

A Green Path to a New Century

2023 ESG Report



About this report

The following report serves as an overview of our progress towards and commitment to managing our environmental, social, and governance (ESG) ambitions during 2023. As we continue our sustainability journey, this report represents an important annual update to all our stakeholders, demonstrating our commitment to transparency and accountability.

While we recognize our journey is ongoing, we are dedicated to sharing our progress with stakeholders and fostering a greater understanding of our sustainability initiatives.

The data and insights presented in this report pertain to operations owned and managed by Century Aluminum Company in 2023. As we strive to enhance our reporting practices, we have aligned our sustainability efforts with recognized standards for corporate sustainability reporting.

Cautionary Statements

The information contained in our 2023 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 2023 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 2023 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 and operates aluminum reduction facilities, or "smelters," in the United States and Iceland. Our primary aluminum reduction facilities produce standard-grade and value-added primary aluminum products. In 2023, we produced approximately 690,000 tonnes of primary aluminum.

In addition to our primary aluminum assets, we have a 55% joint venture interest in the Jamalco bauxite mining operation and alumina refinery in Jamaica ("Jamalco"). The Government of Jamaica indirectly owns the remaining 45% interest in Jamalco. Century's share of Jamalco's production capacity is approximately 770,000 tonnes per year (TPY). The Jamalco refinery supplies a substantial amount of the alumina used to produce primary aluminum at our Norðurál smelter in Iceland. We also own a carbon anode production facility located in the Netherlands ("Vlissingen"). Carbon anodes are consumed in the production of primary aluminum. Vlissingen supplies carbon anodes to our aluminum smelter in Iceland. Each of our aluminum smelters in the United States produces anodes at on-site facilities.

At Century, we aim to provide reliable aluminum products to our customers, a safe and sustainable workplace for our people and the communities in which we operate, and a compelling value proposition for our stockholders. We conduct our business with a focus on sustainability, including the health and safety of our people and the communities in which we operate. Through our Natur-Al™ product line, we can provide our customers with world-class, low-carbon aluminum products that demonstrate our commitment to sustainability.

Century at a glance

- Total Assets: **\$1,846.5M***
- Bauxite mining, alumina refining and primary aluminum production
- **8** locations in **4** countries
- **2,904** employees

*As of 12/31/2023

The Century Family

Chicago Corporate Headquarters

- Illinois, USA
- 98 corporate employees USA-wide
- Aluminum Stewardship Initiative (ASI) certification

Norðurál

- Iceland
- 697 employees
- Aluminum smelter
- Production capacity of 317,000 metric tonnes 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

- Kentucky, USA
- 619 employees
- Aluminum smelter
- Production capacity of approximately 220,000 metric tonnes per year
- Reduction, carbon anodes, casthouse: billet, low-profile sow
- ISO 9001 certification in casthouse

Mt Holly

- South Carolina, USA
- 464 employees
- Aluminum smelter
- Production capacity of 229,000 metric tonnes per year
- Reduction facility, billets, carbon anodes, casthouse
- Most advanced smelter in the US
- ISO 9001 certification in casthouse

Vlissingen

- Netherlands
- 79 employees
- Carbon anode production facility
- Production capacity of 165,000 metric tonnes of carbon anodes per year
- Ships to Norðurál

Jamalco

- Jamaica
- 939 employees
- Joint venture 55% interest purchased in 2023
- Bauxite mining and alumina refinery
- 30+ years of mine life remaining
- Alumina production capacity of 1,400,000 metric tonnes per year
- ISO 14001 and ISO 45001 certifications



Lighter vehicles for a brighter future



The Metal of The Future

This Sustainability report highlights Century Aluminum's progress on key sustainability initiatives, reflecting our ongoing commitment to approaching ESG in a substantive way.

At Century, we believe the transformative ability of aluminum will make it the metal of the future. Aluminum's lightweight, recyclable and durable properties make it a valuable material for promoting sustainability and driving the transition to a green economy.

Central to our sustainability journey are our corporate goals: first, a 30% reduction of carbon emissions from our primary production by 2030, from 2021 baselines, and second, to be a producer of carbon neutral aluminum by 2050. These ambitious targets guide us towards a future where sustainability is at the core of our operations and decision-making processes. In 2023, we achieved incredible progress across various fronts, reflecting our unwavering dedication to reaching these targets.

At Mt Holly, concerted efforts led to a 24% reduction in freshwater usage from 2022 levels, resulting in 60.5 million liters of freshwater remaining in the water supply. Similarly, our Seabree facility achieved a decade-best in pot room energy consumption through focused initiatives aimed at increasing employee engagement and optimizing production processes. Not content with reducing footprint in one area, Seabree also implemented phase one of their waste management plan, reducing landfill and increasing recycling.

Meanwhile, in Europe, 2023 saw the successful completion of a two-year solar-roof project at Vlissingen. The projected energy output looks to exceed original expectations, marking a significant milestone in our journey towards renewable energy adoption. At Norðurál, our billet casthouse project continues at pace, ready for commencement in 2024. When opened, the low-carbon production it provides will significantly boost our Natur-Al brand of low-carbon aluminum.

In May 2023, we welcomed Jamalco into the Century family. The acquisition of the majority share in the Jamaican bauxite mining and alumina refining facility represents a strategic move to reinforce our supply chain resilience and expand our

operational footprint. Jamalco's reputation for producing high-quality alumina and its geographic location in the Atlantic alumina market aligns with our strategic long-term objectives. The integration process began in 2023 and continues through 2024, underscoring our commitment to fostering a culture of collaboration and mutual learning. We will continue to drive operational excellence and sustainability as we harness the collective expertise of the Century and Jamalco teams.

Energised by our positive results and the challenges our team has faced, we stand firm in our commitment to continuous improvement in 2024 and beyond. We are expanding initiatives to support integration of best practices across Century, progressing towards "One Century" standardization and pursuing ASI certification for all facilities.

The rollout of our employee engagement survey will strengthen our culture of inclusion and empowerment, where every employee has the opportunity to shape the future of our company.

I want to take this opportunity to commend the Century team for their dedication in 2023, exemplified by Iceland's third consecutive Gender Equality Award and Jamalco's Bronze Award for Community contributions. As we look to 2024, we renew our aspiration to integration and employee engagement, propelling us towards a sustainable future. Amid opportunities and challenges, we remain committed to environmental stewardship, social responsibility, and corporate governance.

Jesse Gary



Century Highlights 2023

Financial performance FY2023

- Net sales \$2.2 billion.
- Adjusted EBITDA attributable to Century stockholders of \$120 million.
- Net cash provided by operating activities of \$105.6 million invested back into capital projects and reduction in total debt balances.
- Century recorded \$59.3MM full-year 2023 EBITDA and net income benefit from the Inflation Reduction Act – Section 45X Advanced Manufacturing credit.

Total Production

Aluminum, Alumina, and Bauxite (metric tonnes)

	2023	2022	2021
Norðurál	310,421	306,267	315,182
Sebree	214,321	215,868	206,827
Mt Holly	166,220	148,033	87,543
Total Aluminium	690,962	670,168	609,552
Jamalco Bauxite	2,454,392	791,419	2,079,735
Jamalco Alumina	989,693	282,125	746,227

TABLE 1: Total production of Aluminum, Alumina, and Bauxite 2021-2023.

Jamalco

- Acquired 55% in Jamalco, a bauxite mining and alumina refining operation in Jamaica.
- Secures a predictable, long-term supply of alumina and bauxite.
- Better positions Century to deliver strong performance through industry cycles.

Billet Casthouse

- Nearing completion of low-carbon billet casthouse project at Norðurál, Iceland.
- The Casthouse will produce 150,000 tonnes of Natur-Al™ billets.

Environment and Society

- Innovative technology results in a 24% reduction of fresh-water use at Mt Holly.
- 7,000 MT of waste saved from landfill at Sebree.
- Norðurál's team achieved a 45% reduction in emissions under the smelter's Climate Action Plan. The goal was a 40% reduction by 2030. Now the goal has been set to 55%.
- Environmental Awards for Norðurál.
- Bronze award for Jamalco for its support of United Way of Jamaica's COVID 19 Response and Relief efforts.



The materials we work with

Aluminum

Lightweight, corrosion resistant, highly conductive, flexible, and 100% recyclable, aluminum is the metal enabling a sustainable future. We strive to increase the use of renewable energy sources across all our facilities.

Bauxite and Alumina

Our acquisition of a 55% interest in Jamalco's bauxite mining and alumina refining operations provides us with a reliable source of high-quality alumina, enhances our supply chain resilience and enables even greater transparency of our upstream aluminum value chain. We are committed to mining responsibly and reliably.



Our environmental ambitions

We have set long-term goals 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%, from 2021 baseline

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 re-used 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.



Our approach to Sustainability

We regard sustainability as a vital enabler of long-term value creation for our business and continuously work to improve the resilience of our operations. Through our framework of environmental, social, and governance (ESG) policies and practices, we seek to minimize our environmental impact, improve the safety and wellbeing of our people, positively contribute to the communities in which we operate, and conduct our business in accordance with the highest ethical standards of conduct.

As the market demand for environmentally and socially responsible products grows, we are well-placed to meet customer and shareholder expectations by providing innovative and reliable aluminum products. Our effort to reduce our carbon footprint increases our market competitiveness and drives long-term value creation.

