



2026 Corporate Responsibility Factsheet

Company Overview and
Our Approach to ESG



Where We Work



Responsibly Producing the Aluminum the World Needs

Century Aluminum is a leading primary aluminum producer, delivering critical metal that powers modern life, strengthens national security, and accelerates a resilient future. Headquartered in Chicago, Illinois, Century operates in the United States, Iceland, The Netherlands and Jamaica.



On reclaimed land in South Manchester, Jamaica, neighbors grow okra and other vegetables.

In 2026, Century Aluminum announced it entered into a joint development agreement to build a primary aluminum production plant in the United States. Alongside its partner under a joint development agreement, Century is expected to own 40% of the joint venture.



Responsible Production

Century Aluminum facilities across the world operate by the same core values of care, agility, responsibility and excellence. These values direct our approach to stewardship of our assets and of our communities. We know that responsive operations help customers meet the demands in their respective markets and deliver results for their stakeholders. Century Aluminum's senior management, under the oversight of its Board of Directors, regularly assesses risks to Century's business and strategy. A discussion of material risks of Century can be found in our Annual Report on Form 10-K, quarterly reports on Form 10-Q, and in other filings made with the SEC.



Greenhouse Gas Emissions Management

Century operates three aluminum smelters (two in the U.S. and one in Iceland) and an anode facility in the Netherlands. We align our environmental programs with internationally recognized standards, and our sites are certified or working toward ISO 14001. Our progress at these four locations is recorded below.

Average MT CO ₂ e per MT Al	2025	2024
Scope 1	2.02	2.50
Scope 2	3.20	3.16
Scope 1 + Scope 2	5.22	5.66



Energy Management

Electric power is the largest driver of aluminum's carbon footprint. Because our Iceland operations use renewable energy, Century can produce Natur-Al™, a very low-carbon aluminum that helps customers meet their climate goals. Emissions are about 4 tons of CO₂ per ton of aluminum—less than a quarter of the global average—supported by stable operations, strong standards, and renewable power.



Social



Human Capital Management

Century employs more than 3,000 people across four countries who work together to produce high-quality primary aluminum. Our teams bring a range of skills and perspectives to solve challenges and support growing demand. We invest in employee development through training programs, recruiting partnerships, and education support to help employees build their careers.

In 2025, 90.45% percent of employees participated in job specific training and 2.52% percent took advantage of our tuition reimbursement program.

Our human resources initiatives have yielded progress, and employee turnover is declining.

	2025	2024	2023	2022
Turnover Rate	12.0%	12.3%	15.9%	24.1%



Health and Safety

The health and safety of our employees, their families, and our communities are critically important to Century. We strive for zero injuries and accidents, to foster systems and processes aimed to continuously improve our health and safety performance, and to integrate risk management relating to health and safety into all aspects of our operations. At each of our facilities, we have a performance-linked incentive system for employees that considers safety and environmental factors. For our executive management team, we link payouts under our annual incentive plan the achievement of certain pre-established safety performance targets.

In 2025, plant leaders participated in crisis response training delivered through e-learning platforms and live webinars, followed by assessments in real-time drills.

Our safety metrics can be seen below:

Safety Data	2025	2024	2023
Full time TCIR	1.77	1.91	1.4
Days away and restricted injury rate	0.89	0.76	0.78
Fatalities	0	1	0
Number of facilities that are ISO 45001 certified	5	4	2



Supply Chain Management

Century's [Human Rights Policy](#) and [Supplier Code of Ethics](#) among other policies, define our standards in support of protecting human rights. We conduct annual supplier reviews, requiring major suppliers to comply with our code or similar standards. Century is ASI certified, ensuring thorough supplier screening. In 2025, no child or forced labor violations were reported.



Governance



Century operates on high ethical standards, valuing honesty, integrity, and transparency. The global [Code of Ethics](#) outlines expectations for all employees, directors, and officers during business interactions. Regular ethics training is provided, salaried employees must certify their compliance each year, and a 24/7 anonymous hotline exists with a strict no-retaliation policy. Century assesses its operations for corruption risks, and in 2025, received no significant fines related to social or economic law violations.

Composition & Governance

Century is committed to [strong corporate governance](#) that supports long-term value creation and high ethical standards. Our Board of Directors oversees company strategy, policies, and management. To support its work, the Board has four committees: Health, Safety and Sustainability; Audit; Compensation; and Governance and Nominating. Our Board as a whole and through its committees oversees management's attention to risk. More information about our Board's oversight of risk management can be found in our Definitive Proxy Statement on Schedule 14A and other filings made with the SEC.



Key Board Facts:



Independent Board Chairman



Fully independent Audit, Compensation and Governance & Nominating Committees



The Board is committed to maintaining a balance of skills, diversity, viewpoints and experiences on the Board and the Governance and Nominating Committee Charter calls for considering qualified candidates who reflect diverse backgrounds.



We have in place an annual Board and Committee self-evaluation including assessment of experience, relationship with management, diversity of backgrounds and skills.



71% Board Independence