

An aerial photograph showing a winding road that separates a golden-brown field on the left from a vibrant green field on the right. The road curves gracefully through the landscape, creating a series of S-shapes. The fields appear to be agricultural, with visible furrows and patterns. The lighting suggests a bright, sunny day, casting soft shadows and highlighting the textures of the land.

# **Casting a Sustainable Future**

**Sustainability Report 2023**



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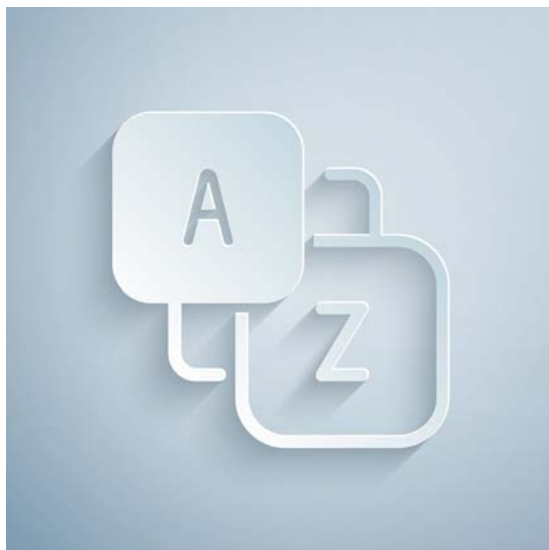
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Constellium's consolidated non-financial performance statement ("déclaration consolidée de performance extra-financière," or "DPEF"), included in this report (as specified on page 86), was verified by an independent third party, PricewaterhouseCoopers Audit. PricewaterhouseCoopers Audit verified compliance of our statement with the provisions of the French Commercial Code (article R. 225-105), along with the fairness of a selection of information provided in our statement, such as key performance indicators and some measures taken to address risks (article R. 225-105 I, 3, and II of the French Commercial Code). The work of PricewaterhouseCoopers Audit was performed in accordance with the provisions of articles A. 225-1 et seq. of the French Commercial Code, determining the conditions under which an independent third party performs its engagement; and with the professional guidance of the French Institute of Statutory Auditors ("CNCC") applicable to such engagements; as well as with ISAE 3000 assurance engagements other than audits or reviews of historical financial information. The verification report of PricewaterhouseCoopers Audit (included on pages 90-93 of this report) describes in detail the verification work performed.

## GLOSSARY

of terms in the context of Constellium's business



### Air emissions

Certain air emissions are regulated under international conventions and/or national laws or regulations. At Constellium, we mainly monitor and work to reduce nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>), volatile organic compounds (VOC), and particulate materials (PM).

### CO<sub>2</sub>-equivalent (CO<sub>2</sub>eq)

A metric measure used to indicate the Global Warming Potential (GWP) of each of the six greenhouse gases, expressed in terms of the GWP of one unit of CO<sub>2</sub>.

### Environmental incident

A one-time incident that can be or is detrimental to the environment, with real or potential impact on people, wildlife, and/or habitat. There are several categories of environmental incidents: an environmental near miss, a minor environmental incident, a moderate environmental incident, a significant environmental incident, and a major environmental incident.

### Greenhouse Gases (GHG)

Greenhouse gases are the six gases listed in the Kyoto Protocol to the UN Framework Convention on Climate Change: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF<sub>6</sub>).

By increasing the heat in the atmosphere, GHGs are responsible for the greenhouse effect, which ultimately leads to global warming.

### Global Warming Potential (GWP)

A factor describing the radiative forcing impact (degree of harm to the atmosphere) of one unit of a given GHG, relative to one unit of CO<sub>2</sub>. The time period used for GWPs is 100 years by default.

### Hazardous waste

We define hazardous and non-hazardous waste categories in accordance with the EU Waste Framework Directive and the U.S. waste classifications.

### mt

Metric ton

### Post-consumer scrap

Material containing aluminium that is reclaimed at the end of life of finished goods.

### Pre-consumer scrap

Production scrap generated downstream from Constellium's operations and before reaching the end user.

### Recordable Case Rate (RCR)

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

### Serious injuries

We define serious injuries as cases involving an injury with a risk of death, major complications, or permanent disability. These include fracture of a major bone; amputation of a body part; significant second- or third-degree burns requiring a graft or prolonged hospitalization; loss of consciousness with hospitalization due to a head injury, chemical intoxication, or lack of oxygen in the atmosphere; loss of ability (e.g., sensory, organ function, paralysis); and any occupational injury requiring blood transfusion, mechanical ventilation, or surgical intervention.

**Scope 1 emissions**

Direct greenhouse gas emissions from sources owned or controlled by Constellium (e.g., resulting from fuel combustion at our sites).

**Scope 2 emissions**

Indirect GHG emissions associated with a company's purchased electricity, heat, or steam. In Constellium's case, Scope 2 emissions concern electricity only.

**Scope 3 emissions**

All indirect GHG emissions (not included in Scope 2) that occur in Constellium's value chain, including upstream and downstream emissions (e.g., raw material extraction and production, transport-related activities, waste disposal). The GHG Protocol Corporate Value Chain defines 15 different Scope 3 categories. Constellium includes all upstream categories, and only includes transportation in downstream categories.

**Water withdrawal**

Over the course of the reporting period, the sum of all water taken from ground or surface water sources or public networks, and conveyed to a Constellium site.

**Water consumption**

Water used by Constellium and not returned to its original source (e.g., groundwater released to surface water).

**Work-related disease (injury or ill health)**

Negative impacts on health arising from recognized exposure to hazards at work. "Recognized" means the case has been filed by an active or retired worker and has received final recognition by third-party authorities.



Jean-Marc Germain  
Chief Executive Officer of Constellium

WE SUPPORT



For the 12<sup>th</sup> consecutive year, we support the Ten Principles of the United Nations Global Compact (UNGC) in the areas of human rights, labor, environment, and anticorruption.

I am delighted to present Constellium's latest Sustainability Report. Within these pages, you will find a comprehensive overview of our initiatives and results, highlighting our dedication to shaping a sustainable and circular future.

In the past year, we have made significant strides in driving the transition towards decarbonization to combat climate change – one of the many challenges of our time. Despite external challenges, including the energy crisis in Europe, our teams have continued their efforts to improve our energy efficiency, decarbonize our operations, and develop sustainable, light, and recyclable products that support the low-carbon goals of our customers. I am particularly excited to highlight the groundbreaking work we are doing to develop the zero carbon casthouse of the future, leveraging innovative technologies and alternative energy sources like green hydrogen. Thanks to these efforts, and despite disappointing results in 2023, we remain on the right track to reach our target to reduce our GHG emissions intensity by 30% in 2030.

Recycling remains one of the most efficient ways to decarbonize the aluminium value chain. With new partnerships forged in 2023, we are actively working to recycle more efficiently – from recycling planes to closed-loop initiatives with our automotive customers to improving the recyclability of cans. I am also pleased with the progress of our new recycling center in Neuf-Brisach, France, which will add the equivalent of more than 130,000 mt of recycling capacity by the end of 2024.

Our dedication to sustainability extends to our employees, as we strive to create a safe and inclusive environment for everyone. Safety is the paramount priority for us, and our Recordable Case Rate remains one of the best in the industry with many of our plants reaching the significant milestone of one million hours worked without a recordable case in 2023. I am also proud of the progress we have made this year in increasing the representation of women at Constellium, as evidenced by our recognition in Forbes' World's Top Companies for Women list in 2023.

As our company grows, we are strengthening our support to our communities with the launch in 2023 of the ConstelliumCARES Fund, our first philanthropy fund, which can finance local, regional and global projects up to a total of one million euros per year. Together with the grassroots efforts of our local sites, we are honored to contribute to the well-being of our communities, fostering mutual development and growth.

None of our sustainability achievements would be possible without the dedication and initiative of our employees. Thanks to their engagement, and in spite of a challenging environment, Constellium is advancing steadfastly on its path towards sustainability.

Together, we will cast a sustainable future.

A stylized, handwritten signature in black ink that reads "J. Germain".

Jean-Marc Germain

OUR BUSINESS MODEL

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 New York Stock Exchange (NYSE), operating with best practices and to the highest ethical standards.

WHO WE ARE

We are a world leader in the development and manufacture of high value-added aluminium products and solutions.

OUR MISSION

Meet the needs of our customers and society in terms of weight reduction, efficiency, and sustainable development.

OUR RESOURCES

Financial

- €7.2 billion in revenue
- ~ €340 million in CapEx
- €170 million in Free Cash Flow<sup>1</sup>
- ~ €4.5 billion expenses in raw material and consumables used

Environmental

- Energy consumption of 12.8 (GJ)/mt of product shipped

Human

- ~12,000 employees





Industrial

- 25 manufacturing facilities in 11 countries
- 8 sites with ASI certification

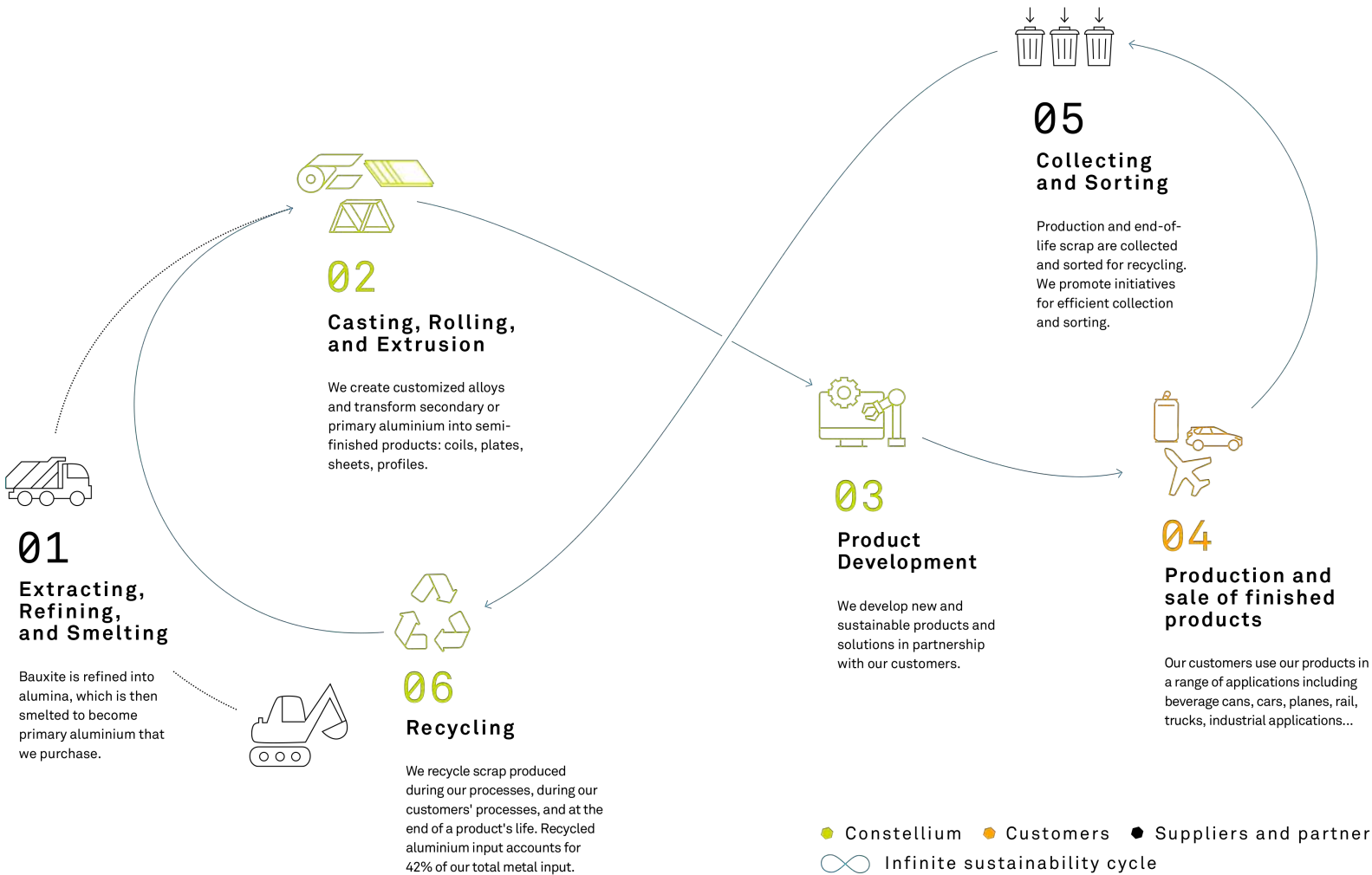
Intellectual

- 3 R&D centers
- Over 250 active patent families
- Nearly 50 partnerships with universities and research centers

OUR PRODUCTS AND SOLUTIONS

-  We add other metals to molten aluminium to create customized alloys, and cast them into molded products, ingots, billets, and slabs. We extrude billets to make products such as Crash Management Systems. We roll slabs into plates, sheets, and coils to be used for cans, car hoods, airplane wings, and more. We recycle the equivalent of 32 billion cans a year.
- 
- 
- 

CREATING VALUE THROUGHOUT THE ALUMINIUM LIFE CYCLE



OUR VALUE CREATION

Economic

- €713 million of Adjusted EBITDA<sup>2</sup>
- ~1.5 million mt of aluminium sold

Customers

- Weight reduction and technical performance of products
- Improved manufacturing processes
- Contribution to carbon footprint reduction
- Innovation: co-development of products and recyclability

Employees

- 96% employees on permanent contracts
- 1.95 Recordable Case Rate per million hours worked
- 25 average number of training hours/employee/year
- 24% of women in professional and management roles

Environment and Circular Economy

- 0.76 mt Scope 1 and 2 GHG emissions intensity
- 5.92 mt Scope 1, 2, and 3 GHG emissions intensity
- 42% metal input from recycled sources

Suppliers

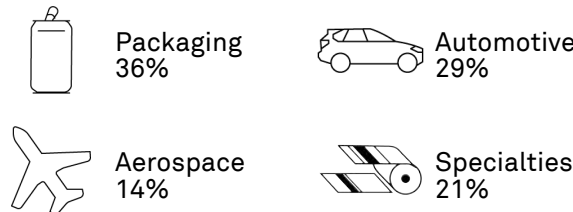
- 68% of annual expenses assessed by independent third parties

Society

- ConstelliumCARES program including up to €1 million corporate philanthropy fund and community programs led by our sites

OUR MARKETS

Aluminium is the ideal metal for an incredible range of purposes, playing a major role in a lighter and more sustainable world. Below, our key markets and their revenue share.



<sup>1</sup> Free Cash Flow is a "Non-GAAP measure." Free Cash Flow is defined as net cash flows from operating activities less capital expenditures, net of grants received.  
<sup>2</sup> Adjusted EBITDA is a "Non-GAAP measure." For a reconciliation of this measure to "Net Income," see form 20-F.

## OUR MARKETS AND PRODUCTS

Constellium's products are a major element in daily life, making the world around us lighter, safer, and cleaner.

### LEADING THE PACK IN ALUMINIUM PACKAGING

Constellium is a world-leading supplier for the aluminium packaging market. We supply goods and solutions for every aspect of the market, from recycling to aluminium coils and sheets. Every year we provide can manufacturers with approximately 700k mt of cansheet with a low CO<sub>2</sub> footprint, thanks to our recycling capacity and the low CO<sub>2</sub> of the metal we source. We also deliver over 250k mt of foilstock, and specialized products for wine and spirit closures, aerosols, and cosmetics.

36% of our revenue came from the packaging market

### DRIVING SUSTAINABLE MOBILITY

Constellium is a leading provider of advanced aluminium rolled products and extrusion-based components for the global automotive market. Automotive News ranks Constellium as a "Top Supplier," and automakers count on us to help them develop lighter, safer, more fuel-efficient vehicles with lower emissions and greater range. Constellium produces over 235k mt of Auto Body Sheet, more than seven million Crash Management Systems, and more than 12 million automotive structural components annually.

29% of our revenue came from the automotive market

### FLYING HIGH IN AEROSPACE

Constellium helps aerospace manufacturers maintain cruising speed with value-added aluminium plates, sheets, and extrusions for the commercial, military, and space markets. Constellium is a major partner of aircraft manufacturers all over the world, and our high-performance technologies are inherent to the development, design, and manufacture of the next generation of aircraft. We work with the industry's designers, assemblers, and suppliers to make commercial aircraft even more lightweight, efficient, affordable, and reliable. Our groundbreaking Airware<sup>®</sup> solutions make us the undisputed leader in aluminium-lithium technology.

14% of our revenue came from the aerospace market

### AND MANY OTHER SPECIALTIES

We have built upon the intrinsic properties of aluminium alloys to develop a range of dedicated extrusions, sheets, plates, and semi-finished components for the transportation and industry markets. Our products can be found in tanker trucks, trailers, pleasure boats, and trains, as well as in a variety of industrial applications, from components for industrial robots to molds for forming plastic objects. We are also experts in the defense sector, with one of the broadest portfolios of specialized aluminium alloys for armored products.

21% of our revenue came from other specialties





### Constellium supplies best-in-class aluminium Auto Body Sheet to the Renault Group's new Megane E-TECH Electric

We enhanced our partnership with the Renault Group by establishing a closed-loop recycling process to bring manufacturing scrap directly back to Constellium, resulting in a reduced CO<sub>2</sub> footprint.

“We are delighted to expand these activities with Constellium as part of our journey to carbon neutrality,” says Yvan Chastel, Expert Leader for Metals and Processes at Renault Group. “Closed-loop recycling is now optimized for the production volumes of the all-new electric Megane E-TECH. This collaboration further demonstrates our capacity to be at the forefront of decarbonizing mobility by reducing CO<sub>2</sub> emissions throughout the life cycle of our vehicles.”



### Driving aluminium with Ford

A longtime supplier to Ford, Constellium currently provides aluminium extruded components and Auto Body Sheet for several Ford models, including the all-electric Ford F-150 Lightning, the F-150 and Super Duty trucks, the Ford Bronco, the Ford Expedition, the Ford Explorer, and the Ford Ranger. Since 2015, we have provided more than 50 million components for Ford vehicles, helping to make them lighter, stronger, safer, and more sustainable.



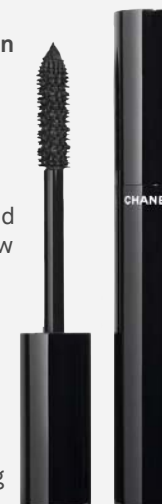
### Best Performer Award from Airbus

We are honored to be recognized by Airbus with the Best Performer Award, and proud of our longstanding partnership with them. We supply Airbus with a broad range of advanced aluminium rolled and extruded products, including our proprietary aluminium-lithium alloy solution Airware®. We support all of Airbus' leading aircraft programs with advanced aerospace solutions from our facilities in Issoire and Montreuil-Juigné in France, and Ravenswood, West Virginia, USA.

### CHANEL Parfums Beauté's New Collection of Mascara in Recycled Aluminium Packaging

Constellium partnered with CHANEL Parfums Beauté and g.pivaudran to introduce new packaging made of recycled aluminium for CHANEL's “Le Volume” mascara line.

The new mascara tubes will now incorporate 10 to 20% post-consumer recycled (PCR) aluminium, depending on the model.





## RESEARCH AND DEVELOPMENT

**We are always innovating for a safer and more sustainable tomorrow, finding lighter and greener solutions for our customers while striving to improve aluminium's overall footprint.**

### Investing in R&D

Constellium invests heavily in R&D, spending ~€50 million in 2023. C-TEC, our main research and development center located in Voreppe, France, and its hub in Plymouth, Michigan, USA, employ ~300 people. Our University Technology Center in London, England, employs ~50 Constellium scientists, in addition to ~20 PhD students and postdoctoral research fellows from Brunel University London and other academic partners.

### From alloy design to production

More than 250 patent families generated by our R&D teams are still active today. These include breakthrough innovations such as the game-changing aluminium-lithium Airware<sup>®</sup> technology for the aerospace market, a new generation of advanced alloys and solutions for the automotive market, and Aheadd<sup>®</sup>, a new generation of high-performance aluminium powders for additive manufacturing.

We work in partnership with our customers from design to prototyping and production. To bring product to market in record time, our R&D teams use various set of modelling tools as well as equipment ranging from small-scale combinatorial laboratory casting to pilot-scale prototyping and full-scale prototyping for the casthouse, extrusion lines, and pilot lines mimicking some of our

customers' processes (automotive press, can body lines, etc.). With this "lab to industrial scale" approach, innovations are fully tested to ensure they can be produced at the best quality, cost and time for our customers.

### Designing sustainable processes and products

We work together with our customers to design and manufacture the products they need. We innovate for a safer and more sustainable tomorrow, finding lighter and greener solutions for our customers while striving to improve aluminium's overall footprint.

### Improving our carbon footprint

Recognizing that more than 50% of our scope 1 emissions are related to our casting and recycling operations, our R&D team is exploring options for a zero-emission casthouse, identifying most suitable technologies as a function of plant location and equipment already in place. See pages 33-34 for more information on initiatives to reduce Scope 1 and 2 emissions.

### Developing products with environmental benefits

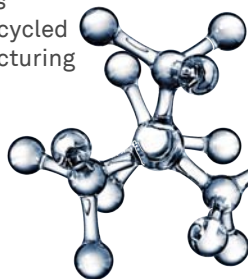
Our R&D teams focus on improving the life cycle performance of end products. We can do this through improved product design - for example, making lighter parts for vehicles to reduce fuel

consumption. Another way is by recycling pre- and post-consumer aluminium scrap, since emissions from recycling are much lower than those from primary metal production. Life Cycle Assessments demonstrate the benefits of both approaches. See page 12 for the ALIVE project, and pages 39-42 for initiatives related to increasing recycling with our customers.

### Manufacturing excellence

Our R&D teams work with our facilities to achieve continuous improvements in our operations and produce top-quality goods as safely, efficiently, and sustainably, as possible. They are also managing our so-called "Best Practice Councils", which aim to share best practices amongst all of our plants worldwide.

The Manufacturing Excellence team is focused on optimizing maintenance, equipment uptime and recovery. For instance, our engineering team is moving from planned maintenance to predictive maintenance, using sensors to detect equipment status and predict the best moment for maintenance stoppage, limiting unexpected equipment downtime. By helping our plants become more energy efficient, use more recycled input and generate less waste, our Manufacturing Excellence program also contributes to our sustainability journey.



## Digital innovation

The digitalization of manufacturing and the transition to “Industry 4.0” is transforming the way we operate. Our facilities partner with our IT Digital department and our Manufacturing Excellence team to leverage advanced digital technologies and improve safety, efficiency, productivity, and quality of manufacturing processes, while reducing costs, energy, and waste.

All our facilities are implementing Industry 4.0 solutions which support our growth and our customers’ needs while contributing to our sustainability targets. These include use of IoT<sup>1</sup> sensors to collect real-time data on the performance of our equipment and the quality of our products, dedicated apps for topics ranging from preventive maintenance to GHG emissions calculation, or virtual and augmented reality safety training modules for our employees.

## International Scientific Council (ISC)

Established in 2013 and comprising five esteemed academic members from laboratories and universities worldwide, the ISC has played a pivotal role in guiding Constellium’s research and development endeavors, fostering innovation, supporting Constellium’s sustainability targets, and addressing key challenges in the ever-evolving landscape of materials science.

Topics explored have included the effects of hydrogen on precipitation-hardened alloys, understanding and modeling Auto Body Sheet formability, the science of aluminium solidification, and additive manufacturing powders.

The Council has also delved into industry-wide challenges, such as decarbonization technologies and innovations, the future of metals in aerospace applications, electric vehicle technologies, and other technical sustainability challenges.



Constellium celebrates 10 years of innovation and excellence with our International Scientific Council.

<sup>1</sup> IoT or the Internet of Things describes devices with sensors, processing ability, software, and other technologies that connect and exchange data with other devices and systems over the Internet or other communications networks.

## GAINING GREATER INSIGHT FROM LIFE CYCLE ASSESSMENTS

A life cycle assessment measures the overall environmental impact of a product or activity, studying every phase of its existence from cradle to grave.

