, social, and governance (ESG) Policies and related environment, health, and safety standards that are implemented through procedures, checklists, self-assessments, and periodic audits, with key commitments also summarised publicly on the company website.</p> <p>The Entity has implemented an EHS Council, composed of staff from EHS and legal teams. The Council is a strategic body in the company which approves new initiatives. The Entity's corporate governance structure is disclosed in the 2024 Sustainability Report, page 34:</p>

CRITERION	RATING	COMMENT
		<p>https://www.arconic.com/documents/d/arconic/2024-sustainability-report</p> <p>At a local level, annual management reviews and regular reviews of the Policies are undertaken. Communication of these Policies is available in the local languages. The Entity effectively communicates its ESG Policies to internal and external Stakeholders.</p> <p>The Entity implements a series of Policies and programs that are in line with ESG practices. These Policies are available at: https://www.arconic.com/governance-and-policies</p> <p>Arconic Environmental Management Policy: https://www.arconic.com/global/en/who-we-are/pdf/Arconic-Environmental-Statement.pdf</p> <p>Arconic Environment, Health, and Safety Policy: https://www.arconic.com/ehs-policies</p> <p>Some of the Policies however do not clearly show elements that confirm senior management endorsement and review every five years.</p>
2.2a-c Leadership	Conformance	<p>The Entity has senior leaders that oversee environmental, social, and governance commitments through defined roles and regular management and board-level communication, including a designated Vice President of Government Affairs and Sustainability who is responsible for effective implementation of the Performance Standard requirements and who reports directly to the Chief Executive Officer.</p> <p>Additional leadership information is publicly available at: https://www.arconic.com/leadership</p>
2.3a Environmental and Social Management Systems – Environmental	Conformance	<p>The Entity maintains corporate-level requirements for environmental and Occupational Health and Safety (OH&S) Management Systems through documented standards and implementation plans that define minimum expectations, roles and responsibilities, and site-level planning and recordkeeping controls.</p> <p>These requirements align with recognised Management System frameworks, including ISO 14001, and are supported by centralised digital systems for managing legal obligations, incidents, and performance metrics. Most operating locations maintain independent third-party certification to ISO 14001, and the Entity's Environmental, Health and Safety Policy is documented and publicly available at: https://www.arconic.com/ehs-policies</p>
2.3b Environmental and Social Management Systems – Social	Conformance	<p>The Entity has implemented a social management approach to identify, assess, and manage social risks and impacts on internal and external affected populations. This includes maintaining a documented risk and impact assessment that considers both negative and positive impacts, evaluates likelihood and consequence, and records existing controls and residual risk conclusions.</p> <p>The Entity further monitors social and community performance through an annually updated strategy framework with defined objectives, metrics, and key performance indicators, which is reviewed by leadership and used to track progress. For significant changes or projects, the Entity uses formal Stakeholder engagement pathways, such as regulatory permitting requirements that include public notice</p>

CRITERION	RATING	COMMENT
		and comment periods, along with mechanisms to receive and address community inquiries or complaints.
2.4a-e Responsible Sourcing	Conformance	<p>The Entity has established responsible sourcing requirements for suppliers through standardised procurement controls, including documented procedures for sourcing and supplier selection, and by incorporating supplier expectations into a publicly available Supplier Code of Conduct and standard purchasing terms and conditions referenced on purchase orders and contracts. The Supplier Code of Conduct sets expectations for compliance with Applicable Laws and ethical business practices, including anti-Corruption, environment, Health and Safety, Human Rights, employment, fair competition, and international trade, and is periodically reviewed and updated. The Supplier Code of Conduct is available at: https://www.arconic.com/supplier-code-of-conduct</p> <p>The Entity maintains a Conflict Minerals Policy and conducts annual reviews and supplier inquiries to determine whether relevant minerals are present in products, applying Due Diligence where applicable and providing product-level reporting to customers on request. The Conflict Minerals Policy is available at: https://www.arconic.com/documents/d/arconic/conflict-minerals-policy</p> <p>Supplier Due Diligence is implemented on a risk basis, including third-party assessments for selected higher-risk suppliers, corrective actions where expectations are not met, and screening of business relationships against restricted-party lists. The Entity also maintains a supplier sustainability program and discloses aggregated program results in public reporting. An overview of the supplier sustainability program is available at: https://www.arconic.com/supplier-sustainability</p> <p>The Entity's supplier standards and related supplier information are available at: https://www.arconic.com/supplier-information and the Sustainability Report, available at: https://www.arconic.com/sustainability-report</p>
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity as the Entity has not initiated any New Projects or Facility changes within the last two years which would trigger the need for an Impact Assessment. Should this occur, the Entity will undertake the appropriate impact assessment(s) and develop plans to manage any identified issues accordingly.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity as the Entity has not initiated any New Projects or Facility changes within the last two years which would trigger the need for an Impact Assessment. Should this occur, the Entity will undertake the appropriate impact assessment(s) and develop plans to manage any identified issues accordingly.
2.7a-f Emergency Response Plan	Minor Non-Conformance	<p>The Entity operates internal procedures, standards and audit guidelines that address emergency prevention and response, aligned to the requirements of ISO 14001 and/or ISO 45001. These procedures have been informed by Stakeholder consultation including Workers and regulatory agencies and are available upon request. The general emergency response plan is available at: https://www.arconic.com/aluminium-stewardship-initiative</p>

