ASI CERTIFICATION **PERFORMANCE STANDARD**

PRESENTED TO

Alcoa Norway AS, avd. Mosjøen

CERTIFICATE NUMBER	ASI STANDARD	CERTIFICATION LEVEL	ASI ACCREDITED AUDITING FIRM
71	PERFORMANCE STANDARD (V3.1 2023)	FULL CERTIFICATION	BUREAU VERITAS CERTIFICATION
DATE OF ISSUE	**DATE OF EXPIRY**	**CERTIFIED SINCE**	
6 FEBRUARY 2026	5 FEBRUARY 2029	6 FEBRUARY 2020	

AUTHORISED BY

CERTIFICATION SCOPE

Mosjøen Smelting Facility, including the manufacture of prebake anode, Primary Aluminium production and Aluminium cast Products (from Liquid Metal and recycling Pre-Consumer Scrap) and Associated Facilities.

Aluminium Stewardship Initiative Ltd
ACN 606 661 125, Australia
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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

AUDIT REPORT **PERFORMANCE STANDARD**

OVERVIEW

MEMBER NAME	Alcoa Corporation
ENTITY NAME	Alcoa Norway AS, avd. Mosjøen
CERTIFICATION SCOPE	Mosjøen Smelting Facility, including the manufacture of prebake anode, Primary Aluminium production and Aluminium cast Products (from Liquid Metal and recycling Pre-Consumer Scrap) and Associated Facilities.
SUPPLY CHAIN ACTIVITIES	• Aluminium Smelting • Aluminium Re-melting/Refining • Casthouses
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	• Initial Certification Audit (3 – 5 December 2019) • Re-Certification Audit (15 – 18 November 2022) • Re-Certification Audit and Scope Change (11 -13 November 2025)
AUDIT FIRM	Bureau Veritas Certification
AUDIT DATE	• 3 – 5 December 2019 (Initial Certification Audit) • 15 – 18 November 2022 (Re-Certification Audit) • 11 -13 November 2025 (Re-Certification Audit and Scope Change)
AUDIT REPORT SUBMISSION	• 4 January 2020 (Initial Certification Audit) • 22 December 2022 (Re-Certification Audit) • 23 January 2026 (Re-Certification Audit and Scope Change)
AUDIT SCOPE	<u>Initial Certification Audit (3 – 5 December 2019)</u> The Audit Scope includes smelting, including baking furnace, administrative Facilities and the Casthouse as part of the Smelter. Supply chain activities included in the Audit Scope: • Aluminium Smelting • Aluminium Re-melting/Refining • Casthouses All relevant criteria in the ASI Performance Standard were included in the Audit Scope. <u>Re-Certification Audit (15 – 18 November 2022)</u> The Audit Scope includes smelting, including baking furnace, administrative Facilities and the Casthouse as part of the Smelter. Supply chain activities included in the Audit Scope: • Aluminium Smelting • Aluminium Re-melting/Refining • Casthouses

	All relevant criteria in the ASI Performance Standard were included in the Audit Scope. Re-Certification Audit and Scope Change (11 – 13 November 2025) The Audit Scope included the Smelting, including anode plant, baking furnace, administrative Facilities, induction furnace and the Casthouse as part of the Smelter. Supply chain activities included in the Audit Scope: • Aluminium Smelting • Aluminium Re-melting/Refining • Casthouses All relevant 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. ☑ 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.
CERTIFICATION PERIOD	6 February 2026 - 5 February 2029
NEXT AUDIT TYPE	Surveillance Audit
NEXT AUDIT DATE	6 August 2027
CERTIFICATE NUMBER	71
	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

Alcoa Norway's Mosjøen smelter (the 'Entity') is a renewable powered Primary Aluminium Facility located in Mosjøen, Northern Norway. Construction of the plant in Mosjøen commenced in 1956, with production commencing in 1958 over an area of approximately 530 hectares (ha). The Entity operates two prebake potlines and produces approximately 225,000 tonnes per annum of rolling ingots and foundry alloys, predominantly sold into the European market). The Entity also includes on site anode production for Alcoa Mosjøen and Alcoa Fjarðaál smelters, as part of its core operations.

The Entity currently employs approximately 700 permanent and 60 temporary Workers, as well as 120 contractors, forming a major industrial workplace in the region (highest inland employer in Northern Norway).

The Entity has an installed production capacity of 207,000 metric tonnes of primary molten Aluminium per annum, and it is currently increasing amperage in both potlines to increase output to 215 metric tonnes annually by the end of 2027, supported by upgrades to high-voltage (HV) electrical infrastructure and improvements to several production areas. Anode production capacity is 300,000 metric tonnes per annum and the present annual production of saleable products is 190,000 metric tonnes.

The Entity also operates a modern induction furnace with a nameplate capacity of 20,000 metric tonnes per annum, powered by renewable energy to recycle Aluminium Scrap.

The Entity also operates its own port for raw materials (including Alumina, calcined petrocoke and liquid pitch), and the Municipal Port for containers and finished goods shipment, and maintains active engagement with local authorities and community Stakeholders as part of its long-term sustainability and ESG strategy.

