

Promoting a circular economy

Sustainability
Highlights 2022



Maximizing the sustainability of aluminium's life cycle

We are committed to improving aluminium's overall footprint, and we work with our partners along the value chain to realize the material's full potential, creating value in the most sustainable way.

01

Extracting,
Refining,
Smelting

We have developed our own responsible purchasing policy with our suppliers.

02

Casting,
Rolling,
Extrusion

We work hard to mitigate the impact of our operations.

03

Manufacturing
and Product
Design

Our teams work with clients to leverage aluminium's benefits: lightness, flexibility, durability, recyclability, and more.

04

Product Use

We provide a range of applications that enhance products and improve the daily lives of end users.

05

Collecting
and Sorting

With our clients, we have rigorous processes in place to collect and sort production scrap to retain its value. We also promote end-of-life recycling.

06

Recycling

We recycle both process and end-of-life scrap.

Constellium is constantly looking for additional ways to support the circular economy of tomorrow, while prioritizing the safety and well-being of our employees and communities today. We have a built-in advantage in that we work with aluminium, a remarkable material which increases efficiency by reducing weight, and can be recycled without losing its properties.

“We embrace and promote a circular economy through our sustainability initiatives.”

MESSAGE FROM

Jean-Marc Germain

CHIEF EXECUTIVE OFFICER



J-M G. At Constellium, our teams are pursuing a rich and varied slate of initiatives to reach our sustainability goals.

Our first priority has always been safety. We want every employee, visitor, and contractor to return home safely every day.

We are intent on facing the challenges of climate change, and aim to reduce our greenhouse gas emissions intensity by 30% by 2030. No company can tackle climate change alone, so we partner with several global organizations to drive the industry's low-carbon transition. As a founding member

of the Aluminium Stewardship Initiative, we work with our suppliers and partners to ensure responsible production and sourcing.

Recycling aluminium is an effective way to lower carbon emissions, as it requires only 5% of the energy used to produce primary metal. Maximizing our use of recycled metal is one of our key strategies; we employ a significant share in the manufacturing of our products, and have pledged that by 2030, at least half our aluminium input will come from recycled sources. I am confident we will reach this goal as we expand our recycling capacity substantially in the next few years.

Diversity is critical to the mindset and innovation we need to attain our sustainability goals, and our doors are open wide to talented people from a range of backgrounds and perspectives. As we work together, side by side, diversity also helps strengthen our culture of inclusivity.

We are moving forward in our sustainability journey, and we have received independent validation from respected third parties. In 2022, for the second time in a row, we achieved a platinum rating from EcoVadis, putting us in the top 1% of companies assessed worldwide.

It is extremely gratifying to see our employees, in different countries and occupations, working as one to make sure that we deliver on our sustainability commitments. Thanks to their dedication, Constellium will continue to create lasting value for all.



Aluminium for a sustainable world

Sustainability highlights 2022

It is the train that takes us to work every morning, and the car we use to safely transport our kids. It's a cold beverage can on a summer day, a satellite giving us the weather report, even the rocket that put the satellite in orbit.

Aluminium, one of the planet's most abundant elements, is a major component of our daily lives, making products lighter, safer, and cleaner. Aluminium also maintains its properties when recycled, meaning we can use this vital material again and again, from generation to generation.



