



**Century**ALUMINUM

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# One Century

Purpose and Progress

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2024 Sustainability Report

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## About this report

This report provides an overview of our environmental, social, and governance (ESG) performance during 2024. It represents an important annual update for our stakeholders, demonstrating our commitment to transparency and accountability.

The data and insights relate to Company-owned and -managed operations in 2024. Building on recent efforts, we have aligned our reporting and disclosure with recognized international standards, as we work to enhance our reporting practices and sustainability performance.

### Cautionary statements

*The information contained in our 2024 Sustainability Report is provided by Century Aluminum Company ("Century" or the "Company") as of the publication date and is subject to change. After the publication of this 2024 Sustainability Report, Century does not have any responsibility or obligation to update or revise any such statements, regardless of whether those statements are affected by new information, future events, or otherwise. This 2024 Sustainability Report is provided for informational purposes only for Century's stakeholders. It does not constitute any offer to buy or the solicitation of an offer to sell any securities of Century.*

*This Sustainability Report contains "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933, and Section 21E of the Securities Exchange Act of 1934. Forward-looking statements are statements about future events and are based on our current expectations. These forward-looking statements may be identified by the words "believe", "expect", "hope", "target", "anticipate", "intend", "plan", "seek", "estimate", "potential", "project", "scheduled", "forecast", or words of similar meaning, or future or conditional verbs such as "will", "would", "should", "could", "might", or "may". Where we express an expectation or belief as to future events or results, such expectation or belief is expressed in good faith and believed to have a reasonable basis. However, our forward-looking statements are based on current expectations and assumptions that are subject to risks and uncertainties which may cause actual results to differ materially from future results expressed, projected, or implied by those forward-looking statements. Important factors that could cause actual results and events to differ from those described in such forward-looking statements can be found in the risk factors and forward-looking statements' cautionary language contained in our Annual Report on Form 10-K, quarterly reports on Form 10-Q, and in other filings made with the Securities and Exchange Commission. Although we have attempted to identify those material factors that could cause actual results or events to differ from those described in such forward-looking statements, there may be other factors that could cause results or events to differ from those anticipated, estimated, or intended. Many of these factors are beyond our ability to control or predict. Given these uncertainties, stakeholders are cautioned not to place undue reliance on our forward-looking statements. We undertake no obligation to update or revise publicly any forward-looking statements, whether as a result of new information, future events, or otherwise.*

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# Introduction to Century Aluminum

Century Aluminum Company (“Century” or the “Company”) is an integrated producer of primary aluminum. We operate aluminum smelters in the US and Iceland, where we produce standard-grade and value-added primary aluminum products. In 2024, we produced approximately 690,000 tonnes of primary aluminum.

In Jamaica, we have a 55% joint venture interest in the Jamalco bauxite mining operation and alumina refinery (“Jamalco”). Century’s share of Jamalco’s production capacity is approximately 770,000 tonnes per year.

We also own a carbon anode production facility in Vlissingen, The Netherlands. Vlissingen supplies carbon anodes – which are consumed in the production of primary aluminum – to our smelter in Iceland. Our US smelters produce anodes at their own on-site facilities.

From bauxite to aluminum, we deliver sustainable products that help our customers decarbonize an otherwise hard-to-abate material input, reduce our impact on the planet, and offer a climate risk-averse investment to our shareholders. With a core focus on sustainability, we prioritize the health and safety of our employees and local communities, while aiming to minimize the environmental impact of our products and operations.

## Century at a glance

# \$1,939M

Total assets

## Bauxite mining, alumina refining, and primary aluminum production

## Operations in four countries

# 2,971

Employees

## The materials we work with

Across our locations and facilities, we work with three principal materials:



### Bauxite

A sedimentary rock with high aluminum content; the world's most common aluminum ore, which is refined into alumina.

### Alumina

A white crystalline powder, known properly as aluminum oxide; recovered from bauxite and smelted to produce aluminum.

### Aluminum

A lightweight, corrosion-resistant, and ductile metal, produced from alumina; highly conductive, flexible, and 100% recyclable.

From mine to metal, we are committed to responsible extraction, refining, and production processes. Our bauxite mining and alumina refining operations in Jamaica strengthen this commitment. They provide us with a reliable source of high-quality alumina, making us less exposed to market forces or third party supply disruptions. They also enable even greater transparency across our upstream value chain as we can now trace finished aluminum back to the mine.

## Our environmental ambitions

We have established long-term goals to reduce the environmental footprint of our products.

# 2030

### 30% reduction in carbon emissions from aluminum production by 2030

We invest significant resources and effort in the consistent and stable operation of our smelters, mindful of the link between stability and lower emissions. Our priorities are to reduce carbon consumption and perfluorocarbon (PFC) intensity, increase the use of reused scrap in production, and expand renewable energy across our value chain. By 2030, we aim to reduce carbon emissions from our aluminum production by 30% against our 2021 baseline.

# 2050

### Carbon-neutral aluminum production by 2050

Through research, development, and innovation, by 2050 we aim to make our primary aluminum production fully carbon neutral – either by developing an anode where carbon does not bond with oxygen, or by capturing CO2 in emissions.

These goals reflect Century's role as a responsible producer, supporting our commitment to remain competitive through more sustainable products. Our lower-carbon products help customers maintain an edge in the market for consumer goods, vehicles, packaging, and construction materials.



# The One Century Family

In 2024, we launched “One Century”, a unified approach to best practice and standardization across our priorities, including sustainability. Rolled out across the global workforce, the framework harmonizes processes and systems, and enables easy access to shared documentation. In this way, we can work together more effectively, consistently, and transparently to the highest possible standards across all locations.

One Century promotes a common set of values and way forward for our business, while recognizing the unique local strengths and attributes within our global family. One Century gained momentum with the adoption of a universal purpose, mission and core values statement.

## Our mission

**FROM BAUXITE TO ALUMINUM, CENTURY DELIVERS EXCELLENT PRODUCTS THAT CREATE VALUE FOR OUR CUSTOMERS, EMPLOYEES, SHAREHOLDERS, AND COMMUNITIES.**

# Our purpose

## RESPONSIBLY PRODUCING THE ALUMINUM THE WORLD NEEDS

We produce an essential metal for modern life. By responsibly producing the aluminum the world needs, we improve prosperity for our people and communities.

For all of us here, this work is an all-in, everyday commitment. We push each other to do what's right for all our stakeholders, even in the face of challenges. Working efficiently and embracing change, we achieve excellence, create value and work safer.

## Our values



**Care** - Our health and safety always come first. We take care of our people, communities, and the planet.

**Agility** - We work efficiently and focus on what is important. We work together to overcome obstacles and embrace change.