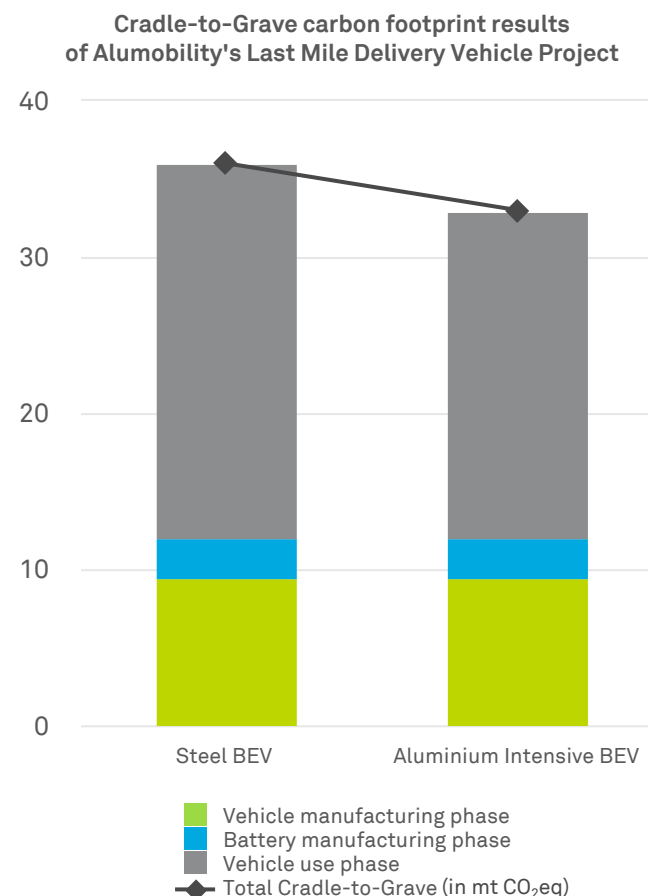
A life cycle assessment (LCA) is a methodology used to calculate the total environmental impact of a product or activity, including (but not limited to) its carbon footprint, and taking into account all of its life cycle phases.

Constellium's global LCA model follows the ISO 14040/44 standard and is subject to third-party validation. We study the effects of our own activity - energy use, waste production, air and water emissions, water consumption, etc. - as well as the effects of other stages, such as bauxite mining, alumina refining, metal production, transportation of raw material, potential product use benefits, and end of life. An LCA helps us identify ways to improve the environmental performance of existing products and those under development. It can also be used to compare solutions or materials.

Our customers are increasingly concerned about carbon footprint and recycled content. In 2022, we commissioned a third-party review of these metrics for our Packaging & Automotive Rolled Products business unit, then conducted the same review for all three of our business units in 2023. We shared the calculation methodology and resulting data with our customers, providing them with transparent, reliable, cradle-to-gate information.

Internally, we are preparing Environmental Product Declarations (EPD) to communicate verified information about the life cycle of our products. To raise awareness and increase knowledge about LCA, we are holding training sessions for our new engineers as part of the Global Engineering Development Program.

Externally, we contribute to dedicated LCA working groups and associations. For example, we hold the vice chair post of the European Aluminium LCA working group. In the automotive sector, we are a founding member of Alumobility, a nonprofit organization that showcases the benefits of aluminium in automotive applications. Alumobility commissioned an LCA tool (which was third-party reviewed) to complement technical studies and better illustrate the carbon impact of aluminium versus steel solutions. The organization's comparative LCA study of a Last Mile Delivery Van demonstrated that an aluminium-intensive Van has a carbon footprint about 8% lower than a steel-intensive Van over the full life cycle. An overall weight reduction of 22%, allowing the aluminium BEV to function with a 6kWh smaller battery capacity, yields to lower in-use energy consumption. The study was also third-party reviewed and presented at the American Center for Life Cycle Assessment (ACLA) Conference.





## Interview with Michael Kenyon, Senior Materials Engineer at Innoval, a technical partner

### What is the ALIVE project?

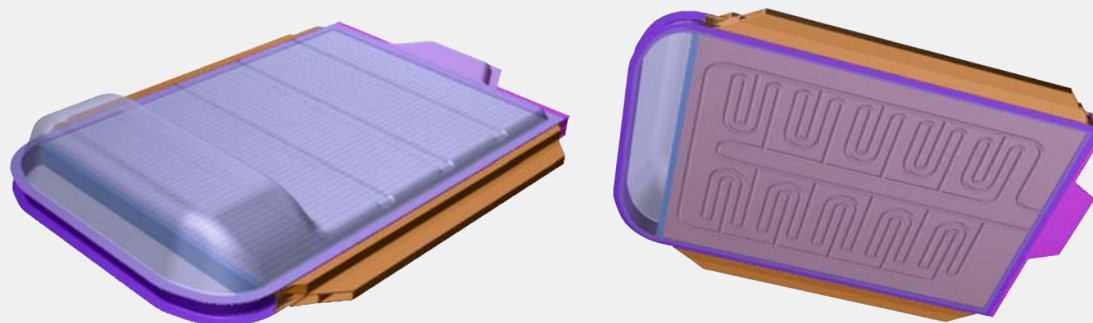
For the past three years, Constellium has been working with Innoval and other consortium partners to develop a new generation of lightweight battery enclosures incorporating higher levels of post-consumer scrap content, for a project we call ALIVE (ALuminium Intensive Vehicle Enclosures). As part of the ALIVE project, we are conducting a life cycle assessment to help Constellium understand the environmental performance of these aluminium enclosures.

### How are you integrating LCA into this project?

Rather than simply studying the environmental impact at the end, we are conducting an LCA in parallel with the project. This makes a difference in eco-design, and it strengthens traditionally weak data with additional streams of primary data, such as the type of aluminium products used, cleaning, and pre-treatment of aluminium semi-fabricated products.

### Have you been able to compare these aluminium battery enclosures to their steel equivalent?

It is difficult to do a direct enclosure comparison, since we don't have primary data for a precisely equivalent steel enclosure design. However, a sensitivity analysis of the lightweighting potential of designed and prototyped aluminium enclosures - between 10% and 40% - makes a comparison with a generic steel enclosure possible. With improved lightweighting, an ALIVE aluminium enclosure has less potential environmental impact over its life cycle.



#### An aluminium battery enclosure designed by Constellium

Battery enclosure assemblies safeguard the batteries from intrusion, thereby protecting passengers and surroundings from thermal runaway and fire.

At the 2023 CENEX conference in Birmingham, United Kingdom, the consortium officially revealed full-size prototypes which were 12-35% lighter than incumbent designs in aluminium and/or steel.

### What was the biggest milestone for ALIVE in 2023?

Our final report for ALIVE was critically reviewed by an independent panel of experts, and verified in December.

### How would you describe the value of an LCA to this overall project?

LCA is becoming increasingly important across all products and material systems, as it is critical to track environmental impact and highlight where we can reduce harmful emissions.

In this case, the LCA, verified by a third party, demonstrated the increased environmental performance of our new systems for battery enclosures. This study can now serve as a benchmark for other aluminium automotive projects.

An LCA can also help us understand the environmental impact of future materials. We are currently conducting an LCA for CirConAl (Circular and Constant Aluminium), a project that builds on the ALIVE project by increasing post-consumer scrap content (>90%) in high-strength alloys used in automotive applications.

## PUTTING SUSTAINABILITY AT THE HEART OF OUR STRATEGY

By making sustainability an intrinsic part of our business strategy, we are confident of reaching our goals.

### Our six strategic pillars

We are committed to building a safe and sustainable company. This means reducing our emissions and waste; investing in our people; supporting our communities; adhering to sound governance principles; developing, manufacturing, and promoting sustainable products that benefit our customers and end consumers; and creating shareholder value. Our goal is to become the safest and most exciting company in our industry. To achieve this objective, we have built a business strategy centered on six core principles.

#### Focus on high value-added and responsible products

We are primarily focused on our three strategic end markets - packaging, aerospace, and automotive - where we believe that we can differentiate ourselves through our high value-added and specialty products. We believe our differentiated products provide significant benefits to our customers in many areas, such as weight reduction, and contribute to their objective of reducing carbon emissions. We intend to continue to invest in our R&D and technological capabilities, and develop a high value-added and responsible product portfolio.

#### Increase customer connectivity

We regard our relationships with our customers as partnerships in which we work closely together to leverage our unique knowledge of the attributes of

aluminium, our industry leading R&D and technological capabilities, and our integrated industrial platform, to develop customized solutions. Our diverse teams globally aim to deepen our ties with our customers by consistently providing best-in-class quality, sustainable products and services, and joint product development projects.

#### Optimize margins and asset utilization through rigorous product portfolio management

We are highly focused on maximizing the throughput of our facilities to increase the metric tons produced and profitability per machine hour. We believe there are significant opportunities to do so, through rigorous focus on the products we choose to make and optimizing the throughput of these products in our facilities. We also intend to continue to increase our recycling activities, which will result in more responsible, sustainable, and profitable products.

#### Strictly control cost, continuously improve, and manage resources responsibly

We believe that there are significant opportunities to reduce our operating costs and improve our operations by implementing manufacturing excellence initiatives, metal management programs, and other cost, energy savings, waste, and water management initiatives. In addition, we believe it is critical to continuously focus on responsible resource management, including minimizing energy and water usage,

maximizing scrap input, optimizing capital allocation, and efficiently managing other resources available to the company.

#### Manage capital through a disciplined approach and increase financial flexibility

We have invested capital in a number of attractive growth opportunities to enhance our production capabilities, product offerings, and sustainability objectives. We are highly focused on realizing their expected contributions to our earnings, manufacturing capabilities, and corporate profile. In addition, we are highly focused on increasing our financial flexibility to reduce our debt. We believe having increased financial flexibility is critical to achieving our long-term objective of investing in our people and our operations.

#### Commit to our people and communities

We believe our people are among the best in the industry; this is a competitive strength which allows us to be a leader in our industry. This is why we continuously provide training opportunities to our employees, expanding their skills and competencies as they grow with us. We strive to promote a safe and inclusive environment where everyone is valued, can contribute, and thrive. Lastly, we strive to be socially responsible operators in our communities.



## Sustainability is key

Sustainability is integral to these six pillars. Our EHS FIRST policy includes focusing on safety, engaging our people, and reducing the impact of our operations. Our strategically selected markets are those where aluminium brings clear environmental benefits. Product leadership requires good environmental stewardship, including metal recycling. Customer service excellence also means satisfying sustainability concerns.

Our commitment to our people and communities is reflected in our safety and training programs, our Diversity, Equity and Inclusion Program, and our community projects. By evaluating sustainability risks and opportunities in our investments, we optimize our margins and asset utilization.

Our focus on capital discipline and shareholder value creation allows us to generate the returns and cash flows needed to sustain an attractive future for our company, our employees, and our communities.

Constellium's strategy extends to our supply chain. That is why we are a founding member of the Aluminium Stewardship Initiative (ASI), a global, multi-stakeholder, nonprofit, standards-setting and certification organization. Following an entire value chain approach, ASI works towards responsible production, sourcing, and stewardship of aluminium.

For more about our support for ASI, see page [63](#).

## Sustainability-linked bonds

In February and May 2021, Constellium issued two series of sustainability-linked bonds, with two performance targets tied to our sustainability strategy.

The first is to reduce our Scope 1 and 2 greenhouse gas emissions intensity to equal or lower than 0.615 mt of CO<sub>2</sub>eq per mt of sales in 2025.

The second is to increase our recycled aluminium input to equal to or higher than 685k mt by 2026.

In 2023, our Scope 1 and 2 GHG emissions intensity increased to 0.76 from a 2021 baseline of 0.7 mt CO<sub>2</sub>eq/mt, and we decreased our recycled input to 649k mt from a 2021 baseline of 675k mt. We still believe that we are on track to reach our targets with the strategy and action plan in place.



## OUR VALUES

At Constellium, all our employees share and abide by a common set of values that everyone puts into practice every day.



### Safety

Safety is everyone's responsibility, whatever their role. We constantly improve our safety practices and train our employees to always follow safety instructions and rules, and to speak up whenever they see unsafe behavior.



### Respect

Respect is the foundation of every relationship. We respect and value the diversity of people that make up our business, and we treat everyone fairly.



### Trust

Trust is the basis of our approach to business. This means creating an environment where everyone can exchange views and collaborate effectively.



### Transparency



We make sure all our employees have the information they need to do their job, and we communicate openly and clearly to our customers and other stakeholders.

### Collaboration



We work together, and with our customers and stakeholders, to identify and solve problems and to bring new ideas and perspectives.

### Empowerment



We trust and enable employees, at all levels, to make decisions and be accountable for them.

## GOVERNANCE

Constellium's governance structure strives to uphold a commitment to our values and support our sustainability journey at every level.

### Director Independence

We maintain a one-tier Board of Directors consisting of an Executive Director and Non-Executive Directors (hereinafter referred to as "Directors"). Under French law, there are no separate independence requirements for companies whose shares are not listed on an EU-regulated market, so we defer to the New York Stock Exchange (NYSE) requirements.

As a foreign private issuer under the NYSE standards, we are not required to have independent Directors on our Board, beyond our Audit Committee, which must be composed of independent Directors. However, our Board has determined that, under current NYSE listing standards regarding independence, and taking into account any applicable committee standards, as of December 31, 2023, Mmes. Boccon-Gibod, Brooks, Browne, and Walker, and Messrs. Blot, Brandjes, Deslarzes, Ormerod, and Puig are independent Directors. Mr. Germain is not deemed independent as he serves as the Chief Executive Officer of the company.

Our Board of Directors includes two employee Directors, Ms. Weiler and Mr. Verdier, who are not deemed independent due to their employment with the company.

### Board meetings in 2023

The Board of Directors held eight meetings in 2023, and addressed a number of topics, including: review of committee reports, reports from the CEO (including environmental, health and safety, markets, and competition), reports from the CFO and the Group's General Counsel, review and approval of the fiscal year 2022 annual accounts, the 2022 Management Report (including the non-financial performance statement and Form 20-F filing with the Securities and Exchange Commission), approval of the agenda for the annual general meeting of shareholders, approval of executive remuneration and free allocation of shares, review of the CEO's performance, setting of the CEO's objectives and compensation, review of reports from the business units and on cybersecurity and mergers and acquisitions, review of company strategy, R&D review, review of the 2024 budget and long-term plan, finance reports, and Board and committee evaluation results.

### Board committees<sup>1</sup>

#### Audit Committee

Four independent Directors - Eight meetings in 2023

- Lori A. Walker (Chair)
- Isabelle Boccon-Gibod
- Christine Browne
- John Ormerod

#### Human Resources Committee

Four independent Directors - Five meetings in 2023

- Martha Brooks (Chair)
- Christine Browne
- Jean-Christophe Deslarzes
- Jean-Philippe Puig

#### Nominating and Governance Committee

Five independent Directors - Four meetings in 2023

- John Ormerod (Chair)
- Isabelle Boccon-Gibod
- Michiel Brandjes
- Jean-Christophe Deslarzes
- Lori A. Walker

#### Safety and Sustainability Committee

Four independent Directors - Four meetings in 2023

- Michiel Brandjes (Chair)
- Emmanuel Blot
- Martha Brooks
- Jean-Philippe Puig

<sup>1</sup> As of December 31, 2023

## Governance and accountability

Constellium's values serve as the foundation of our company. Our ethics are embedded in all our decision-making processes and the ways in which we conduct business. Our commitment to sustainability guides our interactions with stakeholders, communities, and one another, and has been at the core of our business strategy for the past decade. Constellium's governance structure is a framework for effective, balanced decision-making and reporting processes, helping to ensure that the Group practices sustainability at every level.

At Board level, Michiel Brandjes chairs our **Safety and Sustainability Committee**, which oversees the progress of our safety performance and sustainability targets (announced in April 2022), while also monitoring regulations and sustainability trends. The other Board committees have expanded their scopes since 2021, for greater focus on different aspects of Environmental, Social, and Governance (ESG). For example, the **Human Resources Committee** monitors gender diversity matters, and the **Audit Committee** takes into consideration topics such as ESG risks, compliance, and disclosure. The **Nominating and Governance Committee** takes into account sustainability aspects while reviewing the governance of the company.

At management level, the **Executive Committee** reviews the progress of our sustainability roadmap at least twice a year, and organizes ad hoc meetings to discuss specific topics as appropriate. At each quarterly business review, we measure our progress against our targets for GHG emissions (Scope 1 and 2) and diversity, along with financial results and business developments.

Our internal committees cover the entire ESG spectrum:

- The **Disclosure Committee** is chaired by the Senior Vice President, Group General Counsel. Its scope includes reviewing Constellium's consolidated non-financial performance statement and vigilance plan, in addition to reviewing financial reporting.
- The **Manufacturing Council**, chaired by the Senior Vice President Manufacturing Excellence, Chief Technical Officer, covers climate change (GHG emissions) and other environmental topics such as air emissions, effluents and waste, water, and biodiversity, in addition to health and safety.
- The **Enterprise Risk Management Committee**, chaired by the Senior Vice President, Chief Financial Officer, includes ESG-related risks in its assessments.
- The **Compliance Committee**, chaired by the Senior Vice President, Group General Counsel, oversees training and communication of our Worldwide Code of Employee and Business Conduct, as well as its compliance, updating, and enforcement. Every quarter, this committee reviews cases received via the integrity hotline or other channels, officially closing each case when there are no additional actions to be taken.

Each review also provides an opportunity to study cases at a global level, so that we can mitigate any overall risks or concerns. This committee's quarterly reports to the Audit Committee include any material issues regarding the Sustainable Sourcing Policy, the Human Rights Policy and Labor Practices, alleged cases of corruption or influence peddling, or alleged breaches of the General Data Protection Regulation (GDPR).

Our corporate functions, business units (since 2023, each BU has one person dedicated to sustainability), and sites are accountable for implementing and reporting on actions to achieve our sustainability targets. Leaders of each corporate function work directly with our sites, and report to the relevant internal governance committees.

The **Corporate Sustainability team** focuses on engaging stakeholders, providing guidance on strategy and policies, monitoring implementation, reporting, communications, and training.

In 2022, we started including ESG performance as a component of our Employee Performance Award annual incentive program, alongside financial and individual performance. We are measuring achievements in safety, gender diversity, and GHG emissions, to ensure that all employees are engaged and focused on improving our ESG performance.





### Continually improving data and process integrity

In 2023, we digitalized the way we collect and consolidate energy and GHG Scope 1 and 2 data. We have implemented a digital platform across all sites, and reinforced the control mechanisms with the four-eyes principle.

To enhance the integrity of our ESG data, we began implementing internal data control processes in the second half of 2022. We followed this up with a successful control and audit pilot in a few sites, focusing on safety, diversity, recycled aluminium inputs, and Scope 1 and 2 GHG emissions (all linked to our sustainability targets).

In 2023, we continued to work on ESG data control, and we will add additional sites for data control and internal audits in 2024.

### Our policies

Our sustainability strategy is upheld by the following publicly available Group policies:

#### Worldwide Code of Employee and Business Conduct (Code of Conduct)

Our Code of Conduct spells out the standard of behavior we expect from our employees, and governs all of our business actions. The Code covers all Constellium employees and is subject to applicable local laws. Compliance with the Code is essential to preserving and enhancing Constellium's reputation as a responsible corporate citizen and, ultimately, to maximizing stakeholder value.

#### Human Rights Policy and Labor Practices

Our Human Rights Policy is aligned with the UN Guiding Principles on Business and Human Rights and the Aluminium Stewardship Initiative Performance Standard. It applies to the company, our partners, and our suppliers.

#### Policy on Environment, Health, and Safety (EHS FIRST Policy)

EHS FIRST is Constellium's EHS Management System. Our system is described and documented in the EHS FIRST policy and manual, and Constellium's EHS Directives and Guidelines.

#### Sustainable Sourcing Policy and Supplier Code of Conduct

Our Sustainable Sourcing Policy and Supplier Code of Conduct are aligned with the principles of the UN Global Compact, and apply to all our suppliers, consultants, contractors, and agents. We ask all of the parties above to sign our Supplier Code of Conduct.

#### Policy for Reporting Wrongdoings (Whistleblower Policy)

This policy encourages employees to speak out without fear of retaliation by establishing procedures for reporting wrongdoing, suspected wrongdoing, fraud, irregularities (financial, accounting, auditing, banking), or any violations of our policies, procedures, or Code of Conduct. To facilitate reporting, we have established an integrity hotline, operated by an external third party, in all countries where we have operations, and in various languages. Callers to the integrity hotline can remain anonymous.

#### ESG due diligence for mergers and acquisitions (M&A), as well as closure, decommissioning, and divestment processes

This policy sets out the principles for integrating ESG risks and opportunities into our due diligence process for M&A, closures, decommissioning, and divestitures.

#### Insider Trading Policy

We have an insider trading policy which sets out the restrictions on trading Constellium securities and the use of inside information.

#### Modern Slavery Statement

This statement outlines our commitment to the prevention of all forms of slavery, forced labor or servitude, child labor, and human trafficking, both in our business and in our supply chain.

## Training and communication

One important way we implement our policies is via training on our Code of Conduct, using virtual courses or in-person learning. We aim to train all of our employees with access to e-learning on an annual basis.

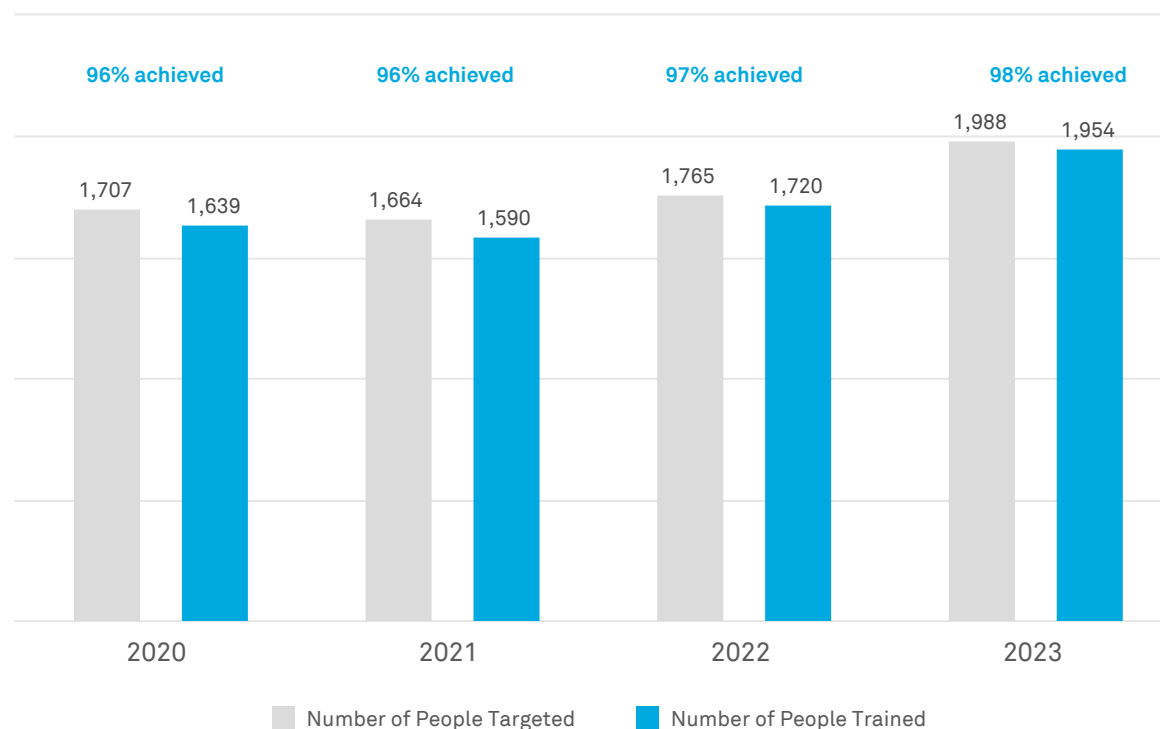
The sustainability e-learning course we launched in 2019 is part of our onboarding program. In 2023, we launched two e-learning modules, on carbon neutrality and circular economy. These are available to all employees.

We continue to offer tailor-made virtual training on sustainability and climate change to our sales teams upon demand, boosting their knowledge of specific topics (GHG emissions, recycling), so they can answer the increasing number of requests and questions from our customers.

We organize collaborative “Climate Fresk” workshops at several sites. Climate change is also on the curriculum of our annual Global Engineering Development Program. See page 52.

Our communications team is familiar with our sustainability challenges, goals, and achievements. It helps the company to achieve our goals by engaging our employees and externally communicating our performance and progress.

Code of Conduct Training<sup>1</sup>



<sup>1</sup> Only employees with access to e-learning. In 2023, we had 18 cases where employees could not attend for exceptional reasons, including maternity and sick leave, retirement, and long-term disability.

## BOARD OF DIRECTORS

The Board of Directors is collectively in charge of the management of the company, the general conduct of the company's business, and its corporate governance structure. The Board of Directors supervises the Executive Director (CEO), who is entrusted with the day-to-day management of the company.