Our business

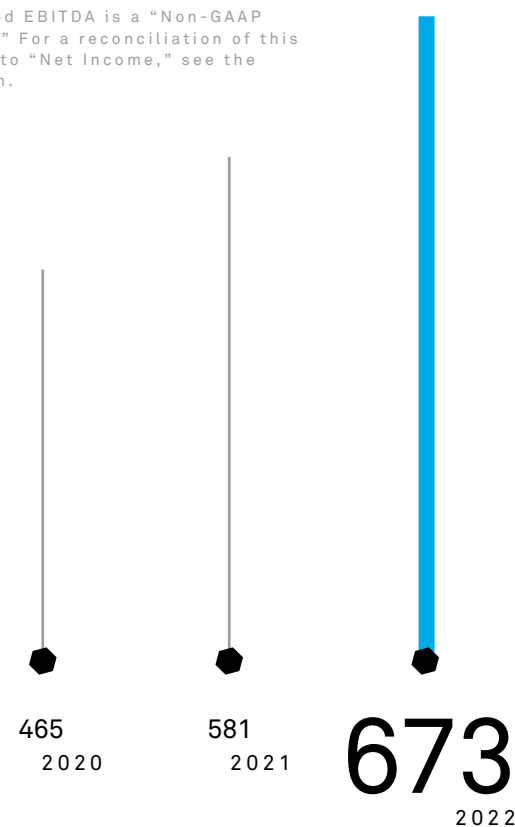


Sustainability Highlights 2022

Adjusted EBITDA*

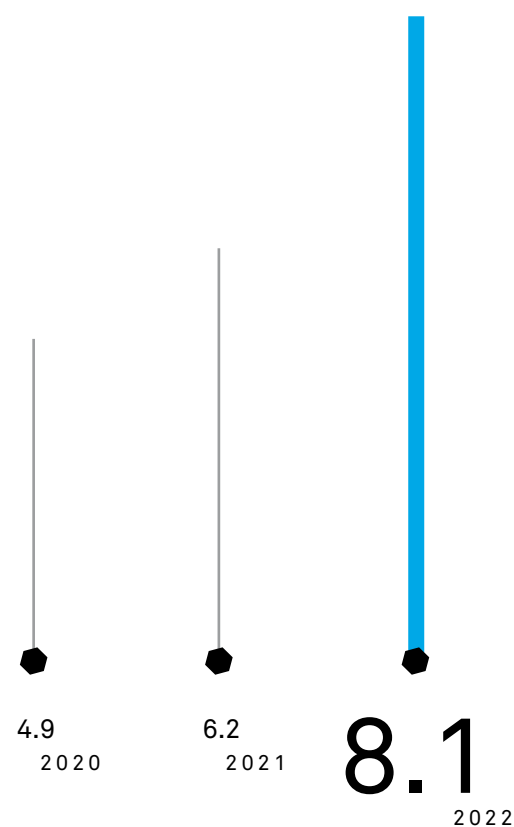
(in millions of euros)

* Adjusted EBITDA is a "Non-GAAP measure." For a reconciliation of this measure to "Net Income," see the 20-F form.



Revenue

(in billions of euros)

