2025
Environmental, Social and Governance Report

HOWMET AEROSPACE

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Forward-Looking Statements: This report contains, in addition to historical information, statements concerning Howmet Aerospace's expectations, goals, targets, strategies or future performance. These "forward-looking statements" include such words as "anticipates," "believes," "estimates," "expects," "intends," "plans," "should," "will," or other words of similar meaning and are subject to a number of known and unknown risks and uncertainties. Some of the factors that may cause Howmet Aerospace's actual results to differ materially from those expressed or implied in the forward-looking statements include deterioration in global economic or financial market conditions or in Howmet Aerospace's end markets ; the impact of potential cyberattacks and information technology or data security breaches; factors affecting company operations, such as manufacturing difficulties, supply chain disruptions, failure to attract/retain a qualified workforce or labor disputes, natural disasters or other unexpected events; the loss of significant customers or adverse changes in customers' business; the outcome of contingencies, including legal proceedings, government or regulatory investigations, and environmental remediation; geopolitical, economic, and regulatory risks, including geopolitical and diplomatic tensions, instabilities, conflicts and wars; and the other risk factors summarized in Howmet Aerospace's Form 10-K for the year ended December 31, 2025, and other SEC reports.

Who We Are

Our Vision

We are a company of innovators and makers. We are transforming the future with high-performance engineered solutions that are paired with advanced manufacturing expertise.

Our Mission

Leverage our differentiated technologies to reduce the carbon footprint of our customers by delivering products that enable lighter, more fuel-efficient aircraft and commercial vehicles, and enable sustainable power generation.

What We Do

Howmet Aerospace is a manufacturer of high-performance advanced engineered solutions for the aerospace, defense and transportation markets.

Engine Products

Produce components enabling quieter, cleaner and more fuel-efficient aerospace engines and gas turbines.

Fastening Systems

Make aerospace and industrial fasteners to enable simpler assembly processes with light weight components.

Engineered Structures

Manufacture advanced, multi-material parts that make aircraft and vehicles lighter and more fuel efficient.

Forged Wheels

Forge strong aluminum wheels that allow commercial trucks to run lighter and more fuel efficiently.

How We Operate

As one team, with one direction, using one plan.

Value Our People

- Emphasize health and safety.
- Foster a "speak up" culture.
- Embrace a diverse and inclusive work environment.
- Support the communities where we operate.

Drive Operational Excellence

- Lead with integrity.
- Continuously improve operations.
- Focus on the few things that matter.
- Align to win together.
- Deliver value to shareholders.

Win with Our Customers

- Collaborate to solve customer challenges.
- Innovate for our customers' success.
- Deliver with quality.
- Act with our customers in mind.

CEO Statement

For Howmet Aerospace, 2025 was a year of substantial achievement and disciplined execution. By advancing our financial, environmental, social, and governance priorities, we reached new heights across every key metric. This strategic focus culminated in strong performance, including $8.3 billion in revenue—an 11% increase over the previous year—alongside landmark gains in safety and environmental stewardship.

Our approach remains consistent: apply our engineering expertise, strengthen operational capabilities, and make steady, measurable progress toward our sustainability commitments. We recognize that this work is ongoing and that meaningful improvement requires persistence, investment, and transparency.

Our role as a leader extends beyond our factory walls. Our mission-critical parts are the "engine" of a lower-carbon aerospace industry. In 2025, we saw record demand for our advanced airfoil and fastening technologies that allow the next generation of aircraft to operate with greater fuel efficiency and compatibility with Sustainable Aviation Fuel. Beyond flight, our growth in gas turbine revenue highlights our pivotal role in the world's digital infrastructure. Our high-efficiency turbine components are now essential to powering the rapid expansion of AI data centers worldwide, while our forged wheels and fasteners continue to drive efficiency across the commercial transportation sector.

Highlights from our 2025 sustainability performance include:

Reducing Greenhouse Gas Emissions

Across our operations, we advanced our emissions-reduction efforts through targeted energy-efficiency projects, increased renewable-electricity sourcing, and process improvements that reduce the carbon intensity of our manufacturing. While these steps do not solve every challenge, they represent tangible progress toward our 2027 goals and contribute to more operating efficiency.

Investing in Our People

Our commitment to responsible manufacturing begins with our people. In 2025, we achieved one of the strongest safety performances in our history, reflecting a culture of accountability and continuous improvement. We also continued to invest in workforce development, expanding technical training and leadership programs to ensure we have the capabilities required for the next generation of advanced manufacturing. Reflecting our growth and stability, we grew our global team by 6% this year, while reducing turnover to 14%. Building a team that mirrors our global communities remains integral to our high-performing culture and our ability to attract premier engineering talent.

Accelerating Water Stewardship

Disciplined water resource management is a cornerstone of our operational resilience. In 2025, we accelerated our efficiency initiatives, achieving a 27% reduction in water withdrawal intensity against our baseline—surpassing our 2027 goal two years early. We also made critical progress in high-risk areas, reducing absolute water withdrawal in water-scarce regions by 21% from baseline. These results demonstrate our ability to decouple company growth from resource consumption, protecting both our operations and our local ecosystems.

Building a Resilient and Responsible Supply Chain

In 2025, we advanced our commitment to a resilient and sustainable supply chain, managing our complex global network. We successfully tripled the number of suppliers undergoing third-party ESG assessments, now covering over 50% of our total expenditures. Our focus remains on securing critical supply through rigorous due diligence, circular economic principles, and strategic partnerships with our suppliers.

Showcasing Our Performance

As we look ahead, our priorities are clear: delivering high-performance engineered solutions rooted in material science and process technology while supporting our customers' pursuit of efficiency and lower emissions. As we and our customers operate in a growth market with significant tailwinds, we remain focused on the continuous improvement, transparency, and accountability that our stakeholders expect.

Our progress is rigorously monitored against international standards, and we actively engage with stakeholders to drive meaningful improvements.

John C. Plant
Chairman and Chief Executive Officer
April 6, 2026

HOWMET AEROSPACE

By openly sharing our achievements and our challenges, we foster a culture of collaboration and innovation.

I encourage you to explore our metrics and case studies to see firsthand how we are integrating responsible business practices into the future of aerospace and defense.

I sincerely thank our employees, partners, and stakeholders for their firm commitment to these initiatives. Together, we are ensuring that operational excellence and sustainability go hand in hand.

ESG Approach

Howmet is committed to understanding and managing our impact on stakeholders, communities, and the broader operating environment. We use these insights to inform our business strategy and support long-term value creation while focusing on managing future impacts, risks, and opportunities through a data-driven lens.

While we responsibly grow the business and maintain resiliency from unforeseen risks, we focus on our core priorities within our ESG program.

Our strategy aims to lower the carbon footprint of our products across the full value chain—from responsible raw material sourcing to manufacturing, customer use and end-of-life recycling. As a producer of high-performance multi-material components, we recognize our responsibility to drive decarbonization across a complex global supply chain. Details on our progress can be found in the Climate Change, Energy and Supply Chain sections of this ESG report.

By staying grounded in our core values and Code of Conduct, we uphold the highest standards of integrity and compliance. This focus reinforces our three-lever ESG strategy and helps us navigate challenges.

Governance Approach

Our commitment to ESG starts at the top of our organization with our Board of Directors. Our Board is committed to our ESG goals and maintains oversight for ESG strategy as part of the Board's overall responsibility for long-term value creation. Our Board regularly reviews management's approach to ESG matters, including sustainability initiatives, human capital management, ethics and compliance, and risk management. ESG considerations are integrated into the Company's strategic planning and enterprise risk management processes.

Howmet's Board committees are integral to the overall functioning of the Board. The Company's governance practices are designed to ensure our shareholders' interests are met. The Board has five committees: Audit, Compensation and Benefits, Cybersecurity, Finance, and Governance and Nominating. More information on the committees' charters and oversight of risks and opportunities can be viewed on the Investors - Corporate Governance section of our website and in our Proxy Statement.

As our Board members' backgrounds span a broad range of industries, including aerospace, transportation and finance, they bring a wide variety of skills and viewpoints that strengthen their oversight ability. In our Proxy Statement, we provide a skills matrix summary for each board member that includes environmental, social, and corporate responsibility.

Three-Lever ESG Approach

Customer
Empower our customers to reach their sustainability goals by engineering products that optimize efficiency and reduce fuel use.

Operations
Reduce our environmental footprint by enhancing efficiency. Innovate our processes, act on our social responsibility and keep our people safe, empowered and engaged.

Supply Chain
Drive ESG into our suppliers' processes and practices and leverage their expertise to achieve our sustainability goals.

Goals and Metrics

To guide our actions, we maintain a set of ESG goals and performance metrics focused on the material issues that matter most to Howmet and our stakeholders. These goals are designed to reduce negative impacts.

Performance metrics are managed following our internal data collection and control process. Environmental data supporting our goals are third-party assured. Key metrics appear throughout this report, with a full compilation available in the ESG Performance Metrics section.

Awareness

Raising awareness and building capacity with our internal and external stakeholders is vitally important to achieving our commitments. In 2025, we continued to engage our stakeholders through an array of activities to share the importance of ESG sustainability. These include supplier workshops, customer engagements, investor meetings, and various internal stakeholder events.

In addition to providing information on key ESG topics, this report also includes insight into our priorities and initiatives. Case studies highlighted in several sections exemplify our approach and culture. Additional information is published on Howmet.com, including the 2025 update of our Environmental Actions and Priorities statement.

2025 PERFORMANCE AND PROGRESS

Metrics compare to 2024 except for Water Withdrawal, which compares to 2019 baseline, and Hazardous Waste, which compares to 2022 baseline. Fatalities, Electricity from Renewable Sources and Female Employees Globally are indicators covering 2025.

Reporting, Materiality and Assurance

At Howmet, transparency is at the core of our ESG strategy. We provide stakeholders with standardized, high-quality data that connects our strategic goals to measurable outcomes. The 2025 Howmet Aerospace ESG Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) Aerospace and Defense Sustainability Accounting Standard. Our reporting is also aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

Together with our Form 10-K and Proxy Statement, this ESG Report forms part of our broader ESG-related disclosures. Additional performance data not included in this report is available on our website. We believe that standardized ESG disclosures enhance transparency and enable more meaningful comparisons with peer companies, helping stakeholders better understand the risks and opportunities we face.

ESG Impact Assessment

We regularly assess our material ESG impacts to align our reporting with stakeholder expectations, ensuring a balanced approach between relevancy and transparency.

We updated our assessment of topics in 2024, defining the range of assessed ESG issues based on relevant industry and regulatory references, including:

- Reporting standards, such as SASB, GRI and European Sustainability Reporting Standards (ESRS);
- Existing and upcoming ESG regulations;
- Customer ESG questionnaires and feedback;
- ESG raters;
- Feedback during stakeholder discussions; and
- Our enterprise risk management process.

We refined the list of topics based on internal expertise and feedback received from our stakeholder engagement. In 2024, we carried out a company-wide "double materiality assessment" as per the EU Corporate Sustainability Reporting Directive to identify Material Topics. We considered potential impacts of our operations and our value chain on people and the environment and potential risks and opportunities for Howmet linked to sustainability-related topics.

For the various topics, we assigned internal subject matter experts (SMEs) to assess the impacts of Howmet and its value chain. We classified impacts as positive or negative, actual or potential. Actual impacts were evaluated considering scale (size of impact), scope (how widespread the impact is), and, for actual negative impacts, remediability, that is, how difficult it is to remediate the impact. For potential impacts, we also considered probability.

SMEs also considered risks and opportunities for Howmet linked to each assessed topic. To carry out the identification and assessment of impacts, risks and opportunities, SMEs evaluated Howmet operations, and, as necessary, researched our value chain, industry, customers, competitors and stakeholders, among others.

Impact assessment results, as well as identification of opportunities, were reviewed and weighted against each other to ensure cohesiveness and proportionality. Risks were carried over from the outcomes of our enterprise risk management system; where new risks had been identified by the SMEs, discussions were held to ensure consistency. Final results of the assessment were reviewed and approved by our leadership.

In our double materiality assessment, we considered the following aspects:

- For upstream activities, we considered supply chain workers, communities, environment (greenhouse gas [GHG] and other emissions, water depletion and pollution, soil pollution, resource depletion, bio-diversity impacts and land use), society, and suppliers.
- For Howmet activities, we considered employees, society, communities, investors, regulators, and the environment.
- For downstream activities, we considered customers, business to business, end users, consumers, society, and the environment.

We see our assessment process as a learning journey, and we expect to further refine it in the future.

MATERIAL ESG TOPICS

ESG Topic	Reporting Boundaries
Climate Change	Global own operations and value chain
Energy	Global own operations and value chain
Waste	Global own operations
Water	Global own operations located in water-scarce areas
Health and Safety	Global own operations
Human Capital: Employment, Working Conditions, Equal Treatment, and Opportunities	Global own operations
Business Ethics	Global own operations
Human Rights	Supply chain
Product Safety	Global operations – own products

We have elected to report also on the following list of additional topics:

Other Topics	Reporting Boundaries
Stakeholder & Community Engagement	Global own operations
Water	Global own operations not located in water-scarce areas
Supply Chain	Supply Chain of our operations
Air Emissions	Global own operations
Biodiversity	Global own operations
Legal Compliance	Global own operations
Chemical Management	Global own operations
Privacy	Global own operations

Assurance

In 2025, we obtained third-party assurance of our 2024 GHG Scope 1 and 2 emissions and 10 categories of our Scope 3 emissions, as well as our water withdrawal.

During the reporting year, the assurance cycle was changed to include 2025 data in this report. We also increased the scope for assurance by including hazardous waste generated.

The accuracy and completeness of all other information in this report is verified by our Internal experts and processes, which include our environment, health and safety (EHS) and ethics and compliance audit and assessment processes.

The external assurance process provided meaningful insights that helped strengthen our underlying systems and controls. It also enhanced the credibility and reliability of both our internal and external reporting.

Products

- **We support the industry's drive to increase the use of sustainable aviation fuels and emerging engine technologies.**
- **Our Alcoa® Ultra-One® 39-pound wheel, enhanced in 2025 for the US market to support evolving industry priorities towards sustainability while promoting operating productivity, helps transporters consume less fuel than ever before.**
- **Our latest trailer-assembly fasteners are up to 10% lighter than other options without sacrificing joint strength.**

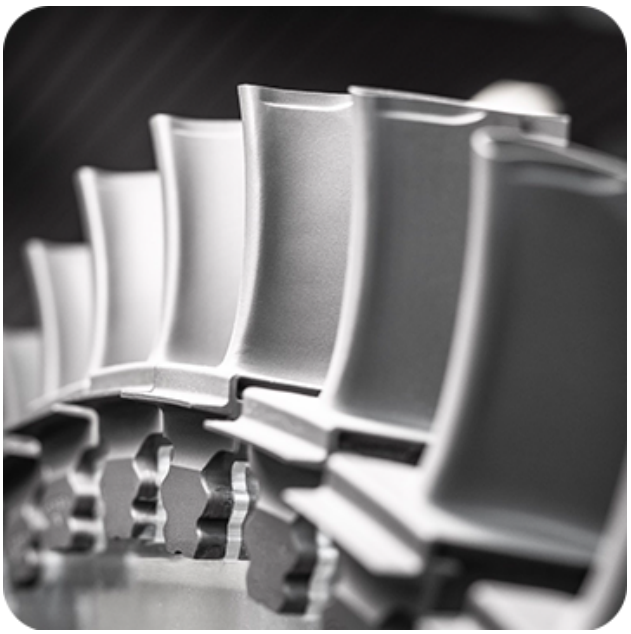
Working in close partnership with our customers, we solve complex engineering challenges to advance the next generation of air and ground travel. Together, we make flying faster, more fuel-efficient, quieter and cleaner and ground fleet transportation ever more sustainable.

Challenges such as climate change and resource scarcity are increasingly driving the global markets in which we compete. Our next-generation products are enabling our customers to achieve significant fuel-economy improvements, reduced emissions, and maintenance efficiencies. Made from our advanced materials and technologies, these products are strong, efficient, and durable.

Aerospace

Airlines and aircraft manufacturers have a clear need for more efficient engines and lighter aircraft that deliver fuel efficiency and reduce emissions. Demand for aircraft is accelerating as airlines renew capacity to meet increasing worldwide demand for air travel. More efficient and lighter aircraft are essential for industry to meet its goal of achieving net-zero carbon emissions by 2050, which was set in late 2021 by the International Air Transport Association (IATA). The International Civil Aviation Organization's Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA), which established a goal of stabilizing international emissions at 2019 levels, will be a key framework for meeting the industry's long-term goal.

Our products and technologies are well positioned to support the industry's drive to increase the use of sustainable aviation fuels and emerging engine technologies, such as hydrogen engines, open fan concepts and ultra-high-efficiency engine concepts. These advancements are fully aligned with our core capabilities of developing lighter aerospace engines and structural products and materials that are capable of operating at extremely high temperatures.



Aero engine blades

We collaborate with our customers on engineering designs for commercial, defense, and land-based turbine engine components. We continue reinforcing our engineering and manufacturing expertise to produce compliant products at a high rate. This minimizes scrap, as well as the footprint and resources needed to produce our products. We are also expanding our suite of technical capabilities and solutions, including process modeling and data analytics, to help our customers achieve significant fuel economies, reduced emissions and maintenance efficiencies.

Materials and cooling techniques that we developed enable aero engines to run hotter and under higher pressures, increasing fuel efficiency. For aerospace and defense engines, our single crystal airfoils with

advanced cooling schemes operate in environments 200˚C above the melting point of the metals.

We recycle and purchase scrap material to use in our alloy systems. Approximately 60% of the alloy content we use is made from recycled materials, minimizing the need to purchase mined virgin elementals. Some alloys contain up to 100% reverted or recycled materials.

Other Howmet Aerospace solutions that enable an engine to withstand higher temperatures and pressures include:

- A technique for growing single crystal turbine airfoils, which is a grain structure that aligns better to centrifugal force inside the engine, resists deformation and increases blade temperature capability and product life;
- Complex ceramic shapes that form internal passages in the turbine airfoils to increase the efficiency of cooling air flowing across the metal surfaces;
- Patented capability to cast-in film cooling holes in locations and orientations that are not possible with post-cast operations like drilling;
- Advanced coatings that improve durability by protecting metal engine parts from extreme temperatures and the damaging effects of oxidation and corrosion;
- Extensive process modeling to reduce the number of iterations required for physical process development;
- Rapid prototyping techniques that enable timely evaluation of iterative part configurations;
- The first-ever aluminum-lithium front fan blade forging developed with Pratt & Whitney that improves fuel efficiency; and
- Isothermal forging capabilities for the most demanding engine applications on the latest generation of commercial and military engines.

We have also developed new materials and product forms that enable our customers to reduce material and energy usage in their processes. These include titanium sheet products with improved formability that enable temperature differences of up to 110˚C during superplastic forming compared to standard processes. This reduces energy usage and improves tool life for complex formed parts.

Our titanium extrusions capabilities enable us to provide our customers with lean and hot stretch formed extrusions that provide significant buy-to-fly improvements, reducing material usage and machining time.

Formed titanium T-chords

Lighter aircraft use less fuel and emit fewer green-house gases. New generation aircraft like the Boeing 787 and Airbus A350 make extensive use of carbon fiber reinforced plastic, or CFRP, composite materials for most of their structures. The extensive use of composites requires titanium for key structural and fastening components, which we are providing for both lightweight aircraft. For example, our lightweight titanium seat rail for the Boeing 787 airframe is up to 20% lighter than its predecessor.

Ergo-Tech® blind bolt fasteners

Our Ergo-Tech® blind bolt family of fasteners enables efficient assembly automation and more aerodynamic wing structures through one-sided installation. This fastening system allows our customers to increase assembly throughput using robotic automation for aircraft assembly. In addition, our Flite-Tite® fasteners allow for large-

scale, aerodynamic, lightweight and more fuel-efficient composite airframes by controlling the flow of energy in both the structure and fasteners, thereby protecting against lightning strike damage. Our focus on metal coating improvements is also helping our customers achieve compliance with rigorous chemical regulations. These initiatives will help eliminate hazardous materials such as chromate from the manufacturing process.

