



ARCONIC

REAL

13

Responsible. Essential. Aluminum.

2022 Sustainability Report

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ABOUT THIS REPORT

Arconic has developed this 2022 Sustainability Report in alignment with the Sustainability Accounting Standards Board (SASB) Metals & Mining Standard (2021) and with reference to Global Reporting Initiative (GRI) Standards and reporting guidelines from the Aluminium Stewardship Initiative (ASI) Standards. The accuracy and completeness of the information contained in this 2022 Sustainability report is verified by leaders of our business functions. This report discloses information and data for the fiscal year that ended on December 31, 2022, which aligns with our financial reporting period in the [Form 10-K](#) filed with the U.S. Securities and Exchange Commission on February 21, 2023.

REPORTING SCOPE

The boundary of information presented within this report covers all three Arconic business segments – Rolled Products, Building and Construction Systems (BCS), and Extrusions – and all manufacturing facilities. Unless otherwise noted, the information in this report is reflective of all global operations where we have financial and/or operational control. In November 2022, Arconic completed the sale of our Russian operations, leading to a change in the reporting scope compared to our 2021 report and disclosures in previous years. For more information about the divestiture, please see our most recent Form 10-K.

RESTATEMENT OF INFORMATION

Due to the 2022 divestiture of our Russian operations, Arconic has recalculated 2021 metrics to exclude the data accordingly in an effort to capture an accurate baseline for our sustainability strategy and targets. The exclusion of the Russian data is reflected in a reduction of our 2021 footprint but may result in an increase in intensity figures for certain cases due to a loss of production volume compared to previously reported values. For more information, please refer to the footnotes and data appendices included throughout this report.

LEGAL

Materiality

Information defined as material and presented in this report is based on criteria developed by third-party disclosure frameworks. The concept of materiality may vary between these organizations and, more importantly, is different than the meaning from a financial perspective applied to the Company's filings with the U.S. Securities and Exchange Commission. Accordingly, such information may not be considered material for financial reporting purposes. See our "Materiality Assessment" section for a description of how materiality was determined for the purposes of the information presented in this report. Please see our Annual Report on Form 10-K for the year ending on December 31, 2022, filed with the U.S. Securities and Exchange Commission on February 21, 2023, and other reports filed with the U.S. Securities and Exchange Commission, which are available at www.arconic.com.

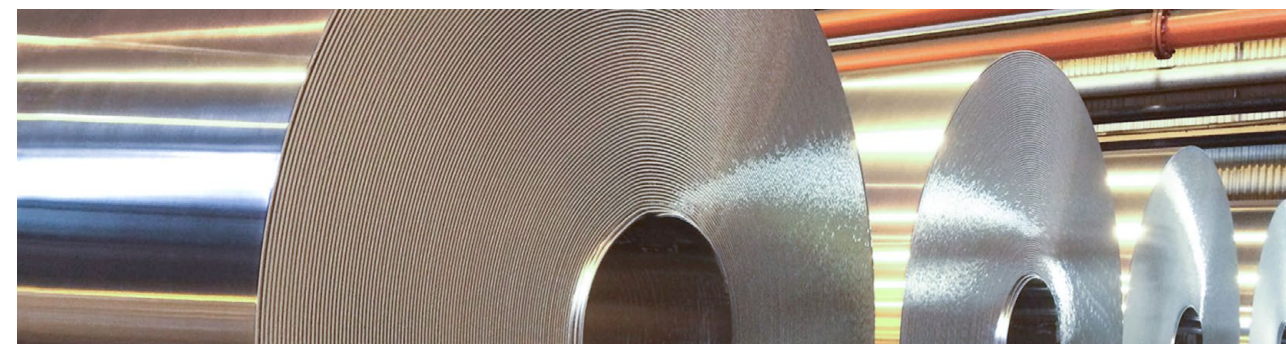
Forward-looking Statements

This report contains certain statements that relate to future events and expectations and, as such, constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements include those containing such words as "anticipates," "believes," "could," "estimates," "expects," "forecasts," "goal," "intends," "may," "outlook," "plans," "projects," "seeks," "sees," "should," "targets," "will," "would" or other words of similar meaning. All statements that reflect Arconic's expectations, assumptions, or projections about the future, other than statements of historical fact, are forward-looking statements. Forward-looking statements in this document may include, but are not limited to, statements regarding Arconic's sustainability targets, goals, commitments, and initiatives as well as other operational strategies. Forward-looking statements by Arconic are not guarantees of future performance and are subject to known and unknown risks, uncertainties, and changes in circumstances that are difficult to predict. Although Arconic believes that expectations reflected in any forward-looking statements are based on reasonable assumptions, it can give no assurance that these expectations will be attained, and it is possible that actual results may differ materially from those indicated by these forward-looking statements due to a variety of risks and uncertainties. For a discussion of some of the specific factors that may cause Arconic's actual results to differ materially from those projected in any forward-looking statements, see the risk factors described in Part I Item 1A of the Arconic Corporation Annual Report on Form 10-K for the fiscal year ended December 31, 2022, our Quarterly Reports on Form 10-Q, and our other reports filed with the Securities and Exchange Commission. Arconic disclaims any obligation to update publicly any forward-looking statements, whether in response to new information, future events or otherwise, except as required by applicable law.

All company names, trademarks, and product/service names herein are the property of their respective owners and used for identification purposes only. No endorsement is implied.

For more information regarding our Sustainability commitment, please visit www.arconic.com/esg; write to Corporate ESG at Arconic Corporation, 201 Isabella Street, Suite 400, Pittsburgh, PA 15212-5872; or e-mail sustainability@arconic.com.

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Introduction



Arconic is committed to responsible corporate citizenship and maintaining strong values that minimize the Company's environmental footprint and support the well-being of our key stakeholders, including shareholders, employees, customers, suppliers, and communities in which we operate.

- [CEO Statement](#)
- [About Arconic](#)
- [2022 Sustainability Highlights](#)
- [Sustainability Strategy](#)
- [2030 Sustainability Goals](#)

CEO Statement



At Arconic, we are focused on real world sustainability. To us, it's not just about aspiration. It's about a genuine responsibility to get it right on environmental stewardship, energy conservation, protecting human rights, high safety standards, best-in-class corporate governance, and fostering a diverse, equitable, and inclusive culture. To make a real impact on sustainability, we took the time to understand where we are, where we want to be in the future, and what it would take to get there.

In 2022, we were able to utilize the insights we gained through our materiality assessment to determine a set of qualitative and quantitative 2030 sustainability targets for our four strategic pillars – Planet, Products, People and Process – which will direct our efforts in alignment with 7 interlinked United Nations Sustainable Development Goals (UN SDGs). These targets will shape our focus in delivering innovative solutions that will position Arconic as a powerful change agent for a sustainable future.

To ensure accountability and progress toward our sustainability targets, we established working groups that are tasked with administering effective and powerful programs in support of achieving our vision. These working groups, which are organized across Planet, Products, People and Process, focus on critical areas including decarbonization, commercial innovation, our people, supply chain sustainability, aluminum sourcing, and scrap utilization.

Throughout the year, we have been making steady progress in all of our targeted areas of sustainability. In the area of environmental stewardship, we worked to decrease emissions from purchased metal, which is the largest contributor to our Scope 3 emissions, by reducing primary metal volume and increasing scrap volume. The strategy resulted in a 13% reduction in the carbon intensity of purchased metal, which contributed to a 10% overall reduction in GHG emissions intensity compared to our 2021 baseline year. With regard to compliance, we had zero environmental spills or violations resulting in a significant fine.

Our products are a key enabler to our customers' sustainability efforts, and we seek to further accelerate product innovation through partnerships within our value chain and to increase product circularity by continuously improving our solutions and processes. In 2022, we invested \$37 million in research and development, focused on our innovative products and technologies that enable customers in our end markets to provide consumers with greater fuel efficiency, higher safety ratings, and improved thermal properties in addition to an end-of-life recyclability that gives them a circularity few other materials can match. We continuously collaborate with our customers to incorporate our material and technologies into their end products for the purpose of achieving greater sustainability, in addition to a multitude of other consumer benefits.

11%

reduction in primary metal volume

13%

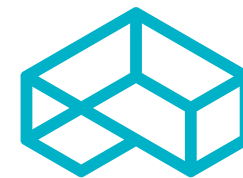
reduction in the carbon intensity of purchased metal

10%

reduction in overall GHG emissions intensity

\$37M

invested in research and development



ARCONIC

The value of our people cannot be overstated. We are committed to best-in-class health and safety practices, continuous skills development, and living our [Values](#) outlined in our Code of Conduct. In addition to our focus on safety, our values demonstrate our commitment to cultivating an inclusive and diverse culture that advocates for equity at all levels of the organization. In 2022, we engaged an independent third party to assess pay equity in our compensation practices, and we made adjustments where pay gaps were identified. We also conducted a “living wages” review of our entire employee population to confirm that we meet or exceed local living wage levels wherever we operate. We continue to focus on attracting and retaining diverse talent, and we have made progress on that front, with ethnic diversity in our United States (U.S.) workforce jumping from 22.6% in 2021 to 25.6% in 2022.

We also invested in our employees’ health and wellness, skills, career development, and safety. Last year, over 3,300 salaried employees completed more than 27,000 hours of skills training through our global learning system. We continued our leadership training program in partnership with Cornell University and continued to support the organization’s smart manufacturing strategies through best practice sharing and partnerships with top technical universities. We also understand the importance of training our employees and contractors around health, safety, and environmental requirements to mitigate any safety risks or incidents that may arise during business operations. Overall, our Environment, Health and Safety (EHS) team spent 1,238 hours on EHS conferences and training for professional certifications and development. In addition, our employees and contractors completed approximately 160,391 combined hours of EHS training during the year. In 2022, all our key safety rates remained significantly below the most recent U.S. averages for our industry.

In addition to protecting our own employees, we respect and protect all human rights as a company mandate. We expect all members of our supply chain to operate their businesses in a responsible and ethical manner as outlined in our Supplier Standards, and we frequently engage our community stakeholders through a variety of grants, volunteering events, and philanthropic initiatives to continue to bring positive impacts to the people and neighborhoods we serve. Through our

charitable arm, Arconic Foundation, we partner with nonprofits and community organizations to enhance education through skill-building learning experiences, promote environmental sustainability, and advance social equity. Last year, Arconic Foundation awarded \$7.8 million in grants to 137 organizations that support our communities in seven countries, including Canada, China, France, Germany, Hungary, the United Kingdom (UK), and the United States (U.S.).

We are committed to conducting business ethically and in compliance with all applicable laws. Our Board of Directors (Board) ensures our governance practices are robust and consistent with our integrity culture. As part of our increased focus on ESG, we added a new Board member last year, Ellis Jones, who has deep knowledge of environmental sustainability, health, and safety matters. He sits on our Governance and Nominating Committee, which has oversight responsibility for ESG matters, including the establishment of sustainability goals and targets and the development of policies and related strategies. As you read through this report, you will learn more about the progress we have already made on our sustainability journey. We look forward to continuing that progress as we take real, measurable action toward our 2030 sustainability targets, partnering with all of our stakeholders to achieve the common goal of advancing sustainable solutions for a better world.

Sincerely,



Tim Myers
Chief Executive Officer
Arconic Corporation

25.6%
ethnic minority
workforce within U.S.

27,000
hours of skills training
completed through our
global learning system

160,391
combined hours of
EHS training during
2022

\$7.8M
in grants awarded
by Arconic
Foundation

137
organizations that
support our communities
received those grants











As you read through this report, you will learn more about the progress we have already made on our sustainability journey.

ABOUT ARCONIC

Arconic Corporation (“Arconic” or the “Company”) is a global leader in manufacturing aluminum sheet, plate, extrusions and architectural products and systems, serving primarily the ground transportation, aerospace, building and construction, industrial, and packaging end markets. We maintain a competitive position in our targeted markets through our global footprint of 20 primary manufacturing facilities, as well as various sales and service facilities, located across North America, Europe, the UK and China.

ARCONIC AT A GLANCE

We offer exceptional products, as well as certain technical services, with a global workforce of over 11,500 employees. We generated \$9 billion in annual revenue in 2022. For additional information about our financial performance and business, please see our 2022 [Form 10-K](#).

 <p>11,550 global workforce</p>	 <p>20 major manufacturing operations</p>	 <p>\$9.0B 2022 revenue</p>	 <p>35% revenue from ground transportation</p>
 <p>19% revenue from industrial and other</p>	 <p>17% revenue from building and construction</p>	 <p>18% revenue from packaging</p>	 <p>11% revenue from aerospace</p>

Our Values

At Arconic, our core values empower us to drive innovation and business performance in a way that serves our stakeholders and the planet in a responsible and ethical manner. These values guide our strategies and ensure business integrity and sustainability in everything we do to support our unwavering commitment to corporate responsibility.



Act With Integrity
We lead with respect, honesty, transparency, and accountability.



Safeguard our Future
We protect and improve the health and safety of our employees, communities, and environment.



Grow Stronger Together
We cultivate an inclusive and diverse culture that advocates for equity.



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



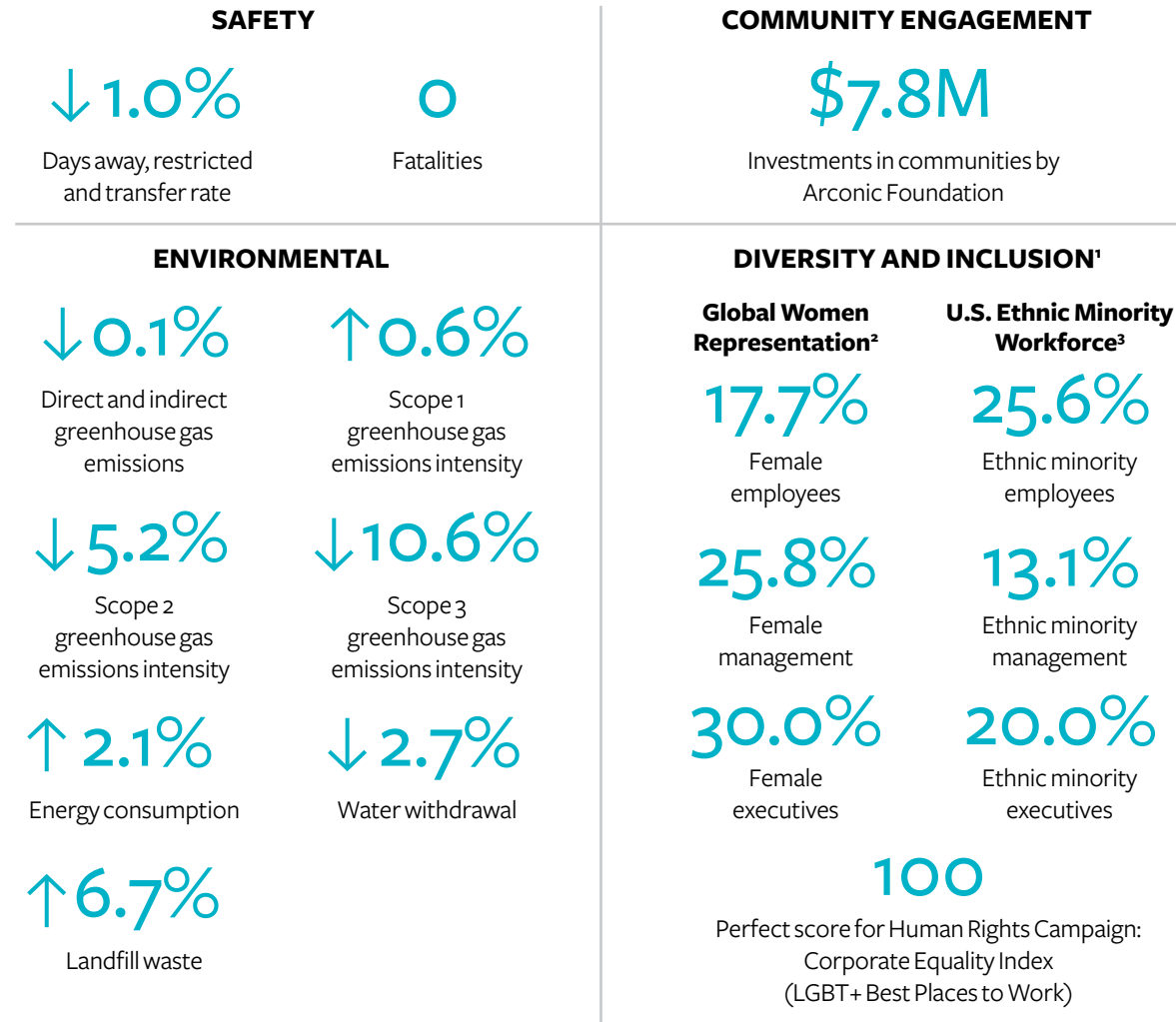
Drive Operational Excellence
We pursue continuous improvement through innovation, agility, people development, and collaboration.



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

2022 SUSTAINABILITY HIGHLIGHTS

We work hard to stay true to our commitment of delivering positive impacts to the planet, our people, and our communities. Below is a snapshot of our 2022 performance compared to 2021, demonstrating our progress toward ESG excellence.



UN GLOBAL COMPACT ENGAGEMENT

Target Gender Equality Accelerator Initiative Women's Empowerment Principles

¹Management represents members of management other than executives. Executives represent leaders who serve in positions of Vice President and higher.
²Percentages are calculated on a global basis and include locations where Arconic has valid data. Some regions and countries have privacy laws and regulations that may prevent Arconic from reporting on certain employee demographics and those regions or countries are not included in the global percentages of female employees.
³Represents employees from racial or cultural minority groups. Data is presented on a U.S. basis only.

SUSTAINABILITY STRATEGY

Our sustainability vision is to deliver the most sustainable aluminum solutions throughout our value chain, and our strategy is informed by a robust materiality assessment process. To advance our ambition and commitments, we set 2030 sustainability goals that will drive global action under five key working groups.

MATERIALITY ASSESSMENT

We strive to continuously advance our ESG strategy and performance while maximizing the value we bring to our stakeholders. To understand broad ESG priorities, we intend to conduct a materiality assessment every three years to capture the diverse views of our stakeholder groups.⁴ In 2021, we partnered with a third-party consulting firm and engaged key internal and external stakeholders to complete a holistic review and identification of ESG topics that are material to our operations and value chain. The stakeholders we collected input from included, but were not limited to, customers, shareholders, suppliers, communities, executive teams and our Board of Directors. The insights and perspectives informed a double materiality screening process that captured potential financial and ESG implications of various topics associated with Arconic's business, the environment and society. The chart below illustrates ESG issues that were identified as highly relevant. We manage new and emerging ESG topics internally and will report changes in our material topics in future disclosures, as appropriate.

Strategic development and alignment



⁴The terms “material” and “materiality” as used in the context of this report, are different from such terms as used in the context of our filings with the U.S. Securities Exchange Commission. For more information, please see [About this Report](#) section within this report.

2030 SUSTAINABILITY GOALS

We are proud to announce newly established qualitative and quantitative sustainability goals for our four strategic pillars – Planet, Products, People, and Process. These 2030 goals will direct our efforts in alignment with prioritized UN SDGs, as well as shape our focus on delivering innovative solutions and continuing to be a powerful change agent for a sustainable future. Approved by our Board in early 2023, the goals reflect in depth company-wide efforts invested in 2022 and will drive concrete actions addressed throughout this report.



PLANET

30% reduction in Scope 1, 2, and 3 GHG emissions intensity
10% reduction in energy intensity



PRODUCTS

Increase partnerships to accelerate product innovation
Increase product circularity through sourcing and use improvements



PEOPLE

35% of salaried workforce are women



PROCESS

80% of high-risk suppliers achieve management program compliance



Baseline year 2021.

SUSTAINABILITY WORKING GROUPS

Our working groups are created to support environmental sustainability, product innovation, responsible consumption and production, workplace inclusion, and supply chain management throughout our business practices and strategies. The objectives of the working groups include:

- **Operational Decarbonization:** Operate our processes to achieve greater efficiencies and execute a credible emissions and energy reduction strategy.
- **Commercial Sustainability and Innovation:** Create competitive advantages and drive customer loyalty/business growth through advanced technologies and business practices.
- **Sourcing and Use:** Develop an aluminum sourcing, utilization, and buy-back initiative to increase low-carbon prime and recycled content.
- **Supply Chain Sustainability:** Advance Arconic’s ability to identify and manage environmental, human rights, and ethics topics within our supply chain. Ensure due diligence, proper risk mitigation and controls, and strive for continuous improvement.
- **People and Culture:** Target Arconic’s workforce to reflect the diversity in the communities we operate and facilitate an inclusive environment for all employees. Equitably recruit, develop, and retain talent that supports our ability to grow the business.

STANDARDS & CERTIFICATIONS

Responsible aluminum production, sourcing and stewardship is an ongoing priority for Arconic. We demonstrate this through key independent industry and audit programs, which enable us to assess potential impacts of our activities and continuously improve our performance.