**Jean-Christophe Deslarzes**  
Chairman &  
Non-Executive Director



**Jean-Marc Germain**  
Executive Director &  
Chief Executive Officer



**Emmanuel Blot**  
Non-Executive Director



**Isabelle Boccon-Gibod**  
Non-Executive Director



**Michiel Brandjes**  
Non-Executive Director



**Martha Brooks**  
Non-Executive Director



**Christine Browne**  
Non-Executive Director



**John Ormerod**  
Non-Executive Director



**Jean-Philippe Puig**  
Non-Executive Director



**Jean-François Verdier**  
Employee Director



**Lori A. Walker**  
Non-Executive Director



**Wiebke Weiler**  
Employee Director





**12** Directors

**75%** Independence  
rate

**42%** Women

**6** Nationalities

**98%** Board  
meetings attendance  
rate

-  Audit Committee
-  Human Resources Committee
-  Nominating and Governance Committee
-  Safety and Sustainability Committee



## EXECUTIVE COMMITTEE

The Executive Committee focuses on strategy, financial management, commercial development, program execution, organizational evolution, talent management, and Group-wide policies.



**Jean-Marc Germain**  
Chief Executive Officer



**Ingrid Joerg**  
Executive Vice President &  
Chief Operating Officer \*



**Jack Guo**  
Senior Vice President &  
Chief Financial Officer



**Marcus Becker**  
Senior Vice President &  
Chief Procurement Officer



**Nicolas Brun**  
Senior Vice President, Public  
Affairs, Communications, and  
Sustainability



**Philippe Hoffmann**  
President, Aerospace and  
Transportation Business Unit



**Ryan Jurkovic**  
Senior Vice President &  
Chief Human Resources  
Officer



**Jeremy Leach**  
Senior Vice President &  
Group General Counsel



**Ludovic Piquier**  
Senior Vice President,  
Manufacturing Excellence &  
Chief Technology Officer



**Nik Schild**  
Senior Vice President,  
Chief Information Officer, &  
Chief Digital Officer

\* As of December 31, 2023, Ms. Joerg also served as President of our Packaging and Automotive Rolled Products business unit, and as Interim President of our Automotive Structures and Industry business unit.

## EARNING CONSISTENTLY HIGH RATINGS AND COLLABORATING WITH PARTNERS

### Ratings and certifications

Our **EcoVadis** platinum rating with a score of 83 (out of 100) places us in the top 1% of 100,000 companies assessed worldwide.

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

On a scale of AAA-CCC, we received an AA rating in the **MSCI ESG Ratings** assessment, positioning us at the top of our sector (Metals and Mining - Non-Precious Metals).

In 2023, we successfully maintained our B rating from the **Carbon Disclosure Project (CDP)** for Climate Change, and progressed in four rating categories (risk disclosure, energy targets, business strategy, and financial planning).

Constellium now has five sites certified by the **Aluminium Stewardship Initiative** against both the Performance and the Chain of Custody standards: Singen (Rolling and Extrusion), Gottmadingen, Dahlenfeld, and Neuf-Brisach. In 2023, we received the ASI Performance Standard certificate in two U.S. facilities, in Muscle Shoals, AL, and Bowling Green, KY, and for our facility in Děčín, Czech Republic.



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## Partnerships and initiatives

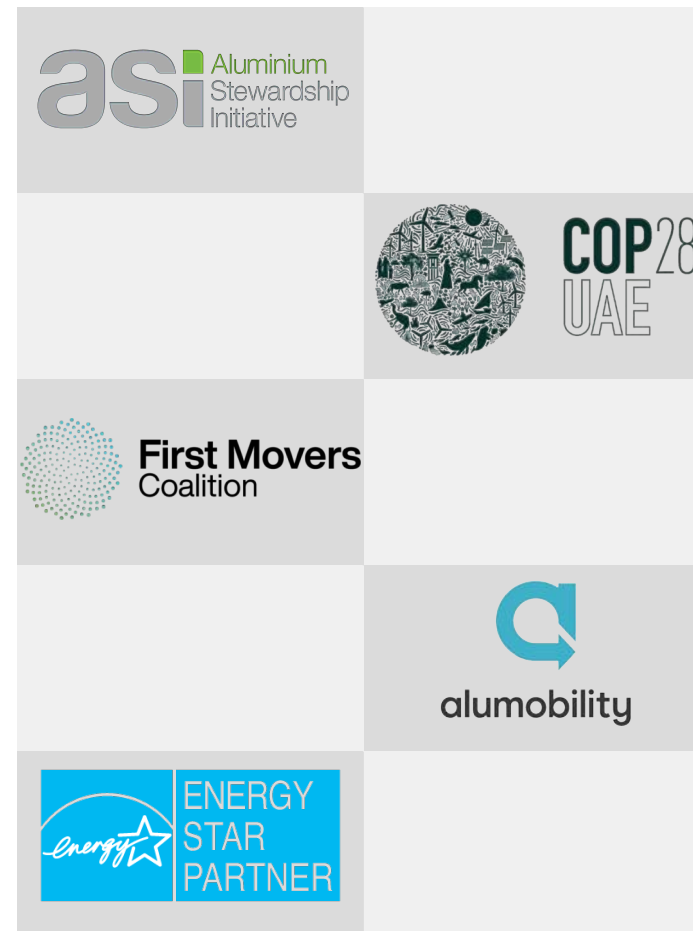
Constellium is a founding member of the **Aluminium Stewardship Initiative**, a global, nonprofit, ESG standards-setting and certification organization for the aluminium value chain. To cement the partnership, our Vice President Group Sustainability and Public Affairs Europe, Catherine Athènes, was elected to join the ASI Board of Directors in 2023.

Also in 2023, Constellium attended the United Nations Climate Change Conference, or **COP28**, in the UAE, underlining the importance of the aluminium industry in mitigating climate change.

As part of our strategy to combat climate change, we joined the **First Movers Coalition** in 2022. Led by the World Economic Forum and the U.S. government, this global initiative seeks to accelerate the development and implementation of zero-carbon technologies and reduce carbon emissions by leveraging companies' combined purchasing power. By joining the FMC, Constellium pledges that by 2030, 10% of our primary aluminium purchases will be near-zero emissions, and at least 50% of all the aluminium we use will come from recycled sources.

Constellium is also a founding member of **Alumobility**, a nonprofit association launched in 2021 to promote aluminium for the automotive industry. An ecosystem of aluminium producers and downstream technology partners, Alumobility conducts technical studies to help automakers reap the sustainable benefits of aluminium. These studies and a series of white papers are presented at key industry conferences throughout the year.

In 2023, Constellium joined the U.S. Environmental Protection Agency's **Energy Star program** to better track energy performance. The partnership demonstrates Constellium's commitment to energy management, with mentorship opportunities and partner events that will enrich our current energy program.



## ASSESSING SUSTAINABILITY RISKS

Constellium conducts regular materiality analyses to understand which topics are of greatest concern to our stakeholders and align our actions accordingly.

Sustainability risk assessments allow Constellium to identify the principal sustainability risks related to our activities and, where relevant, to our business relations, products, or services, in the short, medium, and long term. In 2022, we undertook a comprehensive risk assessment process focusing on these risks.

### Past risk assessments

In the past, we conducted materiality assessments with internal and external stakeholders (including associations we belong to), to understand which topics concerned them the most. These topics became inputs in our risk assessments. (See page 88 for a list of associations.)

Over the past three years, we have expanded our assessment to allow for more rigorous analysis and deeper insight into certain topics. For example, in 2021, we held our first in-depth study of Scope 3 emissions.

### A comprehensive assessment in 2022

In 2022, we conducted a thorough assessment of how sustainability risks could impact Constellium (financial materiality). We worked with representatives from key functions across the Group: Strategy, Sales, Site Management, Manufacturing and Engineering, Investor Relations, Legal, Human Resources, and Purchasing. Beyond financial materiality, we also took into account how our activities might impact people or the planet (environmental and social materiality).

**Identification of risks:** Our risk universe consists of risk categories based on our past materiality assessment, our existing risk assessments of certain sustainability topics, the aluminium industry's sustainability standards (Aluminium Stewardship Initiative Performance Standard), and French legal requirements related to non-financial reporting.

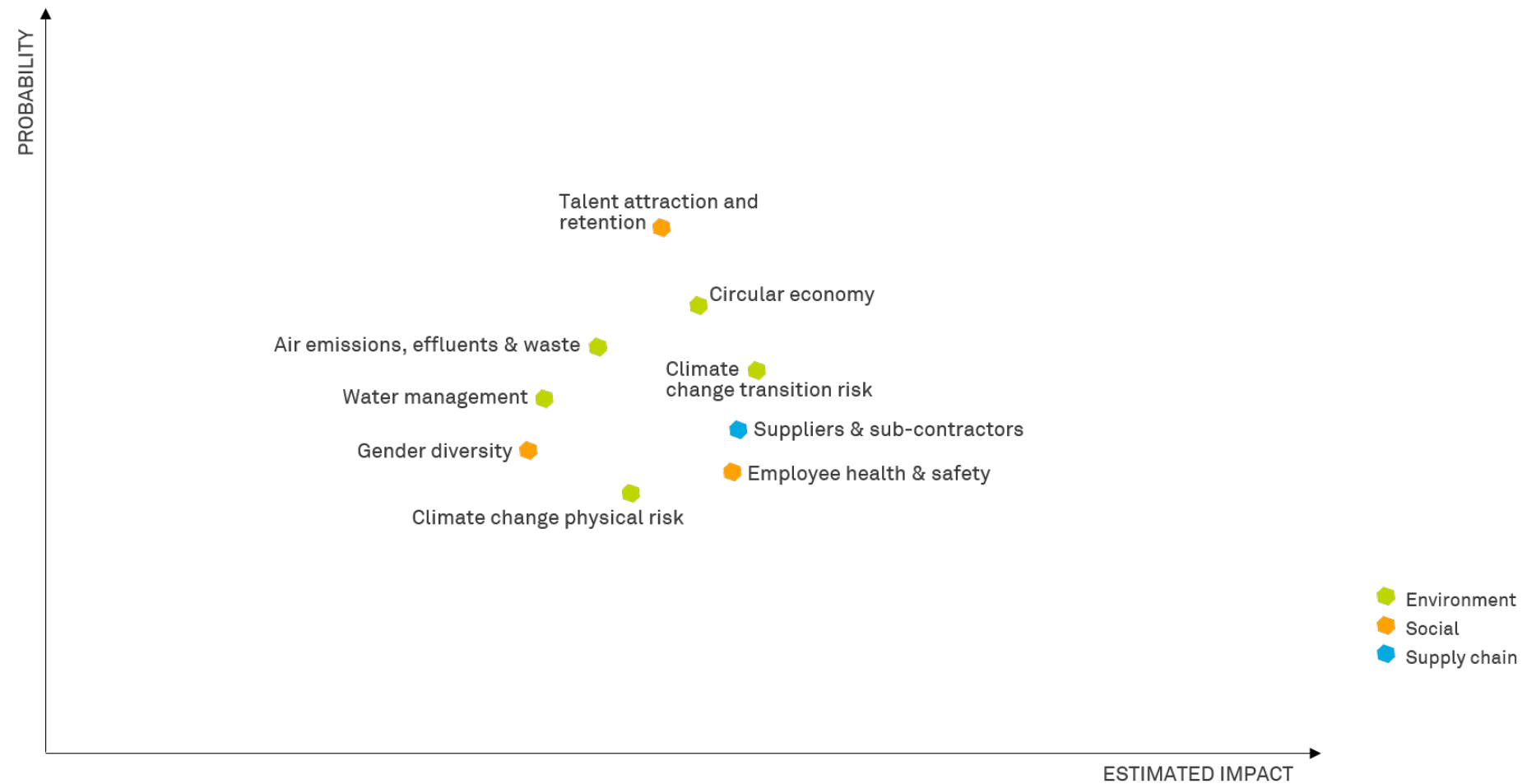
**Evaluation of risks:** Participants in our assessment process evaluated the impact (in terms of clients, reputation, and operations), frequency, and control of each risk category. From their responses, we generated a heat map of inherent risks. We subsequently conducted two internal workshops to discuss and validate the results.

**Prioritization of risks:** The participants agreed upon a selection of eight principal risk categories, based on their probability of occurrence and impact. We prioritized and set targets for risks related to climate change, circular economy, gender diversity, and employee health and safety. As for the other principal risks, we have policies and actions to address and monitor them with key performance indicators (some with internal targets). We also aligned our actions with the UN Sustainable Development Goals.

These risks were reviewed in 2023 and still hold for our business.



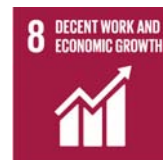
## Constellium's Sustainability Risk Matrix<sup>1</sup>



<sup>1</sup> Our sustainability risk analysis concluded that certain risks are not material to our business and, therefore, such risks are not addressed in our consolidated statement of non-financial performance. In particular, taking the nature of our business into account, we consider that combating food waste; combating food insecurity; respect for animal welfare; responsible, fair and sustainable food policy; actions aimed at promoting the link between the nation and the armed forces and supporting commitment to the reserves; and promoting the practice of physical and sporting activities do not constitute principal risks for Constellium and do not justify a specific response in our consolidated statement of non-financial performance.

## Constellium's Principal Risk Categories

Risk Category	Sustainable Development Goals	Targets	Page
Climate change	7 9 12 13 17	<ul style="list-style-type: none"> <li>Reduce our Scope 1, 2, and 3 GHG emissions intensity by 30% in 2030 vs 2021</li> <li>Reduce our Scope 1 and 2 GHG emissions intensity by 30% in 2030 vs 2021</li> </ul>	30
Circular economy	9 12 13 17	<ul style="list-style-type: none"> <li>Increase our recycled metal input to over 750k mt by 2026</li> <li>At least 50% of all aluminium we use to be from recycled sources by 2030</li> </ul>	37
Employee health and safety	3	<ul style="list-style-type: none"> <li>1.5 Recordable Case Rate in 2025</li> </ul>	48
Gender diversity	5 10	<ul style="list-style-type: none"> <li>Increase the percentage of women in professional and management roles to 25% in 2025</li> </ul>	54
Key Performance Indicators			Page
Air emissions, effluents, & waste	3 6 12	<ul style="list-style-type: none"> <li>Overall waste (production and construction) sent to landfill per mt of product shipped</li> <li>VOC, SOx, NOx, particulate materials, indicator per mt of product shipped</li> </ul>	43
Water management	6	<ul style="list-style-type: none"> <li>Water withdrawal per mt of product shipped</li> </ul>	43
Talent attraction & retention	4 8	<ul style="list-style-type: none"> <li>Average hours of training per employee per year</li> </ul>	51
Suppliers & sub-contractors	8 12 13	<ul style="list-style-type: none"> <li>% of key and at-risk suppliers who signed our Supplier Code of Conduct</li> <li>% of the Group's annual spending on evaluated key and at-risk suppliers</li> </ul>	61



## Defining principal risk categories and their estimated impacts

### Risks related to climate change

Risks related to climate change encompass transition and physical risks. Transition risks are risks arising from the transition to a low-carbon and climate-resilient economy, including those related to laws, regulations, technologies, or market changes. Examples include potential new regulations around emissions trade schemes in Europe, or potential market demand for material substitution for lighter composites in the aerospace industry. The potential impact for Constellium could include increased costs, reduced demand for our products, or, in case of negative perceptions of our climate change-related actions, a reputational risk in the market or a risk of becoming less attractive as an employer.

Physical risks are risks related to the physical impacts of climate change, including acute risks arising from particular events caused by climate change, especially weather-related events (e.g., cyclones, floods, heatwaves...), as well as chronic risks arising from longer-term changes in the climate that may damage production facilities or disrupt value chains.

### Risks related to circular economy

Circular economy implies the recyclability of products and use of recycled materials to reduce the total environmental footprint of aluminium products. Risks for Constellium could include bottleneck issues due to growing demand for products containing recycled aluminium, or the costs associated with customer demand for products containing higher recycled content.

### Risks related to air emissions, effluents, and waste

Pollution can arise from air emissions, discharge to water, or waste sent to landfill. Risks from our operations might include emissions to air from combustion activities, emissions to water from oil spillages, water contaminated with metals, fugitive emissions to air from hot rolling mill finishing operations, waste management, or ground contamination from legacy operations. We could run the risk of remediation costs or potential permit issues if our emissions are not at the required level.

### Risks related to water management

Risks can arise from significant water withdrawal, such as water needed for cooling during metal casting and rolling, or operations in water stressed areas. The risks for Constellium might include restricted access to water, which could negatively impact our operations.

### Risks related to employee health and safety

Occupational exposure to physical work or other work-related issues can cause accidents or grave or chronic impacts on workers' health. Examples include serious injuries, occupational illnesses, musculoskeletal disorders, noise-induced hearing loss, respiratory illness, burns, eye injuries, or stress. Risks to Constellium could include harm to our people, deterioration of our reputation as an employer or company, or a disruption of our operations.

### Risks related to gender diversity

This includes balance or fair representation of people of different genders, fairness in the distribution of benefits and responsibilities, gender equity, and inclusion (all services, opportunities, and establishments open to all people). Risks could include inequality in recruitment processes, career development, and salary; unconscious bias; a predominantly male workforce; and workplace discrimination. Not reaching out to women would significantly reduce our recruiting pool and our ability to attract the best talent.

### Risks related to talent attraction and retention

Risks could include an unattractive employer image; high employee turnover; and loss of knowledge, expertise, and skills. A company's or industry's reputation could make recruitment challenging. It might be difficult to keep high-potential talent and key competencies due to a lack of career opportunities or training programs, or a poor work/life balance. This risk could translate into an inability to conduct important projects in our R&D centers or plants, and longer-term harm to our competitiveness.

### Risks related to suppliers and sub-contractors

The environmental and social challenges throughout our supply chain include traceability of product origin (scrap origin for recycled aluminium, bauxite origin for primary aluminium), reducing GHG emissions in the supply chain (Scope 3 metal accounts for about 80% of our total emissions), respect for human rights, and preservation of biodiversity in bauxite extraction. This risk is about our reputation in the market and that of the value chain. It could also affect our sales to customers who are increasingly sensitive to sustainability attributes of the products they buy or sell.

## TARGETS AND 2023 RESULTS

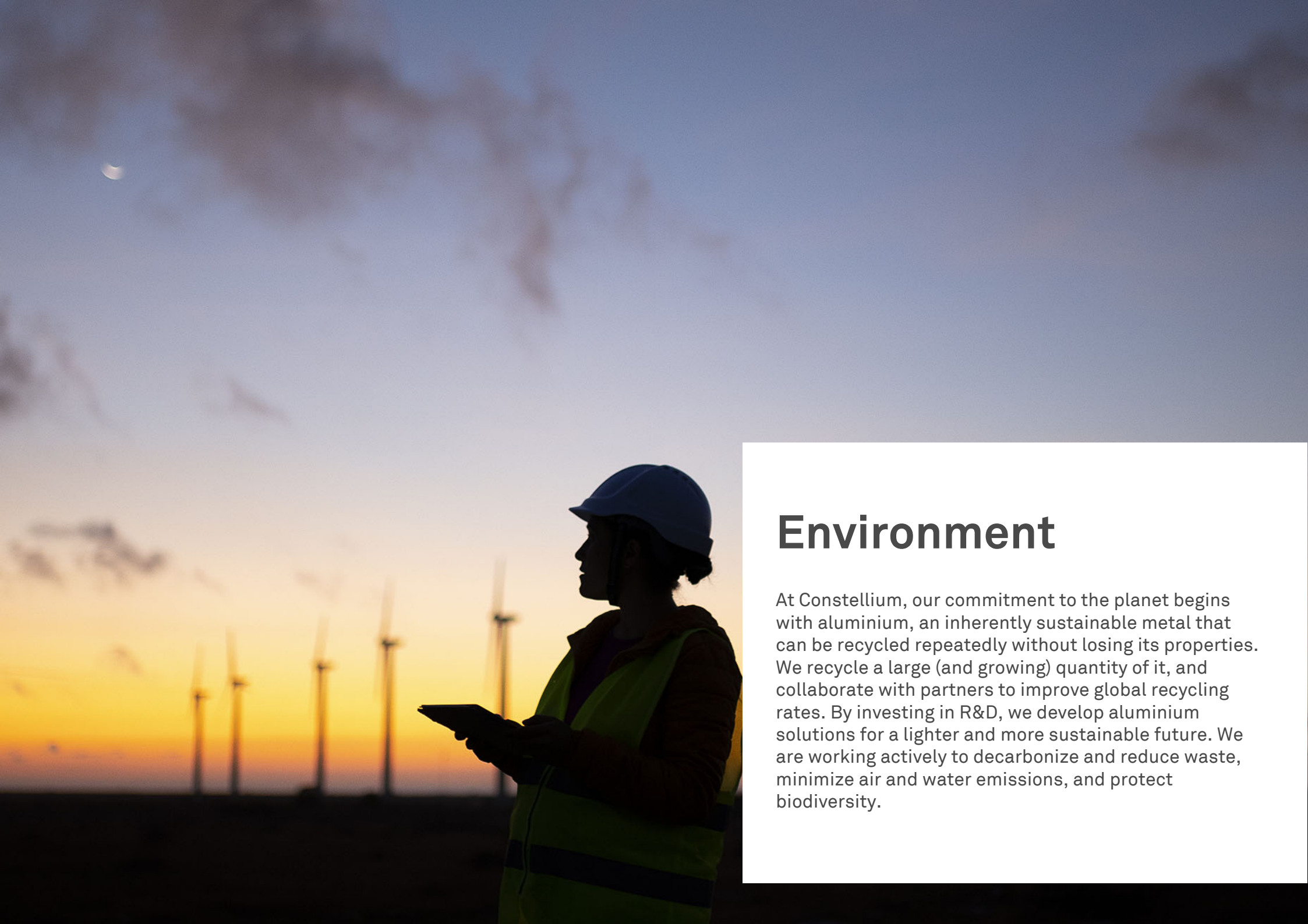
ENVIRONMENTAL							
Climate Change				Recycling			
2030 target	2021 baseline	2023 results	Progress	2030 target	2021 baseline	2023 results	Progress
30% reduction in Scope 1 and 2 intensity versus 2021	0.7 mt CO <sub>2</sub> eq/mt	+9%	x	At least 50% of all aluminium input from recycled sources	41%	42%	+
30% reduction in Scope 1, 2, and 3 intensity versus 2021	5.05 mt CO <sub>2</sub> eq/mt	+17%	x				

SOCIAL							
Safety				Gender Diversity			
2025 target	2021 baseline	2023 results	Progress	2025 target	2021 baseline	2023 results	Progress
Reach a 1.5 Recordable Case Rate	1.85	1.95	x	Increase the % of women in professional and management roles to 25%	21%	24%	+

The following sections of this report detail initiatives and progress per target, including challenges and plans to address them.





## Environment

At Constellium, our commitment to the planet begins with aluminium, an inherently sustainable metal that can be recycled repeatedly without losing its properties. We recycle a large (and growing) quantity of it, and collaborate with partners to improve global recycling rates. By investing in R&D, we develop aluminium solutions for a lighter and more sustainable future. We are working actively to decarbonize and reduce waste, minimize air and water emissions, and protect biodiversity.

## PURSUING EFFECTIVE STRATEGIES AGAINST CLIMATE CHANGE

Contributing to tackling climate change is an imperative at Constellium, and we undertake many different actions destined to improve our energy efficiency while driving down our direct and indirect emissions. We identify risks, establish targets, improve our equipment and processes, engage our employees, and develop products that benefit from the sustainability of aluminium.

### Our challenges

In 2023, the Intergovernmental Panel on Climate Change Working Groups II and III released their contributions to the Sixth Assessment Report (AR6). The report states unequivocally that all sectors must rapidly and deeply reduce greenhouse gas emissions if we are to limit global warming to 1.5°C.

Recognizing the effect of human activities on climate change, Constellium is implementing strategies and technology, and developing infrastructure, to reduce our GHG emissions most efficiently. We are committed to bettering our environmental footprint with continuous improvements, short- and medium-term investments, and innovative new technologies for the long term.

We acknowledge that aluminium has a significant impact upstream in the value chain - in particular, GHG emissions. But downstream, aluminium can be part of the solution for lowering emissions and mitigating climate change, with benefits such as lightweighting and recycling. This is why our approach to climate change covers aluminium's entire life cycle.

### Risks related to climate change

We identify risks related to climate change as principal sustainability risks.

**Physical risk** - This refers to acute risks arising from particular events (especially weather events) that may damage production facilities and disrupt value chains, as well as chronic risks arising from long-term climate change. In 2022, our property insurer conducted a natural hazard assessment of nine major Constellium sites to help us understand our exposure. In 2023, we worked on improving our emergency response plans to mitigate identified risks.



**Constellium discussed decarbonization initiatives at a White House Roundtable.**

Jean-Marc Germain, CEO of Constellium, attended a Roundtable on Industrial Innovation and Decarbonization at the White House on March 3, 2023, together with senior-level officials of the Biden-Harris Administration, other major industrial companies and labor leaders, to share Constellium's efforts to reduce its greenhouse gas emissions and discuss how the Administration and the private sector can collaborate to address climate change issues.