Other ancillary infrastructure on site includes a water reservoir, and car parking. The nearest sensitive receptors include Mosjøen town, Lake Vefsna and Fjord Vefsnfjorden.

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	High	High	High	HIGH
RISKS	High	Medium	Medium	MEDIUM
PERFORMANCE	High	Medium	Medium	MEDIUM
OVERALL		MEDIUM		

AUDIT PLANNING AND OVERSIGHT

As part of the planning and preparation for this Audit, a review of the Audit Plan was undertaken by the ASI Secretariat. This review was to ensure that the Audits are undertaken by ASI Accredited Auditor personnel that have the necessary auditing experience applicable to the Entity and its risk profile, that an appropriate level of effort and engagement (internal and external) undertaken during the Audit is appropriate to the overall level of risk, issues and complexity of the Entity's Area of Influence and that the Audit requirements are consistent with the requirements as described in the ASI Assurance Manual. This process also provided direct feedback to the Lead Auditor and the Entity with respect to any specific areas of concern and/or greater risk that would require additional level of effort during the Audit.

This Audit was also subject to an ASI Witness Assessment. Witness Assessments are undertaken by members of the ASI Secretariat and form part of the ASI Oversight Mechanism to enable the direct in-person observation of the audit team undertaking audits against the ASI Performance Standard. This assessment evaluates consistency with the requirements of the ASI Assurance Manual, the competency and impartiality of the Audit team and identifies improvement opportunities for the ASI assurance system. Witness Assessments are not a 'shadow audit' and as such do not assess the performance of the Entity or make recommendations on levels of conformance to the ASI Performance Standard. A third ASI Witness Assessment is also proposed for the next Audit.

All Audits are subject to the ASI oversight process which is a review of the submitted Audit Report to ensure that the Audit has adequately assessed all relevant criteria for the Certification Scope and provided all required information, and to ensure that all auditor findings address the requirements of the ASI Standard. The oversight assessment also checks that the Audit Team has specified the objective evidence they had reviewed during the Audit and that this evidence adequately supports the conformance findings for each relevant criterion. This process aligns with the principles in the ISEAL Code of Good Practice for Assuring Compliance with Social and Environmental Standards (Assurance Code), which ASI implements through its Certification program.

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has implemented systems and processes to ensure legal compliance, with the appointment of a competent legal team across organisational functions. The Entity has defined Policies and procedures to ensure the identification of risks and Compliance with Applicable Law.
1.2 Anti-Corruption	Conformance	The Entity has defined Policies and procedures to identify and manage risks of Corruption in all its forms, including Extortion and Bribery, consistent with Applicable Law and prevailing international standards. Employees receive training in anti-Corruption measures. A local Ethics Handbook has been developed and is available to all employees in the Entity and sub-contractors. Alcoa's Code of Conduct and Ethics: https://www.alcoa.com/global/en/who-we-are/ethics-compliance/code-conduct Alcoa's Anti-Corruption Policy is available at: https://www.alcoa.com/global/en/who-we-are/ethics-compliance/anti-corruption
1.3a-e Code of Conduct	Conformance	A Code of Conduct and Ethics has been defined and communicated to all interested parties, addressing all key aspects of the business, business activities, conflicts of interest, relations with customers and suppliers, and compliance with Human Rights. The Code of Conduct and Ethics is reviewed regularly, it is available in Norwegian and all employees trained on the Code: https://www.alcoa.com/global/en/who-we-are/ethics-compliance/pdf/code-conduct/Alcoa-Code-of-Conduct_NO.pdf
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has implemented and maintained at relevant levels in the organisation, Environmental, Social and Governance (ESG) Policies. The Policies and procedures are reviewed and updated on a regular basis, and all corporate Policies and procedures have senior management approval. A Local Quality, Environment, Health, and Safety Policy is signed by the Entity's Managing Director. The Entity communicates the Policies internally and externally as appropriate and through multiple channels. The Policies are available at: https://www.alcoa.com/sustainability#Policies
2.2a-c Leadership	Conformance	The Entity has nominated both the Chief Executive Officer (CEO) and Plant Manager as having overall responsibility and authority for ensuring conformance with the ASI Performance Standard. The Quality manager acts as their deputy.
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity has implemented an Environmental Management System and is ISO14001:2015 certified. The Entity has been working with the environmental agency to complete the required Impact Assessments and corrective actions, to reduce environmental risks across the site.