**Responsible** - We have the courage to do what is right, even when it's hard.

**Excellence** - We deliver superior products and results. We find new ways to create value and work safer.

# The Century Family

## Chicago, IL USA

- 102 corporate employees USA-wide
- Corporate headquarters
- Aluminum Stewardship Initiative (ASI) certification

## Clarendon, Jamaica

- 886 employees
- Bauxite mining and alumina refinery
- 30+ years of mine life remaining
- Alumina production capacity of 1,400,000 metric tons per year
- ISO 14001 and ISO 45001 certifications

## Mt. Holly, SC USA

- 495 employees
- Aluminum smelter
- Production capacity of 229,000 metric tons per year
- Reduction facility, carbon anodes, casthouse: billet, low-profile sow
- Most advanced smelter in the US
- ISO 9001 certification in casthouse

## Grundartangi, Iceland

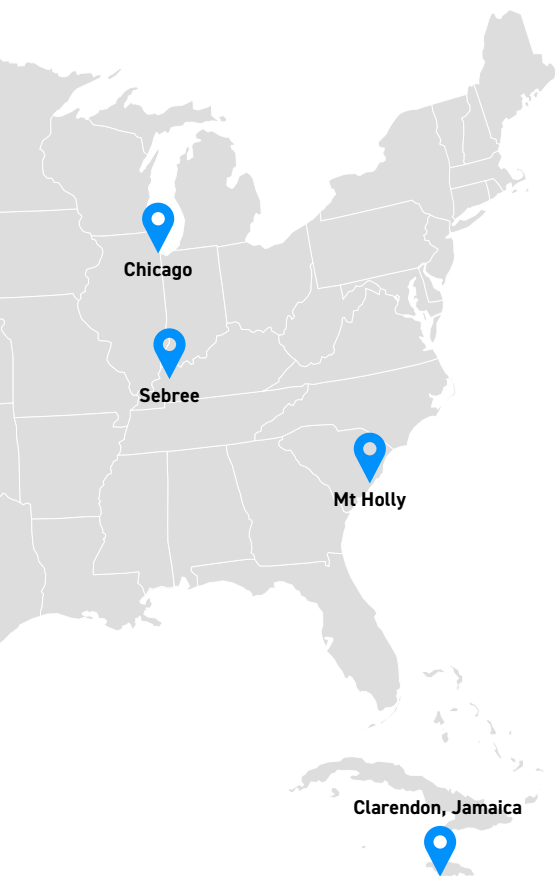
- 775 employees
- Aluminum smelter
- Production capacity of 317,000 metric tons per year
- Import alumina and anodes
- Produce Natur-Al™ low-carbon aluminum
- Aluminium Stewardship Initiative (ASI) certification
- ISO 9001, ISO 14001, ISO 45001, ÍST 85:2021

## Sebree, KY USA

- 632 employees
- Aluminum smelter
- Production capacity of approximately 220,000 metric tons per year
- Reduction facility, carbon anodes, casthouse: billet, low-profile sow
- ISO 9001 certification in casthouse

## Vlissingen, The Netherlands

- 81 employees
- Carbon anode production facility
- Production capacity of 165,000 metric tons of carbon anodes per year
- Ships to Norðurál
- ISO 9001



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# Letter from our CEO

## Dear Stakeholders,

I'm proud to share how much we've achieved together since our last report. Every day, our work brings into focus our purpose: to responsibly produce the aluminum the world needs. Our metal goes into consumer products like smart phones, home appliances, packaging and cars. It also goes into community resources like housing, transportation, energy infrastructure and national defense. Our work matters at home and around the world. We know we make a difference, and we proved that again in 2024.

## Environment

Our journey to responsibly produce the aluminum the world needs continues, marked by progress this year on multiple fronts.

- We unveiled plans for a new, advanced low-carbon smelter, the first of its kind in the U.S. The new smelter will create 1,000 new high-paying jobs.
- We completed construction of our low-carbon billet casthouse at our Icelandic facility and commenced sale of our exclusive line of Natur-Al billet, with less than a quarter of the industry average of CO2 emissions, traceable from mine to metal.
- At Sebree, improvements in our alumina feeders and pot controls led to a 30% drop in CO2 emissions on the process side, reaching the lowest level in five years. Sebree also cut SO2 emissions by 20% by reducing sulfur in our raw coke fuel from 3% to 2.5%.

## Social

Our vision of One Century became clearer in 2024, made real by our achievements in key safety and culture initiatives across the organization. Last year, One Century caught on as shorthand for building and amplifying our strengths, further integrating our diverse locations.

- We took our best practices in workplace safety and product quality and codified them into universal standards across our global footprint, with checks and balances built in.
- We custom-built and launched a uniform Corrective And Preventive Action (CAPA) system to reinforce transparency and accountability consistently across all locations. CAPA prioritizes improvements in behaviors and processes as opportunities arise. Everyone can report and track issues. This way, all voices are heard, and problems get fixed faster.
- Sebree earned ISO 14001 and ISO 45001 certifications, joining our plants in Iceland, and Jamaica in meeting the international standard for occupational health and safety practices.

Our core value of “care” supports our commitment to safety and to sending everyone home safely at the end of every shift. Last year, we faced a heartbreaking loss when a team member didn't make it home. That was not just a number to us. He was a friend, a coworker, and family member to many. We remain vigilant and constantly seek to improve in the area of safety. Safety is personal. We owe it to each other to make sure nothing like this happens again.

Employees can find a welcoming place to share solutions because being inclusive is part of who we are. We bring opportunities to grow with us and build lifelong careers making a difference.

- Mt. Holly increased women in the workforce by 34.1%, year over year, and our Nordural plant in Iceland received the 2024 Equilibrium Scale Award from the Federation of Women in Business, an organization that promotes women in management.
- Thanks to ongoing retention efforts, Sebree reduced turn over to its lowest in a decade.



## Governance

Our work on corporate governance also earned recognition.

- We received the 2024 Corporate Governance Award for Best Proxy Statement (small cap), our first ever. The award recognizes excellence in transparency, integrity and innovation.
- For the first time in its history, Jamalco became compliant with the Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves. JORC compliance constitutes a key milestone on Jamalco's journey of ESG integration.

Finally, we completed our first full year with Jamalco as part of our global team. Our team at Jamalco emulated our core values of care, agility, resilience and excellence. When Hurricane Beryl slammed into the island last summer, damaging our Rocky Point port, the team responded fast. By trucking 129,000 tons of alumina, we kept the refinery running with no delays.

With each example and data point, we build a brighter future together - for our people, our communities and our world. We are well on our way to the New Century.

Thank you for your trust.

Best Regards,

**Jesse Gary, CEO**



# Our Approach

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# Our approach to sustainability

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Integrating sustainability into Century's core operations underpins our long-term resilience. By exploring new ways to make it part of our business, we can enhance our competitiveness while standing stronger in the face of market volatility and environmental challenges.

In 2024, our sustainability approach and efforts were guided by the insights we gained from our materiality assessment. This broad-based assessment provided a clear picture of the sustainability issues that matter most to our internal and external stakeholders. Following in-depth research, stakeholder surveys, interviews, peer benchmarking, regulatory assessments, and ESG ratings analysis, we identified various priority topics. These were: promoting safety; conducting business responsibly; managing our emissions; minimizing our environmental impact; managing human capital; and supporting local communities.

We will review our materiality topics periodically, aligning our actions and strategies to address the issues that matter most to our business. As part of our approach to sustainability, we will also continue to expand our Natur-Al™ product line – our range of leading, low-carbon aluminum products. Through Natur-Al™ we are making our own production processes more sustainable, while helping customers minimize their environmental impact.

## Developing a single approach to ESG

We take a unified, collective approach to ESG policies and practices. We are streamlining sustainability processes, implementing best practices, and driving continuous improvement through shared learning. One Century principles are anchored in collective endeavor and best practice integration, which means implementing enterprisewide initiatives and programs that sometimes exceed the local requirements.

In 2024, we continued to make progress in standardizing our documentation and processes. While we already held ISO 9001 certification for casthouse operations, we gained certification for all departments at our locations, with Sebree obtaining ISO 14001 and 45001 in 2024. Additionally, our anode production facility in Vlissingen, Netherlands, gained ISO 9001 certification in 2024. We aim to achieve ISO certification at Mt. Holly by the end of 2025. We are considering adopting the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and International Sustainability

Standards Board (ISSB) reporting frameworks, looking to harmonize sustainability reporting across all Century operations. Each disclosure index can be found in the appendix of this report. These measures increase the efficiency, credibility, and transparency of our work, which in turn boosts stakeholder confidence and strengthens key partnerships.