Pictured: White House National Climate Advisor Ali Zaidi (left) and Constellium CEO Jean-Marc Germain

**Transition risk** - This refers to different types of risks arising from the transition to a low-carbon and climate-resilient economy:

**Policy risks:** In the markets where we operate, regulations are continually evolving. We monitor, anticipate, and adapt to changes that might positively or negatively affect our business. Examples include the European Green Deal, the EU Taxonomy Climate Delegated Act, the Carbon Border Adjustment Mechanism, and the EU's Emissions Trading System.

In the U.S., President Biden signed the Inflation Reduction Act, which includes investment and tax credits for items such as electric vehicles, clean energy, and decarbonizing manufacturing. In 2023, the U.S. Department of Transportation's National Highway Traffic Safety Administration issued a proposal to update fuel economy standards for passenger cars and light trucks.

Constellium benefits from policies like these, because aluminium can help our customers comply through decarbonization. The risk is in our failing to do so, and in regulations adding complexity and cost to our operations.

Much of our regulatory monitoring and advocacy happens via industry and multi-stakeholder associations. More than 40 of Constellium's employees participate in associations by way of their governance structures, working groups, and committees, where they seek to improve industry representation, reputation, and sustainability in our markets. Climate change and decarbonization pathways are among the key topics addressed by such associations (see page 88).

#### Technology, market, and reputational risks:

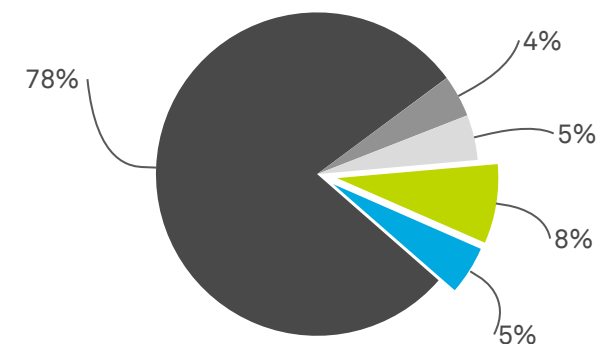
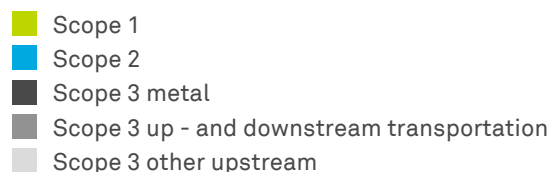
Technology risk is the possibility of investing in a technology that is subsequently replaced by another with less impact on the climate. Market risk is related to the expectations of our customers, who rely on Constellium to provide superior solutions that reduce the carbon footprint of their products. An example of reputational risk is becoming less attractive as a market supplier, or else as an employer, due to negative perceptions of our climate change-related actions.

#### Our policies and actions

Our strategy drives our many actions regarding climate change. To achieve our decarbonization goals, we are addressing the entire range of GHG emissions: Scope 1 and 2 (associated with our own operations and linked to our fuel consumption and

the electricity we purchase), and Scope 3 (upstream, and linked mostly to production of the primary aluminium we buy). We also focus on transportation (upstream and downstream), which contributes to our Scope 3 emissions, though to a lesser extent.

Our 2030 targets are to reduce Constellium's combined Scope 1 and 2 GHG emissions intensity by 30% vs 2021, and to reduce our combined Scope 1, 2, and 3 GHG emissions intensity by 30% vs 2021. Our reduction pathways are aligned with the Aluminium Stewardship Initiative (ASI) science-based methodology, consistent with a 1.5°C warming scenario. Since 2022, we have incorporated GHG reduction goals into the company's long-term strategic plan, and they are now integral to our business strategies.

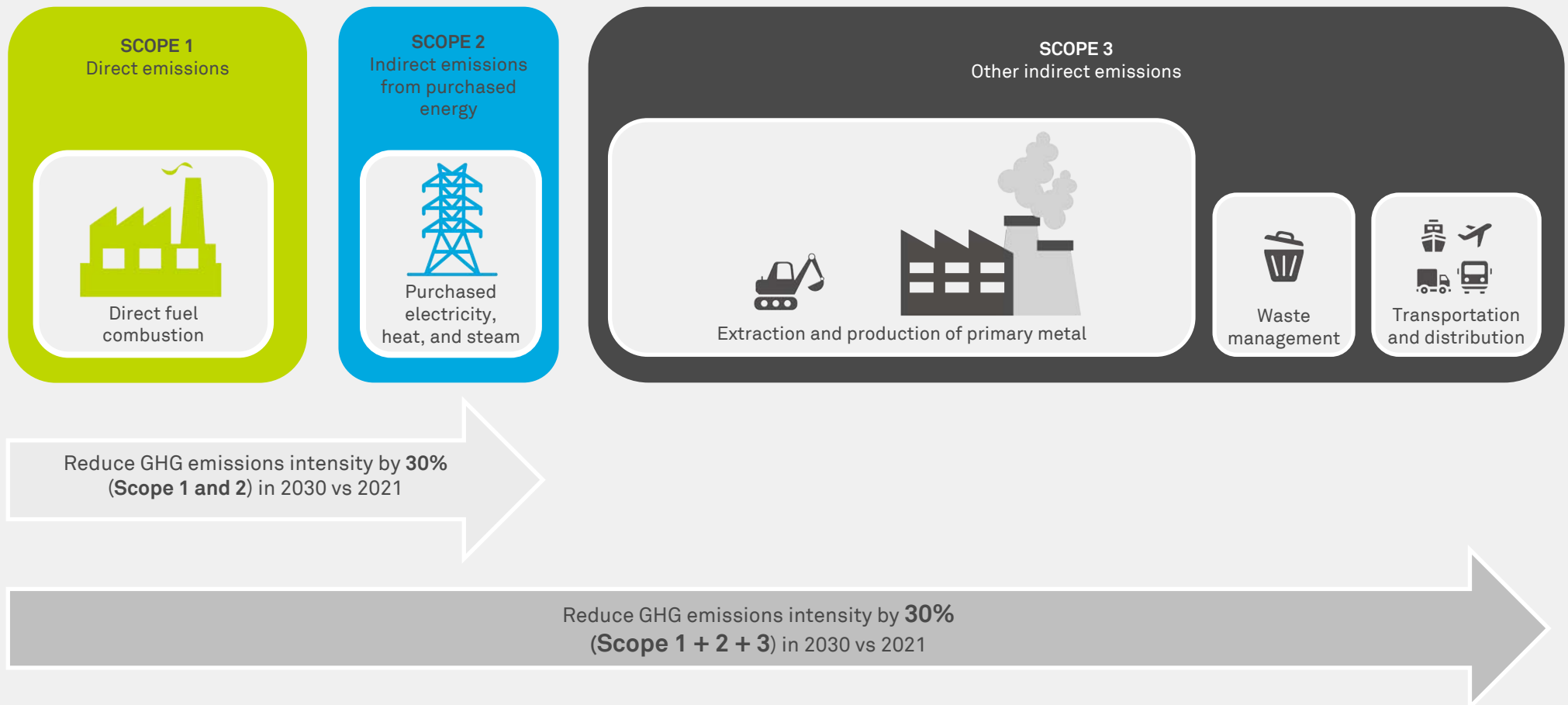


#### Total GHG emissions Scope 1, 2<sup>1</sup>, and 3

Constellium's total GHG emissions in 2023 were 8.8 million mt CO<sub>2</sub>eq (5.92 mt CO<sub>2</sub>eq/mt shipped)

<sup>1</sup> Market-based method is used for Scope 2 GHG emissions accounting

## Our GHG reduction targets





## Reducing Scope 1 and 2 emissions

### Energy efficiency

Part of our EHS policy, energy efficiency is key to reducing emissions linked to our own activities. Our operations (e.g., casting, rolling, extrusion, other manufacturing) consume significant amounts of energy, and have a direct impact on our GHG emissions. Our initiatives include defining an action plan for each site (like operational and investment-related improvements), as well as sharing effective ideas and best practices. At each quarterly business review, we measure our progress against our targets for Scope 1 and 2 emissions reduction.

Energy management is a joint effort of many teams and functions, such as engineering, maintenance, and reliability, who include energy in their analyses, procedures, and operational improvements. Our plants are upgrading utility metering to measure consumption in real time, improving infrastructure systems (compressed air, steam, pumping, etc.), and implementing internal and external operational best practices.

Our Energy Network consists of plant and corporate energy professionals who collaborate to share experiences, initiate new projects, and solve similar issues in different plants. Their best practices include a recycling and casting energy guideline for hot metal operations, fine-tuning combustion systems, and KPI consistency.

### Decarbonizing operations in our casthouses.

Currently, close to 50% of our Scope 1 emissions are related to casting operations, making them our priority target for decarbonization initiatives. We are implementing new technologies, such as Smartmelt, to reduce the energy use of our current furnaces, and exploring options to develop a zero-emission casthouse.

#### Smartmelt

In 2022, we began the process of implementing Smartmelt, a digital twin solution that monitors and analyzes actual furnace performance in real time. Operators are immediately notified if performance begins to drift away from optimal, instead of waiting for batch analyses or periodic manual checks. As proof of its effectiveness, after repairs were conducted and Smartmelt was installed on a furnace at Neuf-Brisach, we saw a 10% improvement in energy performance year-over-year. In 2023, the plant installed Smartmelt on two more furnaces.

#### Towards a zero-emission casthouse

In 2021, we launched an ambitious initiative to develop a zero-emission casthouse by exploring alternative melting technologies with a low environmental footprint. We have currently identified and tested highly efficient oxygen-natural gas burners, hydrogen-oxygen burners, and plasma torch heating as potential solutions. In 2023, lab-scale tests showed very promising performance for hydrogen-oxygen combustion and plasma torch heating, which we will further pursue with trials at semi-industrial scale in 2024 and 2025.

### Transitioning to renewable energy

We aim to source low-carbon energy via power purchase agreements (PPA) or other arrangements.



In 2022, we installed solar panels on the roof of a press shop at our Singen plant in Germany. This year, solar panels were installed on additional roofs, including those of a community building and fire station. The total amount of electricity that the solar panels now produce for the plant's operations equals the annual consumption of 360 households.

Various initiatives are in place onsite and at corporate level to reduce Scope 1 and 2 emissions and raise awareness among our employees. Successes include:

#### A workshop works

Ravenswood's operational efficiency workshop led to a 20% improvement in furnace charging times and helped the plant to achieve an energy reduction goal of 7% in 2023.



#### A multipronged approach

Děčín significantly reduced consumption of natural gas by fixing mechanical issues on a furnace burner, implementing electromagnetic stirring, and modifying holder burner controls.



#### No more leaks

Many of our individual sites have made progress in reducing energy consumption, such as Van Buren, in the U.S., which received a \$16,000 award from DTE Energy for fixing compressed air leaks that had been consuming nearly 700,000 kWh of energy.

#### Digitizing our energy and GHG data

Constellium's new application, MyPlanet, collects energy consumption and Scope 1 and 2 GHG emissions data, collating reports from various teams for a single source of trusted information.



#### First-rate furnace

Issoire's state-of-the-art F124 furnace is now operational, with regenerative burners for better energy efficiency and reduced air emissions. With an optimized capacity, it can melt 70 mt of metal in less than 4.5 hours.

#### An energy star

In 2023, Constellium joined the U.S. Environmental Protection Agency's Energy Star program, with a commitment to continuously measure, track, and improve our energy performance while promoting energy efficiency.



### Reducing Scope 3 emissions

We started disclosing our Scope 3 emissions in 2021, as part of our commitment to manage and reduce them. Having mapped these emissions, we can help customers control their supply chain footprints and achieve their targets. In 2023, our upstream Scope 3 emissions amounted to 7.7 million mt of CO<sub>2</sub>eq (87% of total emissions), taking the GHG Protocol's different reporting categories into account. Procurement of metal was responsible for 78% of total emissions, and the remainder was due mostly to the transport of raw materials and products. This translates to average Scope 3 emissions of 5.2 mt of CO<sub>2</sub>eq per mt of product shipped.

Low-carbon primary aluminium supply and an increase in recycling operations are key levers to reduce our carbon footprint.

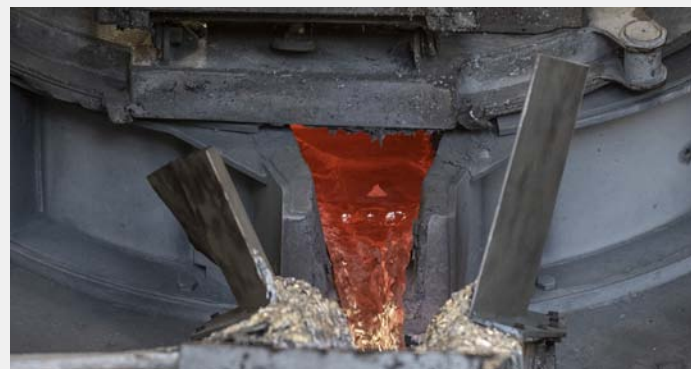
#### Low-carbon primary aluminium

Our Scope 3 metal footprint intensity is lower than the industry average<sup>1</sup>, since we are sourcing from some of the lowest GHG emitting aluminium suppliers.

We have committed to work with the First Movers Coalition (FMC) to foster the development and availability of low-carbon primary aluminium (defined by the FMC as 3 mt CO<sub>2</sub>eq/mt aluminium), with a pledge that by 2030, it will represent at least 10% of the primary aluminium we buy.

### Increasing recycling

Emissions from primary aluminium are outside our control, but we can impact our Scope 3 footprint by boosting recycling. While our Scope 1 and 2 emissions increase when we recycle more (despite our best-in-class technology), there is a substantial reduction in our Scope 3 emissions; recycling aluminium generates about 20 times less GHG emissions than producing primary metal. We intend to keep enhancing our recycling efforts, and are currently expanding our recycling capacity by up to 75% at our Neuf-Brisach site, which is expected to decrease our GHG emissions by about 400k mt. We also endeavor to improve recycling through partnerships with customers, associations, research centers, and other stakeholders (see page 88 for more information).



Aluminium being recycled at one of our casthouses in Issoire, France.  
Recycling aluminium generates about 20 times less GHG emissions than producing primary metal.

<sup>1</sup> Industry average ~16 CO<sub>2</sub>eq/mt including direct and indirect emissions from cradle to ingot. Source: IAI 2021; 1.5°C degrees scenario a model to drive emissions reduction.

## Our results

In 2023, our Scope 1 and 2 GHG emissions intensity increased by 9% versus our 2021 baseline despite some improvement in energy efficiency, in particular at our U.S. sites.

For the second consecutive year, our Scope 2 emissions were very negatively impacted by the evolution of electricity emission factors<sup>2</sup>. In addition, we suffered from a negative mix evolution. We produced more energy-consuming products (such as aerospace and automotive products), with more production taking place in higher-emitting plants (more in our U.S. facilities vs Europe).

Also, in a year of lower shipments in all our business units, some of our facilities were not able to fully adapt energy consumption to lower volumes.

Our Scope 3 emissions intensity slightly increased in 2023 vs 2022. Progress in the share of recycled metal input was offset mostly by the increased footprint of imported primary metal ingots purchased by our operations in Europe. This is a consequence of changes in Russian metal flows due to the war in Ukraine, as well as low-emitting primary production curtailment in Europe linked to a surge in energy costs, which started in 2022 and continued in 2023.

As a result, our Scope 1, 2, and 3 GHG emissions intensity increased by 1% vs 2022, for a 17% increase vs our 2021 baseline.

Constellium's Scope 1, 2, and 3 intensity remains among the best in the industry: 5.92 mt CO<sub>2</sub>eq per mt of product shipped in 2023.

Considering our strategy and actions in place covering energy efficiency, purchasing green electricity and including recycling investments, we are confident we can reach our 2030 goals.

2030 targets	Indicators	2021 baseline	2022 results vs baseline	2023 results vs baseline
30% reduction in Scope 1 and 2 intensity versus 2021	% change in Scope 1 and 2 emissions intensity vs 2021	0.7 mt CO <sub>2</sub> eq/mt	+1%	+9%
30% reduction in Scope 1, 2, and 3 intensity versus 2021	% change in Scope 1, 2, and 3 emissions intensity vs 2021	5.05 mt CO <sub>2</sub> eq/mt	+16%	+17%

<sup>2</sup> Electricity emission factors refer to the amount of greenhouse gas emissions, typically measured in units of CO<sub>2</sub> equivalent (CO<sub>2</sub>e), produced per unit of electricity generated.



## ACCELERATING OUR TRANSITION TO A CIRCULAR ECONOMY

Aluminium recycling uses a fraction of the energy required to produce virgin metal and consumes fewer resources, giving it a key role in society's shift to a circular model. At Constellium, we recycle a large (and increasing) quantity of aluminium, and we are working to improve global recycling rates.

### Our challenges

Aluminium is valuable at every stage of its life cycle, and can be recycled repeatedly while maintaining its material properties. Recycling aluminium requires only 5% of the energy used to produce primary metal, and emits 95% fewer CO<sub>2</sub> emissions. Recycling also protects resources and reduces waste. Because Constellium consumes more energy when we recycle, we take careful measures to minimize our footprint wherever possible.

Generally, manufacturers, customers, governments, local authorities, and waste management companies establish processes for collecting used beverage cans and other end-of-life aluminium products. The main obstacles to aluminium recycling are the quality and availability of post-consumer scrap (generated at the end-of-life phase of finished goods). Quality depends upon proper sorting of aluminium scrap from end-of-life products into individual alloy families to ensure efficient recycling. Availability of scrap is limited because high-volume aluminium applications such as buildings and vehicles have a long lifespan. Consequently, the quantity of end-of-life aluminium scrap is limited to what was put on the market several decades ago. Combined with ongoing market growth, this makes it impossible for recycling alone to meet the demand for aluminium.

In the packaging market, a major challenge is raising end-of-life collection rates to allow for proper recycling. One efficient way to do so is through deposit schemes, which reward collection of used beverage cans.

### Our policies and actions

We seek to boost recycling in four different ways:

- Improving our own recycling processes, including developing more scrap-tolerant alloys;
- Creating better and more efficient closed recycling loops;
- Working with stakeholders to increase scrap collection rates;
- Partnering with other stakeholders for better scrap sorting.

Our target is to obtain at least half of our aluminium from recycled sources by 2030. We have an intermediate target to achieve recycled aluminium input equal to or higher than 750k mt by 2026.



Constellium supports the Every Can Counts initiative, a not-for-profit communications program designed to enable and encourage more people to recycle the beverage cans they use outside their home.

Constellium's significant recycling capacity

Our plants have considerable recycling capacity. In the U.S., our site in Muscle Shoals, Alabama, operates one of the largest and most efficient used beverage can recycling facilities in the world, while our plant in Ravenswood, West Virginia, recycles pre-consumer scrap. In France, our plant in Neuf-Brisach is an integrated rolling, finishing, and recycling facility, currently expanding its recycling capacity. Another French plant, in Issoire, is one of the world's leading aerospace plate mills, based on volume. It operates two Airware® industrial casthouses and recycles scrap all along the manufacturing chain. Děčín, in the Czech Republic, is a facility for hard alloy extrusions that expanded its recycling and casting capacities in 2022.

On average, recycled metal accounted for 42% of our metal input in 2023, calculated according to GRI 301-2 standards. Post-consumer scrap (generated at the end-of-life phase of finished goods) accounted for 18% of metal input, while the rest of the recycled metal input was pre-consumer production scrap (generated downstream from Constellium's operations). The calculation does not account for internally generated scrap, in line with the ISO 14021 standard.

Still, Constellium considers that beyond recycled content, we also need to focus on products' end-of-life recycling, to ensure that valuable resources are reliably and efficiently collected and recycled. This is essential for the environmental performance of aluminium products.

Our recycling capacity

Sites	Recycling capacity in 2023 (metric tons per year) <sup>1</sup>	
Muscle Shoals, U.S.	340k	<div><div></div><div></div></div>
Neuf-Brisach, France	160k	<div><div></div><div></div></div>
Děčín, Czech Republic	20k	<div><div></div><div></div></div>
Valais, Switzerland	35k	<div><div></div></div>
Issoire, France	30k	<div><div></div></div>
Ravenswood, U.S.	20k	<div><div></div></div>

pre-consumer scrap  post-consumer scrap

<sup>1</sup> Constellium used close to 100% of its recycling capacity in 2023.



Boosting recycling capacity to decrease our carbon footprint at Neuf-Brisach

In November 2022, we started construction on a new €130 million aluminium recycling center at our Neuf-Brisach site. This project will help us to reach our sustainability targets, including for recycled aluminium. As the project advances, we are taking active measures to minimize its environmental footprint, based on biodiversity impact studies (see page 46). This new center will increase our recycling capacity of automotive and packaging products by up to 75%, or more than 130k mt. While our Scope 1 and 2 emissions rise when we recycle more (despite countermeasures and best-in-class technology), we will largely compensate for this increase with a significant reduction in our Scope 3 emissions. We expect a reduction of ~400k mt in the plant's carbon footprint (including Scope 3), along with an improvement in the recycled content rate of our products.

## Closing the loop

### Closing the loop within our operations

In North America, we have put a closed-loop recycling operation in place at Astrex, our automotive structures joint venture with Can Art in Ontario, Canada. After the segregation process, a third-party service provider collects scrap from Astrex and remelts it into billets, which it sends back to Astrex to be turned into extrusion products.

The recycled-based billets now account for 45% of Astrex's total aluminium input and reduce the plant's use of primary metal.

### Closing the loop with customers

We are teaming up with customers to find new solutions for sorting and recycling scrap. One way is by creating end products that incorporate post-consumer scrap. Another is by facilitating closed-loop recycling of pre-consumer scrap, or aluminium that customers have used to stamp finished products.

Constellium buys back this type of scrap to recycle into billets or new aluminium sheet.

### Packaging

The more recycled aluminium there is in a product, the less need for primary, and the smaller the carbon footprint. We tailor our packaging solutions to a variety of products, such as beverage and food cans, aerosols, closures, cosmetics, and luxury packaging.

One closed-loop packaging initiative in Europe is to increase recycled content in beverage cans. Canmakers and beverage companies aim to include at least 80% recycled content in drink cans.

This target has sparked innovation and the research for an alloy for end stock accepting more scrap, notably Used Beverage Cans (UBCs). Constellium has been developing a High Recycled Content (HRC) alloy for end stock since 2021 with the goal to achieve a recycled content of at least 80% and limit the impact of this change on customer lines.

First industrial trials have been successfully completed at Muscle Shoals and Neuf-Brisach and the solution is currently tested by several customers with promising results.

### A circular packaging collab

We are collaborating with Tesem, a cosmetics packaging customer, to recuperate their production scrap and close the loop at our Singen plant, starting in 2024.

Tesem has invested in dedicated equipment so that its scrap meets our specifications: clean, baled, and uncontaminated by iron, foreign particles, or oils.



### Designing a high-recycled-content can with Heineken

In 2023, before the implementation of a can deposit return system in the Netherlands, Constellium partnered with Heineken, CANPACK, and Alcoa to test a high recycled content solution as part of Heineken's global initiative "Packaging the Future".

This solution maximized intake of used beverage cans and recycled content up to 95% for the can body stock.



## Automotive

We seek to improve the life cycle carbon footprint of Internal Combustion Engine (ICE) vehicles and Battery Electric Vehicles (BEV) by using single aluminium alloy families for Automotive Body Sheet. In this way, we can more efficiently recycle the scrap from production and end-of-life vehicles, avoiding pain points such as sorting by alloy family.

We have developed a new 5xxx alloy with an ideal combination of mechanical properties, including formability and high recycled content. It is designed to optimize closed-loop recycling for Constellium and automotive stamping facilities, thereby reducing the carbon footprint of our automotive customers.

Another closed-loop recycling initiative, with our customer the Renault Group, involves recuperating manufacturing scrap from the inner and outer panels of the new electric Megane E-Tech. Using best practices, the automaker avoids mixing 5xxx and 6xxx alloys for less risk of contamination. Renault can reuse the resulting high quality recycled aluminium, since it has no loss in properties. See page [8](#).



### An improved aluminium door

We have completed ISA3, a three-year, Constellium-led project subsidized by Bpifrance and executed by a five-party consortium, including Renault.

The project succeeded in developing and prototyping a uni-alloy 6xxx door concept that is 15% lighter, more economical, and more sustainable than the incumbent aluminium one. It also confirmed technical and market interest in end-of-life recycling of 6xxx wrought products.

These results should accelerate the move away from steel for automotive doors.



