

The background of the entire page is an abstract, high-contrast black and white image. It depicts a thick, viscous liquid, likely molten metal, flowing in a series of overlapping, curved layers that create a sense of depth and movement. The lighting highlights the metallic sheen and the fluid dynamics of the flow.

CenturyALUMINUM

A Green Path to a New Century

2022 Sustainability Report

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Century monitors environmental, social, and governance (ESG) topics that may have a material impact on the Company. With the help of an external expert and through engagement of internal stakeholders, we determined that the following topics were the most relevant to Century’s business priorities in 2021 and were the foundations of our Sustainability endeavors for the past year. We continue to periodically review this list of material topics with key stakeholders to ensure that the areas identified below continue to represent the key to advancing sustainability initiatives at Century. Century has aligned our sustainability report with the most comprehensive and internationally recognized standards for corporate sustainability reporting.

Cautionary Statements

The information contained in our 2022 Sustainability Report is provided by Century Aluminum Company (the “Company” or “Century”) as of the publication date and is subject to change. After the publication of this 2022 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 2022 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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Let’s stop at nothing!

At Century, we have set ourselves the task of producing Carbon Neutral Aluminum by the year 2050.

This is a journey, with several milestones along the way. Some of them are relatively straightforward – improved practices and protocols, phasing out old methods and materials, recycling programs and the like. Others are more demanding, and some require new solutions through innovation and development projects. Ambition and determination will get us there.

We continue to believe, more than ever, that aluminum is an important enabler of the Green Economy as the material of choice for many electrification applications including electric vehicles, solar panels, wind turbines, and high voltage transmission cables, to name a few. Aluminum is the metal of the future.

We’re pleased to say that we’re constructing a new billet cast-house in Grundartangi. This 150,000 metric tonne facility will provide low carbon extrusion billets to Europe under our Natur-Al™ brand. Producing billets rather than standard remelt ingots will save energy for our customers who will no longer have to add an additional melting step. It will also ensure that the European downstream industry will process metal with a low carbon footprint rather than import material from outside Europe with a much higher carbon content.

Speaking of Grundartangi and our entire Icelandic team, we are very pleased that Norðurál was named the Icelandic Environmental company of the year in 2022. Our forward leaning team deserves credit for not only putting in place management systems that measure, control and improve all of the many ESG variables, but also for setting ambitious targets and creating a culture of continuous improvement. We follow closely developments towards carbon capture solutions and have partnered with industrial green technology leader, Ocean Geoloop, to test their technology at our Norðurál plant in Iceland.

In the U.S., despite a challenging environment in 2022, we continued to build momentum on our sustainability goals. We have put in place more rigorous measuring and reporting systems and continue to work toward ISO and ASI certification at our plants. We have projects in the pipeline that will save energy and reduce greenhouse gas emissions. Lastly, we continue our scrap recycling activities and remelted more scrap in 2022 than in any year prior.

In closing, we invite you to read our Sustainability Report and see our progress. Thanks to our employees for their commitment to the health and safety of our colleagues and communities.

There’s much to do and we at Century are excited for the future.

Jesse Gary



Our Company and Our Products

In Iceland, we're largely powered by gravity itself. Hydro-electric turbines generate electricity from the weight of falling water that runs from the highlands towards the Atlantic Ocean. Falling only a few hundred feet, a sizable river can provide enough electricity to power a million homes – or to produce around 750 thousand tonnes of pure aluminum. This remarkably efficient process has virtually no carbon footprint, wastes no precious resources, and is one of the most economical methods available to generate power for energy-intensive industries.

Century Aluminum Operations in 2022

A Global Contributor to a Resorce-Efficient Society

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. We operate three aluminum smelters in the United States – in Hawesville, Kentucky (Hawesville), Robards, Kentucky (Sebree), and Mt. Holly, South Carolina (Mt. Holly) – as well as one aluminum smelter in Grundartangi, Iceland (Norðurál). These facilities produce standard-grade and value-added primary aluminum products. Our current annual production capacity is just over one million tonnes per year (tpy), which makes us the largest aluminum producer in the U.S. and responsible for roughly 1.5% of the global production of primary aluminum.

In addition to our aluminum operations, we operate a carbon anode production facility in Vlissingen, Netherlands, which supplies carbon anodes to Norðurál. Anode production facilities are operated on-site at our U.S. smelters.

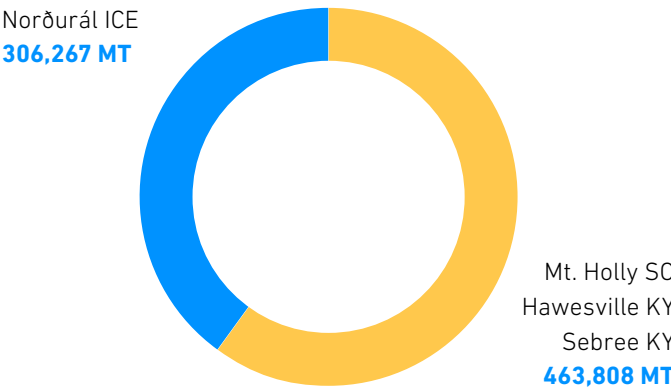
Century has invested significant capital in recent years to increase production and grow our product portfolio. Our aim is to offer more value-added aluminum products and improve service to our customers in the U.S. and Europe.