## Environmental management systems

We organize the EMS of each facility to manage the environmental impacts, risks, and opportunities specific to operational requirements, as well as relevant laws and regulations. Each site's EMS activities are regularly audited by internal and external experts, and site leadership teams meet weekly to ensure learnings and best practices are captured at an enterprise-wide level.

We have also developed a Health, Safety, and Sustainability policy, which guides our sustainability activities across all Century sites and subsidiaries. Century employees and non-executive directors are responsible for complying with the policy to help enhance our health, safety, and sustainability performance.

## ISO and ASI certification

ISO certifications affirm our compliance with international standards for the quality, reliability, safety, and sustainability of our products and services. ASI certifications confirm our compliance with rigorous standards to promote transparency and accountability within the aluminum industry.

Century sites are at varying stages of the certification journey. Our facility in Iceland has been ASI certified since 2019 and is working toward further ASI accreditation. During 2024, we laid the groundwork for ASI at our Jamaica operations, with certification expected in 2025.

Our Iceland and Jamaica sites, already hold ISO certifications. In 2024, we achieved ISO 9001, 14001 and 45001 certification at our Sebree facility in the US, and our Vlissingen site in the Netherlands secured ISO 9001 certification. These certifications evidence our commitment to excellence, efficiency, and accountability, and underscore our efforts to drive positive change in the industry.

## Case study

### Integrating Jamalco into the One Century family

Century Aluminum is expanding. Following our 2023 acquisition of the majority share in Jamalco, we continue to integrate the Jamaican enterprise into our business.

The acquisition of Jamalco was a strategic move to reinforce our supply chain resilience and expand our operational footprint. Indeed, Jamalco's reputation as a leading producer of high-quality alumina aligns with our long-term objectives. Successful integration is therefore vital; and, in 2024, we took key steps to further embed Jamalco within Century Aluminum.

Culturally, we made progress integrating HR and people processes. We brought teams together to increase the inclusion of Jamalco personnel, ensuring Jamalco teams are less siloed and better amalgamated into day-to-day One Century operations. This process has been assisted by unified internal communications and the regular sharing of company-wide updates and news.

Since we achieved alignment with centralizing Jamalco's data collection, we intend to deliver a full Life Cycle Assessment (LCA) of all of our operations. With complete ownership of this closed-loop LCA, we calculate, monitor, and report on the environmental impact of our products and processes – from mine to metal. This process also included the alignment of safety data collection, providing us with a single, centralized view of safety issues and performance across all Century sites.

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**Century brings new opportunities and resources to optimize our operations and deliver excellent results. I'm confident that our continued partnership will yield even better outcomes, benefitting both Jamalco and Century Aluminum.**

**Marc Thomas**, Recovery Lead Engineer, Technical Services, has been with Jamalco for seven years and is accountable for providing technical guidance to support the production of quality alumina.

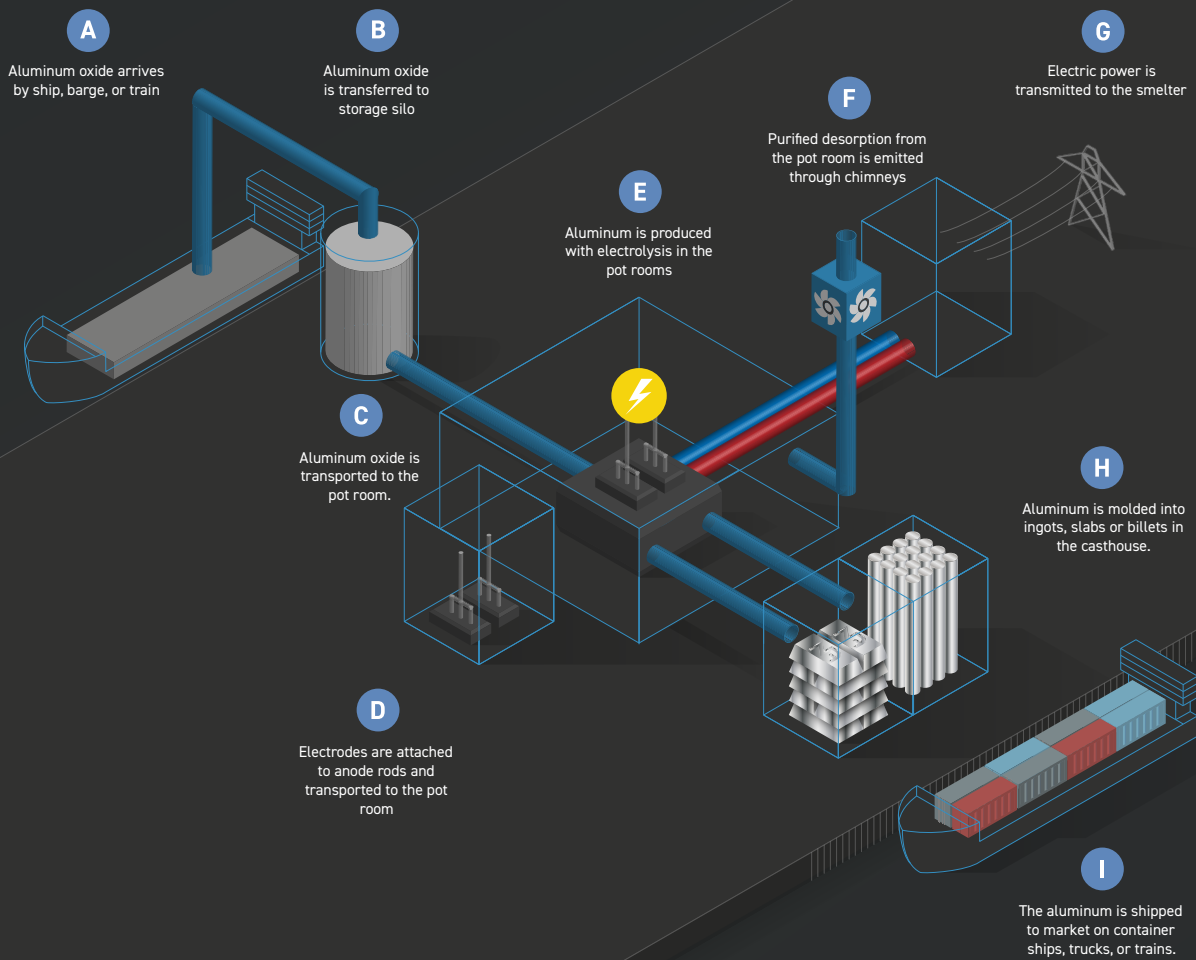
## Our aluminum production process

The process of producing pure aluminum from oxide compounds follows well-established steps. But there are several distinctions where we outperform our competitors, delivering aluminum products with carbon footprints that are among the smallest in the industry. These key steps are:

- Sourcing high-quality alumina from a responsible partner: improves operational stability, reduces environmental impact.

- Ensuring efficient operation of our casthouses and pot rooms: minimizes waste and stoppages.
- Sourcing renewable electricity: enhances our ability to produce a truly low-carbon product.

Our final, fully recyclable product then plays a key role in creating eco-friendly packaging, energy-efficient buildings, and lighter, safer vehicles.





**With Norðurál's new billet casthouse at Grundartangi, we produce a more valuable and environmentally friendly product, while also moving closer to our customers, who are largely car manufacturers in Europe.**

**Hans Adolf Linnet**, Billet Casthouse Quality Control Specialist at Norðurál, Iceland.

## Case study

### Expanding low-carbon capabilities with our new billet casthouse

Our Natur-Al™ product line offers world-class, low-carbon aluminum products, enabling customers to reduce their environmental impact. Today, Natur-Al™ helps lead the way in the field green aluminum. To produce it, we have reviewed and enhanced the entire production process, from mine to metal.