We have set ambitious targets to reduce the global carbon emissions from our primary aluminum production by 30% by 2030, against our 2021 baselines, and to produce carbon-neutral aluminum by 2050. To ensure that the initiatives we implement help us reach these goals, we have been monitoring and measuring our own and third-party emission streams.

Century operates aluminum smelting facilities in the US and Iceland, a carbon anode production facility in the Netherlands, and a bauxite mine and alumina refinery in Jamaica. Each Century site has adopted a unique set of strategies and targets designed to comply with local laws and regulations. The collective impact of these individual strategies and targets contributes to the achievement of our long-term ESG ambitions.

Although we recognize the importance of having individually tailored strategies and targets that suit the needs of our various production environments and employee populations across the company, we also see great value in collective effort and a unified approach to our most critical priorities. For that reason, in 2023 we began developing and implementing enterprise-wide initiatives and programs that we collectively refer to as the “One Century” standard. This global effort aims to develop a standardized approach and language across the company to improve our response to ESG pillars. In 2023, we made great strides by reviewing management procedures, standardizing documentation and processes, and gaining ISO and ASI certifications.

We recognize the value of increasing transparency to build stakeholder confidence in our operations. In that regard, we are working to harmonize our current and future sustainability reporting across all operations using the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) frameworks.

Materiality assessment

In 2023, we engaged the help of an external consultant to manage a broad-based materiality assessment aimed at giving us a clearer picture of what matters most to our key stakeholders. To gather internal feedback, we conducted internal surveys and interviewed more than 20 business leaders from a global cross-section of Century employees. Additionally, we conducted an analysis of external stakeholders, assessed ESG ratings and analyzed our top investor stewardship reports. Additional research included:

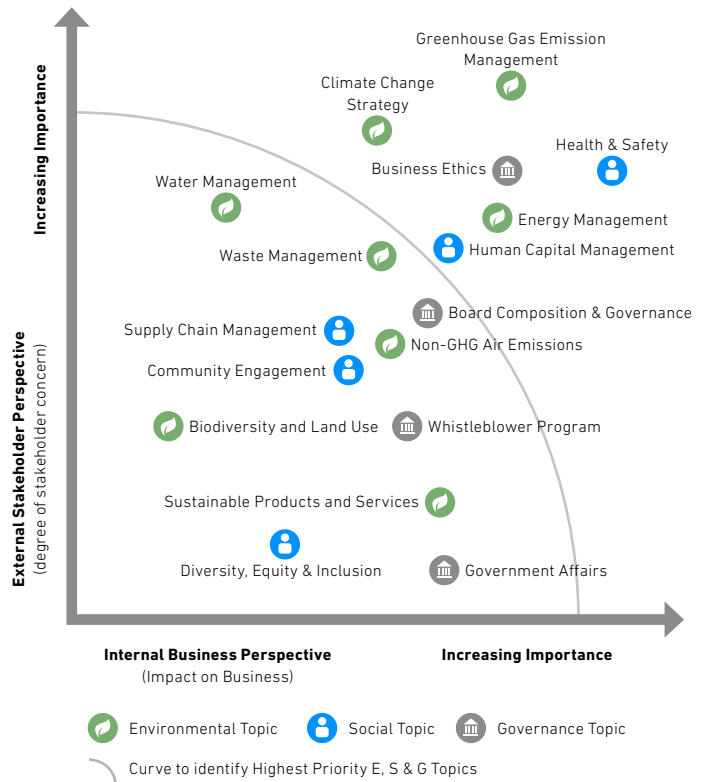
- Peer benchmarking
- A review of current and emerging regulatory requirements
- A review of voluntary standards such as SASB and GRI, and frameworks such as TCFD (Task Force on Climate-Related Financial Disclosures)

We will review our materiality topics periodically to inform our actions and shape our strategies towards the issues that matter most to our business.

We identified our priority sustainability topics as shown in the materiality matrix. Our highest priority topics are:

- GHG (greenhouse gas) emission management
- Climate change strategy
- Health & safety
- Energy management
- Business ethics
- Human capital management

2022 Century Aluminum ESG Materiality Matrix



Developing a single approach to ESG across our global operations

In 2023, Century embarked on a journey to enhance standardization across our operations, striving to create a cohesive One Century framework. This initiative seeks to streamline and unify processes and systems, enabling seamless benchmarking and the integration of best practices across all our facilities. In creating shared, easily accessible documentation, we enhance the transparency of our ESG efforts and foster open communication within our organization.

ISO certifications are international standards that span various facets of operations and are used to ensure the quality, reliability, safety, and sustainability of the products and services we provide. Similarly, the ASI establishes rigorous standards and certification criteria to promote transparency and accountability within the aluminum industry.

While each Century site is progressing through the certification journey, all are currently at varying stages. Our Norðurál facility has already obtained ASI certification in 2019 and is actively working towards further iterations. Meanwhile, Jamalco will soon join the program as we integrate the site into the Century family.

In addition to certifications already in place for Chicago HQ, Jamalco, and Norðurál, ISO 9001, 14001 and 45001 certifications are planned for all U.S. plants by the end of 2024, as well as an ISO 9001 certification for Vlissingen.

By embracing ISO and ASI standards, Century is elevating the efficiency, sustainability, and accountability of our aluminum products, production processes and business practices. These certifications not only underscore our dedication to excellence but also reinforce our role in driving positive change within the industry.

A more robust supply chain

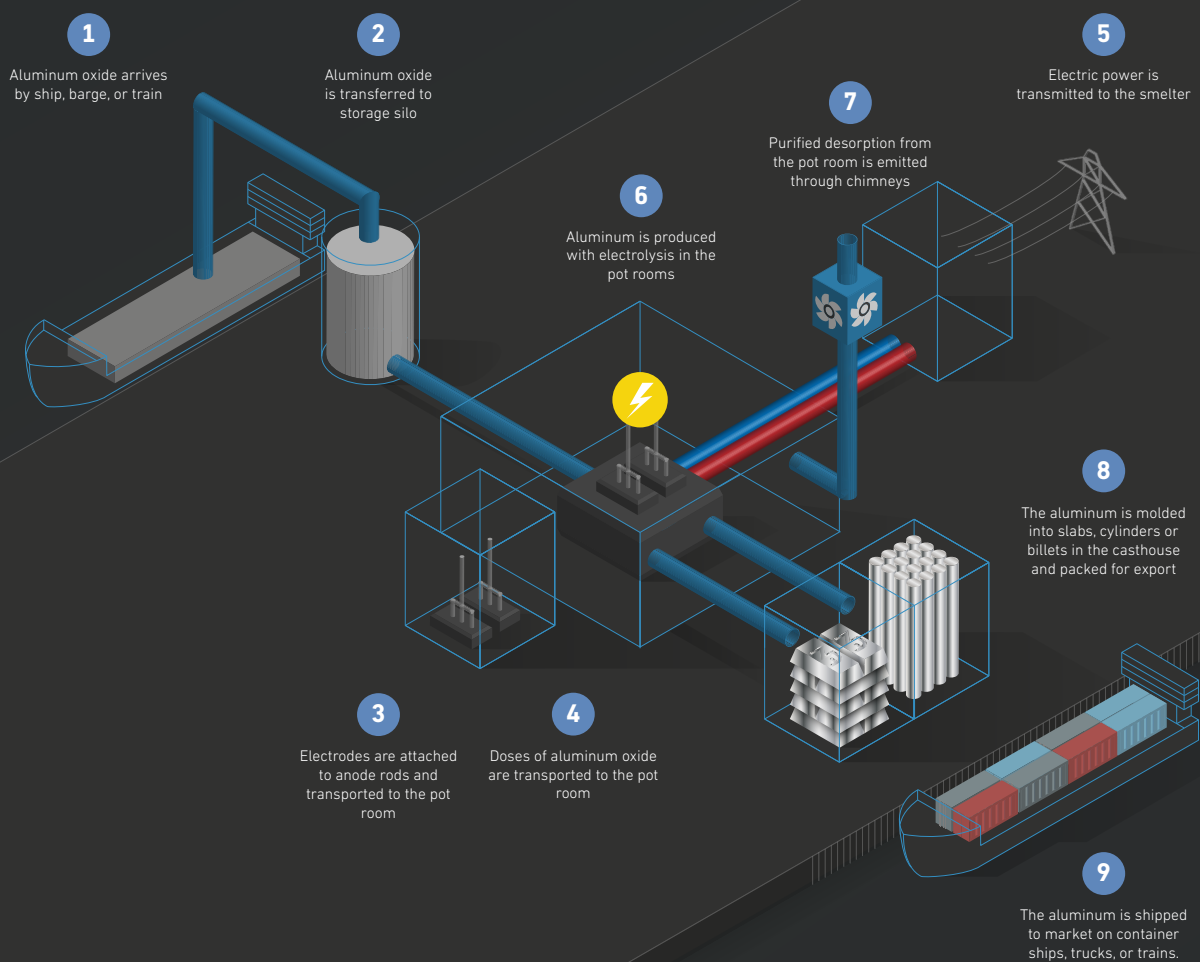
The acquisition of a 55% interest in Jamalco in 2023 marks a pivotal moment for Century as we fortify our commitment to fostering a transparent and secure value chain. With the addition of a bauxite mine and alumina refinery, we have greater insight into our supply chain, thereby bolstering our ability to trace our low-carbon aluminum products from mine to metal.