CRITERION	RATING	COMMENT
		There is no evidence that a test and drills program is implemented at Tennessee facility however.
2.8a-d Suspended Operations	Minor Non-Conformance	<p>The Entity manages suspended or idled operations through an enterprise risk management approach supported by standardised environment, Health and Safety controls, including structured screening and escalation to assess risks, maintain regulatory compliance, and keep sites or equipment in a condition suitable for restart or, where applicable, closure or divestment. At the site level, no operations were reported as currently suspended, and emergency response and continuity arrangements were described for unplanned stoppages.</p> <p>There is no evidence however that the Business Resilience Plan outlines the necessary processes to address ESG impacts in the event of suspended or significantly alter operations at the Tennessee Facility.</p>
2.9a-b Mergers and Acquisitions	Conformance	The Entity has established and implemented a structured process to identify, assess, and manage Environmental, Social, and Governance (ESG), including Environmental, Health and Safety (EHS), risks associated with mergers, acquisitions, and divestitures. Due Diligence processes include EHS assessments conducted in accordance with internal standards, with defined roles, qualified assessors, and documented procedures to evaluate environmental, health, safety, and regulatory risks and liabilities. At the time of the Audit, no mergers or acquisitions had been initiated.
2.10a-b Closure, Decommissioning and Divestment	Conformance	<p>The Entity manages mergers, acquisitions, and divestitures through a cross-functional process involving Legal, Human Resources, Information Technology, and Environmental, Health and Safety functions. Environmental, Health and Safety Due Diligence is conducted for prospective transactions, which may include preliminary and, where necessary, more detailed assessments to identify potential risks and liabilities.</p> <p>For divestitures, responsibilities for environmental and labour-related risks are addressed through contractual arrangements, with liabilities arising from historical operations retained by the Entity and future risks transferred to the acquiring party. During the reporting period, divestiture activities were completed in accordance with this approach.</p>
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	<p>The Entity's Sustainability Report is aligned with international reporting guidelines, including the Global Reporting Initiative (GRI), as well as the industry-specific Metals & Mining Standard.</p> <p>The Entity's ESG governance structure is outlined in the Sustainability Report. The 2030 roadmap has five main workstreams - Commercial Sustainability and Innovation (competitive advantage), Sourcing and Use (buy back initiative), Human Capital, Supply Chain Sustainability, and Operational Decarbonisation.</p> <p>All annual Sustainability Reports are available at: https://www.arconic.com/sustainability-report</p>

CRITERION	RATING	COMMENT
3.2 Non-compliance and Liabilities	Conformance	The Entity's significant fines, judgments, penalties, and non-monetary sanctions are disclosed annually in the Sustainability Report, available at: https://www.arconic.com/sustainability-report
3.3a-c Payments to Governments	Conformance	The Entity has implemented the required policies, procedures, training, and Due Diligence to ensure that payments made to Governments are only on a legal/contractual basis. All payments to Government Authorities are recorded and undertaken as a bank transfer and according to the Arconic Global Anti-Corruption Policy and corresponding procedures. Independent Third-Party audits of accounting statements are conducted regularly.
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has implemented a procedure to address Stakeholder complaints and information requests. The procedure is available to Stakeholders around the world (both internal and external) and protects the Stakeholder raising the complaint, if necessary. The Integrity Line is available at: https://www.arconic.com/integrity-line as well as through toll-free phone numbers. It is advertised to all Stakeholders through regular training and communications.
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	<p>The Entity, through its membership and active participation in recent studies with the U.S. Aluminum Association and European Aluminium Association, has evaluated the life cycle impacts of its major Product lines shipped to its principal markets - automotive, building and packaging. For example, the Entity contributed to the Life Cycle Assessment (LCA) study 'The Environmental Footprint of Semi-Fabricated Aluminum Products in North America' published in 2022: https://www.aluminum.org/SustainabilityReports</p> <p>The Entity has also contributed to the study titled 'Life Cycle Assessment of North American Aluminum Cans', available at the same link.</p>
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity provides 'cradle-to-gate' LCA information upon customer request for specific Products. Supplementary information covering other life cycle stages is also available on request. The Entity also provides specific primary data from its operations when requested by its customers to conduct their LCA study. No product-specific Life Cycle Assessment information is publicly available.
4.2 Product Design	Conformance	<p>The Entity has established and implemented a structured product design and development process that integrates sustainability considerations. Sustainability-related aspects, including material efficiency, recyclability, and customer requirements, are considered from the early stages of Product development and are reviewed throughout the design and approval process.</p> <p>The Entity uses 'forward-looking' planning tools to inform product development priorities and guide the identification of future needs. Product development activities are overseen through a combination of defined review stages and regular portfolio reviews, supporting alignment with business objectives, operational capabilities, and sustainability goals. This approach provides a framework for consistent consideration of sustainability within product design decisions.</p>