Century Aluminum: 2022 at a Glance

- Norðurál was chosen Iceland’s Environmental Company of the Year by the Federation of Icelandic Industries. We are proud of the accomplishments of our employees on environmental and social issues and grateful for the honor shown to the company with this award.
- The Mt Holly Restart Project was completed, with pot no. 270 started on October 24, 2022. Mt. Holly is now operated at 75% capacity.
- Our billet casthouse project in Iceland is ongoing, where 100% renewable energy will be used to process Natur-Al™ aluminum and help reduce the carbon footprint in the value chain of aluminum production. Since this project will have a significant, positive environmental impact, it qualified for a green loan from Arion Bank, where these types of loans are granted based on the standards set by the International Securities Markets Association (ISMA).
- In June we announced the temporary idling of Hawesville Smelter due to unprecedented increases in energy prices in the U.S. and around the globe. The power cost required to run the Hawesville facility more than tripled in a short period. Century continues to explore all available options regarding the future of the Hawesville operations.
- We partnered with industrial green technology leader, Ocean GeoLoop, for carbon capture at the Norðurál plant in Iceland. The project aims to capture carbon emissions by deploying a disruptive carbon capture solution. Ocean GeoLoop develops, pilots, and commercializes multifunctional environmental technologies for capture, utilization, and storage of carbon from flue gas. The Ocean GeoLoop carbon capture solution is characterized by several unique capabilities, as the CO2 separation is 100% clean and can potentially capture 100% of the CO2.
- We are on the path to certify our U.S. plants according to the ISO standards. Quality controls will be ISO 9001 certified, and environmental and safety protocols ISO 14001 and ISO 45001 certified. Preparation for ASI certification for all U.S. plants has also started. Certification is scheduled in 2024. This is the path already taken for our Norðurál plant in Iceland and the Century Aluminum headquarters in Chicago, IL.
- Norðurál received the Gender Equality Award for the second consecutive year. The objective of the award is to achieve a 40/60 gender ratio at top management level.

Production of Primary Aluminum 2022



Century's total production of primary aluminum in 2022 was 770,075 metric tonnes (MT) at four smelters. The Company's total capacity is 1,020,000 tonnes per year (tpy).

We firmly believe that market demand for environmentally responsible products will continue to grow and that Century will play a significant role in the journey towards a sustainable future. Constant improvements to our products and processes contribute not only to our competitiveness and profitability, but to a greener, brighter, and more responsible future for us all.

Recyclable - Strong - Versatile

Aluminum is a key enabler of the transition to a low-carbon and resource-efficient society. Its unique properties, such as virtually unlimited recyclability, strength, lightness, and versatility, help respond to the demands of society today without compromising the ability of future generations to meet their needs. Century applies its specialized knowledge and experience in the primary aluminum industry to deliver consistent, high-quality products to customers, while in turn working to improve the sustainability performance of our own operations.

At Century, we strive to provide innovative and reliable aluminum products to our customers, best-in-class returns for our stakeholders, and a safe and environmentally sustainable workplace for our people and the communities in which we operate. We seek to responsibly operate our businesses to maintain a strong balance sheet through commodity cycles, while making targeted investments to lower our cost structure, expand our production, and increase our competitiveness.

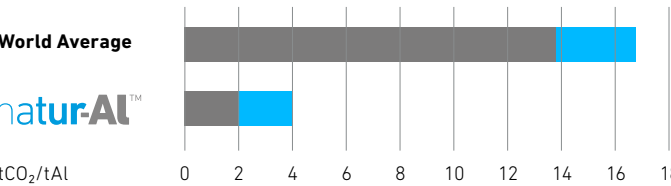


A New Brand of Low-Carbon Aluminum

Several years ago, in response to growing consumer demand for increased transparency and disclosure, Century and Norðurál decided to develop Natur-Al™, a new line of environmentally responsible products. We now supply our customers with aluminum to produce products that enable people to genuinely reduce their environmental impact.

Today, Natur-Al™ is a world leader in the field of green aluminum. To produce it, we have reviewed the entire production process, from the mining of bauxite to the customer's final product, i.e. conducted a life-cycle assessment of the aluminum produced by the company.

Direct and Indirect CO₂ Emissions



The analysis is based on the aluminum's cradle-to-gate life cycle, including the production and transportation of raw materials, local emissions of pollutants, and generation of waste, as well as the transport of the final product to the European market. A model for the entire aluminum value chain was prepared using information from the IAI together with data from Norðurál's production process. The analysis was carried out in accordance with the ISO standards 4040:2006 and 14044:2006, and the software GaBi from Thinkstep and international data banks were used in its execution. For the analysis, average data across five years of Norðurál's production process was used in order to get a clear and faithful picture of the process.

This work resulted in the trademark Natur-Al™, which is a registered trademark on both sides of the Atlantic. Aluminum under the trademark Natur-Al™ has a total carbon footprint that is less than four tons of carbon dioxide equivalents per ton of aluminum. Total carbon dioxide equivalent emissions from Natur-Al™ production are less than a quarter of the average emissions from aluminum production around the world, which is generally in the range of 16-18 tons per ton of aluminum. The life-cycle assessment is carried out by an independent party, and we can provide our customers with all data necessary to independently analyze the carbon footprint of consumer products made from Natur-Al™ aluminum. At Century Aluminum we are convinced that product developments such as Natur-Al™ show the way of the future and demonstrate the importance of continued development and innovation in sectors such as ours.

Green Accounting and Certifications

Green Accounting

Green Accounting is an overview of all materials that enter and leave our plants, in the form of raw materials, finished product, waste, or recyclable materials. The aim of Green Accounting is to improve the company's ability to identify opportunities to increase efficiency, improve processes, reduce waste, and increase general awareness of environmental issues throughout the manufacturing process.

In 2022 our focus was on setting a single framework for the data gathered for green accounting and coordinating data collection and measurement methods across our operations.

ASI Certification

The ASI (Aluminium Stewardship Initiative) is an international association of leading aluminum producers and raw material producers, environmental organizations, and CSR organizations, together with producers of aluminum and aluminum alloy products. The organization aims to encourage corporate social responsibility and environmentally friendly practices in aluminum production and use, from primary raw material processing to final product and aluminum recycling. From mining companies to world-renowned companies in the beverage, automotive, and consumer electronics markets, the association brings together partners from all sectors and from all over the world.