The Aluminium Stewardship Initiative (ASI)

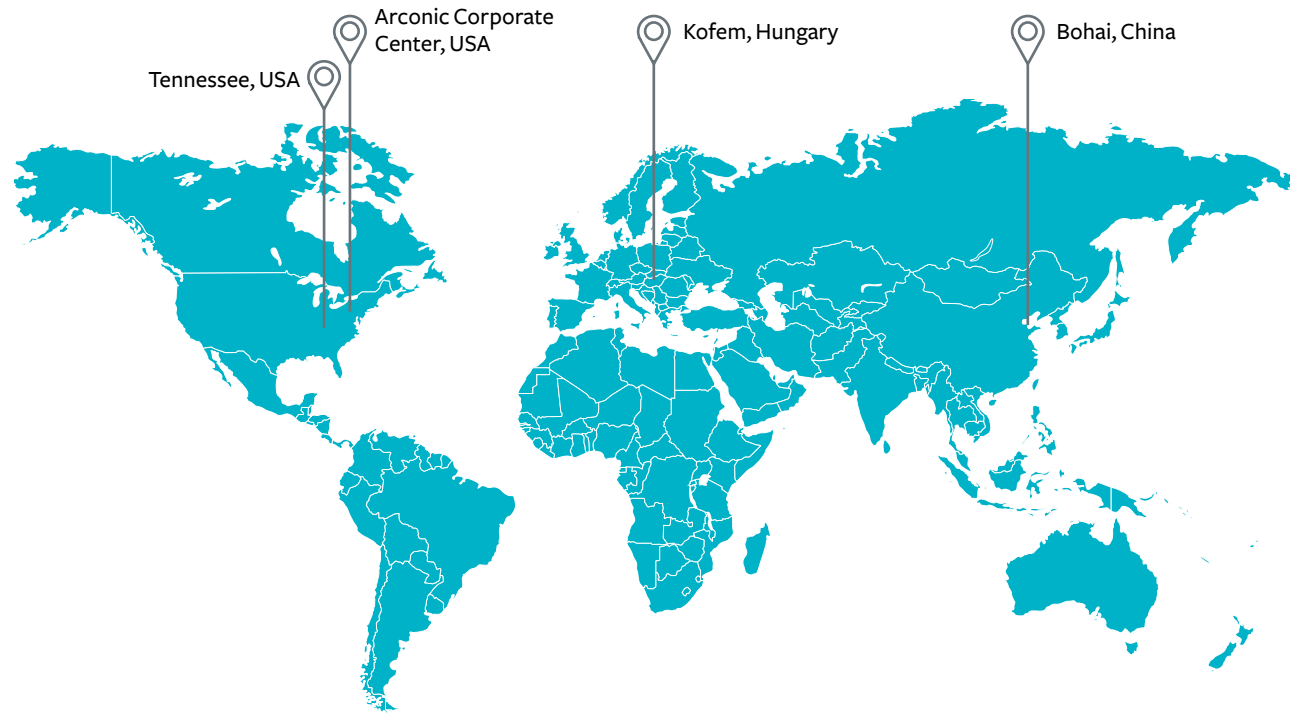
ASI is an international, non-profit standards-setting and certification organization. The ASI Performance Standard sets rigorous criteria for sustainability issues including decarbonization, resource management, worker safety and governance.



As of 2022, four of our global locations were certified to the ASI Performance Standard. Additionally, Arconic holds a position on the ASI Standards Committee – the key governance group responsible for revising both Performance and Chain of Custody standards.

ASI Certified Sites Map

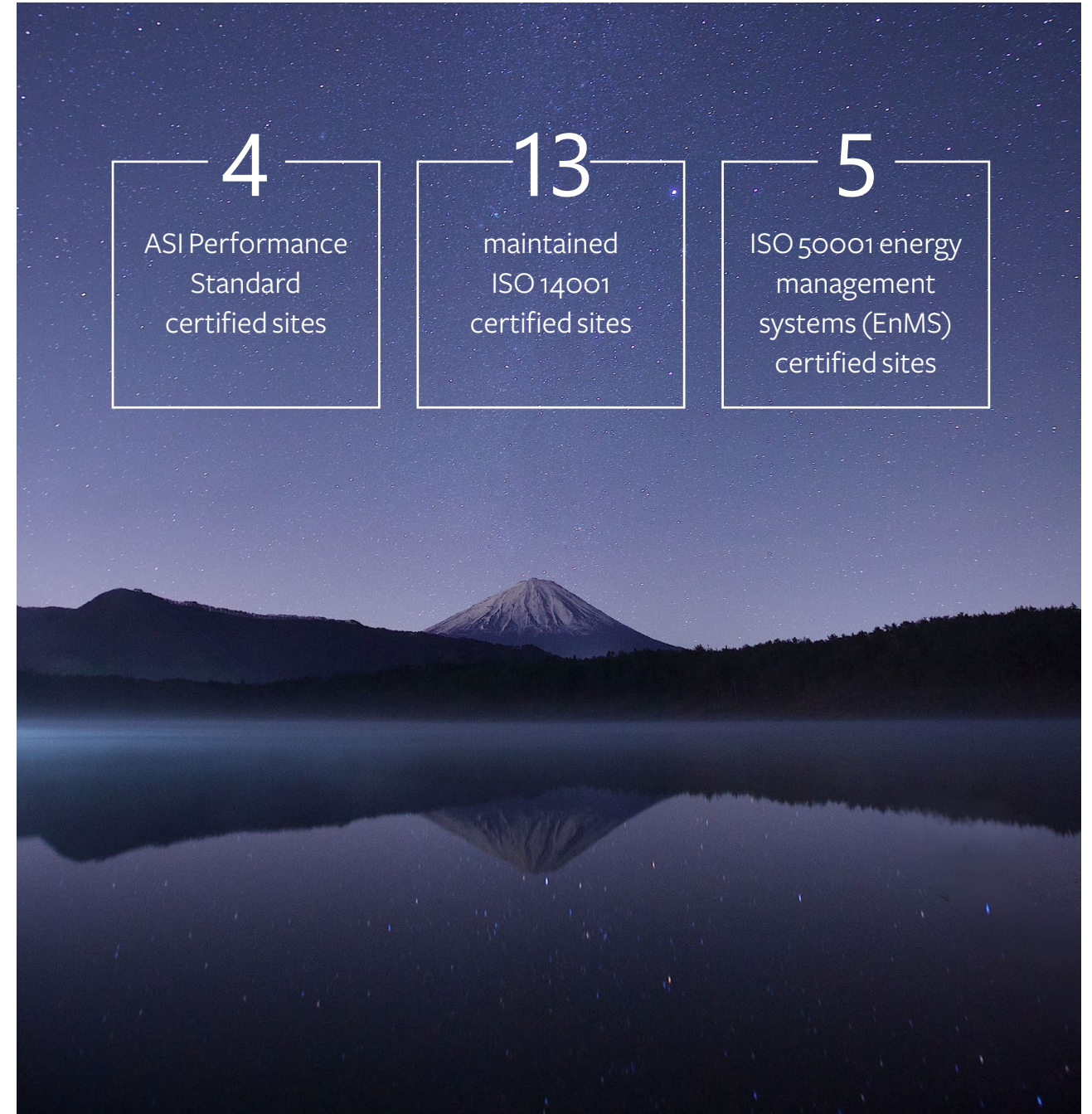
- 2022 - Tennessee, USA: Casthouse, semi-fabrication and material conversion
- 2021 - Bohai, China: Casthouse and Aluminum Product fabrication
- 2020 - Kofem, Hungary: Casthouse and Aluminum Product fabrication
- 2019 - Arconic Corporate Center, USA: Corporate Governance & ESG



International Organization for Standardization (ISO)

Arconic has maintained ISO 14001 certification for Environmental Management Systems (EMS) for 13 sites across our operating regions. Additionally, five our sites are certified to ISO 50001 for energy management systems (EnMS), which supports our 2030 targets for energy and emissions reduction.

For additional information about our certifications, please refer to [Appendix C](#).



Our Planet



At Arconic, we are committed to ensuring that environmental stewardship is a key initiative throughout the company. In addition to the way we operate, our innovative products and solutions enable our customers to make the world more sustainable – in the sky, on the road, and in our cities – with lighter, lower-emission aircraft and vehicles and energy-saving buildings.

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

GREENHOUSE GAS EMISSIONS & ENERGY

Climate change and energy management considerations are integrated into our risk management process, and we have continued taking steps to reduce our carbon footprint across our operations and supply chain. Our compliance and risk management program supports us in identifying climate change legislation that has an impact on our business, and we strive to adhere to all applicable climate-related regulations in every jurisdiction where we do business. Through various energy efficiency tactics and management programs, as well as sustainable sourcing strategies, we aim to optimize our operations and continuously pursue improvement opportunities to reduce Scope 1, 2, and 3 greenhouse gas emissions.

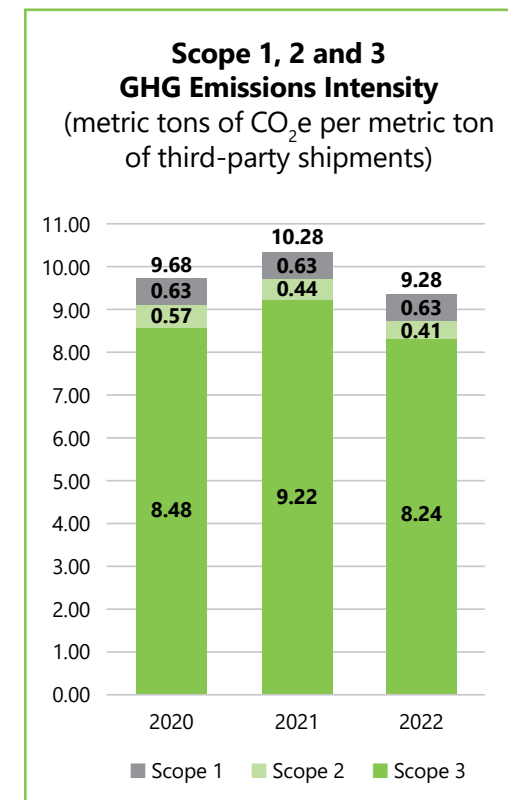
Our goals to reduce Scope 1, 2, and 3 GHG emissions intensity by 30% and achieve a 10% reduction in energy intensity by 2030 showcase our commitment to decarbonizing our business and taking action on climate impacts. Our strategy to achieve our targets encompasses a variety of emissions reduction and energy initiatives that include, but are not limited to:

From our baseline year of 2021, total GHG Emissions Intensity decreased by 10%, on our way toward our 2030 target.

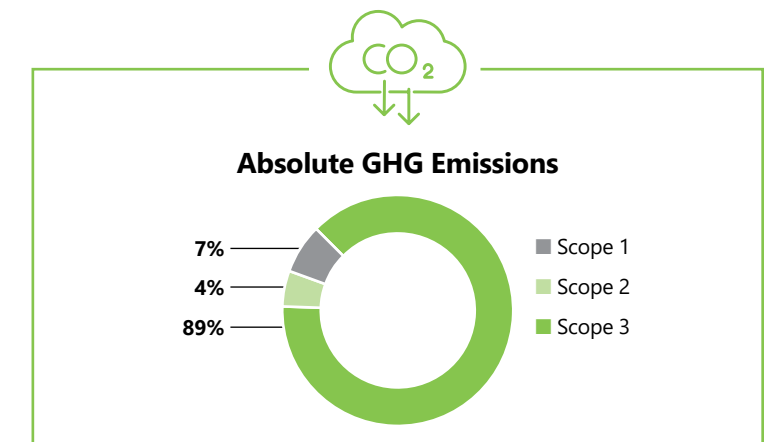
SCOPE 1	SCOPE 2	SCOPE 3
<p>Direct Emissions</p> <ul style="list-style-type: none"> • Pursue energy efficiency and strategic emissions reduction opportunities. • Explore electrified solutions to reduce natural gas and fuel combustion. 	<p>Indirect Emissions</p> <ul style="list-style-type: none"> • Support power grid transition to clean energy. • Purchase low-carbon energy. 	<p>Supply Chain</p> <ul style="list-style-type: none"> • Source sustainable primary materials and increase recycled content. • Participate in standard-setting partnerships to shape Scope 3 emissions accounting.

As part of our decarbonization strategy, we are focused on improving the energy efficiency of our operations, including rolling mills, which are the largest sources of Scope 1 GHG emissions. We monitor evolving global carbon-related legislation and programs to identify and comply with regulatory requirements. In 2022, approximately 13% of our total Scope 1 emissions were subject to emissions-limiting regulations in the European Union.

The electricity consumption associated with our Scope 2 GHG emissions comes primarily from energy grids. In 2022, 21% of our purchased grid electricity was generated from renewable sources, which were primarily wind and hydropower for U.S. locations. To further reduce our carbon footprint, we are exploring opportunities to support energy transition and source clean, sustainable energy.



In 2022, we worked to decrease emissions from purchased metal, which is the largest contributor to our Scope 3 emissions, by reducing primary metal volume by 11% and increasing scrap volume by 54%. The strategy resulted in a 13% reduction in the carbon intensity of purchased metal, leading to an approximate 11% reduction in Scope 3 emissions intensity. Moving forward, we endeavor to further pursue procurement opportunities for low-emitting materials, such as secondary aluminum, which is 94% less carbon-intensive than primary aluminum, while meeting our product quality specifications.



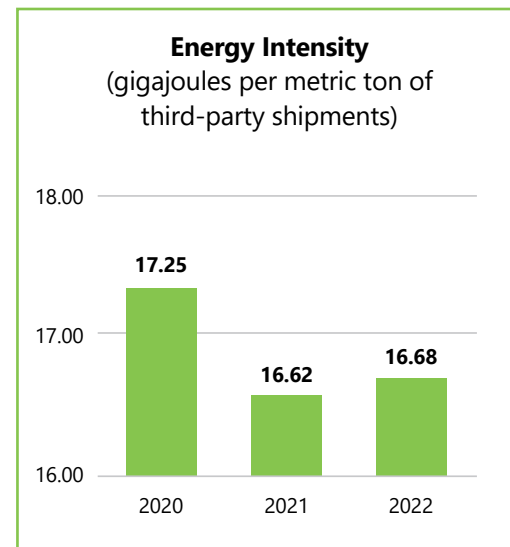
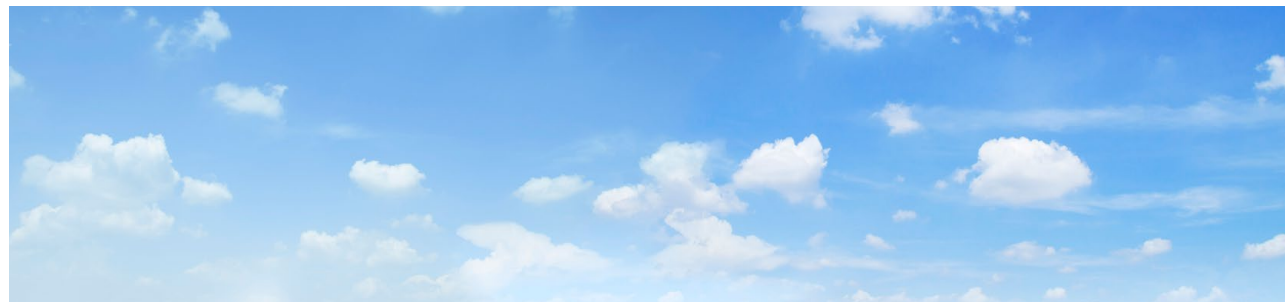
Focused energy management is at the core of our decarbonization strategy, and we utilize international standards to integrate energy programs into our operations. In 2022, our energy intensity was up slightly at 0.3% due to increased production.

We have restated 2021 data to reflect the divestiture of our Russian operations in 2022. Our GHG emissions calculation methodology is informed by the World Resource Institute (WRI) GHG Protocol Corporate Standard and the U.S. Environmental Protection Agency’s (EPA) emissions factors. Starting in 2022, we have leveraged data from smelters and applied smelter-specific emission factors to calculate our Scope 3 emissions. GHG included in all emissions calculations are carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). For more GHG emissions and energy data, please see [Appendix C](#).

AIR EMISSIONS

In addition to GHG, we recognize the critical role of reducing other airborne pollutants in achieving cleaner air and a more sustainable environment. These pollutants, such as volatile organic compounds (VOCs), nitrogen oxides (NOx), particulate matter (PM), and hazardous air pollutants (HAPs), are often regulated in the regions and localities in which we operate. To meet varying degrees of air quality standards, we deploy pollution control and abatement measures in alignment with policies and regulations applicable to our business. For additional air emissions data, please refer to [Appendix C](#).

Our approach to controlling and minimizing these emissions is not only driven by applicable laws, but also by our own internal air management standards. We implement best practices to minimize air pollutants in an effort to reduce negative impacts on human health or the environment even in the absence of regulatory requirements. Our strategy is to limit pollutants at the source and evaluate and install innovative and efficient pollution control technologies, such as next generation low NOx burners, electromagnetic stirrers, and other best available emissions reduction solutions.



Energy efficiency at Kitts Green, UK



Through a series of energy efficiency and process improvement projects at hot mill and plate processing facilities, our Kitts Green, UK, site secured nearly \$367,000 in cash savings and over \$500,000 in cost avoidance in 2022. In an effort to reduce energy use, the Kitts Green team installed energy efficient lighting in the hot mill zone to adjust the light level to daylight for the majority of the spaces and keep a higher level of brightness for certain inspection areas. In one hot mill block only, the flexible, efficient lighting led to a 75% decrease in energy costs and power usage, resulting in reductions of environmental tax and CO₂ emissions. The successful lighting strategy will be rolled out in other hot mill departments in 2023 to continue to drive energy efficiency through equipment upgrades.

To improve energy consumption during the plate processing phase, the team has gone through a thorough review of its nine furnaces to ensure that the equipment is efficiently utilized and operated. By completing several complex calculations based on the furnaces’ maximum capacities, plate sizes, alloy heating time, types, and operating costs, the team established a minimum load trigger point for each of the furnaces to inform an optimized operation schedule and energy use for plate processing.

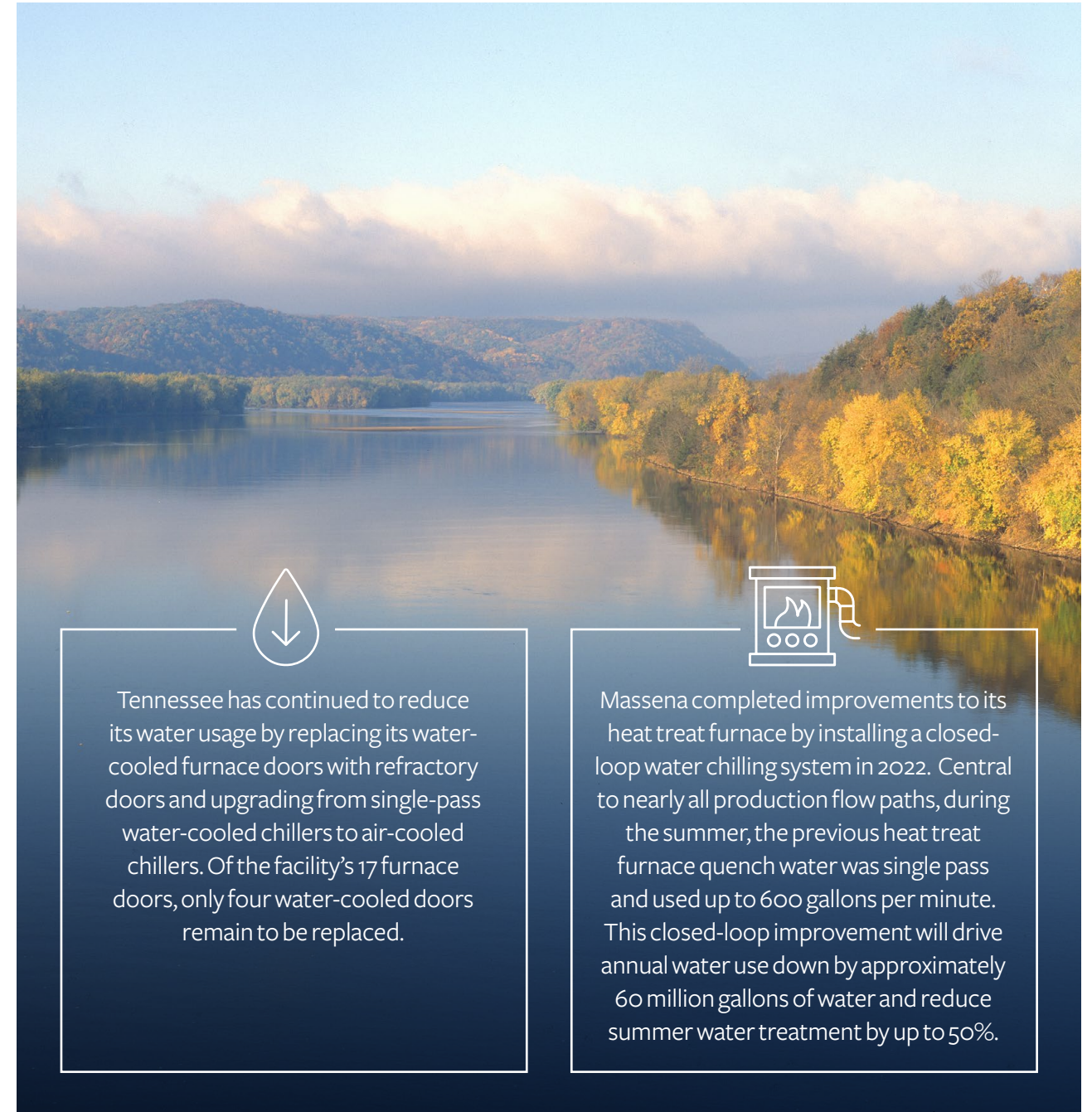
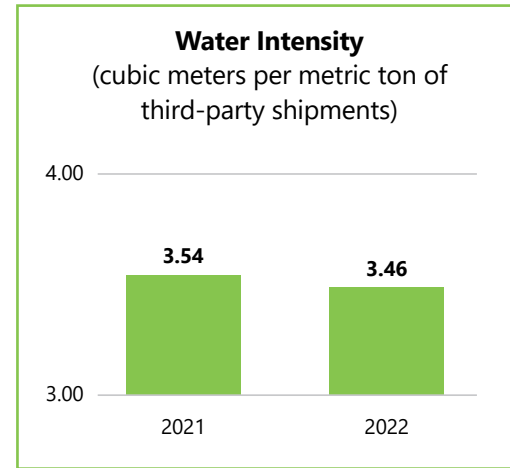
WATER MANAGEMENT

Water is essential to every ecosystem and imperative to a sustainable future. Our water strategy is focused on ensuring water security and exploring efficiency improvement opportunities to optimize water usage across our operations. Designated employees at each of our facilities are responsible for administering water management plans and achieving internal targets to further reduce our water usage. We follow a systematic compliance procedure and invest in sustainable water infrastructure to advance our water stewardship.