To strengthen our low-carbon aluminum production, in 2024 we completed the construction of a new billet casthouse in Grundartangi, Iceland. Until recently, the aluminum ingots produced in Iceland were melted into billets in Europe, where the carbon footprint of electricity generation is higher than in Iceland. By producing billets in Iceland, using 150,000 metric tonnes of expanded low-carbon capacity, we can now produce higher-value products with no additional emissions.

The project significantly boosts our capabilities to responsibly produce the aluminum our world needs. And it has been a win-win on every level. Since completion, our facility in Iceland has ramped up production rates, which will help us meet growing demand in Europe for low-carbon aluminum products. Meanwhile, Europe can now replace high-carbon footprint imports from other regions with sustainable billets from Iceland. The casthouse has also created 40 permanent jobs, in addition to 80-90 jobs during construction. And as the project meets green financing criteria, it has been fully financed by Arion Bank in Iceland.

## Pot room stability

Pots, or electrolytic cells, use electrolysis to break the chemical bonds within alumina. This crucial process requires a constant supply of energy to ensure high-quality aluminum production.

The pot room is therefore a high-energy-use step in the smelting process. With no viable alternatives to the pot room yet available, it is essential we continue to reduce the carbon footprint of the existing technology we have at our disposal.

Stability is key to extending the life of pots, which in turn reduces waste. Hence, continuous improvement of our pot room operations is prioritized.

In 2023, at our Sebree site in the US we achieved a 10-year best for pot room stability, with a notable reduction in energy consumption. And in 2024, we continued to enhance operational stability at Sebree, driving improvements in our alumina feeders and pot control functions. These efforts led to a 30% drop in CO<sub>2</sub> equivalents on the process side, resulting in the lowest levels recorded in five years.





# Environmental

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# Environmental performance

At Century Aluminum, we are committed to minimizing our impact on the environment and maximizing our efforts to responsibly produce the aluminum the world needs. Through GHG emissions reduction, energy efficiency, waste and water management, responsible land use, and biodiversity protection, we improve our environmental performance.

## GHG emissions

To calculate our Scope 1 and 2 GHG emissions, we adhere to the procedures and standards specific to each site's location. These include the EPA's Greenhouse Gas Reporting Program and Greenhouse Gas Protocol methodologies in the US; the EU Emissions Trading Scheme for the Netherlands and Iceland; and Environmental Authority reporting requirements in Jamaica.

To reduce our GHG emissions, we are increasing the use of renewable resources to generate power. We are also exploring innovative technologies and partnerships to reduce our carbon footprint further, such as investing in solar and wind power, implementing energy-efficient practices, and supporting suppliers to adopt sustainable processes. We are particularly focused on reducing our Scope 2 (indirect) GHG emissions, as electricity generation currently presents the biggest obstacle to reaching our emission reduction targets.

## Scope One

	2024	2023	2022	2021
Cenx tCO2/tAl	2,79	2,93	3,06	3,00
Reduction % compare to 2021	-7%	-2%	2%	-

## Air emissions

Air emissions remains one of our priority issues. Across our facilities, we adhere to all applicable environmental standards, permits, and licenses governing air quality.

Our robust air quality management program incorporates regular monitoring, assessment, and mitigation measures that minimize the impact of emissions on the communities and environment surrounding our plants. We also deploy a range of advanced technologies and continuous improvement initiatives to enhance air quality at all our sites. Above all, we are committed to safeguarding air quality for current and future generations.

## Carbon capture

Evolving carbon capture technology provides exciting opportunities to mitigate the release of CO<sub>2</sub> into the atmosphere. We closely follow these developments and actively support several carbon capture projects.

In 2024, we continued to explore carbon capture technology with key industry partners. Through collaborative initiatives with Carbfix, Qair, Arctus Metals, Ocean GeoLoop, and Reykjavik University in Iceland, we are driving innovation in carbon capture technology to combat climate change and meet our reduction targets.

We signed an agreement with Carbon Iceland to evaluate the feasibility of capturing emissions from the smelter. The first step is to assess how to integrate Carbon Iceland's technology with our operations. The evaluation should provide a clear roadmap for developing a capturing facility at the site.

Carbon Iceland's aim is to use the CO<sub>2</sub> to produce renewable fuel for the Icelandic fishing and maritime industries, as well as other transportation vehicles and equipment.

Mitsubishi Heavy Industries, a world leader in capture technologies, is exploring an optimal capture technology solution for the project. Additionally, Carbon Iceland is receiving energy system design from Siemens Energy.



## Electricity, fossil fuels, and energy consumption

Electricity, along with alumina, is one of our key resources. As a responsible producer, we are acutely aware of the large amounts of electricity required in the production of aluminum. The smelting process is continuous; any disruption to the power supply can lead to costly damage to equipment and increased emissions. A constant flow of electricity is therefore essential. Our operations also involve the consumption of diesel, natural gas, gasoline, and propane.

We work closely with our energy providers, partners, and municipalities to shift to renewable sources.

At our US sites, an increasing proportion of electricity is generated from renewable sources, including wind and solar, as power utilities retire high-carbon power plants and replace them with natural gas and renewable energy. However, the pace of change dictated by the utilities needs to be faster for Century and we are actively pursuing other opportunities to reduce our carbon emissions. These opportunities include evaluating the viability of solar projects at our US plants to generate energy onsite and exploring renewable energy credits (RECs) to further reduce our emissions.

Iceland's energy is 100% renewable, sourced from geothermal and hydroelectric power. This makes our Iceland facility the ideal location to produce our low-carbon aluminum.

In 2024, our total electricity consumption was 10,576,473 Mwh, with roughly half, 49.86%, coming from renewables. During the year, we made energy improvements at our Sebree site in the US, achieving the best energy consumption volumes in the last five years. At our Jamaica operations, we carried out numerous operational enhancements, including the installation of boilers that will deliver substantial efficiency gains. In addition, we plan to install a new steam turbine here to generate our own electricity. In 2024, we completed the design, planning, and risk assessment for the new turbine, which should come online in 2025.

## Century Aluminium: Energy Use

	2024	2023	2022
<b>Mt. Holly</b>			
Electricity (Mwh)	2,530,538	2,538,609	2,323,365
<b>Sebree</b>			
Electricity (Mwh)	3,338,757	3,308,982	3,339,078
<b>Grundartangi</b>			
Electricity (Mwh)	4,600,386	4,622,893	4,566,844
<b>Vlissingen</b>			
Electricity (Mwh)	18,359	18,527	19,092
<b>Jamaica</b>			
Electricity (Mwh)	88,433	90,451	53,596



## Water usage and consumption

Century Aluminum is fully committed to responsible water management. We work to minimize water usage, maximize recycling and reuse, and comply with stringent regulatory requirements across all our sites. At each plant, we implement best practices aligned to unique local challenges and opportunities.

In Iceland, for example, unlimited freshwater access needs to be managed to high regulatory standards. In the US, our facilities implement strategies to tackle water scarcity. And in Jamaica, our sites prioritize preparations for tropical storms and heavy rain.

## Waste

As part of our commitment to environmental stewardship and sustainability, we are implementing company-wide efforts to manage, reduce, and reprocess the waste generated at our sites. In particular, we focus on managing the waste arising from our smelting processes.

We are committed to responsibly managing both hazardous and non-hazardous waste, including aluminum scrap and other byproducts.