Norðurál and the Century Aluminum headquarters are ASI certified, which confirms that the company's activities and business practices are socially responsible and outstanding in the area of environmentally responsible production. Preparation for ASI certification for all U.S. plants has started. Certification is scheduled for 2024.



ISO Certifications

ISO standards are based on the so-called Plan-Do-Check-Act (PDCA) philosophy of continuous improvement and require an integrated management system designed to comply with the requirements of the standards. Management systems are maintained through third-party audits, as well as periodic internal evaluations.

Norðurál has an ISO 9001 certified quality management system, and an environment and safety management system certified according to ISO 14001 and ISO 45001 standards. The certification extends to Norðurál's production of aluminum and alloys. The same certifications will be obtained for all our U.S. plants in 2023-2024.



Even at a thickness of only a few thousandths of an inch, aluminum foil completely blocks humidity and light, and has remarkably good insulation properties. It reflects up to 98% of light and heat, it's cheap, malleable and 100% recyclable, making it the ideal wrap for anything from the most precious medicine to yesterday's lasagna.



Climate Action Plan

Clean Energy – Maximum Efficiency – Reduced Emissions

We have set long-term goals in order to reduce the environmental footprint of our products. These goals reflect Century's role as a responsible producer as well as our commitment to offering customers products they can use with pride and to gain an edge in the highly competitive markets for consumer goods, vehicles, packaging and construction materials.

2030 – Reducing carbon emissions from our aluminum production by 30%

We spend significant resources and effort toward operating our smelters with consistency and stability, mindful of the direct correlation between emission levels and stability of operations. The main focus is on lowering Carbon consumption and PFC intensity, increasing the amount of scrap in the production as well as renewable energy sources in our value chain.

2050 – Carbon neutral aluminum production

We take part in development and innovation projects that aim to make our primary aluminum production completely carbon-neutral. We believe this will be achievable either through development of a new type of anode where carbon does not bond with oxygen or by capturing CO₂ in emissions.

The Task of Aluminum

Aluminum is a metal element, abundant on all continents and one of the most common substances in the universe. While aluminum makes up around 8% of the mass of Earth's crust, it is virtually never found in its pure state. Rather, it forms a great number of compounds that usually involve oxygen. One such compound, alumina (also known as aluminum oxide), is our source of pure aluminum.

Alumina is a simple compound of aluminum and oxygen – Al₂O₃ – and the core of our production process breaks the bond between the two elements with electrolysis. In that process, the oxygen binds to carbon, leaving pure aluminum as a product.

Separating aluminum and oxygen is energy-intensive and requires the introduction of carbon as a new "home" for the oxygen, mostly in the familiar form of CO₂. At present, there is no other practical or commercially viable process available to produce pure aluminum at scale and no such alternative may be developed in the foreseeable future. This leaves us with several priority tasks:

1. To look for energy sources with the lowest carbon footprint.
2. To maximize the efficiency of the electrolytic process and work on the development of carbon-free anodes.
3. To eliminate carbon waste as far as possible, with refinements to the manufacturing of carbon anodes, recycling of spent material and other energy and carbon-saving measures.
4. To support the development of carbon-capture technologies and processes that reduce carbon emissions into the atmosphere.

Energy Sources

Renewable Energy

Along with alumina, electricity can be viewed as our other primary resource and potentially the largest single contributor to our carbon footprint. During the smelting process, alumina – a chemical compound of aluminum and oxygen – is dissolved into a solution, and a strong electric current is applied to free the aluminum from its strong bond to the oxygen molecules. Even with the most modern processes, it takes 13–16 MWh of electricity to produce a tonne of pure aluminum, about 1.5 times the amount of energy an average household uses over a whole year. Our total consumption of electricity in 2022 was close to 12 TWh, equivalent to about 1.1 million U.S. households.

Using energy with a relatively large carbon footprint, such as from coal-fired power plants, will inevitably lead to a much larger overall carbon footprint than using energy with very low or near-zero emissions, such as hydropower, geothermal energy, solar power or wind. In Iceland, our Norðurál plant uses 100% renewable energy from hydro and geothermal power plants. This fact by itself puts our Norðurál product in pole position for the race towards the world’s greenest aluminum. With several other refinements and strategies, we may, in fact, already be there.

Energy and Water Consumption 2020-2022

	2022	2021	2020
Electricity (MWh)	11,925,108	12,461,581	12,538,433
Diesel Oil and Gasoline (L)	2,347,967	2,369,370	1,823,067
Natural gas (dth)	3,042,334	3,145,894	3,171,157
Water (m³)*	1,382,901	1,703,454	1,848,110

*The data shows consumption of industrial (non-potable) well water and municipal (potable) water. In addition to this, Norðurál uses circulated seawater for cooling.

In the U.S., an increasing proportion of our electricity is generated from renewable sources, such as wind and solar. We continue to actively pursue opportunities to add renewable power sources directly into the supply chain for our plants located in Kentucky and South Carolina. In partnership with one of the Department of Energy’s laboratories, we are in the initial stages of a project focused on testing new technology in our U.S. operations that would allow more flexible potline operations and facilitate greater integration of intermittent renewables into the power grid, from which we take energy. We are also evaluating the potential of a few proposed solar projects at all our U.S. locations, from on-site generation to off-site joint ventures for the purpose of further reducing our emissions.

Fossil Fuels

In addition to electricity, fuel consumption is a component of our overall energy consumption, and includes our use of diesel, natural gas, gasoline, and propane.