### Making circular cars

ADEME, the French Agency for Ecological Transition, is subsidizing a three-year project named "Close the Loop" to accelerate the circularity of wrought aluminium automotive products.

Constellium is working with selected partners from the automotive recycling ecosystem (e.g., Indra for dismantling, MTB for shredding and sorting, Galloo for metal recycling) to develop optimal ways to extract wrought aluminium from end-of-life vehicles and recycle it into alloys compatible for reuse in new cars. One method being tested involves dismantling aluminium components before they are shredded.



## Aerospace

We are developing solutions for closed-loop recycling of our Airware® alloys that maintain their high quality and performance. We have improved our casting processes, and are able to recycle segregated Airware® scrap for customers at our Issoire site in France.

By joining forces with aerospace partners, we are also advancing aluminium circularity in commercial aviation. Constellium is currently working with TARMAC Aerosave to explore technologies and processes for recovering aluminium from end-of-life aircraft and reusing it within the aerospace value chain, while maintaining its material properties and performance. The project benefits from TARMAC Aerosave's expertise in end-of-life aircraft dismantling and valorization, and Constellium's know-how in metallurgy, aluminium recycling, and alloy design. Recycling aerospace parts is a complex undertaking, and this collaboration will be a crucial step towards achieving the aviation industry's decarbonization targets.



Constellium is currently working with TARMAC Aerosave to explore technologies and processes for recovering aluminium from end-of-life aircraft and reusing it within the aerospace value chain, while maintaining its material properties and performance.



### Increasing recycling rates through our memberships and partnerships

We continually increase our own recycling capacity while working to improve recycling through partnerships with customers, associations, research centers, and other stakeholders:

- As members of European Aluminium, the Aluminum Association (U.S.), and regional and national organizations, we work with a number of different stakeholders on recycling and sustainability issues.
- As part of the European Aluminium Packaging Group, and together with our customers in Metal Packaging Europe, we have a roadmap to recycle 100% of aluminium cans in Europe by 2030. The most recent report by Metal Packaging Europe and European Aluminium shows that in 2020, Europe's aluminium beverage recycling rates remained high at 73%,<sup>1</sup> despite a reporting change in EU rules (counting cans entering recycling facilities rather than at the collection phase).
- In the United States, the aluminium can remains the most recycled beverage package, but the recycling rate is still only 45%. We have endorsed ambitious targets announced by the Can Manufacturers Institute (CMI), a U.S. trade group: 70% by 2030, 80% by 2040, and 90% by 2050. Together with the Aluminum Association and CMI, we are active at federal and state levels, working to introduce bills, signing letters to legislators, and participating in webinars and seminars to promote deposit laws. We also advocated for a new recycling refund/container deposit bill with the Evergreen Recycling Refund Coalition in Washington State.
- We work with local organizations, such as UK-based Alupro, France Aluminium Recyclage, and Spain's Arpal, to develop and promote collection schemes, including deposit return systems, in each market. In Europe, new deposit systems were launched in Slovakia and Latvia in 2022, and in the Netherlands in 2023. Poland has voted for the implementation of a deposit return system, which will be effective as of 2025.
- We chair Every Can Counts, a campaign underway in 19 European countries and Brazil, whose mission is to encourage people to recycle their beverage cans wherever they are. In 2023, the campaign launched the third edition of its International Recycling Tour at festivals around the globe on World Environment Day. Highlights included the collection of more than 11,000 used beverage cans at Serbia's Exit Festival. To drive awareness, participating countries presented #PixelCan murals, each composed of around 2,000 drink cans.
- At COP 28 in Dubai in December 2023, aluminium manufacturers and recyclers, including Constellium, canmakers, and industry associations, set a nearly 100% recycling rate target by 2050 for beverage cans, and called to accelerate aluminium beverage can circularity in the coming years.

### Our results

2030 target	Indicator	2021 baseline	2022 results	2023 results
At least 50% of all aluminium input from recycled sources	% of recycled aluminium input	41%	41%	42%

<sup>1</sup> Figures published by European Aluminium in 2022 at : [https://european-aluminium.eu/wp-content/uploads/2022/12/22-12-14-European-Aluminium\\_Metal-Packaging-Europe\\_aluminium-beverage-can-recycling-results-2020\\_-press-release.pdf](https://european-aluminium.eu/wp-content/uploads/2022/12/22-12-14-European-Aluminium_Metal-Packaging-Europe_aluminium-beverage-can-recycling-results-2020_-press-release.pdf)

## MANAGING WASTE, AIR EMISSIONS, AND WATER CONSUMPTION

We are constantly working to minimize our environmental footprint by reducing waste, water use, and air emissions, and by preventing pollution at our sites.

### Our challenges

Though Constellium's production processes generate waste and air emissions and consume water, we do our utmost to keep our environmental impact to a minimum. In addition, we place a major focus on preventing significant environmental incidents in our plants.

### Our policies and actions

Our EHS FIRST policy and EHS Directives and Guidelines serve as blueprints to boost our material reuse and recycling, improve energy efficiency, manage hazardous substances, prevent and contain spills, reduce landfilled waste, limit air emissions, and ensure proper water management and biodiversity on our properties. One hundred percent of our sites have ISO 14001 certification (environmental management system).

To measure our level of activity, we follow six major key performance indicators, expressed in metric tons of emission per product shipped to third parties. These KPIs are waste sent to landfill, VOC emissions, SOx emissions, NOx emissions, particulate matter, and water withdrawal. We are carefully monitoring the progress of all major projects that drive their improvement.

### Preventing environmental incidents

We are proud of our track record of zero significant environmental incidents since 2014. Our sites are making an effort to report all environmental accidents, including minor or near-miss incidents, as this is key to our prevention strategy. The numbers show that our people are taking this responsibility seriously. In 2023, we continued to report and investigate "high potential" environmental incidents, and we continued to see high reporting numbers for near-misses and minor environmental incidents (386 near-misses and 366 minor incidents reported in 2023). This means that every day in 2023, on average, one minor environmental incident and one near-miss were detected and reported in the Group, helping us prevent major incidents.

### Air

Atmospheric emissions at our sites consist mostly of particulate matter (PM), nitrogen oxides (NOx), sulfur oxides (SOx), and volatile organic compounds (VOC). Casthouses, hot and cold mills, and our Singen power plant are the main contributors to these emissions. While we have focused on reducing casthouse emissions through filtering systems, we also expect improvements linked to our energy savings actions, which have a direct effect on emissions.

In 2023, our air emissions intensities were stable overall. They slightly decreased in the case of NOx and SOx, thanks notably to the progressive transition of our power plant in Singen from coal to natural gas (34% less coal consumption).

A [regenerative thermal oxidizer \(RTO\)](#) was installed in Žilina, Slovakia, to decrease the level of VOC emissions.

We have several significant projects underway to decrease our air emissions in the coming years.

## Water

Constellium's water consumption comes mainly from cooling operations during metal casting and rolling, and very few of our activities are located in water stressed areas. Most of our sites monitor their water withdrawal at least once per quarter, and are seeking to improve their measurement systems.

Water efficiency has become increasingly important. To respond to this growing issue, we are implementing programs to monitor and decrease our water withdrawal globally and in most of our facilities worldwide. In particular, our facilities in Issoire and Neuf-Brisach (which withdraw the most water of all our French sites) implemented new water efficiency initiatives in 2023.

In 2022, Constellium Issoire signed an agreement with local authorities called "PURE," which requires industrial companies to develop a plan to preserve water resources during low-water periods. In 2023, the site further reduced its water consumption, by 23% compared to 2022. It continues to make this issue a priority.

Our facility in Neuf-Brisach reduced its water withdrawal by 12.6% in 2023 vs 2022, thanks to the installation of flow meters, the optimization of filtration systems at one of our mills, and new scrubber equipment at the casthouse. Constellium Neuf-Brisach also signed a "Water and Climate Agreement" with local authorities in October 2023, committing to reduce water consumption by 10% in 2025.

Neuf-Brisach is an active partner of the "Rhin Vivant" program, an initiative led by local communities and authorities to promote a comprehensive, coordinated approach to preserving water and biodiversity in the region.

Our other French locations have also implemented initiatives to decrease water use. Our facility in Montreuil-Juigné and our C-TEC R&D center in Voreppe decreased their water withdrawal by nearly 40% in 2023, by implementing new processes for cooling buildings and preventing leaks.

As a result of these initiatives, Constellium managed to reduce our global water withdrawal by 11.5% vs 2022.



Neuf-Brisach signing the "Water and Climate Agreement" with local authorities (photo on the left). The region rewarded the site's commitment to the environment with the CSR Environment Trophy in 2023 (photo on the right).

## Waste

Constellium has an impressive waste recycling rate of 84%, and we continue to work on maximizing recycling of the waste we generate. We have also reduced the amount of waste sent to landfill since 2019, despite an increase in 2023 due to a waste evacuation issue in one of our largest plants, along with technical issues with the recyclability of refractory bricks in our plants.

As part of our continuous improvement process, we are now working to reduce all landfilled waste, no matter the origin, including waste generated during construction. We monitor the progress of overall waste sent to landfill per metric ton of product shipped to third parties.

Following our EHS policy, the measures we are taking include more precise data collection, improved waste segregation, and collaborating with partners to find recycling methods for different waste streams. We are communicating about the importance of recycling to our employees, training them to correctly sort waste and work as a team to reduce our environmental footprint.

Some of our sites are sending zero waste to landfill. This has been the case for the past five years at Burg and Crailsheim,<sup>2</sup> as well as Dahlenfeld (Germany), Changchun (China), and White (U.S.). In 2023, Gottmadingen (Germany) and Nuits-Saint-Georges (France) also achieved zero landfilled waste.

More than 90% of our landfilled production waste comes from only five of our plants: Muscle Shoals and Ravenswood (U.S.), Issoire and Neuf-Brisach (France), and Děčín (Czech Republic). Each has its own organization and targets, according to its location and activity.

The major challenge remains to identify and implement sustainable and technically valid recycling processes for some production waste categories, in particular flue gas dust and refractory bricks, and sludge from coating processes. We are working with our networks and partners to find solutions for both.

## Our results

To measure our level of activity, we follow six major key performance indicators, expressed in intensity (mt of emissions per 1k mt of product shipped). In 2023, we achieved the following results:

- waste sent to landfill: 15.6
- water withdrawal (cubic meter per 1k mt): 16.7
- particulate matter: 0.36
- SOx emissions: 0.07
- NOx emissions: 0.45
- VOC emissions: 0.52

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<sup>2</sup> Our sites in Burg and Crailsheim were divested from Constellium in September 2023.

## PROTECTING BIODIVERSITY

**Global biodiversity is in crisis. Although most of our industry's risks to biodiversity occur upstream in the value chain, we are increasing our focus on the topic with actions such as assessing our sites, building our internal expertise, and working within the framework of the Aluminium Stewardship Initiative.**

### Our challenges

Constellium is a manufacturer of semi-finished products, an activity that does not involve intensive land use or normally pose material risks to biodiversity. Nonetheless, biodiversity loss is a serious global concern, and we are working to assess the potential impacts of our activities and establish response plans where needed. We are also aware of impacts that occur upstream in our value chain, especially from bauxite mining. We actively participate in the Aluminium Stewardship Initiative (ASI) to address these challenges with other industry actors.

### Our policies and actions

Historically, we have approached biodiversity at the same time as other environmental concerns, rather than develop a specific policy for it. However, given the growing importance of this topic, we now place greater focus on biodiversity and ecosystem services in our practices.

In early 2023, we introduced a specific EHS directive and guidance document following the ASI Performance Standard. One of its frameworks, the Biodiversity Mitigation Hierarchy, has a cascading list of steps: avoidance, minimization, rehabilitation, restoration, and offset.

Our sites assess the Species Threat Abatement and Restoration (STAR) indicator from the Integrated

Biodiversity Assessment Tool (IBAT) and determine what measures to take. As an example, our next steps include implementing the Alien Species Action Plan at our Muscle Shoals facility to prevent subtropical amphibians from being included in used beverage can (UBC) shipments arriving at the plant, a strategy we are sharing with the ASI.

### Our results

In 2023, we extended our biodiversity risk assessments to all of Constellium's sites, following our new dedicated EHS policy on biodiversity and ecosystem services. We monitored the progress of biodiversity assessments and associated responses at the sites. By the end of 2023, 90% of our sites had completed the assessments.

Our ongoing project to expand our recycling capacity at Neuf-Brisach remains a major focus area. We asked an external specialist to analyze potential impacts on biodiversity in 2019-2020. Subsequently, we implemented avoidance actions (e.g., limiting the use of existing forest), and are taking impact reduction measures such as building shelters for bats, setting up barriers to prevent animals from entering the construction site, and waiting until after mating season for any ground or forest clearing. We compensated for other impacts by adding a forest area, as well as a pond to replace small ponds that had been at the construction site. Excavating the pond involved introducing clay to



Our Neuf-Brisach site has put a specific protocol in place before cutting cavity trees, which can potentially harbor families of bats.

To accommodate them, 60 nesting boxes have been installed.

stabilize the banks, and planting seeds to regrow flora of the same type as at the original ponds.

To complement our onsite biodiversity risk assessments, Constellium used the IBAT. This data search service identifies ecosystems with sensitive biodiversity areas and threatened or endangered animals, and helps determine ways to decrease risk. It provided us with a global view of biodiversity issues across all our sites using the STAR data layer. According to this methodology, no site was ranked higher than "medium" risk, and most of our sites were ranked as "low" risk given their locations.





## Social

Knowing that Constellium is only as strong as our people, we invest in talent from diverse backgrounds, instilling a culture of equal respect and opportunity for all. We foster ongoing development, keeping our employees competitive and engaged.

Our absolute priority is safety, and we also take measures to support health and well-being. Because every Constellium site is part of a community, we maintain close connections with our neighbors through volunteering and support for local events.

## DEDICATING OUR EFFORTS TO EMPLOYEE HEALTH AND SAFETY

At Constellium, employee welfare is our greatest concern, and we make EHS part of everything we do. We are proud to be one of the safest companies in our industry, yet we will not be satisfied until we achieve zero injuries and illnesses.

### Our challenges

Environment, health, and safety (EHS) are our utmost priorities. Our industry requires material, equipment, and processes that may pose risks to the health and safety of our employees, contractors, and visitors, so we have defined and implemented strict policies and processes to protect everyone in our facilities. The goal is to achieve zero injuries and illnesses by integrating EHS into all aspects of our business. The nature of our industry also creates certain risks for the environment, which we endeavor to minimize. Constellium's EHS management system is described in our EHS FIRST policy and manual, and our EHS Directives and Guidelines.

### Our policies and actions

#### Safety first

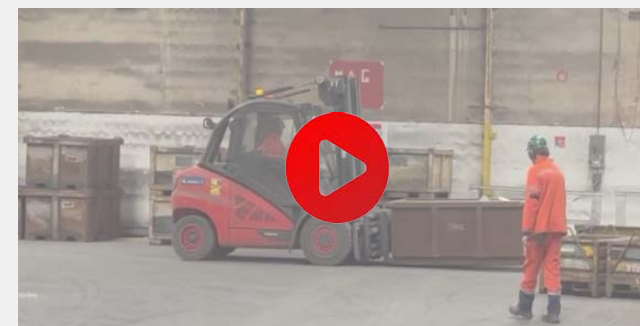
Safety is our most important value, and central to all our actions. We are proud to be one of the leading safety performers in the aluminium industry<sup>1</sup>, but we want to go even further and be the best across all industries.

We measure our safety performance with our Recordable Case Rate<sup>2</sup> (RCR). In 2023, our RCR was 1.95, marking the fourth consecutive year below 2. Our target is to reach 1.5 by 2025. Several of our sites had safety milestones in 2023, achieving a length of time (e.g., one million working hours) without a recordable case.

Our global Serious Injury and Fatality (SIF) program remains a key priority, and at the core of our EHS program. Despite our considerable efforts at prevention, four cases were classified as serious in 2023. All of our sites are taking measures to reduce SIF risks, with more than 1,000 local initiatives. In 2023, we asked each site to complete a self-assessment of lifting operations, slips-trips-falls, and contractor management. This will allow us to identify risks and come up with action plans.

Human interactions with machines pose a potential risk at all our facilities. At one point, issues with Lock-out Tag-out (LOTO) were linked to more serious injuries than any other category, so we created a global LOTO improvement program that goes beyond the legal requirement and general industry practice. As a result, we have had no LOTO-related serious injuries since 2019.

Annually, we host a Molten Metal Safety Network meeting, reviewing the reasons behind the year's significant accidents, conducting casthouse audits, and discussing best practices for the future. In 2023, we started a "Deep Dive" exercise to perform spot checks and technical or accident investigations, identifying possible failures in the system.



To enhance safety at our site in Montreuil-Juigné, France, we implemented a new safety measure in forklift areas. Both pedestrians and forklift drivers wear wristbands that provide visual and audible warnings when they are in close proximity to each other.

[To see our new safety measure, play our video.](#)

<sup>1</sup> RCR of 8.5 in Europe; 14.0 in the U.S. (Source: European peers from European Aluminium, 2019; U.S. peers from U.S. Bureau of Labor Statistics-Aluminium, 2021)

<sup>2</sup> 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.



### Reinforcing our efforts through training

Training is an essential component of our health and safety approach. In 2023, we continued to train all of our people, including new employees, with a four-hour program called Caring for Each Other. The main objective is to improve communication between peers regarding at-risk behavior, and to encourage employees to give and receive feedback. Our sites have started engaging operators in leadership safety tours, role-playing exercises, and operator safety tours, where operators tour their plants and tell their peers if they see anything inappropriate or worthy of improvement.

### Sharing best safety practices

Our sites hold two annual EHS network meetings, one in Europe and one in North America, to share best practices and awareness-building activities, which help to improve hazard recognition skills and enhance overall risk awareness.

One well-received practice was Ravenswood's Safety Focus Topic Campaign, where employees make drawings depicting pinch point hazards – pinch points being areas of the body that are prone to getting caught in equipment.

Another highly rated safety practice, at our Montreuil-Juigné site, protects employees in forklift areas (see box, page 48). Pedestrians and forklift drivers wear wristbands that warn them visually and audibly when they are in close proximity to one another. Additionally, a zone tag emits an LED spotlight when two forklifts are approaching the same intersection.

At Muscle Shoals, a suit worn by employees performing electrical activities had previously been hot and heavy, causing the face shield to fog up. The plant introduced a new lightweight suit with a cooling fan on the hood, which improves visibility. Its thin material enhances mobility.



### EHS FIRST Day 2023

We hold an annual event to reinforce and drive awareness about our EHS FIRST policy. The sites discuss a range of topics, though the conversation and training all contribute to overall safety and wellness. In 2023, mental health was a major subject. In Nanjing, China, teams shared ideas to reduce psychological stress, and practiced emergency response procedures to promote safety awareness. In Neuf-Brisach, France, employees learned about mental health, in addition to basic cardiopulmonary resuscitation (CPR) and road safety. In Paris, an external speaker gave a talk on awareness of disabilities and common misconceptions. Employees were provided with a hotline number and email address where they could safely and confidentially ask any questions.

**Caring for employee health**

In addition to safety, we support our employees with preventive measures to avoid work-related diseases and stay healthy (fitness classes, eye testing, reduced noise levels, improved ergonomics, etc.). Many of our sites have an Employee Assistance Program to help with personal challenges, or else organize team conversations on addiction prevention and other issues. Plants have launched health campaigns on breast cancer awareness, Healthy Heart Month, smoking cessation, weight loss, and more. Our company-wide newsletter and intranet also report on various health topics, such as hearing loss, allergies, and defibrillators for cardiac arrest. Many of our sites encourage physical activity through onsite facilities or sponsored sporting events.

In 2023, Constellium’s health initiatives focused on two main subjects: ergonomic risk and mental health.

Using videos and AI, we conducted an assessment of ergonomic risks and stresses on upper limbs, and will now track key performance indicators to reduce the occurrence of repetitive strain syndrome among our employees.

We are working to increase awareness and reduce stigma around mental health, using our intranet platform Connect and events such as EHS FIRST Day, as well as hosting an employee webinar about mental health. Our Human Resources department started mapping local mental health initiatives, as we aim to give all our employees access to an Employee Assistance Program.

Our University Technology Center at Brunel trained three employees as mental health first aid responders. We also hosted a company-wide webinar on mental health awareness, with a focus on the signs of burnout. We will continue to prioritize mental health into the future.

Many of our sites hosted wellness fairs or activities to help promote mental and physical well-being. As part of the Muscle Shoals wellness fair, 200 employees gathered to learn about our benefits and community partnerships.

**Our results**

99.7% of our employees<sup>3</sup> are covered by ISO 45001 certifications (occupational health and safety).

2025 target	Indicator	2021 baseline	2022 results	2023 results
Reach a 1.5 Recordable Case Rate	<a href="#">Recordable Case Rate</a>	1.85	1.85	1.95

<sup>3</sup> Employees at corporate offices and joint ventures are not included.

## EMPLOYING AND ENGAGING TOP TALENT

**Our people are our greatest asset, and we make every effort to hire and keep the very best. We actively recruit high-potential candidates, engage our employees through ongoing communication, provide access to learning and leadership programs, and value abilities of all kinds.**

### Our challenges

There is great competition in our industry to find and keep a highly skilled workforce. With changing demographics, it is critical that we hire enough people to succeed those who are approaching retirement, in our plants and among key management. We must also ensure that our people will adapt to evolving technological and industrial trends. We respond to these challenges through training and development, communication, and building employee engagement.

### Our policies and actions

#### Engaging our people through communication

Constellium's values (See page 15) provide the framework for our relationships with customers, suppliers, partners, and one another. We embed these values in our major talent initiatives, and make them part of our annual performance review process.

We stay close to our people at group and local levels. Our managers make daily rounds of the shop floors and hold regular meetings with employees. Our internal communications efforts include bi-monthly webinars, our digital magazine, LIVE, and our monthly HR newsletter.

In 2023, we expanded access to our employee app, Constellium Connect, so that it is now available to all.

As part of this effort, we created “communities” on the app where employees can engage directly with content, discover information that matters to them, and share company-wide news.

#### Learning and development

We have developed a range of programs to form strong, effective leaders. In 2019, we created the Global Engineering Development Program, building an internal pipeline by developing the technical, leadership, and business skills of Constellium's early-career engineers. So far, 170 early career engineers have completed or are in the process of completing this training program. Since its inception, the program has received an overall rating of 4.1 out of 5.

In 2021, we launched our Leadership Development Program (LDP), a nine-month training initiative to develop leadership skills and promote a common management culture at Constellium. By the end of 2023, more than 500 mid-level leaders had completed or were taking the course. One concept taught in the program is that of “Multiplier Leadership,” by executive advisor Liz Wiseman, who revealed that certain leaders, or “Multipliers,” are able to get more ideas, broader perspectives, and keener insights from their teams. To increase the impact of these teachings, we hosted a webinar that showcased some of our own internal Multiplier leaders.

The LDP received a prestigious Brandon Hall Group Award in 2023, as “Best Unique or Innovative Leadership Program.”



Constellium executives participating in a business simulation exercise as part of our Executive Leadership Program.

The Executive Leadership Program is a nine-month learning journey for senior executives. The first workshop started in November 2023, in Chantilly, France, with 20 participants from all regions, business units, and functions. The program aims to accelerate individual and organizational growth through a business simulation and exercises in crafting a personal leadership style.



We also launched a mentorship program for our high-potential female talents in 2021. The program has been well received by mentors and mentees alike, and we have now expanded it to all employees. Over 200 employees have been involved in this program since its launch, and we currently have 67 active mentorship pairings.



### Engaging our employees in the fight against climate change

In 2023, Constellium held 15 workshops for more than 130 employees of different levels, in collaboration with Climate Fresk, an NGO that educates about climate change. Participants used interactive activities to learn more about this issue, and to understand industry impacts on climate, including how Constellium can act by promoting aluminium recycling and processes with a lower carbon footprint. Feedback from participants was very positive, and Climate Fresk workshops are now a part of our young engineers' integration training program (two sessions in 2023). We also launched two e-learning modules in 2023, on circular economy and carbon neutrality.

In the U.S., we introduced a Tuition Repayment Program, starting in January 2023, to help offset the high costs of advanced education. This program coincides with our existing Tuition Assistance Program, where we help employees to obtain degrees and/or certificates from an accredited university or institution for continuing education.

We developed a global Learning Management System in 2023, providing all employees, at all levels of the organization, with access to learning and development resources. The Learning Management System went live in early 2024.

### Promoting social dialogue

We encourage our people to freely express their views and opinions within the Group. Open dialogue with employee representatives is critical to the success of our operations and compliance with employee rights regulations. We seek to create favorable conditions for employer-employee relationships, and to reach formal agreements that are fair to all. Many of our employees belong to unions or equivalent bodies, or are covered by collective bargaining agreements.