Century Aluminum Sebree has an onsite landfill that handles their process wastes. By reprocessing and reintegrate process waste Sebree has reduced the amount of waste going to the landfill area by 26%.

Also in 2024, we completed a seepage collection improvement project at our Jamaica operations. This work will reinforce our existing seepage monitoring capabilities and enhance our environmental protection measures. In addition, we continued to review our residue and water management processes. As Jamaica is exposed to extreme wet seasons and storms, our residue storage areas are at risk of periodic high-water levels. This means continuous improvement in safe management practices is critical. To this end, we completed the installation of six enhanced turbo evaporator misters. The misters will increase the evaporation rate from our water storage ponds, reducing our water storage levels and leading to better, more sustainable water management.

## Mining waste and mine rehabilitation

Our operations in Jamaica have stringent waste management systems in place, fully aligned with local and international regulatory requirements. Bauxite mining involves extracting alumina-rich minerals from the earth’s crust. In Jamaica, this is done through open-pit mining, during which waste materials, bauxite mine tailings (waste), and bauxite residue are produced and managed in residue storage areas. There are also seven ponds to capture and manage wastewater. These ponds, along with a series of tailing dams, prevent waste materials from dispersing into the surrounding environment.

We also adhere to strict post-mining controls and conduct regular risk assessments of residue management areas. We align our operating, maintenance, and closure standards with the global tailing standard, aiming for excellence in the treatment and rehabilitation of tailings and storage facilities.

In Jamaica, comprehensive policies and procedures set strict standards for the treatment and rehabilitation of tailings and storage facilities after mining is completed. Building on Jamalco’s long history of successful and sustainable mine rehabilitation, in 2024 we maintained our support for community development and ensured compliance with mining lease agreements – for example, by facilitating land use for agriculture, green spaces, resettlement, and infrastructure.

## Jamalco Mine Rehabilitation

	2024	2023	2022
Reclaimed land (hectares)	50.32	20.58	67.04

## Land use and biodiversity

Across all our operations, Century is united in its commitment to biodiversity conservation and responsible land use. As global demand for aluminum continues to rise, we recognize the risk to biodiversity posed by the intersection of extraction activities with natural ecosystems. We therefore take steps to integrate conservation efforts and sustainable land use practices into our mining operations.

For 25 years, independent research bodies have measured the environmental impact of our aluminum smelting facility in Iceland. Across a large and diverse area, this monitoring includes sampling protocols for marine life, peatlands, vegetation, animal life, rivers, lakes, and seawater. The results of the environmental monitoring of the Grundartangi industrial area in 2024 for freshwater, ocean, hay, and grass show that all the thresholds set in the operating permits and regulations were met. Air quality measurements for fluoride at Kríuvarda were above the threshold limits set in Norðurál’s operating permit. Other air quality measurements were in all cases equal or below defined environmental limits.





# Social

## The value of our people

Through our integrated culture, we unite unique individuals, skills, backgrounds, and experiences, knowing we are stronger together. We value prioritize working together to overcome obstacles and embrace change.

Century's team of almost 3,000 employees spans four countries and eight locations. Many of our people live near to our plants and facilities, and we consider Century to be a valuable part of our local communities.

In 2024, we completed several foundational initiatives that will guide our employee experience strategy in 2025. This included a global total rewards survey to better understand employee satisfaction with compensation, benefits, and recognition. The insights from this survey will shape future enhancements to ensure our offerings reflect what employees value most.

We also finalized our updated purpose, mission, and vision statements, which define how we lead and work. These statements emphasize taking responsibility, caring for people, moving with urgency, and pursuing excellence. A formal roll out of the purpose, mission, and vision will begin in 2025 across all locations.

Additionally, we launched the next phase of manager and supervisor training and approved a comprehensive body of employee-focused work to be implemented in 2025. Central to this is the "One Century" Employee Value Proposition, which will unify our culture and operations by aligning values, behaviors, internal communications, candidate and employee experiences, career development, total rewards, and ESG priorities.

Development of this proposition is being informed by site visits, listening sessions, and executive interviews to ensure it reflects the real expectations and experiences of our people. Together, these global efforts attract, engage, retain and develop talent while enabling integration and operational excellence across all sites.

### Century Aluminum Employees 2024

Location	Salaried	Union	Total	% Union
Corporate	102	0	102	0%
Hawesville Operations	2	0	8	75%
Sebree	145	485	624	77%
Mt. Holly	495	0	495	0%
Jamalco	343	543	886	61%
Grundartangi	102	642	744	86%
Vlissingen	0	81	81	100%
Norðurál ehf	31	0	31	0%
<b>Total</b>	<b>1,220</b>	<b>1,751</b>	<b>2,971</b>	<b>59%</b>

## Safety

At Century, the safety of our people is everything. Our goal is to create a safety culture that supports the wellbeing of everyone involved in our operations. To this end, our Health, Safety and Sustainability Committee ensures safety is at the center of every decision we make.

Our commitments to safety include providing a safe environment for our employees, customers, visitors and contractors; adhering to relevant health and safety laws and environmental regulations; and implementing safe working practices across our sites. We also integrate health and safety risk management into every aspect of our operations, and prioritize systems that aim to prevent workplace accidents and injuries.

To ensure employees are equipped with the relevant skills and knowledge, we provide rigorous safety training programs. Specific modules cover incidents such as immediate stop-work response; fire response; confined space rescue; emergency medical response; HAZMAT response; man-overboard scenarios; and AED/CPR.

To further strengthen our safety culture, at each of our facilities we have implemented safety performance-linked short-term bonus incentive systems. Built on core safety and environmental metrics, these programs reward and encourage positive safety behaviors among employees. We have also developed an annual incentive plan for our executive management team, linked to the achievement of pre-established performance targets, which include responding to reports, management teams' safety observations, and procedural reviews.

In 2024, we rolled out our Golden Rules for Safety, which emphasize proactive measures, hazard awareness, and personal responsibility. There are 10 rules in total that encourage stopping to think before acting, identifying and assessing potential risks, and taking necessary control measures.

## Case study

### Building a safety culture

Our ultimate goal is to create a safety culture where all our people are united in their efforts to achieve excellence.

During 2024, we rolled out a universal standard for HSE and completed the development of a new HSE management system. We also conducted gap analyses at our facilities to assess where further safety improvements are needed. This process stimulated productive conversations between sites about safety issues, leading to agreed common approaches to the identification and management of industry hazards. Crucially, we extended this process to Jamalco, successfully centralizing safety data collection and dialogue.

We also made significant progress in the development and testing of our centralized industrial hygiene platform. With huge improvements made, we continued to develop the automated reports that will accompany platform rollout in 2025.



## Health and wellbeing

Due to our high-risk operational environments, we adhere to Occupational Health and Safety (OHS) standards to protect our employees from adverse health impacts. Our stringent safety training, policies and processes ensure our employees follow safe work practices to eliminate or minimize any risk of personal harm.

In addition, we carefully monitor the health of each of our employees, offering a range of services including comprehensive health screenings, fitness evaluations, medical checks, and drug and alcohol testing.

At our US facilities, in accordance with OSHA standards, we offer screenings for beryllium health, hexavalent chromium, and crystalline silica.

## Acting with integrity: supply chain management

We proactively stipulate responsible sourcing practices across our procurement and supplier network. Committed to ethical and sustainable supply chain management, we only work with vendors who uphold the highest human rights standards, adopt environmental principles, and ensure dignified working conditions. We also only engage with suppliers who respect the rights of indigenous people and who do not operate in conflict areas. We conduct rigorous due diligence to ensure these criteria are met.