CRITERION	RATING	COMMENT
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has documented and implemented an integrated Social Management System and Policies on Occupational Health and Safety (OH&S). A firm commitment, participation, and cooperation between the union, management and employees are the founding elements of the Social Management System. The Entity continues to work closely with the Alcoa Group to implement social performance risk management and mitigation actions.
2.4a-e Responsible Sourcing	Conformance	The Entity has implemented a Responsible Sourcing Policy that addresses ESG issues. The Policy is available at: https://www.alcoa.com/global/en/who-we-are/ethics-compliance/supplier-standards
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity, as there have been no New Projects or Major Changes to existing Facilities.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity, as there have been no New Projects or Major Changes to existing Facilities.
2.7a-f Emergency Response Plan	Conformance	The Entity has developed site specific emergency response plans in collaboration with potentially affected Stakeholder groups including the municipality, employees, union representatives and relevant government bodies for environment, safety and fire prevention. The Entity has demonstrated a systematic approach with planning and training based on the identified risks and regulatory requirements. Information for neighbours is published on Alcoa Norway's webpage: https://www.alcoa.com/norway/no
2.8a-d Suspended Operations	Conformance	The Entity has developed a business resilience plan to address situations where it may have to suspend or significantly alter operations due to factors outside its control, which considers Material adverse ESG impacts. The plan is reviewed regularly in management review meetings and updated when there are any changes to the business or identified risks.
2.9a-b Mergers and Acquisitions	Conformance	The Entity reviews ESG issues in the Due Diligence process for mergers and acquisitions. These elements are governed by Alcoa at a corporate level.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has processes and procedures to review ESG issues in the planning process for any situation involving closure, decommissioning or divestment. A corporate procedure has been established, and national competent authorities and regulators have specific requirements described in permits and operating licenses.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity prepares an annual Sustainability Report on a corporate level and makes the information publicly available at: https://www.alcoa.com/sustainability/pdf/2024-Sustainability-Report.pdf Environmental reporting according to permit requirements are reported to the Norwegian Environment Agency for the production site in Mosjøen and is available at:

CRITERION	RATING	COMMENT
		https://www.norskeutslipp.no/no/Diverse/Virksomhet/?CompanyID=5116 The Entity is referenced within the Alcoa Norway 2024 Annual Report and includes some sustainability performance. This report is available at: https://www.alcoa.com/norway/no/pdf/Alcoa-Norway-AS-Annual-report-2024.pdf
3.2 Non-compliance and Liabilities	Conformance	The Entity publicly discloses information on corporate level on any fines, judgments, penalties, or non-monetary sanctions for failure to comply with Applicable Law through its Sustainability Reporting. This information is published in the 2024 Sustainability Report, page 27: https://www.alcoa.com/sustainability/pdf/2024-Sustainability-Report.pdf
3.3a-c Payments to Governments	Conformance	The Entity has Policies and procedures to ensure compliance with the requirements of ASI Performance Standard and the legal requirements applicable to payments to governments. On a corporate level, a Policy on political contributions has been established: https://www.alcoa.com/global/en/who-we-are/ethics-compliance/political-contributions Only legal and obligatory payments related to taxes and duties are paid. Payments are disclosed in the 2024 Sustainability Report, page 57: https://www.alcoa.com/sustainability/pdf/2024-Sustainability-Report.pdf
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has implemented Complaints Resolution Mechanisms and an Integrity line to address Stakeholder complaints, grievances and requests for information relating to the Entity's operations. This is accessible via: https://www.alcoa.com/global/en/who-we-are/ethics-compliance The Integrity Line is publicly available via phone or web to employees, suppliers, customers, contractors, and other Stakeholders to seek advice on appropriate business practices or to report suspected violations of law, the Alcoa's Code of Conduct, or Policies and procedures. The Integrity line is available at: https://secure.ethicspoint.com/domain/media/en/gui/29154/index.html
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has implemented an Environmental Management System and evaluates environmental aspects from a life cycle perspective. A Life Cycle Assessment (LCA) procedure is developed and Environmental Product Declarations (EPD) consider the life stages of Products produced, have been established for 'Sustana Ecolum low carbon aluminium' qualities. The LCA is third party verified and available to customers upon request.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity has developed a 'cradle-to-gate' LCA which has been third party verified in the Environmental Product Declarations (EPD). The information will be provided upon request. Information on 'Sustana Ecolum low-carbon aluminium' is available at: https://www.alcoa.com/products/sustana and in the 2024 Sustainability Report, page 29:

CRITERION	RATING	COMMENT
		https://www.alcoa.com/sustainability/pdf/2024-Sustainability-Report.pdf
4.2 Product Design	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.3a-b Aluminium Process Scrap	Conformance	The Entity has established systems and processes to separate Aluminium alloys and grades for recycling, as well as targets and action plans to minimise Process Scrap. All Process Scrap generated from the Casthouse is recycled at the site. Aluminium from old furnaces in the potroom is remelted in the Casthouse and pot pads are processed and recycled at an external supplier.
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.4d Collection and Recycling of Products at End of Life	Conformance	As a member of The Recycling Partnership, the largest Aluminium recycling organisation in North America, Alcoa Corporation is involved, engaged, and supports activities promoting collecting and recycling systems to increase recycling rates. The Entity has a strategic partnership with a Trader/supplier to re-melt collected Process Scrap (converted Pre-Consumer Scrap for one customer). The Entity does not buy Scrap from local suppliers.
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity is a part of the EU Emissions Trading Scheme. Direct emissions by source are calculated and reported annually to the Norwegian Environment Agency. Emissions are third party verified and publicly disclosed at: https://www.norskeutslipp.no/no/Diverse/Virksomhet/?CompanyID=5116 Scopes 1 and2 CO2 emissions and energy use for Mosjøen are disclosed in Alcoa Norway's 2024 Annual Report pages 11 and 20-22: https://www.alcoa.com/norway/no/pdf/Alcoa-Norway-AS-Annual-report-2024.pdf Scope 3 emissions for Alcoa including Mosjøen is disclosed in 2024 Sustainability Report 2024, page 81: https://www.alcoa.com/sustainability/pdf/2024-Sustainability-Report.pdf
5.2a Aluminium Smelter GHG Emissions Intensity - Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity, as there are no plans to commission new Aluminium Smelting Facilities after 2020 at the Entity.
5.2b Aluminium Smelter GHG Emissions Intensity - In production up to and including 2020	Conformance	The Entity's GHG emissions are verified by an accredited third party as part of the EU emissions trading scheme. The calculated carbon footprint from the smelter and carbon plant is below 2,5 tonnes CO2-eq. per tonne of Aluminium for Scope 1 and 2 emissions.

CRITERION	RATING	COMMENT
5.3a GHG Emissions Reduction Plans	Conformance	Alcoa corporate has developed a business wide GHG Emissions Reduction Plan and Pathway using the ASI-approved methodology, aligned to a 1.5°C warming scenario. The Entity has committed to a 'well below 2°C scenario, net-zero Scope 1 and 2 emissions by 2050 from a 2015 baseline, with progress tracked against interim targets for 2025 and 2030. The Entity has a continuous focus to reduce and improve GHG Emissions and energy consumption. Alcoa's climate ambitions and actions are presented in the 2024 Sustainability report, pages 78-82: https://www.alcoa.com/sustainability/pdf/2024-Sustainability-Report.pdf
5.3b-e GHG Emissions Reduction Plans - Targets, review and disclosure	Conformance	Alcoa corporate has developed a business wide GHG Emissions Reduction Plan and Pathway using the ASI-approved methodology and has committed to a 'well below 2°C' scenario, 'net-zero' Scope 1 and 2 emissions by 2050, with progress tracked against interim targets for 2025 and 2030 from a 2015 baseline. A site-specific GHG Emissions Reduction Pathway has also been developed (not publicly available). The Entity has a continuous focus to reduce and improve Greenhouse Gas (GHG) Emissions and energy consumption with short term targets established. Alcoa publicly discloses progress against the GHG Emissions Reduction Plan on an annual basis including climate ambitions and actions are presented in the 2024 Sustainability Report, pages 78-82: https://www.alcoa.com/sustainability/pdf/2024-Sustainability-Report.pdf
5.4 GHG Emissions Management	Conformance	The Entity's Energy Management Systems direct the governance, controls, and improvement processes at the site. The Entity has demonstrated over time a commitment to continuously work on energy and emissions reductions. At corporate level, Alcoa has established a GHG Emissions Reduction Pathway with short-term targets, published on in the 2024 Sustainability report, page 79: https://www.alcoa.com/sustainability/pdf/2024-Sustainability-Report.pdf
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	The Entity has established systems and procedures to monitor and report Emissions to Air to national authorities and internally at group level. The aggregated performance is presented in the 2024 Sustainability Report (page 102) and 2024 Alcoa Data Book (page 3): https://www.alcoa.com/sustainability/pdf/2024-Sustainability-Report.pdf and in the Alcoa Norway 2024 Annual Report: https://www.alcoa.com/norway/no/pdf/Alcoa-Norway-AS-Annual-report-2024.pdf Emissions are also reported to Norwegian authorities and are available at: https://www.norskeutslipp.no/no/Diverse/Virksomhet/?CompanyID=5116
6.2a-g Discharges to Water	Conformance	The Entity has established systems and procedures to report on Discharges to Water to national authorities and internally to group