Learn more. go

Commercial Transportation

Regulations governing emissions from commercial vehicles are becoming increasingly stringent worldwide. Governments are demanding significant reductions in CO_2 and other pollutants. To stay ahead of these evolving expectations, Howmet Forged Wheels continues to lead with products and technologies designed to reduce lifecycle environmental impact and support a cleaner transportation ecosystem.

Beyond forged wheel products, our fastening systems enable lighter weight and more efficient aerodynamics on electric medium- and heavy-duty trucks. We have fastening solutions for securing battery covers, aerodynamic wheel covers, electrical groundings and trailer assemblies. Our fasteners for the latter are up to 10% lighter than other options without sacrificing joint strength.

Evolving Emissions Standards

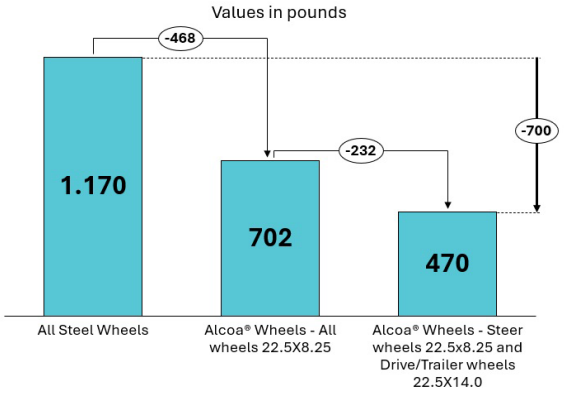
The transportation industry is reacting to the tightening engine emission standards and zero emission goals. Over 10 countries , including the UK, Norway, and Switzerland, have pledged to reach 100% zero-emission new truck sales by 2040. New engine-emission standards in the EU, UK and United States cut diesel emissions of nitrogen oxides and require new trucks to be compliant.

Howmet Forged Wheels is fully prepared to meet these new requirements, offering solutions that help reduce emissions and support Original Equipment Manufacturers (OEMs) in achieving their sustainability goals.

Forged aluminum wheels, for example, are up to 26 pounds lighter than comparable steel wheels, reducing vehicle weight, increasing payload capacity, and contributing to lower fuel consumption and emissions. In 2025, we introduced a new 39-pound wheel to the U.S. market, now adopted by many OEMs. This wheel family incorporates features such as tire pressure monitoring systems, or TPMS valves, which monitor both tire pressure and temperature to maintain optimal conditions for fuel efficiency. The new wheel is offered with the Dura-Bright® finish, which eliminates the need for polishing and significantly reduces time for maintenance and waste generated during wheel cleaning.

Howmet Forged Wheels also manufactures 49-pound Wide-Base wheels, where a single 22.5-inch-by-14-inch wheel can replace two 22.5-inch-by-8.25-inch wheels, reducing more than 232 pounds in a typical truck-and-trailer configuration.

Weight Savings with Howmet Forged Wheels



Learn more. go.

Defense and Space

Security and defense providers are experiencing broader requirements in response to continued and new threats. Defense aircraft must fly farther and carry more payloads. Land vehicles must carry multiple communication and weapon systems. These needs are challenging the industrial base to respond with material solutions that provide higher performance while using less fuel.

We have been listening and innovating. Our solution systems are lighter, stronger, faster, and more sustainable across the air, land, sea and space defense domains.

Our advanced single crystal airfoils enable improved thrust, efficiency, and loiter capability for defense engines. We are supporting the latest F135 engine technology with the world's most complex airfoils to achieve engine performance, reliability, and durability.

Our monolithic forged aluminum and titanium bulkheads on the F-35 Joint Strike Fighter reduce total material volume, saving 136 to 181 kilograms (300 to 400 pounds) per jet. This allows the jets to use less fuel to stay on station longer, carry more critical payload, and offer flexibility to counter any number of threats from a single platform.

F-35 Joint Strike Fighter

The F-35 also features more than 48,000 of our Eddie-Bolt® 2 fasteners, which enable assembly of the aircraft's lightweight composite structure.

Based on customer feedback, we have been developing a specialized titanium alloy for use in cryogenic applications, such as liquid hydrogen storage tanks for space launch vehicles. This will enable weight savings and associated payload increases.

Learn more. ⇨go

Energy

Our fasteners are used to assemble the structures in solar panel fields to improve structure reliability and reduce assembly costs. Our applications in the industry also include robust, maintenance-free electrical connections in direct current combiner boxes, which are critical components in getting solar power from the field to the grid.

In the wind power market, our fastening systems for wind turbines provide superior joining and fatigue strength in even the most extreme loading and corrosion-prone environments. These attributes reduce maintenance requirements, costs, and the safety risks associated with our customers' employees accessing these structures.

We also continue to innovate with electric installation tools, most recently with a battery powered hydraulic rig. This allows our customers to more easily install large fasteners in the field, facilitating deployment of photovoltaic solar tracking structures and wind turbines.

Gas-fired power generation reduces CO_2 emissions by 50% compared to coal-fired power generation. Our airfoils for industrial gas turbines support higher engine operating temperatures and pressures to maximize baseload efficiency and reduce nitrogen oxide emissions by 40%. We are supporting a drive by OEMs to increase operational efficiency, such as fast starts and fuel flexibility, as well as turbine availability and reliability through longer-life components.

We supply the world's largest industrial gas turbine blades, which are more than one meter in length. This enables combined cycle power generation of 900 megawatts and pushes turbine efficiency toward 64%, which is best-in-class efficiency.

Industrial gas turbine blade being installed

Case Study

SUSTAINABILITY BEYOND THE PRODUCT

At Howmet Forged Wheels, sustainability extends well beyond product performance. We have significantly improved our packaging approach to make it more circular by reducing material use and increasing reuse. For customers with recurring orders, wheels are shipped in returnable dunnage—durable, reusable packing systems that can be returned, cleaned, and used repeatedly.

This closed-loop system eliminates the need for traditional single-use packaging materials such as plastic and cardboard. In 2025 alone, returnable dunnage prevented the generation of approximately 967,000 pounds of packaging waste, underscoring our commitment to circularity and reducing environmental impact across the value chain.

Worldwide, Howmet Forged Wheels products help customers enhance operational efficiency and advance the sustainability of ground transportation.

Energy

- **Energy efficiency initiatives implemented in 2025 saved approximately 423,000 gigajoules of energy.**
- **While we produced more goods in 2025, our increased energy consumption was largely offset by these savings.**
- **We increased renewable electricity use from 10% to 20%.**

Fundamental to reducing our environmental footprint and that of our customers is measuring our energy use and implementing cost-effective solutions to achieve our energy-reduction goals.

In 2025, natural gas and electricity accounted for approximately 98% of total energy use at our manufacturing locations. Diesel, gasoline, and propane for our mobile equipment fleet accounted for about 2% of our energy use.

GLOBAL ENERGY CONSUMPTION

Millions of gigajoules

	Direct	Sourced from Grid	Generated On-Site	Total
2021	7.08	3.91	0	11.00
2022	7.19	4.03	0	11.22
2023	7.44	4.11	0.001	11.55
2024	7.46	4.19	0.003	11.66
2025	7.54	4.23	0.004	11.77

For some locations, 2025 electricity and natural gas consumption was estimated due to incomplete invoices. Data changes from prior reporting are due to minor conversion adjustments, estimated data being updated with actual data, and data corrections.

Our ESG Report uses data from our sustainability data management system, which is populated with invoice-retrieved natural gas and electricity data from our procurement data management system. Energy unit conversion calculations within the system are aligned with Intergovernmental Panel on Climate Change (IPCC) guidelines.

Each business unit continuously tracks and reports on energy-efficiency projects, ensuring accurate and timely reporting to internal and external stakeholders. We focus on economically viable investments to ensure we allocate capital efficiently. Some examples include building climate systems, production equipment, on-site energy generation and mobile fleet efficiency. Initiatives are prioritized based on the highest potential for efficiency gains. Senior leaders review progress on these projects quarterly.

Energy-efficiency projects implemented in 2025 reduced our annual consumption by approximately 423,000 gigajoules. When combined with the results from prior years, we have achieved a cumulative annual savings of 1.8 million gigajoules compared to the 2019 baseline. This success is contributing to the achievement of our 2027 GHG emissions reduction goal (see the Climate Change section.)

Examples of 2025 energy-efficiency projects include:

- Reorganizing equipment and work shifts;
- Implementing process heat recovery and re-use;
- Upgrading compressed air systems;
- Enhancing industrial furnace doors for more efficient fuel burning and less heat loss; and
- Transitioning to more efficient lighting sources like LED.

ENERGY INTENSITY

	Millions of Gigajoules per Billion Dollars of Revenue	Hundreds of Gigajoules per Metric Ton of Purchased Metal
2021	2.21	0.55
2022	1.98	0.62
2023	1.74	0.61
2024	1.57	0.67
2025	1.43	0.82

Data changes from prior reporting are due to minor conversion adjustments and estimated data being updated with actual data.

Our overall energy consumption was 11.8 million gigajoules in 2025, which was a 1% increase over 2024. This increase was driven by higher production output, which offset the energy savings achieved during the year. Our energy use per unit of metal increased from the previous year due to a decrease in procured aluminum caused by market conditions. As a testament of our energy-efficiency achievements, energy intensity based on revenue improved 9% from the prior year.

Case Study

CERGY SURPASSES 2050 DECARBONIZATION GOAL

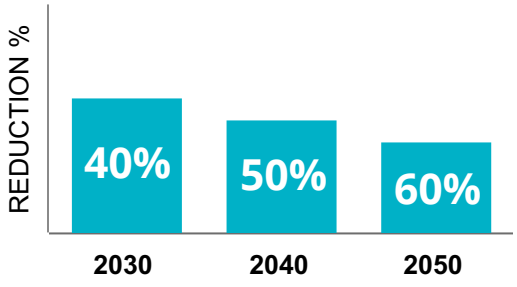
Howmet's Cergy, France, facility.

In 2025, Howmet's Cergy, France, facility achieved a 68% reduction in energy consumption, exceeding the national target 25 years before the deadline.

Meeting the Mandate: The Tertiary Decree

As a vital logistical hub and customer support center for aerospace fasteners, the Cergy site must comply with France's Tertiary Decree (Eco-Énergie Tertiaire). This regulation targets non-residential buildings, which, alongside housing, account for 44% of France's energy use.

Under the decree, buildings larger than 1,000 square meters must meet aggressive reduction targets against a 2019 baseline:



Beyond strictly cutting consumption, the mandate requires companies to implement automated climate controls and adhere to modernized construction standards during renovations.

Strategic Upgrades for Maximum Impact

Working with the Cergy building owner, Howmet made three high-impact upgrades to modernize the site's aging infrastructure and meet the goals of the Tertiary Decree:

- **Decarbonized Heating:** The legacy gas-fired heating system was replaced with a high-efficiency electric heat pump and integrated air conditioning.
- **Building Envelope Improvements:** All windows were replaced to enhance thermal insulation.
- **Lighting Efficiency:** Fluorescent fixtures were upgraded to high-output LED systems.

The work was funded by the building owner and completed over an eight-month period, says Laetitia Bodescot, local EHS and general services manager. She attributes the project's success to a seamless partnership between Howmet's service teams and the building owner. "With everyone aligned, we were able to adjust our schedule to ensure business continuity and minimal disruption to staff."

The Triple Win

While the primary goal was environmental, the project also focused on revitalizing common areas and office spaces.

"Environmental mandates are often viewed as operational constraints," notes Bodescot. "In this instance, the renovations represent a triple win: an improved daily experience for our employees, increased operational value for the Company, and a significantly smaller environmental footprint."

Climate Change

- **We remain committed to reducing combined Scope 1 and Scope 2 emissions relative to our 2019 baseline. This progress is underpinned by internal carbon-reduction initiatives and renewable electricity.**
- **In 2025, we implemented energy efficiency projects that prevented about 28,000 metric tons of combined Scope 1 and Scope 2 GHG emissions.**
- **Our scenario analysis shows marginal increased exposure to severe weather and other acute and chronic risk.**

Climate change is a defining issue of our time, and we recognize the potential risk that comes with adapting to increasing temperatures and transitioning to a low-carbon economy.

We also see climate change as an opportunity to help reduce the carbon footprint of the value chain with our lightweight and fuel-efficient products for the transportation, industrial, and aerospace markets. We integrate these risks and opportunities into our enterprise risk management process.

We publish and annually update our climate strategy, which follows the Task Force on Climate-related Financial Disclosures framework. (View the most recent TCFD disclosure). This strategy includes three key levers:

- Products that positively impact the emissions of our customers' final products (see the Products section);
- Direct and indirect (Scope 1 and Scope 2) emissions associated with our own operations; and
- Emissions occurring in our supply chain (Scope 3).

Greenhouse Gas Goals

We believe that our role in the transition to a lower-carbon economy is aligning our Scope 1 and Scope 2 emissions with the goals of the Paris Agreement. This means that our target framework, pace of emission contraction and ultimate goal of net zero will be based on science and proven technologies. Achieving net zero by the end of year 2050 requires a 4.2% contraction in emissions per year from our 2019 baseline.

Our objective is to manage a credible and realistic transition plan that we have divided into near-, medium-, and long-term periods on our way to 2030 and then 2050. Our goal setting periods follow the three-year cadence of our business planning cycle.

In 2021, we set our first near-term goal of a 21.5% reduction in absolute Scope 1 and Scope 2 emissions by 2024 against our 2019 baseline year. To achieve this, we initially identified more than 100 energy-saving projects that represented an investment of US$28.3 million.

Since the beginning of our first GHG target period, our energy efficiency projects have saved approximately 115,000 metric tons CO_2e from our annual Scope 1 and 2 emissions (See the Energy section). This, combined with renewable electricity allowed Howmet to meet its near-term GHG goals in 2024.

The renewable electricity credits we use meet the RE100 criteria, which considers wind, solar, geothermal, sustainably sourced bio-mass and sustainable hydropower as energy sources.

Our Energy Workgroup, which consists of the energy and technology leads of each of our businesses, has identified opportunities to further reduce emissions from our operations. The group has created a plan that includes the procurement of renewable energy and the continued increased energy efficiency within our operations. Our plan is both economically achievable and realistic. The outcomes of this exercise resulted in a goal that covers a second three-year period, which ends in 2027.

2027 GHG GOAL | **33.6%** or 343,000 metric tons, absolute reduction of combined Scope 1 and Scope 2 (market based) global GHG emissions by 2027 from a 2019 baseline.

For this next goal period, the targeted reductions are aligned with science-based net zero 2050 target scenarios. This requires our Scope 1 and Scope 2 GHG emissions to be 33.6%—343,000 metric tons—below our 2019 emissions by the end of 2027.

We anticipate accomplishing these reductions through a combination of continued energy-efficiency projects at our locations and the transition to power sources with lower carbon intensities which may include low carbon electricity.

We are continuing to work toward establishing a Scope 3 GHG emissions target. At this stage, however, we believe the quality, assurance, and specificity of available Scope 3 data have not yet reached the level of maturity required to support a credible, science-aligned goal. While we have not set a formal Scope 3 target, we are actively engaging with key suppliers to better understand their contributions to our value-chain emissions and to strengthen the underlying data needed for future target-setting.

Performance

Scope 1 and Scope 2 Emissions

Our GHG emissions are typically associated with the consumption of natural gas and electricity for heating, forging, casting, and treating metal in our energy-intensive processes.

Our 2025 Scope 1 and Scope 2 market-based GHG emissions equaled 0.75 million metric tons, which was a 26.5% reduction from the 2019 baseline.

The GHG emission performance in 2025 was due to energy efficiencies, expanding on-site solar generation, and renewable electricity. About 28,000 metric tons of savings were accomplished through energy efficiencies and, to a small extent, by the implementation of on-site solar panels, including an extension to those already installed at our Exeter facility in the UK. Since 2019, we have captured 115,000 metric tons of savings through energy efficiency projects.

About 20% of our electricity consumption came from renewable sources, including on-site and verifiable off-site generation.

In 2025, our GHG emission intensity improved 15% over 2024, reflecting the results of our collective GHG-reduction initiatives. At the same time, our revenue increased 11% over the prior year.

During 2025, our global 2024 and 2025 Scope 1 and 2 GHG emissions were assured by an independent third party. We modified the assurance cycle to obtain limited assurance for the 2025 data prior to the issuance of this annual report. The independent assurance statement is included at the end of this report. This "independent limited assurance engagement" is a continued effort that we started with our 2020 emissions. The reviewers used data obtained from our sustainability data reporting software. Benefits of the new system include embedded emission-factor libraries and greater visibility of data throughout the organization.

For emission year 2025, we continued reporting both location-based and market-based emissions. This methodology provides better insight toward our consumption of energy from lower-carbon power sources.

GREENHOUSE GAS EMISSIONS

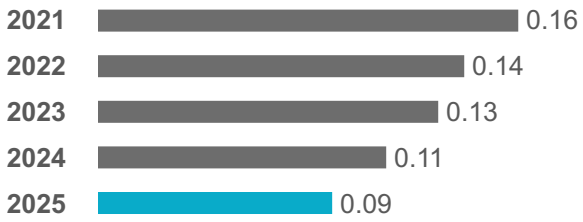
Million metric tons of CO_2e

	Scope 1 (direct)	Scope 2 (indirect)		Total Location-based	Total Market based
		Location-based	Market-based		
2021	0.37	0.39	-	0.76	-
2022	0.38	0.42	-	0.80	-
2023	0.39	0.42	0.46	0.81	0.85
2024	0.39	0.39	0.40	0.78	0.80
2025	0.40	0.39	0.36	0.79	0.75

Gases included in the calculations are carbon dioxide, methane, nitrous oxide, and CFC and HFC from refrigerant releases (since 2020). Releases of SF6 and NF3 are not considered a significant source of GHG emissions for our operations. We used the World Resources Institute's GHG protocol methodology based on operational control, regional or country Scope 1 and 2 emission factors. Data changes from prior reporting are due to estimated data being updated with actual data or data corrections.

GREENHOUSE GAS EMISSION INTENSITY

Million metric tons of Scope 1 and Scope 2 market-based CO_2e per billion dollars in third-party revenue



Scope 3 Emissions

Our Scope 3 emissions are predominantly up-stream and related to emissions of goods procured. Since we do not manufacture products that consume energy, we do not estimate emissions linked to the use of our products. Our down-stream emissions represent less than 2% of our calculated Scope 3 emissions.

We are continuing to work with our suppliers to understand our upstream GHG emissions. Since our most significant Scope 3 emissions are related to the purchase of primary metals, it is important that we use suppliers that are focused on energy efficiency, renewable energy and advanced technologies to minimize their GHG impact and, in turn, our Scope 3 emissions.

Through our Global Supplier Sustainability Program, we engage with our suppliers to obtain a better understanding of the carbon intensity of the materials and products that they supply to us (See the Supply Chain section). This effort has greatly enhanced our understanding, and that of our suppliers, of our material footprint from cradle to gate.

Our Scope 3 GHG emissions totaled 1.61 million metric tons in 2025, with purchased metals accounting for approximately 55% of the total. The 9% decrease from 2024 was due to a change in procured aluminum and change in calculation methodologies that included updated emission factors and using supplier provided emissions data.

In 2025, we obtained third-party limited assurance on the 10 Scope 3 categories that are relevant to Howmet. The independent assurance statement is included at the end of this report. We are not calculating Scope 3 category 10 "Processing of Sold Goods" because we lack customer data to do so. Given the nature of our products that undergo very limited processing, we expect associated emissions to be immaterial. We are committed to strengthen our Scope 3 data and prepare for a Scope 3 GHG target. For more information on our calculation methodology, see the Sustainability portal of our website.

CDP

In 2025, our overall climate score in CDP (formerly Climate Disclosure Project) was a "B." We obtained an A minus in the CDP sections "Business Strategy" and "Governance," and an A in the sections "Emission Reduction Initiatives and Low Carbon Products," "Dependencies and Impacts Process," "Opportunity Disclosure," "Risk Disclosure," "Scope 1 and 2 Emissions," "Verification," and "Political Engagement."