CRITERION	RATING	COMMENT
4.3a-b Aluminium Process Scrap	Conformance	<p>The Entity documents its Scrap recycling goal including reducing internal Scrap and targeting 100% recycling of Aluminium Process Scrap. The Entity assesses all sites against an internal standard. There is a specific target for each location that is reported weekly through the business quality teams and metal management teams. Facility-level 'Hoshin' plans to establish annual targets and actions to reduce the Scrap generated are developed and are approved at the business unit level. Any material that cannot be consumed 'in-house' is only sold externally (to another Aluminium producer) after a multi-tier review/approval process.</p> <p>All Scrap sources (Scrap generation, monitoring, on-site process of scrap handling and selling procedures) are managed. The Entity separates Aluminium alloys and grades for recycling. In accordance with internal procedures, all wastes are separated along types of alloys and stored separately.</p>
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Conformance	<p>The Entity has established a recycling strategy intended to increase Scrap intake and recycled material use in production to reduce reliance on Primary Aluminium, supported by internal planning and control processes for Scrap purchasing and utilisation. The Entity tracks and publicly reports waste disposition outcomes in its annually published Sustainability Report, provides recycled content disclosures to customers where applicable, and works with customers and internal product development teams to expand recycled content and 'closed-loop' arrangements while meeting Product specifications.</p> <p>At selected locations, the Entity also utilises Secondary Aluminium alloys sourced from the market and is advancing initiatives to increase Post-Consumer Scrap recovery and processing capacity, including efforts to restart Used Beverage Can (UBC) reclamation and evaluate emerging sorting technologies to improve recovery of mixed materials.</p>
4.4d Collection and Recycling of Products at End of Life	Conformance	<p>The Entity engages with industry groups and customers to support End of Life collection and recycling outcomes, including contributing Scrap-related data to enable aggregated sector insights and participating in collaborative discussions on recycling, product design, and manufacturing practices. The Entity also works with key customers through contractual and program-based arrangements intended to facilitate the return and recycling of End of Life material and production Scrap, supports higher recyclability and increased recycled content through customer collaboration and recycled content disclosures, and documents elements of this approach in its publicly available 2024 Sustainability Report, pages 11-12, 52-54: https://www.arconic.com/documents/d/arconic/2024-sustainability-report</p>

5. GREENHOUSE GAS EMISSIONS

5.1a-b Disclosure of GHG Emissions and Energy Use	Minor Non-Conformance	<p>The Entity monitors Greenhouse Gas (GHG) emissions at a site-level and collects data annually and reports at the corporate level in the annual Sustainability Report, available at: https://www.arconic.com/sustainability-report</p> <p>The Entity also reports GHG emissions annually to the Carbon Disclosure Project (CDP) as well as Government agencies where applicable. Arconic's GHG methodology has been covered as part of a limited verification process, under independent review by DNV.</p>
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CRITERION	RATING	COMMENT
		The GHG emission and energy data publicly disclosed in the Sustainability Report were not fully independently verified prior to publication. Only four datasets were verified (2024 total Scope 1, 2 and 3 GHG emissions and 2024 total energy consumption). The 2024 GHG and energy intensities, GHG emissions and energy consumption by business were also not fully verified.
5.2a Aluminium Smelter GHG Emissions Intensity - Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope
5.2b Aluminium Smelter GHG Emissions Intensity - In production up to and including 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3a GHG Emissions Reduction Plans	Conformance	<p>The Entity has established a company-wide GHG Emissions Reduction Plan and decarbonisation Pathway intended to align with a 1.5°C warming scenario, supported by defined medium- and long-term objectives, a documented roadmap translating the Pathway into prioritised initiatives, and governance mechanisms to drive delivery and manage implementation challenges (including data assurance needs such as Scope 3).</p> <p>At the facility level, the corporate Pathway is implemented through cascading site targets and local planning, with contributions linked to operational improvement initiatives (e.g., energy-efficiency actions and equipment upgrades) and tracked through performance indicators (e.g., fuel consumption and energy intensity).</p> <p>The Entity publicly discloses a 2030 intermediate target of a 30% reduction from a 2021 baseline in its Sustainability Report, available at: https://www.arconic.com/sustainability-report</p> <p>The Entity has also developed and disclosed a Decarbonisation Roadmap and a long-term 'glidepath' to 2050 intended to limit global warming to below 1.5°C, available at: https://www.arconic.com/aluminium-stewardship-initiative</p>
5.3b-e GHG Emissions Reduction Plans - Targets, review and disclosure	Minor Non-Conformance	<p>The Entity has established and publicly communicated its GHG emissions reduction ambitions, including a Company-wide 2030 Intermediate Target of a 30% reduction from a 2021 baseline, disclosed in the 2024 Sustainability Report, available at: https://www.arconic.com/sustainability-report</p> <p>A Decarbonisation Roadmap has been developed to assess the feasibility of achieving the 2030 target and is available at: https://www.arconic.com/aluminium-stewardship-initiative</p> <p>The Entity has also developed a 'glidepath' establishing long-term targets for 2050 intended to limit global warming to below a 1.5°C threshold using an ASI-recognised methodology, also available at: https://www.arconic.com/aluminium-stewardship-initiative</p> <p>The Plan, Pathway, and Roadmap are reviewed on a routine basis and are intended to be updated when business or operational changes affect baselines, assumptions, or target-setting. Progress is tracked through periodic performance review and monitoring of initiative delivery, including facility-level annual targets (e.g., Tennessee) aligned with the corporate glidepath and updated to reflect</p>