CRITERION	RATING	COMMENT
		level. In the Alcoa Norway Annual Rport, the amount of Polyaromatic Hydrocarbons (PAH)s discharged to water is disclosed in the 2024 Annual Report, page 19: https://www.alcoa.com/norway/no/pdf/Alcoa-Norway-AS-Annual-report-2024.pdf Discharges to Water are reported annually according to the operational permit and are disclosed by the Norwegian Environment Agency at: https://www.norskeutslipp.no/no/Diverse/Virksomhet/?CompanyID=5116
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity regularly assesses major risks related to environmental aspects and potential incidents, including Spills and leakages from the production processes. The Entity has implemented a management and external communication plan, compliance controls, trainings and a monitoring programme in place to prevent and detect any Spills or Leakage to air, water or soil. No Spills or Leakage to the environment were reported in 2024.
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The Entity has established systems to report and communicate to affected parties the potential impacts of significant Spills. Emergency response plans have been established and are regularly reviewed and tested. Any Spills reported to the authorities are available at: https://www.norskeutslipp.no/no/Diverse/Virksomhet/?CompanyID=5116
6.5a-c Waste Management and Reporting	Conformance	The Entity has implemented a waste management strategy focusing on waste mitigation, recycling, and reuse. Waste management and improvement programs on the reduction of waste generation and use of waste fractions are established. Non-Hazardous Wastes are collected by partner companies. The Entity discloses on an annual basis, the quantity of Hazardous and Non-Hazardous Wastes generated by the Entity and associated waste disposal methods used. This is reported to Norwegian authorities, available at: https://www.norskeutslipp.no/no/Diverse/Virksomhet/?CompanyID=5116 and in the Alcoa Norway Annual Report, available at: https://www.alcoa.com/norway/no/pdf/Alcoa-Norway-AS-Annual-report-2024.pdf Aggregated waste volumes are disclosed in the Alcoa Sustainability Report, page 105: https://www.alcoa.com/sustainability/pdf/2024-Sustainability-Report.pdf
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)	Conformance	The Entity has implemented robust systems and management processes related to the management of Spent Pot Lining (SPL). The SPL facility is an indoor installation with no release of SPL or leachate to the environment. The sorted end fraction is landfilled at NOAH (https://en.noah.no), a national landfill for Hazardous Waste. Wastes generated at the Norwegian operations is disclosed in Alcoa Norway 2024 Annual Report, page 17:

CRITERION	RATING	COMMENT
		https://www.alcoa.com/norway/no/pdf/Alcoa-Norway-AS-Annual-report-2024.pdf
6.8a-d Dross	Conformance	The Entity has established processes and procedures to maximise the recovery of Aluminium by treatment of Dross and Dross residues. The Entity recovers Aluminium from Dross internally with the use of drip pans, and externally in co-operation with an external Dross processor. All recovered Aluminium from Dross by the external processor is returned to the site and recycled. The Entity remelts 100% of the recovered Aluminium from Dross returned from its external Dross processor. The Norwegian operations participate in a joint research project with other industrial partners which aims to further enhance the recovery of Aluminium from Dross.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity has documented a water balance that illustrates water input and output flows, with a monitoring of water use at the Facility. Water is abundant in Mosjøen, and risk assessments conclude that there is a low risk for water scarcity at the Facility and surrounding areas. The region has a low risk level for water scarcity according to World Resources Institute (**https://www.wri.org**). Aggregated water data are reported in the 2024 Sustainability Report, , page 109: https://www.alcoa.com/sustainability/pdf/2024-Sustainability-Report.pdf
7.2a-e Water Management	Not Applicable	This Criterion is not applicable to the Entity as the level of risk identified during the water risk assessment is low. Water is not a scarce resource at the Entity. The Entity still closely monitors its water use by source and applies efforts to improve water efficiency.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity has assessed the risks and Materiality of impacts on Biodiversity from the land use and activities in the Entity's Area of Influence and the Biodiversity Mitigation Hierarchy is implemented in the methodology used. Risks to Biodiversity in the Area of Influence of Alcoa Mosjøen is considered low. The air quality in the region was investigated in 2024 by NILU, an independent climate and environmental research institute and concluded that all measured components are well within permit limits. Marine life in the Vefsn fjord is also regularly monitored by Norwegian Institute for Water Research (NIVA). These reports are publicly available at: https://www.norskeutslipp.no/no/Diverse/Virksomhet/?CompanyID=5116 The Entity has three sources of water to the plant. Industrial water used in the processes comes from three dams owned by Alcoa which is supplied to the Facility by water pipes from the river. The dams have been risk assessed and classified by the Norwegian Energy Regulatory Authority. The Entity is located on the coastline of Northern Norway. Water is abundant in the region due to annual heavy rain and snow. The water

CRITERION	RATING	COMMENT
		risk in the region considered to be low according to the Water Resource Institute (WRI). The Entity obtains vegetation samples for analysis every year, all the reports conclude that the fluoride levels and general impact on flora, fauna and biota near the smelter overall are low.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criteria is not applicable to the Entity, as it does not impact on Ecosystem Services and is documented as low. A Biodiversity risk assessment was conducted in 2019, and the site has surveillance programs of its Area of Influence which includes air quality, flora and fauna in the Mosjøen area and sediments and mussels in the Vefsn fjord. Alcoa is supported by external partners on the surveillance programs.
8.2a-g Biodiversity Management	Conformance	The Entity has undertaken Biodiversity mapping resulting in an action plan for Biodiversity aspects. The Entity has assessed the risk and Materiality of the impacts on Biodiversity from the land use and activities in the Entity's Area of Influence according to the Biodiversity Mitigation Hierarchy.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criteria is not applicable to the Entity as it does not depend on Ecosystem Services.
8.4 Alien Species	Conformance	The Entity has implemented procedures and guidance on environmental and product stewardship addressing topics including Biodiversity and Alien Species.
8.5a-b Commitment to "No Go" in World Heritage Properties	Conformance	The Biodiversity Policy is published on Alcoa's website with a commitment to not explore, mine or operate in World Heritage sites: https://www.alcoa.com/global/en/who-we-are/ethics-compliance/biodiversity-policy
8.6a-d Protected Areas	Conformance	The Biodiversity Policy includes a statement that it respects legally designated Protected Areas, such as National Parks and nature reserves, where strict nature conservation is the management objective. The Biodiversity Policy is published at: https://www.alcoa.com/global/en/who-we-are/ethics-compliance/biodiversity-policy
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		
9.1a-d Human Rights Due Diligence	Minor Non-Conformance	The Entity has established a Human Rights Policy, available at: https://www.alcoa.com/global/en/who-we-are/ethics-compliance/human-rights-policy In 2024, the Entity has completed a Human Rights Due Diligence assessment which was completed by a third party and processes have been implemented to identify potential and actual risks and actions to eliminate or minimise risks.