The resilience of our supply chain is a significant risk area that Century works hard to mitigate. The inclusion of Jamalco within the Century family significantly boosts our operational efficiency and elevates our capacity to adapt to fluctuations in market dynamics swiftly. By strengthening our value chain through strategic acquisitions like Jamalco, Century reinforces our standing as a leader in responsible aluminum production.

The aluminum production process

While the process of deriving pure aluminum from oxide compounds is relatively simple, there are several steps where we can do better than our competitors and deliver a product with a minimal carbon footprint. Sourcing high-quality aluminum oxide from a responsible partner (1) improves operational stability and lowers our environmental impact. Efficient operations of our casthouses and pot rooms (3, 4, 6) minimize

waste and stoppages, and green sources of electricity (5) are crucial to our ability to produce a true low-carbon product. Our final product (8) plays an important role in making all sorts of packaging eco-friendly, buildings more energy-efficient, vehicles lighter and safer – and it can be recycled any number of times.



A life-cycle analysis is available for aluminum produced at Norðurál with alumina from Jamalco.

Business resilience through environmental sustainability

We firmly believe that integrating sustainable practices into our operations is essential, not only for environmental protection, but also for ensuring the long-term vitality and competitiveness of our business.

Each of our plants is empowered to identify and capitalize on opportunities that contribute to our company-wide reduction targets. By fostering a culture of innovation and collaboration, we encourage teams to explore new avenues for sustainability and efficiency in our operations, thus enhancing our overall resilience in the face of evolving market dynamics and environmental challenges.

To remain competitive, we make significant investments in innovation and development, recognizing that embracing cutting-edge technologies and sustainable practices is critical for driving continuous improvement and maintaining our industry position.

Our commitment to sustainability extends throughout our value chain. Through strategic initiatives and partnerships, we aim to minimize our environmental footprint and contribute to the global transition to a more sustainable energy landscape. We are taking actions to drive significant energy landscape outcomes, including prioritizing efforts to reduce our carbon consumption and perfluorocarbon (PFC) intensity, while also increasing the use of renewable energy sources.

Furthermore, we are acutely aware of the correlation between emissions levels and operational stability, and are implementing measures to mitigate emissions while ensuring operations efficiency and reliability. In this way, we are safeguarding our business against environmental risks and uncertainties.

By integrating sustainability into our core operations, we create a more resilient, competitive, and environmentally responsible business that benefits all our stakeholders.

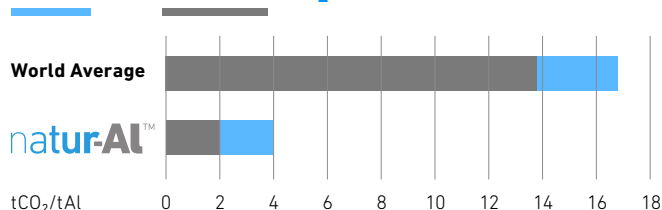


Low-carbon aluminum

Responding to growing consumer demand for increased transparency and disclosure, we have developed Natur-Al™, a new line of environmentally responsible products. We now supply our customers with aluminum to produce products that enable consumers 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 product's entire life cycle, including the production and transportation of raw materials, local emissions and generation of waste, as well as the transport of the final product to 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 following 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 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 Natur-Al™ label has a total carbon footprint that is less than four tons of carbon dioxide equivalents per ton of aluminum (scope 1, 2 and 3 combined). This amounts to 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 products such as Natur-Al™ show the way of the future and demonstrate the importance of continued development and innovation in our sector.

The importance of the pot room for production stability

There is a direct correlation between the stability of pot room operations and the carbon emissions produced in aluminum production.

Pots, or electrolytic cells, use electrolysis to break the bonds of alumina, separating aluminum and oxygen, and creating a pure product. This crucial process requires consistent energy to ensure the production of high-quality aluminum. Instability in the pot room can lead to reduced productivity, increased energy consumption, and potential safety hazards. By maintaining consistent process conditions, we can minimize smelting emissions.

We know that maintaining stability – a consistent and controlled operating environment – contributes to sustainability, so we invest significant resources to ensure smelters operate within a tight band of consistency and stability. We are constantly examining ways to improve pot room operations with a specific focus on:

- Lowering carbon emissions
- Lowering PFC intensity
- Increasing utilization of scrap in production
- Increasing renewable energy consumption and sources

The future for viable alternatives to the pot room

The pot room is a high-energy-use step in the aluminum smelting process. While currently, there is no alternate, commercially viable process to produce pure aluminum at scale, we recognize the need to develop innovations and solutions which reduce the footprint of the technology we have today. To accomplish this, we strive towards reducing our environmental impact through:

- Lowering carbon emissions using renewable energy
- Maximizing the electrolytic process and developing carbon-free anodes
- Eliminating carbon waste through refinement of carbon anode manufacture
- Recycling spent materials and energy
- Deploying carbon-saving measures
- Supporting the development of carbon-capture technologies and processes to reduce carbon emissions

Case study: A decade best for pot room stability at Sebree

In 2023, Sebree achieved a 10-year best for plant and pot room stability, accompanied by a notable reduction in energy consumption.

As part of Sebree's pursuit of ISO 45001, ISO 14001 and expanding their ISO 9001 certifications for potlines and electrode operation, the team has been undertaking a comprehensive review of processes and systems throughout the plant. So far, this examination has identified two primary opportunities for growth: people and energy consumption. In 2023, we implemented several initiatives aimed at enhancing pot room stability.

People play a critical role in ensuring pot room operations remain smooth and efficient. Since a significant portion of Sebree's operations is manual, successful stability relies heavily on personnel consistency. On reviewing our processes and practices, we identified an opportunity to improve employee retention and training, thereby reducing turnover rates and enhancing workplace satisfaction. The consequent initiative focused on prioritizing work controls and accountability, which provided our employees with clearly defined roles and responsibilities, improved consistency, and the opportunity for personal development. One example of how this worked to create a positive outcome was defining supervisory roles to increase oversight of workplace operations. This ensured adherence to procedures, increased accountability, improved performance, and promoted safety across the plant.

To address energy consumption, we established 15 focus teams, each tasked with evaluating specific elements of the pot room process, including anode settings and rod damage. The focus teams conducted thorough reviews aimed at identifying opportunities for energy conservation and efficiency improvements throughout the pot room.

Through collaborative team efforts and targeted initiatives, Sebree has enhanced the operational stability, energy efficiency, and overall sustainability of the pot room in the years ahead, demonstrating a steadfast adherence to industry best practices and the pursuit of excellence.

GHG emissions

In the calculation of our Scope 1 and 2 GHG emissions, we follow the national methodologies and standards specific to each Century site. All our US operations measure Scope 1 in accordance with EPA's Greenhouse Gas Reporting Program and Greenhouse Gas Protocol methodologies. Our Icelandic and Dutch operations monitor emissions in accordance with the EU Emissions Trading Scheme. Jamalco reports emissions annually to the local Environmental Authority. Emission factors for fuel oil and natural gas are reported with reference to the USEPA CO₂. We report Scope 1 GHG emissions for each site individually and collectively as Century Aluminum.

Scope 2 emissions are Century's largest source of emissions and pose our most significant challenge in reaching our carbon reduction targets. To reduce GHG emissions, we are increasing our use of renewable resources to generate power and expanding our low-carbon product range across all sites. A full Life Cycle Analysis (Scope 1, 2, and 3) has been conducted for our Norðurál smelter in Iceland.

We are also exploring innovative technologies and partnerships to reduce our carbon footprint further. This includes investing in renewable energy sources such as solar and wind power, implementing energy-efficient practices, and collaborating with suppliers to adopt sustainable processes. In addition, we are actively engaging with stakeholders and industry peers to share best practices and advance our collective efforts towards a more sustainable aluminum industry.

Scope 1 Emissions

Direct GHG Emissions

	2023	2022	2021
Norðurál & Vlissingen (MT/MTAl)	1.84	1.86	1.85
Sebree (MT/MTAl)	2.62	2.45	2.85
Mt Holly (MT/MTAl)	2.36	2.72	2.95
Jamalco Bauxite (MT/MT Bauxite)	0.01	0.01	0.01
Jamalco Alumina (MT/MT Alumina)	0.66	0.59	1.50

TABLE 2: Scope 1 Emissions. Scope 1 emissions are direct GHG emissions from sources run and controlled by Century Aluminum, i.e. from our own operations. They include CO₂ and CO₂ eq emissions from smelters and refineries, vehicle exhaust and any other on-site GHG emissions.

Carbon capture programs

Century closely follows the rapidly evolving field of carbon capture technology, tracking advancements of new and exciting opportunities to mitigate the release of CO₂ into the atmosphere. We actively support several carbon capture projects across different stages of research and development.