We apply water balance modeling to map and track water intake, use, and discharge, as well as to identify opportunities to strengthen water management for planned equipment or process changes. As a result of a series of process optimization and water efficiency and recycling initiatives, our water withdrawal and consumption decreased by 3% and 9% respectively in 2022, representing a 4% decrease in our overall water intensity. By the end of 2023, we plan to complete a water risk assessment covering all of our locations to screen for any potential risks related to water withdrawal or consumption from water-stressed areas. For additional water-related metrics, please refer to [Appendix C](#).

At all manufacturing sites, we operate under stringent wastewater discharge requirements set forth in regulations, permits from governmental agencies, and our own internal policies and procedures. Our wastewater discharges, whether to local treatment plants or directly to surface waters from our larger facilities, is assessed by various stakeholders to measure compliance with applicable regulations. These stakeholders include regulators, community groups, and NGOs that also participate in the permitting processes. Our stewardship record covers compliance with our permitted wastewater discharge limits. As with all actual or potential non-compliance matters within the company, we investigate the incident, determine root causes, and implement corrective actions to prevent recurrence. As a result of our compliance program, we had zero major water-related non-compliance incidents in 2022.⁵

We have continued our development and construction of an Industrial Natural Engineered Wastewater Treatment (iNEWT™) system at our Lafayette, Indiana, location in the U.S., which is expected to be operational in 2023 and is the second infrastructure of its kind within the region. This new system is applied with a natural, green design for wastewater treatment that will enable reductions in landfilled wastewater sludge, increase treatment quality, and provide ecological benefits.



Tennessee has continued to reduce its water usage by replacing its water-cooled furnace doors with refractory doors and upgrading from single-pass water-cooled chillers to air-cooled chillers. Of the facility's 17 furnace doors, only four water-cooled doors remain to be replaced.



Massena completed improvements to its heat treat furnace by installing a closed-loop water chilling system in 2022. Central to nearly all production flow paths, during the summer, the previous heat treat furnace quench water was single pass and used up to 600 gallons per minute. This closed-loop improvement will drive annual water use down by approximately 60 million gallons of water and reduce summer water treatment by up to 50%.

⁵We define a major water-related non-compliance incident as a violation of water quality permits, standards, and regulations that resulted in enforceable actions as specified under the SASB Metals & Mining Standard EM-MM-140a.2 metric.

WASTE MANAGEMENT

At Arconic, we recognize the importance of reducing or eliminating waste streams and achieving greater resource efficiencies, which contribute to a more sustainable, circular economy. We maintain corporate-wide and location-specific waste policies and procedures to help us comply with applicable regulations, support our EHS management system, and advance our long-term goals. Our strategy covers hazardous and non-hazardous waste, and we maintain specific standards for the management and disposal of dross and dross residues as well as environmental auditing of commercial hazardous and non-hazardous industrial waste treatment, storage, and disposal facilities.

Arconic's active and inactive locations implement programs to reduce, reuse, and/or recycle materials to minimize the amount of waste that requires treatment or disposal. Our strategy is anchored by the following objectives:

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

Our waste management initiatives are primarily focused on reducing higher-volume waste and wastes that have a significant impact on the environment. In 2022, our sites continued to act on the following alternative waste solutions to mitigate landfilling:

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

Any waste generated from our manufacturing operations is characterized to ensure compliant processing and disposal by credible third-party partners. The waste is inventoried, stored, labeled, and inspected in accordance with applicable regulatory obligations and best practices. Our off-site transportation and waste management vendors are requested to comply with both regulatory requirements and our corporate policies. To further lower potential environmental impacts and liabilities, we audit and approve all commercial treatment, storage, and disposal facilities and recyclers before they receive our waste. We monitor vendor compliance status and reaudit approved vendors dependent on their designated risk levels.

Arconic's total waste generation increased by 4% in 2022 due to higher overall production volumes. Waste generated across our three businesses was consistent with the amount of respective revenues generated, with our Rolled Products business producing the largest volume of waste at 81%. Of the total waste generated in 2022, 73% was repurposed, recovered, recycled, or composted, consistent with the prior year. For additional waste data, please refer to [Appendix C](#).

Zero Landfill Waste

Bohai, China

In 2022, our Bohai, China, site achieved their zero-landfill target by cooperating with a local construction waste treatment vendor to reuse 100% of the landfill waste that the site generated as paving and building foundation materials. Hazardous wastes produced by the site, such as dross, waste lubricants, and used oil, were processed by an authorized third party for proper treatment and recycling.



Danville, Illinois

Our Danville, Illinois, location maintained their second year of zero-waste-to-landfill through recycling and adopting waste-to-energy solutions. Approximately 20% of the waste from the site was sent to a waste sorting facility for further classification and recycling. The remaining volume was sent to a local waste-to-energy facility for combustion that produces energy to heat water for steam turbines at a power plant.





Sustainable Packaging Efforts at Kitts Green, UK

Our Kitts Green, UK, Plate Finishing site introduced a new smart approach to packaging that improved production efficiency and decreased the plant's carbon and waste footprints. The team worked with 21 customers to increase maximum case weight capacity, leading to a reduction in the amount of packaging materials and truck shipments needed to deliver products to customers. This strategy provided cost savings by reducing 50% of cases and 20 tons of packaging materials in addition to the time spent on product packing, handling, and transportation. With a continued focus on cost reduction and operational efficiency, the plant plans to introduce a weighting system in 2023 for the generated process improvement ideas in order to prioritize opportunities that align with our sustainability objectives.



ENVIRONMENTAL COMPLIANCE

Environmental compliance is fundamental to our operations, and we believe that having a manufacturing facility in a community is a privilege – not a right. We work to stay true to our values, and we do not compromise our environmental commitment for profit or production. By actively engaging with stakeholders, our employees, and leadership, we continue to cultivate a culture that keeps environmental compliance a top priority for the company. In 2022, we had zero environmental spills or violations that resulted in a significant fine.⁶

Our internal environmental compliance process encourages risk identification, root-cause analysis, information sharing, and prompt yet thorough completion of corrective actions to prevent recurrences. We believe our approach combats underreporting, drives continuous improvement, and reduces risk. Our environmental management system is aligned with the ISO 14001 Environmental Management Systems standard. Through our management process and system, we equip our employees with the information, tools, and verification they need to comply with environmental laws, regulations, and our internal standards wherever we operate in the world.

We respond truthfully and responsibly to questions about the impacts of our business on the environment and our sustainability actions. We are determined to operate and strengthen our social contract by continuously improving our performance and working with stakeholders to address any concerns related to our environmental footprint.



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Environmental spills
or violations that
resulted in a significant
fine in 2022.

⁶We define a significant environmental spill as one that exceeds 500 gallons (1,893 liters) outside of a designated containment area and/or meets our definition of a major environmental incident. Our threshold of a significant fine is an amount that exceeds \$25,000.

Our Products



We partner with our customers to earn their loyalty through best-in-class products and services. We not only develop applications that solve their complex engineering challenges, but also help them achieve their own sustainability goals. With advanced process technologies and highly recyclable aluminum products, our solutions provide sustainability benefits for both our customers' and our own environmental footprints.

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

INNOVATION

We have a history of innovation in our three business segments: Rolled Products, BCS, and Extrusions. As part of our 2030 roadmap, we have established goals to further accelerate product innovation through partnerships within our value chain and to increase product circularity by continuously improving our solutions and processes. Some of the leading products and solutions in each of our primary end markets are highlighted in the following sections.

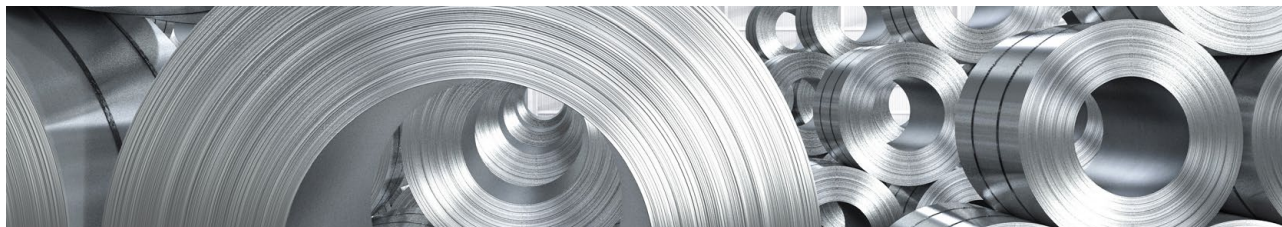
In 2022, we invested \$37 million in research and development (R&D). Our R&D efforts are focused on developing differentiated products and improving our manufacturing processes in a way that drives alignment with our sustainability goals. We continuously strive to integrate sustainability considerations into our R&D project management and decision-making procedures. Following a recent comprehensive assessment of our internal and external product creation processes, we have developed a set of company-specific sustainability indicators for our solutions, which reflect potential environmental and life cycle impacts of our products. These indicators help us understand sustainability performance in our R&D project portfolio and ensure that our product development milestones and deliverables are aligned with our sustainability targets.

PACKAGING

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

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

We resumed full production of packaging materials in 2022, and our Tennessee site successfully ramped up production of can sheet with the installation of a new sheet metal slitter that eliminates the need for third party processing and finishing, leading to reduced product transportation time and improved lead time efficiency. Our North American can sheet capacity remains fully committed across six top-tier customers while we continue to look for further opportunities to expand our customer base.



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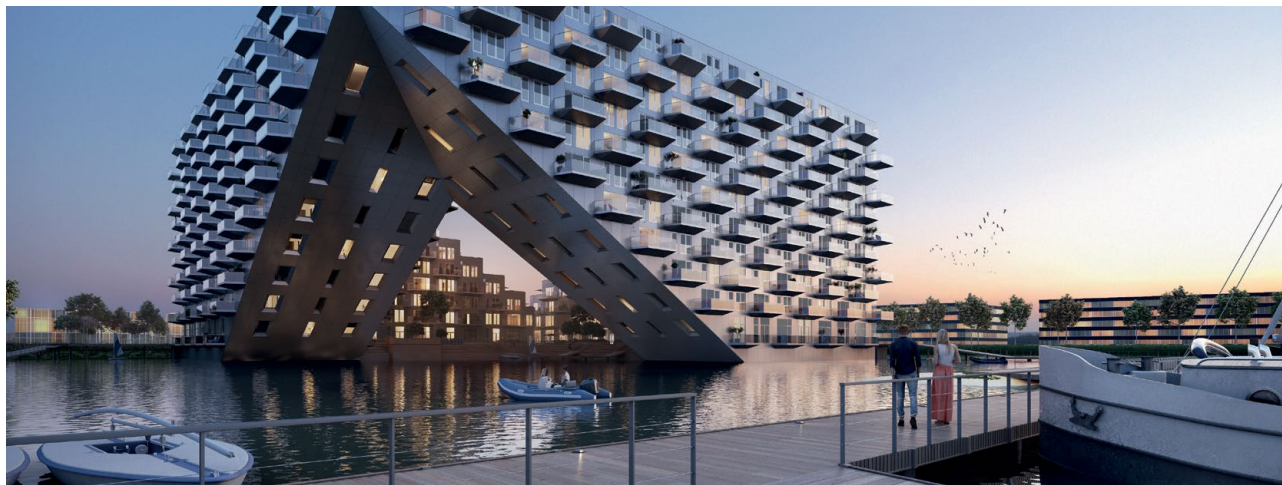
BUILDING AND CONSTRUCTION

The building and construction industry is increasingly focused on products that enhance building energy efficiency and sustainability. The industry continues to increase transparency around the environmental and health impacts of products used in buildings. Arconic supplies a wide range of building façade systems that include doors, windows, and curtain walls.

Our BCS business is known for its leading brands and focus on innovation. Founded in 1906, our BCS flagship brand, Kawneer, is known for pioneering architectural solutions that continue to advance modern design with resilient, distinctive buildings that support positive environments. With locations across North America and Europe, Kawneer offers global technical expertise, champions sustainable and innovative construction methods, and is building legacies for future generations.

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

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



GROUND TRANSPORTATION

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

In automobiles, aluminum provides a key sustainability advantage through its recyclability during the product manufacturing process and final use stages. According to the Center for Resource Recovery and Recycling (CR3), more than 90% of aluminum parts are recycled at a vehicle's end of life. Our customers take advantage of closed-loop recycling, which uses the scrap produced in the stamping process to minimize material waste. To continue progress toward closed-loop recycling, we are working with several of our global customers to develop alloys that can tolerate higher percentages of both internal and external aluminum scrap.

Building on our long history of innovation, we have engineered new materials with improved recyclability and superior tolerance level of recycled content while maintaining high performance, such as:

- Our launch of uni-alloy-capable next generation 6xxx alloys (C1A0 and C4A8) provide better recyclability, enable more consistent scrap streams, and support cradle-to-grave auto recycling with proper vehicle design. The C1A0 alloys are being used in several popular EV models on the market today.
- Our recycle-tolerant C401H alloy accommodates an increased amount of recycled content while also achieving critical technical requirements such as strength and formability that are needed for highly specialized applications like vehicle manufacturing.

Driving Innovative Efficiency

Arconic Automotive and Commercial Transportation Technology group and Arconic Technology Center (ATC) recently celebrated another customer success story with General Motors' (GM's) BrightDrop EV600 Electric Van that is now out for delivery. In the push for vehicle electrification, GM launched the BrightDrop venture to create an ecosystem of EVs to be used for delivery solutions by its commercial, e-commerce customers. As a significant material supplier to GM's BrightDrop venture, we provide several outer panels including doors and roof, underbody, and our proprietary A951 bonding technology for this aluminum-intensive EV vehicle. We are able to supply a pre-painted sheet product that eliminates the need for a large, dedicated body shop.



AEROSPACE

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

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

INDUSTRIAL PRODUCTS

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



Our People

Our people are our number one asset as we drive operational excellence. We recognize that our future is strengthened by a diverse, skilled, and engaged workforce, and we have invested in a variety of employee programs to support our talent's well-being, growth, and opportunities within the organization.

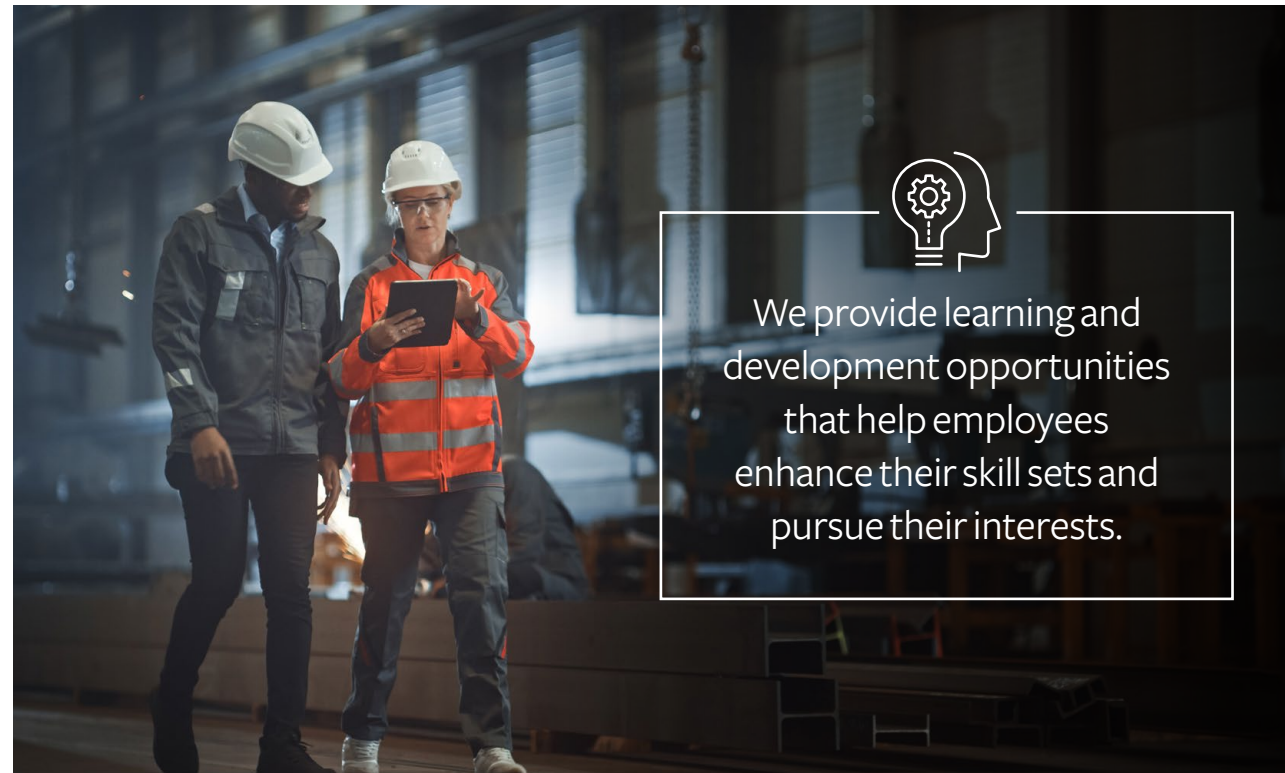
- Employee Skills & Career Development
- Wellness & Benefits
- Diversity, Equity & Inclusion
- Health & Safety
- Human Rights & Labor Relations
- Community Engagement

EMPLOYEE SKILLS & CAREER DEVELOPMENT

Our integrated approach to attracting, retaining, and developing talent enables our employees to own their career paths. We provide learning and development opportunities that help employees enhance their skill sets and pursue their interests. We also equip our leaders with tools for ongoing coaching and feedback that support performance assessments and the realization of an individual's full potential.

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

- **Performance Management:** All salaried employees engage in our comprehensive, ongoing performance management program, which includes goal-setting and frequent manager-employee meetings. In 2022, 100% of our salaried employees received an annual performance review. All employees are also encouraged to create personal career objective statements and talent profiles to inform professional development discussions with their managers. These efforts aim to align our workforce with our business objectives, support our employees' professional development journeys, and foster a positive employee experience.



- **Career Development and Succession Planning:** Our succession planning and talent calibration processes enable us to identify and develop internal leaders to take over business-critical roles. This strategy ensures a pipeline of qualified candidates across our global operations as we continue to grow and strengthen our business together.
- **Global Learning Management System:** Our learning management system is created to provide our employees with a wealth of easily accessible and high-quality professional development tools. In 2022, our system was redesigned to focus on e-learning resources and live sessions to reach a broader audience and achieve the greatest impact. We retired legacy courses and added over 100 new technical and professional skills modules, with access given to all salaried employees. In 2022, over 3,300 salaried employees completed over 27,000 hours of learning through our system.
- **Lead Together:** In 2022, we concluded the first iteration of Lead Together, our learning and development program for preparing the next generation of Arconic leadership to face challenges ahead. Despite continued travel restrictions due to the COVID-19 pandemic, we were able to host an in-person workshop with participants from seven countries representing each of our functional and operational groups. The participants applied theories and work experience to discuss our culture and strategy, as well as plans for leadership development. The attendees were joined by the Executive Leadership team on-site in Pittsburgh for a session led by faculty from Cornell University and were given opportunities to share lessons learned at the end of the event.
- **Arconic Management Program:** We welcomed the first cohort of 15 graduates from the Arconic Management Program at the end of 2022. The 12- to 18-month program combines self-directed learning opportunities with live coaching sessions to help new managers navigate people, performance, and processes within our organization. By the end of 2022, we had nearly 200 active participants working toward the completion of the program in 2023.
- **Metallurgy Series:** Each year, Arconic's metallurgy experts offer courses covering the science, engineering, and practice of aluminum manufacturing. Courses include an introduction for non-metallurgists and specialized topics such as automotive and aerospace alloys. Participants are selected based on nominations from their managers. In 2022, we offered five sessions with three being virtual to expand learning opportunities for international participants, allowing us to reach 105 employees who participated in the program in 2022.
- **Tuition Assistance:** We provide tuition support for employees to take accredited courses toward the completion of a degree related to their current or future desired role. In 2022, we provided about \$360,000 in assistance to 43 individuals in the U.S.
- **Apprentice Programs:** Our plant in Davenport, Iowa, successfully launched its in-house electrical apprenticeship program in 2022. This is a four-year training program built on content from the Electrical Training Alliance, a partnership between the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association (NECA). Our program combines three years of classroom instruction with 8,000 hours of on-the-job training that aims to provide participants with real-world experience while they learn. Currently, the program has 11 participants over two cohorts.

Talent Development for Smart Manufacturing



In June 2022, John Butler, our Vice President of Technology and Engineering, kicked off the Smart Manufacturing Experience Conference with a keynote that touched upon resources and talent needs for an organization’s smart manufacturing strategies.

John’s presentation highlighted our talent development strategy that supports advanced and innovative manufacturing practices within the industry. Arconic’s three-step strategy in smart manufacturing highlights key takeaways that stood out as part of John’s address:

- Driving value through use cases and best practice sharing;
- Developing and retaining smart manufacturing talent through Arconic’s smart manufacturing leadership training program; and
- Creating corporate standards for smart manufacturing program development.