CRITERION	RATING	COMMENT
		Topics included working and labour conditions, safety, land management, integrity, health and safety, and the environment, as well as relationships with communities, suppliers, and customers. In addition, In addition, the assessment included links to impacts from one of the Entity's electricity providers on the Sámi Jillen-Njaarke Reindeer District and concludes that more engagement between the Entity and the Sámi community is required. It was identified however that further efforts should be implemented to effectively integrate the findings of the Due Diligence assessment into the Entity's operations and other risk management processes. The Entity has implemented active steps to address this finding.
9.2a-e Gender Equity and Women's Empowerment	Conformance	The Entity's Code of Conduct and Ethics supports diversity among its employees. The Entity has introduced various measures to increase the number of female employees and female leaders, including inclusive Facilities, work design and maternity measures. At present, the Entity can demonstrate a gender balance within its leadership team. Effectiveness of these measures is disclosed, at a Group level, within the 2024 Sustainability Report, pages 68 and 75: https://www.alcoa.com/sustainability/pdf/2024-Sustainability-Report.pdf
9.3a-i Indigenous Peoples	Conformance	The Entity has developed and implemented a relationship enhancement strategy with the local Jillen-Njaarke Sámi Reindeer District, following concerns expressed by the Reindeer District about the potential effects and cumulative impacts of Øyfjellet wind farm. The wind farm is located on land which is part of the annual migration route and a seasonal migration corridor used by reindeer herds to move between grazing areas which have a diversity of impacts including Ecosystem Services (i.e. cultural services of Sami peoples) and environmental harm such as defined by the Indigenous Peoples. The Reindeer District has indicated that the wind farms also have impacts on grazing land, as infrastructure, turbine activity, and associated disturbances reduce their usability while affecting the nutritional status of the herd. The District has reported that these changes have contributed to lower birth numbers and reduced physical condition of reindeer calves, which is a recognised indicator of stress in reindeer husbandry systems. Overall, the effects of the wind farm extend beyond migration disruption and may directly affect the long-term viability of reindeer husbandry in the District. The Entity purchases electricity from Oyfjellet and seeks to ensure that Human Rights are being respected within its supplier base and Area of Influence. Collaboration is ongoing with all parties to reduce impacts to reindeer herding. The District acknowledged that Alcoa operations do not directly impact their community, and the dispute mainly rests between the Øyfjellet wind farm and Jillen-Njaarke Sámi Reindeer District. At the time of the ASI Audit in November 2025, the legal dispute between Øyfjellet wind farm and Jillen-Njaarke Sámi Reindeer District was still pending legal settlement (court appeal by the Reindeer District). Information on the case is published in the 2024 Sustainability Report, page 52: https://www.alcoa.com/sustainability/pdf/2024-Sustainability-Report.pdf and in Alcoa Norway 2024 Annual Report, page 25: https://www.alcoa.com/norway/no/pdf/Alcoa-Norway-AS-Annual-report-2024.pdf

CRITERION	RATING	COMMENT
		The Øyfjellet wind farm is not considered an Associated Facility however it has been identified as part of the Entity's Area of Influence. Whilst the smelter commenced operations in 1962 the Oyfjellet-windfarm was commissioned in 2023. The Entity is able to operate independently without using any power from the wind farm. The construction and operation of the Oyfjellet-windfarm was not commissioned by the Entity. In 2018, however, the Entity entered a long-term agreement to buy 100% of the power generated from the wind farm, with energy being sourced from the wind farm in 2023, and as a consequence the Entity is now indirectly involved. As a result, Alcoa's strategy focuses on acknowledging its indirect impacts and negating any potential cumulative impacts. In 2024, Alcoa increased its engagement with the Indigenous Jillen-Njaarke Reindeer District. The Entity has strengthened the bilateral relationship of the District with Alcoa and facilitated further tri-party engagement with the Øyfjellet wind farm and the Sámi Reindeer District. In addition, the Entity has also engaged with the Oyfjellet-wind farm to understand its engagement with the District and Reindeer migration mitigation measures. Alcoa has significantly increased its direct engagement with the Sámi representatives during the past few years which include collaborating on cultural awareness, supporting advocacy for the protection of Indigenous rights, and identifying opportunities for Alcoa social investment support. The Entity has established an Indigenous Peoples Policy which respects the rights and interests of Indigenous Peoples. The Policy is available at: https://www.alcoa.com/global/en/who-we-are/ethics-compliance/indigenous-peoples-policy
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity as there are no New Projects and Major Changes initiated that require FPIC. The Entity however has implemented procedures and practices including the cooperation with local Stakeholders and evaluation of impacts on Indigenous Peoples for all new projects and Major Changes for existing production Facilities. The Entity's Indigenous Peoples Policy is available at: https://www.alcoa.com/global/en/who-we-are/ethics-compliance/indigenous-peoples-policy
9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9.4c Free, Prior, and Informed Consent (FPIC) - Demonstrate support	Not Applicable	This Criterion is not applicable to the Entity as there are no New Projects and Major Changes initiated that require FPIC.
9.5a Cultural and Sacred Heritage – Identification	Conformance	The Kulturminnesøk (Cultural heritage search) database shows there are no Cultural and Sacred Heritage within the smelter's Area of Influence, and this was confirmed by Jillen Njaarke Reindeer District. Norwegian Law on cultural heritage will apply if the site plans to expand, no such issue has been raised previously. The Entity has established Policies and procedures to consult with local, regional and national government bodies in such cases.