We remain committed to the continued exploration of new ways to increase our use of reliable renewable energy while decreasing our reliance on more carbon-intensive energy sources. The aluminum smelting process is continuous, and any interruption to the power supply can lead to costly damage to reduction cells and other smelting equipment. This makes the reliability and competitively priced nature of our power supply crucial to our operations. While the U.S. power utilities are in the process of retiring high-carbon power plants and replacing them with natural gas and renewable energy, the expected pace of change of the overall generation mix may limit our ability to produce “green” metal at a pace that suits us. We are therefore actively investigating the economic viability of direct purchases or virtual power purchase agreements with renewable projects for our U.S. plants.

Increasing Efficiency

Efficient Operations

Efficient operations are not only good for the bottom line, but beneficial to our carbon books as well. Stoppages due to faulty equipment, accidents and mistakes can significantly increase our carbon emissions and waste. This makes the entire manufacturing process – a reliable supply chain, well-maintained equipment, a well-trained and conscientious workforce, meticulous monitoring and controls, etc. – collectively responsible for our common goal: Pure, environmentally responsible aluminum at a competitive price.

As we grow and expand our operations, our commitment is to manage our emissions responsibly and reduce CO₂ emissions per tonne of primary aluminum. Even incremental reductions of our carbon footprint per tonne of finished product require steady improvements of technology and processes, investments in operational stability, training of skills and environmental awareness, and constant oversight over the entire value chain.

Efficient Use of Water

Water is the most important component of any ecosystem. All living organisms need water to grow and survive, and all freshwater ultimately depends on the continued healthy functioning of ecosystems. Water is also the primary medium through which we will feel the effects of climate change.

Water availability is, and has always been, uneven, with some places enjoying an overabundance of water and others enduring almost perpetual scarcity. Iceland is an example of a country with an almost limitless availability of fresh water that can be used responsibly without affecting groundwater levels. In all cases, we take every measure to limit our water usage, limit waste, and recycle as much as we can of the water we have access to.



Waste, Recycling and Reprocessing

The Various Forms of Residue

Even the most efficient processes leave a residue. Ours is primarily in the form of spent carbon anodes and aluminum scrap, along with various waste materials common to most large-scale industries. Managing, reducing, and redirecting the waste we produce in our operations and during the smelting process is an important part of our environmental stewardship efforts and sustainability strategy. Our procedures ensure the responsible and efficient management of any hazardous and non-hazardous waste, and the sustainable recycling and disposal of aluminum and other by-products produced during the aluminum production process. An ambitious recycling program can significantly reduce our carbon footprint and sometimes result in financial savings as well.

We have steadily increased the amount of scrap we recycle back into our products. At Sebree, a custom alloy with recycled content was successfully developed in partnership with a customer. Going forward, we are committed to exploring additional opportunities to reprocess and reuse scrap aluminum in our operations, and to develop new products with significant proportions of recycled content.

Spent Pot Lining

Spent pot lining (SPL) is a waste material generated from our aluminum production processes. In essence, pots used in our operations will have cell linings that absorb various materials and substances, including fluorides and aluminum. Pots eventually fail and will need to be rebuilt with new cell lining as part of the ordinary course of operating an aluminum smelter. The old cell lining, removed from the pots, is known as Spent Pot Lining (SPL). SPL is considered a hazardous waste material under the guidelines set forth by the U.S. EPA.

We dispose of SPL in compliance with applicable laws and requirements at each of our operations, as well as with our own internal practices on appropriate care and handling of such waste material.

Carbon Capture

The idea of capturing CO₂ emissions at the source and preventing their release into the atmosphere presents exciting possibilities. We follow developments in this area closely and support several carbon capture projects that are currently at various stages of research and development.

Norðurál and Norwegian company Ocean Geoloop are working together on developing a solution to capture CO₂ emitted in the production process. In 2022 a trial unit was set up at a paper mill in Norway and we aim to set up a trial unit at our Norðurál plant in Iceland.

Other co-operation partners and projects in various stages of development include Carbfix, Qair, Arctus Metals, and Reykjavik University in Iceland.



Emissions

The Three Types of Emissions

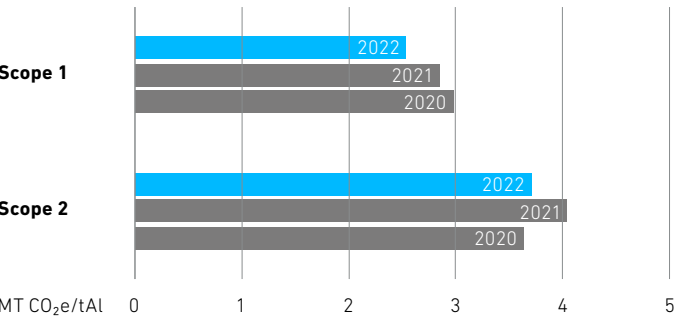
Century is committed to minimizing environmental impacts from its operations and to complying with or exceeding the requirements of all applicable environmental laws and regulations. We monitor our emissions throughout the aluminum production process at each of our facilities. Relevant GHG, particulate, and volatile emissions are measured, captured, and maintained within regulated levels and operating licenses. Century performs regular inspections of the equipment used to measure and manage these emissions to ensure their proper function. All our operations have effective environmental management systems in place; in particular, Norðurál is certified to the ISO 14001 Environmental Management standard, and we have started our journey toward ISO 14001 certification for our U.S. facilities. We spend significant resources and effort toward operating our smelters within a tight band of consistency and stability, mindful of the direct correlation between the stability of operations and the emissions produced in the primary aluminum process.

We measure and report Scope 1 (direct) and Scope 2 (indirect) emissions at each of our sites. For our U.S. operations, we calculate Scope 1 emissions according to methodologies found in the EPA Greenhouse Gas Reporting Program and the Greenhouse Gas Protocol. At our Icelandic and Dutch operations, we

operate pursuant to the EU Emissions Trading Scheme, and our Scope 1 emissions data and calculations are independently audited at each location. Scope 2 emissions are indirect emissions attributable to the production of electricity used in the manufacturing process, and Scope 3 emissions (not included in this report) are all other indirect emissions, such as those from the production of purchased materials, transportation of raw materials and finished product, and emissions attributable to the end-user of our product.