SMART MANUFACTURING
EXPERIENCE

We partner with top technical universities to establish a customized program for our employees that provides training in the development of smart manufacturing strategies, hands-on demonstrations, and education on smart manufacturing tools and systems. By continuously investing in our talent, we remain committed to driving innovation and adopting best production practices in the industry.

Engagement & Retention

At Arconic, we strive to foster true belonging where colleagues share a deep belief and feeling that their uniqueness is celebrated, that they have a voice, and that they make an impact every day. We nurture an environment where contributions are truly valued, recognized, and rewarded. In accelerating our engagement actions, we have hired a Vice President of Talent to drive employee experience, recruitment, and retention.

Employee Communication & Engagement Survey

We continue to solicit input and keep our employees informed and updated on our business through multiple communication channels, including our intranet, newsletters, emails, employee mobile app, business town halls, and team meetings. Our annual company-wide engagement survey invites and encourages all employees to share their feedback. The survey measures employee engagement, safety, ethics, well-being, leadership, and communication, among other topics. Annual survey feedback was used to develop nearly 600 action items across the company to address areas that have been identified for improvement.

Our 2022 engagement survey received participation from over 50% of our global workforce. Of the employees who responded to the survey, 77% reported feeling engaged in their work, approximately 2% above the industry average according to a third-party benchmark. The most important topic to respondents was reaffirming our commitment to employee health and safety. The survey results indicate that our employees feel that they are providing valuable contributions, that diversity is welcomed and encouraged, and that our company operates with high ethical standards.

We will continue to monitor our progress in employee engagement by gathering inputs from all levels of the organization. As part of the strategy, we will aim to increase participation in our surveys through targeted communication, easier survey access, and an extended response timeframe.



Arconic Next Generation Intern Challenge



In 2022, our Next Generation Network (NGN) Employee Resource Group (ERG), whose mission is to recruit new employees and support professional development, sponsored an “Intern Challenge.” The challenge is a unique opportunity to engage the next generation of our workforce and recognize mentors and managers who have played a critical role in the development of each year’s intern class. In 2022, we engaged our 60 U.S.-based interns to develop their presentation skills and expand their knowledge of Arconic’s business units and processes. Each intern was given opportunities to present their projects virtually and receive feedback from our business leaders. The topics spanned a variety of value-added activities within our business that advanced participants’ innovative thinking and perspectives, such as new engineering tools to improve operational efficiencies, vetting vendors to update our technology, and recommendations on better sustainability practices across the organization.

WELLNESS & BENEFITS

We offer competitive compensation and a suite of quality health care and wellness programs to all full-time employees. These programs include insurance plans and options, paid leave, and work-life support.

Fair & Equitable Compensation

We understand the important role that benefits play in the lives of our employees and their families. Arconic is committed to providing fair compensation for U.S. and international employees. We work to maintain pay equity and fair wages through regular assessments of our compensation strategy, including:

- **Pay Equity:** In 2022, we engaged an independent third party to assess pay equity in our compensation practices. The study aimed to identify any significant pay gaps in all elements of total direct compensation with an assessment scope covering more than 10,000 employees. We will regularly monitor and review our compensation practices to help inform our human resources policies such as talent recruitment and retention and to demonstrate our ongoing commitment to maintaining pay equity.
- **Fair & Living Wages:** We believe it is imperative that our employees are equitably compensated in all the countries in which we operate as we continue to build a diverse and inclusive culture for our global operations. We conduct a “living wages” review of our entire employee population on a regular basis to ensure that we exceed local living wage levels. Our last study was completed in 2022, and assessment results of our practices allowed us to identify and address areas where wages may lag.

Health & Wellness Programs

Physical and mental health remain a primary focus in our comprehensive wellness program. In the U.S., salaried employees and dependents who enroll in medical or prescription drug benefits are eligible for tobacco-free credits to offset their cost of insurance coverage. In collaboration with our insurance carrier, we offer discounts on and access to a variety of fitness, nutrition, personal and mental care, and home and family programs. In addition, our employees are provided with up to eight weeks of paid parental leave.

In 2022, we rolled out a healthcare navigation concierge service to help employees navigate their benefits, save money on prescriptions and healthcare, schedule appointments, and more. We also focused on promoting financial well-being through various campaigns, savings workshops, and one-on-one financial advice sessions as well as putting an emphasis on preventing financial fraud and cybersecurity.

Examples of our other regional benefit programs include:

- **Hungary:** We provide health screening services, voluntary pension, and accident and life insurance to all full-time employees. In 2022, an employee assistance program (EAP) program was introduced to provide employees with mental, legal, and financial assistance.
- **UK:** We offer an EAP and on-site medical services, such as physical therapy to our employees.
- **China:** We provide supplemental insurance to improve accessibility to health care and minimize costs to employees. On-site fitness resources are accessible to employees at select locations.

DIVERSITY, EQUITY & INCLUSION

At Arconic, we are dedicated to promoting a working environment where everyone feels respected and we celebrate the differences and similarities among our people. We believe that diversity in all areas, including cultural background, experience, and perspective, leads to more innovative solutions and drives better decision-making outcomes. We strive to cultivate an inclusive culture through our policies, diversity recruiting strategies, benefit programs, educational resources, and accountability metrics. In order to amplify our focus on gender diversity, we have established a goal to increase women representation from 31% to 35% within our salaried global workforce by 2030. Additionally, we hired a Vice President of Diversity, Equity, and Inclusion, who is fully focused on driving meaningful actions.

Our strategy to reach this goal is focused on strengthening our diversity recruiting initiatives and further integrating equity and transparency into our talent development policies and processes. By collecting and acting upon employees' feedback, we will continue to refine our strategy and develop a diverse workforce by providing equitable training and career opportunities that enable professional growth for talent of all backgrounds toward our commitment to diversity, equity, and inclusion (DEI).

Creating this environment is essential to the foundation of Arconic's future, and we have continued to promote our Grow Together campaign to encourage employees to take actions that contribute to the integration of DEI into our overall business strategy. As part of our efforts, we engage employees beyond their roles and day-to-day responsibilities to support their full identities and interests through our ERGs.



GROW TOGETHER
ARCONIC INCLUSION AND DIVERSITY

Arconic established a goal to increase women representation to 35% within our salaried workforce by 2030.

	Total Representation	Management ⁷	Executive ⁸
Global Women Employees⁹	17.7%	25.8%	30.0%
U.S. Ethnic Minority Employees¹⁰	25.6%	13.1%	20.0%

For additional diversity and inclusion data, please refer to [Appendix C](#).

Diversity Equity & Inclusion Council

Our Diversity Equity and Inclusion Council, chaired by our CEO and represented by a diverse group of leaders, continues to advance our Grow Together mission by serving as a role model of leadership diversity that reinforces our organizational commitment to DEI. The council consists of members from our executive leadership team, the President and Treasurer of the Arconic Foundation, our Vice President of Diversity, Equity, and Inclusion, and the chairs and co-chairs of each of our six ERGs. The council meets quarterly and is responsible for overseeing key diversity initiatives and monitoring progress against our goals.

⁷Represents members of management other than executives.

⁸Represents leaders who serve in positions of Vice President and higher.

⁹Percentages are calculated on a global basis and include locations where Arconic has valid data. Some regions and countries have privacy laws and regulations that may prevent Arconic from reporting on certain employee demographics and those regions or countries are not included in the global percentages of female employees.

¹⁰Represents employees from racial or cultural minority groups. Data is presented on a U.S. basis only.

Employee Resource Groups

Our employee-led resource groups drive various DEI initiatives, including cultural celebrations, knowledge-sharing, networking, leadership development, diversity recruiting, and more. We fully support the missions of our ERGs:



Our ERGs are sponsored by senior executives and reflect an inclusive, respectful, and values-based company culture. The collective goals of our ERGs are to:

- Drive employee engagement through community outreach around science, technology, engineering, and mathematics (STEM) education;
- Provide learning and development opportunities for employees;
- Inform review and development of company policies around diversity and inclusion; and
- Reinforce our mission through key external endorsements such as the Human Rights Campaign and the United Nations Women's Empowerment Principles.

As part of the Grow Together campaign, each ERG has a dedicated celebration month to highlight its mission. The ERG's monthly celebration activities range from cultural awareness activities and development opportunities with internal and external thought leadership to volunteering with and donating to nonprofit organizations with social equity missions. We encourage all of our employees to participate in these employee-led celebrations.

Expanding our Diversity Recruiting Strategy

At Arconic, we value DEI and are committed to growing and nurturing our diverse workforce. We use a variety of methods to fulfill our diversity recruiting objectives, including efforts to leverage our ERGs to engage and source talent through minority- and women-focused organizations and conferences, such as the Society of Women Engineers, the Society of Hispanic Professional Engineers, and the U.S. Chamber of Commerce's Hiring Our Heroes summits.

We participated in the Society of Women Engineers WE2022 Conference that took place in Houston, Texas. A leadership team represented by Thrive Network, our Women's ERG, engineering, human resources, and other functions from our operations engaged with prospective employees and participated in a variety of networking events that were aimed at empowering women as we grow our diverse workforce.

A group of employees from various business functions and members of the Arconic Hispanic Network ERG convened in Charlotte, North Carolina, to represent our company at the annual Society of Hispanic Professional Engineers (SHPE) National Convention. The event attracted over 10,000 attendees who participated in educational workshops, keynote speeches, competitions, networking events, and a career fair and graduate school exhibition. The Arconic team spent two days at the conference engaging with students and prospective candidates to support the recruitment of future STEM leaders for Arconic.

Members from our Veterans Network ERG engaged with transitioning service members at the Hiring Our Heroes Career Summits in Fort Bragg, North Carolina, where the largest military base population in the U.S. lives, and Fort Drum, New York. Our team informed attendees about career opportunities within our organization and highlighted the integral role of employee veterans in the success of our company.



Thought Leadership and Collaboration

Arconic actively participates in various industry groups and peer networks focused on DEI to expand our ability to participate in leading practices and maintain rigorous inclusive programs. Our engagement is focused on promoting DEI and empowering women in collaboration with business leaders, nonprofits, and intergovernmental organizations.

CEO Action for Diversity and Inclusion

In supporting our DEI initiatives, our CEO has signed the CEO Action for Diversity & Inclusion™ pledge, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. The pledge has received participation from more than 2,400 CEOs across 85 industries that support a cross-sector coalition to drive bold DEI action within the business community. The pledge centers around four commitments: cultivating trusting workplaces where employees can have complex, and sometimes difficult conversations; implementing or expanding unconscious bias education; best and unsuccessful practice sharing; and creating and sharing strategic inclusion and diversity plans with the Board.

As a continuation of this journey, our Vice President of Diversity, Equity, and Inclusion joined the coalition’s CEO Action for Racial Equity Advisory Council. Our participation in the council helps drive the advancement and prioritization of racial equity and inclusion across industries through various public policy development initiatives.

Women Empowerment

Being part of an industry that has historically low levels of women representation, we highly value gender diversity and work to make sure that women are empowered to thrive in our workplace and across our value chain. In 2022, we continued to participate in the United Nations Global Compact (UNGC) Target Gender Equality Accelerator initiative and joined the force of over 3,000 corporate signatories who pledged to the United Nations Women’s Empowerment Principles (WEPs) to advance gender equality. Our CEO signed his commitment to the WEPs with the following statement:



United Nations
Global Compact

“With a culture that embraces inclusion, diversity, and social equity, Arconic proudly supports the United Nations Women’s Empowerment Principles, which provide guidelines for businesses that seek to advance and empower women. Arconic looks forward to acting on these principles to further empower and engage the women in our company and communities where we operate.”

– Tim Myers

The WEPs include [seven principles](#) that guide business leaders as they accelerate programs to advance and empower women in the workplace, marketplace and community. Our ongoing participation offers valuable insights into our equality performance, resulting in meaningful actions in our DEI roadmap and targets. For more information about the WEPs, please visit their [website](#).

<p>1 </p> <p>High-level corporate leadership</p>	<p>2 </p> <p>Treat all women and men fairly at work without discrimination</p>	<p>3 </p> <p>Employee health, well-being and safety</p>	<p>4 </p> <p>Education and training for career advancement</p>
<p>5 </p> <p>Enterprise development, supply chain and marketing practices</p>	<p>6 </p> <p>Community initiatives and advocacy</p>	<p>7 </p> <p>Measurement and reporting</p>	<p>WOMEN’S EMPOWERMENT PRINCIPLES</p>

Human Rights Campaign

We actively support LGBTQ+ equality in our workplace as part of our DEI culture. Arconic received a perfect score on the 2022 Corporate Equality Index, a U.S.-based benchmarking survey administered by the Human Rights Campaign Foundation that evaluates corporate policies, benefits, and practices related to LGBTQ+ workplace equality. The rating reflects the concrete steps we have taken to implement non-discrimination policies and DEI programs across our company. These include providing equitable benefits for LGBTQ+ employees and their families, monitoring internal education and accountability metrics to promote LGBTQ+ inclusion and competency, and fulfilling our public commitment to LGBTQ+ equality. For more information about the Corporate Equality Index, please visit the [Human Rights Campaign](#) website.



The Manufacturing Institute - Women MAKE America Collaboration



At Arconic, we understand the importance of closing the gender gap in addressing gender equity in the manufacturing industry. We partner with the Manufacturing Institute to help empower women through its Women MAKE America Initiative, which aims to shrink the gender gap and encourage innovation by building networks and developing skills for women in the manufacturing industry.

We commit to this initiative by nominating female leaders for national recognition at its Women Make America Awards, which recognize women leaders in manufacturing who have made positive contributions within the industry and their communities. In 2022, Eowyn Doud, our Plant Manager based in Massena, New York, was recognized an honoree for her efforts in driving operational excellence and reinforcing the importance of mentorship, both inside and outside of our organization, that served as a role-model to our company and the Massena community.

“As Eowyn’s manager, it is an honor to have her on the team and to work alongside her,” said David Johnston, Vice President of Extrusions. “Her commitment to Arconic and the manufacturing industry spans over two decades, and this award is a testament to her leadership and dedication to production excellence and the Arconic team members she works with each day.”



Diversity, Equity & Inclusion Training

In 2022, we leveraged a top talent development consultancy, Franklin-Covey, to facilitate unconscious bias training and support the education for on-demand professional skills to advance DEI. Diversity leaders from our ERGs and those nominated by leadership were provided with a one-year pass to access all available e-learning professional development content from Franklin-Covey. We hosted an on-site session with ERG leaders and participants who completed the unconscious bias training to discuss strategies for addressing and overcoming potential bias as well as fostering a culture of belonging at Arconic.

HEALTH & SAFETY

The health and safety of our employees is our top priority across all business activities. We firmly believe that a strong culture of health and safety is paramount to our business, our people, and our communities. We value human life above all else and commit to best health and safety practices, policies, and values as outlined in our [Code of Conduct](#).

Our health and safety program empowers our employees and third parties such as contractors, suppliers, and visitors to take personal responsibility for their actions. Our strategy includes a comprehensive set of risk assessment, audit, emergency response, training, and process optimization programs which are guided by our unwavering commitment to maintaining a safe work environment that supports the health and well-being of every person working at our sites.

EHS Management Strategy

We continue to follow industry-leading EHS management processes, that are embedded into our annual targets and our operating plan in pursuit of an ultimate goal of zero fatalities and life-threatening or life-altering injuries and illnesses. Our program is informed by internal and external standards and regulations, and we provide access to EHS resources and user-friendly metric dashboards through our EHS management system. The resources are intended to help EHS professionals properly address and review safety issues, location-specific risk profiles, audit findings, noncompliance cases, and corrective actions. Our safety management system is aligned with the ISO 45001 Occupational Health and Safety standard. It applies to each of our manufacturing sites and North American headquarters. Our certified locations cover more than 99.5% of our employees.

EHS Council

Our EHS strategy is deliberately planned and executed under guidance from our EHS Council, which evaluates our health and safety policies, programs, and practices at least annually to ensure that they meet the needs and requirements of our workforce. We measure progress, receive monthly input from executive leadership and verify appropriate countermeasures through corporate audits and assessments.

Fatality and Serious Injury Mitigation Strategy

We are committed to maintaining zero fatalities and keeping fatal and serious injury prevention a major focus. Our risk management processes enable prompt and early intervention in potential hazards to keep our employees safe at work, which is reflected in our 2022 record of zero fatalities across our global operations. These processes examine fatality and serious injury (FSI) potential, which are focused on the most impactful hazards that can potentially result in life-altering outcomes. Our comprehensive FSI strategy process is structured around four pillars:

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

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

Our EHS professionals across all locations are engaged in monthly calls to review FSI potential incidents and take proper preventive actions. We share FSI information related to specific hazards and risks, which is used for active identification and is reported via our predictive indicator system. All incidents are logged in our incident database, where we also assign corrective actions for locations that have applicable issues. In 2022, we increased our Injury Free Event (IFE) rate to 9 from 8 in 2021. Additionally, wherever possible, we share learnings from incident reporting and investigations across our locations to mitigate and prevent potential future incidents.



Stop Work Policy

Our employees are empowered to stop work should they experience unsafe working conditions or the potential for unsafe conditions. Our STOP for Safety Coin campaign promotes the stop-work authority and encourages employees to be vigilant in their work and always stop and seek help when presented with a potential safety hazard.

Employees who stop unsafe work for themselves or their colleagues are awarded an aluminum STOP coin and receive local and, in some cases, global recognition. We have distributed thousands of STOP coins to these safety advocates since the program's inception in 2016. In addition, we share STOP work stories and plant safety improvements weekly through company-wide newsletters. STOP Coins awarded in 2022 were adjusted due to the Samara divestiture and site organizational changes.

Year	STOP Coins Awarded
2017	422
2018	1,099
2019	1,125
2020	800
2021	1,400
2022	956

Safety Communication

To communicate our safety management approaches, our Corporate EHS team utilizes weekly and monthly reports, hosts EHS professional meetings, and shares FSI results to ensure that our employees follow, understand, and remain up-to-date with our safety protocols and performance. Crucial incident details are shared with all locations, including the root cause, contributing factors, and corrective actions to prevent recurrence. Our internal employee website features monthly accounts of employees recognizing and stopping for safety.

We develop and deploy an annual EHS plan, which is shared throughout the company. Each location develops a detailed EHS plan that is tracked monthly and shared with our executive leadership team, business unit leaders, plant leaders, and with EHS professionals, globally.

Audits and Assessments

We remain dedicated to improving our EHS processes by integrating findings from multiple levels of internal safety controls. Our strategy to ensure the effectiveness of our EHS strategy is supported by various auditing self-assessment activities. We conduct internal corporate EHS audits every three to five years based on risk levels of our locations. Our audit schedule is informed by an internal ranking process that assesses the size of the manufacturing site, historical incident rates, and turnover in plant management and EHS professionals to determine EHS management risks. In 2022, we audited eight locations based on our internal audit schedule. For additional information about our safety audits, please refer to [Appendix C](#).

Each business unit conducts a mid-audit cycle EHS assessment applying the same risk-based criteria used in corporate audits. In 2022, four business unit EHS audits were conducted by our BCS segment, two were conducted by Rolled Products, and two were conducted by Extrusions.

On an annual basis, each facility is required to perform a self-assessment through the Arconic Self-Assessment Tool (ASAT) concerning risk criteria that would normally be included in an EHS audit. Each business unit is required to track the completion of ASATs, newly identified corrective actions, and completion of corrective actions each month. In 2022, all Arconic locations completed self-assessments per the ASAT calendar.

Emergency Response

Each of our locations has an emergency response plan that details the responsibilities, contacts, evacuation plans, and reporting procedures in the event of an emergency. The locations are required to conduct drills in preparation for potential emergencies that are reasonably anticipated to occur based on the risks of the operation and the regions they reside in. The emergency response plans are reviewed as part of the self-assessment and corporate EHS audit processes. The plans are provided to local community coordinators and fire departments to support emergency preparedness and response.

Safety Training

At Arconic, we understand the importance of training our stakeholders around health, safety, and environmental requirements to mitigate any safety risks or incidents that may arise during business operations. Our training content is developed to share knowledge of current risk assessments, regulatory requirements, general knowledge of workplace hazards, and historical incidents. In 2022, we offered the following training programs to improve employee EHS awareness and safety preparedness:

- **Human Performance Process:** Prediction and recognition training for errors or error-likely situations.
- **Business Leader Training:** The two-day intensive EHS training was established to highlight expectations of our business leaders, educate them on our EHS management system, and equip them to lead the effort at their respective operations.
- **EHS Professional Training Series:** The monthly training, launched by the EHS Council, is conducted virtually with EHS professionals worldwide with the purpose of educating expectations, deployment strategies, and measurement of our EHS systems and policies.
- **Hazard Communication:** Awareness and prevention training for hazards, including specific relevant training based on facility operations, such as chemical safety and exposure.
- **Noise and Ergonomics:** Awareness training for risks and mitigation measures related to general noise hazards and ergonomics.
- **Chemical Specific Training:** BCS's annual training touches upon the properties, health effects, and hazard controls for potential exposure to chromium, hydrofluoric acid, and methyl diisocyanate. Rolled Products and Extrusions' annual training is focused on the properties, health effects, and hazard controls for potential exposure to welding and metal fumes, asbestos, chlorine gas, refractory ceramic fibers, and silica.

Overall, our EHS team spent 1,238 hours on health and safety conferences and training for professional certifications and development. In addition, our employees and contractors completed approximately 160,391 combined hours of EHS training during the year.

Joint Health & Safety Activities

In 2022, 92% of our manufacturing locations had joint health and safety committees that consisted of hourly production and maintenance workers as well as management. These committees meet monthly and are responsible for assessing and providing feedback for each location's policies and procedures, performing on-site audits, providing site-specific health and safety communications, engaging in health and safety continuous improvement events, and disseminating the established health and safety training materials to on-site employees.