At Norðurál, we have embarked on a strategic collaboration with Ocean GeoLoop, a Norwegian green technology firm. Together, we are developing a solution to capture CO₂ emissions generated in the aluminum production process. Ocean GeoLoop specializes in the development, piloting, and commercialization of multifunctional environmental technologies that capture, utilize, and store carbon from flue gas emissions. Their disruptive carbon capture solutions boast unique capabilities, offering a highly stable and low-risk process – notably, a capture and separation process which is devoid of toxins or harmful chemicals. Through our strategic partnership with Ocean GeoLoop, we are establishing a trial unit at Norðurál to assess the feasibility and efficacy of the technology within aluminum smelting, demonstrating our long-term commitment to sustainability and innovation

In addition to this ongoing partnership, we are involved in various collaborative initiatives with Carbfix, Qair, Arctus Metals, and Reykjavik University in Iceland, exploring further diverse approaches to carbon capture and emissions reduction. Through these partnerships and projects, Century is driving innovation and sustainability in carbon capture technology to combat climate change and meet our CO₂ reduction targets.

Environmental management systems

Our environmental management systems (EMS) ensure we are effectively and consistently identifying, controlling, and improving our processes and practices. 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 facility monitors, measures, and reports on its environmental performance to ensure the site-specific and Century environmental standards are met and maintained. To ensure systems are functioning at an optimal level, internal and external auditors review and audit the EMS of each site regularly.

We understand that the experiences and learnings from each site offer a path to improved practices across all sites. To facilitate sharing of best practices and provide support to each other, leadership teams from all plants can come together for weekly online meetings. Designated monthly meetings of the combined teams provide a platform to investigate incidents and review best practices.

Air quality

Air quality management is one of our high priorities. We continuously review learnings and industry standards to incorporate best practices which ensure adherence to all applicable environmental standards, permits, and licenses governing air emissions. In 2023, breaches were reported at Norðurál and Mt Holly, both of which were addressed in cooperation with applicable regulators.

Our comprehensive air quality management program encompasses regular monitoring, assessment, and mitigation measures that minimize the impact of emissions on the communities and environment surrounding our plants. Through advanced technologies and continuous improvement initiatives, we continue to reduce emissions and enhance air quality across all our facilities.

As we look to the future, Century remains dedicated to implementing measures aimed at safeguarding air quality for the wellbeing of current and future generations. We remain committed to transparency, open communication, and engagement with stakeholders as we strive for sustainable practices and environmental excellence.

Century Aluminum Air Emissions

Carbon Dioxide, Fluorocarbons, Fluorides and Dust

	2023	2022	2021
CO ₂ (MT CO ₂ eq/MTAl)	2.51	2.52	2.50
SO ₂ (kg/MTAl)	13.77	13.75	13.36
Fluorides total (kg/MTAl)	0.50	0.52	0.52
Particulate Matter (PM10, kg/MTAl)	0.77	0.91	0.91

TABLE 3: Air Emissions from Aluminum Smelters. Data includes emissions from anode production in Vlissingen.

Case study: Norðurál's Climate Action Plan

Norðurál's employees view the environmental impacts of greenhouse gas emissions from the smelter's operations as twofold. First, there is the emissions impact of the aluminum production itself, which is regulated by the EU Emissions Trading System. Second, there is also the general emissions impact that comes with operating a large company. For this reason, they maintain two types of environmental accounting: one focused on production and another to track emissions from Norðurál's other activities, such as emissions from machinery and equipment, employee transport, recycling, and waste disposal.

Norðurál has set ambitious targets for minimizing emissions from the aluminum production itself, but is equally determined to minimize greenhouse gas emissions that do not fall under EU ETS regulation. A goal was set for emissions to be reduced by at least 40% by 2030 compared to 2015 levels. By the same time, burial of general waste must have been reduced by at least 40%.

Both goals were achieved in 2023, with seven years left to go. Emissions of greenhouse gases have decreased by 45% and the amount of waste for disposal by 63%. Norðurál's team intends to achieve even greater results – now the aim is a 55% reduction in GHG emissions and a 70% reduction in the amount of general waste that goes to disposal.

A full-page background image showing a person in a blue jacket standing on a rocky shore, looking up at a massive, powerful waterfall. The water is cascading down, creating a large plume of mist and spray. The scene is dramatic and emphasizes the scale of natural hydroelectric power.

Compared to most other energy sources, hydroelectric power has a negligible carbon footprint and is exceptionally suitable for the production of pure, low-carbon aluminum. Where hydro is unavailable, we look to other sources, such as geothermal, wind and solar power, to lower our carbon footprint still further.

Energy and water

Electricity

Along with alumina, electricity is our other primary resource, and we are acutely aware that the high use required for aluminum production can impact the communities and environments in which we operate. We work closely with our energy providers, municipalities, and communities to eliminate or minimize any external impacts which may cause negative effects.

Our total consumption of electricity in 2023 was 10,579,462 GWh, with almost 50% from renewable sources.

The aluminum smelting process is continuous, and any disruption to the power supply can lead to costly damage of reduction cells and other smelting equipment, as well as increased emissions. As we continue to increase our use of electricity from renewable sources in our facilities, we take operational efficiency into consideration. When sourcing energy providers, we consider the reliability of supply, competitive pricing, and energy source.

Fossil fuels

In addition to electricity, the consumption of diesel, natural gas, gasoline, and propane are components of our overall energy consumption throughout various stages of production.

The shift to renewable energy

In 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.

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

The new low-carbon billet casthouse project in Iceland continues, with production expected to commence in 2024. The casthouse at Norðurál will strengthen our low-carbon aluminum production with an expanded capacity of 150,000 metric tonnes. The project is fully funded with Icelandic green financing from Arion Bank. The increased production will bolster our ability to meet the growing European market demand for low-carbon aluminum products.

Case study: Renewable energy increase with solar rooftop project

In 2023, Century Aluminum Vlissingen B.V. finalised designs on a groundbreaking solar-roof project, marking a significant milestone in our journey towards reducing our carbon footprint using renewable energy sources. The project is a result of a collaboration, initiated in 2021, with Zeeuwind, a leader in energy transition with the goal of making sustainable energy and fair energy available to everyone.

Upon completion, the 8,000-panel installation is poised to generate more than 3GWh of electricity, fulfilling 20% of the annual energy demand of our carbon anode manufacturing plant, Century Vlissingen in the Netherlands.

The project to install a large photovoltaic (PV) system spanning five roofs and connecting to Vlissingen's 10KV (kilovolt) installation presented a number of challenges, including fluctuating material prices. Through the collective efforts of the Century team, Zeeuwind and engineering firm Saman Groep, the project overcame every obstacle to viability and progression.

Case study: Fine tuning water management at Mt Holly

In 2023, Mt Holly decreased its freshwater usage by 24% amounting to a massive reduction of 60.5M liters from 2022 levels. This drop is a direct result of capital investment in the autocell caster.

Autocell casters are continuous casting machines used to produce aluminum ingots and billets with high efficiency and quality. Fresh water is essential to facilitate the cooling and solidification of molten aluminum. Water is used to regulate the temperature of the mold and ensure defect-free solidification. Fresh water plays a pivotal role in guaranteeing the quality, dimensional accuracy, and surface finish of the aluminum products produced.

The substantial reduction in freshwater usage at Mt Holly not only underscores the efficacy of the autocell caster technology but also highlights the value of investment in innovative technologies to optimize operations and resource conservation.

Water

Our commitment to responsible water management is reflected in our dedication to minimizing water usage, maximizing recycling and reuse, and complying with stringent water quality permits, standards, and regulatory requirements across all our sites. We prioritize implementing best practices tailored to each plant's unique challenges and water opportunities.

No compliance issues were recorded in 2023, underscoring the importance of vigilance and continuous improvement in our water management practices. Each plant faces distinct challenges and implements strategies and policies to meet these specific needs. Iceland has virtually unlimited access to fresh water which must be managed to high regulatory standards, while facilities in the US must implement strategies to address water scarcity issues. In Jamaica, preparation for tropical storms and the wet season is a priority.

Recognizing the impact of our operations on local water resources and ecosystems, we actively work to reduce water consumption and minimize freshwater withdrawal. In 2023, we achieved a 15% reduction in water use in our smelters, demonstrating our focus on incorporating more sustainable approaches to water management.

Century remains committed to fostering a culture of responsible water management that supports our operations and contributes to the wellbeing of the communities and environments in which we operate. Through collaboration, innovation, and adherence to the highest standards, we strive to ensure future water sustainability for all.

Century Aluminum: Energy and Water Use

Total Usage of Energy and Water

	2023	2022	2021
Norðurál			
Electricity (MWh)*	4,622,893	4,566,844	4,669,000
Diesel / fuel oil (l)	373,898	387,619	440,690
Gasoline (l)	-	-	-
Natural gas (dt/mmbtu)	951	986	1,435
Municipal / potable water (l)	158,937,000	163,733,000	177,116,000
Mt Holly			
Electricity (MWh)	2,538,609	2,323,365	1,464,474
Diesel / fuel oil (l)	306,885	362,066	257,801
Gasoline (l)	20,606	17,308	20,503
Natural gas (dt/mmbtu)	814,259	895,899	734,897
Municipal / potable water (l)	205,926,413	267,798,972	192,375,016
Sebree			
Electricity (MWh)**	3,308,982	3,339,078	3,290,881
Diesel / fuel oil (l)	784,536	1,056,941	868,294
Gasoline (l)	59,037	70,976	71,756
Natural gas (dt/mmbtu)	1,132,442	1,134,569	1,248,689
Municipal / potable water (l)	342,011,974	402,097,819	411,398,576
Vlissingen			
Electricity (MWh)	18,527	19,092	19,527
Diesel / fuel oil (l)	26,638	17,542	16,498
Gasoline (l)	-	-	-
Natural gas (m³)	16,574,422	17,328,794	16,012,884
Municipal / potable water (l)	114,442,000	115,630,000	108,397,000
Jamalco			
Electricity (MWh)	90,451	53,596	44,204
Diesel / fuel oil (l)	14,060,480	5,038,475	9,295,953
Gasoline (l)	185,540	131,048	139,511
Natural gas (dt/mmbtu)	20,795,804	1,805,460	1,313,856
Municipal / potable water (l)	1,623,648,420	1,313,717,443	2,087,529,736

TABLE 4: Energy sources and water usage 2021-2023.