SCOPE 3 GREENHOUSE GAS EMISSIONS BY CATEGORY

Million metric tons of CO_2e

Category	2021	2022	2023	2024	2025
1: Purchased Goods & Services	1.60	1.62	1.89	1.44	1.25
2: Capital Goods	0.14	0.07	0.08	0.03	0.07
3: Fuel- and Energy-related Activities	0.10	0.10	0.10	0.11	0.10
4: Upstream Transportation	0.06	0.03	0.03	0.05	0.04
5: Waste from Operations	0.01	0.03	0.03	0.03	0.04
6: Business Travel		0.00	0.00	0.00	0.01
7: Employee Commuting		0.06	0.06	0.06	0.05
8: Upstream Leased Assets		0.00	0.00	0.01	0.00
9: Downstream Transportation	0.02	0.02	0.02	0.02	0.02
10: Processing of Sold Goods					
11: Use of Sold Goods	Not Required	Not Required	Not Required	Not Required	Not Required
12: End-of-Life Treatment of Sold Products	0.02	0.02	0.02	0.04	0.04
13: Downstream Leased Assets	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
14: Franchises	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
15: Investments	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Total Scope 3 Emissions	**1.94**	**1.95**	**2.24**	**1.78**	**1.61**
Number of Categories Reported	8	10	10	10	10

Physical Climate Change Risk

Assessing physical climate risks to our operating facilities and distribution centers is central to our mitigation strategy.

In 2025 we enhanced our scenario analysis to identify and quantify our climate-related risks using the most current climate change models. We enlisted third-party experts to help perform a physical risk assessment to identify, assess, and quantify (where plausible) the most material physical climate risks and to create an initial set of strategic risk reduction strategies. The assessment covered 90 assets, including all of our manufacturing facilities, incorporating the following considerations:

- Asset-by-asset susceptibility analysis;
- Four-time horizons considered: 2025 (current), 2030-40, 2040-50, and beyond 2050;
- 12 current climate natural hazards, 5 future chronic stressors, and 11 environmental metrics; and
- Three climate scenarios using Representative Concentration Pathway (RCP) and Shared Socioeconomic Pathway (SSP) frameworks: RCP2.6 / SSP1 (mitigated), RCP4.5 / SSP3 (intermediate), and RCP8.5 / SSP5 (business as usual scenario).

With respect to acute hazards, flooding is the most significant peril for Howmet. A few assets have limited exposure under current climate conditions and are expected to experience an increased flood risk in future scenarios. While other facilities benefit from robust levee systems, they remain potentially vulnerable to tail-risk events involving levee breaches or overtopping.

The annual flood loss (one in 100 years) is forecasted to rise by 2050 but remains at less than 1% of 2024 revenue.

The most relevant chronic risks to Howmet are heat, precipitation, drought, cold stress, and fire weather hazard. In a long-term time horizon (2050), Howmet's incremental impacts from these chronic hazards are projected to increase moderately in the most negative scenario with global temperatures increasing 4˚C.

The physical scenario analysis indicates that our facilities currently are not significantly exposed to acute or chronic climate risk. Also, no dramatic change in physical risks at our locations is expected between 2025 and 2050.

Howmet has an ongoing program in which third-party risk engineers audit the exposure to flood, wind, snow, hail, fire, and wind damage. The audits identify prevention and mitigation actions for individual sites and our segment leadership tracks the implementation of these actions. In addition, our insurance program covers financial risks caused by severe weather. In recent years, actual severe weather impacts have been marginal.

Transition Risk

Recognizing the likelihood of a transition to a lower-carbon economy, we refined our risk analysis using the International Energy Agency's Net Zero Emissions (NZE) by 2050 scenario. This scenario assumes rapid global action to reduce GHG emissions, supported by policies such as a projected carbon price of US$250 per ton by 2050.

In line with the NZE scenario, our analysis assumes large-scale deployment of clean-energy technologies and energy-efficiency measures, resulting in affordable access to green hydrogen, zero-carbon electricity, and renewable gas. For each scenario, we assessed the capital requirements and operating expenses relative to a business-as-usual case. Additional details on our transition risk analysis are available on Howmet.com.

Air Emissions

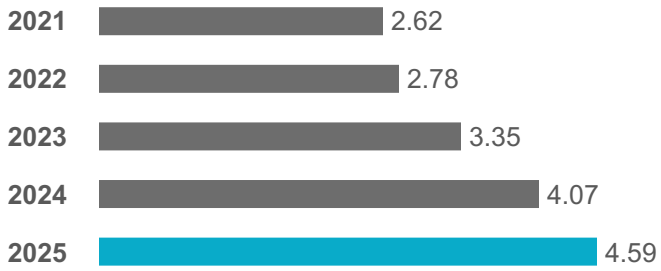
- **Our particulate matter emissions continue to decrease.**
- **Our emissions of total metallic hazardous air pollutants remain very low.**
- **We had no significant unplanned air releases or emissions limit violations.**

While Howmet's air pollutant emissions across our manufacturing operations remain comparatively low for a manufacturing company of our size, we are committed to driving further reductions. We aim to ensure that we do not have a detrimental impact on our communities and local habitats, continuing to invest in controls, technologies, people, and designs to achieve this goal. We consider minimizing air emissions beyond GHGs important to our operating efficiency and business.

Major processes contributing to our emissions include metal recycling, melting, casting, forging, grinding and machining, as well as the cleaning and coating of our products. Our approach to controlling and minimizing the emission of criteria air pollutants and metal hazardous air pollutants (HAPs) is driven by our internal air management standard, EHS management system, redundant internal controls and regulatory requirements. We track and measure emissions through source testing, site-specific consumption data, conservative published emission factors, and parametric monitoring.

TOTAL METALLIC HAZARDOUS AIR POLLUTANT EMISSIONS - GLOBAL MANUFACTURING OPERATIONS

Metric tons



Metallic hazardous air pollutants include chromium (total), cobalt, cadmium and nickel.

While our metal HAPs emissions have risen alongside our operational expansion and growth, they still represent less than 0.5% of other large U.S. industrial companies, based on US EPA Toxic Release Inventory data.

In 2025, we refined preventative maintenance programs on emission controls to help us continually focus on roadmaps for improvement in strategies, resource allocation, and the sharing of best emission reduction practices across our businesses.

TOTAL CRITERIA AIR POLLUTANT EMISSIONS - GLOBAL MANUFACTURING OPERATIONS

Metric tons

	Nitrogen Oxides	Particulate Matter	Sulfur Oxides	Volatile Organic Compounds
2021	281	239	3.03	206
2022	319	261	2.97	206
2023	327	319	2.69	284
2024	322	250	3.32	225
2025	337	219	3.02	234

Volatile organic compounds are not technically considered criteria pollutants, but they are a precursor to ozone, which is a criteria pollutant.

The GHG and energy-efficiency reduction projects we implemented this year had the added benefit of reducing our criteria air pollutant emissions.

These emissions are associated with the combustion of fuels, typically natural gas. Even as production levels increased, we used less fuel per unit of production. Our voluntary emission reduction efforts and ambitious sustainability initiatives mitigate risks and create long-term value.

In 2025, we had no significant unplanned air releases or emission limit violations. We remain focused on further reducing criteria and HAP pollutants by evaluating new reduction strategies and upgrading our data management, analysis, and forecasting capabilities.

Water

- **We surpassed our 2027 water withdrawal targets two years ahead of schedule, achieving a 27% reduction in withdrawal intensity against our 2019 baseline.**
- **Approximately 75% of the water we withdrew was cleaned and returned to the local resource base.**
- **We reduced our absolute water withdrawal in regions of high and severe water scarcity by 21% compared to our 2019 level.**

At Howmet, we are driving initiatives to reduce water demand and improve efficiencies throughout our operations. We see disciplined management of water resources as more than good environmental stewardship—it's also a business advantage and a key aspect of our operational resilience. While most of our manufacturing locations are in areas where water is plentiful, shifting climate patterns and increasing demands call for continuous risk assessment and management.

Water Withdrawal

In 2025, we continued significant efforts across our businesses to reduce the volume of water we use. As a result, we achieved a reduction of more than 27% in water withdrawal intensity compared to our 2019 baseline. This is well ahead of our established 2027 goal of 19% improvement. We also reduced our absolute water withdrawal from high and severe water-scarce areas by 21% compared to our 2019 level, exceeding our goal of 0% increase in absolute water withdrawal by 2027.

Our highest water withdrawals occurred at five of our larger sites: Niles, Whitehall, Forged Wheels - Hungary, Barberton, and Cleveland. While these sites lie in regions with abundant water resources, we plan to refine our tracking and further reduce withdrawals in the upcoming year.

Our facilities use water primarily for cooling and rinsing processes, as well as for potable and sanitary uses. Our larger forging facilities use the most water, followed by our casting plants. The majority of our operations are in industrialized areas, with 98% of our water sourced from municipal supplies. Most of the water we withdraw is not consumed but treated and returned to the local system for further use.

We assess if our locations are in areas with water stress using two publicly available tools—the World Resources Institute (WRI) Aqueduct and the World Wildlife Fund (WWF) Water Risk Filter. These tools are complex models that use a variety of inputs. At their core, however, they measure the water stress/scarcity of a geographic region.

As part of our vulnerability management approach, we conducted a very detailed physical climate risk assessment. With respect to water, our risk posture is near the lowest quartile. Our drought exposure is not expected to change significantly through 2050. However, acute flood risk is a potential peril, so we will focus on building that resiliency in the years ahead as part of our loss control strategy.

TOTAL WATER WITHDRAWAL

	Megaliters Withdrawn	Withdrawal Intensity (megaliters withdrawn per billion dollars of revenue)
2021	3,734	747
2022	3,981	702
2023	4,089	616
2024	4,328	582
2025	4,206	510

Rainwater not included. Some fourth quarter or December data have been estimated. Data changes from prior reporting are due to estimated data being updated with actual data.

Each of our locations maintains a water-balance diagram that identifies how and where water flows throughout the facility. These diagrams, which include daily usage volumes, are used to identify opportunities to eliminate, minimize, or reuse water. In addition, actual monthly usage is compared to these diagrams to monitor for unusual changes in volume that might require further investigation. At older sites, finding and repairing water leaks is a priority.

Consistent with the previous year, Howmet engaged an independent third party to provide limited assurance to our water withdrawal data.

Wastewater Discharges

We track all wastewater (excluding rainwater) discharged at our locations using data from utility invoices, discharge monitoring reports, metering, or estimation. We also characterize each wastewater stream to assess potential environmental impacts and identify any regulatory requirements that may apply because of water quality standards, pre-treatment standards, and effluent limitation guidelines. Our primary goal is mitigating environmental impact in compliance with location-specific water discharge permit limits.

More than 90% of our operations discharge to local wastewater treatment plants, with many conducting on-site pretreatment prior to discharge. As such, we operate within the stringent requirements of our discharge permits and consents, with oversight from various stakeholders. As all our facilities are located in areas with local discharge requirements, Howmet's operations pose minimal risk to local water quality.

Case Study

A DEEPER DIVE INTO DOVER'S WATER SAVINGS

On its surface, the water reduction project at Dover's casting plant is a simple solution of push buttons, timers, and valves. Behind the design, however, is an integrated and proactive assessment that highlights Howmet's best practices for operational change.

"We fully integrate our pollution prevention and waste minimization projects into our production and compliance planning," says Patrick Swift, EHS manager. "So, whether we are considering small tweaks or large changes, we look at the bigger picture and future needs, from quality and cost control to employee safety, customer care, and regulatory compliance."

The project to reduce water use in the plant's acid etching lines was spearheaded by Natalie Cantagallo, an EHS intern in 2025. The casting plant uses three etch lines, each with three rinse tanks, to clean and prepare metal products for inspection. To keep the rinse water relatively clean, small amounts of fresh water continuously feed into the bottom of the tanks, pushing spent water out an overfill drain.

"At the start of the project, wastewater discharges from all three lines totaled about 15,000 gallons per day," says Cantagallo." Given the need to continuously refresh the rinse tanks, our options were essentially to replace the whole system with closed-loop recycling or find ways to further trim water use," she says.

While a closed-loop recycling system sounded best at first, further study showed it to be energy and maintenance intensive, in addition to creating another waste stream. The closed-loop system would also prompt other operational changes.

A cross-functional team that included the process owner, quality control leads, and facilities engineer delivered a final solution that automatically shut off water between batches without affecting product integrity. The new setup saves about 5,000 gallons per day, more than 30% compared to the original system.

"While the savings may not seem like a big splash, the benefits are far reaching," says Swift. "We found a method that cut down on water use without being disruptive or adding equipment failure points. We also freed up some capacity for the local wastewater treatment plant, giving them a little breathing room on expansion plans."

Circular Economy and Waste

- **In 2025, we improved our Circular Material Management rate across three of our four business units, driven by performance gains at 62% of our manufacturing locations.**
- **Nearly one-quarter of our operating locations achieved a Circular Material Management rate of more than 80%.**
- **We enlisted more partners to help us find additional uses for our residual materials.**

Circular material management (CMM) is a core indicator of our operational excellence and resource efficiency. We treat all process outputs—including byproducts, residuals, and waste—as valuable assets with the potential for secondary use. By prioritizing the recirculation of these materials, we reduce our reliance on virgin extraction, which carries a higher environmental cost in terms of biodiversity, water scarcity, and carbon impact. We also reduce landfill waste and avoid the potential costs and liabilities of disposal.

In 2025, we improved our CMM rate across three of four business units, driven by performance gains at 62% of our manufacturing locations. One quarter of our operating locations achieved a CMM rate of more than 80%, and each of our four business units had locations achieving a CMM rate of more than 95%, including:

- Glossop Engine Products (UK)
- Suzhou Forged Wheels (China)
- Telford Fastening Systems (UK)
- Laval Engineered Structures (Canada)

We also forged agreements with additional partners to help us expand our focus and further improve our CMM rates in 2026.

Our 2025 sustainability efforts also successfully targeted hazardous waste reduction. Even as our production levels grew at many locations, we reduced our hazardous waste intensity, achieving a 35% improvement compared to the 2022 baseline. Moreover, 28% of our manufacturing locations generated less than 10 metric tons of hazardous waste.

Howmet's 2025 initiatives included a global survey of our residual materials management practices across our operations—a high-impact exercise that yielded significant results. The findings were used to drive cross-functional circular economy awareness throughout our workforce, fostering a culture of shared responsibility. A key insight from the survey was the discovery that material streams presenting challenges at certain locations were being successfully managed at sister facilities. By bridging these internal knowledge gaps, we are strengthening our commitment to improving our CMM rate and demonstrating the clear business value of treating these residuals as strategic assets.

In addition to performance improvements in 2025, we made some important policy improvements. We updated our TSDF (Treatment, Storage, Disposal Facility) audit policy to ensure more routine checks on the risks associated with disposal facilities and related partners. We also updated our Waste and Residual Materials Standard to ensure accountability for responsible residual materials management and a fate preference for circular outlets for those materials. We continued to inspire our employees and partners to improve material efficiency to mitigate risks and add value to the business.

As we have changed our perspective from waste management to circular material stewardship, we have also reorganized our tracking and analysis of materials. We strive to retain materials within the productive economy—maximizing value through reuse and recycling while eliminating disposal via landfill or incineration. We proactively seek potential users of our co-products and process residual materials. To navigate varying global legal definitions of waste, we have enhanced our tracking systems to provide full transparency across all residual and waste categories.

Our 2025 Supplier Sustainability Program expansion encourages our suppliers to use recycled input materials as well, ensuring a comprehensive, value-chain approach to circularity that extends far beyond internal waste management.

The recyclability of Howmet's product portfolio represents a significant environmental advantage. To ensure aerospace materials retain their value within the industry, we are involved in initiatives to eliminate barriers to end-of-service recycling without compromising safety or quality. While we are working toward a "take-back" model, we recognize the existing industry-wide hurdles. To address these, Howmet recently spearheaded a white paper for the International Aerospace Environmental Group (IAEG) to identify "circularity blockers" and drive collective performance across the sector.

Howmet has seen an increase in the supply of airfoil spares to the market. Spares are used by our customers to maintain the engine operability and/or to extend the life of their products ("use longer" is a foundational circular economy concept).

HAZARDOUS WASTE

Thousand metric tons

	Hazardous Waste Generated	Hazardous Waste Intensity per billion dollars of revenue
2022	26.6	4.70
2023	26.1	3.94
2024	26.9	3.62
2025	26.2	3.18

Some fourth quarter or December data have been estimated.

2025 WASTE AND RESIDUALS

Thousand metric tons

	Total Generated	Diverted	Disposed
Hazardous	26.2	12.8	13.4
Non-hazardous	61.7	21.0	40.7
Non-waste residuals	40.4	39.6	0.8
Overall CMM (Diversion) Rate	NA	57%	NA

Diverted includes preparation for reuse, recycling, and other recovery operations. Disposal includes landfilled, incinerated with and without energy recovery, and other disposal methods. CMM (Circular Materials Management) rate is the proportion of our total residuals diverted from disposal.

LANDFILL WASTE

Thousand metric tons

	Landfilled Waste	Landfilled Waste Intensity per billion dollars of revenue
2021	23.6	4.71
2022	28.0	4.93
2023	32.1	4.84
2024	34.3	4.62
2025	42.2	5.11

Some fourth quarter or December data have been estimated.

Spills

Howmet maintains rigorous internal standards, safeguards, and processes to prevent spills and to ensure immediate, effective response measures are in place to mitigate potential impacts.

We require our locations to have a spill prevention control and countermeasure plan or similar plan in place if they meet specific volume thresholds for oil or oil products. This plan includes employee training on spill prevention and response that is provided upon hiring and annually thereafter.

Our internal incident management program drives an analysis of a spill's root cause and contributing factors, and it also ensures corrective measures are put in place to prevent a reoccurrence. Our low internal reporting threshold increases the visibility of spills to our leadership to facilitate information sharing across facilities and enhance incident awareness.

We define a significant spill as one that is in excess of 1,893 liters (500 gallons) and/or meets our definition of a major environmental incident, which includes CERCLA reportable releases. We had one significant spill that met this criteria in 2025. An outdoor storage tank containing hydrochloric acid solution at a Texas facility was impacted by an inadvertent unknown projectile. The tank was ruptured, releasing about 3,500 gallons of solution beyond the containment. The spill was cleaned up promptly and did not leave Howmet property boundaries or reach any water body.

Remediation

We are involved in ongoing and long-term assessment, cleanup, and monitoring of contamination resulting from historic releases and disposal practices at current, former, and third-party properties.

In 2025, our expenses for these activities were approximately US$5 million. Our remediation reserve balance, which reflects the most probable costs to remediate identified environmental conditions for which costs can be reasonably estimated, was approximately US$16 million as of December 31, 2025.

Case Study

PERSISTENCE PAYS DIVIDENDS: GLOSSOP'S QUEST TO REDUCE HAZARDOUS WASTE

Eight years ago, Glossop Plant Manager Paul Rennie issued a challenge that would transform the site from a leading generator of hazardous waste into a global model of sustainability. His mission was ambitious: achieving "Zero RCF."

An Industry Standard

RCF, or refractory ceramic fiber, has long been the gold standard for insulation in superalloy manufacturing. While technically ideal, the material poses a health risk; over time, it breaks down into microscopic fibers that can be harmful if inhaled. Furthermore, because Europe classifies RCF as hazardous waste, it must be landfilled at the end of its lifecycle. Historically, the Glossop facility landfilled and replaced more than 400 metric tons per year from its furnaces, molds, coatings and seals.

Packaging small casting sticks for shipment.
Glossop produces casting sticks and ingots for customers that manufacture superalloy products.

Not a Simple Substitution

Replacing RCF was not a simple "flip of the switch" according to Gary Kay, Glossop EHS manager. "Creating superalloy products involves extreme temperatures and specialized melting techniques. When we embarked on this project, no available substitutes could withstand these conditions while meeting our specifications."

While insulation alternatives called biosoluble ceramics, or biosols, for their ability to break down safely in the body, were used in some applications, they were not an immediate match. "We faced a number of technical challenges, including chemical reactions with certain alloys," says Kay.

