

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID 0850872			EMPLOYER NAME Howmet Aerospace Inc												
ADDRESS 201 ISABELLA STREET						CITY/TOWN PITTSBURGH				STATE PA		ZIP CODE 15212			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 250317820															
SECTION E – EMPLOYER FILING ELIGIBILITY															
<input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)															
Unique Entity ID (UEI): UNAVAILABLE															
<input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor)															
<input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor)															
<input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 333511 - Industrial Mold Manufacturing															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	2	0	22	0	0	0	0	0	5	0	2	0	0	0	31
First/Mid-Level Officials and Managers	112	23	667	62	43	3	2	12	173	23	15	0	1	8	1144
Professionals	125	57	868	48	92	0	2	20	308	24	41	0	3	3	1591
Technicians	303	107	848	172	66	4	3	32	263	54	21	0	1	10	1884
Sales Workers	9	18	73	3	1	0	0	1	57	6	4	1	0	3	176
Administrative Support Workers	17	18	43	8	2	0	0	1	95	13	3	0	1	1	202
Craft Workers	190	16	837	81	43	0	3	16	22	7	0	0	1	0	1216
Operatives	1292	540	2181	950	303	16	21	98	1501	438	94	6	11	60	7511
Laborers and Helpers	86	11	23	17	4	0	0	1	2	2	1	0	0	0	147
Service Workers	5	1	12	3	0	0	0	0	2	3	0	0	0	0	26
CURRENT 2024 REPORTING YEAR TOTAL	2141	791	5574	1344	554	23	31	181	2428	570	181	7	18	85	13928
PRIOR 2023 REPORTING YEAR TOTAL	1971	727	5420	1281	556	22	34	161	2311	542	183	7	16	73	13304
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/1/2024 - 12/31/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION				
EMPLOYER IDENTIFICATION				
OFS COMPANY ID 0850872		EMPLOYER NAME Howmet Aerospace Inc		
ADDRESS 201 ISABELLA STREET		CITY/TOWN PITTSBURGH	STATE PA	ZIP CODE 15212
CERTIFICATION COMMENTS (optional)				
No Certification Comments Provided				
CERTIFICATION STATEMENT				
<i>"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."</i> Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.				
DATE OF CERTIFICATION				
6/20/2025 9:33 AM [EST]				
EMPLOYER'S CERTIFYING OFFICIAL				
Name of Employer's Certifying Official Sándor Winklár		Title of Certifying Official Senior Analyst HR Reporting		
Email Address of Certifying Official sandor.winklar@howmet.com		Telephone Number of Certifying Official 412-553-4386		
PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING				
Name of Primary POC Megan Terrell		Title and Employer of Primary POC People Analytics Manager Howmet Aerospace		
Email Address of Primary POC megan.terrell@howmet.com		Telephone Number of Primary POC 412-553-4386		