Primary Aluminum Production and CO₂ Emissions 2020-2022

Direct (Scope 1) and Indirect (Scope 2) Emissions in MT CO₂e per MT of primary aluminum.



In addition, our aluminum production at Norðurál in Iceland is certified by the ASI Performance Standard requiring life-cycle analysis of finished products, including traceability from mine to metal and third-party verification of CO₂ emissions (Scope 1, Scope 2, and Scope 3). The journey to extend the ASI standard to all our U.S. operations has begun.

The data contained in the charts below represent the CO₂ emissions generated from our aluminum production processes. While our total CO₂ emissions have increased since 2019 as we increase and expand our operations, the all-important measure of CO₂/tAl shows significant improvements.

Air Quality

As part of our manufacturing processes, the release of various particles other than CO₂ into our atmosphere is all but inevitable. We work hard to remain well within all applicable environmental standards, permits, and licenses, and in 2022 there was no material breach by our operations against environmental permits or licenses at any of our locations.

Mt. Holly Air Emissions 2020-2022

	2022	2021	2020
CO ₂ (MT/tAl)	1.66	1.67	1.58
CF ₄ / C ₂ F ₆ (MT CO ₂ -eq/tAl)	0.73	0.81	0.55
SO ₂ (kg/tAl)	11.46	11.80	14.69
Fluorides (kg/tAl)	0.62	0.35	0.23
Dust (PM 10, kg/tAl)	0.53	0.84	0.70
Polyaromatic Hydrocarbons (PAHs, g/tAl)	0.36	0.34	0.28

Sebree Air Emissions 2020-2022

	2022	2021	2020
CO ₂ (MT/tAl)	1.64	1.95	1.93
CF ₄ / C ₂ F ₆ (MT CO ₂ -eq/tAl)	0.80	0.90	1.02
SO ₂ (kg/tAl)	18.23	18.19	17.79
Fluorides (kg/tAl)	0.64	0.80	0.92
Dust (PM 10, kg/tAl)	1.38	1.26	0.53
Polyaromatic Hydrocarbons (PAHs, g/tAl)	0.27	0.21	0.19

Hawesville Air Emissions 2020-2022

	2022	2021	2020
CO ₂ (MT/tAl)	1.99	2.04	2.12
CF ₄ / C ₂ F ₆ (MT CO ₂ -eq/tAl)	1.89	2.51	3.35
SO ₂ (kg/tAl)	8.21	8.34	7.55
Fluorides (kg/tAl)	0.90	1.26	0.91
Dust (PM 10, kg/tAl)	2.65	2.10	2.13
Polyaromatic Hydrocarbons (PAHs, g/tAl)	0.07	0.10	0.09

Norðurál Air Emissions 2020-2022

	2022	2021	2020
CO ₂ (MT/tAl)	1.55	1.53	1.50
CF ₄ / C ₂ F ₆ (MT CO ₂ -eq/tAl)	0.13	0.15	0.14
SO ₂ (kg/tAl)	11.69	10.62	8.64
Fluorides (kg/tAl)	0.40	0.38	0.38
Dust (PM 10, kg/tAl)	0.71	0.70	0.70
Polyaromatic Hydrocarbons (PAHs, g/tAl)	0.08	0.06	0.06

In this report, we provide data on carbon monoxide (CO), nitrous oxide (NOx), sulfur dioxide (SO₂), and fluoride. We also emit particulate matter, mercury (Hg), and volatile organic compounds (VOC), all of which are monitored.

Raw Materials and Resource Consumption

We keep detailed accounts of everything that enters into our manufacturing processes and everything that leaves – as finished product, recyclable material, emissions, or waste. These “Green Accounts” help us not only monitor our overall performance and identify ways to decrease our environmental footprint, but also to improve environmental awareness throughout our company. We take pride in year-on-year improvements and make corrections as needed. The result is good business, a better product, and an even better company.

Primary Production and Resources 2022

	2022
Total Primary Aluminum Production (MT)	770,075
Employees	2,272
Electricity (MWh/tAl)	15.49
Diesel / fuel oil (L/tAl)	2.88
Gasoline (L/tAl)	.19
Natural gas (dth/tAl)	4.12
Well Water and Municipal Water (m³/tAl)	1.79
Seawater (m³/tAl)	10.24
Alumina (MT/tAl)	1.89
Coke (MT/tAl)	0.26
Pitch (MT/tAl)	0.06
Aluminum fluoride (MT/tAl)	0.02
Prebaked anodes (net MT/tAl)	0.65
Sodium hydroxide (MT/tAl)	1.28
Propane (MT)	23.40
Flange paste (MT)	1,417
Cast iron (MT)	4,019
Silicon (MT)	5,173
Magnesium (MT)	1,379
Titanium (MT)	621
Hydraulic oil (L)	63,614
Lubricating oil (L)	10,688
Ferrosilicon (MT)	314
Ferromanganese (MT)	266
Steel Pellets (MT)	149
Wood Sticks (pcs)	9,805
Batteries (pcs)	22,312
Coke (MT)	311,768
Pitch (MT)	68,013



The People at Century

The Century Commitment

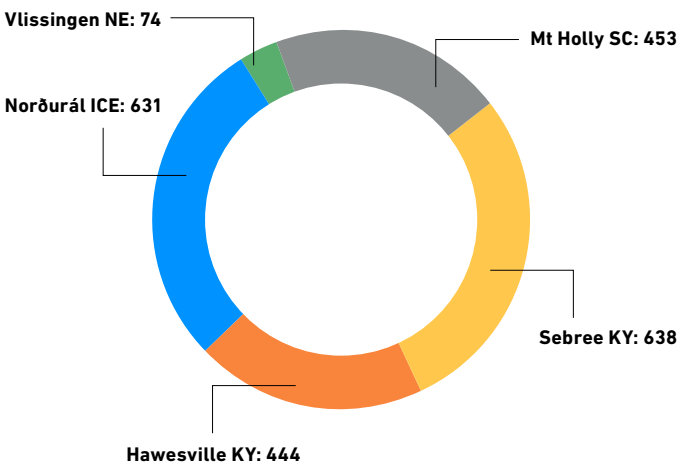
With over 2,000 employees in three countries, we are united in our commitment to delivering consistent, high-quality aluminum products to our customers. Our teams bring together unique skills, backgrounds, and perspectives to solve challenges and meet market demand for responsibly produced, high-quality primary aluminum.