Persistence Pays Off

Biosoluble replacements were tested and worked into the manufacturing process in steps, starting with the largest and least complicated castings. From there, the team worked through numerous trials and technical challenges to reach solutions for increasingly smaller and more complicated products.

As of year-end 2025, all remaining RCF was eliminated, allowing the plant to cut 95% of its hazardous waste while also reducing worker health risks and lowering costs.

Building Customer Trust

Securing customer buy-in was a critical part of the journey, notes Shannon Mundy, environmental and compliance manager for Howmet Engines.

"We serve industries where strength and performance are critical under extreme conditions, such as aerospace, automotive, and medical implant manufacturing," she says. "Partners were understandably a bit hesitant about the change at first."

A Continuous Commitment

With the phaseout complete, Glossop is now sharing its roadmap with other Howmet casting sites.

"Glossop's perseverance will continue to pay dividends as other sites skip the learning curve and adopt these best practices," says Mundy. "We're removing this waste stream from the environment, making the workspace safer, and trimming the bottom line."

While the RCF waste stream is gone, the team remains focused on finding recycling options for biosoluble insulation. Currently, this waste is either reused by manufacturers or recycled into building products. However, as these uses can shift with market demands, the team continually explores alternatives.

Howmet Engine Products, Glossop, UK

Biodiversity

- **In 2025, we completed a global biodiversity impact assessment of our top-priority sites.**
- **We remained focused on minimizing water withdrawal, air emissions, and waste generation to help reduce pressures on local sensitive species.**
- **While we don't depend on biodiversity for our critical raw materials, we work to avoid negative impacts everywhere we operate.**

Biodiversity adds value to local and global economies. Howmet aims to avoid or minimize potential negative impacts on biodiversity by assessing and setting reduction targets for key impact drivers. While all human activity, not just industrial activity, can affect the survival of sensitive species, understanding our specific proximities and impact pathways is essential to protecting the healthy ecosystems on which our own health and resilience depend.

Although Howmet's double materiality assessment did not identify biodiversity as a material topic, our evaluation helped us better understand potential impacts, expand mitigation actions, and integrate biodiversity considerations into our business decision-making.

Beginning in 2024, we engaged biodiversity experts to prioritize potentially vulnerable species and sites in the areas we operate. This involved identifying protected areas, key biodiversity areas, and those with a high STAR (Species Threat Abatement and Restoration) metric in interpreting the results of an IBAT (Integrated Biodiversity Assessment Tool) report. We also reviewed the lists and counts of Critically Endangered, Endangered, and Vulnerable species (as classified on the International Union for Conservation of Nature, or IUCN, Red List of Threatened Species).

In our screening, we used the United Nations Environment Programme ENCORE Explore tool to estimate potential industry category impacts and materiality ratings for the impact drivers. The high-impact drivers for the area/industry/species were identified as water use, GHG emissions, water pollutants, soil pollutants, and solid waste.

Huron Manistee National Forrest, Michigan, USA

Beyond IBAT, we incorporated regional context such as Ecoregion Intactness Index and World Resources Institute water risk to help prioritize the proximity-based data.

Twenty-three of our sites are near sensitive biodiversity resources based on this screening. However, only two locations scored high in two of the three significance score categories and only five sites scored high in one category and medium in another. As recommended by the Taskforce on Nature-related Financial Disclosures, we prioritized sites that rank high in these biodiversity significance categories. This helped us prioritize the locations for deeper assessment with site-specific data (versus conservative generalized broader industry assumptions).

Based on the significance scores and IBAT screening, in 2025 we completed a biodiversity impact assessment of the top five sites and our largest site. These sites are located in France, UK, Southern California, and Michigan. Whitehall Engine Products is located near the White River section of the Manistee National Forest Key Biodiversity Area in Michigan, and Dives Engine Products is located near the Littoral Augeron Key Biodiversity Area in France. Glossop Engine Products neighbors the Peak District National Park in the U.K.

Conclusions from this assessment indicate that our highest priority sites are avoiding or minimizing contributions to the key material drivers of biodiversity loss. These locations are not discharging wastewater to the environment. Additionally, those in proximity to western shores and sensitive marine species are located downwind based on average local prevailing wind data, so we learned that proximity and industrial category alone are not necessarily indicators of impact to sensitive biodiversity populations.

At Howmet, biodiversity risks are managed under our EHS management system and compliance framework. While our raw materials do not depend directly on the biodiversity of local ecosystems, we recognize its global importance. Consequently, we embed biodiversity expectations into our Supplier Code of Conduct and monitor them through our Supplier Sustainability Program.

Chemical Management

- **We reduced our use products containing chlorinated solvents by more than 98% since launching our phase-out plan in 2023.**
- **We set a new elimination goal for more than 200 "forever" and "everywhere" chemicals (a subset of PFAS, three phthalates and 1,4-Dioxane).**
- **In close coordination with our customers, we continue conducting trials to identify suitable alternatives for chromium trioxide in our chemical coating process.**

Our chemical management program is focused on three key areas—understanding the impacts of chemical management regulations to our products and processes, reducing the use of hazardous substances and mixtures in our operations, and ensuring compliance with chemical regulations.

Our global chemical compliance team optimizes internal collaboration, keeps pace with regulatory changes across markets and customer programs, and empowers customers with the compliance information they need.

While Howmet does not manufacture chemicals, we use them in our production processes either directly or as ingredients in other products. Our chemical compliance team works with each of our businesses to explore alternatives for chemicals considered substances of very high concern. This can be challenging, as substitute substances ideally should not impact our process efficiency or product quality and properties. That is why we work closely with our customers to validate a new substance before making a permanent substitution.

We have been successful in finding material substitutions for various applications, but others will require more time and effort. Until targeted chemicals are eliminated from our manufacturing processes, we will continue to enforce our stringent requirements for their safe handling and use.

Key actions undertaken through our chemical management program in 2025 were:

- Working toward our goal to eliminate the use of chlorinated solvents in operations in non-laboratory settings by the end of 2025, where technically and economically feasible. By the end of 2025, we reduced our chlorinated solvent use by more than 98%;
- Setting a new goal of eliminating the use of per- and polyfluoroalkyl substances (PFAS) listed in the U.S. EPA's Toxic Release inventory, as well as eliminating the use of products containing four additional substances above 0.1% in weight (1,4-Dioxane and the phthalates DBP, BBP, and DEHP) where technically and economically feasible by end of 2028;
- Continuing trials to identify suitable alternatives to using chromium trioxide; and
- Continuing to eliminate the use of sodium dichromate in stainless steel passivation.

We are an active member of the International Aerospace Environmental Group. Formed by the major aerospace companies, the IAEG addresses the complexity and variability of global laws and regulations impacting health and the environment, including Europe's Registration, Evaluation, Authorization and Restriction of Chemicals, or REACH, regulations.

By serving on the IAEG board of directors, committees, and working groups, our employees are contributing to the development of tools and voluntary consensus standards to address key chemical management and environmental issues.

Case Study

DRIVING THE PHASE-OUT OF EMERGING CHEMICALS OF CONCERN

Howmet's Global Health Committee began a second chemical phase-out initiative. The goal of the program, which is aligned with our risk control strategy, is to find safer options for chemicals that pose a high risk to human health or the environment.

A Continuing Commitment

The first phase-out focused on eliminating products containing chlorinated solvents by the end of 2025. While the second initiative is underway, there will be some overlapping of work with the first, explains Robert Baft, manager of EHS systems and industrial hygiene. "We reduced our use of products containing targeted chlorinated solvents by more than 98%," says Baft. "While we work through the next phase, our facilities will continue exploring options for the few remaining products in use. Additionally, chlorinated solvents will remain on Howmet's global list of high-risk chemicals, meaning products containing them will be automatically flagged during our internal review process for new materials."

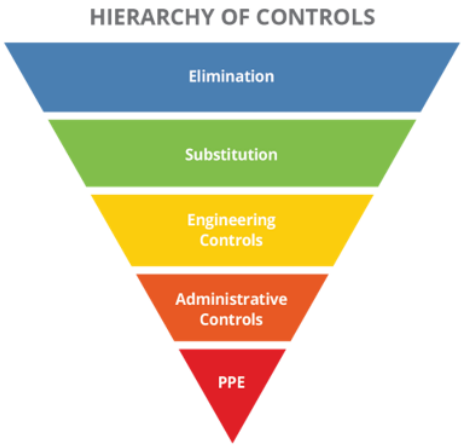
Next Up: "Forever" and "Everywhere" Chemicals

Howmet's latest initiative targets products containing high-risk chemicals shown to be widespread in the environment and difficult to treat or break down.

The group of high-risk chemicals includes a subset of PFAS, or per- and poly-fluoroalkyl substances. PFAS chemicals have long been used to make consumer and industrial products waterproof, nonstick, and resistant to heat or corrosion. Traces of these compounds can be detected throughout the environment, food, water, and our bodies.

The initiative also covers 1,4-Dioxane, used to manufacture chemicals, pharmaceuticals, and consumer products like paint, detergents, and cosmetics. This compound and PFAS chemicals are often called "forever" chemicals because they resist natural breakdown and manmade treatment.

The last group of chemicals covered by the initiative contains three compounds in a family of chemicals called phthalates, which are used to make plastics more flexible. These compounds—known as DBP, BBP, and DEHP—are dubbed "everywhere" chemicals because they can be found throughout the natural and manmade environment. While persistent, they eventually breakdown naturally and can be removed through treatment.



Howmet's risk control strategy for chemicals of concern prioritizes elimination, followed by substitution.

Targeting Year End 2028

While progress has already been made, elimination or replacement across all Howmet operations will take some time.

"As with chlorinated solvents, we recognize that it may not be technically feasible to remove every chemical in every application within three years, but we will do everything possible to meet that goal," says Baft.

Human Capital

- **Our turnover rate decreased from 18% in 2024 to 14% in the reporting year.**
- **Our recruitment efforts helped drive a nearly 19% increase in U.S. applications compared to 2024.**
- **Our global net number of employees increased by approximately 6% in 2025.**

Strategy

Our success is driven by our ability to deliver innovative solutions that exceed customer expectations. We achieve this by fostering inclusive environments that leverage the diverse backgrounds, experiences, and perspectives within our global organization.

For Howmet, creating a culture of belonging is a continuous commitment rather than a static milestone. We operate as a meritocracy, ensuring the most qualified individuals are hired and promoted, while providing all team members equal access to professional development. By prioritizing broad growth opportunities, we ensure that our all-embracing culture is naturally integrated into our daily operations.

A welcoming environment is fundamental to our core values; it strengthens our organization by fostering psychological safety and a genuine sense of connection. By embracing diverse ideas, we enhance our collective expertise and ensure every individual has the opportunity to thrive. Recognizing our unique backgrounds cultivates the very environment that drives innovation and sustains our success on a global scale.

Our comprehensive strategy ensures a respectful workplace that acknowledges and empowers the unique attributes of our people worldwide.

Employee Resource Groups

Our seven employee resource groups (ERGs) serve as platforms for diverse voices, fostering collaboration and understanding. Membership is open to every employee, and all Howmet team members are welcome to participate in ERG activities and initiatives.

ERG sponsorship by seven senior and executive leaders reinforces leadership's active role in championing an inclusive workplace. This visible support from leadership nurtures a culture that reflects our commitment to social responsibility and inclusion as a core Howmet value.

Our ERGs work with the Howmet Aerospace Foundation to partner with nonprofit organizations that promote workforce development, Science, Technology, Engineering, and Mathematics (STEM) initiatives, and the support of underserved and underrepresented groups in the communities in which we operate.

In 2025, Howmet's ERGs focused on reinforcing our longstanding core values around health and safety, fostering a "speak up" culture, embracing a diverse and welcoming work environment, and supporting the communities in which we operate. The ERGs aligned their initiatives with the Howmet business strategy of valuing our people, driving operational excellence, and attracting, retaining, and developing our talent. The Intergenerational Network (IGN) offered programs with a broadened focus on career development and the opportunities of a multi-generational workforce. In partnership with the Talent Management Core of Excellence, Howmet offered an additional "Build Your Brand" cohort through our Leadership Development Programming.

Together with our Talent Acquisition Core of Excellence, Howmet's Veteran's Network (HVN) partnered with the Department of War Skillbridge Program, which provides transitioning service members the opportunity for training and development with potential employers. The HVN also supported grants through the Howmet Foundation for organizations like "Pathway to Stability," offering stabilization, recovery support, workforce development and a pathways to permanent housing for individuals in crisis.

Through targeted grants, the Howmet African Heritage Network (HAHN) supports THRIVE Scholars, empowering high-achieving students from underrepresented backgrounds. This partnership

provides critical skill development, mentorship, and professional networking while cultivating a high-caliber talent pipeline for Howmet's future workforce.

In 2025, Howmet also continued offering voluntary monthly training opportunities focused on inclusiveness and education. In addition to eLearning training opportunities, the ERGs offer lunch and learns, informational activities, and sharing foods and stories from our cultures, which we feel paves the way for making a more resilient work environment.

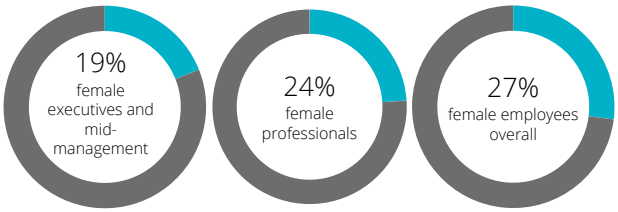
Performance

Over the past five years, the representation of women globally increased from 25% in 2020 to 27% in 2025, while U.S. racial and ethnic minority representation increased from 38% to 43% during the same time period.

Our veteran representation rate increased slightly from 2.4% in 2023 to 2.8% in 2025.

2025 WOMEN AND U.S. MINORITY REPRESENTATION

GLOBAL WOMEN



U.S. Minorities

Minorities represent employees who identify as Asian, African American, Alaska Native, American Indian, Black, Hispanic, Latino, Native Hawaiian, Pacific Islander, or two or more races.

Employee Well-being

We have long prioritized initiatives that reduce stress, absenteeism, and turnover while fostering a positive corporate culture. Given the rapid shifts in the modern workplace, proactively addressing mental health is now more critical than ever to maintaining a resilient and engaged workforce.

To support mental well-being, we provide access to a virtual therapy platform that connects employees and their dependents with licensed therapists and psychiatrists via mobile devices. Complementing this service, our telemedicine provider offers scheduled therapy sessions, allowing our team members to access confidential care from the privacy of their own homes. Additionally, many locations offer yoga and mindfulness sessions for team members.

In 2025, Howmet enhanced its family-support benefits by introducing a new Parental Leave program. This initiative significantly expands paid time off for new parents, building upon our existing suite of employee wellness resources.

See the Health and Safety section for additional information on our efforts around employee health and wellness.

Training and Development

In today's competitive industrial landscape, a skilled and motivated workforce is a primary driver of success. We are evolving our development strategy to bridge the gap between salaried and hourly roles, ensuring that every team member has the tools to grow.

In 2026, Howmet will launch a new Learning Management System specifically designed to modernize training for our hourly workforce. Key features include:

- **Enhanced Tracking:** Streamlined management of classroom-based training;
- **Mobile Accessibility:** On-demand eLearning accessible via personal mobile devices, allowing for flexible, user-friendly skill acquisition; and
- **Engagement:** A simplified interface that encourages employees to take ownership of their professional development.

2025 EMPLOYEE DIVERSITY

	Gender			Age		
	Male	Female	Not Specified	Under 30	30-50	Over 50
Board of Directors	6	3	0	0	0	9
Officers and Assistant Officers	5	4	0	0	1	8
Employees	18,389	6,944	98	4,654	12,296	8,481
Total	**18,400**	**6,951**	**98**	**4,654**	**12,297**	**8,498**

Empowering our hourly team members to acquire new skills does more than enhance organizational output; it drives job satisfaction, fosters loyalty, and increases retention. In an era of rapid technological change, a culture of continuous learning ensures our workforce remains adaptable and equipped to handle evolving responsibilities efficiently.

Effective development requires more than just formal training; it requires real-world application. In 2025, Howmet expanded its formal mentoring program, providing personalized guidance and practical insights to bridge the gap between classroom learning and daily operations.

By clarifying career pathways and providing the mentorship needed to navigate them, we strengthen our talent acquisition and retention efforts, ensuring our employees see a long-term future within the organization.

Workplace Culture

During 2025, we reinforced our Company values, aligning our teams with a shared vision to guide their decision-making, foster a positive workplace culture, and adapt to our evolving business needs. We believe these values help create a unified identity and reinforce our organization's principles. See the Who We Are section for more information.

Talent Acquisition and Retention

In 2025, we navigated a complex labor market defined by intense competition for skilled talent and shifting employee expectations. In response, we refreshed our strategies to ensure Howmet remains a destination of choice for top-tier professionals.

To meet candidates where they are, we integrated new technologies that prioritize accessibility and speed:

- **Inclusive Outreach:** We implemented automated job posting tools to reach a broader, more diverse network of partners and job boards, specifically increasing visibility among underrepresented groups.
- **Mobile-First Communication**: Recognizing the shift toward mobile preference, we introduced SMS recruiting capabilities. This allows for faster, more direct communication, replacing the delays often associated with email-only workflows.
- **Streamlined Application:** We optimized our application process to be faster and more intuitive, ensuring a high-quality first impression of the Howmet brand.

We also strengthened our structured onboarding process to accelerate integration and boost long-term retention. By combining digital tools with personalized support from onboarding coordinators, we help new hires acclimate to our culture and build essential internal relationships quickly.

We continue to enhance our interviewing procedures to provide candidates with a deeper, more realistic understanding of their roles. This transparency ensures that new team members are better prepared for success, leading to higher job satisfaction and lower turnover.

2025 TURNOVER RATE

Voluntary (including Retirements)	8.8 %
Involuntary	5.6 %
Turnover Rate	14.4 %

The 2025 turnover rate was 14.4%, down from 18.2% in 2024. Howmet achieved this improvement through targeted goal setting and action planning at each location. Location and business unit leadership teams developed initiatives to reduce turnover, including regular reviews of external compensation benchmarking data, scheduling and overtime alternatives, rewards and recognition, improved communication of business priorities and results, and development opportunities.

At an enterprise level, behavioral interviewing was implemented and standardized to attract talent. Leadership Development Programs (LDPs) were expanded, and broader development opportunities were made available to Howmet team members. Turnover and retention metrics were tracked and reviewed regularly with senior and executive management, and action plans and initiatives were updated based on trends and business needs.

Labor Relations

A significant portion of our global workforce is represented by labor unions across North America and Europe. We operate under various collective bargaining agreements (CBAs) and maintain productive, professional relationships with our employees and their labor union representatives.

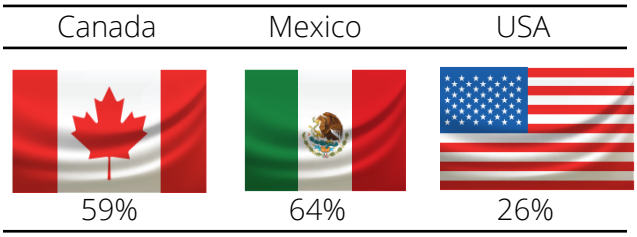
At every location, regardless of CBA coverage, we prioritize transparency and mutual respect. Our leadership teams engage union officials in candid discussions to balance the strategic needs of the business with the well-being of our employees. This ongoing collaboration has enhanced our dispute resolution process, fostering a stable work environment and minimizing operational disruptions.

In Europe, we maintain an active dialogue with unions and works councils at the local, national, and regional levels. We have established national works councils in France and Germany to address country-specific employment matters. Additionally, as a participant in the European Union, European Economic Area, and the United Kingdom, we engage periodically with Euroforum, our European works council. This forum facilitates vital information sharing and consultation on transnational matters affecting our regional workforce.

By negotiating mutually beneficial agreements, we ensure that both the Company and our union members are positioned for long-term success.

2025 UNION REPRESENTATION

Percent of employees



No information is collected for other countries due to data privacy considerations.