### Attracting talent and encouraging education

As part of our long-term talent attraction strategy, we have cultivated partnerships with educational institutions, from high schools to prestigious engineering schools, such as Purdue University (U.S.), CentraleSupélec (France), and École des Mines de Paris (France).

These partnerships are helping to solve a shortage of skilled candidates by building a pipeline of managers for Constellium. We host roundtable discussions with students, offer jobs or internships, conduct mock interviews, provide scholarships, and more.

For example, our Ravenswood plant partners with a local college, West Virginia University at Parkersburg, to welcome students into a program called "Constellium Track of Electrical or Mechanical Trades." In 2023, the program provided nine out of 22 hires for our hourly skilled trades roles. We currently have 20 additional students enrolled in the course, with nine expected to start in 2024, and the rest in 2025.

In France, Constellium gives talks at schools, including École des Mines, to teach and inspire young engineers to learn more about the industry. We have also partnered with Grenoble INP Phelma, another engineering school, to encourage interaction between students and research laboratory experts.

### Valuing the abilities of all

At Constellium, we give equal opportunities to people with disabilities, and seek to adapt our work environments to their needs. Our German sites in Singen, Gottmadingen, and Dahlenfeld provide equipment to their disabled employees such as hearing aids, ergonomic chairs, and customized safety shoes.

### Addressing inclusive mobility with 3D printed braille handrail signs

In the transportation industry, we recently partnered with German additive manufacturing expert CFK to produce 3D printed braille handrail signs that help the visually impaired navigate train stations.



Ahead® CP1 aluminium alloyed powder is an excellent solution for printing spare parts affordably and on demand. Greater sustainability comes from the CP1 alloy's superior corrosion resistance (which increases component lifespan) and faster heat treatments (which save energy).

By combining CFK's 3D printing technology with Constellium's aluminium powders, we are able to make signs with several different messages in one production run. Together, the two technologies form a user-centric design that promotes inclusivity in mobility.

Our French sites pursue various measures to create an inclusive environment for people impacted by disabilities. For example, since 2019, Issoire has permitted employees with disabled children to work 80% of the time while receiving a full-time salary, and provides the same allowance to disabled workers who are within three years of retirement. At Neuf-Brisach, the supplier who repairs our pallets exclusively hires disabled people, and our landscaping is managed by a vocational rehabilitation center for disabled workers.

### Raising awareness about disabilities

The support and advancement of people with disabilities is an important concern for Constellium.

In the summer of 2023, our sites in Paris and Neuf-Brisach, as well as our C-TEC R&D center, helped raise handicap awareness by participating in the Activ'Challenge in France.

During the European Week for the Employment of People with Disabilities (SEEPH), we shared information at our Issoire site about disabilities and integration. Individuals with non-apparent disabilities shadowed, in a sort of "walk in my shoes" experience, employees of the site. The former learned what skills are required for certain positions, while the latter could see the impact of invisible disabilities on daily life. Issoire now has six disability points of contact who assist with training, and also work to ensure that employees with disabilities can avoid situations of vulnerability.

In Spain, our Vigo site partners with HC San Rafael de Vigo, which focuses on integrating people with intellectual disabilities. Constellium Vigo supports the program by providing internships in the art of welding, giving participants a chance to practice their skills at our plant, and creating new possibilities for employment.

### Our results

Ongoing training is one of the ways we build up our internal expertise, keep our people engaged, and help them grow throughout their careers at Constellium. We track the average number of training hours per employee each year, and seek to offer additional opportunities for improvement. In 2023, our employees each spent an average of 25 hours in training (See page 75 for detailed information), an increase of 5% vs 2022.

Constellium was extremely proud to be included on [TIME's list of the World's Best Companies in 2023](#).

## PURSUING GREATER GENDER DIVERSITY

Knowing the value of a heterogeneous workforce, Constellium takes measures to promote gender diversity and inclusivity at every level, from new hires to senior leadership.

### Our challenges

We strive to make our company more diverse, and are committed to giving the same respect and opportunities to all people, regardless of age, gender, sexual orientation, ability, race, ethnicity, religious or political beliefs, nationality, or socioeconomic status. We are convinced that diversity offers companies a distinct advantage, and have identified a significant gap in gender diversity in our workplaces. To correct this disparity and move away from our industry's traditionally male-dominated model, we are taking steps such as increasing diversity in hiring, supporting women's career development, putting more women in leadership roles, and ensuring equitable pay practices.

### Our policies and actions

We are working to increase the share of women in professional and management roles to 25% by 2025 (vs 21% in 2021). A steering committee (including Executive Committee members) oversees diversity initiatives and monitors our progress, while a core team coordinates action plans and implements workstreams with local sites, functions, and business units.

### Recruitment and retention

We endeavor to make Constellium an attractive company to join or stay at, especially for women. For example, we offer a global minimum of 16 weeks paid maternity leave; our U.S. and Mexican sites offer four weeks of paid leave to new fathers and adoptive parents; and our U.S. and some French sites (C-TEC, Issoire, Neuf-Brisach, Paris) offer a childcare employer subsidy to help address recruitment challenges. Neuf-Brisach created a Women's Council to improve working practices at the plant, including breastfeeding rooms for new mothers and free hygiene products for women. Our global referral bonus program leverages our employees' networks, helping us to recruit a variety of skilled candidates. We receive employee feedback through stay interviews, exit interviews, and career discussions. All of our communications materials have gender neutral guidelines.

Throughout 2023, we sought to attract more diverse candidates, particularly women, by partnering with organizations such as Women in Manufacturing (WiM) and the Society of Women Engineers (SWE).

As part of our Diversity, Equity, and Inclusion strategy, we sent eight female employees to attend SWE's annual "Live Without Limits" conference, the world's largest gathering of women in engineering. Constellium connected with hundreds of participants.



Four of our Constellium employees attended a special evening organized by the Executive Alliance, a catalyst for women leaders in Maryland, U.S.

### International Women's Day

Constellium once again celebrated International Women's Day, both globally and locally. Internationally, the UN Global Compact, of which we are a longtime member, launched a webinar series covering subjects such as closing the gender gap and the role of men in achieving gender equality. Locally, our German sites in Dahlenfeld, Gottmadingen, and Singen hosted a guest speaker who talked about empowering women at work, followed by roundtable employee discussions. Ravenswood also held an in-person event where Jack Clark, SVP and advisor to the CEO, spoke to the AlumiLadies on the importance of supporting women in manufacturing.

### Career path and promotion

Human Resources and senior leadership are paying closer attention to female talent during their Global Talent Reviews. Our mentorship program for high-potential female talent worked with its third group in 2023. The feedback continues to be extremely positive, with several women commenting that it boosted their confidence to take on challenges. In a survey, 100% of mentors and 96% of mentees said they saw value in the program. We started expanding it to employees of all genders in 2023.



Constellium Muscle Shoals joined Women in Manufacturing (WiM) as a corporate member in 2022. By the fall of 2023, more than 50 Constellium employees from multiple sites had created member profiles. In October 2023, Muscle Shoals hosted a "Third Tuesday" event for the WiM Alabama chapter, where nearly 70 women heard from four inspiring panelists about the value of building a network. In addition to WiM members, there were Constellium colleagues from the U.S. (Van Buren, Plymouth, Ravenswood, Bowling Green), the UK, and Germany (see pictured above).

### Culture and work practices

We ensure that there are adequate female facilities, such as lockers and restrooms, for an environment where women feel secure and welcome. We offer courses and educational materials on unconscious bias, diversity, and inclusion. We further promote diversity by encouraging internal communication, focus groups, and networking groups.

For Girls' Day in Germany, our Singen site joined with a customer, Amcor, to educate participants about our apprenticeships and study programs. Two female speakers, a former industrial mechanic trainee and an industrial engineering dual student (50% studying/ 50% working at Constellium), talked about their professional lives and encouraged participants to embrace traditionally male roles. The group toured the plant and set up a small pneumatic control system.

In 2023, we launched Unconscious Bias training, where we trained 250+ leaders across the organization in the importance of recognizing bias and how to counteract its potentially harmful impacts in workplace situations.

### Pay and merit pay equity

We do not tolerate any gender-based pay discrimination. Using third-party data, we benchmark our salaries against the external market in promotions, transfers, and new hire pay. We monitor merit and equity among our employees on a regular basis to ensure fairness of compensation.



Our results

In 2023, the overall percentage of women in our workforce remained stable at 14%. But we continued to make good progress towards our 2025 target to increase the percentage of women in professional and management roles to 25% vs 2021, with 24% of our professional and management roles held by women in 2023, vs 22% in 2022. We are on track to reach this target with ongoing initiatives to attract and retain our female talent.

Our efforts and initiatives to make Constellium an inclusive, diverse, and exciting place to work for women were recognized in 2023, as Constellium was included on Forbes' World's Top Companies for Women list.

2025 target	Indicator	2021 baseline	2022 results	2023 results
Increase the % of women in professional and management roles to 25%	% of women in professional and management roles	21%	22%	24%





## LOOKING OUT FOR OUR COMMUNITIES

Everywhere we operate, Constellium seeks to create a positive impact on the lives of those around us. We expanded our efforts in 2023 with our first dedicated philanthropic fund, ConstelliumCARES.

### Our challenges

With 25 manufacturing sites on three continents, Constellium has a presence in a wide range of communities, each one with different needs.

The company's commitment to community engagement is underscored by our recognition that the impact of our operations extends beyond the factory walls. By acknowledging and addressing the specific requirements of each community, Constellium demonstrates a nuanced and localized approach to corporate social responsibility.

In the United States, where several manufacturing sites are located, Constellium actively participates in initiatives geared towards supporting local education, job training programs, and community development. By investing in educational infrastructure and vocational training, the company contributes to the skill development of the local workforce, fostering economic growth and empowerment.

In Europe, where Constellium has a significant presence, the company engages in sustainability projects that align with the environmental priorities of the respective countries. These include initiatives to reduce carbon emissions, implement eco-friendly practices, and enhance recycling efforts.

By tailoring our approach to the unique environmental concerns of each community, Constellium showcases a commitment to responsible and sustainable manufacturing.

### Our policies and actions

In 2023, Constellium launched our first philanthropic initiative, ConstelliumCARES, committing up to €1 million per year to support global, regional, or local projects.

This fund allows Constellium to finance initiatives in line with our mission and values, and to support and promote community projects where we operate. The ConstelliumCARES Steering Committee guides the program and allocates the funds.

For the first three years, through 2025, its focus will be on projects addressing climate change, promoting diversity and inclusion, and supporting education and skill-building opportunities.

### Our results

In 2023, projects submitted by our sites Muscle Shoals, Van Buren, White, Baltimore, Paris, C-TEC, Gottmadingen, and Issoire received funding for initiatives around biodiversity, education, and inclusion.

The fund was also used to help those affected by the earthquake in Turkey, and to support a mentoring program for U.S. veterans.



**ConstelliumCARES**

Here are a few examples of the projects we are supporting with the ConstelliumCARES fund:



#### Supporting schools and students in need in Alabama and Michigan

In Alabama, where the public school system ranks 44th in the nation, a ConstelliumCARES grant was awarded to the Education Foundations of the Florence, Muscle Shoals, and Tuscumbia city school districts. This funding will directly benefit students in these underprivileged districts.

In Van Buren, Michigan, we are sponsoring a two-year "Class of Constellium" for 10 students who are one or more grade levels behind in their reading ability.



#### Providing opportunities for people with disabilities in France

Afuté fosters social integration for autistic and disabled young people via access to vocational training, apprenticeships, and employment.



#### Supporting women and children in Baltimore with Marian House

Marian House offers housing and services to homeless women and their children. Our grant supports a program providing individual tutoring to women.



#### Planting trees in Issoire with CEN Auvergne

This biodiversity project on the Issoire site's land includes planting fruit trees, promoting bees, and engaging the community in land management.

#### Helping U.S. Veterans prepare for their next career with American Corporate Partners (ACP)

Constellium has partnered with ACP for years, accompanying U.S. veterans as they transition back to civilian careers. The ConstelliumCARES fund strengthens this partnership by helping to finance additional support for training and mentoring programs.

The ConstelliumCARES fund comes in addition to local initiatives undertaken by our sites.

Volunteers at **Muscle Shoals** took part in the United Way's Day of Caring by assembling furniture for The Healing Place, a center that supports grieving children and their families. It was an eye-opening experience for employees, who witnessed the importance of local nonprofits to communities.



Our **Děčín** site collaborated with a local organization to create a Children's Day, promoting community spirit while nurturing positive childhood experiences.

The event took place at a campground, with music, attractions, and activities for around 700 employees and their families.



Seventy employees from our **Singen** and **Gottmadingen** plants signed up for a city run for the Singen-Hegau charity, which supports people with disabilities.

Accompanied by friends and family, Constellium's runners achieved a total distance of 2,813 km, taking first place in this year's company ranking.



Our **Dahenfeld** site participated in this year's Neckarsulm Spring Cleaning, part of the "Let's Clean Up Europe" campaign to collect waste that might otherwise remain in the ecosystem for decades. The team cleared trash from more than 15 km of pathways in one day.

In **Žilina**, employees volunteered for the "Our Town" initiative, providing help to a kindergarten and a social services center. The project created a sense of community and a connection between the employees and children who were often a similar age to their own children.





## Value Chain

Constellium's values are the basis for everything we do, including holding our suppliers to our standards.

We source our products responsibly based on risk mapping and on the signing of our Supplier Code of Conduct.

As a founding member of the Aluminium Stewardship Initiative, we work tirelessly to increase transparency and sustainability throughout the value chain.



## STEPPING UP ON RESPONSIBLE SOURCING

Constellium expects our suppliers to be aligned with our values and to hold to our standards. Our new Sustainable Sourcing Policy is intended to achieve greater transparency and sustainability throughout the aluminium supply chain.

### Our challenges

Constellium works with our suppliers to further promote sustainability in our industry, especially as the social and environmental impacts of our supply chains are greater than those of our own operations.

Today, our procurement teams are operating in a rapidly changing environment. The number of ESG-related regulations is rising. In addition, our external stakeholders, notably customers and consumers, are increasingly interested in how we address the adverse impacts of our activities and supply chains on environmental, social (including human rights), and governance-related issues.

### Our policies and actions

Our **Sustainable Sourcing Policy** (formerly known as the Responsible Supply Chain Management Policy) and **Supplier Code of Conduct** are aligned with the United Nations Global Compact. They apply to our suppliers, consultants, contractors, and agents. Proper implementation of both depends on the commitment of all parties, audits and assessments, and continuous improvement.

We have expanded our Sustainable Sourcing Policy to comply with recent regulations and to be as ready as possible for anticipated regulations.

The policy provides a detailed procedure on how to mitigate ESG risks from external suppliers. It contains a new sustainable sourcing framework and an updated supplier due diligence process, and covers 100% of Constellium's third-party spend (all products or services procured externally).

We expect all our contracted suppliers to sign our Supplier Code of Conduct, and to respect and adhere to its terms regarding the environment, society, business ethics, human rights, and labor practices. We expanded our integrity hotline in 2022 and updated our Supplier Code of Conduct to include the hotline and explain how important it is for suppliers to raise any red flags concerning procurement activities.

We ask our key and at-risk suppliers to undergo an EcoVadis assessment every three years, covering human rights, environment, health and safety, and ethics. For aluminium suppliers, we consider an Aluminium Stewardship Initiative (ASI) certification as assurance of responsible production, sourcing, and stewardship of aluminium.



**Indirect GHG emissions** - We are actively looking for ways to achieve our Scope 2 and 3 emissions reduction targets, with the help of our energy and metal suppliers. Our Scope 2 emissions relate to our electricity use, and we are evaluating different ways to increase our low-carbon and renewable energy sourcing. However, the majority of our GHG emissions are at Scope 3 level and related to the metal we buy (see page 30). Responsible procurement and supply chain transparency play an important role in our efforts to reduce them. Our suppliers' support is critical, and we need them to disclose information such as where they source their raw materials.

In 2022, Constellium joined the First Movers Coalition, a global initiative aimed at accelerating suppliers' zero-carbon technologies and reducing carbon emissions by leveraging companies' combined purchasing power. In joining, we pledge that by 2030, 10% of our primary aluminium purchases will be near-zero emissions, emitting less than three mt of CO<sub>2</sub>eq per mt.

**Increasing recycled inputs** - We work in a concerted manner to increase the level of recycled aluminium and other alloying metals in our products in order to lower our carbon footprint. Using scrap metal is an efficient way to reduce our Scope 3 emissions, not only to reach the Group's objectives, but also to meet our customers' expectations and industry standards.

**Conflict minerals compliance** - Constellium complies with conflict minerals regulations. We have implemented due diligence measures, and communicate the corresponding information on our website.<sup>1</sup>

**Supporting the ASI and other associations** - The ASI provides an independent third-party certification system in metals and minerals supply chains that we consider key to responsible procurement. Constellium has actively participated in the ASI since its founding. We are increasing the number of Constellium sites that are ASI certified, and expect all of our metal suppliers to be certified in the near future. We also participate in various other associations around the world. Our metal procurement team is represented in European and U.S. aluminium associations, and in the London Metal Exchange Aluminium Committee.

“

**Our updated policy enhances our supplier due diligence process and is destined to help us comply with recent and anticipated future regulatory requirements to the best possible extent.**

”

Marcus Becker, SVP &  
Chief Procurement Officer, Constellium

## Our results

We started to implement the new Sustainable Sourcing Policy at the end of 2023, and expect our 2024 results to reflect our new KPIs.

In 2023, the percentage of key suppliers and those designated as high-risk which signed our Supplier Code of Conduct remained stable vs 2022 at 88%.

Suppliers covered by an EcoVadis evaluation or ASI certification represented 68% of Group annual spending, also a stable result compared with 2022.

<sup>1</sup> <https://www.constellium.com/investors/governance>

## UPHOLDING THE STANDARDS OF THE ALUMINIUM STEWARDSHIP INITIATIVE

Constellium is a founding member of the Aluminium Stewardship Initiative (ASI), a global, nonprofit, multi-stakeholder, standards setting and certification organization for the aluminium value chain.

### Our challenges

It is difficult for one company to address all the environmental and social challenges throughout the aluminium value chain, especially upstream. ASI certification is an effective way to increase transparency and reduce long-term sustainability risks associated with sourcing.

### Our policies and actions

ASI certification is an integral and growing part of our business. By having our sites ASI-certified, Constellium can provide our customers with aluminium that is independently verified as responsibly produced. By encouraging metal, bauxite, and alumina suppliers to become ASI members and gain certification, we endeavor to reduce the risks that come with bauxite extraction, such as adverse effects on human rights or biodiversity.

In 2023, our U.S. sites in Muscle Shoals and Bowling Green and our Czech site in Děčín were certified against the ASI Performance Standard. Verified by an independent third-party audit, this certification means that the plants operate according to a strict set of governance, environmental, and social standards, including greenhouse gas emissions, biodiversity, and labor rights. In preparation for their audits,

the sites conducted a gap analysis, asking employees what needed to be improved. The sites worked on initiatives such as assessing biodiversity risk (and taking action on alien species), formalizing women's rights and gender equity into their HR policies, training security contractors on our Code of Conduct, and monitoring emissions (both air and GHG) and waste sent to landfill.

In addition to seeking certification, we are active in the governance of ASI, both at the Standards Committee level and Board level. We are also involved in different working groups, including a group working on Climate Change topics, which has developed a 1.5°C, science-based pathway methodology for the industry.

### Our results

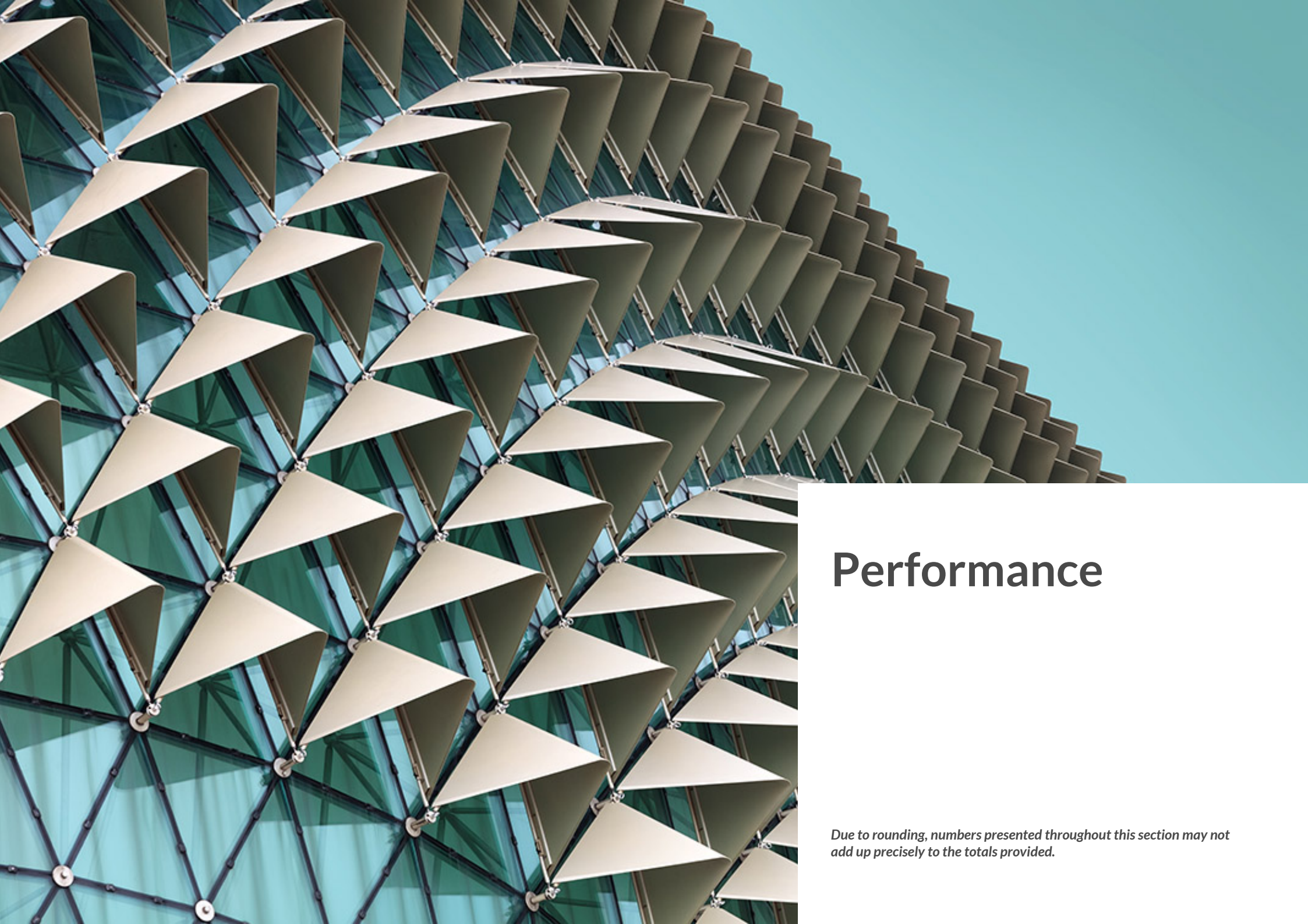
Constellium now has eight certified sites: Singen (Rolling and Extrusion), Gottmadingen, Dahlenfeld, Děčín, Neuf-Brisach, Muscle Shoals, and Bowling Green. We are supplying ASI metal to key packaging customers, thanks in part to the recycling of post-consumer scrap at Neuf-Brisach, as well as the certification of some of our metal suppliers.



“It is important to have consistent and materiality-related implementation of the Standard. Witness audits and a good assurance manual are invaluable measures taken by ASI to strengthen the certification process and its credibility.”