Century Aluminum Employees 2020-2022

	2022	2021	2020
Mt Holly	453	414	281
Sebree	638	637	566
Hawesville	444	587	457
Norðurál	631	601	581
Vlissingen	70	71	71

Every employee plays a role in helping us reduce and manage our environmental impact and carbon footprint. Our priority is to take care of each other and build a culture that values the health and safety of our employees, our community, and our environment.

Man-hours - full time basis



Safety, Health, and Well-being

Advancing Our Safety Culture

Nothing is more important than the health and safety of our employees and their families. We strive for zero injuries and accidents. We foster systems and processes aimed at continuously improving our health and safety performance, and we integrate risk management relating to health and safety into all aspects of our operations. Teamwork gets us home, every day, because safety is our first priority.

We are on the path to an interdependent safety culture at all of our operations. We are committed to aligning our HSE structures, training materials, and processes, as well as roles and responsibilities across the entirety of our Century operations. Each plant is reviewing HSE procedures against the Corporate HSE management system and making adjustments to align these procedures accordingly.

We remain focused on strengthening our safety culture and advancing our processes in place to support it. We take an all-hands-on-deck approach to safety: We require employees to stop work immediately when they recognize a potential hazard and to report it to the appropriate members of their teams. We investigate incidents at our facilities according to internal policies and procedures, and of course any applicable laws and regulations.

We recognize the importance of upholding these 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.

Incident Rate at Century Facilities

	2022	2021	2020
Total Recordable Injury Rate	1.92	2.27	1.28
Days Away and Restricted Injury Rate	.92	1.39	.62
Fatalities	0	0	2

Incident Review Board (IRB)

The Incident Review Board (IRB) reviews HSE incidents and near misses at all of the 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. Feedback is invited and welcomed as an avenue for each site to learn from the others and to share critical knowledge and systems that may have been discovered through the occurrence of any such events. Through this process, we work to identify the root cause and appropriate corrective actions to be implemented and shared amongst all Century teams.

Safety Leadership Training

In 2022, we conducted Safety Leadership Training at all U.S. plants. The leadership training objectives are meant to align leaders to our vision and values, advance our HSE culture, ensure clear communication on the importance of safety, analyze human performance factors, and instruct how to conduct incident analysis.

Managing a Culture of Safety

Our goal is to maintain a safe work environment and culture through focus and continued investment in our safety programs and risk reduction initiatives. Century's HSE Vision and Values, HSE Policies, and our Health, Safety, and Sustainability Policy, as well as other individual facility and internal policies, set forth expectations designed to provide a safe work environment for all employees.

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.

Employee Health and Well-being

Century works to help employees ensure they are physically fit to perform the requirements of the job by conducting health screenings and by providing well-being services to our employees and their families. These well-being efforts supported by the Company include:

- Health screenings for incoming and existing employees at all operations
- Beryllium health screenings in accordance with Occupational Safety and Health Administration (OSHA) regulatory standards at our U.S. locations
- Physical fitness evaluations at all operations
- Medical support and treatment on-site at each of our operations
- Drug and alcohol testing programs at each of our operations
- Hexavalent chromium screenings and crystalline silica screening per OSHA regulatory standards at our Kentucky operations
- Employee financial assistance at all locations
- Resources for any Family and Medical Leave Act (FMLA)/Short-Term Disability (STD) claims at our U.S. locations
- Seminars in the workplace regarding health and well-being
- In 2022 Health fairs were held for all US locations, promoting good health and giving employees access to health resources

Heat Stress Safety and Monitoring Program at Our U.S. Smelters

Each year, our employees at our U.S. smelters are faced with high temperatures and humidity, especially during the summer months. We have put in place heat stress programs at Mt. Holly, Hawesville, and Sebree. Each summer we provide a hydration program in which we hire people from the local community to distribute water and other hydration products to our employees across the facility. We also hire local emergency responders at Sebree to monitor employees throughout the workday in an effort to prevent any medical conditions that may arise due to heat stress. The emergency responder monitors blood pressure, pulse rate, pulse oximetry, and temperature of the employee, as well as his or her reaction and recovery time. We have a strict set of guidelines that helps determine who may be at risk of suffering from heat stress symptoms, and we have on-site medical staff at each facility to respond to any concerns.

Diversity, Equality, and Inclusion

Century recognizes the importance of actively fostering workforce diversity and promoting an environment of cultural inclusion. Bringing together people with different backgrounds and experiences is critical to our success and ability to solve problems.

We seek to provide a workplace that reflects the communities in which we operate. In Iceland, we have focused on gender balance with some promising results. As an example, 43% of the summer hires at Norðurál were women, for roles traditionally dominated by men. Our Norðurál plant has implemented the Equal Pay Standard ÍST85:2012 and has received certification with the PwC Gold standard. The certification verifies that Norðurál employees are paid salaries according to responsibility, expertise, and work contribution, not gender or origin.

We looked across Century’s operations in Kentucky with diversity at the forefront of our minds and recognized that there was a significant potential workforce of Hispanic/Latino descent in the surrounding communities. With the help of interpreters, we hired Spanish speaking employees that enrich the workplace.