Within the U.S., we have eight CBAs with various labor unions that cover approximately 3,400 employees, or 26% of the workforce. Two of our U.S. CBAs expire in 2026.

Health & Safety

- **Globally, we had zero fatalities or serious injuries in 2025. We also delivered our best ever employee safety performance rates for injury and illness.**
- **We completed 62 fire protection projects globally, further reducing operational risk and protecting our employees, customers, and the environment.**
- **We achieved the highest participation rate in our fatality risk identification program, proactively identifying 1,816 potential risks globally, which are mitigated through our action planning process.**

Our robust health and safety culture places accountability at the center of everything we do, empowering employees and contractors worldwide to take ownership of their actions and actively protect the wellbeing of their colleagues. This culture is reinforced by a comprehensive framework of global policies, standards, rules, and procedures that define and uphold Howmet safety expectations. The consistent application of health and safety management processes resulted in Howmet's best ever employee injury performance in 2025.

Occupational Health and Safety Management System

Our EHS Policy establishes a clear, consistent set of requirements against which performance is measured across all businesses and locations. Leadership accountability is embedded at every level of the organization—from the CEO through line management—with leaders responsible for actively communicating the policy to employees and third parties, including contractors, suppliers, and visitors. Each location leader formally endorses the policy, which is prominently displayed in high-visibility areas, reinforcing the priority we place on protecting people and the environment.

The effective implementation of our EHS Policy is driven by a comprehensive EHS management system aligned with internationally recognized standards, including ISO 45001:2018 for occupational health and safety and ISO 14001:2015 for environmental management. These requirements are fully integrated into site-specific EHS management systems that span all production and office locations and apply globally to employees, contractors, and visitors.

In pursuit of our goal of zero incidents, each location establishes annual, measurable health and safety objectives as part of our EHS planning process. These objectives target continuous improvement and are developed through risk assessments, internal and external standards, regulatory requirements, audit findings and identified non-compliances. Location-level EHS plans are embedded within our management system and are regularly reviewed, including quarterly updates with the Executive Lead Team. To promote transparency and accountability, employees have access to EHS plans, requirements, and performance results through our internal platforms.

Accountability is reinforced through a structured internal audit program that validates compliance with our EHS policies, regulatory obligations, and management system requirements. Audits assess both inherent and controlled risks and evaluate the effectiveness of system implementation at the site level. In 2025, 15 focused EHS audits were completed across a representative set of our global locations, further strengthening oversight and continuous improvement.

Risk Assessment and Incident Investigation

We employ a structured, enterprise-wide approach to identifying, assessing, and controlling risks to reduce the likelihood of workplace health and safety incidents. Central to this approach is the prevention of fatal and serious injuries—events with the potential for life-threatening or life-altering consequences.

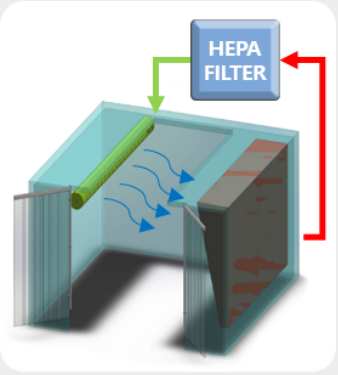
Each business is required to proactively identify safety and health hazards and close gaps through the application of the hierarchy of controls. Risks assessed as unacceptable or marginal must be eliminated or reduced. Accountability for this process is supported by performance metrics that track risk reduction actions and outcomes.

Use of Similar Exposure Groups for Risk Evaluation

Howmet EHS professionals use Similar Exposure Groups, or SEGs, for assessing and managing potential job health risks. SEGs share similar work environments, activities, potential routes and types of exposures, and shift length. Where evaluations show higher risks for any SEG, Howmet performs feasibility assessments to identify controls and reduce exposure. Each segment sets yearly targets to reduce total worker exposure.

In 2025, our Engines business achieved its highest record yet, eliminating 20 higher exposures from 14 locations around the world. Also in 2025, our Wheels business eliminated three exposures, highlighted specifically by the following two key SEG reductions:

- Our Cleveland Wheels team identified an opportunity to avoid the use of respiratory protection by eliminating the exposure to welding fumes. The team outsourced the work to an external metal fabricator that performs the same activities off-site in a controlled environment. This aligns with Howmet's goal of focusing on hierarchy of controls by first eliminating on-site exposure through use of PPE.
- Air monitoring conducted at our Hungary Wheels die washing station indicated that measured levels of airborne oil-mist, while compliant with national limits, exceeded the Company's more stringent occupational exposure threshold. This variance signaled a need for engineering controls to reduce inhalation risks for both the external contractors performing die-washing activities and nearby individuals. To address this, we installed a new washing cabin equipped with a dedicated, high-efficiency local exhaust ventilation system. The system prevents oil mist from escaping, improving air quality in the work space and ensuring alignment with internal exposure-control requirements.



Risk management is further strengthened through a formal management-of-change process that evaluates EHS risks from new or modified processes, equipment, and materials. Risks are addressed by eliminating hazards where feasible or enacting effective control strategies prior to implementation. In addition, industrial hygiene assessments evaluate potential chemical exposures before materials are introduced into the workplace. Where substitution with less hazardous materials is not feasible, engineering controls such as local exhaust ventilation, administrative controls, and personal protective equipment are implemented. Industrial hygiene sampling is performed to verify the effectiveness of these controls and to ensure exposures remain within internal standards and regulatory occupational exposure limits.

We achieved the following milestones in controlling risk in 2025:

- We met our internal quarterly Fatality Serious Injury assessment goal for critical risks at all Howmet global locations.
- As part of an initiative to abandon the use of chlorinated solvents in non-laboratory operations by 2025, we reduced the total number of products containing these solvents at our locations by 98% from the established baseline in 2022.
- Our Global Safety Committee strengthened enterprise-wide operational safety procedures by updating mobile equipment requirements and enhancing internal audit protocols for electrical safety. These updates reinforce critical controls and improve consistency in the identification and mitigation of high-risk activities across our global footprint.

- To further enhance safety knowledge at the site level, our EHS communication content, known as toolbox talks, was restructured to shift from a prescribed approach to a more flexible, risk-based model. This enhancement enabled sites to select and deploy content tailored to their specific operational hazards, improving relevance, engagement, and the effectiveness of frontline safety communication.
- We achieved the highest participation in our fatality risk identification program, proactively identifying 1,816 potential risks globally, which are mitigated through our action planning process.

Our incident reporting and investigation requirements are embedded within our global policies and standards, which reflect our commitment to the relentless pursuit of continuous improvement and an incident-free workplace. If an incident does occur, it is followed up with a structured, predefined investigation process to identify and eliminate root causes.

Lessons learned from incidents are systematically shared across the organization to drive enterprise-wide improvements and prevent recurrence. Incident performance is reviewed quarterly by the Executive Lead Team and annually by the Board, reinforcing strong governance and senior-level accountability for health and safety outcomes.

Beyond protecting the health and safety of our workforce, we proactively manage risks to our facilities and operations. Our locations continue to invest in measures that reduce exposure to fire, natural disasters and other operational risks, strengthening business resilience and asset protection.

In 2025, we completed 62 facility fire and risk-reduction projects, reducing our overall loss expectancy. Continued investment in mitigating fire and natural disaster risks remains a key focus as part of our broader approach to operational and safety risk management.

Howmet Completes Largest Sprinkler System Installation

The Howmet Forged Wheels Hungary site recently completed phase two of a three-phase fire-protection project. The site installed a dedicated water supply, fire pump, and sprinklers throughout its K1 facility. The full system passed its formal acceptance testing with our property insurer during on-site testing and commissioning in early December.

The Hungary K1 installation resulted in sprinkler coverage for over 398,000 square feet of the plant, which was Howmet's largest sprinkler installation to date. The project significantly enhances the site's resilience to catastrophic fire events, directly supporting our commitment to safeguarding employees, customers, and the broader supply chain. By reducing fire-related risk, the initiative contributes to long-term business continuity and protects the surrounding community from potential environmental and economic impacts. Successful execution required close collaboration across internal teams, contractors, vendors, and facilities management. This coordinated approach ensured early identification of potential obstacles, protected delivery timelines for critical-path equipment, and enabled full system installation while maintaining uninterrupted plant operations.

The project demonstrates our dedication to proactive risk mitigation, responsible asset management, and continuous improvement of safety performance.

"We are proud of the Hungary leadership team for the successful delivery of a fully operational automatic sprinkler system at the K1 facility," says Jared Markwald, Forged Wheels director of EHS. "Despite operational complexities and evolving project scope, the team demonstrated strong execution and cross-functional collaboration to meet this critical business commitment. The project was completed on schedule and without a single safety incident, reinforcing our commitment to employee safety and long-term protection of our facilities, customers, and future growth."

Employee Engagement and Empowerment

We foster a safety culture grounded in trust, openness, and respect, where employees are encouraged—and expected—to raise health and safety questions and concerns without fear of reprisal. Open dialogue enables the early identification of potential hazards and supports proactive risk mitigation across our operations.

We believe health and safety programs are most effective when informed by employee insight and feedback. This engagement, both formal and informal, is central to our program deployment. Formal mechanisms include local works councils and employee EHS committees, which provide structured platforms for sharing ideas and identifying improvement opportunities. In addition, employees can use multiple site-level communication and reporting channels to raise observations, suggest improvements, and track actions taken to address concerns.

Employees and third parties may also report EHS or other concerns through our Integrity Line. Our Code of Conduct explicitly prohibits retaliation against anyone who reports a concern in good faith, reinforcing our commitment to transparency, psychological safety, and ethical behavior.

All employees are empowered with the authority to refuse or stop unsafe work, and we actively encourage the use of this authority whenever a potential hazard is identified. This expectation is reinforced through our STOP for Safety Coin Campaign, which recognizes and rewards individuals who intervene to prevent harm. The program promotes vigilance, reinforces shared responsibility, and extends beyond safety to include health, environmental, and operational risk observations.

Since the program's launch in 2016, thousands of metal STOP coins have been awarded to employees who stopped unsafe work for themselves or their colleagues, with recipients receiving local, and in some cases global, recognition as safety advocates.

To further strengthen frontline decision-making and reduce human error, we continue to train human performance coaches across all regions where we operate. This training equips coaches to identify error-prone situations associated with specific tasks, assess related risks, and apply appropriate error-prevention tools, embedding human performance principles into everyday work and reinforcing our proactive approach to incident prevention.

STOP COIN STORIES

- CNC operator Dong Yang at HES Suzhou was assigned a work task in #7 CNC machine. When he was doing the pre-use inspection, he found that the safety interlock of the equipment door didn't work. He STOPPED and reported the problem to the shift leader and asked the maintenance team to repair the safety device; however, when these actions couldn't resolve the issue, he immediately STOPPED the equipment and locked it until the next day, when the interlock could be repaired.

- James Jordan, a second shift millwright at Howmet Cleveland Wheels Facility, was recognized for making a STOP for safety after identifying that the lube panel and side die hydraulics were not locked out for a die change. He STOPPED work to correct the issue and modified the standard operation procedure to provide additional validation checks for lockout/tagout verification. By recognizing this hazardous condition and making a STOP, the team was able to successfully mitigate the identified risk and prevent further risk by making and communicating improvements to the die change procedure.

Employee Health and Safety Training

Education and training for employees, contractors and visitors are foundational elements of our EHS management system. We maintain a comprehensive approach to ensuring that all individuals working at or visiting our facilities understand our health and safety expectations and are equipped to meet them.

Our training programs are defined by formal needs assessments that evaluate individual roles, potential exposures, workplace hazards, and applicable regulatory requirements. Single points of accountability, EHS professionals, and qualified third-party specialists deliver training to ensure alignment with both Company standards and regulatory obligations. These assessments are reviewed and updated annually as part of our planning cycle to reflect operational changes, emerging risks, and evolving compliance requirements.

We use a blended learning model—including toolbox talks, classroom instruction, hands-on proficiency evaluations, webinars, and eLearning modules—to meet local, corporate, and regulatory training needs across our global operations. Required training materials are provided at no cost to employees and remain accessible after training through local networks, shared databases, or our global EHS management system. All training is delivered in the language understood by the participant to support effective learning and comprehension.

Our global EHS committees continued to conduct skill development training webinars for our EHS professionals in 2025. Topics included:

- Environmental Metrics and Assurance Process;
- Environmental Lessons Learned;
- Mobile Equipment and Vehicle Pedestrian Interaction;
- Noise Control Strategies;
- Rigging and Below the Hook Device;
- Respiratory Protection;
- Safety Data Sheet/Emergency Responder; and
- Environmental Sustainability Data Reporting.

Occupational Medicine Services

Our employees and select embedded contractors have access to comprehensive occupational medicine services to support their health and well-being, both on and off the job. These services include regulatory required and internally risk-based evaluations such as chemical exposure surveillance, fitness-for-duty assessments, hearing and lung function testing, work-related injury and illness evaluations, substance abuse testing, and job-related immunizations.

We require all internal and third-party medical providers to meet, at a minimum, our internal standards for qualified and responsible occupational healthcare professionals, as well as all applicable regulatory requirements. Protection of personal medical information is governed by our Code of Conduct and Personal Data Privacy Policy and managed in accordance with internal protocols and relevant legal obligations. In addition, our Human Rights Policy prohibits discrimination on the basis of disability or medical condition, reinforcing our commitment to a safe, respectful, and welcoming workplace.

Employee Health Promotion and Benefits

As part of our responsibilities as an employer, we work to ensure our employees and their dependents have access to quality healthcare.

We have a broad range of healthcare coverage arrangements that are subject to location, country and union contract requirements. The following address the majority of our employees:

- **Canada, France, Germany, Hungary and the United Kingdom:** Employees have state-regulated access to high-quality and accessible health services. Depending on the plan, we may contribute financially to state or private insurance funds as part of the labor premiums. Depending on the country, we provide additional coverage related to health and welfare for some populations.
- **Mexico:** Employees have required government-provided healthcare, and we also provide additional coverage depending on union or non-union status.
- **U.S.:** Employees have access to Company-sponsored health and welfare plans, including medical, prescription, dental, vision, life and disability coverage. These plans are administered by prominent third-party insurance providers.

Individual employee results from any health-promotion activities are treated as confidential. To assess the effectiveness of our programs, we review only aggregated and

anonymized data, ensuring that personal health information remains protected.

Our locations also support healthy lifestyles by hosting a variety of wellness events throughout the year, focusing on topics such as smoking cessation and breast cancer awareness. In the United States, employees have access to the LifeBalance Program, a discount ticketing platform that encourages work/life balance and supports overall well-being.

Travel and Off-site Employee Safety

We apply our internal safety standards to protect employees who travel or work at locations outside our operational control. These standards address safe driving expectations, general travel safety practices, cell phone restrictions, and required training. Training topics include defensive driving, medical preparedness, hotel safety, and other areas that help employees recognize and mitigate potential risks. Our standards also outline incident reporting requirements, which allow Howmet to identify trends and implement targeted controls to reduce the likelihood of recurrence.

Consistent with our Code of Conduct, all employees share responsibility for safeguarding their own well-being and that of their colleagues, regardless of where work is performed. Employees are empowered to refuse or stop work at any external site if they believe conditions are unsafe, reinforcing our commitment to a culture where safety takes precedence over operational demands.

New Hire, Temporary Employee and Contractor Safety

All new hires, temporary employees, and contractors are incorporated into our EHS management system through comprehensive orientation, training, established policies and procedures, safety-planning processes, and ongoing workplace observations.

In 2025, we continued to prioritize onboarding and training for new employees while reinforcing consistent management of contractor safety requirements. Our "new to the job" program continues to include several key elements: EHS training, structured observations, mentor assignment, visual identification of new personnel (such as through hard-hat or badge markings) and increased supervisory oversight to support safe acclimation to the work environment.

Our contractor EHS standard requires each location to designate at least one Howmet responsible person to oversee contractor safety expectations. This individual is empowered to select contractors, define the scope of work, verify that safety plans adequately address job-specific risks, ensure appropriate hazard controls are in place, confirm contractor training for assigned tasks, and conduct routine audits to validate compliance with site and Company requirements.

In addition to assigning a Howmet responsible person, our contractor EHS standard requires adherence to the following principles:

- Contractors and subcontractors must be pre-qualified and maintain a current risk rating.
- A job-specific safety plan must be documented, outlining hazards and controls for the work being performed; the plan is reviewed daily to reflect the risks and controls relevant to that day's activities.
- The Howmet responsible person must approve the daily safety plan before work begins.
- Frequent field-based audits are conducted to ensure compliance with the safety plan and site rules.

2025 Performance

In 2025, our employees worked more than 53 million hours with zero fatal or serious injuries. We define serious injuries as those that result in life-threatening or life-altering conditions.

Our key employee safety rates improved compared to our 2024 performance and continued to remain significantly below U.S. industry averages.

Compared to the prior year, our 2025 days away, restricted and transfer (DART) and our total recordable incident rate (TRIR) improved by 15% and 16%, respectively. Both rates were below our 2025 DART target of 0.27 and TRIR target of 0.98. Our lost workday (LWD) rate, which is a subset of DART cases, improved by 11%.

At the end of 2025, 74% of our locations globally had worked the year without a DART incident, 79% without a LWD, and 48% without a total recordable incident.

Contractors spent more than 2.4 million hours on our projects during 2025. Our contractor DART rate of 0.16 and TRIR of 0.49 improved 36% and 4%, respectively, compared with 2024. The targets for both were identical to our employee targets.

INJURY & ILLNESS INCIDENT RATES - EMPLOYEES AND SUPERVISED WORKERS

	Fatalities	Days Away, Restricted and Transfer (DART)			Lost Workday (LWD)		Total Recordable Incident Rate (TRIR)		
		Count	Rate		Count	Rate	Count	Rate	
2021	0	45	0.22		31	0.15	148	0.71	
2022	1	38	0.15		22	0.09	153	0.66	
2023	0	40	0.17		25	0.10	171	0.71	
2024	0	34	0.13		23	0.09	160	0.63	
2025	0	30	0.11	Target : 0.27	21	0.08	141	0.53	Target : 0.98

Lost workday rate represents the number of injuries and illnesses resulting in one or more days away from work per 100 full-time workers. Days away, restricted and transfer rate includes lost workday cases plus cases that involve days of restricted duty and job transfer per 100 full-time workers. Total recordable incident rate represents the number of injuries and illnesses resulting in days away from work, job transfer or restriction, medical treatment, or other recordables per 100 full-time workers.

INJURY & ILLNESS INCIDENT RATES - CONTRACTORS AND CONTRACTED SERVICES

	Fatalities	Days Away, Restricted and Transfer (DART)			Lost Workday (LWD)		Total Recordable Incident Rate (TRIR)		
		Count	Rate		Count	Rate	Count	Rate	
2021	0	3	0.34		2	0.23	4	0.45	
2022	0	3	0.25		2	0.17	9	0.77	
2023	0	2	0.19		2	0.19	6	0.56	
2024	0	3	0.25		2	0.17	6	0.51	
2025	0	2	0.16	Target : 0.27	2	0.16	6	0.49	Target : 0.98

Lost workday rate represents the number of injuries and illnesses resulting in one or more days away from work per 100 full-time workers. Days away, restricted and transfer rate includes lost workday cases plus cases that involve days of restricted duty and job transfer per 100 full-time workers. Total recordable incident rate represents the number of injuries and illnesses resulting in days away from work, job transfer or restriction, medical treatment, or other recordables per 100 full-time workers.

Stakeholder and Community Engagement

- **Howmet Aerospace Foundation awarded $4.4 million in STEM-focused grants in 2025.**
- **Grants for inclusion initiatives for underrepresented populations totaled $333,500.**
- **Community donations included $500,000 for wildfire relief in California.**

We earn our social license to operate through open dialogue with a broad range of stakeholders in an atmosphere of respect and trust and with the highest regard for human rights, economic opportunity, and the natural environment.

Our stakeholders include our customers, suppliers, and employees; the people who live in the communities where we operate; shareholders and lenders who provide our financial capital; the public agencies that regulate our businesses; government representatives and the nongovernmental organizations that are interested in what we are doing.