Health and safety clauses are firmly embedded in our contracts that impact all employees. In 2022, 100% of our locations with trade union representation had health and safety requirements within collective bargaining agreements. Topics included the type and frequency of health and safety meetings, stop-work authority, paid time allowed for training and education, representation for incident investigations, and departmental and location-specific health and safety representation by union members.

In 2022, Arconic's Human Performance (HP) team, comprised employees from all business and resource units, as well as two members of the United Steelworkers (USW) that represents about 3,500 U.S. workers in our employee base, conducted training webinars and single-point lessons to identify more efficient ways to incorporate HP into our operations. Eleven internal assessments were conducted to verify HP integration level within our organization.



Contractor Safety

Along with our employee safety training, we perform contractor assessments and request vendors to comply with our EHS training requirements. We work with all contractors to complete a prequalification assessment that includes an evaluation related to their EHS measures. Based on this assessment, we generate a contractor prequalification score that is maintained in a corporate database to verify vendor suitability for a specific job.

Prior to initiating work with contracting vendors, we ask that they provide a job-specific safety plan, which is reviewed by the EHS, maintenance, and engineering staff at the location, and we ensure that contract workers are supervised by an Arconic employee during the associated work. At a minimum, all contractors must complete training to understand our on-site safety rules and other site-specific precautions. For activities that require specific training, the contracting vendor must provide evidence that each of their employees has received appropriate education to perform those technical tasks.

Facility Safety

We own four locations that are required by the U.S. Department of Homeland Security (DHS) to have management plans for chemicals of interest and complete regular inspections. As of December 31, 2022, there were no open findings from DHS inspections. These locations have secured and locked areas where those chemicals are stored. Access to the chemicals storage areas is limited to a number of employees, and employees who are granted permissions must be trained on the access, safe handling of chemicals, and DHS requirements.

Medical Surveillance and Safety Performance

Our medical surveillance program is executed in conjunction with workplace exposure monitoring to protect employee health and encourage early interventions. In 2022, all locations were tasked with conducting routine exposure monitoring and medical surveillance. We achieved 96% toward our exposure monitoring goal and 92% for our medical surveillance target.

In 2022, all our key safety rates remained significantly below the most recent U.S. averages for our industry. Our total recordable incident rate was 1.4, compared to an average of 2.7 in the metal manufacturing industry.¹¹ For additional information about our safety metrics, please refer to [Appendix C](#).



¹¹Based on U.S. Bureau of Labor Statistics, 2021 incidence rates of nonfatal occupational injuries and illnesses by industry and case types. Retrieved from <https://www.bls.gov/iif/nonfatal-injuries-and-illnesses-tables/table-1-injury-and-illness-rates-by-industry-2021-national.htm>

HUMAN RIGHTS & LABOR RELATIONS

Respecting and protecting human rights is a company mandate that is aligned with our values and described in our [Human Rights Policy](#). We strive to promote human rights in our relationships with our employees, suppliers, customers, and stakeholders in accordance with the United Nations Guiding Principles on Business and Human Rights. Other guidelines that inform our human rights strategy include the Universal Declaration of Human Rights and related covenants, the International Labour Organization’s core conventions, and the Ten Principles of the United Nations Global Compact. We plan to complete a human rights risk assessment in 2023 for our operations and supply chain to properly map and screen potential violations of labor laws, due diligence requirements, and our standards for fair working conditions and provision of collective bargaining rights. We look forward to sharing our assessment results in future disclosures.

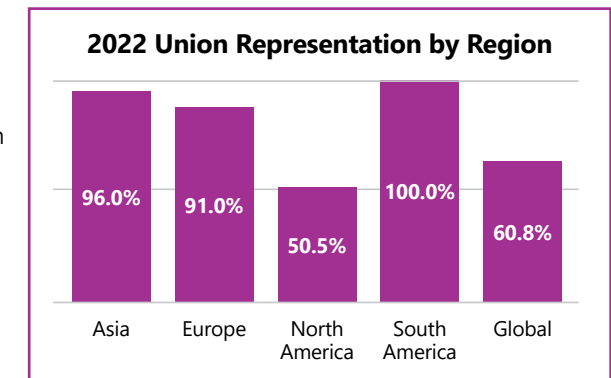
We expect all members of our supply chain to operate their businesses in a responsible and ethical manner as outlined in our [Supplier Standards](#), which include respecting human rights. Supply chain engagement on human rights is discussed in the [Supply Chain Management](#) section of this report.

Union and Collective Bargaining

We believe in freedom of association. At Arconic, we respect an individual’s choice to be represented by – or not to be represented by – a union or other authorized associations in accordance with the laws of the countries in which we operate. In the U.S., approximately 4,100 of our employees are represented by labor unions. The USW master agreement is the largest collective bargaining agreement we have, which covers approximately 3,500 employees at four U.S. locations. Our current labor agreement with USW expires in 2026, and we have seven other collective bargaining agreements in the U.S. with varying expiration dates.

On a local basis, there are agreements between Arconic and unions that cover employees located in Europe, North America, and Asia. Where we have a union, we respect and engage the union in candid discussions regarding the needs of our business and its impacts on our employees. We also maintain an open dialogue with our union representatives and employees, and we work with our unions around the world to achieve performance goals with an engaged workforce.

In Europe, our leadership continues to consult and inform the European Works Council (EWC) on key transnational labor matters through our formally established Arconic Euroforum. The Euroforum, which consists of works council representatives located where we have European facilities, was created over two decades ago and has a long history of working collaboratively on important topics for our company and our employees. In other regions of the world, such as Asia, we respect and support the appropriate legal and employee-related consultation processes in close collaboration with the relevant stakeholder groups.





COMMUNITY ENGAGEMENT

We frequently engage with our community stakeholders through a variety of grants, volunteering events, and philanthropic initiatives to continue to bring positive impacts to the people and neighborhoods we serve. We strengthen our communities through the Arconic Foundation and donate resources and time to support STEM education, sustainability, social equity, human needs, and many other great causes.

Arconic Foundation

We are proud of the positive outcomes from our nonprofit and community engagement programs through the [Arconic Foundation](#), which is funded by an independent endowment and conducts grantmaking in 20 communities where we have a presence. The mission of the Foundation is to partner with nonprofits and community organizations to enhance education through skill-building learning experiences, promote environmental sustainability, and advance social equity. The responsibilities of the Foundation also include managing Giving Together, our employee donation matching program, and a scholarship program for the children of our employees.

In 2022, Arconic Foundation awarded \$7.8 million in grants to 137 organizations that support our communities in seven countries, including Canada, China, France, Germany, Hungary, the UK, and the U.S. Key initiatives that we acted on in 2022 to support Arconic Foundation's mission include, but are not limited to:

Enhancing Education through Skill-building Learning Experiences

- Arconic Foundation invested \$4.7M in our education grant partnerships to create skill-building learning experiences that enhance individual opportunity, specifically within STEM and manufacturing workforce development.
- Grant partners include Discovery Education, FIRST, Project Lead the Way, MakerUSA, the Manufacturing Institute, STEM Next Opportunity Fund, Society for Science, YouthBuild, and WestEd.
- **Highlight:** Arconic Foundation's grant for WestEd's Next Generation Science program catalyzed the Pennsylvania Science Education Leaders (PennSEL) Network. This program trains educators to develop and adopt locally designed approaches to implement the state's new science standards.

Promoting Environmental Sustainability

- Arconic Foundation invested approximately \$1M in our environmental sustainability grant partnerships to protect the natural environment around us and support a sustainable future.
- Grant partners include National Environmental Education Foundation, National Fish and Wildlife Foundation, National Forest Foundation, National Park Foundation, and The Recycling Partnership.
- **Highlight:** Arconic Foundation's \$200,000 investment in the National Park Foundation will help strengthen their partnership with the National Park Service to make parks more resilient and sustainable through active resource protection, increased recycling, and energy management.

Advancing Social Equity

- Arconic Foundation invested approximately \$1M in our social equity grant partnerships to help build a more equitable society that reflects the value of diversity of all people.
- Grant partners include American Association of University Women (AAUW), American Association of People with Disabilities, Hispanic Scholarship Fund, Disabled American Veterans Charitable Trust, Local Initiatives Support Coalition, and PFLAG.
- **Highlight:** Arconic Foundation granted \$250,000 to the Manufacturing Institute's Women MAKE America initiative. This grant will support the program's 35x30 campaign, which aims to support the manufacturing industry's effort to increase the proportion of women in the workforce to 35% by the year 2030.

Giving Together

- In 2022, Arconic Foundation's employee donation matching program, Giving Together, generated a total of \$138,000 in contributions to nonprofit organizations, which were inclusive of our employee donations and Arconic Foundation's matching. Giving Together is a dollar-for-dollar charitable donation matching program that is designed to extend the impact of personal donations to qualified nonprofit organizations that align with the Foundation's priorities. By matching employee donations to eligible organizations, we are working together to amplify the positive impacts that we bring to our local communities.
- Arconic Foundation supported our ERGs and their respective celebration months throughout the year by offering our employees special donation matching opportunities for select organizations that align with the missions of ERGs.

Scholarship Program

- In 2022, 18 recipients were awarded a \$5,000 post-secondary education scholarship from Arconic Foundation. Recipients were children of Arconic employees across four countries who demonstrated academic excellence in the application process.



Giving Together generated a total of \$138,000 in contributions to nonprofit organizations, which were inclusive of our employee donations and Arconic Foundation's matching

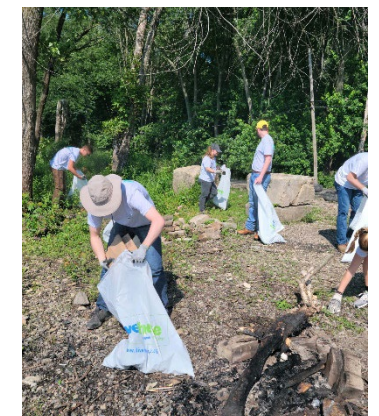
Employee Volunteering

Our employees are passionate volunteers when it comes to giving back to our communities. During 2022, our employees and manufacturing sites participated in various volunteering activities. Highlights summarized below present a small sample of the impacts that our U.S.-based employees generated in 2022.

Alcoa, Tennessee: On a monthly basis in 2022, a team of volunteers from our Tennessee site operated the Blount County Community Food Connection to support the nonprofit pantry opening in the evenings for the first time since the inception of the program. The team managed all aspects of pantry operations from check-in to restocking to clean-up every second Thursday of the month and will continue this volunteer service in 2023.

Massena, New York: Our employees participated in twelve community events throughout the year totaling 168 volunteer hours. We supported a variety of causes that aim to advance environmental sustainability and human health and well-being, including food security, cancer care for women and girls, support for autistic children, and shelter for animals.

Davenport, Iowa: Arconic employees worked with 14 summer interns to restore a local nature preserve during a one-day cleanup event. The team removed bags of garbage, tires, and a roll of carpet from Nahant Marsh, a wetland complex and education center that is also a past recipient of Arconic Foundation grants.



Springdale, Arkansas: Throughout the year, volunteers supported local organizations in providing vital services to the community. Over 40 employees participated in a clothing drive for the Northwest Health Emergency Department in Fayetteville where employees donated winter clothing essentials to emergency room patients experiencing housing insecurity. At a separate event, six employees volunteered with the Hickory Creek Fire Department to clean up the firehouse and various pieces of equipment.

Arconic Corporate Center (Pittsburgh, PA) and Arconic Cranberry (PA): Interns from the Arconic Corporate Center and Cranberry got to work last summer by participating in an intern volunteer event with Tree Pittsburgh. Interns spent time landscaping and beautifying a Pittsburgh neighborhood. Tree Pittsburgh is an environmental nonprofit organization dedicated to enhancing community vitality by restoring and protecting the urban forest through tree planting and care, education, advocacy, and land conservation.



Internationally, our 2022 employee volunteering activities included, but were not limited to:

Merxheim, France: As part of a tradition that began in 2014, 16 employees volunteered together in the “Mulhousienne,” a local annual run/walk event joined by an average of 8,000 attendees every year to raise funds that support the fight against female cancers.



Vendargues, France: Arconic employees partnered with other community members and environmental groups for a clean-up event at Méjean Pond, a vulnerable environment threatened by urbanization and pollution. Our team supported the restoration of a sensitive ecological site with a high degree of biodiversity that serves as a home for rare and protected species and a multitude of migratory birds.

Kunshan, China: In June 2022, 21 employees from the Kunshan plant volunteered for a “World Environment Day” event at the Huaqiao Wetland Cultural Education Park. The team helped remove a specific invasive plant species to restore and protect the sensitive wetlands.

Bohai, China: In August, 370 Arconic employees donated materials to a local family and supported them to rebuild their home for a healthy living environment. Over 25 employees delivered the building materials and invested their time in helping construct a safe new house for the family.





Our Process

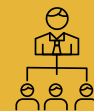
As a global company with operations in diverse cultural, political, and economic environments, we are committed to conducting business ethically and in compliance with all applicable laws. Our Values guide our behavior at every level within the organization and apply across our global operations.

- Corporate Governance
- Ethics & Compliance
- Cybersecurity & Data Privacy
- Supply Chain Management

CORPORATE GOVERNANCE

Our Board is responsible for overseeing management to help ensure we meet our responsibilities to our shareholders, build long-term growth in business value, and consider the interests of our other key stakeholders, including customers, employees, and the communities where we have an impact.

Our Board believes that sound corporate governance is essential to the effective fulfillment of its oversight responsibilities and is consistent with our integrity culture. Our Board and its committees regularly review our governance policies and practices to ensure that our governance program is in compliance with applicable rules and regulations, aligns with our management of the company, reflects best practices, and is consistent with our values. Key features of our corporate governance practices include the following:



Board Structure and Function

- De-classified board structure requiring annual election of directors
- Majority voting standard in uncontested elections with resignation policy
- Annual Board and committee self-evaluations
- Annual peer evaluations of individual directors
- Director orientation and continuing education program
- Board leadership succession plan
- Separate Chairperson and Chief Executive Officer positions



Director Independence and Qualifications

- 10 of our 11 directors are independent
- Board committees composed entirely of independent directors
- Independent directors regularly meet in executive session
- Robust Director Selection Policy, focused on maintaining board leadership with a diversity of attributes, backgrounds, experiences, perspectives, race, gender, ethnicity, and specialized professional experience.



Leadership

- Independent Board Chairperson with strong public company board and executive leadership experience
- Corporate Governance Guidelines provide for the appointment of a Lead Independent Director if the Chairperson is not independent
- Standing committees chaired by and composed of independent directors with public company and executive leadership experience aligned with areas of committee oversight



Shareholder Alignment

- Clawback policy for cash and equity incentive compensation that incorporates our commitment to our Code of Conduct
- Robust stock ownership and retention requirements
- Policies prohibiting short sales, hedging, margin accounts, and pledging of shares
- Robust Insider Trading Policy and procedures

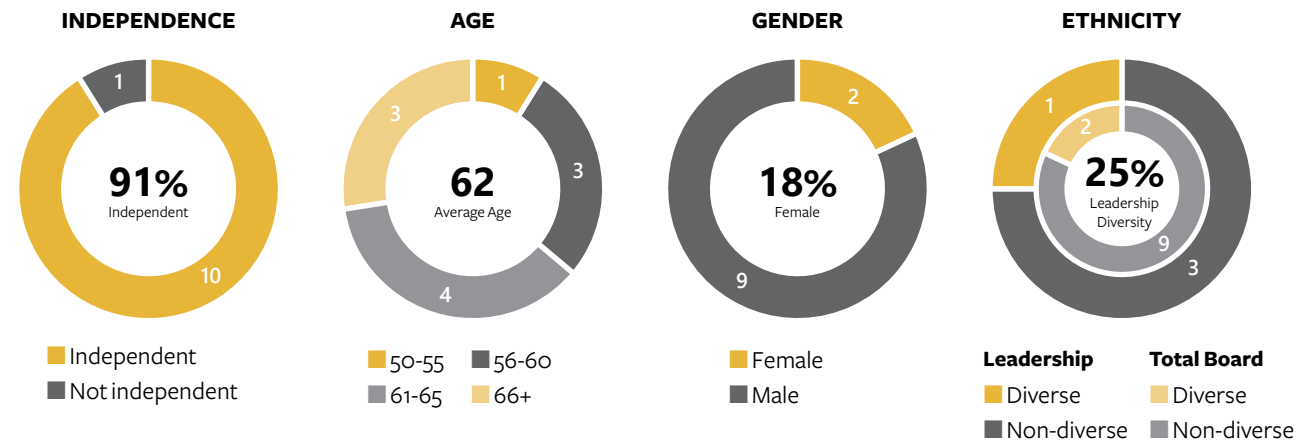


Shareholder Rights

- Shareholder ability to act by written consent
- Special meetings can be called by any shareholder owning at least 25% of outstanding shares for at least one year
- Shareholder ability to remove directors with or without cause
- Shareholder right to nominate directors (proxy access)
- No supermajority voting provisions
- No shareholder rights plan

BOARD INCLUSION & DIVERSITY

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



RISK OVERSIGHT

Our Board is actively engaged in overseeing and reviewing our strategic direction and objectives, taking into account, among other considerations, our risk profile and exposure. It is management’s responsibility to manage risk and bring the most material risks to the Board’s attention. Members of various teams, including finance, legal, information technology, health and safety, and internal audit, that have primary responsibility for compliance regularly report to executive management and, when appropriate, to the Board or a committee.

To support prompt and effective risk mitigation activities, we have established a rigorous, comprehensive, and integrated cross-functional enterprise risk management (ERM) assessment process that is designed to:

- Review our risk exposure;
- Aggregate, monitor, measure, and manage risks;
- Establish a mutual understanding among the Board and management of the effectiveness of our risk management practices and capabilities;
- Allocate resources appropriately to mitigate various risks; and
- Support our long-term operating plans and overall strategy.

The ERM assessment is conducted throughout the year, with management completing a formal annual review with the Board and providing reports at additional times when necessary or appropriate. The formal review with the Board includes soliciting the input of the Board as to the effectiveness of the ERM assessment process and alignment between the key risks identified by management and those independently identified by the directors. The Board and the responsible committees consider the immediacy and magnitude of the potential impact of key risks facing the company when exercising their oversight responsibilities. Following the formal review, management regularly reports to the responsible committee or the Board regarding the development, implementation, and the effectiveness of mitigation plans for key risks identified during the ERM assessment. Where appropriate, outside advisors are engaged to provide support in monitoring and mitigating emerging risks and in investigating or resolving situations where risks are creating an immediate or significant impact on our operations. For more information about our ERM process, please refer to our [Proxy Statement](#).

BOARD COMMITTEES

The Board has established three standing committees: the Governance and Nominating Committee, the Compensation and Benefits Committee, and the Audit and Finance Committee. For more information regarding current membership in the committees and their principal responsibilities, please see our Proxy Statement and committee charters on our [Corporate Governance](#) webpage.

ESG MANAGEMENT

While our Board and its committees provide risk oversight with respect to ESG related matters, our Executive Leadership Team and ESG Council have the ultimate responsibility for executing our programs and approving relevant disclosures. Our ESG Council is composed of leaders from key functions responsible for developing and implementing our sustainability strategy. Council members actively lead and/or participate in the Sustainability Working Groups to drive progress toward our goals and targets. Our Executive Leadership Team is informed of and involved in key sustainability initiatives and receives regular reports from the ESG Council.

ETHICS & COMPLIANCE

Our compliance program is designed to ensure effective consideration of risks and provide clear and actionable guidance to our employees. The program takes a values-based approach to prevent, detect, and address violations of laws and our company policies, further promoting our culture of integrity. The program meets the recognized elements of an effective compliance program under the U.S. Federal Sentencing Guidelines and similar global standards of other countries’ laws and regulations.

Our [Code of Conduct](#), which is publicly available in eight languages, outlines the principles and standards that support our shared values – Act with Integrity, Safeguard Our Future, Grow Stronger Together, Earn Customer Loyalty, Drive Operational Excellence, and Create Value. Our Values and our Code of Conduct serve as our guiding principles of expected behaviors to ensure that we conduct business responsibly and with integrity.

Compliance Strategy

Consistent with our commitment to the highest ethical standards, our compliance program is global, sustainable, and focused on continuous evolution and improvement. We utilize our ERM process to support a risk-based approach to incorporating current and emerging ethical, legal, and regulatory risks and considerations into our program, including compliance training, communication, and policy and procedure development. Our program is designed to effectively:

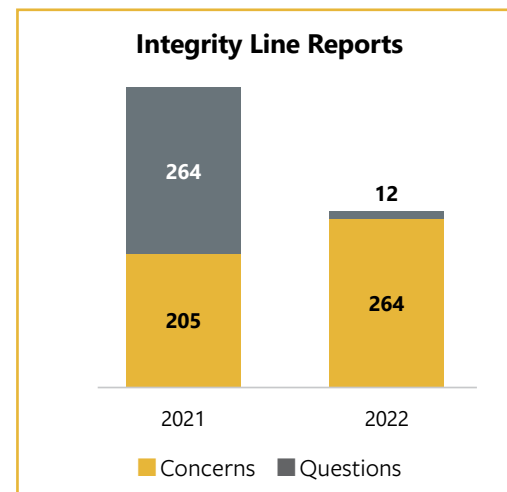
- Foster an organizational culture of integrity, ethical decision-making, and compliance with our Code of Conduct, policies, procedures, and applicable laws;
- Ensure that we conduct business with the highest standards of ethics and integrity and in compliance with all applicable laws; and
- Prevent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

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

Our compliance training covers all salaried employees and features an e-learning platform and education sessions on specialty topics. In 2022, more than 4,200 salaried employees completed nearly 16,000 hours of legal and compliance training via our live virtual sessions on our learning platform, including completion of our annual Code of Conduct and Conflict of Interest certification and live Code of Conduct training for hourly employees.