CRITERION	RATING	COMMENT
		<p>operational changes such as equipment rebuilds or shifts in production conditions.</p> <p>The published Pathway does not however clearly illustrate a five-year (or less) Intermediate Target and presents Scopes 1 and 2 and Scope 3 as separate curves without clearly numbered milestones, whilst the roadmap references a single 2030 target from a 2021 baseline for total emissions.</p>
5.4 GHG Emissions Management	Conformance	<p>The Entity has implemented Management System controls intended to achieve performance aligned with its GHG Reduction Plan and targets. These controls include a standardised corporate calculation and reporting methodology, defined roles and responsibilities, and routine monitoring and reporting mechanisms. Greenhouse gas emissions are managed through the Entity's Environmental Management System and environmental planning processes, which include action items requiring locations to identify and complete energy projects, map facility metering points for natural gas and electricity, and prioritize energy-efficiency initiatives through both capital and non-capital expenditures.</p> <p>The Entity's Decarbonisation Roadmap is periodically reviewed by management. At the facility-level, GHG and energy performance are tracked and reviewed routinely (including monthly Scope 1 and Scope 2 tracking), supported by a documented monitoring plan, controlled procedures, and structured reporting through regular business reviews and monthly reporting to corporate functions to support accountability and continual improvement.</p>
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	<p>The requirement to develop an air emissions inventory for each site is included in the Arconic Air Management Standard. For a Corporate aggregation of emissions, emissions data are entered into an internal environmental management system. The emissions being reported are patterned to comport to GRI and Sustainability Accounting Standards Board (SASB) and include common (criteria) pollutants and toxic air pollutants.</p> <p>Locations determine the estimated impact on ambient air quality from emissions of criteria pollutants. All locations obtain the necessary licenses, permits or other authorisations for the installation and operation of air emission sources and the associated air pollution control equipment, and comply with the emission limits and associated monitoring, recordkeeping and reporting requirements.</p> <p>Material usage and parameter testing is all part of emissions monitoring and are reported to appropriate agencies periodically (such as monthly, annually, etc.) as required by local regulations. Arconic has disclosed air emissions in the annual Sustainability Report available at: https://www.arconic.com/sustainability-report</p> <p>In the case of a location exceeding their permit allowance, this would trigger a non-compliance in the management system. Locations have three days to review this and enter the system. Corrective actions would be put in place. The Air Emissions, Water Discharge, Spills and Waste Plan is disclosed at: https://www.arconic.com/aluminium-stewardship-initiative</p>

CRITERION	RATING	COMMENT
6.2a-g Discharges to Water	Conformance	<p>The Entity has established a corporate internal water standard based on best practices. The Entity conducts internal audits that include a compliance component at a frequency determined by the identified risk level for the site. The methodology for determining the Entity's wastewater treatment and discharge is developed at the site level. Water discharges and water withdrawal and uses are disclosed in the annual Sustainability Report available at: https://www.arconic.com/sustainability-report</p> <p>The Air Emissions, Water Discharge, Spills and Waste Plan is disclosed at: https://www.arconic.com/aluminium-stewardship-initiative</p>
6.3a-g Assessment and Management of Spills and Leakages	Conformance	<p>The Entity minimises risks due to Spills and Leakage through several Engineering Standards. This includes appropriate controls to ensure containers, structures and equipment carrying oil or other chemicals are in good condition, adequate secondary containment should the structures release the chemical, spill response actions, reporting, and awareness training.</p> <p>The Entity has initiated specific risk assessment as long-term efforts to minimise pollution and/or leakages. Sites are required to collect inventory of all structures used to convey, carry, contain oils, other chemicals and, wastewater and assess their risk (i.e. risk ranking) for potential releases of these materials to the environment.</p> <p>The communication process to affected parties is defined in the corporate standard to ensure that Affected Populations are notified as needed, to co-ordinate emergency services, and understand how to communicate in the event of an inquiry. Spills/releases that meet certain thresholds are also reported to appropriate agencies and spill response teams.</p>
6.4a-b Public Disclosure of Spills and Leakages	Conformance	<p>The communication process to affected parties is defined in the Entity's Corporate Standard to ensure that Affected Populations are notified as needed, to co-ordinate emergency services, and understand how to communicate in the event of an inquiry. Spills and releases that meet certain thresholds are also reported to appropriate agencies and spill response teams.</p> <p>Corporate and the Entity's Business Units also initiate various reminders and toolbox talks to the sites periodically to provide guidance as well as awareness on risk associated with Spills and Leakages.</p> <p>The Entity reports significant Spills and impacts in its annual Sustainability Report available at: https://www.arconic.com/sustainability-report</p> <p>No Material Spills and Leakages have occurred in the previous three years.</p>
6.5a-c Waste Management and Reporting	Conformance	<p>The Entity discloses publicly landfilled Waste quantities and disposition of such Waste in its Sustainability Report, available at: https://www.arconic.com/sustainability-report</p> <p>The Entity conducts self-assessment audits that includes a compliance component, and the audit is conducted at a frequency determined by identified risk level for the site. The requirement to develop and implement a waste management strategy is outlined in a Corporate Standard for each Facility to implement. This strategy is (in order of preference) to source reduction, recycle, incinerate/treat, and secure land disposal. It is an expectation for all Entity locations to</p>