Catherine Athènes, Vice President of Group Sustainability and Public Affairs Europe, and member of the ASI Board of Directors since April 2023





# Performance

*Due to rounding, numbers presented throughout this section may not add up precisely to the totals provided.*



## ENVIRONMENTAL PERFORMANCE

### GRI 302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION IN TERAJOULES (TJ)

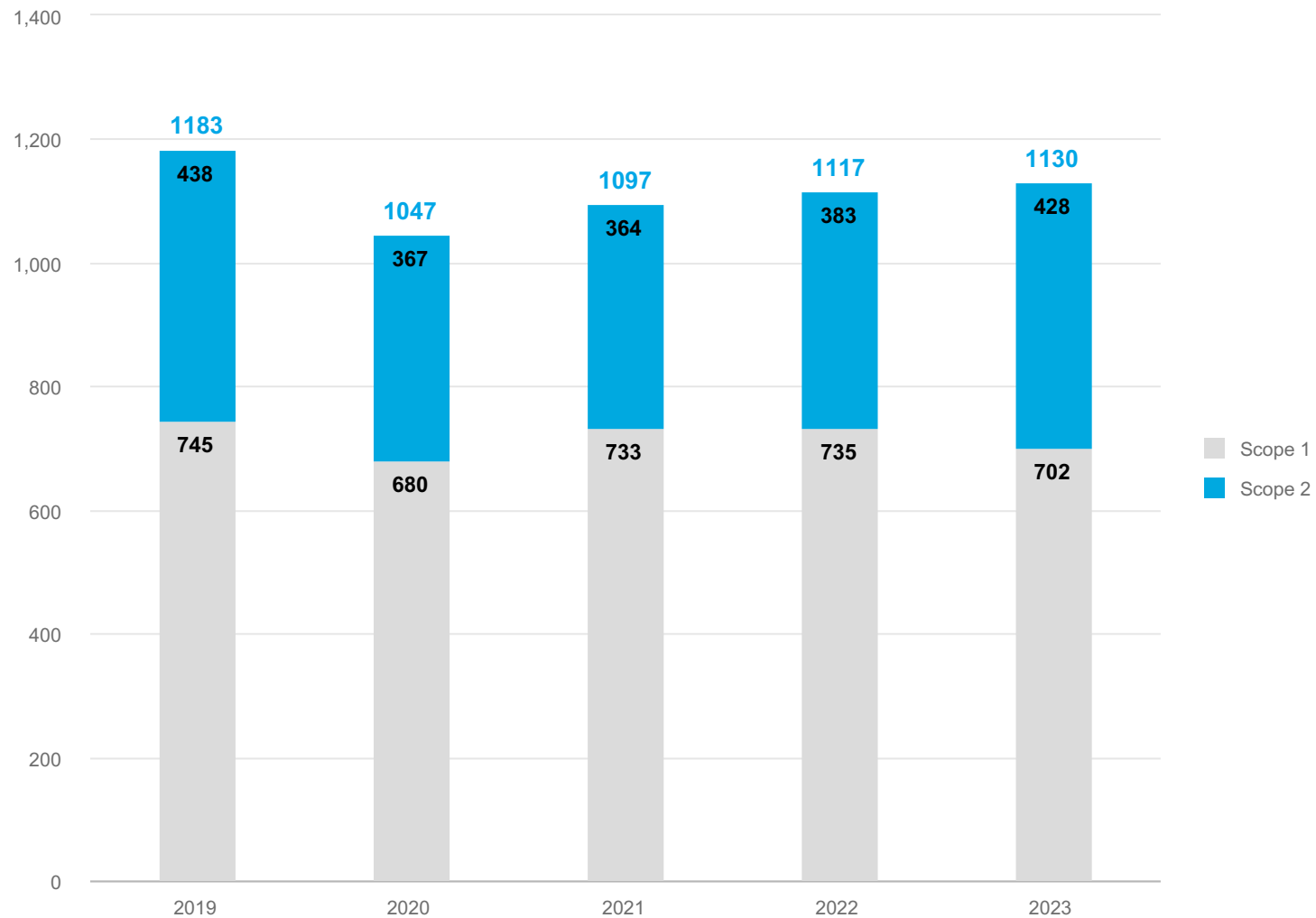
		2019	2020	2021	2022	2023
<b>Direct energy (TJ)</b>						
	<b>Anthracite</b>	346	326	408	258	171
	<b>LPG</b>	15	13	17	15	15
	<b>Nat. Gas</b>	13,471	12,517	13,290	13,512	13,053
	<b>Diesel</b>	107	85	195	222	214
	<b>Heavy fuel</b>	119	68	0	0	0
	<b>Renewable sources</b>	0	0	0	0	0
	<b>TOTAL</b>	<b>14,058</b>	<b>13,009</b>	<b>13,910</b>	<b>14,008</b>	<b>13,453</b>
<b>Indirect energy (TJ)</b>						
<b>Electricity</b>	<b>Purchased</b>	6,016	5,324	5,749	5,851	5,628 <sup>1</sup>
	<b>Sold</b>	0	0	0	0	0
<b>Steam</b>	<b>Purchased</b>	0	0	0	0	0
	<b>Sold</b>	110	107	121	94	63
<b>Total direct + indirect energy consumption (TJ)</b>		<b>19,964</b>	<b>18,226</b>	<b>19,538</b>	<b>19,765</b>	<b>19,081<sup>2</sup></b>

<sup>1</sup> 3TJ of renewable electricity were produced and consumed, but are not counted in energy purchased.

<sup>2</sup> Ibid.

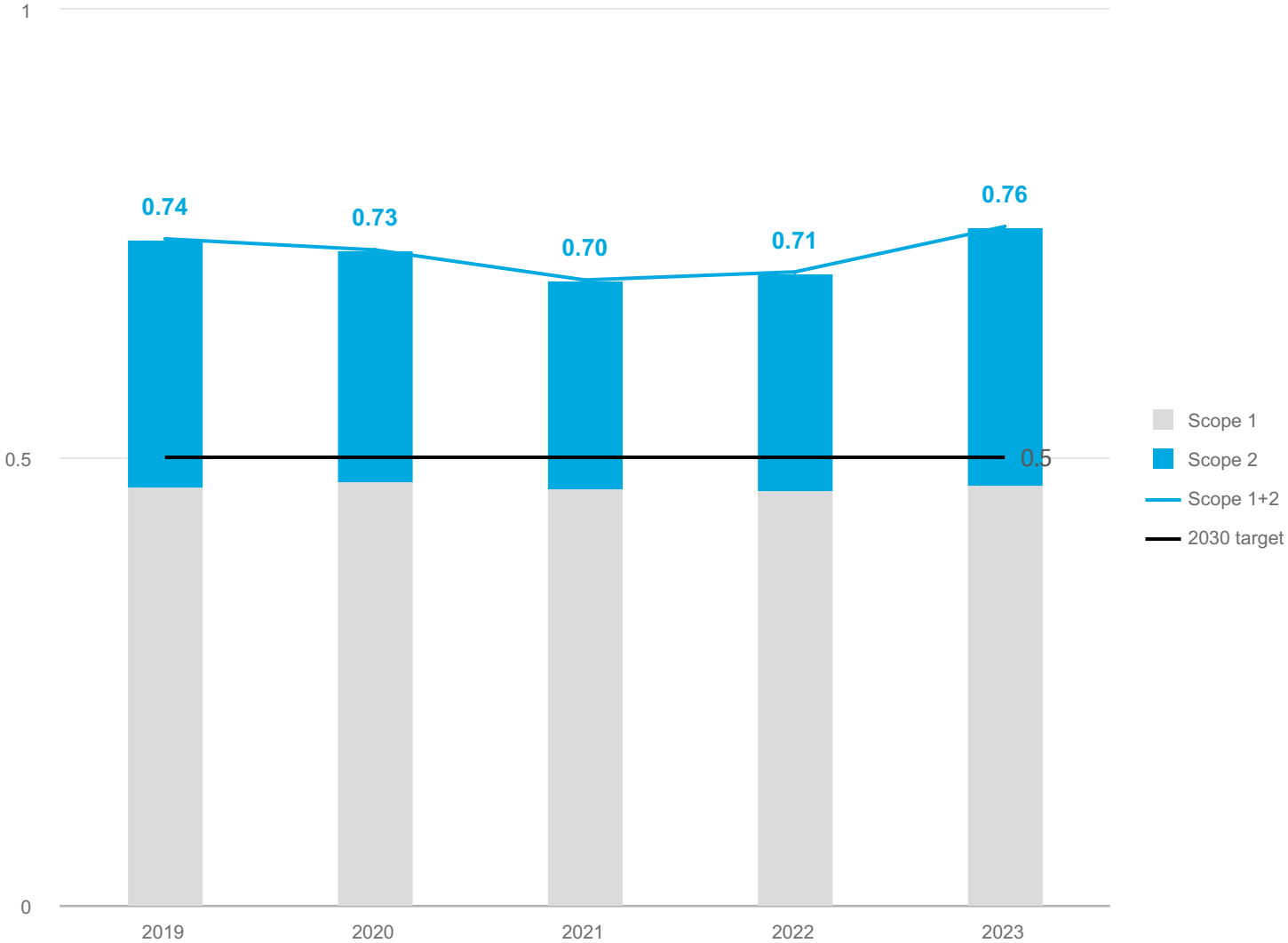
**GRI 305-1, 305-2 GREENHOUSE GAS EMISSIONS (k mt CO<sub>2</sub>eq)**

Market-based method is used for Scope 2 GHG emissions accounting



GRI 305-4 GREENHOUSE GAS INTENSITY

Scope 1 and 2 intensity (mt CO<sub>2</sub>eq/mt of product shipped)



## GRI 301-2 RECYCLED INPUT AS MATERIALS USED

Constellium uses a significant share of recycled aluminium to manufacture our products. On average, recycled metal input, calculated following GRI 301-2 guidance, accounted for 42% of our metal input in 2023. Post-consumer scrap (generated at the end-of-life phase of finished goods) accounted for 18% of metal input, while the rest of the recycled metal input was pre-consumer production scrap (generated downstream from Constellium's operations). This recycled material input does not account for internally generated scrap, in line with the ISO 14021 standard.

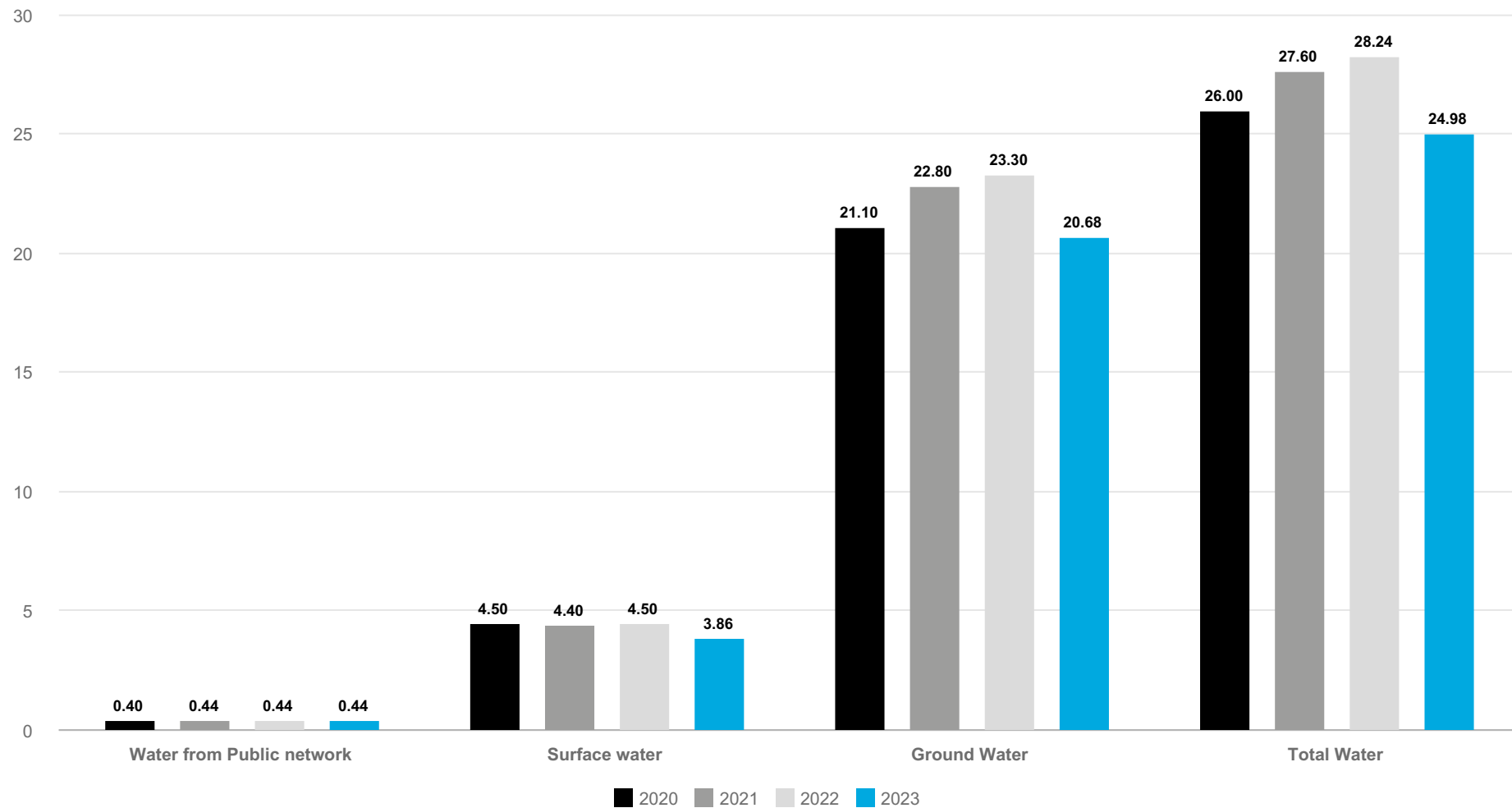
That being said, Constellium does not consider that recycled content should be singled out as the only relevant indicator for the environmental performance of aluminium products. We also focus on a product's end-of-life recycling to ensure that valuable resources are reliably and efficiently collected and recycled.

## GRI 306-3 WASTE GENERATED IN METRIC TONS

Hazardous and non-hazardous waste categories are defined in accordance with the definition outlined in the EU Waste Framework Directive and harmonized with the U.S. waste classification.

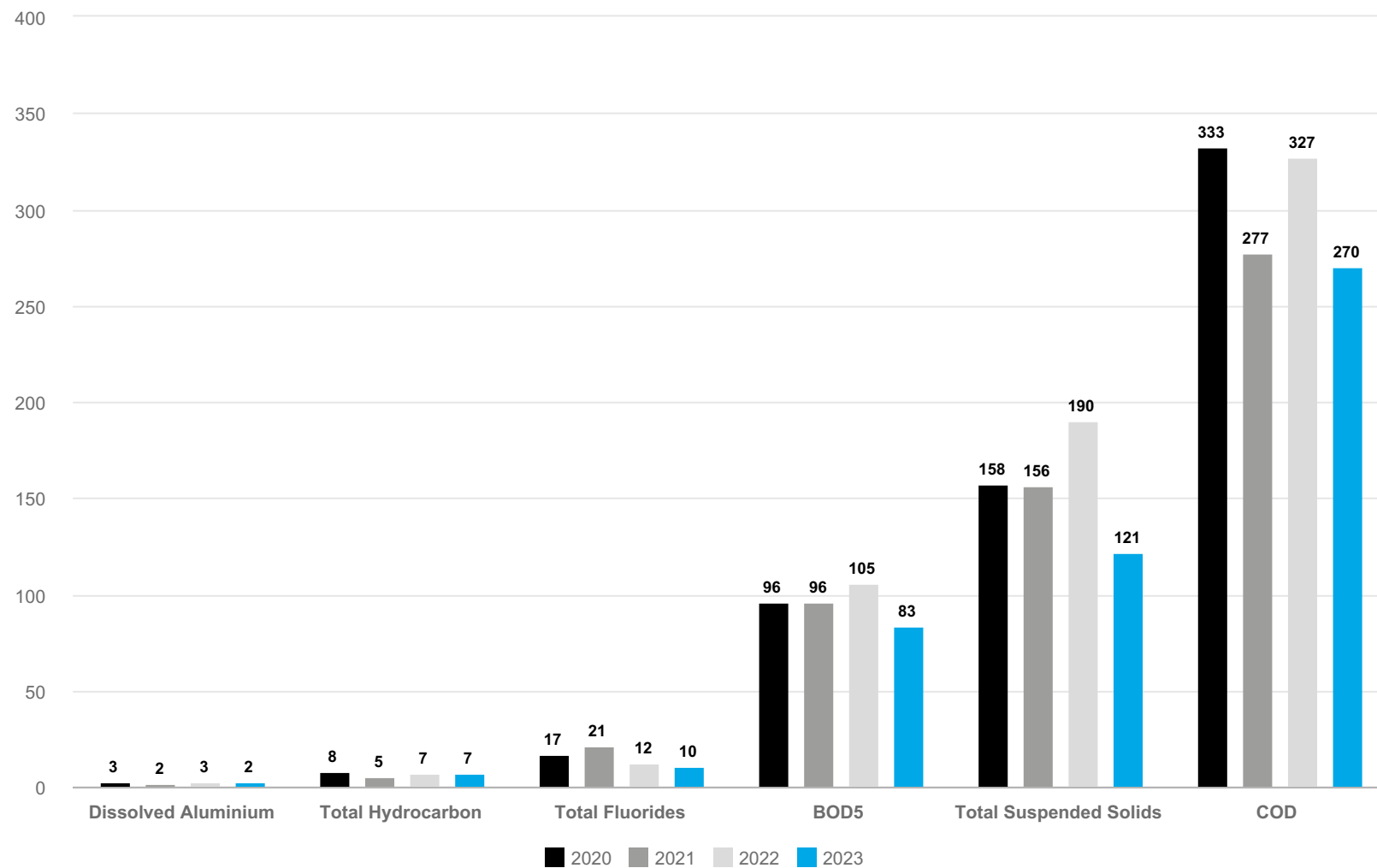
	2020	2021	2022	2023
<b>Recycling</b>	130,606	147,128	149,327	159,759
<b>% recycling</b>	83 %	84 %	83 %	84 %
<b>Incineration</b>	4,857	5,482	12,467	6,243
<b>% incineration</b>	3 %	3 %	7 %	3 %
<b>Landfill</b>	22,820	22,543	18,882	23,234
<b>% landfill</b>	14 %	13 %	10 %	12 %
<b>Landfill intensity (mt/ k mt)</b>	15.9	14.3	12.0	15.6
<b>Total waste</b>	<b>158,283</b>	<b>175,153</b>	<b>180,676</b>	<b>189,236</b>
<b>Total hazardous waste</b>	<b>63,735</b>	<b>69,252</b>	<b>75,021</b>	<b>71,063</b>
<b>Total non-hazardous waste</b>	<b>94,548</b>	<b>105,901</b>	<b>105,655</b>	<b>118,174</b>



**GRI 303-3 TOTAL WATER WITHDRAWAL IN MILLION CUBIC METERS**

## GRI 306-1 WATER DISCHARGE BY QUALITY AND DESTINATION IN METRIC TONS<sup>1,2</sup>

The measurements are based on local legal requirements. Some sites do not cover all measurements.

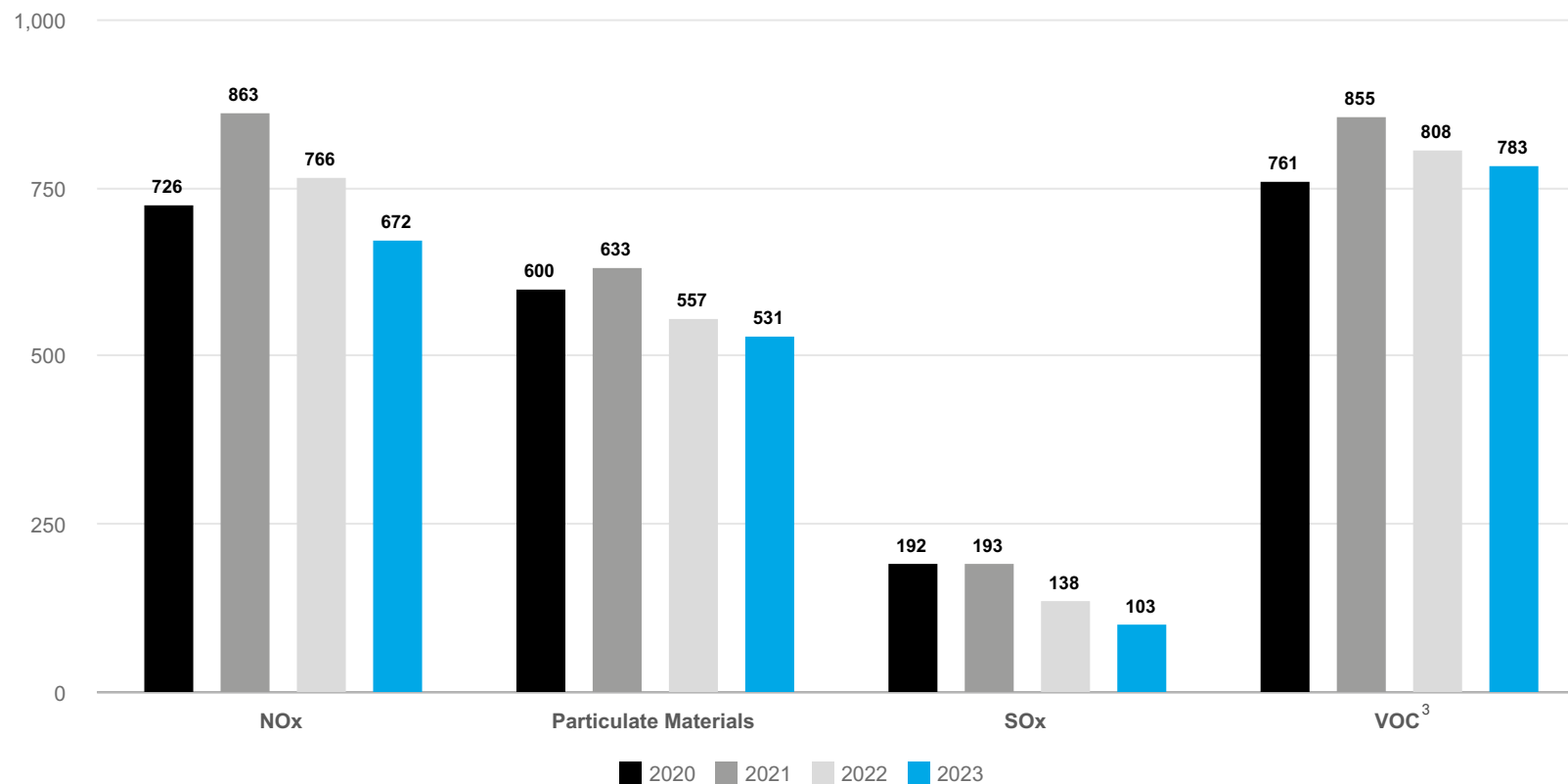


<sup>1</sup> BOD: Biochemical Oxygen Demand

<sup>2</sup> COD: Chemical Oxygen Demand

## GRI 305-7 NITROGEN OXIDES (NO<sub>x</sub>), SULFUR OXIDES (SO<sub>x</sub>), AND OTHER SIGNIFICANT AIR EMISSIONS IN METRIC TONS

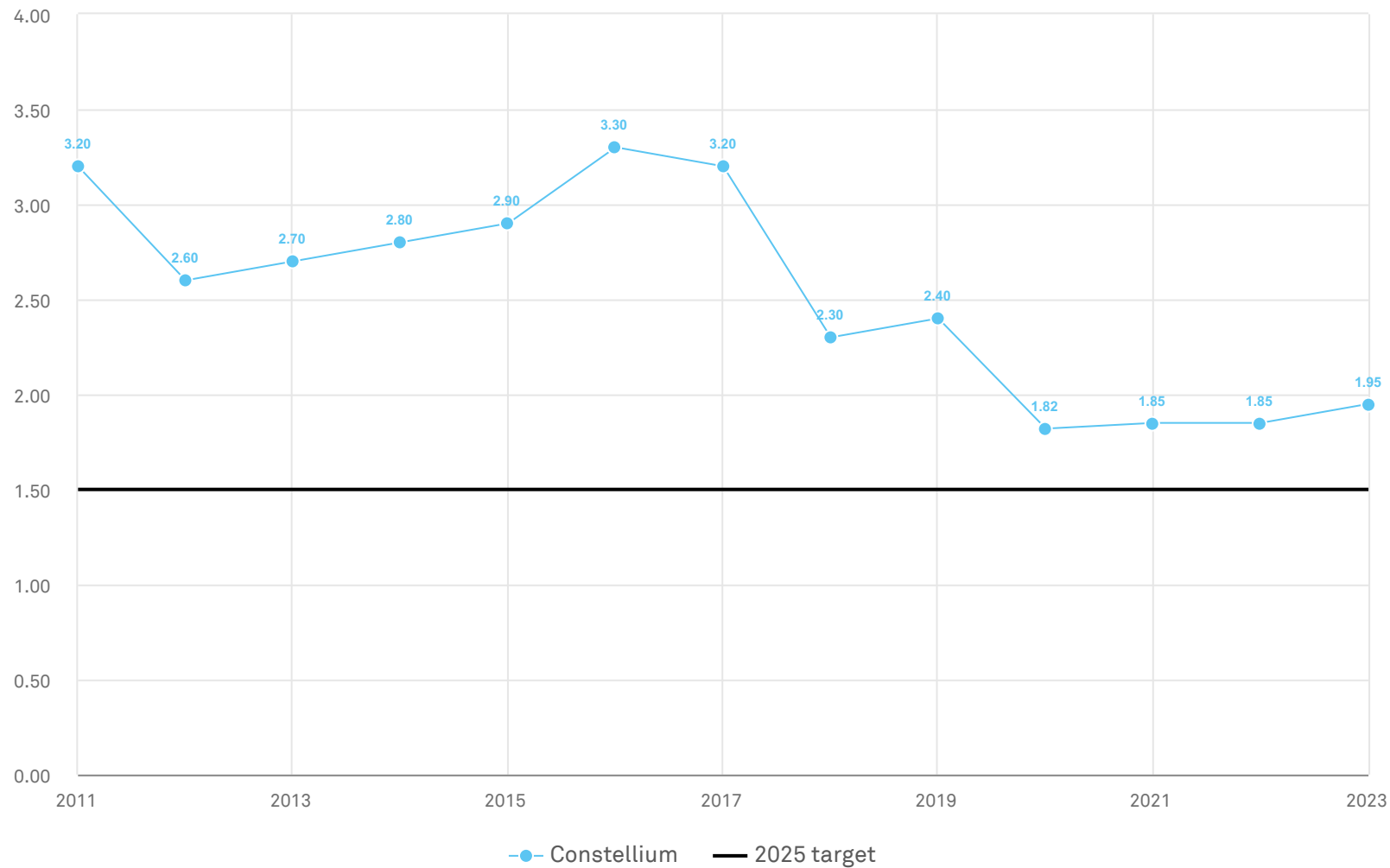
Air emissions are calculated based on one or two spot measurements per year. This can cause significant fluctuations from one year to another. The measurements are based on local legal requirements. Some sites do not cover all measurements.