INTEGRITY REPORTING

We value the voice of every employee and promote a speak-up culture where employees feel comfortable asking questions, raising concerns, and expressing ideas without fear of retaliation as described in our Integrity Reporting and Anti-Retaliation policy. We provide our employees with ample opportunities and resources to ask questions and report concerns in addition to our [Integrity Line](#), including employee-manager discussions and support from our human resources and legal and compliance teams. Our Integrity Line is operated internationally by an independent third party and is available 24/7 to all employees and external stakeholders who wish to raise a concern or ask a question, anonymously where permitted by law.



In 2022, we received 276 new concerns and questions through our Integrity Line and ensured that each was addressed expeditiously, with an average processing period of 29 days. According to the Navex Global 2022 Risk & Compliance Incident Management Benchmark Report, our reporting rate of 2.4 concerns per 100 employees is above the benchmark of 1.3 reports. Our anonymous rate was 46%, which was significantly below the Navex benchmark of 58%. We strongly believe these reporting rates are a result of our employees feeling comfortable to speak up without fear of retaliation or other negative consequences. In 2022, fewer questions were asked, and we observed a 29% increase in the concerns we received compared to 2021, which were primarily associated with employee wellness and development matters. Following our compliance strategy, we implemented 125 corrective actions resulting from issues raised, including coaching, training, process improvements, and disciplinary measures.

ANTI-CORRUPTION

We maintain a strict [Anti-Corruption Policy](#) that applies to all employees within our global operations and partners. As part of our anti-corruption initiatives in 2022, we continued to engage a third party in reviewing our platform that supports us in screening, monitoring, and tracking third-party intermediaries that act on our behalf. The review involves a robust assessment, evaluation, and mitigation of risk based on country of operation, service type, public official interaction, and compliance policies that touch upon human rights, anti-slavery, and anti-corruption. Following completion of the assessment, we request risk mitigation actions and senior management approvals for all medium- and high-risk intermediaries. The table to the right sets forth our ratings of third-party corruption risks in 2022. Based on our integrity line reports, there were no substantiated concerns of corruption.

Metric	2022
Third Party Intermediary Risk Rating	
Low	67
Medium	68
High	3
Total	138

Additionally, we maintain procedures to track, review, and approve charitable contributions and follow a management process related to gifts, hospitality, meals, and travel transactions with government officials. For more information on our ethics and compliance program, including our Code of Conduct and policies on anti-corruption, integrity reporting, anti-retaliation, and human rights, please visit our [Ethics and Compliance](#) webpage.

CYBERSECURITY & DATA PRIVACY

We employ robust information technology systems to manage and operate our business and process transactions and summarize our operating results. Our enterprise risk management program and disclosure controls and procedures are aligned with the ISO 27001 standard and include elements intended to ensure continuous monitoring of cybersecurity threats and prompt analysis and response to potential disclosure obligations arising from cyber-attacks and security breaches. Our incident response process is designed to record, investigate, and respond to emergencies focused on the potential leakage of personal data from employees or customers. We regularly assess the cybersecurity landscape to test and upgrade our systems, adapt to industry and regulatory developments, and maintain compliance with domestic and international cybersecurity laws. Our Audit and Finance Committee is informed of our cybersecurity program updates through quarterly briefings.

SUPPLY CHAIN MANAGEMENT

We understand the importance of our suppliers as key partners in collectively creating a more equitable and sustainable world. In an effort to enhance supply chain sustainability, we have established a goal to ensure 80% of our high-risk suppliers meet our supply chain management criteria by 2030. To achieve this target, we have developed a roadmap to advance supplier sustainability by enforcing policies, increasing the traceability of our sourced materials, and promoting ongoing dialogue and best practices sharing, as summarized below:

Policies and Processes:

- Update our policies and evolve our supply chain management program.
- Ensure clear communication of our sustainability expectations through our sourcing policies and Supplier Standards.

Transparency and Traceability:

- Screen new suppliers using social and environmental criteria via a third-party solution.
- Continue to implement annual supplier assessments in alignment with the Aluminum Stewardship Initiative standards.
- Execute proper supplier due diligence for measures on human rights, conflict minerals, and environmental and community impacts.

Dialogue and Best Practices Sharing:

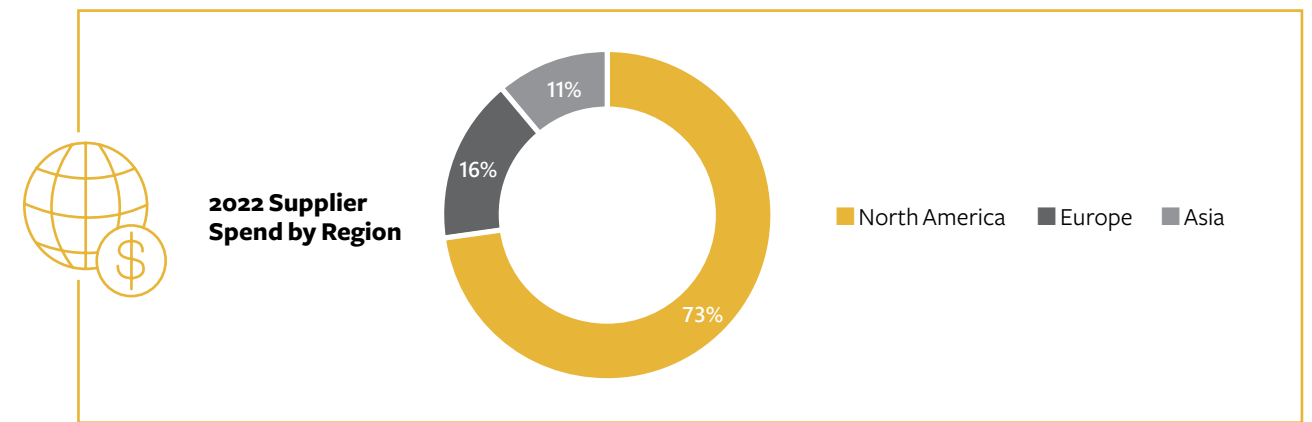
- Strengthen and maintain supplier relationships.
- Pursue continuous improvement opportunities.
- Disclose and share carbon footprint and recycled content data as well as accounting methodologies.

Globally, we have more than 6,500 suppliers; 74% support our Rolled Products and Extrusions businesses, 22% serve our BCS business, and the remainder support our corporate operations. As a major component of our business, 226 aluminum suppliers represent 58% of our total \$7 billion spend. We expect these suppliers to conduct business in accordance with the values stated in our [Supplier Standards](#) and on our [Ethics and Compliance](#) webpage. We commit to carefully selecting and maintaining suppliers by:

- Screening against a denied party listing service;
- Ensuring responsible materials sourcing, as stated in our [Conflict Minerals Policy](#);
- Assessing key suppliers periodically through our Global Supplier Sustainability Program to ensure alignment with our standards;
- Considering diverse suppliers to increase diversity in the supply chain with minority, women-owned, and veteran suppliers; and
- Measuring supplier reliability to ensure quality and on-time delivery.

Global Supplier Sustainability

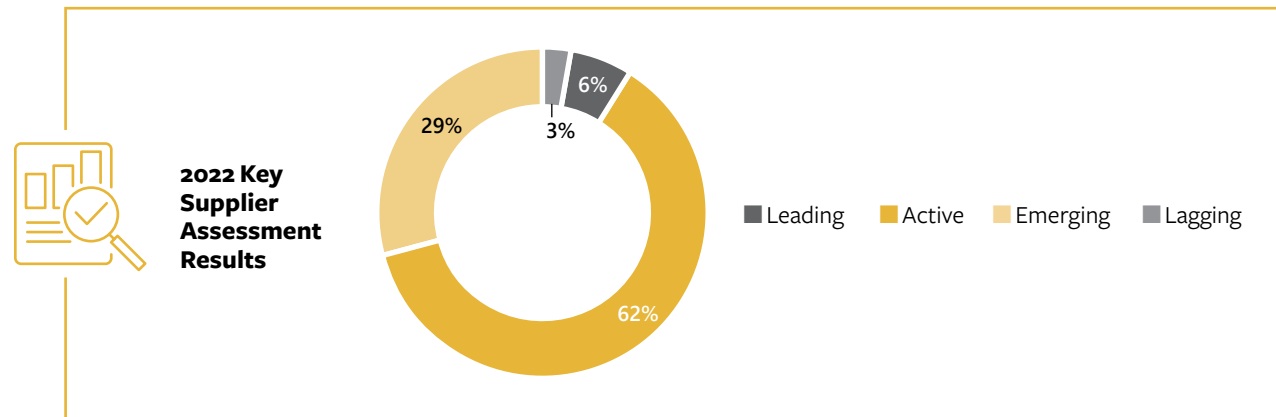
We are committed to unifying our supply chains and acting as a key collaborator with our suppliers to jointly make progress toward our sustainability objectives and goals. In 2022, we continued to measure the sustainability performance of our key suppliers through our supplier sustainability assessment program. These suppliers, which represented 2% of our supplier base by number but 54% of our total 2022 spend, are companies that have the greatest impact on our carbon footprint, possess preferred status, are sole sources of supply, are located in emerging or high-risk countries, and/or provide regulated commodities. We prioritized our sustainability assessments based on suppliers' performance, and suppliers that were identified as leading or active in the 2020 and 2021 evaluations were exempt from participating in 2022 due to their good standing.



Our Supplier Sustainability Program consists of four components:

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

The 2022 assessment informed us that 68% of suppliers surveyed had sustainability practices that we consider to be leading or active. For suppliers deemed to be emerging or lagging, we recommunicate our sustainability expectations and, where necessary, work with them to incorporate sustainable practices into their businesses. We look for alternative suppliers for those that continue to show little to no improvement after these efforts. Our assessment results are categorized into key topic areas to further assess and understand supplier performance and compliance with our policies, as well as to help us identify areas in need of improvement.



Human Rights in Supply Chain

Respecting human rights is ingrained in our culture, and our expectations for suppliers are embedded in our Human Rights and Conflict Minerals policies through our Supplier Standards. We encourage reporting of any concerns or potential violations of the Supplier Standards through our [Integrity Line](#). Our standards that support human rights in our supply chain and compliance with international standards include:

- Maintaining a workplace that respects human dignity and the rights of workers, individuals, and the communities associated with their operations;
- Prohibiting the use of all forms of human trafficking and forced, bonded, indentured, or compulsory labor;
- Prohibiting the employment of children (defined as under the age of 18 years old);
- Prohibiting harassment or discrimination of applicants or workers in any form, including any kind of corporal punishment or abuse;
- Maintaining a safe workplace that is free from violence, threats, intimidation, and harassment and that respects the dignity and worth of every employee;
- Providing a fair living wage and compensating employees competitively relative to industry and local standards and in compliance with all applicable wage, work hours, overtime, and benefits laws and the terms of applicable collective bargaining agreements;
- Upholding the principles reflected in the Universal Declaration of Human Rights and related covenants, the International Labour Organization’s core conventions, and the Ten Principles of the United Nations Global Compact;
- Upholding the principles stated in Arconic’s Conflict Mineral Policy and providing transparency into the supply chain, from original source to Arconic; and
- Complying with laws related to workplace safety and health.



Respecting human rights is ingrained in our culture, and our expectations for suppliers are embedded in our Human Rights and Conflict Minerals policies through our Supplier Standards.

Future Ambitions & Goals



In the year ahead, Arconic will implement our strategy to progress toward our 2030 sustainability targets and will continue to advance sustainability within our operations and our value chain through our innovative solutions and industry partnerships. As we continue our ESG journey, we look forward to implementing the following action items for 2023:

- We will take concrete steps to pursue emissions reduction and energy efficiency opportunities.
- We will partner with suppliers and customers to continue to create innovative products that drive sustainability throughout our value chain.
- We will strengthen our DEI efforts and work to increase women representation.
- We will expand and deepen partnerships with key industry groups that represent the aluminum value chain around the world, including The Aluminum Association, European Aluminum, and International Aluminum Institute. From engaging policymakers to publishing research, we will continue to collaboratively address all facets of sustainability and coordinate efforts across the aluminum industry.
- We will report our sustainability progress and align disclosure with the widely recognized ESG disclosure frameworks, including the Task Force on Climate-related Financial Disclosures (TCFD), and continue our efforts to align with GRI and SASB to improve transparency and provide our stakeholders with more detailed and reliable data on our ESG efforts.



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

APPENDIX A – GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

Statement of Use	Arconic Corporation has reported the information cited in this GRI content index for the period from January 1 to December 31, 2022, with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Report Location and Additional Information
GRI 2: General Disclosures 2021	2-1 Organizational details	About This Report About Arconic
	2-2 Entities included in the organization's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	About This Report
	2-5 External assurance	The accuracy and completeness of the information contained in the 2022 Sustainability Report is verified by leaders of our business functions. ESG data included in this report is not externally assured.
	2-6 Activities, value chain and other business relationships	About Arconic Form 10-K
	2-7 Employees	Appendix C
	2-8 Workers who are not employees	People Appendix C
	2-9 Governance structure and composition	Corporate Governance Proxy Statement
	2-10 Nomination and selection of the highest governance body	Proxy Statement
	2-11 Chair of the highest governance body	Proxy Statement
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Proxy Statement

APPENDIX A – GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI Standard	Disclosure	Report Location and Additional Information
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Corporate Governance Proxy Statement
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance
	2-15 Conflicts of interest	Proxy Statement
	2-16 Communication of critical concerns	Ethics & Compliance
	2-17 Collective knowledge of the highest governance body	Proxy Statement
	2-18 Evaluation of the performance of the highest governance body	Proxy Statement
	2-19 Remuneration policies	Proxy Statement
	2-20 Process to determine remuneration	Proxy Statement
	2-21 Annual total compensation ratio	Proxy Statement
	2-22 Statement on sustainable development strategy	CEO Statement
	2-23 Policy commitments	Human Rights & Labor Relations Proxy Statement
	2-24 Embedding policy commitments	Human Rights & Labor Relations Proxy Statement
	2-25 Processes to remediate negative impacts	Ethics & Compliance
	2-26 Mechanisms for seeking advice and raising concerns	Corporate Governance Ethics & Compliance Proxy Statement
	2-27 Compliance with laws and regulations	Ethics and Compliance Proxy Statement
	2-28 Membership associations	Aluminium Stewardship Initiative
	2-29 Approach to stakeholder engagement	Our People
2-30 Collective bargaining agreements	Human Rights & Labor Relations Appendix C Form 10-K	

APPENDIX A – GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI Standard	Disclosure	Report Location and Additional Information
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
	3-3 Management of material topics	Throughout the report
GRI 201: Economic Performance 2016	3-3 Management of material topics	Form 10-K
	201-1 Direct economic value generated and distributed	Form 10-K
GRI 205: Anti-corruption 2016	3-3 Management of material topics	Ethics & Compliance
	205-2 Communication and training about anti-corruption policies and procedures	Ethics & Compliance
GRI 302: Energy 2016	3-3 Management of material topics	Greenhouse Gas Emissions & Energy
	302-1 Energy consumption within the organization	Greenhouse Gas Emissions & Energy Appendix C
	302-3 Energy intensity	Greenhouse Gas Emissions & Energy Appendix C
	302-4 Reduction of energy consumption	Greenhouse Gas Emissions & Energy Appendix C
GRI 303: Water and Effluents 2018	3-3 Management of material topics	Water Management
	303-1 Interactions with water as a shared resource	Water Management
	303-2 Management of water discharge-related impacts	Water Management
	303-3 Water withdrawal	Water Management Appendix C
	303-4 Water discharge	Water Management Appendix C
	303-5 Water consumption	Water Management Appendix C

APPENDIX A – GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI Standard	Disclosure	Report Location and Additional Information
GRI 305: Emissions 2016	3-3 Management of material topics	Greenhouse Gas Emissions & Energy
	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions & Energy Appendix C
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions & Energy Appendix C
	305-3 Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions & Energy Appendix C
	305-4 GHG emissions intensity	Greenhouse Gas Emissions & Energy Appendix C
	305-5 Reduction of GHG emissions	Greenhouse Gas Emissions & Energy Appendix C
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Appendix C
GRI 306: Waste 2020	3-3 Management of material topics	Waste Management
	306-1 Waste generation and significant waste-related impacts	Waste Management
	306-2 Management of significant waste-related impacts	Waste Management
	306-3 Waste generated	Appendix C
	306-4 Waste diverted from disposal	Appendix C
	306-5 Waste directed to disposal	Appendix C
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	Supply Chain Management
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Management Appendix C
GRI 401: Employment 2016	3-3 Management of material topics	Employee Skills & Career Development Wellness and Benefits
	401-1 New employee hires and employee turnover	Appendix C
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Wellness & Benefits
	401-3 Parental leave	Wellness & Benefits

APPENDIX A – GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI Standard	Disclosure	Report Location and Additional Information
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Health & Safety
	403-1 Occupational health and safety management system	Health & Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Health & Safety
	403-3 Occupational health services	Health & Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health & Safety
	403-5 Worker training on occupational health and safety	Health & Safety
	403-6 Promotion of worker health	Health & Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health & Safety
	403-8 Workers covered by an occupational health and safety management system	Health & Safety
	403-9 Work-related injuries	Health & Safety Appendix C
	403-10 Work-related ill health	Health & Safety Appendix C
GRI 404: Training and Education 2016	3-3 Management of material topics	Employee Skills & Career Development
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Skills & Career Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Skills & Career Development
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	Diversity, Equity & Inclusion Board Inclusion & Diversity
	405-1 Diversity of governance bodies and employees	Diversity, Equity & Inclusion Board Inclusion & Diversity Appendix C

APPENDIX B – SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Topic	Accounting Metric	Category	Code	Report Location and Additional Information
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	EM-MM-110a.1	Greenhouse Gas Emissions & Energy Appendix C
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	EM-MM-110a.2	Greenhouse Gas Emissions & Energy
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N ₂ O), (3) SOx, (4) particulate matter (PM ₁₀), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Quantitative	EM-MM-120a.1	Air Emissions Appendix C
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	EM-MM-130a.1	Appendix C
Water Management	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	EM-MM-140a.1	Appendix C By the end of 2023, we plan to complete a water risk assessment covering all of our locations to screen for any potential risks related to water withdrawal or consumption from water-stressed areas.
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	EM-MM-140a.2	Water Management
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	Quantitative	EM-MM-150a.4	Appendix C
	Total weight of tailings produced	Quantitative	EM-MM-150a.5	Not Applicable – we do not produce tailings.
	Total weight of waste rock generated	Quantitative	EM-MM-150a.6	Not Applicable – we do not generate waste rock.
	Total weight of hazardous waste generated	Quantitative	EM-MM-150a.7	Appendix C
	Total weight of hazardous waste recycled	Quantitative	EM-MM-150a.8	Appendix C
	Number of significant incidents associated with hazardous materials and waste management	Quantitative	EM-MM-150a.9	Appendix C
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	EM-MM150a.10	Waste Management
Biodiversity Impacts	Description of environmental management policies and practices for active sites	Discussion and Analysis	EM-MM-160a.1	Environmental Compliance
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Quantitative	EM-MM-160a.2	Not applicable – we do not have mine sites that are under our operational control.
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	EM-MM-160a.3	Not applicable – we do not have mine sites or reserves that are under our operational control.

APPENDIX B – SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Topic	Accounting Metric	Category	Code	Report Location and Additional Information
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	EM-MM-210a.1	Not applicable – we do not have mine sites or reserves that are under our operational control.
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	EM-MM-210a.2	Not applicable – we do not have mine sites or reserves that are under our operational control.
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	EM-MM-210a.3	Not applicable – we do not have mine sites or reserves that are under our operational control.
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	EM-MM-210b.1	Community Engagement
	Number and duration of non-technical delays	Quantitative	EM-MM-210b.2	We had zero delays due to non-typical operating activities or shutdowns in 2022.
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Quantitative	EM-MM-310a.1	Human Rights and Labor Relations
	Number and duration of strikes and lockouts	Quantitative	EM-MM-310a.2	We had zero strikes and lockouts in 2022.
Workforce Health & Safety	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Quantitative	EM-MM-320a.1	Health & Safety Appendix C
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	EM-MM-510a.1	Ethics & Compliance
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	EM-MM-510a.2	We had no production in any of the 20 lowest-ranked countries in 2022.
Tailings Storage Facilities Management	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Quantitative	EM-MM-540a.1	Not applicable – we do not produce tailings.
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Discussion and Analysis	EM-MM-540a.2	Not applicable – we do not produce tailings.
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Discussion and Analysis	EM-MM-540a.3	Not applicable – we do not produce tailings.

Activity Metric	Category	Code	Report Location
Production of (1) metal ores and (2) finished metal products	Quantitative	EM-MM-000.A	(1) Not applicable – we do not produce metal ores. (2) See metric tons of third-party shipments in Appendix C
Total number of employees, percentage contractors	Quantitative	EM-MM-000.B	Appendix C

APPENDIX C – ADDITIONAL REPORTING METRICS

SPECIAL NOTE REGARDING REPORTING PERIODS

Arconic reports five years of metrics where data is calculable with collection systems, consistent locations, comparisons, and methodologies. Arconic commenced operations as a standalone company on April 1, 2020, following its separation from the former Arconic Inc. (now Howmet Aerospace Inc.). Certain metrics cannot be produced on a carveout basis for periods prior to the separation with an acceptable degree of accuracy. In addition, certain metrics were introduced either by Arconic or by Howmet Aerospace Inc. within the preceding five-year period and, accordingly, are not available for periods prior to introduction.