*100% from renewable sources.

**11% from renewable sources and any other on-site GHG emissions.

Waste

As part of our environmental stewardship efforts and sustainability strategy, we are putting renewed focus on managing, reducing, and reprocessing the waste generated across all our operations and during the smelting process.

We uphold rigorous procedures to responsibly manage both hazardous and non-hazardous waste, ensuring efficient recycling and disposal methods for aluminum scrap and other by-products of the aluminum production process.

Moving forward, we are committed to exploring avenues to re-process and reintegrate scrap aluminum into our production processes. Additionally, we aim to innovate and develop new products incorporating substantial proportions of recycled content, further demonstrating our commitment to sustainability.

Century Aluminum: Waste

Misc. Recyclable and Non-Recyclable Waste (metric tonnes)

	2023	2022	2021
Waste by Production			
Hazardous waste (MT/MTAl)	0.02	0.01	0.02
Non-hazardous waste for land-filling (MT/MTAl)			
	0.02	0.02	0.02
Recycled waste (MT/MTAl)	0.13	0.13	0.13
Spent potlining (MT/MTAl)	0.02	0.02	0.04
Bauxite remnant (MT/MTAlumina)	0.04	0.04	0.04
Red mud (MT/MTAlumina)	1.15	1.22	1.47
Norðurál			
Hazardous waste	2,432	1,393	493
Non-hazardous waste for land-filling	130	48	125
Recycled waste	44,279	37,017	37,896
Spent potlining	6,571	5,793	7,008
Mt Holly			
Hazardous waste	2,439	1,996	3,304
Non-hazardous waste for land-filling	607	755	741
Recycled waste	9,097	10,437	8,864
Spent potlining	1,365	6,339	12,059
Sebree			
Hazardous waste	2,948	945	3,253
Non-hazardous waste for land-filling	8,772	6,960	6,882
Recycled waste	-	-	-
Spent potlining	2,948	945	3,253
Vlissingen			
Hazardous waste	163	205	*
Non-hazardous waste for land-filling	0	0	0
Recycled waste	33,104	36,420	34,421
Jamalco			
Hazardous waste	3,132	1,744	2,463
Non-hazardous waste for land-filling	2,088	2,839	2,768
Bauxite remnant	35,430	11,340	26,145
Red mud	1,139,141	345,348	1,095,556

TABLE 5: Waste by type and origin and waste by production at Century Aluminum 2021-2023.

* No data available.

Mining waste

The effective waste management of bauxite mining and refining is of paramount importance to our commitment to environmental stewardship and sustainability and ensuring the safety of local communities and ecosystems. With the acquisition of Jamalco in 2023, mining waste became a new consideration for Century Aluminum’s waste management. Jamalco joins Century with stringent and robust waste management systems and processes in place to ensure the effective monitoring of ponds and waste areas meet local and international regulatory requirements to safeguard human health and the environment.

Bauxite tailings and residue management

Bauxite mining involves extracting alumina-rich minerals from the earth’s crust. At Jamalco, this is done through open-pit mining. During the process the waste materials, bauxite mine tailings and bauxite residue are produced and managed in our residue storage areas, for ease of communication, we refer to these waste materials collectively as tailings. We also have seven ponds to capture and manage wastewater.

We operate under stringent contamination and storage measures, including tailing dams and ponds to prevent the dispersion of waste materials into the surrounding environment. Our comprehensive policies and procedures align with standards for the treatment and rehabilitation of tailings storage facilities post-mining.

Residue management and water management are closely linked in safe management practices, with residue storage areas being at risk of periodic high-water levels through tropical storms and the wet season. Bringing Jamalco into Century, we have reviewed the management process and made adjustments to increase transparency with our neighbours and stakeholders. We work to continuously improve our processes as we strive towards excellence in business and environmental stewardship.

Risk assessment and mine rehabilitation at Jamalco

At Jamalco, comprehensive policies and procedures set strict standards for the treatment and rehabilitation of tailings and storage facilities after mining is completed. Jamalco is currently aligning its operating, maintenance and closure standards with the global tailing standard. Operational risk assessments are conducted on all residue management areas, wherein potential consequences and mitigation controls are thoroughly reviewed.

In the event of notable changes in water levels, the matter is promptly reported to the National Environment and Planning Agency (NEPA), and the Jamaica bauxite Institute (JBI).

Mine rehabilitation

Jamalco has a long history of the successful rehabilitation of retired mines. Reclaiming land for productive and ecological purposes, ensures our compliance with mining lease legal agreements and supports community development and sustainability in multiple ways including:

- Land use for agriculture
- Green spaces
- Land use for resettlement development
- Infrastructure for roads

Community engagement remains central to this effort and a priority for Century.

Jamalco Mine Rehabilitation

Reclaimed land after mining operations for wildlife or agricultural use

	2023	2022	2021
Reclaimed land (hectares)	20.58	67.04	9.62

TABLE 6: Mine Rehabilitation.

Case study: Sorting out waste in the US

Sebree

In 2023, Sebree developed and implemented a new waste management strategy to reduce and efficiently manage internal landfill waste. This initiative is phase one of our long-term strategy and marks a significant milestone in our commitment to sustainability.

Collaborating with a new waste service provider specializing in both trash and recycling, Sebree developed a comprehensive system to segregate and manage waste streams effectively. This involved the installation of color-coded hoppers throughout the plant which facilitated the easy separation of materials. The utilization of the color-coded hoppers not only minimizes cross-contamination but also reduces the regulatory risk associated with improper waste disposal. All Sebree employees received thorough training on the new procedures to bring them onboard and secure the success of the project.

The implementation of this system represents a shift towards a more sustainable approach to waste management at Sebree. By encouraging the efficient use of our assets and promoting recycling practices, we are taking proactive steps towards reducing our environmental footprint.

Hawesville

Following the idling of Hawesville in 2022, we initiated efforts to identify raw materials that could be repurposed to improve our green scrap waste material consumption. By repurposing materials to be utilized at Mt Holly and Sebree sites or selling them to market, we have significantly reduced the waste going to landfill. In 2023 alone, we successfully reused 7,000-8,000 metric tonnes of raw material, demonstrating the benefits of our commitment to reducing waste and optimizing resources.

As we continue to integrate and build further on these initiatives, we look forward to reporting on our progress in waste reduction to landfill in 2024.

Land use and biodiversity

Biodiversity conservation and responsible land use are paramount considerations for all Century Aluminum operational facilities. For 25 years, independent research bodies have measured the environmental impact of our aluminum smelting facility at Grundartangi in Iceland. Monitoring of a large and diverse area surrounding the plant includes sampling protocols for marine life, peatlands, vegetation, animal life, rivers and lakes, and sea water.

As the global demands for aluminum continue to rise, the extraction of bauxite plays a significant role in numerous global economies. We recognize the risk to biodiversity where extraction activities through mining intersect with natural ecosystems and take steps to integrate conservation efforts and sustainable land use practices into the core of our mining operations, thereby fostering a balance between economic development and environmental preservation.

The Value of our People



The Value of our People

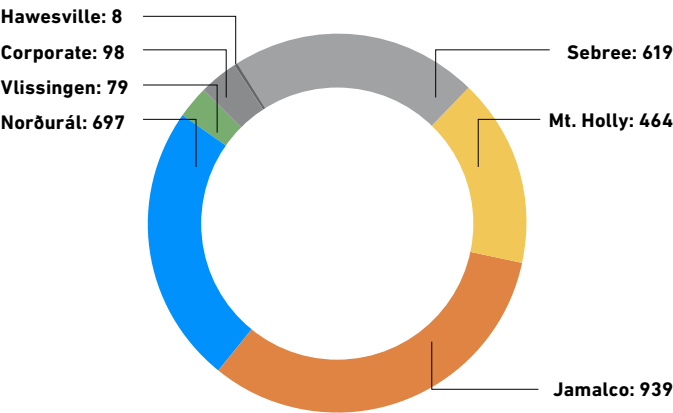
Our people make us who we are. Century's team of almost 3,000 employees spans four countries and eight locations. Together, they bring a combination of unique abilities, backgrounds, and perspectives that shows our strength in solving problems and promoting a resilient business model. Many of our people live in the locations where we operate, and we consider Century to be a valuable part of these communities. We are committed to showing our support through various initiatives and transparent communications.

Century Aluminum Employees 2023

Location	Salaried	Union	Total	% Union
Corporate	98		98	0%
Hawesville Operations	2	6	8	75%
Sebree	149	470	619	76%
Mt. Holly	464		464	0%
Ravenswood Operations				0%
Total NA	713	467	1,189	40%
Jamalco	359	580	939	62%
Norðurál	124	572	697	82%
Vlissingen		79	79	100%
Total	1,196	1,707	2,904	59%

TABLE 7: Century Aluminum employees.