Each of our locations defines the stakeholder groups with which to engage and, taking into account the nature of our facilities, identifies tools and approaches to ensure that collaborations with these stakeholders are robust, effective, and transparent.

Howmet Aerospace Foundation is an independently endowed private foundation with assets of approximately $200 million in 2025. The Foundation directs a significant portion of its grantmaking each year to nonprofit organizations in communities around the world to develop partnerships and strategies that address specific community needs.

Through collaboration with nonprofit partners, the Foundation's initiatives make quality STEM educational opportunities available to students; support engineering and technical skills training through community colleges, technical schools and universities around the world; and help create access for underrepresented individuals to the STEM fields.

In 2025, the Foundation awarded in total $9.9 million. $4.4 million went to STEM-focused grants. These included:

- $200,000 to Coastline Community College Foundation for physics lab modernization at Coastline College in California;
- $100,000 to Youngstown State University in Ohio for advanced manufacturing training programs;
- $85,000 to STEM Learning Ltd. in the United Kingdom for programs for year 12 students;
- $75,000 to Fundación Universidad Autónoma de Nuevo León, A.C. in Mexico for the Engineering with Resilience: Emotional and Professional Preparation for Industry 4.0 program.

The Foundation disbursed $333,500 in grants focused on underrepresented populations and inclusion. Examples of the grants include:

- $25,000 to Association Hanvol in France for employment training for disabled individuals;
- $20,000 to Cuyahoga Community College Foundation in Ohio for military- and veteran-connected programs;
- $15,000 to the African American Cultural Center in Pennsylvania for the Pride and Joy event.

Other supported initiatives during the year addressed a variety of local needs in the communities where we operate. Grants included:

- $500,000 to American Red Cross for wildfire victims in California;
- $445,000 for emergency food assistance in the United States;
- $60,000 to APAME for youth employment programs in France;
- $30,000 to Caritasverband Arnsberg-Sundern e.V. in Germany for expansion of Raphael Hospice.

In addition to grants, our employees volunteer their time, energy, and skills to community programs and projects to help local nonprofit organizations.

Product Safety

- **In 2025, Howmet Aerospace had zero product safety-related recalls.**
- **Our facilities hold more than 300 unique third-party accreditations and approvals.**
- **Howmet's commitment to product safety and integrity is built into everything we do, from supplier risk assessments to employee training, customer contracts, and multi-layer inspection and testing programs.**

As a manufacturer of parts and equipment used in the aerospace, defense, and commercial trucking industries, we know that a lot is riding on product safety. Many of Howmet's aerospace and defense products are designated as "Flight Safety Critical," meaning that once installed and put into service, failure could cause catastrophic situations. Similarly, commercial trucks and trailers rely on our forged aluminum wheels to safely transport goods on our roadways.

As such, product safety is an integral part of our business model and enterprise risk management processes. Product safety is part of our strategy for growth and value creation. We are committed to offering products that meet or exceed the highest safety standards, applicable regulations, and industry and market requirements throughout their entire life cycle.

We constantly strive to evaluate and improve our products to ensure that they are as safe as possible. Every employee, regardless of job assignment, title, or location, plays an important role in this endeavor.

Quality Management

The complexity and criticality of the products we produce require equally robust systems to assure all contractual and regulatory requirements are met.

All of our manufacturing facilities hold one or more third-party quality management system accreditations, which include ISO 9000, AS/EN 9100, IATF/TS 16949 and/or ISO 17025. We also have distribution quality management system approvals at all of our facilities involved in the distribution of aerospace hardware.

Within 2025, we held more than 300 externally granted accreditations and approvals.

Accreditations	Unique Approvals
ISO 9000: Quality Management Systems	72
AS/EN 9100: Aerospace Quality Management Systems	62
IATF/TS 16949: Automotive Quality Management Systems	7
ISO 17025: Laboratory Management Systems	11
AS9120: Aerospace Distribution Quality Management Systems	5
NADCAP: Aerospace Special Process	139
Federal Aviation Administration: Organization Designation Authorization	6

We also hold a significant number of technical standard order (TSO) approvals and parts manufacturer approvals (PMAs) issued by the Federal Aviation Administration (FAA). The PMAs that we hold cover both design and production and can be found in the Dynamic Regulatory System. The approvals may be listed under our previous Company names (Alcoa or Arconic) and are in the process of being updated in coordination with the FAA.

In addition to external systems and regulations, our internal quality management system drives an evaluation of all contracts to assure the requested product is within our known capabilities and capacity. This allows us to focus on manufacturing process controls, which increases our quality yields and reduces lead times. Our drive for continuous improvement is evident in our year-over-year improvement in both metrics.

We perform product-release testing on all manufacturing batches in accordance with

customer contractual requirements or internally established standards, assuring product conformity prior to shipment. These tests are designed to ensure anomalies in materials or manufacturing that might affect part quality are identified prior to our release of the product to the customer. We also perform additional testing for investigative purposes to support continuous improvement opportunities and initial qualification of processes and products. All of our critical safety testing equipment used for product release is calibrated and traceable to internationally recognized standards.

We regularly validate our processes that are subject to variables (e.g., time, temperature, concentrations) to ensure their ongoing integrity. These special processes include heat treatment, chemical processing, nondestructive testing, metallurgical testing, mechanical testing, nonconventional machining, and welding. All are evaluated to the strictest industry standards, with many also directly evaluated and approved by our external customers. In addition, third-party accreditations, typically through the National Aerospace and Defense Contractors Accreditation Program (Nadcap), are required for the aerospace sector.

Suppliers

We evaluate our suppliers for risk to product integrity and determine approval based on that risk. In cases where we deem the risk as significant, we perform on-site evaluations on a periodic basis. We also evaluate suppliers that are performing special processes to the strictest of industry standards, and some of these supplier processes are evaluated and approved by our customers. Our critical suppliers in the aerospace sector also must have third-party accreditations.

We periodically conduct training with specific suppliers on root-cause analysis, continuous improvement, blueprint reading, quality assurance, inspection techniques, and process management. This training is intended to improve our overall operations, product flow time and product quality.

We periodically check products received from suppliers for conformance to contract requirements, with the level of scrutiny based on the risk of the process and supplier performance.

Communication with suppliers is continuous, and we provide periodic scorecards to our key suppliers.

Product Safety Management

Our Product Safety Management System (PSMS) and policy provide the foundation of product safety and quality. This systematic approach guides our planning, implementation and control of the processes needed to ensure product safety during all stages of the manufacturing process.

Our PSMS is supported by ongoing training for employees that is necessary for them to perform their functions. There is a special emphasis on new hire orientation, an employee's role relative to product integrity, our Code of Conduct, and quality management systems.

PRODUCT SAFETY-RELATED RECALLS

	Voluntary	Involuntary
2021	1	0
2022	0	0
2023	0	0
2024	0	0
2025	0	0

Consistent with the definition in the U.S. Consumer Product Safety Commission's Recall Handbook, a recall is any repair, replacement, refund or notice/warning program intended to protect consumers from products that present a safety risk.

Many of our employees belong to or participate in industry associations, including the American Society for Quality, ASM International, Society of Automotive Engineers and Nadcap.

Using our PSMS, we identify and minimize risks related to, or in direct support of, product manufacturing throughout the product life cycle. We continuously improve and mitigate product risk through risk identification, data collection and analysis, and continuous risk assessment associated with product recalls, counterfeit parts, number of airworthiness directives, and monetary losses. Our senior management regularly reviews these metrics.

To systematically identify risks, our PSMS uses tools that include a political, economic, social, technological, environmental and legal (PESTEL) analysis; a strengths, weaknesses, opportunities and threats (SWOT) analysis; and a failure mode effects analysis (FMEA). These tools are used in a "plug-and-play" approach, providing flexibility to the teams responsible for identification and mitigation of the risks. The teams select these tools based on the system, process, or product risk upon which they are focused.

Identified risks are addressed through the implementation of risk mitigation action plans that can be owned by the process owner, process manager, site leadership, or others. We believe that implementation plans must include, or be driven by, the individuals that are actively performing the process, ensuring active engagement from all employees in identifying and mitigating risk. We also communicate risks associated with manufacturing incidents to affected stakeholders for mitigation and resolution.

Where appropriate, we have worked in conjunction with, and received product qualifications from, our customers to provide multiple site capabilities to support customer demand in the most severe of circumstances.

We conduct internal audits on a risk-based frequency to assure adherence to quality management system expectations, with the internal audits supported by third-party audits and certifications. Independent audits are conducted to further ensure compliance with our product integrity expectations. These audits and associated actions continue to minimize product integrity risk.

Our enterprise risk management process consists of monitoring and reviewing the risk levels of identified enterprise risks, such as product quality and safety, and identifying any new enterprise risks we may have. All identified key risks have a mitigating action plan to manage the risk, and we present the status of key enterprise risks to our Board of Directors annually.

We had zero product safety-related recalls in 2025.

Supply Chain

- **In 2025, we tripled the number of suppliers undergoing third-party ESG assessments, covering over 50% of our procurement spend.**
- **We remain fully engaged in the International Aerospace Environmental Group's ESG supplier assessment initiative.**
- **We continue working with our suppliers of aluminum, titanium alloys, and titanium sponge to understand their carbon footprints.**

We are committed to shaping a supply chain that is solid, reliable, responsible, and resilient, creating meaningful benefits for society and the environment while protecting the security of supply at a competitive price.

As a global company, we conduct business with nearly 17,000 suppliers around the world, with an annual spend exceeding $4 billion in 2025. Additional details on the number of suppliers by major categories and spend by region can be found in the ESG Performance Metrics section.

The operations in our supply chain have impacts on the environment and society. We can influence and support our suppliers to improve their ESG performance by setting requirements that they must meet and are accountable for throughout their own supply chains in order to do business with us. These requirements are outlined in our Supplier Code of Conduct, which aligns with the model supplier code of the International Forum on Business Ethical Conduct, and our corporate Code of Conduct. The requirements cover compliance with laws, integrity and business ethics, product safety, information protection, human rights, employment practices, environment, health, safety, and global trade. In 2025, we updated our Supplier Code of Conduct to strengthen both the human rights and environmental obligations.

Our interactions with suppliers are also based on the highest standards of integrity and compliance with laws and regulations. (See the Ethics and Compliance section of our website for additional information.)

Before considering any major new supplier, we perform due diligence to ensure the supplier is not in the consolidated database of the U.S. Department of Commerce International Trade Commission's denied and restricted parties and/or in the Uyghur Forced Labour Prevention Act Entity List. We do not partner with any suppliers who appear on these lists.

To manage risks associated with suppliers that provide critical materials and services, we are leveraging master agreements with our preferred vendors where possible to secure pricing and negotiated terms and conditions. When needed, we engage with these vendors on potential supply chain disruptions and what actions can be taken to mitigate that risk.

Global Supplier Sustainability Program

We are committed to the responsible sourcing of materials and components necessary to manufacture our products and to the wider objective of strengthening the sustainability of the aerospace and defense sector's supply chain.

For many years, we have acted upon this commitment through our Global Supplier Sustainability Program and its four components:

- **Communicate expectations:** Our Supplier Code of Conduct outlines our expectations regarding supplier sustainability.
- **Assess suppliers:** We conduct assessments of suppliers meeting the risk profile to evaluate the maturity of their sustainability programs and determine where improvement may be advisable.
- **Develop and educate:** We may share our perspective of a supplier's sustainability questionnaire results with the supplier and discuss opportunities for improvement.
- **Monitor:** We periodically reassess our suppliers to evaluate if any changes have occurred that would influence a supplier's maturity level rating. It is our expectation that supplier sustainability should improve over time.

We are a member of the International Aerospace Environmental Group, or IAEG, an association of 76 leading aerospace and defense companies that represent 69% of the industry globally.

In 2023, IAEG selected a third-party to conduct ESG performance assessments of the aerospace and defense supply chain against a common standard shared by major market players. We participated in the development of this initiative, which aims to improve ESG performance in the industry and its supply chain. Other participants included Airbus, ATR, Boeing, CAE, Leonardo, Raytheon Technologies, Lockheed Martin, Rolls-Royce, Thales, Safran, and Gulfstream.

Through the initiative, suppliers complete one ESG assessment to share with their customers instead of undergoing multiple assessments. This provides suppliers with an efficient and cost-effective way to assess their ESG performance. The initiative also drives continuous improvement of the industry's ESG performance through awareness campaigns and on-demand supplier access to training materials focused on improving ESG acumen.

The assessment model is set to globally recognized standards, such as the Global Reporting Initiative, or GRI, the United Nations Global Compact, and ISO 26000. The model assesses four areas (environment, labor and human rights, ethics, and sustainable procurement) through 21 indicators and provides participants with a comprehensive scorecard.

In 2025, we launched a supplier engagement campaign to bring third-party ESG assessment tools to our suppliers who were not already using them. We continued to target key suppliers, which are metal, mineral, and electronic suppliers, companies that receive more than US$1 million of our annual spend, and suppliers based in countries identified by the U.S. Department of Labor as at risk for Forced and Child labor, as well as suppliers in relation to German supply chain (LkSG) Compliance. Each of our business units had quantitative 2025 targets regarding third-party supplier ESG assessments; all the targets were met. As a result, we tripled the number of suppliers that have undergone an external ESG assessment, covering more than 50% of our total expenditures.

SUPPLIER SUSTAINABILITY MATURITY

Rating	Points	Percentage of Key Suppliers
Outstanding	≥85	2.38%
Advanced	65 to 84	38.7%
Good	45 to 64	45.6%
Partial	25 to 44	13.1%
Insufficient	≤ 24	0.24%

We continued training for all procurement buyers, covering our internal sustainability program requirements and the assessment tool. These discussions included working with our supplier base to complete and utilize shared supplier assessments, which has provided a more complete understanding of the supplier sustainability of our value chain.

Supplier Engagement Initiatives

In addition to our Global Supplier Sustainability Program, we have several supplier-specific initiatives.

We engage annually with our suppliers of conflict minerals. Additional information is available in our most current Specialized Disclosure Report on Conflict Minerals and Conflict Minerals Policy Statement.

To strengthen our Scope 3 emission calculations in 2025, we engaged suppliers of aluminum, titanium alloys, and titanium sponge to share their carbon footprint as measured by CO_2e per ton of products sold to us. We also engaged with our suppliers of aluminum and steel that we use to manufacture products affected by the European Carbon Border Adjustment Mechanism, to gather required data.

Human Rights

- **We enhanced the Howmet Aerospace Supplier Code Of Conduct to reinforce human rights protections across our global supply chain.**
- **Suppliers linked to 52% of our procurement expenditures have undergone an external ESG assessment on human rights.**
- **All individuals, including workers in our supply chain and our own employees, may utilize Howmet's Integrity Line to report human rights concerns or suspected violations.**

As a responsible business, we are committed to promoting human rights in the communities in which we operate and complying with all applicable human rights laws and regulations. We also require that our employees and suppliers do the same.

Our respect for human rights is expressed in our Human Rights Policy, Code of Conduct, Supplier Code of Conduct, and other policies related to our global business activities. These policies communicate our expectations for human rights, including workers' rights and health and safety.

In 2025, we published our Human Rights Disclosure, pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, California's Transparency in Supply Chains Act, Section 54 of the United Kingdom's Modern Slavery Act 2015, and, for the first time, reporting under the German Supply Chain Due Diligence Act. This disclosure is updated and published on an annual basis.

Human Rights Due Diligence

We are conscious of our responsibility as a company with global operations and aim to carry out due diligence with regard to human rights. Since 2023, we have included human rights in our supplier due diligence program. More information about our commitments can be found in the Supply Chain section. As of year-end 2025, suppliers linked to 52% of our procurement costs had undergone third-party ESG assessments, including human rights topics.

Supplier Code of Conduct

In 2025, we updated Howmet Aerospace's Supplier Code of Conduct, strengthening its Human Rights section. The Supplier Code of Conduct formalizes our expectations of and requirements for our suppliers. Howmet is committed to ensuring that the actions of our suppliers are consistent with our commitments and values. The Supplier Code of Conduct requires, among other things, that suppliers:

- Fully comply with all applicable laws and regulations;
- Ensure that their employees, representatives, consultants, agents, sub-suppliers, contractors and subcontractors do the same;
- Conduct their business and operations in a way that respects human rights by treating their own workers, as well as people working for their suppliers, with dignity and promoting fair employment practices;
- Identify risks and adverse impacts on human rights related to their activities and business relationships and take appropriate steps to reduce such risks and to remedy any adverse impacts; and
- Ensure that illegal child labor is not used in the performance of work and prevent any involvement in all forms of modern slavery, including human trafficking and forced, bonded or indentured labor.

The Supplier Code of Conduct also includes requirements related to remuneration of our suppliers' workforces.

Children and Young Workers

As a fundamental principle, we do not employ children or support the use of child labor. We do encourage the creation of educational, training, or apprenticeship programs tied to formal education for young people.

Freedom of Engagement and Forced Labor

We believe that people should work because they want or need to, not because they are forced to do so. We prohibit the use of prison labor, forcibly

indentured labor, bonded labor, slavery, or servitude.

Equality of Opportunity

We are an equal opportunity employer that supports diversity and inclusion. We provide equal employment opportunities for all employees and applicants for employment and prohibit discrimination and harassment of any type without regard to race, color, religion, age, sex (including pregnancy), national origin, disability, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristics protected by law.

Compensation

We ensure that compensation meets or exceeds the legal minimums and is competitive with industry standards. Our compensation philosophy is clearly communicated to employees and is in full compliance with all applicable laws.

We are committed to ensuring equal pay for equal work, without regard to gender or any other prohibited basis. Our compensation structures, which include base pay ranges and incentive opportunities, are gender neutral. Our compensation philosophy is based on pay for performance, with the same opportunities for all employees with the same job responsibilities. We report annually on the U.K. Equality Act 2010, and our annual ESG Report includes the ratio of basic salary and remuneration of women to men.

Working Hours

We provide employees with regulated hours of work, including vacation time, holidays, and any periods of paid time off that are required by applicable law. Rules are in place to approve overtime and reduce safety risks, including limiting extended work hours for our facilities.

Freedom of Association

We recognize and respect the freedom of individual employees to join, or refrain from joining, legally authorized associations or organizations.

Integrity Line

We strive to create an environment that empowers employees and stakeholders to ask questions and raise concerns relating to our policies, procedures, and compliance with applicable laws. Employees, stakeholders, and any individuals, including workers in our supply chain, may use Howmet Aerospace's Integrity Line to confidentially report any suspected violations of our policies, including, but not limited to, Howmet's Human Rights Policy or Howmet's Code of Conduct, and human rights concerns.

The Integrity Line is available 24 hours per day, seven days per week, to our employees and external stakeholders to seek advice or raise a concern. The free, multilingual hotline is managed by an independent third party. All allegations of any violation of Howmet's policies or procedures or applicable laws or regulations are promptly reviewed and investigated. If we learn of any allegations of slavery, child labor, forced labor, or human trafficking through our hotline or any other means, we will promptly investigate and act to remediate the situation. Any form of retaliation against parties who raise concerns, including employees, is strictly prohibited.

Ethics, Anti-Corruption and Compliance

- **In 2025, we fielded and addressed 526 new concerns, questions, and comments through our 24/7 Integrity Line.**
- **We had zero monetary losses as a result of legal proceedings associated with incidents of corruption, bribery, or illicit international trade.**
- **We had the fewest agency-identified environmental issues in over 20 years of tracking this metric.**

In every part of the world, we are committed to conducting business ethically and in compliance with all applicable laws.

Howmet maintains a formal Ethics and Compliance (E&C) Program overseen by our Board of Directors and senior management. The E&C Program is guided by our values, Code of Conduct, and key corporate policies, including our Anti-Corruption, Human Rights, Anti-Harassment, Anti-Retaliation, and Environment, Health and Safety policies. Our program is global, sustainable, and continuously improving to identify and address our existing and emerging ethical, legal, and regulatory risks. Key objectives of the E&C Program are:

- Foster an organizational culture of integrity, ethical decision-making, and compliance with our values;
- Assure that our directors, officers, and employees conduct business with the highest standards of ethics and integrity and in compliance with all applicable laws and regulations; and
- Prevent and detect unlawful or unethical conduct through risk assessments and due diligence.