In 2024, we continued to roll out a new centralized system designed to evaluate and rank vendors against stringent criteria. Leveraging EcoVadis ratings, the system assesses the social, environmental and ethical performance of our suppliers and contractors. We evaluate vendors against key risk factors, enabling us to ensure alignment with our standards and drive improvements in practice where needed. While the initiative doesn't yet cover all Century suppliers, during the year, we worked hard to extend its reach and impact, with completion expected in 2025.



**Our new smelter will set new standards for primary aluminum production in the U.S. I'm proud of our leadership, and the fact that my generation is leaving a mark on the industry for the next 50 years.**

**Dave Whitmore**, a second-generation smelter worker whose career spans three decades and whose son also worked in a smelter. Sebree, KY.



## Human rights

Century Aluminum is committed to promoting and protecting human rights. We express and uphold this commitment through our [Human Rights Policy](#), which applies globally to all Century employees, suppliers and business partners.

The policy aligns with the OECD Guidelines for Multinational Enterprises and the UN's Guiding Principles on Business and Human Rights, which in turn are built on the UN Declaration of Human Rights and other instruments. It reflects our core organizational values and our interpretation of international human rights standards.

Our Human Rights Policy prohibits forced labor, human trafficking and child labor in our operations, by our suppliers or business partners. It works alongside our Code of Ethics as part of our commitment to providing an equitable work environment.

Our employees are free to terminate their employment in accordance with the provisions in their employment arrangements. In addition, they have the right to:

- Equal opportunities.
- Reasonable working hours.
- Fair and equitable wages.
- Freedom from workplace violence, harassment, bullying, and unlawful discrimination.
- Freedom of association and, where applicable, collective bargaining for employees covered by a union agreement.

## Freedom of association, collective bargaining, and labor rights

Across our facilities, sites, and operations, we recognize and respect our employees' rights to freedom of association and collective bargaining.

At our Sebree site, our labor agreement is effective through October 28, 2028. In Iceland, the current agreement was ratified on April 22, 2025, and remains in effect through December 31, 2030. At Vlissingen, the labor agreement negotiated by the FME is effective through December 31, 2025. At Hawesville, the labor agreement is effective through April 1, 2026. In connection with the smelter's curtailment, a separate agreement covering the curtailment period was reached on July 19, 2022. At Jamalco, labor agreements for both salaried and hourly employees expired on December 31, 2023, and negotiations for new agreements are ongoing. Until new agreements are finalized, employees continue to operate under the existing terms.

There were no labor disruptions at any of our sites in 2024.

As of December 31, 2024, approximately 59% of our workforce is covered by union representation, as follows:

- Approximately 86% of our Iceland workforce is represented by five labor unions.
- 100% of our Vlissingen, Netherlands workforce is represented by the Federation for the Metal and Electrical Industry (FME).
- Approximately 77% of our Sebree, Kentucky workforce is represented by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union or USW.
- Approximately 61% of our Jamaica workforce is represented by the Union of Technical, Administrative and Supervisory Personnel UTASP through separately negotiated labor agreements for hourly and salaried employee groups.
- At Mt Holly, there is no labor union representation for employees.

At Century, labor relations are overseen by our plant managers, HR managers and legal team. Our plants hold regular labor management meetings, at which attendees discuss the current state of the business and key performance indicators.

Any employee with concerns related to freedom of association or collective bargaining can make submissions anonymously through Ethical Advocate, our independent third-party reporting system. Ethical Advocate is one of several mechanisms we have in place to collect, record, and address employee grievances and complaints.

We also maintain structured mechanisms for addressing complaints and grievances. For example, hourly employees at our smelters in Hawesville and Sebree, Kentucky, are represented by the United Steelworkers. Each facility operates under a Collective Bargaining Agreement, which includes formal multi-step grievance and arbitration procedures to ensure employee concerns are investigated, documented, and resolved in a fair and consistent manner.

### A summary of our key labor agreements is provided below:

Facility	Organization	Term
Grundartangi	Icelandic labor unions	Through December 31, 2030
Hawesville	USW	Through April 1, 2026
Sebree	USW	Through October 28, 2028
Vlissingen	FME	Through December 31, 2025
Jamalco	UTASP	Through December 31, 2023

## Attracting and retaining talent

The future success and sustainability of Century Aluminum depends on our ability to attract and retain talent. By creating an environment where people feel safe and engaged, we ensure our employees become our strongest advocates, helping to recruit new individuals and deepen our international talent pool. These conditions also help to foster problem-solving, innovation and growth.

To attract and retain the talent we need, we offer a range of employee benefits. These include:

- Healthcare and medical coverage
- Flexible work arrangements, where possible
- Professional development opportunities
- Life insurance
- Long- and short-term disability insurance
- Retirement benefits
- Employee assistance programs
- Wellness programs and health screenings
- Paid time off and holidays
- Incentive and recognition programs
- Employee engagement activities and events
- Access to mental health resources and counseling
- Volunteer and community service opportunities

In 2024, Century Aluminum advanced a broad set of community engagement efforts across its operations. Sebree supported the Henderson Chamber's Women in Business event, helping elevate the visibility of women in leadership. Norðurál participated in Akranes Gay Pride by supporting community festivities and taking part in the public celebration. Jamalco provided educational and social assistance to students and families through programs aimed at improving access to learning and essential resources. The company also worked with Historically Black Colleges and Universities and regional technical colleges to strengthen its recruitment pipeline and expand pathways into manufacturing careers. Expanded training opportunities, outreach efforts, and refined hiring practices at Mt. Holly led to a more than 30% increase in the number of female employees. We are delighted to report that our Iceland team received the Equilibrium Scale Award 2024.

The award is a project of the Federation of Women in Business (FKA) that promotes equal representation of men and women in management teams.

We want our people to feel valued and rewarded for their hard work. In 2024, we conducted a global rewards and benefits survey to better understand how employees view our pay, benefits, and overall workplace experience. While employees expressed general satisfaction with areas like base pay, retirement, and paid time off, they also identified opportunities to improve recognition, career development, and workplace flexibility. This feedback is helping us shape future improvements to ensure we continue to meet the needs of our employees and stay competitive in the market.

We also launched a new Building Next-Gen Leaders program at our Mt. Holly facility, a six-month leadership training initiative designed to strengthen the capabilities of our frontline team. The program focuses on practical, real-world applications and covers topics such as conflict management, assertive communication, supervising former peers, adapting to change, and critical decision-making. While designed for supervisors, it also includes technicians, expanding the reach of our leadership development efforts and building a broader pipeline of future leaders.

## Tenure at Century Aluminum

### Average length of employment (years)

Grundartangi	8.7
Mt Holly	5.5
Sebree	8.6
Jamaica	10.3



## Case study

### Working with higher education

In 2024, we made good progress with our higher education programs and partnerships.

Through our Heavy Industry School (HIS), employees can increase their knowledge, skills and understanding of the aluminum production process. Operating in conjunction with the Center for Continued Education in West Iceland, the heavy industry curriculum is adapted to the specific machinery and job requirements of the Grundartangi facility. The school offers basic and advanced studies, each lasting three terms. The basic studies are for unskilled employees, while the advanced studies are aimed at skilled workers and those who have completed the basic level. Norðurál collaborates with the Center for Continued Education in West Iceland and the Junior College of West Iceland on these courses, with specialists from Norðurál involved in teaching.

At Sebree, Kentucky, our local technical college partner has secured the necessary funding to develop a heavy manufacturing readiness course. This program would provide critical training in areas such as workplace safety, heavy equipment exposure, basic maintenance, process understanding, and industrial work habits. By equipping participants with these foundational skills, the course could eliminate the need for prior manufacturing experience, allowing more candidates to qualify for roles at our facility. The program is expected to launch in 2025.