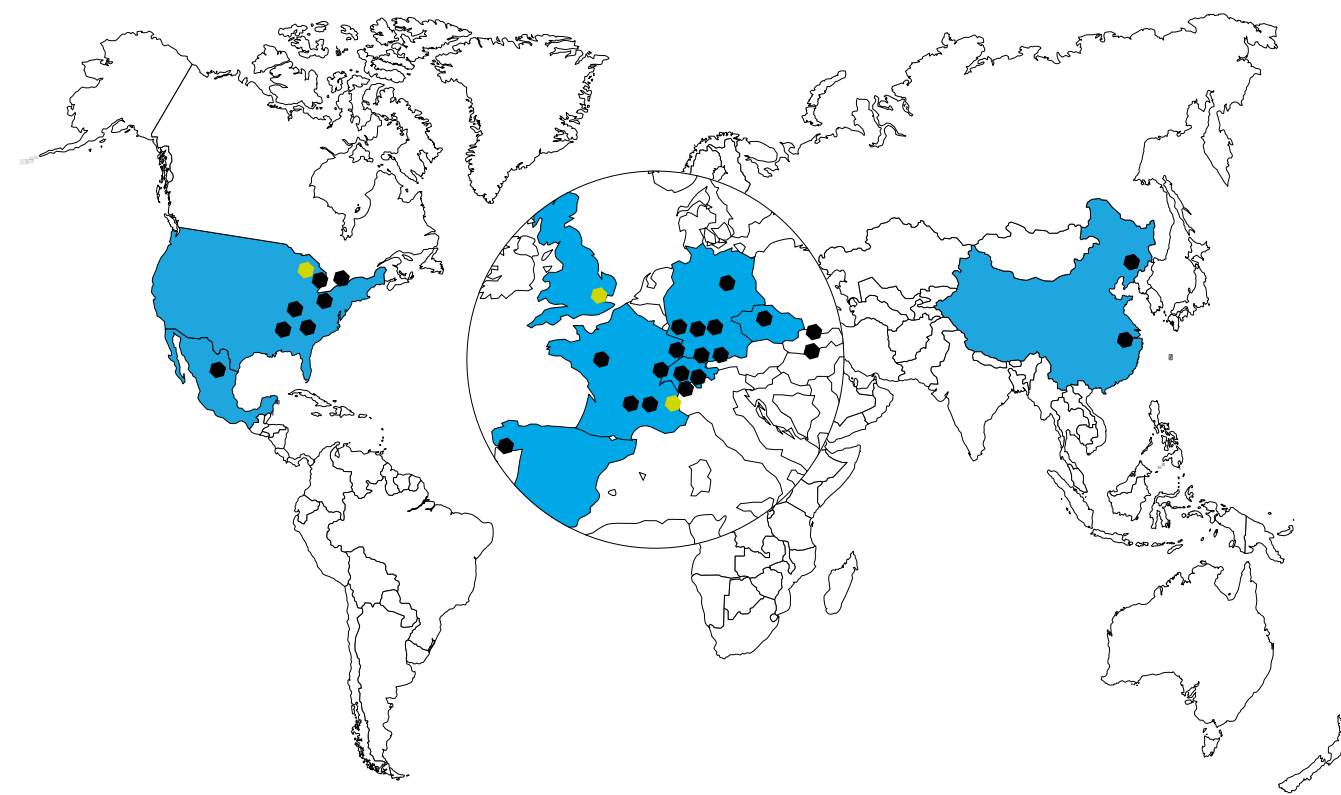


Constellium is a leader in transforming aluminium into advanced solutions.

We endeavor to create value for customers, suppliers, and society by making innovative, state-of-the-art aluminium products in the most responsible way. We also recycle aluminium, ensuring that its circularity is fully realized and its footprint as small as possible.

We are a public company listed on the NYSE, operating with best practices and to the highest ethical standards.

Worldwide network



● PRODUCTION SITES
● R&D CENTERS

29

production sites*

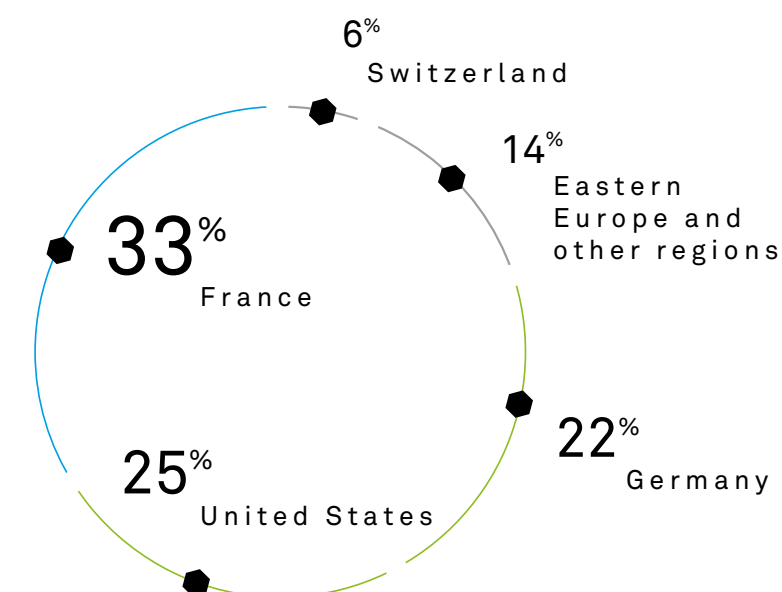
3

R&D centers

* In February 2023, Constellium sold its facility in Ussel, France.