In response to a change of our reporting scope for the fiscal year 2022 associated with the divestiture of our Russian operations, we have recalculated our 2021 metrics. The exclusion of the Russian data is reflected in a reduction of our 2021 footprints, but may result in an increase in intensity figures due to a loss of production volume compared to previously reported values.

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

STANDARDS & CERTIFICATIONS

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
ASI Performance Standard	# Certifications	—	2	4	4	4	One certification added at Tennessee site/one certification removed due to Samara divestiture in 2022.
ISO 14001	# Certifications	13	13	13	13	13	
ISO 50001	# Certifications	5	5	5	5	5	
ISO 45001	# Certifications	2	2	2	2	2	
Employees Covered Under ISO 45001	Percent (%)	> 99.5	> 99.5	> 99.5	> 99.5	> 99.5	

GHG EMISSIONS

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Planet							
Absolute GHG Emissions							
The source of all GHG emissions is energy consumption. We had zero biogenic emissions – those associated with the combustion of biomass or plant materials. Our calculations are based on the World Resources Institute (WRI) GHG protocol methodology based on operational control; regional or country Scope 1 and 2 emission factors; and 4th IPCC Assessment global warming potential (GWP) factors. The following emissions and sources are immaterial as they represent well less than 5% of our total GHG emissions and are excluded from calculations: hydrofluorocarbons primarily used in refrigeration systems, CO ₂ , CH ₄ , and N ₂ O emissions from fuels used primarily for mobile equipment or maintenance activities, SF ₆ used in high voltage dielectrics, all GHG emissions from office buildings and sites with no industrial activities, and perfluorocarbons.							
The 2021 and 2022 GHG emissions and energy consumption data excludes our former Russian operations, which were divested in 2022. The exclusion of the data generally results in a reduction in absolute GHG emissions and energy consumption but a slight increase in some cases in GHG emissions and energy intensities from previously reported 2021 data. Only 2021 metrics have been recalculated.							
Scope 1 (direct)	Million MT CO ₂ e	1.10	0.99	0.86	0.84	0.86	
Scope 2 (indirect)	Million MT CO ₂ e	1.01	0.90	0.77	0.58	0.56	
Scope 3 GHG Emissions (value chain)	Million MT CO ₂ e	—	13.25	11.58	12.31	11.19	These values are based on WRI Scope 3 methodology for purchased goods, fuel and energy-related activities, upstream and downstream transportation, and end-of-life treatment of sold products.
Total		2.11	15.14	13.21	13.73	12.61	

GHG EMISSIONS

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
GHG Emissions Intensity							
Scope 1	MT CO ₂ e per MT Third Party Shipments	0.64	0.62	0.63	0.63	0.63	
Scope 2	MT CO ₂ e per MT Third Party Shipments	0.59	0.56	0.57	0.44	0.41	
Scope 3	MT CO ₂ e per MT Third Party Shipments	—	8.29	8.48	9.22	8.24	
Total	MT CO ₂ e per MT Third Party Shipments	—	9.47	9.68	10.28	9.28	
Scope 1 & 2 GHG Emissions Intensity by Business							
Rolled Products	MT CO ₂ e per MT Third-Party Shipments	1.21	1.16	1.18	1.05	1.02	
Building and Construction Systems	MT CO ₂ e per MT Third-Party Shipments	0.67	0.70	0.69	0.66	0.69	
Extrusions	MT CO ₂ e per MT Third-Party Shipments	2.89	2.63	2.97	2.67	2.77	
Regulated Emissions							
% GHG Emissions Covered Under Regulations	%	9.83	10.18	9.33	13.00	12.90	The data represents the percentage of the gross global Scope 1 GHG emissions that are covered under an emissions-limiting regulation or program that is intended to directly limit or reduce emissions, such as cap and trade schemes, carbon tax/fee systems and other emissions control (e.g., command-and-control approach) and permit-based mechanisms. The data excludes emissions covered under voluntary emissions-limiting regulations (e.g., voluntary trading systems), as well as report-only based regulations.
Scope 1 & 2 GHG Emissions by Business							
Rolled Products	Million MT CO ₂ e	1.86	1.65	1.44	1.27	1.26	
Building and Construction Systems	Million MT CO ₂ e	0.08	0.08	0.07	0.07	0.06	
Extrusions	Million MT CO ₂ e	0.17	0.16	0.12	0.09	0.10	

AIR EMISSIONS

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Air Emissions							
Reported emissions only include those locations for which the emissions are both regulated and material. Nitrogen oxides include NO and NO ₂ but exclude N ₂ O. Sulfur oxides include SO ₂ and SO ₃ . Total particulate matter provides a conservative estimate of PM ₁₀ emissions, which are unavailable for most emission sources. Volatile organic compounds include those organic compounds that are regulated or reported at a location level and typically only include those chemicals that are photochemically reactive. Hazardous air pollutants are as defined by the U.S. EPA.							
The 2021 and 2022 air emissions do not include data related to our former Russian operations, which were divested in 2022. The exclusion of this data generally results in a reduction in absolute air emissions from previously reported 2021 data. Only 2021 metrics have been recalculated.							
VOCs	MT	1,326.12	1,248.75	1,204.70	876.51	997.00	
Nitrogen Oxides	MT	1,102.00	1,101.68	999.01	718.24	758.96	
Carbon Monoxide	MT	1,009.39	953.16	944.74	717.45	643.32	
Particulate Matter	MT	402.81	391.96	340.85	285.09	319.55	
Hazardous Air Pollutants	MT	200.29	158.99	137.98	175.04	233.53	
Sulfur Oxides	MT	29.21	30.57	25.82	4.55	6.60	
Air Emissions — Rolled Products							
VOCs	MT	1,144.99	1,070.23	1,041.09	636.24	752.18	
Nitrogen Oxides	MT	1,023.98	1,025.96	935.13	656.60	693.56	
Carbon Monoxide	MT	942.45	886.75	891.11	674.52	593.22	
Particulate Matter	MT	376.65	368.97	324.12	272.96	308.74	
Hazardous Air Pollutants	MT	140.94	108.39	95.69	105.24	119.07	
Sulfur Oxides	MT	28.63	30.01	25.32	4.16	6.24	
Air Emissions — Building and Construction Systems							
VOCs	MT	134.15	109.69	104.28	198.18	196.85	
Nitrogen Oxides	MT	32.03	32.73	29.54	40.04	38.44	
Carbon Monoxide	MT	28.81	28.66	24.59	24.23	26.77	
Particulate Matter	MT	4.03	4.02	3.71	3.66	3.70	
Hazardous Air Pollutants	MT	45.75	39.47	33.45	65.69	107.25	
Sulfur Oxides	MT	0.28	0.28	0.28	0.25	0.15	

AIR EMISSIONS

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Air Emissions — Extrusions							
VOCs	MT	46.98	68.83	59.33	41.40	47.97	
Nitrogen Oxides	MT	45.99	42.99	34.34	21.60	26.95	
Carbon Monoxide	MT	38.13	37.75	29.04	18.72	23.33	
Particulate Matter	MT	22.13	18.97	13.02	8.12	7.12	
Hazardous Air Pollutants	MT	13.60	11.13	8.84	4.11	7.22	
Sulfur Oxides	MT	0.30	0.28	0.22	0.15	0.21	
Hazardous Air Pollutant Emissions (HAPs)							
Other emissions primarily consist of organic solvents emitted at levels less than 5 metric tons each. Lead and mercury emissions are not material to our operations, as they are emitted at very low levels (less than 50 kilograms/year each) and are primarily from the combustion of fuels. Dioxins and furans are also emitted at low levels from our aluminum cast houses, and the worldwide annual total is less than 25 grams.							
Hydrogen Chloride	MT	95.32	70.31	59.90	78.92	83.89	
Toluene	MT	21.60	20.81	18.65	32.44	38.29	
Xylenes	MT	27.53	15.56	13.56	20.20	28.05	
Chlorine	MT	9.91	9.54	8.48	8.90	8.95	
Hydrogen Fluoride	MT	9.46	9.06	7.85	6.22	9.83	
Other	MT	36.47	33.71	29.54	28.60	64.52	

ENERGY

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Energy Consumption							
Direct	Million GJ	20.03	19.39	16.79	16.83	17.17	
Indirect	Million GJ	7.79	7.34	6.77	5.38	5.49	
Total	Million GJ	27.82	26.73	23.56	22.20	22.66	Direct energy from the combustion of natural gas, diesel, gasoline, and propane. Indirect is purchased electricity and steam. Other energy sources are immaterial and have been excluded. Corporate offices, service centers and other locations primarily involved in assembly within our Building and Construction Systems business are also immaterial and have been excluded.

ENERGY

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Energy Intensity	GJ per MT Third-Party Shipments	16.18	16.72	17.25	16.62	16.68	Data represents our consumption of natural gas, diesel, gasoline, propane, electricity, and steam. Other energy sources are immaterial and have been excluded. Corporate offices, service centers and other locations primarily involved in assembly within our Building and Construction Systems business are also immaterial and have been excluded.
Energy Consumption by Business							
Data represents our consumption of natural gas, electricity and steam. Other energy sources are immaterial and have been excluded. Corporate offices and ATC are included under Rolled Products. Service centers and other locations primarily involved in assembly within our Building and Construction Systems business are also immaterial and have been excluded.							
Rolled Products	Million GJ	24.49	23.39	20.72	19.74	20.10	
Building and Construction Systems	Million GJ	1.15	1.15	1.06	1.05	1.02	
Extrusions	Million GJ	2.18	2.19	1.78	1.42	1.54	
Electrical Grid Energy Consumption by Source							
Renewable refers to wind, hydro, biomass, solar and geothermal energy sources. All renewables that we consume are from grid-supplied electricity and are based on data available from those grids that supply our locations. Non-renewable is natural gas, coal, diesel, propane, nuclear, distillates and purchased electricity using those energy sources. Corporate offices, service centers and other locations primarily involved in assembly within our Building and Construction Systems business are immaterial and have been excluded.							
Renewable	Million GJ	—	—	1.21	1.11	1.14	
Non-Renewable	Million GJ	—	—	5.17	4.27	4.32	
Total	Million GJ	—	—	6.38	5.39	5.46	
Electrical Energy Intensity							
Corporate offices, service centers and other locations primarily involved in assembly within our Building and Construction Systems business are immaterial and have been excluded.							
Electrical	Total GJ	7,461,630	6,981,766	6,383,126	5,376,982	5,457,329	
Shipments	MT	1,719,448	1,598,437	1,365,530	1,335,697	1,358,606	
Electrical Intensity	GJ per MT Third-Party Shipments	4.34	4.37	4.67	4.03	4.02	

ENERGY

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Sources of Renewable Energy from U.S. Grid							
All renewables that we consume are from grid-supplied electricity and are based on data available from those grids that supply our locations. Corporate offices, service centers and other locations primarily involved in assembly within our Building and Construction Systems business are immaterial and have been excluded.							
Wind	% Total	—	—	57.29	43.08	46.70	
Hydro	% Total	—	—	33.60	35.90	30.46	
Biomass	% Total	—	—	5.97	7.69	6.60	
Solar	% Total	—	—	2.66	11.28	14.21	
Geothermal	% Total	—	—	0.48	2.05	2.03	
Energy Consumption by Commodity							
Other energy sources are immaterial and have been excluded. Corporate offices, service centers and other locations primarily involved in assembly within our Building and Construction Systems business are immaterial and have been excluded.							
Natural Gas/Other Fuels	% Total	71.99	72.54	71.28	75.78	75.78	
Grid Electricity	% Total	26.82	26.12	27.10	24.22	24.08	
Steam	% Total	1.19	1.34	1.62	0.00	0.13	
Electrical Usage by Business							
Corporate offices, service centers and other locations primarily involved in assembly within our Building and Construction Systems business are immaterial and have been excluded.							
Rolled Products	Million GJ	6.40	6.02	5.46	4.57	4.64	
Building and Construction Systems	Million GJ	0.37	0.36	0.38	0.33	0.33	
Extrusions	Million GJ	0.69	0.60	0.54	0.47	0.49	

WATER

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Water Withdrawal, Discharge and Consumption							
Consumption equals withdrawal minus discharge. Rainwater not used in our manufacturing processes is excluded from withdrawal and discharge data where these volumes can be determined. Waters used for irrigation and sanitary purposes are included in this data. All water withdrawals, as well as water bodies to which we discharge, are fresh water, which is defined as having a dissolved solids concentration that is less than or equal to 1,000 milligrams per liter (mg/l). We define priority substances through permitting and follow agency issued limits on our discharges.							
Withdrawal	Million m ³	8.41	8.52	7.84	6.29	6.12	
Discharge	Million m ³	5.74	5.81	6.06	4.73	4.70	
Consumption	Million m ³	2.67	2.71	1.78	1.56	1.42	
Water Intensity	m ³ per MT Third-Party Shipments	—	—	—	3.54	3.46	Water intensity was calculated beginning with 2021 for baseline setting.

WATER

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Water Withdrawal by Business							
Rainwater not used in our manufacturing processes is excluded from withdrawal data where these volumes can be determined. Waters used for irrigation and sanitary purposes are included in this data. All water withdrawal is fresh water, which is defined as having a dissolved solids concentration that is less than or equal to 1,000 mg/l.							
Rolled Products	Million m3	6.92	7.06	6.60	5.17	5.20	
Building and Construction Systems	Million m3	0.51	0.52	0.53	0.58	0.53	
Extrusions	Million m3	0.98	0.94	0.71	0.55	0.39	
Water Withdrawal by Source							
Rainwater not used in manufacturing processes is excluded from withdrawal totals, while rainwater used in the manufacturing process is included in the surface water totals. Waters used for irrigation and sanitary purposes are included in this data. All water withdrawal is fresh water, which is defined as having a dissolved solids concentration that is less than or equal to 1,000 mg/l.							
Municipal/External Supply	Million m3	6.44	6.74	6.16	5.09	4.67	
Surface Water	Million m3	0.99	0.77	0.75	0.38	0.36	
Groundwater	Million m3	0.98	1.01	0.93	0.82	1.08	
Total	Million m3	8.41	8.52	7.84	6.29	6.12	
Water Discharge by Source							
Rainwater not used in our manufacturing processes is excluded from the discharge data where these volumes can be determined. Water used for irrigation and sanitary purposes are included in this data. All waters receiving our discharges are fresh water, which as defined as having a dissolved solids concentration that is less than or equal to 1,000 mg/l. We define priority substances through permitting and follow agency-issued limits.							
Surface Water	Million m3	2.26	2.07	2.07	2.47	2.35	
Municipal/External Treatment	Million m3	3.48	3.74	3.99	2.26	2.35	
Total	Million m3	5.74	5.81	6.06	4.73	4.70	
Water Discharge – Destination, Quality and Treatment							
Water is either discharged directly from the location to a surface water receiving body, or it is discharged from the location to a third-party off-site treatment works who first treats the water and then discharges it to a surface water receiving body. No water is transferred for reuse by another organization.							
Surface Water							
Category 1	Million m3	2.26	2.07	2.07	2.41	2.34	
Municipal/External Treatment							
Category 2	Million m3	1.34	1.59	2.09	1.66	1.56	
Category 3	Million m3	2.14	2.15	1.90	0.60	0.64	
Water Non-Compliances							
There were no water-related non-compliance incidents associated with enforceable actions as defined under SASB EM-MM-140a.2 in 2022.							
Number	Total	1	0	0	0	0	

WASTE

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Waste by Composition							
Arconic Corporation							
Hazardous	Thousand MT	18.06	21.27	18.71	19.44	22.19	
Non-Hazardous	Thousand MT	84.16	96.22	69.72	87.122	88.34	
Total	Thousand MT	102.22	117.49	88.43	106.56	110.53	
Rolled Products							
Hazardous	Thousand MT	14.22	17.23	15.70	21.13	19.40	
Non-Hazardous	Thousand MT	62.7	73.50	47.70	72.23	73.44	
Total	Thousand MT	76.92	90.73	63.40	93.36	92.84	
Building and Construction Systems							
Hazardous	Thousand MT	3.56	3.61	2.73	2.39	2.36	
Non-Hazardous	Thousand MT	18.86	19.89	19.40	12.82	11.73	
Total	Thousand MT	22.42	23.50	22.13	15.22	14.09	
Extrusions							
Hazardous	Thousand MT	0.28	0.43	0.28	0.36	0.42	
Non-Hazardous	Thousand MT	2.60	2.83	2.62	2.07	3.17	
Total	Thousand MT	2.88	3.26	2.90	2.43	3.59	
Waste by Type and Disposal Method							
Hazardous Waste							
Reused	Thousand MT (%)	0.57 (3.1%)	0.74 (3.5%)	0.76 (4.0%)	1.47 (7.6%)	5.32 (24.0%)	
Recycled	Thousand MT (%)	12.70 (70.3%)	15.00 (70.5%)	13.50 (72.2%)	9.74 (50.1%)	7.70 (34.7%)	
Composted	Thousand MT (%)	0.00 (0.0%)	0.00 (0.0%)	0.01 (0.1%)	0.29 (1.5%)	0.00 (0.0%)	
Recovered (including energy recovery)	Thousand MT (%)	0.48 (2.7%)	0.58 (2.7%)	0.79 (4.2%)	0.72 (3.7%)	3.51 (15.8%)	
Incinerated (mass burn)	Thousand MT (%)	0.45 (2.5%)	0.55 (2.6%)	0.19 (1.0%)	0.55 (2.8%)	1.59 (7.2%)	

WASTE

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Landfilled	Thousand MT (%)	0.43 (2.4%)	0.59 (2.8%)	0.53 (2.8%)	0.29 (1.5%)	0.39 (1.8%)	
Other	Thousand MT (%)	3.43 (19.0%)	3.81 (17.9%)	2.93 (15.7%)	6.37 (32.8%)	3.67 (16.5%)	
Total Hazardous Waste	Thousand MT (%)	18.06 (100.0%)	21.27 (100.0%)	18.71 (100.0%)	19.44 (100.0%)	22.19 (100.0%)	
Non-Hazardous Waste							
Reused	Thousand MT (%)	21.30 (25.3%)	23.10 (24.0%)	19.40 (27.8%)	18.18 (20.9%)	6.84 (7.6%)	
Recycled	Thousand MT (%)	36.90 (43.9%)	47.50 (49.4%)	26.00 (37.3%)	42.61 (48.9%)	39.51 (44.7%)	
Composted	Thousand MT (%)	0.16 (0.2%)	0.15 (0.1%)	0.21 (0.3%)	0.08 (0.1%)	0.05 (0.1%)	
Recovered (including energy recovery)	Thousand MT (%)	3.51 (4.2%)	2.17 (2.3%)	2.25 (3.2%)	3.16 (3.6%)	18.02 (20.4%)	
Incinerated (mass burn)	Thousand MT (%)	0.52 (0.6%)	0.55 (0.6%)	0.53 (0.8%)	0.01 (0.0%)	0.00 (0.0%)	
Landfilled	Thousand MT (%)	21.75 (25.8%)	22.75 (23.6%)	21.29 (30.5%)	21.02 (24.1%)	22.35 (25.3%)	
Other	Thousand MT (%)	0.02 (0.0%)	0.00 (0.0%)	0.04 (0.1%)	2.06 (2.4%)	1.58 (1.8%)	
Total Non-Hazardous Waste	Thousand MT (%)	84.16 (100.0%)	96.22 (100.0%)	69.72 (100.0%)	87.12 (100.0%)	88.35 (100.0%)	
Total Waste							
Reused	Thousand MT (%)	21.87 (21.4%)	23.84 (20.3%)	20.16 (22.8%)	19.65 (18.4%)	12.16 (11.0%)	
Recycled	Thousand MT (%)	49.60 (48.5%)	62.50 (53.3%)	39.50 (44.7%)	52.35 (49.1%)	47.21 (42.7%)	
Composted	Thousand MT (%)	0.16 (0.2%)	0.15 (0.1%)	0.22 (0.2%)	0.37 (0.3%)	0.05 (0.0%)	
Recovered (including energy recovery)	Thousand MT (%)	3.99 (3.9%)	2.75 (2.3%)	3.04 (3.4%)	3.89 (3.6%)	21.53 (19.5%)	

WASTE

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Incinerated (mass burn)	Thousand MT (%)	0.97 (0.9%)	1.10 (0.9%)	0.72 (0.8%)	0.56 (0.5%)	1.59 (1.4%)	
Landfilled	Thousand MT (%)	22.18 (21.7%)	23.34 (19.9%)	21.82 (24.7%)	21.31 (20.0%)	22.74 (20.6%)	
Other	Thousand MT (%)	3.45 (3.4%)	3.81 (3.2%)	2.97 (3.4%)	8.43 (7.9%)	5.25 (4.7%)	
Total Waste	Thousand MT (%)	102.22 (100%)	117.49 (100%)	88.43 (100%)	106.56 (100%)	110.53 (100%)	
Total Waste Directed to Disposal (Landfill)							
Our landfilled waste data does not include construction and demolition debris, remediation waste, polychlorinated biphenyl waste, and asbestos waste because they are non-production waste and highly episodic. Non-production waste is waste we generate from activities that are not production related.							
Arconic Corporation	Thousand MT	22.18	23.34	21.82	21.31	22.74	The designations 'on-site' and 'off-site' were not collected until 2021 reporting year due changes in the GRI standard.
Rolled Products	Thousand MT	10.77	11.45	9.91	10.47	10.84	
Building and Construction Systems	Thousand MT	9.59	10.42	10.17	9.39	10.14	
Extrusions	Thousand MT	1.82	1.47	1.74	1.44	1.76	
Total Waste Diverted from Disposal							
Arconic Corporation	Thousand MT	80	94.10	66.60	85.25	87.79	
Rolled Products	Thousand MT	66.20	79.30	53.50	82.89	82.00	
Building and Construction Systems	Thousand MT	12.80	13.00	12.00	5.88	6.32	
Extrusions	Thousand MT	1.10	1.80	1.20	0.98	1.83	
Waste Diverted from Disposal (Landfill) by Recovery Operation							
Arconic Corporation							
Due to changes in GRI standards for waste disposal categories, the designations 'on-site' and 'off-site' were not allocated until reporting year 2021. Pre-2021 data for incineration is divided equally between 'Incineration (with energy recovery)' and 'Incineration (without energy recovery).'							
Hazardous Waste							
Prepared for Reuse	Thousand MT	0.57	0.74	0.76	1.47	5.32	
Recycled	Thousand MT	12.68	14.96	13.48	9.74	7.70	
Other Recovery Operations	Thousand MT	0.56	0.70	0.79	0.19	2.98	
Total	Thousand MT	13.8	16.40	15.02	11.40	16.00	