## Training and education

All incoming Century employees participate in orientation and onboarding processes designed to meet the needs of each facility. Through these processes, new employees are introduced to our culture, which unites all sites, teams, and individuals.

The Century employee handbook and policies outline our expectations for how employees should behave in any situation. In addition to job-specific safety training and skills development, all employees are required to undertake annual training on our Code of Ethics; Anti-Corruption Policy and Business Courtesy Guidelines; Insider Trading Policy; Document Retention Policy; Human Rights Policy; and our Health, Safety and Sustainability Policy.

We place great value on nurturing our in-house talent, and support our employees' career advancement through ongoing education and training. One of our key inhouse schemes is the GO FAME project, which prepares our next generation of craft workers. In 2024, we successfully rolled out the project to another cohort of employees, providing technical training, manufacturing skills development and hands-on experience to help them transition from production to maintenance roles.

In 2024, nearly 10% of our frontline leaders in targeted training programs focused on strengthening supervisory effectiveness, communication, and team performance.

Additionally, 232 employees participated in training and educational development programs. We invested more than \$500,000 in tuition reimbursement, safety certifications, technical instruction, and leadership development. Training initiatives included technical skills, safety and compliance, professional education, and tuition reimbursement programs supporting degrees and certifications.

## Case study

### Elevating supervisor training

To ensure a constant flow of managerial talent through the business, each year we provide supervisor management training across all locations. In 2024, we focused our efforts on Sebree and Mt Holly, where we added a second, higher-level class for employees who have undergone initial supervisor training. By offering a subsequent training, we cultivate career growth for supervisors and managers, laying firm foundations for the future.

By the end of 2024, 25 employees had successfully completed the program. This course expands on core supervisory skills with a focus on strategic problem-solving, performance management, effective delegation, conflict resolution, coaching for accountability, and leading teams through operational and organizational change. The program is designed to equip participants with the tools needed to lead larger teams, drive continuous improvement, and contribute more broadly to plant performance and culture.





## Performance management

As part of our performance management system, we conduct annual performance reviews with our permanent, salaried employees. These reviews provide pivotal moments in employees' career development, while helping to ensure their growth aligns with Century objectives.

To facilitate this process fairly and effectively, human resources teams at each site oversee our employee performance reviews. They subsequently share compensation recommendations with the Corporate HR Team for final review and approval.

In addition to these annual reviews, ongoing conversations throughout the year form an integral component of our training and development process.

As part of our performance management system, we also conduct annual performance reviews with our permanent, salaried employees. In 2024, we introduced biannual performance management updates to provide more timely feedback, reinforce alignment with Century objectives, and support continuous career development. These check-ins, combined with the formal annual review, offer regular opportunities for employees and managers to discuss progress, development needs, and future goals.

## Employee engagement

Employee engagement is a critical driver of productivity, retention, and overall organizational performance, aligning all employees with our vision and goals.

To enhance our understanding of employee needs and refine our workplace proposition, we routinely conduct employee surveys. In 2024, we carried out a survey at our Mt Holly site in South Carolina, which achieved a 42.5% participation rate. We then allocated key response tasks to specific teams, who will generate ideas, discussion, and action plans linked to the survey feedback. In each team, designated leaders will drive improvements in specific identified areas, such as onsite employee amenities.

We also conducted a company-wide safety survey in 2024. With participation rates increasing from 24% to 45%, it is clear our engagement mechanisms are gaining traction across the business.

## Community engagement

We regard the communities in which we operate as an extension of the Century family. The majority of our employees live locally and are part of the neighborhoods and communities that surround our plants and facilities.

At each of our sites, we belong to a business association or roundtable and participate in local chambers of commerce. Through our participation in these bodies, and the communication, collaboration, and resource sharing this enables, we identify opportunities to support community interests.

While our One Century vision promotes a united, company-wide approach to community engagement, each site develops specific projects tailored to local needs. In 2024, sites across the company carried out a wide range of community-focused initiatives, including programs in education, health, volunteerism, environmental sustainability, and economic support.

Our activities at local level play an important role in managing the risks and opportunities associated with community rights and interests. Through participation and involvement, we facilitate communication, collaboration, and resource-sharing among residents, community organizations, local governments, and businesses, enhancing overall community wellbeing.

Among other activities, we hosted, funded, or supported the following:

- **Back-to-School Supply & Backpack Drives**

Partnered with multiple schools to provide supplies and backpacks to local students.

- **Project Cool Breeze (Air Conditioning Assistance)**

Supported local initiatives to provide air conditioning units to low-income households.

- **Food Drive for Local Pantry**

Donated over 562 pounds of non-perishable items to a local food bank.

- **Health, Dental, and Information Fairs**

Hosted free community health and dental fairs, offering services such as medical checks and health information to over 100 residents.

- **Hurricane Relief Support**

Donated more than 1,000 relief packages and funded roof repairs for families and employees impacted by Hurricane Beryl.

- **Education Assistance Program**

Jointly funded student support for 500 children from basic to tertiary levels with over \$22 million JMD invested in Jamaica.

- **School Equipment Donations**

Provided computer tablets, computers, and a projector to schools and a police station to support digital learning and public services.

- **School Refurbishment and Volunteer Workdays**

Issued grants and organized volunteer teams to repair and prepare schools for reopening.

- **Environmental Cleanups**

Led a beach cleanup on International Coastal Cleanup Day, removing plastic and debris from coastal areas.

- **Community Fundraisers for Schools**

Organized public aerobic events (e.g. Jamalco in Motion) to raise funds for school infrastructure and supplies.

- **Holiday Drives and Gifts**

Sponsored children through the Stocking Drive for Low Country Orphan Relief and supported Toys for Tots campaigns.

- **Public Cultural Event Sponsorships**

Sponsored local Pride events and painted public spaces in celebration of community diversity.

- **Community College & Education Partnerships**

Collaborated with regional colleges and universities to enhance local talent pipelines and increase access to manufacturing careers.

- **Public Plant Tours and Educational Sessions**

Hosted MBA students and local residents for guided tours of production facilities, offering insight into industrial operations and job opportunities.



# Governance

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# Governance

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We prioritize responsible corporate governance practices, upholding the highest ethical standards and creating long-term value through continuous collaboration and open communication with our stakeholders.

## ESG oversight

At Century Aluminum, ultimate oversight of ESG lies with our Board of Directors. The Board is provided with quarterly presentations on ESG, ensuring ongoing awareness and scrutiny of social, environmental, and governance topics. It also stays informed of global best practices within the rapidly evolving ESG landscape, ensuring we remain responsive to emerging trends and developments.

Stewards of the company's long-term health, success, and sustainability, our Board members maintain oversight via the Board's four standing committees, the Century legal team, and executive management. The Board is sharply attuned to shareholder expectations for heightened ESG focus and performance. At the same time, it is keen to balance fast-moving ESG initiatives with prudent decision-making, looking to create long-term value for our company, customers, people, and planet.

## Case study

### Integrating Jamalco's ESG practices

During the process of integrating Jamalco into Century Aluminum, one of our major focus areas has been incorporating Jamalco's ESG practices into our governance framework.

In 2024, we delivered several key integration initiatives. In IT, we integrated Jamalco's local area network into Century and migrated the company's Microsoft Exchange platform. We also replaced old and unsecure firewalls and network hardware, while deploying endpoint protection to all PCs and laptops and implementing monthly system updates.