Employees

~12,500 employees



Our products



Aluminium is all around us, a miracle metal that combines strength, lightness, and recyclability. It can be made thin enough to crush with human hands, yet stand up to the rigors of the stratosphere. From beverage cans to airplanes to electric cars to space launchers, Constellium explores the limitless ways to transform this material, helping to build a more brilliant future.

Transforming aluminium to build a lighter, brighter future

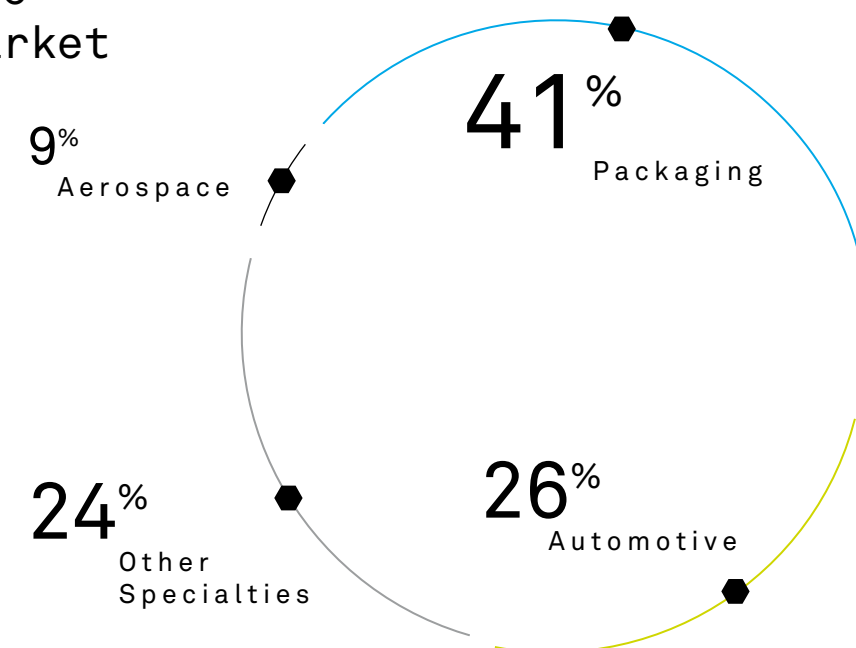
A large part of our revenue comes from the packaging market, where we tailor our solutions to a range of products: beverage and food cans, wine and spirits closures, hair and body care aerosols, cosmetics, and foil. We are a leading producer of can sheet and closures.

In automotive, we help manufacturers produce lighter, safer, and more fuel-efficient vehicles, as well as electric vehicles with greater range. Our advanced solutions include Auto Body Sheet, structural components, and Crash Management Systems.

We are a major partner of aircraft manufacturers all over the world, and our high-performance products support the development, design, and manufacture of the next generation of aircraft. Our groundbreaking Airware® solution makes us the undisputed leader in aluminium-lithium technology.

We also supply the transportation, industry, defense, building and construction, solar energy, and distribution sectors with an extensive selection of rolled and extruded products.

2022 Revenue Share by Market



Promoting a circular economy



AIRWARE® LIFTS OFF In 2022, NASA's Orion and SLS rocket traveled into space and back. Both systems use Constellium's innovative Airware® aluminium-lithium alloy solutions.

FABULOUS FENDERS Constellium is supplying aluminium Auto Body Sheet for the hood, roof, tailgate, and fenders of the Mercedes-Benz C-Class produced in Europe, China, and South Africa, and sold around the world.



LIGHTWEIGHTING THE LIGHTNING

Constellium is providing aluminium structural components for the all-electric F-150 Lightning, including the windshield header, rocker, and radiator support. Since 2015, we have delivered over 50 million parts for Ford's aluminium-intensive trucks and SUVs.