Each of our employees plays a valuable part in our efforts to meet our environmental goals and create a safe, healthy culture to support each other, our communities, and the planet.



Safety is key

At Century, our primary goal is to foster a safety culture that continually evolves to support the wellbeing of everyone involved in our operations. Safety for our people is always at the forefront of our operational and decision-making processes with oversight held by the Health, Safety and Sustainability Committee.

To achieve this, we are committed to providing a safe working environment for our employees, visitors, and contractors by adhering to applicable health and safety laws, and environmental regulations, as well as implementing safe work practices.

Central to our safety efforts is the integration of health and safety risk management into every aspect of our operations. We prioritize the development of systems and processes that promote accident and injury prevention. This includes regular reviews of safety policies and procedures for all operations, as well as staying up-to-date and informed on industry best practices and market knowledge. By embracing continuous improvement and adopting the latest safety standards, we work together to ensure everyone gets to go home at the end of the day.

Nurturing a safety culture

In pursuit of our One Century vision, aligning our Health, Safety, and Environment (HSE) structures, training materials, processes, roles, and responsibilities across all Century operations is vital. In 2023, significant steps were made toward this vision, with each plant reviewing and adjusting HSE procedures to harmonize with the Corporate HSE management system.

To effectively address site-specific hazards and risks, we have been implementing a hybrid approach incorporating both dependent and interdependent safety models. This strategic combination allows us to enhance safety practices tailored to each site's context.

Our safety program focuses on cultivating a robust safety culture. Through comprehensive training initiatives, individuals are empowered to take ownership of safety and actively support each other in working together safely.

The program emphasizes developing managerial skills in incident response, investigations, and preventative safety measures. Managers receive extensive training, which cultivates their ability to effectively lead incident investigations, identify root causes, and implement preventative measures to avoid recurrence.

As a preventative safety practice, the managers increased their presence in work areas to ensure that tasks are being carried out safely and accurately. Incident investigation training equips participants with the necessary tools and techniques to conduct thorough investigations.

Although the program is still in the early stages of rollout, the response from managers and frontline supervisors has been positive. Empowered by the clear understanding of their roles, responsibilities, and proactive safety measures the training provides, managers have reported a noticeable improvement in employee engagement and safe practices. While the initial focus of the training is on managers and supervisors, the program will be cascaded down to include all employees, ensuring a holistic approach to safety throughout Century operations.

Safety is everyone's responsibility

During daily operations, our employees may be required to respond to a variety of situations in a manner which upholds the high standards of safety across Century operations. To ensure they are equipped with the comprehensive knowledge required to respond appropriately, we provide thorough training modules which cover an array of incidents and events, including immediate stop-work response, fire response, confined space rescue, emergency medical response, HAZMAT response, man overboard training, and AED/CPR.

Job-specific training and workshops on high-risk topics are provided to aid in hazard recognition and hazard management for our employees. Topics may include:

- Heat stress safety
- Molten metal safety
- Crane safety and operation
- Mobile equipment safety and operation
- Machine safety and operation
- Lockout-tagout procedure
- Confined space entry procedure
- Working at height

All employees, contractors, and suppliers are expected to operate within full compliance of all applicable laws, rules, and regulations, and comply with the values and expectations clearly set out in our Code of Ethics (CoE) and Supplier Code of Ethics (SCoE). They must abide by facility-specific and Century-wide policies designed to provide a safe work environment for all employees, including Century's HSE vision and values, and our Health, Safety, and Sustainability policy.

Acting with integrity – supply chain management

Supplier Code of Ethics

At Century, we have been proactive in requiring responsible sourcing practices within our procurement and supplier networks, establishing our commitment by using vendors who uphold the highest human rights standards, dignified working conditions, and environmental principles.

In 2023, we made significant strides to enhance our approach to responsible sourcing even further. A pivotal element of our approach is the launch of a centralized Century system designed to evaluate and rank vendors based on stringent criteria.

By leveraging EcoVadis ratings, we meticulously assess the environmental, social, and ethical performance of our suppliers. Vendors are evaluated against key risk factors and their level of approval is determined, ensuring alignment with our exacting ethical standards. We actively engage with essential suppliers to foster improvement in their practices where discrepancies exist with our standards.

This transformative initiative began with evaluating our larger vendors and is progressively being extended to encompass all existing suppliers across Century. As Jamalco integrates into the Century family, its suppliers will seamlessly become part of our cohesive sourcing framework.

By prioritizing responsible sourcing and fostering partnerships with suppliers that share our commitment to ethical practices, Century continues to conduct business across the supply chain ethically and sustainably and encourage the improvement of practices industry-wide.

Human rights

Human rights are a fundamental value to Century. We express this through our dedicated Human Rights Policy, which applies to employees, suppliers, and business partners globally.

Our policy is aligned with the objectives of the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights, which draw on existing human rights instruments such as those in the UN Declaration of Human Rights. It represents our interpretation of such human rights standards and reflects our own values.

The policy declares that Century Aluminum prohibits forced labor, human trafficking, and child labor in any of our operations, by our suppliers or business partners.

Our Human Rights Policy works alongside our Code of Ethics to reflect our commitment to providing an equitable work environment. Our employees are free to terminate their employment in accordance with the provisions in their employment arrangement. 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 collective bargaining

Managing a safety culture

Through continued focus and investment in our safety programs and risk reduction initiatives, we strive to maintain a safe work environment and culture with zero injuries and accidents. At each of our facilities we have performance-linked incentive systems which focus on metrics related to safety and environmental factors, to reward and foster a strong safety culture from employees. Our annual incentive plan for our executive management team is linked to the achievement of pre-established safety performance targets.

Century Aluminum Safety

Injuries and days away

	2023	2022	2021
Total Recordable Injury Rate	1.40	1.92	2.27
Days Away and Restricted Injury Rate	0.78	0.96	1.39
Fatalities	0	0	0

TABLE 8: Injuries and days away at Century Aluminum 2021-2023.

Case study: Building a responsible supply chain

Metals are the backbone for producing numerous goods and technology and play a pivotal role in the global transition towards a low-carbon economy.

Century Aluminum Vlissingen B.V. joined the International Responsible Business Conduct (IRBC) Metals Agreement to enhance the working conditions and environmental standards of the value chain in which we operate. The IRBC is a collaborative initiative aimed at implementing due diligence practices across the metals supply chain. This multi-stakeholder mechanism facilitates the development of long-term solutions to address social and environmental risks inherent in global metals supply chains.

As IRBC members, we are committed to identifying, preventing, and mitigating potential adverse impacts from the metals sector. To accomplish this, we equip companies with knowledge to address potential risks, focus on secondary materials, and promote international guidelines and principles for responsible business conduct.

Case study: Developing the “One Century standard”

While laws and regulations may differ across countries and require site-specific policies and practices, at Century, we adhere to the belief that ethical practices and best standards should be consistently applied regardless of location. To foster and support the highest level of standards globally, we have been working to develop a “One Century” standard, incorporating best practices into enterprise-wide initiatives and programs that surpass local regulations whenever possible.

In 2023, we took significant steps towards this objective by evaluating our management systems and environmental, health, and safety (EHS) performance standards. This assessment of global alignment ensures Century is continuously progressing towards operational excellence.

As we transition into 2024, we will continue implementing a centralized management system aligning with ISO 14001 standards. The system will prioritize critical controls which relate to safety and environmental concerns. The adoption of ISO 14001 provides us with a structured approach to addressing environmental challenges and demonstrates our commitment to minimizing our environmental impact, promoting sustainability, and gaining competitive advantage within the market.

Centralizing our management systems and standards offers a comprehensive overview of data and information, enabling robust strategic planning and decision-making practices across all Century plants. Looking ahead, we are developing plans for a centralized industrial hygiene platform to facilitate rapid data comparison between plants, further enhancing our commitment to excellence and innovation in occupational health and safety.

Attracting and retaining talent

We recognize the importance of attracting and retaining talent to drive innovation and growth. By creating an environment where our people feel safe and engaged, our employees become our strongest advocates for attracting talent. Our people are pivotal in Century’s successful operation and advocate for our talent pool as a primary recruiter.

In 2023, we continued to focus on attracting and retaining a more diverse demographic through targeted campaigns utilizing marketing, specific job placement, and corporate recruiters. At a local level, we invested time attending events held by universities and institutions as well as working with community colleges to attract graduates from mechanical and electrical programs.

In our efforts to retain and attract talented people, we offer a range of employee benefits. Specific benefits vary across countries, but all include healthcare coverage; flexible work arrangements, where possible; and professional development opportunities.

Benefits include:

- Medical
- Life Insurance
- Long- and Short-Term Disability Insurance
- Retirement Benefits
- Employee Assistance Programs

Tenure at Century Aluminum

Average length of employment (years)

Norðurál	8.4
Mt Holly	6.3
Sebree	7.9
Jamalco	11.3

TABLE 9: Average tenure of employees.

Training and Education

Onboarding

All incoming employees participate in orientation and onboarding processes which meet the needs of each facility while also introducing them to the Century company and culture. Our employee handbook and policies outline clear expectations for how Century employees should behave in any situation, including towards fellow employees, contractors, and vendors. To ensure Century's safety and operational standards are maintained, certain roles require job-specific training; prior work experience is evaluated when considering an employee's need to attend.