WASTE

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Non-Hazardous Waste							
Prepared for Reuse	Thousand MT	21.32	23.07	19.40	18.18	6.84	
Recycled	Thousand MT	36.92	47.49	25.98	42.61	39.51	
Other Recovery Operations	Thousand MT	3.51	2.17	2.25	0.19	15.87	
Total	Thousand MT	75.55	89.13	62.64	60.89	62.22	
Rolled Products							
Hazardous Waste							
Prepared for Reuse	Thousand MT	0.30	0.50	0.43	1.40	5.32	
Recycled	Thousand MT	11.88	14.22	12.90	9.28	7.26	
Other Recovery Operations	Thousand MT	0.20	0.26	0.51	0.19	1.83	
Total	Thousand MT	12.38	14.98	13.84	10.87	14.41	
Non-Hazardous Waste							
Prepared for Reuse	Thousand MT	21.32	23.07	19.40	18.16	6.80	
Recycled	Thousand MT	26.98	36.75	15.85	38.99	37.38	
Other Recovery Operations	Thousand MT	3.19	1.77	1.95	97.43	15.87	
Total	Thousand MT	63.86	76.57	51.03	154.58	60.05	
Building and Construction Systems							
Hazardous Waste							
Prepared for Reuse	Thousand MT	0.27	0.22	0.32	0.00	0.00	
Recycled	Thousand MT	0.73	0.66	0.52	0.50	0.44	
Other Recovery Operations	Thousand MT	0.26	0.30	0.28	0.00	1.18	
Total	Thousand MT	1.27	1.18	1.13	0.50	1.62	
Non-Hazardous Waste							
Prepared for Reuse	Thousand MT	0.00	0.00	0.00	0.00	0.00	
Recycled	Thousand MT	9.14	9.32	9.10	3.10	1.61	
Other Recovery Operations	Thousand MT	0.32	0.40	0.30	0.00	0.00	
Total	Thousand MT	10.74	10.89	10.52	3.10	1.61	

WASTE

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Extrusions							
Hazardous Waste							
Prepared for Reuse	Thousand MT	0.00	0.02	0.00	0.10	0.00	
Recycled	Thousand MT	0.06	0.08	0.05	0.00	0.00	
Other Recovery Operations	Thousand MT	0.09	0.13	0.00	0.00	0.00	
Total	Thousand MT	0.16	0.23	0.05	0.10	0.00	
Non-Hazardous Waste							
Prepared for Reuse	Thousand MT	0.00	0.00	0.00	0.00	0.01	
Recycled	Thousand MT	0.80	1.43	1.03	0.5	0.52	
Other Recovery Operations	Thousand MT	0.00	0.00	0.00	0.00	0.00	
Total	Thousand MT	0.96	1.67	1.09	0.6	0.52	
Waste Directed to Disposal (Landfill) by Operation							
Arconic Corporation							
Hazardous Waste							
Incinerated (with energy recovery)	Thousand MT	0.22	0.28	0.10	0.53	0.52	
Incinerated (without energy recovery)	Thousand MT	0.22	0.28	0.10	0.55	1.59	
Landfilled	Thousand MT	0.43	0.59	0.53	0.29	0.39	
Other Disposal operations	Thousand MT	3.35	3.69	2.93	6.32	3.67	
Total	Thousand MT	4.23	4.83	3.65	7.69	6.17	
Non-Hazardous Waste							
Incinerated (with energy recovery)	Thousand MT	0.26	0.27	0.27	3.07	2.14	
Incinerated (without energy recovery)	Thousand MT	0.26	0.27	0.27	0.01	0.00	
Landfilled	Thousand MT	21.76	22.76	21.32	21.31	22.35	
Other Disposal operations	Thousand MT	0.02	0.00	0.04	2.06	1.58	
Total	Thousand MT	22.3	23.31	21.89	26.44	26.07	

WASTE

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Rolled Products							
Hazardous Waste							
Incinerated (with energy recovery)	Thousand MT	0.18	0.24	0.06	0.02	0.20	
Incinerated (without energy recovery)	Thousand MT	0.18	0.24	0.06	0.42	1.36	
Landfilled	Thousand MT	0.16	0.18	0.13	0.07	0.05	
Other Disposal operations	Thousand MT	1.31	1.58	1.56	5.01	3.38	
Total	Thousand MT	1.83	2.24	1.80	5.53	4.99	
Non-Hazardous Waste							
Incinerated (with energy recovery)	Thousand MT	0.24	0.24	0.25	2.52	1.87	
Incinerated (without energy recovery)	Thousand MT	0.24	0.24	0.25	0.01	0.00	
Landfilled	Thousand MT	10.61	11.27	9.78	10.40	10.79	
Other Disposal operations	Thousand MT	0.00	0.00	0.00	1.98	0.65	
Total	Thousand MT	11.09	11.75	10.29	14.90	13.31	
Building and Construction Systems							
Hazardous Waste							
Incinerated (with energy recovery)	Thousand MT	0.01	0.01	0.01	0.43	0.31	
Incinerated (without energy recovery)	Thousand MT	0.01	0.01	0.01	0.01	0.01	
Landfilled	Thousand MT	0.25	0.31	0.24	0.21	0.34	
Other Disposal operations	Thousand MT	2.02	2.09	1.36	1.28	0.10	
Total	Thousand MT	2.29	2.42	1.61	1.93	0.75	
Non-Hazardous Waste							
Incinerated (with energy recovery)	Thousand MT	0.02	0.02	0.01	0.50	0.25	
Incinerated (without energy recovery)	Thousand MT	0.02	0.02	0.01	0.00	0.00	
Landfilled	Thousand MT	9.35	10.10	9.93	9.18	9.80	
Other Disposal operations	Thousand MT	0.01	0.00	0.04	0.06	0.06	
Total	Thousand MT	9.39	10.14	9.99	9.74	10.11	

WASTE

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Extrusions							
Hazardous Waste							
Incinerated (with energy recovery)	Thousand MT	0.03	0.03	0.03	0.08	0.00	
Incinerated (without energy recovery)	Thousand MT	0.03	0.03	0.03	0.12	0.22	
Landfilled	Thousand MT	0.03	0.10	0.16	0.01	0.00	
Other Disposal operations	Thousand MT	0.02	0.02	0.01	0.02	0.20	
Total	Thousand MT	0.11	0.18	0.24	0.23	0.42	
Non-Hazardous Waste							
Incinerated (with energy recovery)	Thousand MT	0.00	0.01	0.00	0.05	0.03	
Incinerated (without energy recovery)	Thousand MT	0.00	0.01	0.00	0.00	0.00	
Landfilled	Thousand MT	1.80	1.39	1.61	1.43	1.75	
Other Disposal operations	Thousand MT	0.01	0.00	0.00	0.02	0.85	
Total	Thousand MT	1.82	1.42	1.61	1.5	2.63	
Significant Spills							
Number	Total	0	1	0	0	0	
Location		—	Lancaster	—	—	—	
Total Volume	Liters (gallons)	—	15,520 (4,100)	—	—	—	
Material		—	Kerosene	—	—	—	
Impact		—	Subsurface soil/ groundwater	—	—	—	

ENVIRONMENTAL COMPLIANCE

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Non-Compliance Performance							
Significant fines are defined as greater than \$25,000. Significant non-monetary sanctions refer to those that we consider high risk based on the costs required to address the issue and include actions we are ordered to take to ensure our operations return to, or remain in, compliance. Dispute resolutions refer to cases brought against the company using either international or national dispute mechanisms supervised by government authorities.							
Significant Fines	U.S. dollars (\$)	0	28,750	0	0	0	
Number of Significant Non-Monetary Sanctions	Total	1	0	0	0	0	
Number of Dispute Resolutions	Total	0	0	0	0	0	



DIVERSITY AND INCLUSION

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
People							
Diversity, Equity and Inclusion							
Percentages for women are on a global basis. Executive represents executive leaders who serve in a Vice President or higher role. Management represents members of management other than executives.							
Total Women Representation	Percent (%)	—	—	20.5	20.3	17.7	
Executive	Percent (%)	—	—	37.5	40.0	30.0	
Management	Percent (%)	—	—	22.1	23.4	25.8	
Total U.S. Minorities Representation	Percent (%)	—	—	21.2	22.6	25.6	
Executive	Percent (%)	—	—	20.2	30.0	20.0	
Management	Percent (%)	—	—	12.4	13.2	13.1	
Employees by Employment Contract and Type							
Some regions and countries, such as Germany, have privacy laws and regulations that may prevent Arconic from reporting on certain employee demographics and those regions or countries are not included.							
Contract							
Permanent Total	# Employees	—	—	13,337	13,784	11,309	
Male	# Employees	—	—	10,647	11,006	9,305	
Female	# Employees	—	—	2,690	2,778	2,004	
Temporary Total	# Employees	—	—	89	101	68	
Male	# Employees	—	—	44	59	55	
Female	# Employees	—	—	45	42	13	
Type							
Full-time Total	# Employees	—	—	13,353	13,816	11,300	
Male	# Employees	—	—	10,675	11,048	9,333	
Female	# Employees	—	—	2,678	2,768	1,967	
Part-time Total	# Employees	—	—	73	69	77	
Male	# Employees	—	—	16	17	27	
Female	# Employees	—	—	57	52	50	

DIVERSITY AND INCLUSION

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Employees by Region and Employment Contract							
Total Permanent	# Employees	—	—	13,337	13,784	11,309	
Asia	# Employees	—	—	858	854	870	
Europe	# Employees	—	—	4,884	4,917	1,850	
Americas	# Employees	—	—	7,595	8,013	8,589	
Total Temporary	# Employees	—	—	89	101	68	
Asia	# Employees	—	—	7	4	3	
Europe	# Employees	—	—	81	95	62	
Americas	# Employees	—	—	1	2	3	
Board of Director Diversity							
Age							
Under 30							
Male	# Directors	—	—	0	0	0	
Female	# Directors	—	—	0	0	0	
30-50							
Male	# Directors	—	—	0	0	0	
Female	# Directors	—	—	0	0	0	
Over 50							
Male	# Directors	—	—	8	8	9	
Female	# Directors	—	—	2	2	2	
Employee Diversity							
Executives							
Male	Percent (%)	—	—	70.0	60.0	70.0	
Female	Percent (%)	—	—	30.0	40.0	30.0	
Executives by Age							
Under 30	Percent (%)	—	—	0.0	0.0	0.0	
30-50	Percent (%)	—	—	20.0	20.0	30.0	
Over 50	Percent (%)	—	—	80.0	80.0	70.0	

DIVERSITY AND INCLUSION

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Employees							
Male	Percent (%)	—	—	79.5	79.7	82.3	
Female	Percent (%)	—	—	20.5	20.3	17.7	
Employees by Age							
Under 30	Percent (%)	—	—	10.3	11.5	13.3	
30-50	Percent (%)	—	—	52.9	53.5	52.5	
Over 50	Percent (%)	—	—	36.8	35.0	34.2	

NEW HIRES AND TURNOVER

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
New Employee Hires by Age							
Male							
Under 30	# Employees	—	—	287	701	845	
30-50	# Employees	—	—	378	977	1,080	
Over 50	# Employees	—	—	101	213	254	
Female							
Under 30	# Employees	—	—	79	157	186	
30-50	# Employees	—	—	206	289	283	
Over 50	# Employees	—	—	32	44	63	
Total							
Under 30	# Employees	—	—	366	858	1,031	
30-50	# Employees	—	—	584	1,266	1,363	
Over 50	# Employees	—	—	133	257	317	
New Employee Hires by Region							
Male							
Asia	# Employees	—	—	45	50	56	
Europe	# Employees	—	—	202	372	265	
Americas	# Employees	—	—	519	1,469	1,858	

NEW HIRES AND TURNOVER

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Female							
Asia	# Employees	—	—	22	12	6	
Europe	# Employees	—	—	178	123	74	
Americas	# Employees	—	—	117	355	452	
Total							
Asia	# Employees	—	—	67	62	62	
Europe	# Employees	—	—	380	495	339	
Americas	# Employees	—	—	636	1,824	2,310	
Turnover Rate							
Voluntary	Percent (%)	—	—	8.11	10.76	11.90	
Involuntary	Percent (%)	—	—	7.63	4.75	6.93	
Overall	Percent (%)	—	—	15.75	15.51	18.83	
Employee Turnover by Age							
Male							
Under 30	# Employees (Rate %)	—	—	325 (27.50%)	391 (29.18%)	461 (36.5%)	
30-50	# Employees (Rate %)	—	—	723 (12.84%)	731 (12.36%)	761 (15.6%)	
Over 50	# Employees (Rate %)	—	—	624 (16.09%)	592 (15.53%)	515 (15.9%)	
Female							
Under 30	# Employees (Rate %)	—	—	75 (37.31%)	69 (27.27%)	117 (46.8%)	
30-50	# Employees (Rate %)	—	—	213 (14.48%)	215 (14.12%)	178 (16.1%)	
Over 50	# Employees (Rate %)	—	—	154 (14.49%)	156 (14.94%)	110 (16.7%)	

NEW HIRES AND TURNOVER

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Total							
Under 30	# Employees (Rate %)	—	—	400 (28.92%)	460 (28.88%)	578 (38.2%)	
30-50	# Employees (Rate %)	—	—	936 (13.18%)	946 (12.72%)	939 (15.7%)	
Over 50	# Employees (Rate %)	—	—	778 (15.74%)	748 (15.40%)	625 (16.1%)	
Employee Turnover by Region							
Male							
Asia	# Employees (Rate %)	—	—	47 (6.29%)	49 (6.54%)	36 (4.7%)	
Europe	# Employees (Rate %)	—	—	424 (11.54%)	360 (9.68%)	254 (16.5%)	
Americas	# Employees (Rate %)	—	—	1,201 (19.16%)	1,305 (19.79%)	1,447 (20.5%)	
Female							
Asia	# Employees (Rate %)	—	—	12 (10.17%)	20 (18.35%)	11 (10.6%)	
Europe	# Employees (Rate %)	—	—	105 (8.13%)	133 (10.28%)	62 (16.5%)	
Americas	# Employees (Rate %)	—	—	325 (24.51%)	287 (20.25%)	332 (21.6%)	
Total							
Asia	# Employees (Rate %)	—	—	59 (6.82%)	69 (8.04%)	47 (5.4%)	
Europe	# Employees (Rate %)	—	—	529 (10.65%)	493 (9.84%)	316 (16.5%)	
Americas	# Employees (Rate %)	—	—	1,526 (20.10%)	1,592 (19.87%)	1,779 (20.7%)	

UNION REPRESENTATION

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Union Representation							
Asia	% Employees	—	—	92.5	95.9	96.0	
Europe	% Employees	—	—	83.4	82.3	91.0	
North America	% Employees	—	—	49.7	50.4	50.5	
South America	% Employees	—	—	—	100.0	100.0	
Global	% Employees	—	—	65.0	64.8	60.8	

HEALTH AND SAFETY

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Fatalities and Incident Rates – Full-time Employees							
<p>Days away, restricted, and transfer rate (DART) represents lost workday cases plus cases that involve days of restricted duty and job transfer per 100 full-time employees. Total recordable incident rate (TRIR) represents the number of injuries and illnesses resulting in days away from work, job transfer or restriction, medical treatment or other recordables per 100 full-time employees. Lost workday rate represents the number of injuries and illnesses resulting in one or more days away from work per 100 full-time employees.</p> <p>The 2021 and 2022 safety data presented below excludes our former Russian operations, which were divested in 2022. At the time of the sale in 2022, our DART rate that included Samara was 0.41 and our TRIR was 1.11 compared to 2021 DART rate with Samara at 0.42 and a TRIR at 0.88. Only 2021 metrics have been recalculated.</p>							
Fatalities	# per 100 Employees	0	0	0	0	0	
Days Away, Restricted and Transfer (DART)	# per 100 Employees	0.5	0.57	0.55	0.48	0.48	
Lost Workday	# per 100 Employees	0.17	0.18	0.18	0.15	0.19	
Total Recordable Incident Rate (TRIR)	# per 100 Employees	1.21	1.24	0.95	1.03	1.39	
Fatalities and Incident Rates – Contractors							
Fatalities	# per 100 Employees	0	0	0	0	0	
Days Away, Restricted and Transfer	# per 100 Employees	0.26	0.22	0.24	0.86	0.47	
Lost Workday	# per 100 Employees	0.21	0.07	0.00	0.86	0.23	
Total Recordable Incident Rate (TRIR)	# per 100 Employees	1.10	1.12	1.20	1.3	1.4	

HEALTH AND SAFETY

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Fatality Hazards							
The number of hazards closed may exceed the number identified due to carryover from the prior year. The reduction in identified and closed hazards between 2019 and 2020 is due to the reduced number of locations after separating from Arconic Inc. in April 2020.							
Identified	# Hazards	694	660	475	542	531	
Closed	# Hazards	709	657	501	523	514	
Audit Safety Results							
A “good” rating is defined as meeting Arconic’s minimum expectations and regulatory standards. Percentages are rolling based on a location’s most recent audit score in each focus area, regardless of the year of the audit. There were eight locations audited in 2022.							
After separation in 2020, Arconic focused on a risk-based approach to auditing. Scores are assigned to eight critical protocols. These protocols were chosen based on historical incident data and the risk profile of the business. We continue to audit all 54 internal EHS protocols and assign an overall “pass/fail” to each location.							
Lockout/Tagout	% Sites Achieving “Good” Score	95	100	Remote self-assessments	66	75	
Fall Control	% Sites Achieving “Good” Score	85	95		66	88	
Mobile Equipment	% Sites Achieving “Good” Score	100	100		33	50	
Confined Space	% Sites Achieving “Good” Score	90	100		100	88	
Electrical Safety	% Sites Achieving “Good” Score	55	55		66	63	
Machine Guarding	% Sites Achieving “Good” Score	85	95		66	38	
Contractor Safety	% Sites Achieving “Good” Score	95	100		33	100	
Crane Safety	% Sites Achieving “Good” Score	95	95		66	38	

HUMAN PERFORMANCE

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Human Performance							
Implementation Stage							
Introducing	# Manufacturing Locations (%)	—	—	2 (9%)	1 (3%)	2 (6%)	
Deploying	# Manufacturing Locations (%)	—	—	5 (23%)	4 (12%)	3 (10%)	
Maturing	# Manufacturing Locations (%)	—	—	15 (68%)	26 (84%)	26 (84%)	

PROCESS

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Process							
Integrity Line Reports							
Concerns	# of Reports	—	227	226	205	264	Concerns submitted in 2022 were primarily related to human resources matters.
Questions	# of Reports	—	19	5	20	12	
Total	# of Reports	—	246	231	225	276	
Supply Chain Management							
The 2021 and 2022 supply chain data excludes our former Russian operations, which were divested in 2022. Only 2021 metrics have been recalculated.							
Spend by Region							
North America	Percent (%)	—	—	62	63	73	
Europe	Percent (%)	—	—	28	27	16	
Asia	Percent (%)	—	—	10	10	11	
Total Spend	Billion U.S. dollar	—	—	4.3	6.7	7.0	
Purchasing Categories							
Operational/Capital Expenditures	Number	—	—	1,481	1,397	1,706	
Information Technology and Services	Number	—	—	1,945	1,883	1,573	
Metals	Number	—	—	273	298	351	
Production Materials	Number	—	—	3,967	3,709	2,953	
Total	Number	—	—	7,666	7,287	6,583	
Supplier Assessment Results							
Leading	% Key Suppliers	—	—	12	1	6	Includes suppliers that were classified as Active/Leading in 2020 and 2021.
Active	% Key Suppliers	—	—	57	21	62	
Emerging	% Key Suppliers	—	—	19	64	29	
Lagging	% Key Suppliers	—	—	12	15	3	

PROCESS

Metric	Unit	2018	2019	2020	2021	2022	Footnotes
Performance by Topic Area							
Performance metric reporting began in 2020 upon Arconic's launch as a stand-alone company.							
Leading/Active							
Business Practices	% Suppliers	—	—	59	23	51	Includes suppliers that were classified as Active/Leading in 2020 and 2021.
EHS Management System	% Suppliers	—	—	87	4	21	
Environment	% Suppliers	—	—	49	4	25	
Health and Safety	% Suppliers	—	—	92	81	89	
Human Rights	% Suppliers	—	—	78	68	84	
Labor Rights	% Suppliers	—	—	87	86	91	
Sustainability	% Suppliers	—	—	40	2	52	
Emerging/Lagging							
Business Practices	% Suppliers	—	—	41	77	49	
EHS Management System	% Suppliers	—	—	13	96	79	
Environment	% Suppliers	—	—	51	96	75	
Health and Safety	% Suppliers	—	—	8	19	11	
Human Rights	% Suppliers	—	—	22	32	16	
Labor Rights	% Suppliers	—	—	13	14	9	
Sustainability	% Suppliers	—	—	60	98	48	