MOVING AHEADD® As a privileged metal supplier in aerospace, with decades of knowledge in rapid solidification metallurgy, Constellium has developed Aheadd®, a revolutionary portfolio of aluminium additive manufacturing alloys.

Constellium addresses climate change

Constellium focuses on mitigating climate change with strategies, infrastructure, continuous improvements, and innovative technology that will minimize our greenhouse gas emissions. Although aluminium has a negative impact upstream in the value chain, it can significantly reduce emissions downstream, with benefits such as lightweighting and recycling. That is why our approach to climate change covers aluminium's entire life cycle.

How we are tackling climate change



Climate change is one of the greatest environmental, social, and economic challenges we all face. We recognize the effect of human activity on the climate, and the necessity to reduce GHG emissions. Constellium is committed to improving our efficiency in the use of natural resources, especially energy.

We will continue our efforts to decrease the GHG emissions intensity linked to our activities (Scope 1 and 2). We also commit to reducing emissions linked to our supply chain (Scope 3), by increasing our recycled metal input and partnering with our suppliers to promote the use and production of low-carbon emission primary aluminium.

2030 Targets

30%

Reduction in
Scope 1 and 2
intensity vs 2021

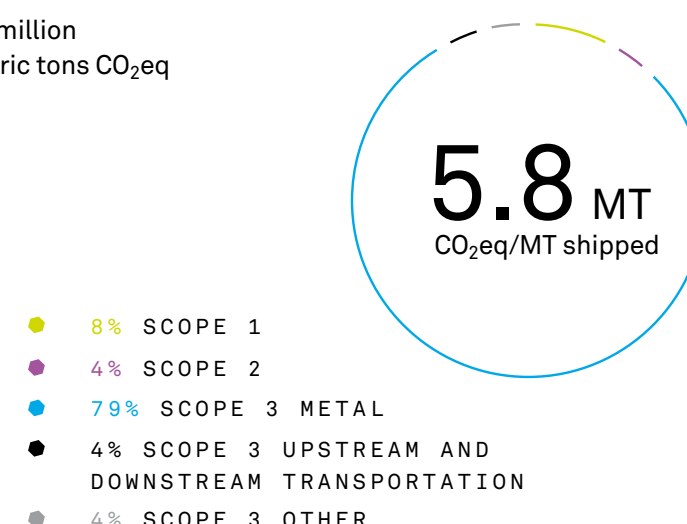
30%

Reduction in
Scope 1, 2, 3
intensity vs 2021

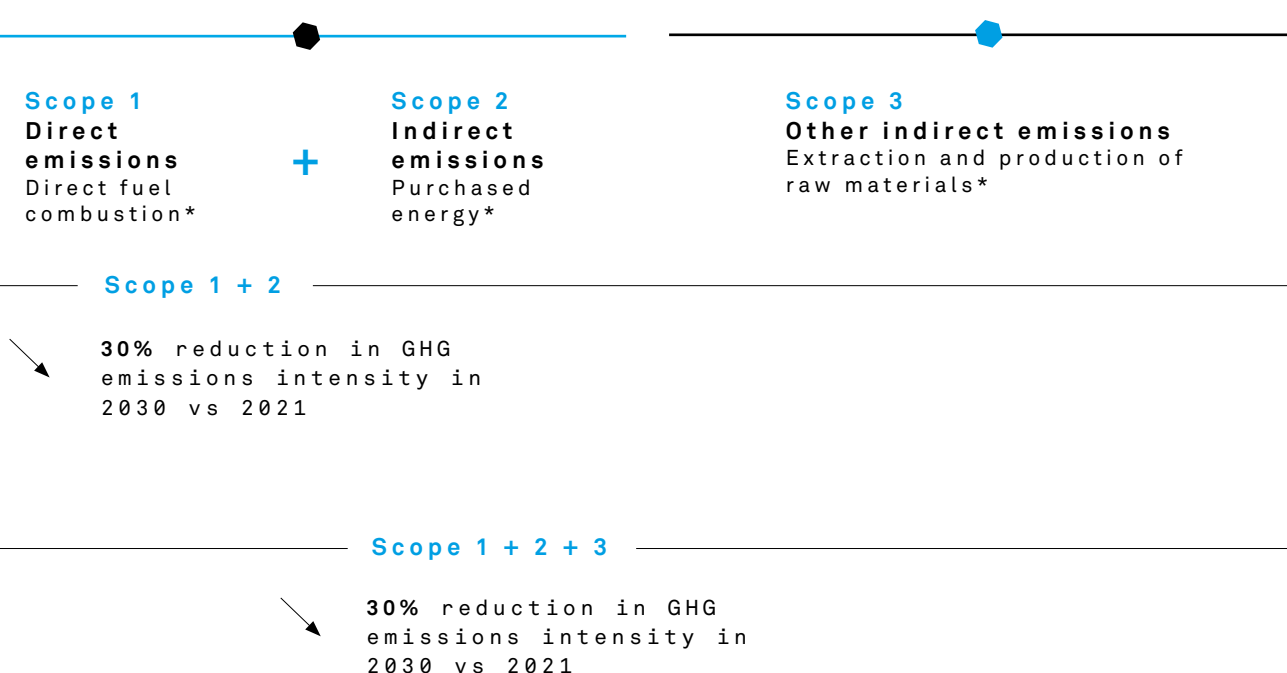
Addressing Scopes 1, 2, and 3 of our GHG emissions