Annual, mandatory training is received by all salaried and part-time employees and includes:

- Code of Ethics
- Anti-Corruption Policy and Business Courtesy Guidelines
- Insider Trading Policy
- Document Retention Policy
- Human Rights Policy
- Health, Safety and Sustainability Policy

Developing the people we have

We recognize the value of promoting and supporting the career growth of our in-house talent in enhancing workplace culture and company growth. To support our staff in career advancement, we provide multiple opportunities for ongoing education and training that develop skills and help our people realise their potential.

More than 50% of our US front-line leaders attended leadership development training in 2023. This commitment to professional development highlights our dedication to equipping our leaders with the necessary skills and knowledge to excel in their roles. Investing in their growth ensures that our leadership team is well-prepared to drive innovation, improve operational efficiency, and lead their teams effectively. This focus on continuous learning and development not only enhances individual performance but also strengthens our organization as a whole.

GO FAME project

The GO FAME project is all about preparing our next generation of craft employees. We do this by offering thorough technical training, teaching essential manufacturing skills, providing hands-on experiences, and teaming up with local community and technical colleges. This program allows our employees to move from production roles to maintenance jobs, all costs covered by Century.

Supervisor Training Project

In 2023, Century demonstrated its commitment to nurturing emerging leaders in Kentucky by participating in the Western Kentucky University Continuing Education program. This initiative is designed to familiarize our employees with the principles of continuous education while laying the foundation for the growth of our supervisors and managers. Spanning seven months, the program features monthly classes, each day consisting of two instructive sessions. Our Human Resources and Plant Management teams collaborate to select eligible candidates for participation in this program. By the close of 2023, over 150 employees had successfully completed the program, marking a significant investment in the professional development of our workforce.

Case study: Creating a path into industry

At Norðurál's Heavy Industry School (HIS), Century employees can increase their skills, knowledge 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 Norðurál facility with students awarded credit points towards the Icelandic school system.

Courses are taught by a variety of expert teachers, including industry specialists working for Century. The course provides students with training and skillsets which funnel directly into positions at the Norðurál site.

Two courses are offered at HIS and are open to students of all ages and stages of their careers. The basic course is intended to build skills in unskilled employees, while the advanced course focuses on upskilling experienced workers or graduates from the basic course.

Since HIS commenced in 2012, 134 students have graduated and been employed at Norðurál, with 70% of these graduates still working and furthering their careers with us.

Employee engagement

Employee engagement serves as a critical driver of productivity, retention, and overall organizational performance within Century. In recognition of its importance, we are embarking on a comprehensive initiative to strengthen our understanding of employee needs to refine the workplace experience we offer.

In 2023, Century initiated a trial of the ADP employee engagement system to evaluate its efficiency before a full-scale rollout across our US sites and Jamalco in 2024. This strategic move underscores our commitment to cultivating a work environment that fosters employee satisfaction and organizational success.

Initially, the focus of our full-scale rollout will be on employees who have joined Century within the past six months. We aim to assess their overall satisfaction with the onboarding process, the nature of their work, and individual engagement levels. This targeted approach allows us to identify areas of improvement and tailor our engagement strategies to meet evolving employee expectations effectively.

As we continue to advance the program, our goal is to expand engagement surveys to encompass all employees across the company. Additionally, we intend to integrate insights gleaned from Norðurál's biannual surveys on engagement, thereby obtaining a comprehensive, company-wide perspective on employee engagement and satisfaction.

Health and wellbeing

Aluminum smelters are a high-risk environment. We follow Occupational Health and Safety (OHS) standards and regulations to protect our employees from adverse health effects and injury. Our stringent health and safety training sessions and policies are in place to ensure our employees follow safe work practices to remove or minimize any risk of personal harm. We carefully monitor the health of each of our employees, conducting regular health screenings and providing services to improve health and wellbeing. The services offered include:

- Health screenings for incoming and existing employees
- Physical fitness evaluations
- Onsite medical support and treatment
- Drug and alcohol testing programs

In our US facilities, we conduct the following screenings in accordance with OSHA regulatory standards:

- Beryllium health screenings
- Hexavalent chromium screening
- Crystalline silica screening

Performance management

As part of our performance management system, Century conducts annual performance reviews with permanent, salaried employees. These reviews serve as a pivotal moment for employees and managers to devise strategies aimed at achieving individual career goals.

Further to these annual reviews, ongoing conversations throughout the year form an integral component of our training and development processes, ensuring employee growth, alignment with Century objectives, and the realization of career plans.

To facilitate this process effectively, human resources (HR) at each site oversees performance reviews and subsequently shares compensation recommendations with Corporate HR for final review and approval. This delineation of roles ensures consistency and fairness in our approach across all locations, fostering a culture of transparency and accountability within our workforce.

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 expires on May 31, 2024. Sebree and Hawesville labor agreements are effective through October 28, 2028, and April 1, 2026, respectively. Our Jamalco labor agreement expired on December 31, 2023. Jamalco is currently in the process of negotiating new contracts with both the salaried and hourly employee groups.

There were no labor disruptions at any of our operations in 2023.

Freedom of Association and Collective Bargaining

Approximately 59% of our workforce was covered by union representation in 2023. 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. Vlissingen's entire 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 applicable to all employees at Vlissingen. Approximately 42% of our US-based workforce is represented by United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial, and Service Workers International Union. Approximately 62% of Jamalco's work force is represented by the Union of Technical, Administrative, and Supervisory Personnel through separately negotiated labor agreements for hourly and salaried employee groups. Jamalco is currently in the process of negotiating new contracts with both employee groups. Mt Holly employees are not represented by a labor union.

Our plant managers, HR managers, and 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 contribute to its success.

Any employee with concerns or grievances related to freedom of association or collective bargaining can make submissions to that effect, 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 2023.

Fostering diversity, equity, and inclusion

We seek to provide a workplace that reflects the communities in which we operate. We understand the importance of actively fostering workforce diversity and promoting an environment of cultural inclusion. By bringing together people from different backgrounds and experiences, we increase our agility in problem-solving and support the success of the business.

As part of our long-term goals, we have been improving how we track and monitor diversity, equity, and inclusion (DEI) across Century. By measuring the performance of our initiatives, we will be better able to recognize successful programs and opportunities for improvement.

We take a measured approach to DEI, focusing on processes which minimize bias and enable access to all, regardless of age, gender, gender identity and expression, race, ethnicity, religion, national origin, immigration status, language, disability, sexual orientation, socioeconomic status, and other groups at the individual and institutional or structural level. Our hiring managers are equipped with the necessary bias training to ensure all candidates receive the same opportunities during the recruitment process. We also pay attention to the diversity within our interview panels and the diverse candidates for each position. The success of our Icelandic and Jamaican facilities in improving gender diversity illustrates the success of our efforts as we continue to strengthen DEI practices.

In the US, collective bargaining agreements require all employees to follow a specific job path through the plant, with the first step being the positions in the hottest, most manually intensive areas. We have found that the unknown factor of the experience candidates can expect in these positions often inhibits female applicants.

To combat this, in 2023 we began exploring partnerships with local community colleges to develop a heavy manufacturing certification course which will prepare candidates for job expectations and take the place of the one-year production experience requirement. Our ambition is to increase the diversity of candidates entering the workforce, by removing the unknown and enabling all.

Building leaders

To increase diverse representation in Mt Holly leadership, in 2023, we launched a program to support the development of supervisors for leadership positions. Through monthly training sessions, participants develop skills which prepare them to progress their career and successfully undertake future leadership roles.

Century Women's network is a US-based employee-led initiative with the primary focus of increasing the representation of women in production and management roles. Through internal development and support networks, we are working together to improve our leadership team's diversity and enrich Century overall.

Community engagement

We view both the people and the environment of the communities where we operate as an extension of the Century family. Our view of community is further bolstered by the knowledge that most of our employees live in the neighborhoods around the plants where they work. While Century has one vision to promote community engagement, each site develops and initiates projects and programs in targeted ways that will offer the greatest benefits. At each of our locations, we belong to a business association or roundtable and participate in local chambers of commerce. This plays an important role in community risk management by facilitating communication, collaboration and resource-sharing among residents, community organizations, local governments, and businesses, enhancing the community's overall wellbeing.

In each of our US communities, we conduct school supply drives, sponsor sporting teams, support Habitat for Humanity, and donate to other local programs. Our Icelandic facility has a strong youth focus, supporting multiple municipal sports teams. As the latest addition to Century, Jamalco was already deeply ingrained in the community through development projects which directly support health, education, housing, and environmental initiatives. In 2023, Jamalco awarded 80 grants to high school and tertiary-level students from the local community. The grants provide the next generation of leaders with support and opportunities to follow scholarly endeavors.

The future is lighter travel



Governance

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

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 Century's day-to-day operations.

ESG oversight

Ultimate oversight of ESG at Century Aluminum lies with our Board of Directors, who serve as the stewards of the company's long-term health and sustainability. Quarterly presentations dedicated to ESG are provided to the full Board, ensuring ongoing scrutiny of various ESG topics.

The Board maintains thorough oversight via its four standing committees, the Century legal team, and executive management.

