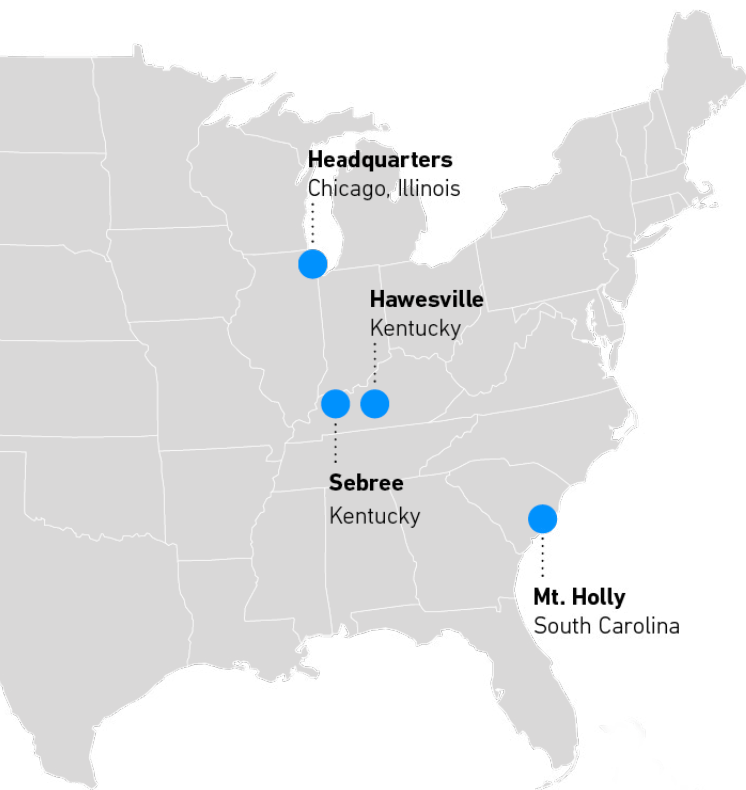


2022 ESG Factsheet

Company Overview and Our Approach to ESG

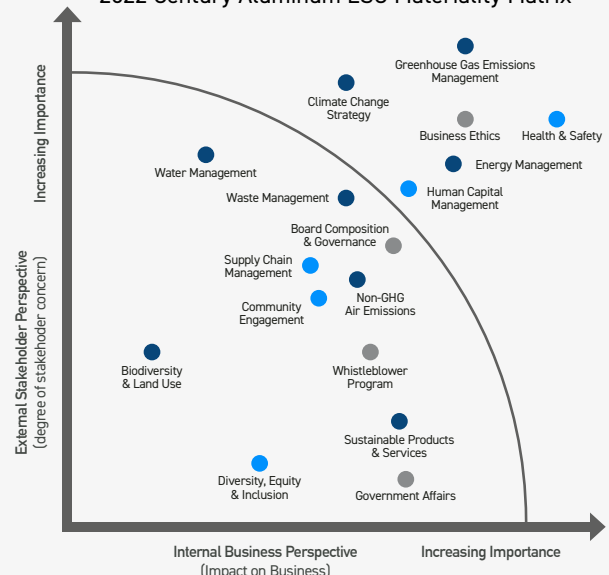


Century Aluminum Company is a global producer of primary aluminum with corporate headquarters in Chicago, Illinois, and operations in the United States, Iceland and the Netherlands.

Century monitors environmental, social, and governance (ESG) topics that may have a material impact on the Company. Century conducted an ESG materiality assessment. A materiality matrix and a decision-useful summary of Century's efforts on identified topics is provided below.

For more details, see our [2022 Sustainability Report](#).

2022 Century Aluminum ESG Materiality Matrix



Environmental Topic



Social Topic



Governance Topic



Curve to identify Highest Priority E, S & G Topics



Climate Change Strategy

Doing our part to combat climate change means investing in new technology and machinery to reduce our carbon footprint and improve production efficiencies, as well as continuing to improve our internal processes. We continue to monitor any climate change regulations and policies that are implemented or considered in the United States, the Netherlands, and Iceland, including any new policies or regulations connected to the reentry of the United States into the Paris Agreement in early 2021. We will continue to ensure that we are compliant with any climate-related regulations that may govern the way we do business, now and into the future.