Total GHG emissions 2022

9.2 million
metric tons CO₂eq



Our Scope 1 and 2 GHG emissions are linked to our fuel consumption and to the electricity we purchase. They represent 12% of our total GHG emissions. Our Scope 3 emissions are mostly linked to the production of the primary aluminium that we buy, and to a much lesser extent, to transportation (both upstream and downstream). Scope 3 represents 88% of our total GHG emissions. Since ~80% of our total GHG emissions (Scope 1, 2, and 3) comes from the primary metal we buy, we focus on increasing our recycling input, and on promoting the use of low-carbon primary metal. Constellium's Scope 1, 2, and 3 intensity remains among the best in the industry: 5.8 MT per MT of product shipped in 2022.



* Most significant contributor

Projects for energy efficiency



Our sites pursue a variety of initiatives to decrease the carbon footprint of our activities, including optimization programs and recycling waste heat.

SMARTMELT Our “Smartmelt” program optimizes the operation of our casthouses, the most energy-intensive part of our production process. Sensors monitor the furnaces’ status and temperature in real time, and a digital twin tells our operators how to work most efficiently, with the least energy consumption.



ENERG’ISS Constellium is helping heat the French city of Issoire with a project called Energ’Iss. Waste heat is recovered from our aluminium production furnaces and converted into heat and hot water for around 500 of the town’s homes and buildings. By replacing heat from natural gas, the project is estimated to save over 2,000 MT of GHG emissions per year.



Decarbonizing our industry with value chain partners



We believe that by combining the efforts of industry actors throughout the supply chain, we will better succeed at reducing GHG emissions.

ASI We are a founding member of the Aluminium Stewardship Initiative (ASI), a global, nonprofit, multi-stakeholder, standards setting and certification organization for responsible production, sourcing, and stewardship of aluminium throughout the value chain. Our facilities in Neuf-Brisach, Gottmadingen, and Dahlenfeld, as well as Singen Rolling and casthouse and Singen Extrusion, are certified against Performance and Chain of Custody Standards.



FIRST MOVERS COALITION Constellium has joined more than 50 companies in the First Movers Coalition. Led by the World Economic Forum and the U.S. Government, this global initiative aims to decarbonize hard-to-abate sectors by leveraging companies’ combined purchasing power.



Constellium embraces recycling

Aluminium, the most abundant metal in the earth's crust, can be recycled over and over while maintaining its material properties. That is why 75% of the aluminium produced since its discovery—1 billion metric tons—is still in use today. Constellium is a leader in the sustainable production and recycling of aluminium products. Working with our clients and our suppliers, we recycle pre-consumer and end-of-life scrap, and we continually improve our processes to build the most efficient recycling loops.