CRITERION	RATING	COMMENT
		implement programs to reduce, reuse, and/or recycle their waste to minimise the amount of waste requiring disposal as well as to comply with applicable rules and restrictions.
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Conformance	<p>The Entity has multiple 'in-house' and external Dross processing paths globally. Some sites process their Dross in a rotary Dross furnace or mechanical separation cell and reuse the Aluminium back in the process. Other Facilities send the Dross to an external processor to convert the Dross to Aluminium and receive it back for consumption.</p> <p>Each Casthouse location has a Dross recovery/melt loss target. Arconic Corporate functions work with external processors to ensure the recovery of the Aluminium is maximised, which includes audits of the secondaries, sending material to multiple secondaries for a comparative benchmark, and metallic testing at external labs to confirm that they are maximising the recovered Aluminium.</p> <p>Further information is available in the Sustainability Report, Waste Management section at: https://www.arconic.com/sustainability-report</p>

7. WATER STEWARDSHIP

7.1a-b Water Assessment and Disclosure	Conformance	<p>The Entity has evaluated its Facilities to determine whether locations are in a water stressed area, or under water restrictions, using the Global Water Tool developed by the World Business Council for Sustainable Development (WBCSD).</p> <p>The Entity has developed a Company-wide EHS Standard related to water and wastewater management which requires sites to identify, quantify, and prepare a comprehensive inventory of water sources and impacts on the Watershed. Each Facility has conducted a water balance analysis and regularly reports on water withdrawal and sources to the Arconic Corporate Centre.</p> <p>Water withdrawal and use by source and any Material risks to Watersheds are publicly disclosed in the Sustainability Report at: https://www.arconic.com/sustainability-report</p>
7.2a-e Water Management	Conformance	<p>.</p> <p>The Entity has evaluated whether sites are in a water-stressed area or under water withdrawal restrictions. The Entity has developed a company-wide EHS Standard related to water and wastewater management which requires sites to identify, quantify, and prepare a comprehensive inventory of water sources and impacts on the Watershed. Each Facility has conducted a water balance analysis and regularly reports on water withdrawal and sources to the Arconic Corporate Centre.</p>

8. BIODIVERSITY AND ECOSYSTEM SERVICES

CRITERION	RATING	COMMENT
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	<p>The Entity has assessed the risk and Materiality of the impacts on Biodiversity from the land use and activities in its Areas of Influence using the Integrated Biodiversity Assessment Tool (IBAT).</p> <p>Based on the IBAT assessment and Ecosystem Services risk and impact assessment, there are no Material impacts on Biodiversity nor Ecosystem Services.</p>
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity, as it has not identified any major risk or potential impacts to Ecosystem Services within its Area of Influence following the use of the IBAT assessment.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity, as it has not identified any major risk or potential impacts to Biodiversity or Priority Ecosystem Services within its Area of Influence following the use of the IBAT assessment.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, as it has not identified any dependence from its operations to Priority Ecosystem Services within the Area of Influence as outlined in the Biodiversity assessments conducted with the IBAT tool.
8.4 Alien Species	Conformance	<p>The Entity has established special requirements at the site level for wooden materials that originate from quarantined areas. The materials supplier carries out checks and treatment if necessary and sends documented results of the treatment. All quarantined products entering the plant are checked for the appropriate certificates.</p> <p>For the Entity's Bohai facility, all pallets are fumigated before use to prevent the introduction of Alien Species as per the requirements of China Customhouse.</p> <p>At the Entity's Tennessee facility, there is no potential impact or opportunity for Alien Species presence due to the management of the incoming pig and Scrap metal, transport, and logistical operations of the plant.</p>
8.5a-b Commitment to "No Go" in World Heritage Properties	Conformance	The Entity has not developed any New Projects or Major Changes within the last two years. No impacts of actual operations are on UNESCO World Heritage Properties. The EHS Policy states that Arconic operates in respect to the environment and the communities.
8.6a-d Protected Areas	Conformance	The Entity has not identified any Protected areas within its Area of Influence for all Facilities through the Integrated Biodiversity Assessment Tool (IBAT). In case of any New Projects or Major Changes, potential impacts on Protected Areas will be identified and assessed through the EHS impacts assessment standard by each location.
8.6e Protected Areas - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.7a-i Mine Rehabilitation	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