Sound ESG practices play a pivotal role in Century Aluminum's resilience and sustainability. The Board is keenly attuned to shareholder expectations for heightened ESG focus across all Century locations. While recognizing the imperative of driving change by advancing ESG initiatives, the Board remains cognizant of the need to balance the speed of development and implementation with prudent decision-making that secures desired outcomes and positions the company for the future.

In pursuit of this balance, the Board remains committed to staying informed of global ESG best practices within the rapidly evolving landscape, ensuring we remain responsive to emerging trends and steadfast in our commitment to sustainable operations.

Case study: Sharing best practices as we onboard Jamalco

Jamalco is comprised of land management and bauxite mining operations in Manchester and an alumina refinery, railroad, and shipping port facility in Clarendon, Jamaica. Jamalco is a well-regarded organization, known for its world-class operational team and consistent production of high-quality alumina. Their reputation for robust ESG practices aligns closely with Century's commitment to responsible business practices. Jamalco's integration into the Century family has presented an opportunity to further enhance these efforts under our stewardship.

Throughout the integration effort undertaken during 2023 and continuing as we transition into 2024, a significant focus is placed on incorporating Jamalco's ESG practices into Century's governance and oversight framework. This involves the implementation of governance structures specifically tailored to manage environmental and social risks, ensure regulation compliance, and promote transparent reporting and accountability.

Century and Jamalco recognize the relationship between ESG goals and business objectives. By prioritizing ESG integration, we aim to create long-term value for all stakeholders, including employees, communities, investors, and the environment. The governance structures put in place will support the pursuit of sustainable growth while upholding the highest standards of corporate responsibility.

Both Jamalco and Century remain dedicated to learning from industry best practices and leveraging innovation to further enhance ESG performance over time.

Board of Directors

Our Board of Directors brings a range of skills, diversity, viewpoints, and experiences to Century. Their attributes, opinions and individual perspectives reflect the global industry in which we participate.

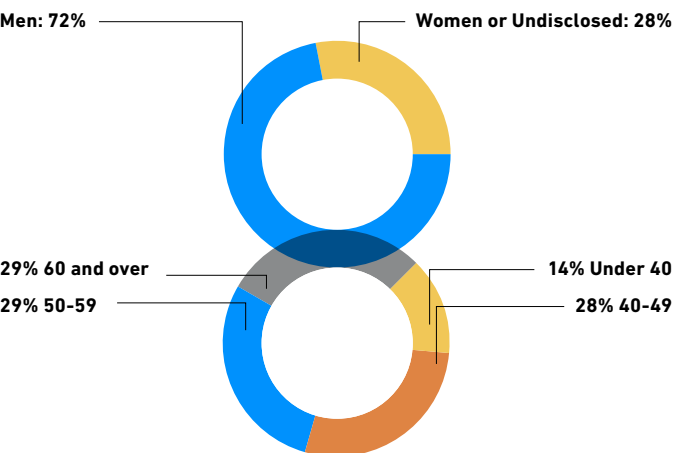
We believe diversity is an important aspect in board composition and our Governance and Nominating Committee charter reflects our commitment to provide any search for potential director candidates includes qualified candidates who reflect diverse backgrounds, including gender, ethnicity, and race.

When electing a new director, diverse attributes and a variety of experiences and viewpoints are considered, but decisions are focused on skills, education, experience, and qualities that recognize our global structure and complement our existing Board.

Our current directors come from a variety of backgrounds. They are residents, or have nationalities associated with five different nations, and represent a wide age range. Women are 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 seven times in 2023.

Board composition 2023 (7 members)



The average director tenure as of 2023 is 6.9 years and we have a majority voting and director resignation policy for directors in context elections. The Board and Compensation Committee assess the CEO and Directors annually, with attention paid to Director succession.

Board Committees

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

Our **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.

Our **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.

Our **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.

Our **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 such as alumina and anodes. Adverse shifts in these variables can profoundly impact our operations. Senior management is responsible for risk management activities carried out under the guidelines, which were established by Century's Board of Directors.

Operating with corporate responsibly

Ethical business and compliance

Upholding the highest level of ethical and safety standards is everyone's responsibility. By fostering a culture of shared responsibility and accountability, we are building a company that reflects our values and principles.

To drive integrity, we have a clear compliance framework that encompasses every aspect of the business. This framework begins at the highest level with our Board of Directors and its four standing committees assuming ultimate oversight of ethical compliance.

The Board conducts a thorough review of our Code of Ethics annually, ensuring it aligns with evolving regulatory requirements and industry best practices. Updates and revisions are implemented as necessary to uphold our commitment to ethical conduct and compliance excellence. Through these measures, we remain dedicated to promoting transparency, accountability, and ethical conduct across all aspects of our operations.

We regularly assess our operations for the material risks of corruption and are not aware of any material violations in 2023. In 2023, 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.

Employee Code of Ethics

The key to our compliance culture is our employee's understanding of the Century Code of Ethics (CoE). The CoE reflects our commitment to conducting our business at the highest standards of honest and ethical behavior and integrity. It provides clear guidelines which ensure Century complies with all laws, rules, and regulations applicable in all locations where we do business.

Training on our CoE and employee handbook is assigned to all new Century directors, officers, and employees globally. We then deliver mandatory annual refresher training to all salaried employees, who are required to complete and confirm they have read, understood, and will comply with the policies laid out in our CoE and employee handbook.

Our policies are designed to create a safe place of work and include guidelines on:

- Anti-harassment
- Anti-corruption
- Human rights
- Non-discrimination
- Anti-child labor

Reporting and investigating

We work as a team to maintain our high safety and ethical standards. Any employee who becomes aware of violations to Century's CoE or corporate governance policies is required to report the violation immediately.

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.

In the event of a reported violation, Century employs an escalation process to assess the correct investigation channel and ensure a prompt and comprehensive response. The severity and nature of the violation determines the appropriate escalation path.

The Board of Directors reviews comprehensive reports detailing complaints received and their resolutions, annually. This transparent approach ensures oversight and accountability at the highest levels and demonstrates our commitment to ethical conduct and compliance within regulatory standards.

Whistleblower platform

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 facilitate this, Century maintains an online and telephone reporting hotline through an independent provider, Ethical Advocate. The hotline is available 24/7 and supports multiple languages, ensuring accessibility for all stakeholders.

Reports received through the hotline are treated with fairness and objectivity. We recognize the importance of thorough investigation and adherence to applicable laws and strive to maintain confidentiality to the extent it is reasonably possible to do so while conducting investigations.

Century upholds a strict non-retaliation policy against any person who, in good faith, reports violations or expected violations of the law, regulations, our CoE, or governance policies.

Incident Review Board

Our Incident Review Board (IRB) consists of members of leadership from across all Century sites. It is responsible for conducting all reviews of HSE incidents and near misses at Century operations globally. The IRB holds monthly meetings to review the details, corrective actions, and learnings from any event. The discussion panel format of these meetings provides an avenue to share critical knowledge that may have been discovered during the occurrence. The IRB follows incident investigation policies and procedures to identify the root cause and appropriate corrective actions to be implemented at individual sites or Century-wide.

Lobbying and political contributions

Century Aluminum has an active government relations and lobbying function in the United States 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 Aluminum's federally registered Political Action Committee (PAC) in the United States are reported and disclosed in accordance to all applicable local, state, and federal laws. Century Aluminum has a long-standing policy to not contribute to any political campaigns or entities in Iceland or Jamaica.

Century Aluminum maintains memberships in various trade associations and industry bodies with lobbying arms and is an active participant in these associations to ensure our voices and concerns are heard and gain valuable intelligence on the evolving regulatory landscape. There are strict rules around these interactions, and employees are encouraged to consult the legal department for support. Century employees who voluntarily choose to participate in the political process personally may only do so using their own time and financial resources.

Cyber risk management

Cyber-attacks on aluminum smelting facilities pose a risk of the disruption of operations and risk of reputational damage. To minimize these risks, we have modelled our cyber security structure on the NIST (National Institute of Standards and Technology) Cybersecurity Framework, which provides comprehensive and standardized approaches to maintaining and mitigating cyber risk.

In 2023, we introduced new protocols and protections consolidating learnings from an unsuccessful 2022 ransomware attack. As part of our push towards a One Century standard, we have been incorporating all facilities into one cyber network.

By building a single, unified network we have reduced the complexity of maintaining security and enforcing policies across different systems. The single network centralizes control and enhances collaboration by facilitating seamless communication across Century sites globally. With one network across all global sites, we are afforded greater system protection. Recognizing the pervasive threat of phishing attacks, we conduct random anti-phishing training to all employees using computers.

In line with our commitment to continuous improvement, as we move into 2024, we are introducing mandatory data security training to all relevant personnel. The training will equip employees with the knowledge and skills necessary to uphold stringent data protection standards and mitigate cyber risk across our operations.

Conclusion

Looking ahead, we remain committed to pursuing our ESG ambitions and increasing the transparency of our reporting. A vital enabler of these efforts is our shift towards One Century standardization for certain practices and the continued improvement of the measurement and monitoring of our ESG metrics across our business. We will continue to look for opportunities to build on the progress we have already made at each of our sites to meet our environmental targets of reducing carbon emissions in our primary production by 30% by 2030 from 2021 baselines and producing carbon-neutral aluminum by 2050. We are excited to explore new, innovative ways to make our business more resilient in the long term.



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