Boosting recycling



Aluminium is valuable at every stage of its life cycle, and can be recycled over and over again while keeping its material properties. Recycling aluminium requires only 5% of the energy used to produce primary metal, and emits 95% fewer GHG emissions. Recycling also protects resources and reduces waste.

Maximizing our use of recycled material is a core strategy for Constellium, and we manufacture our products with a large share of recycled aluminium. We have significant recycling capacity, and plan to substantially expand it in the coming years. In addition to recycling, we pursue initiatives with our partners to increase global recycling rates.



2030 Target

At least
50%
of all
aluminium
input from
recycled
sources

Expanding our use of recycled aluminium

INCREASING RECYCLING CAPACITY AT NEUF-BRISACH

In November 2022, we broke ground on a new €130 million aluminium recycling center at our Neuf-Brisach site. This investment will increase our recycling capacity of automotive and packaging products by 75%, or more than 130,000 MT. It will improve the recycled content rate of our products, while reducing the plant's carbon footprint by about 400,000 MT of CO₂eq.



Teaming up
with others for
better recycling

> In close collaboration
with our clients and
industry partners,
we seek to improve
recycling processes
and rates.



SCRAPPIER BEVERAGE CAN LIDS We are
working with canmakers, fillers and brewers, and
tooling manufacturers to design a high-recycled
content alloy for beverage can lids.



PARTNERSHIPS FOR GREATER IMPACT

CAN'T SLAM THIS DOOR Constellium is
leading a consortium that includes Renault on a three-
year project to develop light, recyclable, and cost-
efficient automotive doors. The initiative has designed
a passenger vehicle aluminium door that is 15% lighter
and much less expensive than the incumbent
aluminium one, and more recycling-friendly.

We promote recycling in partnership with the
European Aluminium Association, the U.S. Aluminum
Association, the Can Manufacturers Institute, and
many local organizations. We chair Every Can
Counts, an association aiming to increase beverage
can recycling rates in Europe and beyond.



Constellium supports our people

Constellium's greatest priority is people—whether they be the 12,500 employees whose skills and dedication have made us who we are today, our valued customers, our partners, or our neighbors around the globe. We are committed to the safety and well-being of every single worker, do our best to provide a diverse and inclusive work environment, encourage our employees' advancement with development and training programs, and support our local communities.



Promoting safety



_ Safety is our number one value at Constellium, and at the heart of everything we do. We want every employee, visitor, and contractor to return home safely every day. Our Recordable Case Rate* is one of the best in any industry. Nonetheless, we are pursuing continuous improvement until we achieve our ultimate goal: zero injuries.

** Our Recordable Case Rate measures the number of fatalities, serious injuries, lost-time injuries, restricted work injuries, or medical treatments per 1 million hours worked, including by our contractors.*



2025 Target

Reach a
1.5
RCR
(recordable
case rate)
per million
hours
worked

Looking out for one another

SERIOUS INJURY AND FATALITY (SIF) PROGRAM

At the core of our EHS program, our Serious Injury and Fatality (SIF) initiative contains more than 1,000 local projects. All our sites have set up SIF teams that regularly identify risks with the greatest potential for serious injuries, and take action to mitigate them.

CARING FOR EACH OTHER

When it comes to safety, behaviors are as critical as policies and procedures. "Caring for Each Other" is a company-wide training program focused on the reasons for unsafe practices, peer-to-peer interaction, and speaking up when employees witness risky behavior. All of our employees have been trained, and 150 have been coached to continue as trainers.



“I find Constellium to be a very human company, and the only factory I’ve worked at where women can advance”

ANNICK DUCHET, OPERATOR, ISSOIRE, FRANCE



Of all my life experiences, operating the bridge crane has been the most challenging. I operate five melt furnaces, removing big aluminium plates or installing tools to change plate formats. It is precise work, with a lot of responsibility—the plates weigh between

3 and 19 tons and my colleagues are below. Even though I spend each eight-hour shift alone, 10-15 meters above ground, I always feel like part of a team. I find Constellium to be a very human company, and the only factory I’ve worked at where women can advance.