9. HUMAN RIGHTS

CRITERION	RATING	COMMENT
9.1a-d Human Rights Due Diligence	Conformance	<p>The Entity has established a Human Rights Due Diligence approach intended to identify, assess, and address salient Human Rights risks through a policy framework, internal risk assessment and control processes, and impact assessment considerations for major organizational changes, with Due Diligence activities implemented at the location level. The Entity has implemented a Human Rights Policy expressing a commitment to respect Human Rights and referencing the UN Guiding Principles on Business and Human Rights, supported by a Code of Conduct; both are publicly available and are communicated through employee onboarding and annual re-calibration training.</p> <p>Both the Code of Conduct and the Human Rights Policy are available at: https://www.arconic.com/ethics</p>
9.2a-e Gender Equity and Women's Empowerment	Conformance	<p>The Entity has implemented a Human Rights Policy that addresses equal opportunity, Discrimination and Harassment. As highlighted on pages 27 and 28 of the 2024 Sustainability Report, the Entity has many programs for women's empowerment.</p> <p>At the facility level, these expectations may be implemented through site-based inclusion and engagement mechanisms (e.g., women-focused networks/committees and local initiatives), supported by corporate transparency on women's representation across the workforce and leadership levels.</p> <p>The Entity's 2024 Sustainability Report outlines women's representation across all employees, senior management, and executive level (refer to pages 58-59), available at: https://www.arconic.com/documents/d/arconic/2024-sustainability-report</p>
9.3a-i Indigenous Peoples	Conformance	<p>The Entity has reviewed demographic data for its operating areas and has not identified Indigenous Peoples in proximity to its Facilities or affected by its operations.</p>
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	<p>This Criterion is not applicable to the Entity, as it did not identify any Indigenous People during its review of demographic data, nor native communities through the assessment which included meaningful Stakeholder engagement. There has been no New Projects or Major Changes within the last two years.</p>
9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining	Not Applicable	<p>This Criterion is not applicable to the Entity's Certification Scope.</p>
9.4c Free, Prior, and Informed Consent (FPIC) - Demonstrate support	Not Applicable	<p>This Criterion is not applicable as the Entity did not identify any Indigenous People during its review of demographic data, nor native communities through the assessment which included meaningful Stakeholder engagement. There has been no New Projects or Major Changes within the last two years.</p>
9.5a Cultural and Sacred Heritage – Identification	Conformance	<p>Sacred or cultural heritage sites and values are identified at the site level, and if applicable, policies, procedures and controls are developed, in consultation with any potentially affected communities.</p> <p>Sacred and cultural heritage protection is outlined in the Human Rights Policy available at: https://www.arconic.com/social</p>

CRITERION	RATING	COMMENT
9.5b Cultural and Sacred Heritage – Impacts	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity's Area of Influence.
9.6a-i Displacement	Conformance	<p>Whilst there have been no resettlements or Resettlement Action Plans since the Entity joined ASI, the Entity has developed a corporate standard to consider feasible alternatives to avoid or minimise physical and economic displacement in project designs, including resettlements.</p> <p>There are no current projects implemented that caused displacement, resettlement, or land acquisition.</p>
9.7a-h Affected Populations and Organisations	Conformance	<p>The Entity considers potential impacts on Affected Populations and Organisations through a combination of corporate Policies, site-level management systems, and regulatory and permitting processes. Community-related risks and impacts are identified and managed as part of routine operational controls and compliance activities, with mechanisms in place to address environmental and social aspects where relevant.</p> <p>In addition, the Entity supports positive community outcomes through ongoing engagement and broader community investment initiatives. Overall, these approaches provide a framework for identifying, managing, and mitigating potential impacts on Local Communities associated with the Entity's operations.</p>
9.8a Conflict-Affected and High-Risk Areas – Strong Management Systems	Conformance	<p>Arconic is committed to not contribute to armed conflict or Human Rights abuses in Conflict-Affected and High-Risk Areas (CAHRAs) through the Arconic Primary Aluminum Supply Chain Policy for Sanctioned Entities and Conflict-Affected and High-Risk Areas (CAHRAs). This Policy outlines how Arconic manages its Primary Aluminium procurement to exercise a risk-based Due Diligence on CAHRAs.</p> <p>Arconic undertakes Due Diligence to identify and prevent Human Rights risks to people in Arconic's operations and supply chain according to this Policy. Should any adverse Human Rights impact be identified as having resulted from or caused by Arconic's business activities, Arconic is committed to remediating such impacts fairly and equitably.</p> <p>Arconic maintains a Conflict Mineral Policy for respecting, protecting, and promoting fundamental Human Rights consistent with Arconic values in our operations and supply chain in accordance with the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance for responsible mineral sourcing.</p> <p>Arconic complies with the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, as implemented by the U.S. Securities & Exchange Commission ("SEC")'s Conflict Minerals Rule and the EU Conflict Minerals law.</p> <p>The Conflict Minerals Policy is available at: https://www.arconic.com/governance-and-policies</p> <p>Arconic Code of Conduct: https://www.arconic.com/global/en/who-we-are/pdf/code-of-conduct-English.pdf</p>
9.8b Conflict-Affected and High-Risk Areas – Identify and assess risks	Conformance	The Arconic procurement team has identified and assessed the general risks in the supply chain by using the Arconic Primary