CRITERION	RATING	COMMENT
9.5b Cultural and Sacred Heritage – Impacts	Not Applicable	This Criterion is not applicable to the Entity as there are no New Projects or Major Changes. The Kulturminnesøk (Cultural heritage search) database shows there are no Cultural and Sacred Heritage within the smelter's Area of Influence. The Entity presented mapping from the Directorate for cultural heritage Askeladden database which was validated by Jillen Njaarke Reindeer District. The district did not identify any gaps in the data based on their traditional knowledge and oral history and agreed that the plant has no impacts on their cultural heritage or services.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity as there are no such projects where physical displacements of communities or persons are necessary or relevant.
9.7a-h Affected Populations and Organisations	Conformance	The Entity implements a proactive approach of working with Local Communities and neighbourhood organisations to improve and support mutual interests. The Entity supports local initiatives within education, activities, sports clubs and NGOs through Alcoa Foundation. For any New Projects and Major Changes, the Entity has systems in place to ensure effective assessment of community impact, and processes for neighbourhood communications. The Entity has summarised the impact from their operations and potentially affected Stakeholders. Measures to avoid, mitigate or manage these impacts are outlined in the plant's environmental management plan and social performance plan. For noise, the Entity has undertaken noise studies, has a noise plan, and is operating within permit limits. As a result of a noise complaint related to the port, the Entity is working towards implementing solutions to reduce noise emanating from the port. In addition, the Entity has implemented an investigation plan to confirm the source of the noise and potential mitigation measures. The Entity has an ambient air quality monitoring program and is operating within permit limits. Concerns have been raised, however, with respect to dust emissions, and the Entity is working with an external consultant to develop a monitoring programme to identify the source of dust and its composition. The consultant's preliminary assessment indicated that the dust is not harmful to human health. The public disclosure of noise and dust mitigation and management plans are planned to occur after the investigations have been finalised. If the Entity is determined to be the source, this will happen after the mitigation measures have been agreed upon with the complainants and implemented.
9.8a Conflict-Affected and High-Risk Areas - Strong management systems	Conformance	The Entity is located in Norway, a country where armed conflict or Human Rights abuses is not common. The Entity has on a corporate level established Policies and a supplier standard which is part of the contract with Alcoa. All suppliers are evaluated using the EcoVadis system and specific focus is on suppliers in high-risk countries.
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity has systems and resources in place dedicated to responsible sourcing. A traceability exercise was recently undertaken to track material origin locations. The supplier risk management tool automatically flags suppliers operating in Conflict-Affected and High-Risk Areas (CAHRAs).

CRITERION	RATING	COMMENT
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	The Entity has implemented a transparent responsible sourcing strategy, with key pillars of assess, audit, advance. Where risks are identified, suppliers must complete an ESG questionnaire, formulate corrective actions plans or subject to onsite audit were necessary. Further information is available at: https://www.alcoa.com/global/en/contact/supplier/responsible-sourcing-program
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 has disclosed their responsible sourcing efforts, available for external Stakeholders to review. The Sustainability Report includes a chapter for supply chain management, where the assess, audit, advance framework is outlined. The effectiveness of these measures is disclosed at: https://www.alcoa.com/sustainability/pdf/2024-Sustainability-Report.pdf The Human Rights Policy and further responsible sourcing information is available at: https://www.alcoa.com/global/en/contact/supplier/responsible-sourcing-program
9.9 Security practice	Conformance	Security staff undertake their duties in accordance with the Alcoa Code of Conduct and Ethics. All security staff are employed by the Entity and also receive training on site.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	Freedom of Association and right to Collective Bargaining is well organised and enshrined in Norwegian law. The Entity has implemented a Human Rights Policy respecting the Freedom of Association and right to Collective Bargaining. The Policy is available at: https://www.alcoa.com/global/en/who-we-are/ethics-compliance/human-rights-policy All Trade Unions present at the Entity are included in cooperation and bargaining with the management.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	The Criterion is not applicable to the Entity as Freedom of Association and the Right to Collective Bargaining in Norway are regulated by law.
10.2a-c Child Labour	Conformance	There is no employment of Workers under the age of 17 years. The Entity's Human Rights Policy and Code of Conduct both prohibit the use of Child Labour. This Criterion is also assessed through the Union and under Norwegian law.
10.3a-c Forced Labour	Conformance	The Entity does not engage in, nor support the use of Forced Labour as defined in ILO Conventions. No incidents were found at the Entity. The Entity has established a Human Rights Policy and abides to applicable law. Working conditions are defined by law, Collective Bargaining agreements and described in Worker contracts:

