

## Key ESG Targets

		Targets 2023	Performance 2023	Targets 2024	Achievement time		
E	Total reduction in total Scope 1 & 2 CO <sub>2</sub> emissions (compared to base year 2019) (t CO <sub>2</sub> e)	-30%	-7.7%	-30%			
	Metallurgy Sector: Reduction of total Scope 1 & 2 CO <sub>2</sub> emissions (relative to base year 2019) (t CO <sub>2</sub> e) <b>ASI</b>	-65%	-11.2%	-65%			
	Metallurgy Sector: Reduction of specific CO <sub>2</sub> emissions (tCO <sub>2</sub> e) per tonne of aluminium produced (relative to base year 2019)	-75%	-17.4%	-75%			
	Energy Sector: Reduction of specific CO <sub>2</sub> emissions (kgCO <sub>2</sub> e) per tonne of KWh produced (relative to base year 2019)	-50%	-9.7%	-50%			
	Metallurgy Sector: Fluorine emissions (kg/t Al) <b>ASI</b>	≤ 1.25	✓	≤ 1.25			Annual
	Metallurgy Sector: Carbon tetrafluoride emissions (kg CF <sub>4</sub> /t Al) <b>ASI</b>	<0.05	✓	<0.05			Annual
	Metallurgy Sector: Sulphur dioxide (SO <sub>2</sub> ) emissions (kg/t Al) - electrolysis process <b>ASI</b>	≤ 15	✓	≤ 15			Annual
	Total production of secondary aluminium(t)	65,000	55,878	65,000			
	Metallurgy Sector: Total water withdrawal (industrial & drinking, m <sup>3</sup> / day) <b>ASI</b>	≤6,500	✓	≤6,500			
	Final disposal of hazardous solid waste in the landfill (kg/ t Al) <sup>6</sup>	<50	✓	<50			
	Significant environmental incidents	0	✓	0			Annual
	Restoration rate of the total exploitable area from the mining process	87.0%	86.9%	87.0%			
	S	Number of fatalities	0	✓	0		
Occupational diseases		0	✓	0			Annual
Number of serious accidents		0	✓	0			Annual
Incidence rate of accidents with lost time ≥ 3 days per 200,000 working hours (direct employees)		<0.3	✓	<0.3			Annual
Frequency rate of total recorded accidents per 200,000 hours worked (direct employees)		<0.6	✓	<0.6			Annual
Incidents of Human Rights violations		0	✓	0			Annual
United Nations Women's Empowerment Principles (UN WEPS)		Adoption of principles	In progress	Adoption of principles			
Employee performance assessment rate <sup>7</sup>		>80%	✓	>80%			Annual
Retention rate of full-time employees <sup>8</sup>		>90%	✗	>90%			Annual
Number of citizens benefiting from the development of social programmes		-250,000	162,470	-550,000			
G	Percentage of key suppliers assessed against ESG criteria	40%	47%	68%			
	Percentage of women on the Board of Directors	30%	25%	30%			
	Confirmed cases of corruption and bribery	0	✓	0			Annual
	Confirmed incidents of non-compliance with regulations and legislation (economic, environmental, labour & social issues)	0	✓	0			Annual

Short-term targets (1-3 years) 

Medium-term targets (4-7 years) 

Long-term targets (8-10 years) 

6. Metallurgy Sector (Electrolysis, Smelter and Anodes activities).

7. The percentage in 2023 was 83.7% and related to employees who qualify to be included in the annual performance review process (i.e. excluding those who have been with the Company for less than 6 months, as well as special categories of employees based on role/object).

8. Retention rate of full-time workers in 2023 was 86.8%.