CRITERION	RATING	COMMENT
		Aluminum Supply Chain Policy for Sanctioned Entities and Conflict Affected and High-Risk Areas (CAHRAs).
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	<p>The Arconic procurement team has designed and implemented a strategy for a specific risk regarding conflict-affected areas, which is outlined in the Arconic Primary Aluminum Supply Chain Policy for Sanctioned Entities and Conflict Affected and High-Risk Areas (CAHRAs).</p> <p>The Entity utilises different sources of information to identify suppliers and smelters which the Entity is legally forbidden from transacting with or is located within a CAHRA.</p> <p>The Conflict Minerals Policy is available at: https://www.arconic.com/governance-and-policies</p>
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	The Entity's Due Diligence practices were Audited as part of the normal process for ASI Certification against the ASI Performance Standard.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The Entity's supply chain Due Diligence practices are reported annually through the corporate Sustainability Report, available at: https://www.arconic.com/sustainability-report
9.9 Security practice	Conformance	<p>The Entity contracts its security services and has contractual requirements preventing the hire of security companies or Contractors that are credibly implicated in the infringement of Human Rights.</p> <p>Local Contractors are used at sites to safeguard human, intellectual, financial, and physical assets. The suppliers are committed to all Entity's rules and principles, and no instance of unrespected Human Rights was observed during the audit.</p>
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	<p>The Entity recognises and supports Workers' rights to Freedom of Association and Collective Bargaining through documented corporate policies and site-level practices. These commitments are implemented through Collective Bargaining Agreements at unionised operations and reinforced through employee training and regular worker-management engagement.</p> <p>Where Collective Bargaining does not apply, the Entity uses alternative consultation and communication mechanisms consistent with Applicable Law. Overall, the evidence reviewed confirms that Worker representation and dialogue are supported in practice without interference.</p>
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Conformance	In China, the Facility operates within the Applicable Law regarding Freedom of Association and Collective Bargaining, however, Arconic Bohai demonstrates respect for the right to Freedom of Association and Collective Bargaining. The site commits itself to respecting Workers' rights.
10.2a-c Child Labour	Conformance	The Entity has established and implemented measures to prevent Child Labour, including a publicly available Human Rights Policy and Code of Conduct that prohibit the employment of persons under 18

CRITERION	RATING	COMMENT
		<p>years. Hiring and onboarding processes include age verification through documented identity and work authorization checks, supported by a review from Human Resources (HR) and records maintained within the Entity's HR information systems. These controls are applied across operations, including to interns and apprenticeship participants, and are complemented by requirements for third-party labour providers to apply equivalent screening and verification processes for temporary, contract, or subcontracted workers.</p>
10.3a-c Forced Labour	Minor Non-Conformance	<p>The Entity has implemented a Human Rights Policy that addresses Forced Labour: https://www.arconic.com/human-rights</p> <p>The Policy is part of the Code of Conduct, available at: https://www.arconic.com/documents/d/arconic/arconic-code-of-conduct-english</p> <p>The Entity communicates Forced Labour and Human Trafficking expectations through onboarding and periodic refresher training, and has processes intended to manage risks associated with third-party labour and recruitment practices. Based on interviews and record-based verification, the Entity's employment arrangements are intended to avoid indicators of Forced Labour (e.g., recruitment fees/deposits, retention of original identity documents, debt bondage, or unreasonable restrictions on movement) and to allow Workers to end employment subject to reasonable notice periods defined by local practice.</p> <p>The Entity has published a Slavery and Human Trafficking Statement, available at: https://www.arconic.com/documents/42106/100640/Arconic-Corporation-UK-Slavery-and-Human-Trafficking-Statement.pdf/bell282b-f8eb-9f24-950b-9250a6dddea3?t=1660573651274&download=false</p> <p>The Slavery and Human Trafficking Statement is not however subject to an established annual review and update process.</p>
10.4a-c Non-Discrimination	Conformance	<p>The Entity has established and communicated expectations for equality of opportunity and a 'zero-tolerance' approach to Discrimination and Harassment through its Human Rights Policy and Code of Conduct, supported by onboarding and periodic refresher training. Employees are provided with multiple reporting channels, including management/HR pathways and an anonymous ethics hotline, with concerns handled through defined case management and investigation processes.</p> <p>Site implementation is supported through local procedures and, where applicable, Collective Bargaining Agreements and HR controls intended to promote fair practices in hiring, compensation, and advancement, and may be supplemented by external or regulatory reviews. Monitoring activities may include workforce representation reporting and corporate-led pay equity and wage benchmarking processes, with site HR functions coordinating with corporate as required.</p>
10.5 Communication and engagement	Conformance	<p>The Entity maintains structured communication and engagement processes designed to support regular 'two-way' dialogue between Workers and management. These include periodic Worker engagement surveys, routine 'supervisor-employee' discussions through performance and development processes, and broader Business Unit communications (e.g., virtual town halls and recurring</p>