Greenhouse Gas Emissions Management

We operate at 5 sites globally. There are 4 aluminum smelting sites (3 in the US and our largest one in Iceland), an anode facility in the Netherlands. Our overall approach to environmental management is embedded into following well-recognized international standards. All our sites are certified or on track to be certified with ISO 14001. Each site has its own set of unique challenges, and therefore its own environmental performance targets and goals. At the entity level, we have set a 30% carbon emissions reduction goal from our aluminum production by 2030 and a carbon neutral aluminum production goal by 2050 from 2021 baseline. Our progress can be seen in the table below:

Average MT CO2e per MT Al	2022	2021
Scope 1	2.53	2.90
Scope 2	3.71	4.04
Scope 1 + Scope 2	6.24	6.93



Energy Management

The largest single factor in the carbon footprint of global aluminum production is electric power. Energy is renewable in Iceland, which along with stable operations and safe equipment, allows us to produce the greenest aluminum in the world. Aluminum under the brand name Natur-Al™, produced by Norðurál at Grundartangi, has a carbon footprint corresponding to 4 tons of carbon dioxide per ton of aluminum, from the acquisition of bauxite to the processing of aluminum oxide and transportation all the way to the buyer.

This means that total emissions of carbon dioxide equivalents in the production of Natur-Al™ is less than a quarter of average emissions in aluminum production.

This achievement is based on stable operations and strict environmental standards as well as the use of energy from 100% renewable sources. At the entity level, we currently use 74.1 MM Gj of total energy, a 23% decrease from 2021. 7.1% aof our electricity is provided by renewable or low carbon sources.



Social

CenturyALUMINUM



Human Capital Management

With over 2,000 employees in three countries, we are united in our commitment to delivering consistent, high-quality aluminum products to our customers. Our teams bring together unique skills, backgrounds, and perspectives to solve challenges and meet market demand for responsibly produced, high-quality primary aluminum. We recognize the importance of bridging the generational gap between employees in order to continuously drive innovation and growth within Century. We also engaged corporate recruiters and local community colleges to attract graduates from mechanical and electrical programs. Century is invested in providing employees with education and training that supports them in their current roles and in their career advancement within the Company. In 2022, approximately 80% of our employees participated in job specific training, 50% of leaders participated in a management training program and 5% of eligible employees took advantage of our tuition reimbursement program.

We are committed to promoting equal employment opportunity in all our operations. It is the Company's policy that we do not tolerate discrimination or harassment in any form on the basis of race, color, religion, sex, sexual orientation, age, national origin, disability, veteran status, or genetic information as defined in the Genetic Information Nondiscrimination Act of 2008, whether or not such discrimination violates law, and to comply fully with all laws prohibiting discrimination and promoting opportunity and advancement in employment. This policy extends to all aspects of employment opportunity including recruitment, hiring, compensation, benefits, promotion, transfer, layoff, recall, reduction in force, termination, retirement, placement, training, and all other privileges, terms, and conditions of employment. Our workforce composition is shown below:

Gender diversity in the workforce	2022
Full time employee, female	15.2%
Part time employee, female	0.3%
Leadership, female	23.3%



Health and Safety

Nothing is more important than the health and safety of our employees and their families. We strive for zero injuries and accidents, to foster systems and processes aimed to continuously improve our health and safety performance, and to integrate risk management relating to health and safety into all aspects of our operations. At each of our facilities, we have a performance-linked incentive system for employees that considers safety and environmental factors. For our executive management team, we link payouts under our annual incentive plan the achievement of certain pre-established safety performance targets.

The Incident Review Board (IRB) brings together leadership across all Century sites and reviews HSE incidents and near misses at all Century operations. The IRB brings together leadership from across all Century sites, providing an opportunity to share event details, corrective actions, and learnings in a discussion format as a team.

We recognize the importance of upholding high standards in our daily commitment to keeping each other safe. Accordingly, we equip employees with the knowledge and training needed to respond appropriately to a variety of possible incidents, including fire response, confined space rescue, emergency medical response, HAZMAT response, man overboard training, and AED/CPR training. We provide training and workshops on high-risk topics to aid in hazard recognition and hazard management for our employees in addition to our leadership training.