CRITERION	RATING	COMMENT
		https://www.alcoa.com/global/en/who-we-are/ethics-compliance/human-rights-policy The Modern Slavery Statement is available at: https://www.alcoa.com/sustainability/pdf/2024-Modern-Slavery-Statement.pdf
10.4a-c Non-Discrimination	Conformance	The Entity has developed and implemented an Equal Employment Opportunity Policy addressing zero tolerance to Discrimination and a Human Rights Policy, available at: https://www.alcoa.com/sustainability/en/communities/human-rights The Entity implements several inclusion initiatives, part of its Inclusion Strategy, which is considered beyond legal requirements, and incorporates a series of proactive actions. The Entity has demonstrated through Policies, Code of Conduct and staff interviews that it conducts its business with respect for Human Rights, including prevention of bullying, Harassment and other Violence, promoting gender balance and equal pay for comparable jobs.
10.5 Communication and engagement	Conformance	The Entity has an open and inclusive communication between management, Workers and unions. The Entity has implemented systems to raise concerns, report non-conformities and for improvement suggestions. Open meetings for all employees are held regularly by the Entity's management. Several committees, including an OH&S Committee and union-management joint committee meet on a regular basis.
10.6a-g Violence and Harassment	Conformance	Alcoa corporate Policies, values and Code of Conduct and Ethics are important guidance and rules related to disciplinary practice apply to the Entity. Refer to: https://www.alcoa.com/global/en/who-we-are/ethics-compliance/pdf/code-conduct/Code_Conduct_English.pdf Additionally, the Entity adheres to national legislation via the Working Environment Act. Reports of Violence or Harassment can be made to the relevant manager, to union representatives, to safety delegates or reported to the integrity line. During the Audit, employees' representatives, as well as safety delegates corroborated the principles of the associated Policies.
10.7a-c Remuneration	Conformance	The Entity pays wages according to agreements with appropriate Labour Unions. The Workers interviewed expressed general satisfaction with the salary levels at the Entity. A tariff agreement between management and unions is in place. Payments of wages are conducted monthly in a timely manner to each employee's bank account. All Workers receive payslips with payment details.
10.8a-c Working Time	Conformance	Working hours are governed by Collective Bargaining agreements, which in turn are connected to Norwegian labour law. The Entity has implemented systems, digital and human checks, in place to closely monitor working hours, including Overtime. Different shift models are in place in the Entity and are approved by collective agreements. Public holidays and annual leave are remunerated according to Norwegian law.

CRITERION	RATING	COMMENT
10.9a-b Informing Workers of Rights	Conformance	Workers are effectively informed of their rights through individual employee contracts, union representation and meetings, plant townhalls, and digitally through email and intranet. This was confirmed during the Audit through interviews with management, Workers and union representatives. The Code of Conduct and other Alcoa Policies outline Worker rights: https://www.alcoa.com/global/en/who-we-are/ethics-compliance/pdf/code-conduct/Code_Conduct_English.pdf
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has a documented and implemented Occupational Health and Safety (OH&S) Management System that is in conformance with Norwegian Internal control regulations and the Working Environment Act in addition to ISO 45001:2018 certification.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The Entity reviews it is OH&S Management System periodically in accordance with Norwegian legislation and ISO 45001:2018 certification. Disclosure on effectiveness, health and safety KPIs is in the 2024 Sustainability Report, pages 43: https://www.alcoa.com/sustainability/pdf/2024-Sustainability-Report.pdf Data for benchmarking to the International Aluminium Institute and ICMM, refer to: https://www.icmm.com/en-gb/research/health-safety/benchmarking-2024-safety-data
11.2 Employee engagement on Health and Safety	Conformance	The Entity has established industry practices on OH&S in cooperation with management and its employees. Several committees on Health and Safety have been implemented. The Entity ensures a safety delegate is present for all shifts, with monthly delegate communication meetings to address and raise concerns.

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	6 February 2020	Initial Certification Audit - Full Certification
1	12 January 2023	Re-Certification Audit
2	6 February 2026	Re-Certification Audit and Scope Change – Full Certification; Scope Change from V2 to V3.1 of the ASI Performance Standard
3	15 June 2026	Audit Firm corrected from 'Bureau Veritas Certification' to 'DNV Business Assurance Services UK Ltd.'