We are committed to promoting equal employment opportunity in all of our operations. It is the Company’s policy that we do not tolerate discrimination or harassment in any form based on 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.

A Culture of Talent and Training

Opportunities

Century provides employees with education and training opportunities that begin on their first day in a new role and continue throughout their career advancement. To foster the development of our employees, we offer a wide range of experiences that support and encourage professional growth and continuous learning.

Training and development are overseen by Century’s Human Resources departments. Our training and development processes include ongoing conversations between managers and employees, centred on performance feedback and career development. All permanent, salaried employees are invited to a performance appraisal at least once a year. During the review, employees are provided with the opportunity to discuss their career aspirations with management and develop a plan of action to achieve their goals.

Attracting Incoming Talent

We recognize the importance of bridging the generation gap between employees in order to continuously drive innovation and growth within Century. In 2022, we implemented several initiatives focused on attracting and retaining a more diverse demographic, including marketing and specific job placement efforts.

We also engaged corporate recruiters and local community colleges to attract graduates from mechanical and electrical programs. This included attending recruiting events at universities and institutions including Clemson University, Rose Hulman Institute of Technology, Citadel, and Western Kentucky University.

Century participated in the GO FAME program, the Greater Owensboro Chapter of KY Fame, a group of manufacturing companies offering apprenticeship-style programs. This program blends classroom instruction with on-site work experience for an Associate’s Degree in Mechanical Maintenance. A maintenance apprenticeship program began at Mt. Holly in 2022.

Training and Education

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. To encourage development, we offer a wide range of experiences that support and encourage our employees’ professional growth and continuous learning.

We require all incoming employees to participate in orientation and onboarding processes that introduce new team members to our company and culture. These extensive sessions cover topics such as our HSE policies and protocols, emergency preparedness and response, and risks associated with the employee’s work activities. All salaried employees also receive regular, mandatory training on the Code of Ethics, Anti-Corruption Policy, Insider Trading Policy, Human Rights Policy, Health Safety and Sustainability Policy, as well as employee handbook policies, including training on discrimination and harassment. This specific training reinforces the importance of our values and outlines our expectations for how employees should handle certain interactions, transactions, and business opportunities. Employees may also be required to participate in job-specific training for an average of three to five weeks at the onset of employment, depending on their role and prior work experience.

Training Subjects May Include:

- Heat Stress Safety
- Molten Metal Safety
- Crane Safety and Operation
- Mobile Equipment Safety and Operation
- Machine Safety and Operation
- Lock Out-Tag Out
- Confined Space Entry Procedures

We believe that training is key to ensuring our employees understand the risks and the challenges they may face in their specific roles at our facilities.

Our training is geared toward the roles that an employee is serving and the circumstances with which they may be faced. All of our employees are expected to complete on-the-job training regularly; such training varies by role and location.

Supporting Our Rising Leaders in Kentucky

In 2022, Century participated in the Western Kentucky University Continuing Education kickstart program. The intent of this program is to help acquaint our employees with the concept of continuous education as well as to begin the process of developing our supervisors and managers. This is a seven-month program with classes held one day per month and two classes taught each day. Our HR and Plant Management teams identify supervisor and manager-level candidates to participate in this program. At the end of 2022 more than 120 employees have gone through the program.

We also partnered with Michigan State University to offer a 12-week certificate program in Supervisory Management. This program is designed for companies promoting technically proficient employees who require leadership and management training. 30 supervisors received training through the program.

Attracting and Developing Talent in Iceland

In 2022, Norðurál employees received approximately 12,700 training hours in total. Training programs in 2022 included Incident investigation, safety procedures, management training and team building for all employees.

Approximately 6,000 training hours focused around presentations and micro-presentations for review and retraining on topics such as traffic safety, fire protection, GDPR, molten metal etc.

Norðurál operates a Heavy Industry School (HIS) with a curriculum that awards credit points toward the Icelandic school system. The HIS provides between 15 to 17 students at a time with the opportunity to further their education. Around 200 employees have graduated from the Industry School since 2012. Eighty percent of these graduates are still working for the company, and many employees have continued with further education.

Human Rights and Collective Bargaining

Labor Rights

We recognize and respect our employees’ rights to freedom of association and collective bargaining. Our Norðurál labor agreement is effective through December 31, 2024. Our Vlissingen labor agreement is effective through May 31, 2024. Seabree and Hawesville labor agreements are scheduled to expire on October 28, 2023, and April 1, 2026, respectively. There were no labor disruptions at any of our operations in 2022.

Freedom of Association and Collective Bargaining

Approximately 59% of our workforce was covered by union representation in 2022. Approximately 86% of Norðurál’s workforce is represented by five labor unions, governed by a labor agreement that establishes wages and work rules for covered employees. All of Vlissingen’s workforce is represented by the Federation for the Metal and Electrical Industry (FME), a Netherlands’ employers’ organization for companies in the metal, electronics, electrical engineering, and plastic sectors. The FME negotiates working conditions with trade unions on behalf of its members, which, when agreed upon, are then applicable to all employees at Vlissingen. Approximately 43% of our U.S.-based workforce is represented by United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial, and Service Workers International Union. Mt. Holly employees are not represented by a labor union.

Our Plant Managers and HR Managers, along with our Legal Team, are ultimately responsible for overseeing labor relations. Our plants hold Labor/Management meetings regularly. During these meetings, management discusses the current state of the business and key performance indicators. The intent is to help employees understand the business and how they play a part in the success of the company. Any employee with concerns or grievances related to freedom of association or collective bargaining can submit those anonymously through our independent third-party reporting system, Ethical Advocate. We are not aware of any instances in which the right to freedom of association and collective bargaining was violated in 2022.

Human Rights

We are dedicated to the protection of human rights and the prevention of human trafficking and forced labor, and we are committed to providing a workplace that is fair, equitable, and free from harassment of any kind.