Embedded in our E&C Program is our grievance mechanism. We operate an Integrity Line that is available 24/7 via phone, email, and our website for all employees and external stakeholders who wish to seek advice or raise a concern. In 2025, we received 526 new reports, questions, and comments through this hotline and ensured that each was investigated appropriately and addressed. As a result of issues raised, we implemented more than 109 corrective actions during the year that included discipline, training, coaching, and process improvements.

Other initiatives undertaken as part of our E&C Program are:

- Training employees on various topics covered in our Code of Conduct, including conflicts of interest, anti-harassment, reporting concerns, and anti-corruption. We track all training, with the goal of 100% completion. Each employee also certifies adherence to our Code of Conduct and anti-corruption policies after completing the annual training;
- Partnering with our global learning management team to improve training administration and completion reporting;
- Maintaining a third-party solution that provides oversight of third-party intermediary relationships, including risk-based reviews, due diligence, annual certification tracking, and ongoing monitoring;
- Reviewing and assessing the need for active intermediaries with business partners on a continuous basis;
- Receiving certification from all employees that any conflicts of interests will be reported; and
- Continually assessing the program through our bi-annual enterprise risk management process.

We had zero monetary losses as a result of legal proceedings associated with incidents of corruption, bribery, or illicit international trade in 2025.

Additional information on our E&C Program initiatives can be found on our website.

Environmental Compliance

Environmental compliance is fundamental to our success and to that of our stakeholders. We recognize that by maintaining compliance and focusing on performance metrics, we improve operating efficiency, reduce costs, and lower environmental impacts.

We hold ourselves to the highest standards, and our internal controls for managing environmental compliance are expansive and overlapping. These include:

- Corporate and location EHS management system;
- Monthly mandatory, topic-specific self-assessments for each location;
- Maintenance of up-to-date regulatory registers;
- Internal EHS audits of our global manufacturing locations;
- Formal enterprise risk management process;
- Global compliance task management system;
- Site compliance reviews;
- Project EHS review process; and
- Formal environmental compliance case management process to prevent recurrence.

Our environmental compliance case management process enables improved organizational learning that effectively reduces our risks and negative impacts going forward. Our process is more stringent than merely addressing agency enforcement cases, as we constantly seek to find and manage potential precursor, non-conformity, and non-compliance situations.

With each case, closure requires that we investigate root causes, plan and execute corrective actions to prevent recurrence, and work to share lessons learned with other locations.

In 2025, our audit process increased coverage and found more issues to improve upon (82% of the issues were self-identified in 2025). There were fewer agency-identified issues than in any year of the past 20 years of tracking this metric. Ultimately, we had 44 cases in 2025 versus 57 in 2024. In 2025, we received $54,000 in significant fines or penalties for a single past environmental issue discovered and corrected prior to 2025. We also continued to develop and deploy environmental compliance related trainings to increase the environmental knowledge of our staff and stay up to date on new and upcoming regulations.

ENVIRONMENTAL COMPLIANCE PERFORMANCE

	Significant Fines (US$)	Number of Significant Non-Monetary Sanctions	Number of Dispute Resolutions
2021	46,083	0	0
2022	27,900	1	0
2023	45,000	0	0
2024	0	0	0
2025	54,000	0	0

Significant instances include those that result in fines in excess of US$25,000. Non-monetary sanctions include actions that we are ordered to take to ensure our operations return to, or remain in, compliance. Significant refers to sanctions that we consider high risk based on the costs required to address the issue. Dispute resolutions refer to environmental cases brought through dispute resolution mechanisms. The 2022 fine included US$10,900 that was paid as remittance to a supplemental environmental program in lieu of penalty.

Privacy

- **We protect personally identifiable information through a Company-wide privacy program.**
- **Our benchmark for privacy law is the European Union's General Data Protection Regulation.**
- **Our Privacy Office collaborates with relevant departments to ensure we comply with all applicable privacy laws.**

We have a Company-wide data privacy program to protect personally identifiable information (PII). This program is supported by privacy enhancing technologies (PET) covering training, data event management, cookie management, data subject right management, and privacy assessments to enable management of risks to both the individuals and Howmet.

The program is designed to comply with applicable privacy laws around the world, including:

- The European Union General Data Protection Regulation (GDPR);
- The UK General Data Protection Regulation (UK GDPR);
- Brazil's Lei Geral de Proteção de Dados (LGPD);
- Personal Information Protection Law of China (PIPL);
- The California Consumer Privacy Act (CCPA/CPRA);
- Personal Information Protection and Electronic Documents Act of Canada (PIPEDA); and
- Act on the Protection of Personal Information of Japan (APPI).

Our Privacy Office ensures we comply with these laws by using GDPR as the benchmark, analyzing the different laws, evaluating the impact on our company, and implementing any required changes. Under the leadership of our data protection officer, who reports directly to our chief information officer, the Privacy Office is responsible for:

- Advising on data privacy and how to reduce risk;
- Assisting in deploying privacy standards;
- Serving as the liaison with data protection authorities;
- Deploying annual privacy training globally;
- Maintaining a register of processing activities in which we process PII;
- Maintaining a register of high-risk artificial intelligence (AI) systems;
- Ensuring we have the appropriate safeguards in place for our internal and external international data transfers;
- Processing data subject (person to whom the PII relates) requests;
- Handling data events that involve PII in conjunction with the corporate information security team;
- Collaborating with the corporate information security team to ensure compliance with European Network and Information Systems Directive 2 (NIS2);
- Ensuring compliance with AI legislations together with our AI architects; and
- Analyzing high-risk processing activities.

The type of PII processed by Howmet is typically employment data, customer contact data, and vendor contact data. When we trust our PII to other parties, we ensure that data processing or data sharing agreements have been established. These agreements require that the processors protect our PII to the same standards we use internally and that they only use our PII to service our company. We do not allow processors to use our PII for any commercial activities.

Our privacy notice, containing further information about how we protect the data privacy related rights and freedoms of the individuals, can be found on our website.

Awards and Recognition

In 2025, Howmet Aerospace continued to earn recognition for its strong performance in employee satisfaction, revenue growth, and ESG leadership. The Company was once again named one of the "World's Best Companies," marking its third consecutive year receiving this honor. Howmet ranked highly across several additional categories, including "World's Best Employers," "World's Top Companies for Women," and the "Global 2000," reflecting both survey insights and financial metrics.

Howmet Aerospace also earned a Silver Medal from EcoVadis, placing the Company in the top 15% of all assessed organizations for for sustainability performance. This distinction highlights measurable progress in environmental stewardship, ethical business conduct, labor and human rights, and sustainable procurement.

Over the past three years, Howmet has significantly strengthened its sustainability profile, increasing its EcoVadis score from 45 in 2022 to 70 in 2025. This improvement underscores the Company's ongoing commitment to embedding responsible practices across its operations and supply chain.

	External ESG Rating	2025 Rating	
S&P Global Ratings	S&P CSA (Standard & Poors Corporate Sustainability Assessment)	54	*89% percentile in aerospace and defense (top 11%).*
ecovadis	EcoVadis	70	*Silver medal rating, 86% percentile among all rated companies (top 14%).*
SUSTAINALYTICS	Sustainalytics	23.7	*Medium Risk* *In top 5 out of 99 aerospace and defense companies.*
MSCI	MSCI	A	
CDP	CDP Climate - Overall Score	B	
	CDP: Supplier Engagement Assessment (SEA)	A-	
	CDP Water	C	
ISS	Institutional Shareholder Services (ISS) ESG	C+	*Prime Status, first decile for aerospace companies.*

ESG Performance Metrics

ENVIRONMENTAL

ENVIRONMENTAL MANAGEMENT SYSTEMS

ENVIRONMENTAL MANAGEMENT SYSTEMS	Unit	2021	2022	2023	2024	2025	SASB Standard	GRI Standard
Sites ISO 14001 Certified	Count	31	33	33	33	32		
Sites ISO 14001 Certified	% of Total	53 %	57 %	57 %	57 %	55 %		
Sites ISO 14001 Implemented but Not Certified	Count	27	25	25	25	26		
Sites ISO 14001 Implemented but Not Certified	% of Total	47 %	43 %	43 %	43 %	44 %		
Sites ISO 14001 Implemented	% of Total	100 %	100 %	100 %	100 %	100 %		
Operational sites Covered by an Environmental Risk Assessment	% of Total	100 %	100 %	100 %	100 %	100 %		

ENERGY

ENERGY CONSUMPTION WITHIN THE ORGANIZATION - GLOBAL HOWMET	Unit	2021	2022	2023	2024	2025	SASB Standard	GRI Standard
Diesel	Millions of gigajoules	0.15	0.13	0.16	0.18	0.21		302-1-a
LNG	Millions of gigajoules	0.00	0.00	0.00	0.02	0.02		302-1-a
LPG	Millions of gigajoules	0.03	0.02	0.02	0.03	0.02		302-1-a
Natural Gas	Millions of gigajoules	6.89	6.99	7.21	7.18	7.24		302-1-a
Propane	Millions of gigajoules	0.01	0.02	0.01	0.01	0.01		302-1-a
Kerosene	Millions of gigajoules	0.00	0.03	0.03	0.03	0.03		
Retail Electricity	Millions of gigajoules	3.91	4.03	4.11	4.19	4.23		302-1-c-i
Howmet renewable energy generated on site as a percent of total electricity used	%				0.07 %	0.1 %		
Howmet renewable energy consumed including renewable energy credits, on site renewable generation, and renewable energy contracts as a % of total electricity used	%				10.6 %	20.3 %		
Consumption of fuel (excluding feedstock) Millions of gigajoules from non-renewable sources	Millions of gigajoules	7.08	7.19	7.44	7.46	7.53	0	302-1-a
Total Energy Consumption Millions of gigajoules from renewable sources	Millions of gigajoules	0.76	0.79	0.86	0.90	1.59		302-1-b
Total Energy Consumption Millions of gigajoules from non-renewable sources	Millions of gigajoules	10.2	10.4	10.7	10.8	10.2		302-1-a
Total Energy Consumption Total (renewable and non-renewable Millions of gigajoules)	Millions of gigajoules	11.0	11.2	11.5	11.7	11.8		302-1-a
ENERGY INTENSITY	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**	**SASB Standard**	**GRI Standard**
Energy intensity ratio : Total (direct + indirect) / Third Party Revenue $	Millions of GJ / Billion Dollars Revenue	2.21	1.98	1.74	1.57	1.43		302-3-a, 302-3-b
REDUCTION OF ENERGY CONSUMPTION	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**	**SASB Standard**	**GRI Standard**
Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives implemented in the year	Millions of MJ	7	300	400	333	423		302-4-a

CLIMATE CHANGE

GREENHOUSE GAS EMISSIONS	Unit	2021	2022	2023	2024	2025	SASB Standard	GRI Standard
Scope 1 (direct)	Million MT CO_2e	0.37	0.38	0.39	0.39	0.40		305-1-a
Scope 2 (indirect location based)	Million MT CO_2e	0.39	0.42	0.42	0.39	0.39		305-2-a
Scope 2 (indirect market based)	Million MT CO_2e			0.46	0.40	0.36		
Scope 3 - Total	Million MT CO_2e	1.94	1.95	2.24	1.78	1.61		

GREENHOUSE GAS INTENSITY	Unit	2021	2022	2023	2024	2025	SASB Standard	GRI Standard
GHG Intensity - Market Based	Millions of MT / Billion Dollars 3rd Party Revenue	0.16	0.14	0.13	0.11	0.09		305-4-a

REDUCTION OF GHG EMISSIONS	Unit	2021	2022	2023	2024	2025	SASB Standard	GRI Standard
Scope 1 GHG emissions reduced as a direct result of reduction initiatives implemented in the year, in metric tons of CO_2e	MT CO_2e	423	12,000	10,000	12,000	13,000		305-5-a
Scope 2 GHG emissions reduced as a direct result of reduction initiatives implemented in the year, in metric tons of CO_2e	MT CO_2e	396	5,000	15,000	10,000	15,000		305-5-a
Combined total of CO_2e reductions implemented since 2019				70,000	90,000	115,000		305-5-a

WATER

WATER WITHDRAWAL	AREA TYPE	Unit	2021	2022	2023	2024	2025	SASB Standard	GRI Standard
Withdrawn Groundwater	All Areas	Megaliters of water	36.2	30.2	8.8	97.7	80.8		303-3-a-ii
Withdrawn Groundwater - Fresh Water	All Areas	Megaliters of water	36.2	30.2	8.8	97.7	80.8		303-3-c-i
Withdrawn Third-Party Water	All Areas	Megaliters of water	3,664	3,951	4,080	4,230	4,125		303-3-a-v
Withdrawn Third-Party Water - Fresh Water	All Areas	Megaliters of water		3,951	4,080	4,230	4,125		303-3-c-i
Total Water Withdrawal	All Areas	Megaliters of water	3,734	3,981	4,089	4,328	4,206		303-3-b
Withdrawn Groundwater	Areas With Water Stress	Megaliters of water	36.2	0.0	0.0	0.0	0.0		303-3-b-ii
Withdrawn Groundwater - Fresh Water	Areas With Water Stress	Megaliters of water	36.2	0.0	0.0	0.0	0.0		303-3-c-i
Withdrawn Third-Party Water	Areas With Water Stress	Megaliters of water	1,546	438	409	430	376		303-3-b-v
Withdrawn Third-Party Water - Fresh Water	Areas With Water Stress	Megaliters of water		438	409	430	376		303-3-c-i

WATER DISCHARGE	AREA TYPE	Unit	2021	2022	2023	2024	2025	SASB Standard	GRI Standard
Total Water Discharge	All Areas	Megaliters of water		3,041	2,959	3,357	3,191		303-4-a
Discharge to Surface Water	All Areas	Megaliters of water		529	543	843	695		303-4-a-i
Discharge to Third-Party Water	All Areas	Megaliters of water		2,512	2,416	2,514	2,446		303-4-a-v
Total Water Discharge	Areas With Water Stress	Megaliters of water		242	187	203	173		303-4-c

SOCIAL

HUMAN CAPITAL

EMPLOYMENT

EMPLOYMENT (PERMANENT + TEMPORARY) BY REGION	Unit	2021	2022	2023	2024	2025	SASB Standard	GRI Standard
Asia- Total	Count	803	839	848	850	862		
Australia- Total	Count	73	80	85	85	79		
Europe- Total	Count	5,186	5,484	5,820	5,894	6,073		
Middle East and Africa- Total	Count	110	106	110	151	157		
North America- Total	Count	13,731	14,837	16,341	16,933	18,242		
South America- Total	Count	16	19	19	17	18		
EMPLOYMENT (PERMANENT EMPLOYEES)	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**	**SASB Standard**	**GRI Standard**
Male- Permanent Contract	Count	13,813	14,637	15,808	16,942	18,100		
Female- Permanent Contract	Count	5,059	5,490	5,942	6,446	6,867		
Not Specified- Permanent Contract	Count	7	57	160	118	92		
Total- Permanent Contract	Count	18,879	20,184	21,910	23,506	25,059	RT-AE-000 .B	
NEW EMPLOYEE HIRES BY AGE	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**	**SASB Standard**	**GRI Standard**
Age Under 30- Total	Count	1,655	2,350	2,379	1,870	1,992		401-1-a
Age 30 - 50- Total	Count	1,664	2,413	2,774	2,329	2,332		401-1-a
Age Over 50- Total	Count	453	795	919	686	679		401-1-a
Age Under 30- Male	Count	1,109	1,638	1,669	1,381	1,526		401-1-a
Age 30 - 50- Male	Count	1,094	1,613	1,895	1,612	1,680		401-1-a
Age Over 50- Male	Count	306	530	590	478	490		401-1-a
Age Under 30- Female	Count	541	688	608	472	460		401-1-a
Age 30 - 50- Female	Count	567	772	785	686	646		401-1-a
Age Over 50- Female	Count	146	260	317	206	188		401-1-a
Age Under 30- Not Specified	Count	5	24	102	17	6		401-1-a
Age 30 - 50- Not Specified	Count	3	28	94	31	6		401-1-a
Age Over 50- Not Specified	Count	1	5	12	2	1		401-1-a

GENDER PAY GAP

GENDER PAY GAP	Unit	2021	2022	2023	2024	2025	SASB Standard	GRI Standard
Total	Count*		4,372	4,605	5,240	5,046		
Canada- Mid-Level Management	% female salary to male		91 %	100 %	95 %	95 %		405-2-a
China- Mid-Level Management	% female salary to male		80 %	75 %	75 %	82 %		405-2-a
France- Mid-Level Management	% female salary to male		106 %	110 %	112 %	105 %		405-2-a
Hungary- Mid-Level Management	% female salary to male		106 %	103 %	101 %	112 %		405-2-a

GENDER PAY GAP *(continued)*	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**	**SASB Standard**	**GRI Standard**
Japan- Mid-Level Management	% female salary to male			n/a	111 %	109 %		405-2-a
Mexico- Mid-Level Management	% female salary to male		144 %	112 %	105 %	100 %		405-2-a
United Kingdom- Mid-Level Management	% female salary to male		94 %	95 %	94 %	93 %		405-2-a
United States- Mid-Level Management	% female salary to male		97 %	97 %	96 %	97 %		405-2-a
Total- Mid-Level Management	% female salary to male		97 %	97 %	96 %	97 %		405-2-a
Canada- Professional	% female salary to male		86 %	82 %	90 %	89 %		405-2-a
China- Professional	% female salary to male		107 %	101 %	103 %	97 %		405-2-a
France- Professional	% female salary to male		93 %	94 %	90 %	96 %		405-2-a
Hungary- Professional	% female salary to male		91 %	94 %	92 %	92 %		405-2-a
Japan- Professional	% female salary to male		97 %	96 %	90 %	93 %		405-2-a
Mexico- Professional	% female salary to male		111 %	101 %	103 %	103 %		405-2-a
United Kingdom- Professional	% female salary to male		89 %	91 %	89 %	94 %		405-2-a
United States- Professional	% female salary to male		98 %	97 %	98 %	98 %		405-2-a
Total- Professional	% female salary to male		96 %	96 %	96 %	97 %		405-2-a

ADDITIONAL LABOR INDICATORS

ADDITIONAL LABOR INDICATORS	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**	**SASB Standard**	**GRI Standard**
Locations with leave of absence provisions in place beyond standard vacations .	% of Total	100 %	100 %	100 %	100 %	100 %		
Locations with health care coverage arrangements for employees .	% of Total	100 %	100 %	100 %	100 %	100 %		
Employees covered by collective bargaining agreements	% of Total		41 %	41 %	40 %	41 %		2-30-a
Employees covered by formally elected employee representatives	% of Total		49 %	50 %	52 %	52 %		
Employees represented in formal joint management-worker health & safety	% of Total		47 %	47 %	49 %	49 %		

TRAINING AND EDUCATION

TRAINING	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**	**SASB Standard**	**GRI Standard**
Employee Environmental Training	% of Total	100 %	100 %	100 %	100 %	100 %		
Employee Health and Safety Training	% of Total	100 %	100 %	100 %	100 %	100 %		
Contractors and subcontractors trained on H&S risks before working on the premises .	% of Total	100 %	100 %	100 %	100 %	100 %		
Employees and supervised contractors receiving personal protective equipment (e .g . shoes, helmet, gloves, respiratory protection) including training on hazards and use	% of Total	>99%	>99%	>99%	>99%	>99%		
Employees and supervised contractors receiving health and safety training, instructions, safety data sheets (SDS) in local language	% of Total	>99%	>99%	>99%	>99%	>99%		
Employees and supervised contractors receiving training on safety and health hazards including e .g . machine safety, mobile equipment safety, workplace violence, safely working with hazardous substances, and ergonomics .	% of Total	>99%	>99%	>99%	>99%	>99%		
Employees and supervised contractors receiving training on risk assessment, STOP (unsafe situations) and Human Performance .	% of Total	>99%	>99%	>99%	>99%	>99%		