“My boss is always asking, ‘Is there something you want to do? What is your career path?’”

MARKUS HAMILTON, CI SPECIALIST, MUSCLE SHOALS, U.S.



I’ve worked at Muscle Shoals since 2009 and became the first Black production supervisor at the hot mill. I applied for other leadership roles after that but was never afforded the opportunity until Constellium took over in 2015 and made a difference. I was promoted to a leadership

position, then moved into process improvement, which led to my current position in Continuous Improvement. I see now that the sky is the limit for me. My boss is always asking, ‘Is there something you want to do? What is your career path?’ It’s like the exciting start of a new career.

Diverse and inclusive



_ At Constellium, we believe in investing to have the very best people. We seek to attract talented candidates, stay close to our employees, help them develop their skills, and motivate them to spend their careers with us.

We want all members of our company to feel that they belong and are respected, included, and empowered. Diversity is a strength, and we appreciate the unique perspective, background, and culture that each individual brings to our team. We strive to foster an environment where people from a multitude of backgrounds, with a wide range of ideas and experiences, can contribute and thrive.



2025 Target

25%

of professional
and management
roles held by
women

Nurturing talent, respecting needs

MENTORING HIGH-POTENTIAL FEMALE EMPLOYEES

We created a mentorship program for high-potential female talent, and several participants said it boosted their confidence to take on challenges. In a survey, 100% of mentors and 96% of mentees responded that they saw value in the program.

VALUING THE ABILITIES OF ALL

We give equal opportunities to people with disabilities, and adapt our work environments to their needs, with everything from ergonomic chairs and customized security shoes to scheduling flexibility. For example, at our Issoire facility, employees with disabled children can work 80% of the time while receiving a full-time salary.



Being good neighbors



PINK OCTOBER Teams at several Constellium sites held a number of different events to support Pink October for Breast Cancer Awareness.



CONSTELLIUM CARES In 2022, Constellium kicked off an initiative to commit €1 million per year to support global or regional projects in line with our mission, values, and sustainability commitments, as well as community projects where we operate. This fund is in addition to our sites' local activities.



EARTH DAY CLEANUP In 2022, Constellium's Bowling Green employees took part in Earth Day activities by cleaning storm debris from the property surrounding the plant.

ROWING THE BOAT FOR EDUCATION Muscle Shoals employees supported the Dragon Boat Festival, raising more than \$38,000 for a foundation that pays tuition for area high school students.



Our performance and sustainability results

1. EcoVadis gave us its highest rating, platinum, for the second consecutive time, placing us in the top 1% of 100,000 companies assessed worldwide.

2. The Carbon Disclosure Project (CDP) gave us a B rating for climate change, and counted Constellium among its Supplier Engagement Leaders for climate change, with an A rating.

3. ISS-oekom awarded our sustainability performance Prime status and a B rating, the best grade within the metals and mining sector.

4. We received a score of AA (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment, positioning us again at the top of our sector (Metals and Mining - Non-Precious Metals).*

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2022 Results



Environmental

Social

	Climate change 2030 target		Recycling 2030 target	Safety 2025 target	Gender diversity 2025 target
Target	30% reduction in Scope 1 and 2 intensity vs 2021	30% reduction in Scope 1, 2, and 3 intensity vs 2021	At least 50% of all aluminium input from recycled sources	Reach a 1.5 Recordable Case Rate in 2025	Increase the percentage of women in professional and management roles to 25%
2021 Baseline	0.7 MT CO ₂ eq/MT	5.05 MT CO ₂ eq/MT	41%	1.85	21%
2022 Results	+1%	+16%	41%	1.85	22%
Progress	×	×	==	==	✓

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www.constellium.com



Ideas. Materialized.