CRITERION	RATING	COMMENT
		<p>team meetings). The Entity also provides formal channels for raising concerns, including an Integrity Line that allows anonymous or non-anonymous reporting, and site-level mechanisms for suggestions and issue escalation.</p> <p>At the Facility level, additional engagement practices may include workforce representation and grievance mechanisms where applicable, structured pre-start or shift meetings, 'town hall' meetings, newsletters and other internal communications, and the use of controlled systems to communicate updates to Policies or procedures and assign related training. The Entity also uses external communication channels (e.g., corporate webpages and social media) to share information with Stakeholders.</p> <p>The Entity operates an Integrity Line which is available to Workers to seek advice or report grievances confidentially. Information on the Integrity Line are available through the Sustainability Report (2024): https://www.arconic.com/documents/d/arconic/2024-sustainability-report</p>
10.6a-g Violence and Harassment	Conformance	<p>The Entity has established and implemented documented measures to prevent and address workplace Violence and Harassment. These measures include corporate policies and standards that define expected conduct, prohibit Harassment and Violence, and support a safe and secure workplace. The Entity delivers mandatory awareness and conducts training for Workers and monitors completion through internal systems.</p> <p>The Entity provides formal channels for raising concerns, including confidential and anonymous reporting options. Reported concerns are managed through a structured process that includes assessment, investigation, documentation, and follow-up. Corrective actions are tracked to completion prior to case closure, and oversight is maintained through defined roles and case management tools.</p> <p>At the site level, these corporate requirements are implemented through onboarding and ongoing communication. Workers are informed of behavioural expectations, available reporting pathways, and protections related to confidentiality and non-retaliation, with mechanisms in place to support fair treatment during investigations and disciplinary processes.</p> <p>The Entity's Violence and Harassment Policy is available in the Code of Conduct: https://www.arconic.com/code-of-conduct</p>
10.7a-c Remuneration	Conformance	<p>The Entity maintains remuneration processes designed to help ensure Workers are compensated in accordance with applicable legal requirements and established employment terms. Pay structures are defined through documented arrangements (e.g., employment terms and, where applicable, Collective Bargaining Agreements) that set wage rates, differentials/premiums, and Overtime provisions.</p> <p>Wages are calculated using formal timekeeping and payroll systems with defined review steps and pay frequencies, and payroll records are retained to support traceability of hours worked and payments made. In addition, the Entity's corporate compensation function supports sites through periodic market benchmarking and other compensation analyses, including reviews to help identify and address pay equity considerations, as applicable.</p>

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10.8a-c Working Time	Conformance	The Entity has implemented controls to manage Working Time and Overtime in alignment with its Human Rights expectations. Time and attendance arrangements vary by country marginally, but generally include 'clock-in/clock-out' recording with review of hours by supervisors and payroll/HR personnel. Facilities are expected to comply with applicable employment laws, any Collective Bargaining Agreements, and site-specific Working Time and Overtime requirements. In addition, sites and key financial processes are subject to periodic internal audits conducted by the Entity's internal audit function, typically on a cycle ranging from one to five years.
10.9a-b Informing Workers of Rights	Conformance	<p>The Entity informs Workers of their rights and workplace expectations through a combination of Code of Conduct training, access to internal policies and guidance, and legally required postings in workplace common areas. Communications are delivered through multiple channels (e.g., electronic communications where available and on-site postings), with alternative methods used for workers without regular electronic access, such as in-person briefings and acknowledgement/sign-off processes for significant updates.</p> <p>The Entity's sites reinforce messages through local tools (e.g., newsletters, digital displays, brief 'single point' communications) and regular workforce meetings (e.g., department meetings and periodic site-wide town halls).</p>
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	<p>The Entity has implemented a documented Occupational Health and Safety (OH&S) Management System. The Entity's EHS Policy is defined in an Arconic Standard and available at: https://www.arconic.com/ehs-policies</p> <p>The EHS Policy sets a minimum requirement for locations to which they are held and measured. The Policy sets the expectations for Line Management, beginning with the CEO, to communicate Arconic's EHS Policy and principles to all employees and to others involved in, or affected by the Entity's operations, which includes third-party entities including contractors, suppliers, and visitors.</p> <p>The planning process addresses issues related to audit findings and findings of potential non-compliance with the Entity's internal standards and relevant laws and regulations. It should include ambitious annual environmental, Health and Safety goals and objectives. The plan is linked to an EHS Management System and is reviewed as part of the regular operating plan review process, which includes quarterly business reviews by Arconic's Executive Lead Team (ELT).</p>
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	<p>The Entity has developed a OH&S Management Plan. Senior management reviews and approves the Plan prior to it being deployed. As part of the testing process of the OH&S Management System for its effectiveness, there is a schedule to complete internal assessments of our locations are performing as well as Corporate EHS Audits.</p> <p>The Plan is linked to an EHS Management System and is reviewed as part of the regular operating plan review process, which includes reviews by Entity's management. The effectiveness of the OH&S Management System and leading and lagging indicators, including comparative analysis with leading practices are publicly disclosed</p>

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		annually in the corporate Sustainability Report at: https://www.arconic.com/sustainability-report
11.2 Employee engagement on Health and Safety	Conformance	The Entity's Workers are provided with effective mechanisms to raise, discuss, and participate in the resolution of any OH&S issues with management such as Joint Health and Safety Committees, and the onboarding of new employees.

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	20 December 2019	Issued (Full Certification)
1	20 February 2020	Updated for Certification Scope change (addition of Hungary and Brazil sites).
2	27 January 2021	Updated for Certification Scope change (addition of China site and removal of Arconic Itapissuma) and corrections made to the details of the First Scope Change Audit.
3	12 January 2022	Surveillance Audit
4	22 February 2023	Re-Certification Audit and Scope Change – Full Certification. Updated Certification Scope for the addition of the Tennessee, USA facility and removal of Samara, which was transferred to a single-site Certification (#250).
5	31 August 2023	Update for Certification Scope Change for the addition of the Kitts Green Operations located in the UK.
6	22 August 2024	Surveillance Audit.
7	25 March 2025	Re-Certification Audit and Scope Change – Provisional Certification. Scope Change to apply Performance Standard v3. Update to Certification Scope to remove reference to the “(Production and Transformation)” category of the supply chain activity Material Conversion, revised under PS v3.
8	17 February 2026	Surveillance Audit – Full Certification