TRAINING *(continued)*	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**	**SASB Standard**	**GRI Standard**
Employees receiving Training on Howmet´s Code of Conduct, including business ethics, preventing discrimination and human rights violations .	% of Total	100 %	100 %	100 %	100 %	100 %		
Cybersecurity training - Cybersecurity Awareness	% of Computer users		>95%	>95%	>95%	>95%		
Cybersecurity training - Data Privacy Awareness (salaried employees and hourly supervisors)	% of Computer users		>95%	>98%	>98%	90 %		

EMPLOYEE PERFORMANCE REVIEWS	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**	**SASB Standard**	**GRI Standard**
Performance Plans	Count		4,840	5,240	5,328	5,269		
Performance Goals	Count		23,536	24,568	24,657	23,118		
Development Goals	Count		2,251	2,330	3,682	4,024		

HEALTH AND SAFETY

H&S MANAGEMENT SYSTEM	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**	**SASB Standard**	**GRI Standard**
Sites ISO 45001 Certified	Count	6	6	6	6	3		403-1-a
Sites ISO 45001 Certified	% of Total	10 %	10 %	10 %	10 %	5 %		403-1-a
Sites ISO 45001 Implemented but Not Certified	Count	52	52	52	52	55		403-1-a
Sites ISO 45001 Implemented but Not Certified	% of Total	90 %	90 %	90 %	90 %	95 %		403-1-a
Sites ISO 45001 Implemented	% of Total	100 %	100 %	100 %	100 %	100 %		403-1-a
Operational sites covered by a Health and Safety Risk Assessment	% of Total	100 %	100 %	100 %	100 %	100 %		
Locations with Implemented processes for safe handling of chemicals	% of Total	100 %	100 %	100 %	100 %	100 %		
Employees enrolled in Occupational Health Programs	% of Total	100 %	100 %	100 %	100 %	100 %		
Contractors and subcontractors trained on H&S risks before working on the premises .	% of Total	100 %	100 %	100 %	100 %	100 %		

OCCUPATIONAL HEALTH RATES- All Employees and Supervised Workers	**Unit**	**2021**	**2022**	**2023**	**2024**	**2025**	**SASB Standard**	**GRI Standard**
Occupational Disease Recordable Rates*	Ratio*	0.08	0.04	0.05	0.04	0.02		
Musculoskeletal Disorder Recordable Rate*	Ratio*	0.10	0.09	0.09	0.05	0.03		
Occupational Disease DART Rate*	Ratio*	0.00	0.00	0.00	0.01	0.00		
Musculoskeletal Disorder DART Rate*	Ratio*	0.05	0.03	0.04	0.01	0.01		

** Some country specific occupational classifications may affect the occupational disease recordable and DART rates. Ratios based on 100 full-time workers.*

PRODUCT SAFETY

COUNTERFEIT PARTS IN OPERATIONS	Unit	2021	2022	2023	2024	2025	SASB Standard	GRI Standard
Actual	Count	0	0	0	0	0	RT-AE-250a .2	
Suspected	Count	0	0	0	0	0		

AIRWORTHINESS DIRECTIVES	Unit	2021	2022	2023	2024	2025	SASB	GRI Standard
Airworthiness Directives issued by Federal Aviation Administration	Count	0	0	0	0	0	RT-AE-250a .3	

PRODUCT SAFETY MONETARY LOSSES	Unit	2021	2022	2023	2024	2025	SASB	GRI Standard
Losses from legal proceedings associated with product safety .	U .S . Dollars	0	0	0	0	0	RT-AE-250a .4	

CERTIFICATIONS	Unit	2021	2022	2023	2024	2025	SASB	GRI Standard
Locations with one or more quality certifications including Quality Management Systems (QMS) .	% of Total	100 %	100 %	100 %	100 %	100 %		

GOVERNANCE

SUPPLY CHAIN

SUPPLIERS BY MAJOR CATEGORY	Unit	2021	2022	2023	2024	2025	SASB Standard	GRI Standard
Operational/Capital Expenditures	Count	2,425	2,301	2,509	2,617	3,606		
Information Technology and Services	Count	2,382	2,565	3,488	3,412	3,688		
Metals	Count	368	309	417	410	471		
Production Materials	Count	6,987	6,551	7,855	8,405	9,525		
Total	Count	12,162	11,726	14,269	14,844	17,290		

SPEND BY REGION	Unit	2021	2022	2023	2024	2025	SASB Standard	GRI Standard
Asia and Australia	% of Total	5 %	3 %	5 %	5 %	3 %		
Europe	% of Total	32 %	26 %	24 %	21 %	22 %		
North America	% of Total	64 %	71 %	72 %	74 %	75 %		

ETHICS, ANTI-CORRUPTION, AND COMPLIANCE

SIGNIFICANT INSTANCES* OF NON-COMPLIANCE		Unit	2021	2022	2023	2024	2025	SASB Standard	GRI Standard
Significant instances of non-compliance with laws and regulations	Environmental	Count	1	1	1	0	0		2-27-a
	Social	Count	0	0	1	0	0		
Total monetary value of fines for significant instances of non-compliance with laws and regulations that occurred in the reporting period that were paid during the reporting period.	Environmental	US $	46,083	27,900	45,000	0	54,000		2-27-b-i 2-27-b-ii
	Social	US $	0	0	58,450	0	0		

**Significant instances include those that result in fines in excess of US$25,000. 2023 was restated due to a fine related to payment terms under the French DGCCRF sanctions*

ETHICS	Unit	2021	2022	2023	2024	2025	SASB Standard	GRI Standard
Corrective Action Implemented in the Year	Count	75	40	85	79	147		
Certification to disclose any conflict of interest by Salaried Employees globally (instead of Survey)	% Total			100 %	100 %	100 %		
Completion of Annual Conflicts of Interest Survey by Salaried Employees globally	% of Total	100 %	100 %	N/A	N/A	N/A		
Revenue from Countries ranked in the “E” or “F” Band on Transparency International’s Government Defense Anti-Corruption Index .	US $ million	95	140	135	153	182	RT-AE-510a .2	

CYBER SECURITY

CYBER SECURITY	Unit	2021	2022	2023	2024	2025	SASB Standard	GRI Standard
Data Breaches	Count	5	2	3	3	0	RT-AE-230a .1	
Involving Confidential Data	Count	0	2	3	3	0	RT-AE-230a .1	
Net Expenses Incurred from Security Breaches (US$)	Count	Immaterial	Immaterial	Immaterial	Immaterial	Immaterial		

GLOBAL REPORTING INITIATIVE INDEX

Howmet Aerospace has reported in accordance with the GRI Standards for the period Jan. 1, 2025, through Dec. 31, 2025.

This index helps readers compare the information from our ESG report, annual report and website with the GRI Standards.

DISCLOSURE	LOCATION		OMISSION	
		Requirement(s) Omitted	***Reason***	***Explanation***
GRI 2: GENERAL DISCLOSURES 2021				
ORGANIZATION AND REPORTING PRACTICES				
2-1: Organizational details	Headquartered in Pittsburgh, Pennsylvania, Howmet Aerospace Inc. is a publicly traded company listed on the New York Stock Exchange (NYSE: HWM). Countries of operation			
2-2: Entities included in the organization's sustainability reporting	Form 10-K (Item 1: Business)			
2-3: Reporting period, frequency and contact point	2025 Annual Marcel van der Velden Vice President, Environment, Health and Safety and Sustainability https://www.howmet.com/contact-ehs/			
2-4: Restatements of information	No material restatements.			
2-5: External assurance	Final section of the ESG Report			
ACTIVITIES AND WORKERS				
2-6: Activities, value chain and other business relationships	About Us Markets and Product Lines			
2-7: Employees	Human Capital			
2-8: Workers who are not employees	Human Capital			
GOVERNANCE				
2-9: Governance structure and composition	Corporate Governance Form 10-K (Item 10: Directors, Executive Officers and Corporate Governance) Proxy Statement (The Structure and Role of the Board of Directors; Committees of the Board)			
2-10: Nomination and selection of the highest governance body	Proxy Statement (Item 1: Election of Directors; Voting for Directors) Certificate of Incorporation Bylaws Corporate Governance Guidelines Governance and Nominating Committee Charter			

DISCLOSURE	LOCATION		OMISSION	
		Requirement(s) Omitted	***Reason***	***Explanation***
GOVERNANCE *(continued)*				
2-11: Chair of the highest governance body	Form 10-K (Item 10: Directors, Executive Officers and Corporate Governance) Proxy Statement (Corporate Governance – Board Leadership Structure) Bylaws			
2-12: Role of the highest governance body in overseeing the management of impacts	Proxy Statement (The Structure and Role of the Board of Directors) Audit Committee Charter Finance Committee Charter Corporate Governance Guidelines (The Role of the Board of Directors)			
2-13: Delegation of responsibility for managing impacts	Proxy Statement (The Board's Role in Risk Oversight—describes the role of management in risk management .)			
2-14: Role of the highest governance body in sustainability reporting	Corporate Governance Guidelines (The Role of the Board of Directors) Proxy Statement (Environmental and Social Responsibility; Corporate Governance)			
2-15: Conflicts of interest	Form 10-K (Item 13: Certain Relationships and Related Transactions, and Director Independence) Proxy Statement (Director Independence; Related Person Transactions) Code of Conduct Governance and Nominating Committee Charter			
2-16: Communication of critical concerns	Form 10-K (Item 1A: Risk Factors; Item 1B: Unresolved Staff Comments; Item 1C: Cybersecurity) Proxy Statement (Shareholder Engagement; Communications with Directors; Shareholder Feedback) Corporate Governance Guidelines (Shareholder Engagement and Communications with Third Parties)			
2-17: Collective knowledge of the highest governance body	Proxy Statement (Summary of Director Qualifications and Attributes; Director Nominees)			
2-18: Evaluation of the performance of the highest governance body	Proxy Statement (Board Meetings and Attendance; Board, Committee and Director Evaluations) Corporate Governance Guidelines (Annual Performance Evaluation of the Board) Governance and Nominating Committee Charter			

DISCLOSURE	LOCATION		OMISSION	
		Requirement(s) Omitted	***Reason***	***Explanation***
GOVERNANCE *(continued)*				
2-19: Remuneration policies	Form 10-K (Item 11: Executive Compensation) Proxy Statement Executive Compensation; Recovery of Incentive Compensation) Corporate Governance Guidelines https://www.howmet.com/compensation-committee/			
2-20: Process to determine remuneration	Form 10-K (Item 11: Executive Compensation) Proxy Statement (Compensation Philosophy and Design) Corporate Governance Guidelines Compensation and Benefits Committee Charter			
2-21: Annual total compensation ratio	Form 10-K (Item 11: Executive Compensation) Proxy Statement (Executive Compensation; CEO Pay Ratio)			
STRATEGY, POLICIES AND PRACTICES				
2-22: Statement on sustainable development strategy	ESG Approach			
2-23: Policy commitments	Howmet Policies Human Rights Policy			
2-24: Embedding policy commitments	Ethics, Anti-corruption and Compliance Human Rights Supply Chain			
2-25: Processes to remediate negative impacts	Ethics and Compliance Waste and Spills			
2-26: Mechanisms for seeking advice and raising concerns	Integrity Line			
2-27: Compliance with laws and regulations	Ethics, Anti-corruption and Compliance			
2-28: Membership associations	International Titanium Association International Aerospace Environmental Group Aerospace Industries Association U .S . Chamber of Commerce, Europe Program			
STAKEHOLDER ENGAGEMENT				
2-29: Approach to stakeholder engagement	Stakeholder Engagement			
2-30: Collective bargaining agreements	Human Capital			
GRI 3: MATERIAL TOPICS 2021				
3-1: Process to determine material topics	Reporting, Materiality and Assurance			
3-2: List of material topics	Reporting, Materiality and Assurance			
3-3: Management of material topic	Each section of this report covering a material topic .	Limited disclosure on human rights impact	Limited data	Incomplete assessment on human rights impacts for some material topics

DISCLOSURE	LOCATION		OMISSION	
		Requirement(s) Omitted	***Reason***	***Explanation***
GRI 201: ECONOMIC PERFORMANCE 2016				
201-1: Direct economic value generated and distributed	Form 10-K			
201-2: Financial implications and other risks and opportunities due to climate change	Climate Change			
201-3: Defined benefit plan obligations and other retirement plans	Form 10-K (Item 8: Financial Statements and Supplementary Data, Note G: Retirement and Other Postretirement Benefits' in the 2025 10-K)			
201-4: Financial assistance received from government	Form 10-K (Item 8: Financial Statements and Supplementary Data, Note H: Income Taxes)			
GRI 205: ANTI-CORRUPTION 2016				
3-3: Management of material topic	Ethics, Anti-corruption and Compliance			
205-1: Operations assessed for risks related to corruption	Ethics, Anti-corruption and Compliance			
205-2: Communication and training about anti-corruption policies and procedures	Ethics, Anti-corruption and Compliance			
205-3: Confirmed incidents of corruption and actions taken	Ethics, Anti-corruption and Compliance			
GRI 302: ENERGY 2016				
3-3: Management of material topic	Energy			
302-1: Energy consumption within the organization	Energy			
302-2: Energy consumption outside of the organization	Energy			
302-3: Energy intensity	Energy			
302-4: Reduction of energy consumption	Energy			
302-5: Reductions in energy requirements of products and services	Products			
GRI 303: WATER AND EFFLUENTS 2018				
3-3: Management of material topic	Water			
303-1: Interactions with water as a shared resource	Water			
303-2: Management of water discharge-related impacts	Water			
303-3: Water withdrawal	Water			
GRI 304: BIODIVERSITY 2016				
3-3: Management of material topic	Biodiversity			
304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity	a	Limited data	Partially completed, topic requires additional assessment .
304-2: Significant impacts of activities, products and services on biodiversity	Biodiversity	a, b	Limited data	Topic requires additional assessment .
304-3: Habitats protected or restored	Biodiversity	a-d	Not Applicable	

DISCLOSURE	LOCATION		OMISSION	
		Requirement(s) Omitted	***Reason***	***Explanation***
GRI 304: BIODIVERSITY 2016 *(continued)*				
304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity	a	Limited data	Topic requires additional assessment .
GRI 305: EMISSIONS 2016				
3-3: Management of material topic	Climate Change			
305-1: Direct (Scope 1) GHG emissions	Climate Change			
305-2: Energy indirect (Scope 2) GHG emissions	Climate Change			
305-3: Other indirect (Scope 3) GHG emissions	Climate Change			
305-4: GHG emissions intensity	Climate Change			
305-5: Reduction of GHG emissions	Climate Change			
305-6: Emissions of ozone- depleting substances (ODS)	CDP			
305-7: Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Air Emissions			
GRI 306: WASTE 2020				
3-3: Management of material topic	Circular Economy and Waste			
306-1: Waste generation and significant waste-related impacts	Circular Economy and Waste			
306-2: Management of significant waste-related impacts	Circular Economy and Waste			
306-3: Waste generated	Circular Economy and Waste			
306-4: Waste diverted from disposal	Circular Economy and Waste			
306-5: Waste directed to disposal	Circular Economy and Waste			
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016				
3-3: Management of material topic	Circular Economy and Waste			
308-1: New suppliers that were screened using environmental criteria	Supply Chain			
308-2: Negative environmental impacts in the supply chain and actions taken	Supply Chain	b-e	Limited data	Due diligence process changed in 2023
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018				
3-3: Management of material topic	Health and Safety			
403-1: Occupational health and safety management system	Health and Safety ESG Performance Metrics			
403-2: Hazard identification, risk assessment, and incident investigation	Health and Safety			
403-3: Occupational health services	Health and Safety			
403-4: Worker participation, consultation, and communication on occupational health and safety	Health and Safety			
403-5: Worker training on occupational health and safety	Health and Safety			
403-6: Promotion of worker health	Health and Safety			

DISCLOSURE	LOCATION		OMISSION	
		Requirement(s) Omitted	***Reason***	***Explanation***
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018 *(continued)*				
403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business	Health and Safety			
403-8: Workers covered by an occupational health and safety management system	Health and Safety			
403-9: Work-related injuries	Health and Safety			
403-10: Work-related ill health	ESG Performance Metrics			
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016				
3-3: Management of material topic	Human Capital			
405-1: Diversity of governance bodies and employees	Leadership Human Capital			
405-2: Ratio of basic salary and remuneration of women to men	ESG Performance Metrics			
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016				
3-3: Management of material topic	Human Capital			
414-1: New suppliers that were screened using social criteria	Supply Chain			
414-2 Negative social impacts in the supply chain and actions taken	Supply Chain	b-e	Limited data	Due diligence process changed in 2023
GRI 416: CUSTOMER HEALTH AND SAFETY 2016				
3-3: Management of material topic	Product Safety Chemical Management			
416-1: Assessment of the health and safety impacts of product and service categories	Product Safety Chemical Management			
416-2: Incidents of non- compliance concerning the health and safety impacts of products and services	Product Safety			
GRI 418: CUSTOMER PRIVACY 2016				
3-3: Management of material topic	Privacy			
418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	Privacy ESG Performance Metrics			

SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

Howmet Aerospace is committed to reporting against the aerospace and defense sustainability accounting standard from SASB. This index provides a guide to our reporting against the RT-AE Version 2023-12 of this standard.

SUSTAINABILITY DISCLOSURE TOPICS & METRICS

Topic	Metric	Category	Code	Report Location
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	RT-AE-130a .1	Energy, Climate
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	Quantitative	RT-AE-150a .1	Waste and Circularity
	Number and aggregate quantity of reportable spills, quantity recovered	Quantitative	RT-AE-150a .2	Waste and Circularity
Data Security	(1) Number of data breaches, (2) percentage involving confidential information	Quantitative	RT-AE-230a .1	Metrics
	Description of approach to identifying and addressing data security risks in (1) entity operations and (2) products	Discussion and Analysis	RT-AE-230a .2	Form 10K (Item 1C:
Product Safety	Number of recalls issued, total units recalled	Quantitative	RT-AE-250a .1	Product Safety
	Number of counterfeit parts detected, percentage avoided	Quantitative	RT-AE-250a .2	Metrics
	Number of Airworthiness Directives received, total units affected	Quantitative	RT-AE-250a .3	Metrics
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	RT-AE-250a .4	Metrics
Fuel Economy & Emissions in Use Phase	Revenue from alternative energy- related products	Quantitative	RT-AE-410a .1	Not reported
	Description of approach and discussion of strategy to address fuel economy and greenhouse gas (GHG) emissions of products	Discussion and Analysis	RT-AE-410a .2	Products
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	RT-AE-440a .1	Supply Chain
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with incidents of corruption, bribery, and/or illicit international trade	Quantitative	RT-AE-510a .1	Ethics, Anti-corruption and Compliance
	Revenue from countries ranked in the "E" or "F" Band of Transparency International's Government Defence Anti-Corruption Index	Quantitative	RT-AE-510a .2	Metrics
	Discussion of processes to manage business ethics risks throughout the value chain	Discussion and Analysis	RT-AE-510a .3	Ethics, Anti-corruption and Compliance

ACTIVITY METRICS

Metric	Category	Code	Report Location
Production by reportable segment	Quantitative	RT-AE-000.A	Not reported
Number of employee	Quantitative	RT-AE-000.B	Human Capital

Independent Assurance Statement

Bureau Veritas UK Ltd has provided limited assurance for the following Howmet Aerospace Inc. data included in this report, for the period 1st of January 2025 to 31st of December 2025:

- Scope 1 GHG emissions
- Scope 2 GHG emissions (market and location based)
- Scope 3 GHG emissions – 10 categories:
  - 1: Purchased Goods & Services
  - 2: Capital Goods
  - 3: Fuel- and Energy-related Activities
  - 4: Upstream Transportation
  - 5: Waste from Operations
  - 6: Business Travel
  - 7: Employee Commuting
  - 8: Upstream Leased Assets
  - 9: Downstream Transportation
  - 12: End-of-Life Treatment of Sold Products
- Water withdrawals
- Hazardous waste generated

The assurance process was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised. The full assurance statement which includes certain limitations, exclusions, and a detailed assurance methodology and scope of work can be accessed here.