In accounting and finance, we implemented General Ledger (GL) account reconciliation processes and applications for tracking. We developed policies for repair, maintenance, parts, and supply expenses. And we deployed new planning, forecasting, and analysis applications, plus maintenance Key Performance Indicator (KPI) dashboards, scheduling, and optimization. These measures will help to ensure, as part of the integration process, that we can manage ESG risks and promote transparent reporting and accountability.

In addition, for the first time in its history, in 2024 Jamalco became compliant with the Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves ('the 'JORC code'). The inaugural JORC report was presented to Jamalco management late in the year, detailing bauxite resources and reserves available under our mining leases. JORC compliance constitutes a key milestone on Jamalco's journey of ESG integration.



# Board of Directors

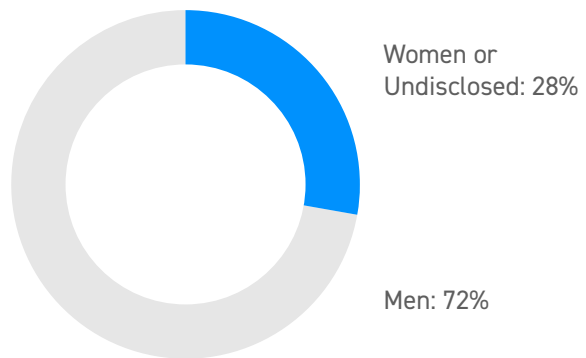
Strong governance begins at the top with our Board of Directors, who set rigorous standards for our employees, officers, and fellow directors. With oversight over business affairs, the Board defines corporate policies, charts strategic direction, and supervises management responsible for our day-to-day operations.

Our Board of Directors comprises a range of skills, viewpoints, backgrounds, and experiences. Each member's attributes, opinions, and perspectives reflect the global industry of which we are a part. Our current directors come from a variety of backgrounds. They are residents, or have nationalities associated with, five different nations. They also represent a broad age range. Women account for 37% of our senior plant leadership.

In accordance with Nasdaq rules, most of our Board are independent. Led by our chairman, our independent directors meet in executive sessions without the presence of management no fewer than four times each year. The independent directors met four times in 2024.

During the year, the Board continued to focus on its core oversight and governance functions. In addition to Jamalco integration, it focused on assessing the impact of trade and tariff policy, and evaluating the company's capital projects and strategy.

## Board composition 2024



## Board committees

Four standing committees are responsible for monitoring and developing strategies for risk management in specific ESG areas. The committees receive monthly environmental reports from our plants to facilitate informed decision-making and proactive risk mitigation efforts. The Board committees are:

- **Health, Safety, and Sustainability Committee:** receives monthly environmental reports from each of our six facilities and meets at least four times a year to review all health, safety, and environmental sustainability and social responsibility matters relating to Century operations. They make regular reports to the Board to provide guidance and recommendations based on our performance in ESG matters and alert the Board of proposed regulations that may affect the company.
- **Governance and Nominating Committee:** meets at least four times a year. They assist the Board in performing nominating functions and lead annual director reviews determining selection guidelines and criteria. Among other duties, they also oversee corporate governance practices and policies and make recommendations to the Board at quarterly meetings on policies and procedures that concern the company.
- **Audit Committee:** meets at least four times a year, as well as in separate executive sessions with management, internal auditors, and a public accounting firm. They are responsible for the oversight of and compliance with legal and regulatory requirements relating to internal controls, accounting, finance and financial reporting, and auditing. The Audit Committee is also responsible for investigating allegations of violations, escalating violations to the Board as needed and at least quarterly.
- **Compensation committee:** meets at least four times a year. They are responsible for and have oversight of executive compensation and regulatory compliance of Century's compensation and benefits plans. They report to the Board quarterly.

## Risk management

Within Century's risk management framework, risks are classified in four categories: business, financing, operational, and environmental. Our operations are significantly influenced by fluctuations in energy costs, aluminum prices, and access to critical raw materials (alumina, anodes). Our senior management is responsible for risk management activities, which are carried out under guidelines established by the Board of Directors.

No new risks were identified in 2024, although the largest year-on-year increases in the likelihood of impact were seen in the following risk areas: political, tax and economic environment; major capital project execution; operating a fully integrated system; and accounting, reporting, and disclosure.

## Corporate responsibility and Code of Ethics

In line with our core values and principles, everyone is responsible for upholding the highest ethical and safety standards. To drive integrity and excellence, we have developed a clear compliance framework that encompasses every aspect of the business.

Our Code of Ethics sets out our expectations regarding different areas of ethics and compliance, including conflicts of interest, political activity, and compliance with laws. The Code reflects our commitment to conducting business responsibly, at the highest level of honest and ethical behavior and integrity.

The key to our compliance culture is our employee's understanding of the Code. Training on the Code and our employee handbook is therefore obligatory for all new Century directors, officers, and employees globally. Each year, the Board conducts a thorough review of the Code, ensuring it aligns with evolving regulatory requirements and industry best practice.

Through these measures, we remain dedicated to promoting transparency, compliance, accountability, and ethical conduct across all aspects of our operations. In 2024, 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.

## Reporting and investigating

We work as a team to maintain our high safety and ethical standards. Any employee who becomes aware of violations of our Code of Ethics or corporate governance policies is required to report them immediately. Indeed, the Code itself contains information on how employees can report such violations.

To enable employees to raise concerns and make reports in a timely manner, we use multiple lines of reporting. Employees can speak directly to supervisors, site managers, HR members, or to the general counsel. Reports can also be made anonymously through our whistleblower platform. Once violations are reported, we employ an escalation process to assess the correct investigation channel and ensure a prompt and comprehensive response.

## Whistleblower platform and Incident Review Board

We prioritize accountability and encourage all stakeholders to come forward if they suspect any breaches of the law, regulations, or ethical standards within or involving our company. To this end, we maintain an online and telephone reporting hotline through an independent provider, Ethical Advocate. The hotline is available 24/7 and supports multiple languages, with confidentiality ensured at all times. In 2024, there were two complaints submitted via Ethical Advocate, both of which resulted in an investigation.

We also have an Incident Review Board (IRB) in place, which is responsible for conducting all reviews of HSE incidents and near misses across our operations. Comprised of leaders from all Century sites, the IRB holds monthly meetings to review the details, corrective actions, and learnings from any event, following rigorous incident investigation policies and procedures.

## Lobbying and political contributions

Century has an active government relations and lobbying function in the US at a local, state, and federal level related to the Company's North American Operations. These lobbying activities are all reported and disclosed under applicable local, state, and federal laws. All political contributions made by the company and Century's federally registered Political Action Committee (PAC) in the US are reported and disclosed in accordance with all applicable laws. Century has a long-standing policy to not contribute to any political campaigns or entities in Iceland or Jamaica.

## Cyber risk management

Cyber-attacks on aluminum smelting facilities pose the risk of disrupted operations and reputational damage. To minimize these risks, we have modeled our cybersecurity structure on the NIST (National Institute of Standards and Technology) Cybersecurity Framework, which provides comprehensive and standardized approaches to mitigating cyber risk. In line with our global integration efforts, we have also built a single, centralized network to reduce the complexity of maintaining security and enforcing policies across different systems.

In 2024, we launched a new quarterly online cybersecurity training program. Every Century employee with an email account is required to participate in an interactive training session, followed by a short quiz. We also continued our long-standing practice of using multi-factor authentication for remote access via our Virtual Private Network. And we implemented MFA for all Microsoft cloud application access. When accessing OneDrive, SharePoint, or Outlook, among other programs, MFA is now required. In addition, we implemented geographical restrictions for remote access, meaning for employees traveling to select countries, preauthorization is now required before using VPN from that location.