Our Human Rights Policy lays out our values and expectations and requires full compliance with all applicable federal, state, and local laws, rules, and regulations. While parts of our Human Rights Policy are reflective of our review of certain human rights standards promulgated by others – including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises – this Human Rights Policy represents our own interpretation of such human rights standards and reflects our own values.

Our Human Rights Policy works alongside our Code of Ethics as well as our Code of Ethics for Suppliers and Business Partners. Our Human Rights Policy reiterates our commitment to a harassment-free work environment. Century does not tolerate any form of harassment, which may include, but may not be limited to: (a) jokes, insults, bullying, threats, or other inappropriate actions involving a person’s race, color, gender, age, religion, national origin, ancestry, sexual orientation, citizenship, disability, veteran status, social/economic status, or education; (b) unwelcome advances, verbal or physical conduct, or displaying objects or pictures, of a sexual nature; and (c) any conduct which may create a fearful or hostile work environment for a director, officer, or employee of the Company. In 2022, we found no substantiated evidence of any such discrimination.

**Non-Discrimination, Child Labor,
Forced or Compulsory Labor**

Our Code of Ethics, 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.

We are committed to promoting equal employment opportunity in all of our operations. All Century employees receive regular, mandatory training on the Code of Ethics which includes training on human rights, anti-discrimination, and anti-harassment.

We comply with all laws regarding child labor and forced or compulsory labor, primarily through careful vetting of all Century employees and human rights training of all Century employees, and by communicating our Code of Ethics for Suppliers and Business Partners to our vendors and business partners. In 2022, we were not aware of any instances of any violations of laws regarding child labor and forced or compulsory labor.



Good Governance

A Commitment to Best Practice

Century is committed to leading with sound corporate governance that promotes long-term value for our stakeholders while holding ourselves accountable to the highest ethical standards. Many of our corporate governance practices have evolved through ongoing collaboration and open communication with our various stakeholders. 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

Each committee has a written charter that outlines its roles and responsibilities within Century’s corporate governance framework. We recognize the importance of fostering a Board that brings together diverse skills, backgrounds, and perspectives. Our directors provide distinct perspectives and expertise that reflect the global industry in which we participate.

We view diversity and inclusion as an important aspect in Board composition. As such, we consider diversity when evaluating any recommendations for nominations to the Board. The Governance and Nominating Committee’s charter reflects the Rooney Rule, requiring searches for potential director candidates to include qualified candidates reflecting diverse backgrounds, including diversity of gender, ethnicity, and race.

Details of our Company’s bylaws and committee charters along with Century’s other corporate governance policies are available on our website at **www.centuryaluminum.com**.

A Code of 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.

The Code reflects our commitment to comply with all laws, rules, and regulations that are applicable wherever we do business. We expect our employees to act in the best interests of the Company and request employees’ transparency when faced with a conflict of interest.

It is critical that all employees understand these expectations. As such, all salaried employees are required to participate in regular training on the Code of Ethics and our employee handbook. All salaried employees are required to complete and return an annual certification and acknowledgment that they have read, understood, and will comply with these policies.

We encourage our employees to raise concerns so they can be evaluated and addressed in a timely manner. Any employee of Century who becomes aware of any violation of the Code of Ethics or of any of our corporate governance policies is required to report the violation. Reports may be made to any supervisor, any member of human resources or site management, or to the General Counsel. Reports can also be made anonymously through our independent third-party reporting system, Ethical Advocate. Reports through this system can be made 24 hours a day, any day of the year. The line is available in multiple languages for our employees. We maintain a strict policy of no retaliation for reporting in good faith any violation or suspected violation.

Our Code of Ethics and Anti-Corruption Policy and Business Courtesy Guidelines prohibit business-related gifts or free services beyond ordinary business practice. 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.

Code of Ethics for Suppliers and Business Partners

We expect our suppliers and third-party contractors to maintain the same high ethical standards that we hold ourselves to. Our Code of Ethics for Suppliers and Business Partners sets forth the principles, standards, and practices that we expect from all suppliers, business partners, vendors, contractors, agents, and consultants of Century and its subsidiaries.

Environmental and socioeconomic compliance issues are also overseen by our Legal Team. Company-wide policies in this area include our Code of Ethics, HSE Policies, and Code of Ethics for Suppliers and Business Partners. We are also subject to the confines of various environmental permits and applicable environmental laws relating to our operations. Due to the global nature of our business, as well as the complexity of Century’s operations and the primary aluminum production processes, our Legal Team relies upon outside counsel at certain times to help us achieve our legal compliance objectives.

The Executive Team

Senior Management

- Jesse E. Gary**
President Chief Executive Officer and Director
- John DeZee**
Executive Vice President, General Counsel and Secretary
- Gerald (Jerry) Bialek**
Executive Vice President and Chief Financial Officer
- Agust Hafberg**
Senior Vice President and Chief Commercial Officer
- Gunnar Gudlaugsson**
Executive Vice President, Global Operations
and Managing Director of Norðurál
- Matthew F. Aboud**
Senior Vice President, Strategy and Business Development
- Michelle M. Harrison**
Senior Vice President, Finance and Treasurer
- Kenneth L. Calloway**
Vice President, Human Resources
- Peter A. Trpkovski**
Vice President, Finance and Investor Relations
- Rob Hoffman**
Vice President, Chief Accounting and Information Officer
- Steinunn Dögg Steinsen**
Vice President, HSE, Sustainability and Management Systems

Board

- Andrew Michelmores**
Chairman of the Board
- Errol Glasser**
Director
- Jarl Berntzen**
Director
- Jennifer (Jenny) Bush**
Director
- Jesse E. Gary**
President Chief Executive Officer and Director
- Wilhelm van Jaarsveld**
Director