Our safety metrics can be seen below:

Safety Data	2022	2021	2020
Full time TCIR	1.92	2.27	1.78
Days away and restricted injury rate	0.92	1.39	0.62
Fatalities	0	0	2
Near misses	235	323	n/a
Number of facilities that are ISO 45001 certified	2	2	2



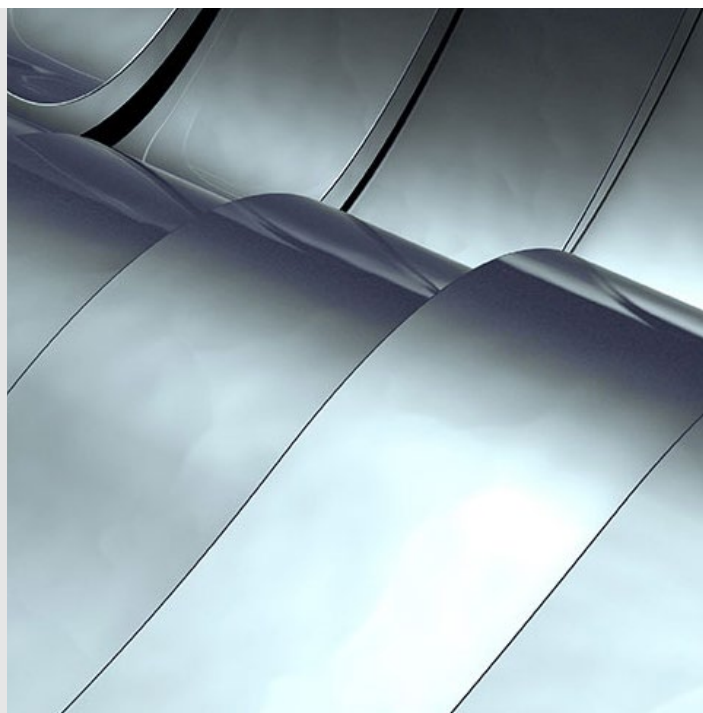
Supply Chain Management

Our [Human Rights Policy](#) and [Code of Ethics for Suppliers and Business Partners](#) set out our values and standards regarding human rights and the standards that we expect from those with whom we do business. In 2022, we were not aware of any instances of any violations of laws regarding child labor and forced or compulsory labor. All suppliers are audited/evaluated annually and major suppliers sign off on Century's code of conduct or demonstrate otherwise that they work under a comparable code of conduct. Century Aluminum is an ASI certified company which includes strong supplier screening program.



Business Ethics

High ethical standards form the foundation of our core values of honesty, integrity, and transparency. Our global Code of Ethics embodies these values and outlines our expectations for how employees, directors, and officers should handle all business interactions. See our [Code of Ethics here](#). The board reviews and approves the code on an annual basis. We offer regular ethics training and annual certification to all salaried employees. We have a 24/7 independent, anonymous reporting hotline available in multiple languages to report any code violations. We have a strict policy of no retaliation for reporting in good faith any violation or suspected violation. We regularly assess our operations for material risks of corruption and are not aware of any material violations in 2022. In 2022, we did not receive any material fines for non-compliance with environmental, social, or economic laws or regulations in any jurisdiction in which we operate.



Composition & Governance

Century is committed to leading with sound corporate governance, as described in our [Corporate Governance Guidelines](#), which promotes long-term value for our stakeholders while holding ourselves accountable to the highest ethical standards. Our strong governance begins at the top with our Board of Directors, who set high standards for our employees, officers, and directors. The Board, which oversees all business affairs of Century, defines corporate policies, sets strategic direction, and oversees management responsible for Century's day-to-day operations. To assist it in carrying out its duties, the Board has established four standing committees:

- [Health, Safety, and Sustainability](#)
- [Audit](#)
- [Compensation](#)
- [Governance and Nominating](#)

Oversight of ESG matters is distributed across the committees, leveraging the unique expertise of each to address specific subject matters. The entire Board is updated quarterly on ESG matters.

Key Board Facts:



Independent Board Chairman



Fully independent Audit, Compensation and Governance & Nominating Committees



The board is committed to board diversity, including through the inclusion of the "Rooney Rule" in our Governance and Nominating Committee Charter



We have in place an annual Board and Committee self-evaluations including assessment of skills, relationship with management, education, independence, diversity, and board process



71% Board Independence



29% Board Diversity (Women & Ethnic Minorities)