<sup>3</sup> VOC: Volatile Organic Compounds Emissions

## SOCIAL PERFORMANCE

### GRI 403-9 RECORDABLE CASE RATE





## GRI 2-7 EMPLOYEES

Does not include employees of joint ventures

		Apprentice	Permanent	Fixed-term	Temporary (agency, excl. contractors)	Total
<b>ALL CONSTELLUM</b>						
Number of employees with specific employment type	Male	256	-	-	-	
	Female	59	-	-	-	
Number of employees per employment contract	Male	-	9,493	358	658	
	Female	-	1,565	58		
Number of employees working full/part time	Full time	315	10,743	404	658	
	Part time	0	315	12		
<b>TOTAL</b>						<b>12,447</b>
<b>TOTAL PERMANENT &amp; FIXED TERM</b>						<b>11,474</b>
<b>EUROPE</b>						
Number of employees with specific employment type	Male	255	-	-	-	
	Female	59	-	-	-	
Number of employees per employment contract	Male	-	6,771	329	612	
	Female	-	1,078	42		
Number of employees working full/part time	Full time	255	7,539	360	612	
	Part time	59	310	11		
<b>TOTAL</b>						<b>9,146</b>
<b>TOTAL PERMANENT &amp; FIXED TERM</b>						<b>8,220</b>
<b>ASIA</b>						
Number of employees with specific employment type	Male	0	-	-	-	
	Female	0	-	-	-	
Number of employees per employment contract	Male	-	5	23	0	
	Female	-	9	12		
Number of employees working full/part time	Full time	0	5	23	0	
	Part time	0	9	12		
<b>TOTAL</b>						<b>49</b>
<b>TOTAL PERMANENT &amp; FIXED TERM</b>						<b>49</b>
<b>NORTH AMERICA</b>						
Number of employees with specific employment type	Male	1	-	-	-	
	Female	0	-	-	-	
Number of employees per employment contract	Male	-	2,717	6	46	
	Female	-	478	4		
Number of employees working full/part time	Full time	1	3,190	1	46	
	Part time	0	5	9		
<b>TOTAL</b>						<b>3,252</b>
<b>TOTAL PERMANENT &amp; FIXED TERM</b>						<b>3,205</b>

## GRI 401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER<sup>1</sup>

Permanent employees excluding those of joint ventures<sup>2</sup>

Employee category	Number of new employees hired in 2023		Number of employees who left the company in 2023		Number of employees on December 31, 2023		Turnover	
	Female	Male	Female	Male	Female	Male	Female	Male
<b>EUROPE</b>								
Under 30 years old	27	131	31	101	153	794	20%	13%
30-50 years old	91	184	94	411	652	3,633	14%	11%
Over 50 years old	5	27	60	387	273	2,344	22%	17%
<b>TOTAL</b>	<b>123</b>	<b>342</b>	<b>185</b>	<b>899</b>	<b>1,078</b>	<b>6,771</b>	<b>17%</b>	<b>13%</b>
<b>NORTH AMERICA</b>								
Under 30 years old	56	188	52	113	94	402	55%	28%
30-50 years old	78	240	72	221	226	1,333	32%	17%
Over 50 years old	23	79	34	127	158	982	22%	13%
<b>TOTAL</b>	<b>157</b>	<b>507</b>	<b>158</b>	<b>461</b>	<b>478</b>	<b>2,717</b>	<b>33%</b>	<b>17%</b>
<b>ALL CONSTELLUM INCLUDING ASIA</b>								
Under 30 years old	83	319	83	214	247	1,196	34%	18%
30-50 years old	169	424	167	632	885	4,969	19%	13%
Over 50 years old	28	106	94	514	433	3,328	22%	15%
<b>TOTAL</b>	<b>280</b>	<b>849</b>	<b>344</b>	<b>1,360</b>	<b>1,565</b>	<b>9,493</b>	<b>22%</b>	<b>14%</b>

<sup>1</sup> Turnover rate is calculated as number of employees who left the company in 2023, divided by the number of employees on December 31, 2023 in the same category of region, age, and gender.

<sup>2</sup> Employees of joint ventures are not material to Constellium's total number of employees.

## GRI 404-1 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

Employees excluding those of joint ventures

	Female	Male	Managers <sup>3</sup>	Operators <sup>4</sup>	All employees
Average training hours per year/employee	28.0	24.5	27.4	25.6	25.0

## GRI 405-2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN<sup>5</sup>

Permanent employees excluding joint ventures

Job Levels	Ratio Women to Men
<b>All CONSTELLIUM</b>	
Vice Presidents & Directors <sup>6</sup>	103%
Senior Managers/Senior Experts/Technical Masters	91%
Managers/Experts/Senior Engineers	91%
Professional & Engineers	84%
Technicians & Operators	87%

<sup>3</sup> “Managers” refers to employees with administrative or managerial roles.

<sup>4</sup> “Operators” refers to employees working on the shop floor.

<sup>5</sup> Within the same category of employees, the ratios include a wide range of roles, geographic regions, and levels of experience.

<sup>6</sup> Vice Presidents & Directors includes Executive Committee members.

## GRI 405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Permanent employees excluding those of joint ventures<sup>7</sup>

	Age Ranges	Female	Male	Total	Age %	Female %	Male %
Board Members	Under 30 years old	0	0	0	--%	--%	--%
	30-50 years old	1	1	2	17%	50%	50%
	Over 50 years old	4	6	10	83%	40%	60%
TOTAL		5	7	12	100%	42%	58%
Job Levels	Age Ranges	Female	Male	Total	Age %	Female %	Male %
All Constellium							
Executive Committee Members	Under 30 years old	0	0	0	0%	-	-
	30-50 years old	0	4	4	40%	-	-
	Over 50 years old	1	5	6	60%	-	-
SUBTOTAL		1	9	10	100%	10%	90%
Vice Presidents/Senior Directors (JG 38-46)	Under 30 years old	0	0	0	0%	-	-
	30-50 years old	9	31	40	35%	-	-
	Over 50 years old	10	64	74	65%	-	-
SUBTOTAL		19	95	114	100%	17%	83%
Senior Managers/Sr. Experts/Technical Masters (JG 35-37)	Under 30 years old	0	0	0	0%	-	-
	30-50 years old	22	86	108	50%	-	-
	Over 50 years old	10	98	108	50%	-	-
SUBTOTAL		32	184	216	100%	15%	85%
Managers/Experts/Sr. Engineers (JG 32-34)	Under 30 years old	3	4	7	1%	-	-
	30-50 years old	82	229	311	57%	-	-
	Over 50 years old	46	181	227	42%	-	-
SUBTOTAL		131	414	545	100%	24%	76%
Professional & Engineers (JG 28-31)	Under 30 years old	52	114	166	17%	-	-
	30-50 years old	149	413	562	58%	-	-
	Over 50 years old	54	185	239	25%	-	-
SUBTOTAL		255	712	967	100%	26%	74%
Technicians & Operators (JG NP)	Under 30 years old	192	1,078	1,270	14%	-	-
	30-50 years old	623	4,206	4,829	52%	-	-
	Over 50 years old	312	2,795	3,107	34%	-	-
SUBTOTAL		1,127	8,079	9,206	100%	12%	88%
TOTAL		1,565	9,493	11,058	100%	14%	86%

<sup>7</sup> Employees of joint ventures are not material to Constellium's total number of employees

## GRI CONTENT INDEX

<b>Statement of use</b>	Constellium has reported the information cited in this GRI content index for the period of January 1, 2023 to December 31, 2023 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

Standard	Description	Section of this report/Additional information	Pages
<b>GRI 2: General Disclosures</b>			
<b>The organization and its reporting practices</b>			
2-1	Organizational details	Constellium SE (Constellium) is a public company that aims to operate with the highest ethical standards and best practices, to be responsive to our shareholders and other stakeholders, and operates under the Worldwide Code of Employee and Business Conduct. Our headquarters are in Paris, France. We are listed on NYSE under the ticker symbol "CSTM". Our largest shareholders as of March 15, 2024 include Bpifrance Participations SA: 11.2%; T. Rowe Price Investment Management, Inc.: 10.2%; FMR LLC 10% ; Janus Henderson Group plc 7.1% and Blackrock, Inc. 7%.	
2-2	Entities included in the organization's sustainability reporting	All entities controlled by Constellium SE and all operating joint ventures controlled by Constellium during reporting year 2023, unless otherwise stated.	
2-3	Reporting period, frequency, and contact point	<a href="#">About this report</a>	94
2-4	Restatements of information	None	
2-5	External assurance	Constellium's consolidated non-financial performance statement ("déclaration de performance extra-financière", or, in shorthand, "DPEF"), included in this report (as specified on page 86), was verified by an independent third party, PricewaterhouseCoopers Audit. PricewaterhouseCoopers Audit verified compliance of our statement with the provisions of the French Commercial Code (article R. 225-105), along with the fairness of a selection of information provided in our statement, such as key performance indicators and some measures taken to address risks (article R. 225-105 I, 3, and II of the French Commercial Code). The work of PricewaterhouseCoopers Audit was performed in accordance with the provisions of articles A. 225-1 et seq. of the French Commercial Code, determining the conditions under which an independent third party performs its engagement, and with the professional guidance of the French Institute of Statutory Auditors ("CNCC") applicable to such engagements, as well as with ISAE 3000 assurance engagements other than audits or reviews of historical financial information. The verification report of PricewaterhouseCoopers Audit (included on page 90-93 of this report) describes in detail the verification work performed.	
<b>Activities and workers</b>			
2-6	Activities, value chain, and other business relationships	<a href="#">Our business model</a> ; <a href="#">Our markets and products</a>	6 7
2-7	Employees	<a href="#">Social performance</a>	72
<b>Governance</b>			
2-9	Governance structure and composition	<a href="#">Governance</a> ; <a href="#">Form 20F 2023, Item 6-A: Directors and Senior Management</a>	16
2-10	Nomination and selection of the highest governance	<a href="#">Form 20F 2023, Item 6-C: Board practices</a>	



Standard	Description	Section of this report/Additional information	Pages
2-11	Chair of the highest governance body	<a href="#">Governance</a> ; <a href="#">Board of Directors</a> ; Jean-Christophe Deslarzes, the Chairman of the Board, is not a senior executive of the company	16
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Governance</a>	16
2-13	Delegation of responsibility for managing impacts	<a href="#">Governance</a>	16
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Governance</a>	16
2-15	Conflicts of interest	<a href="#">Form 20F</a> 2023, Item 6-C: Board practices; Item 16-G: Corporate Governance; One of the principal duties and responsibilities of the Nominating and Governance Committee is to review conflicts of interest, related party matters, and Director independence.	
2-16	Communication of critical concerns	<a href="#">Governance</a> ; Constellium's integrity hotline is an independent service that provides a means for employees, suppliers, and other external stakeholders to anonymously and confidentially report violations of the Code of Conduct as well as other unethical, illegal, or irresponsible dealings via phone or web-form 24/7. The hotline and web-form are available in all local languages. All concerns are documented by the external hotline operator and shared with the assigned case manager in the respective country for investigation and resolution. In 2023, we recorded 10 new claims (via the hotline and other reporting methods) in addition to 3 cases, which were still open from 2022. These 3 cases were closed in Q1 and Q2 and out of the 10 new claims, 7 were investigated and closed. The remaining cases remain open and actively under investigation. Employees also have the ability to raise concerns through other means, including our Ombudsman email, through our "Contact" option on our website, via our corporate social media accounts, as well as through local channels at their site. Our Compliance Committee reports to the Board Audit Committee. Our integrity hotline is also embedded in our Suppliers Code of Conduct to reinforce the importance of gathering feedback throughout our supply chain and with external stakeholders.	16
2-17	Collective knowledge of the highest governance body	<a href="#">Governance</a> ; Three of our Board Directors have taken e-learning courses on Climate Risk & Sustainable Growth Strategies	16
2-18	Evaluation of the performance of the highest governance body	<a href="#">Form 20F</a> 2023, Item 6-C: Board practices; One of the principal duties and responsibilities of the Nominating and Governance Committee is to oversee the annual self-assessment of the Board and its committees	
2-19	Remuneration policies	<a href="#">Form 20F</a> 2023, Item 6-B: Compensation, Item 6-C: Board practices	
2-20	Process to determine remuneration	<a href="#">Form 20F</a> 2023, Item 6-B: Compensation, Item 6-C: Board practices	
	<a href="#">Strategy, policies, and practices</a>		
2-22	Statement on sustainable development strategy	<a href="#">Message from Jean-Marc Germain, CEO of Constellium</a>	5
2-23	Policy commitments	<a href="#">Governance</a>	16

Standard	Description	Section of this report/Additional information	Pages
2-24	Embedding policy commitments	<a href="#">Governance</a> ; <a href="#">Putting sustainability at the heart of our strategy</a>	13, 16
2-25	Processes to remediate negative impacts	<a href="#">Governance</a>	16
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Governance</a> ; Constellium's integrity hotline is an independent service that provides a means for employees, suppliers, and other external stakeholders to anonymously and confidentially report violations of the Code of Conduct as well as other unethical, illegal, or irresponsible dealings via phone or web-form 24/7. The hotline and web-form are available in all local languages. All concerns are documented by the external hotline operator and shared with the assigned case manager in the respective country for investigation and resolution. In 2023, we recorded 10 claims via the hotline, of which seven were investigated and closed. The remaining cases remain open and actively under investigation. Employees also have the ability to raise concerns through other means, including our Ombudsman email, through our "Contact" option on our website, via our corporate social media accounts, as well as through local channels at their site. Our Compliance Committee reports to the Board Audit Committee. Our integrity hotline is also embedded in our Supplier Code of Conduct to reinforce the importance of gathering feedback throughout our supply chain and with external stakeholders.	16
2-27	Compliance with laws and regulations	No significant instances of non-compliance with laws and regulations, for which fines or non-monetary sanctions were incurred, were recorded during the reporting year.	
2-28	Membership associations	<a href="#">Memberships</a>	88
	<a href="#">Stakeholder engagement</a>		
2-29	Approach to stakeholder engagement	Our participation in various industry associations, such as European Aluminium, the U.S. Aluminum Association, and Aluminium Stewardship Initiative, enables us to engage with stakeholders through continuous conversation and exchanges.	88
2-30	Collective bargaining agreements	In 2023, 83% of our total employees were covered by collective bargaining agreements (CBA); 95% of the employees at our non-U.S. locations were covered by CBA, while approximately 50% of U.S. employees were covered by CBA.	
<b>GRI 3: Material topics</b>			
3-1	Process to determine material topics	<a href="#">Assessing sustainability risks</a>	24
3-2	List of material topics	<a href="#">Assessing sustainability risks</a>	24
3-3	Management of material topics	Consolidated non-financial performance statement included in this report (as specified on page 86) indicates how the Group manages material topics.	86
<b>GRI 205 Anti-corruption</b>			
205-1	Operations assessed for risks related to corruption	Our corruption risk map covers all of our operations.	
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Governance</a> ; We communicate and train our Executive Committee and employees on anti-corruption through our Code of Conduct (CoC) training. We also regularly organize anti-corruption sessions for targeted high-risk employees. We have included anti-corruption principles in our Supplier Code of Conduct for our business partners, and clauses in contracts with our customers.	16
205-3	Confirmed incidents of corruption and actions taken	None recorded during the reporting year.	

Standard	Description	Section of this report/Additional information	Pages
<b>GRI 207 Tax</b>			
207-1	Approach to tax	Tax strategy is aligned with our business strategy and operations with a sustainable long-term approach. The structuring of our investment worldwide is only driven by our business operations. Constellium ensures that intercompany transactions respect the arm's length principle, that tax returns are filed, and that taxes are paid in a timely manner in each jurisdiction where we operate, in compliance with applicable laws and regulations.	
207-2	Tax governance, control and risk management	Constellium takes a responsible approach to the management and control of tax issues. The VP Group Tax reports regularly to the Group CFO on the Group's tax position and strategy, including the potential exposures the Group could face. The VP Group Tax also reports at least on an annual basis to the Audit Committee of the Board on Constellium's tax position and risks. The management of tax risks is fully integrated in the Group's risk management process.	
207-3	Stakeholder engagement and management concerns related to tax	We are committed to providing transparent and accessible information to tax auditors, and we have a continuous, open, and honest dialogue with tax policy makers and representatives of tax authorities.	
207-4	Country-by-country reporting	Since 2017, Constellium has filed a country by country report with the relevant tax authorities which is available to any tax administrations in countries where Constellium has operations.	
<b>GRI 301 Materials</b>			
301-2	Recycled input materials used	Average recycled aluminium input of 42% in 2023, 18% was post-consumer scrap, and the remaining 24% was pre-consumer scrap, according to the GRI standard << Full set of GRI Standards- English >>, downloaded on <a href="https://www.globalreporting.org/how-to-use-the-gri-standards/resource-center/">https://www.globalreporting.org/how-to-use-the-gri-standards/resource-center/</a>	
<b>GRI 302 Energy</b>			
302-1	Energy consumption within the organization	<a href="#">Environmental performance</a>	65
302-3	Energy intensity	Energy intensity 2023: 12.8 GJ/mt per metric ton of shipped products All energies listed in Energy performance 302-1 table Ratio uses all energy consumption within Constellium group	65
302-4	Reduction of energy consumption	a. Total energy savings in 2023: 311 TJ b. Savings by energy source in 2023: fossil fuels 278 TJ; Electricity 33 TJ c. Baseline year is 2022. d. Use of internal calculation tool to assess what energy would have been used in the corresponding year by applying baseline year's energy / t ratio for each production unit and applying where necessary a correction factor to account for changes in product mix.	
302-5	Reductions in energy requirements of products and services	For automotive and aerospace applications, we account for the reduction in a product's life cycle energy requirements due to the energy savings from using our aluminium products, compared to reference materials such as automotive steel or previous generations of aerospace aluminium alloys. An estimate based on life cycle assessment calculations leads to savings of about 35,000 TJ for products delivered in 2023, throughout their lifetime. We plan to further expand this assessment in the future with a more complete coverage of our product range. We based our assumption on an estimate of mass saved in automotive and aerospace applications, and used data from our LCA tool, following the ISO 14040-44 standards.	

Standard	Description	Section of this report/Additional information	Pages
	<b>GRI 303 Water and Effluents</b>		
303-1	Interactions with water as a shared resource	<p>a. Use of water is concentrated in cooling operations during metal casting (primarily) and rolling activity. Use of water is needed across the value chain (upstream for alumina refining, aluminium casting after smelting, electricity production, etc., and downstream for finishing operations).</p> <p>b. Use of water is being handled within the scope of our ISO 14001 certification. We also check the status of water risks using the online Aqueduct tool that we last ran in January 2024. We continue to update this on a regular basis.</p> <p>c. We request our key suppliers to be assessed regarding their sustainability performance, including water-related issues. Water-related aspects are also included in the scope of audits performed at suppliers' premises that are expected to be at higher risk. We assessed the sustainability performance of key and at-risk suppliers corresponding to 68% of our spending in 2023. Along with other partners of the aluminium value chain, we engaged in the Aluminium Stewardship Initiative (ASI), which built a standard for responsible aluminium. Water management issues are included in the ASI standard that was defined at the end of 2017 and revised in 2022.</p> <p>d. See section on water, p. <a href="#">43-44</a>.</p>	44
303-2	Management of water discharge-related impacts	Water discharge management is done according to local regulations and our own water management policy, and included in the ISO 14001 certification scope of our plants.	70
303-3	Water withdrawal	<p>a. <a href="#">Environmental performance</a></p> <p>b. In 2023, water withdrawal from areas with high or very high water stress in 2030 and 2050 pessimistic scenarios from Aqueduct online Water Risk Atlas was 59.4 megaliters. In all cases but one, the water source was municipal water, while surface water was used and recycled in the last case. Over 80% of water withdrawals were located in areas of low water stress (2030-2050 pessimistic scenarios).</p> <p>c. All displayed numbers relate to freshwater. No "other water" source was used.</p> <p>d. No assumptions used, data was collected from sites and consolidated in central database.</p>	69
303-4	Water discharge	<a href="#">Environmental performance</a>	70
303-5	Water consumption	<p>We considered water consumption volumes as water volumes released to a different water type (e.g., groundwater released to surface water).</p> <p>a. Sustainability performance. All volumes are to be considered except those sourced from surface water, released in the same surface water system.</p> <p>b. In 2023, water withdrawal from areas with high or very high water stress in 2030 and 2050 Pessimistic scenarios from Aqueduct online Water Risk Atlas was 59.4 megaliters. In all cases but one, the water source was municipal water, while surface water was used and recycled in the last case. Over 80% of water withdrawals were located in areas of low water stress (2030-2050 Pessimistic scenarios)</p> <p>c. No significant water storage change.</p> <p>d. Concerns only five of our sites' water withdrawals: Astrex, San Luis Potosí, White, Dahlenfeld and Montreuil-Juigné. Their combined water withdrawals remain limited, accounting for 0.2% of our total consumption.</p>	44

Standard	Description	Section of this report/Additional information	Pages
<b>GRI 305 Emissions</b>			
305-1	Direct (Scope 1) GHG emissions	<a href="#">Pursuing effective strategies against climate change;</a> <a href="#">Environmental performance</a>	30 66
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Pursuing effective strategies against climate change;</a> <a href="#">Environmental performance</a>	30 66
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Pursuing effective strategies against climate change</a>	30
305-4	GHG emissions intensity	<a href="#">Environmental performance</a>	66
305-5	Reduction of GHG emissions	<a href="#">Environmental performance</a>	66
305-6	Emissions of ozone-depleting substances (ODS)	None recorded during the reporting year	
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	<a href="#">Environmental performance</a>	71
<b>GRI 306 Waste</b>			
306-1	Waste generation and significant waste-related impacts	<a href="#">Managing waste, air emissions, and water consumption</a>	43
306-2	Management of significant waste-related impacts	a. <a href="#">Managing waste, air emissions, and water consumption</a> b. Waste managed at site level. When a third party is involved, contract is supervised and managed according to local law and regulations. c. Waste-related data is collected via our internal EHS Portal every six months	43 68
306-3	Waste generated	<a href="#">Environmental performance</a>	68
306-4	Waste diverted from disposal	<a href="#">Environmental performance</a>	68
306-5	Waste directed to disposal	<a href="#">Environmental performance</a>	68
<b>GRI 307 Environmental Compliance</b>			
307-1	Non-compliance with environmental laws and regulations	We have 13 ongoing cases of non-compliance; some require investment and time to be addressed. We are closely following those cases and working to resolve them.	
<b>GRI 308 Supplier environmental assessment</b>			
308-1	New suppliers that were screened using environmental criteria	<a href="#">Stepping up on responsible sourcing</a>	61
<b>GRI 401 Employment</b>			
401-1	New employee hires and employee turnover	<a href="#">Social performance</a>	74
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Part-time workers have pro-rata benefits of full-time employees; temporary workers are not eligible for the same benefits. Some selected benefits related to health insurance are granted depending on seniority.	
<b>GRI 402 Labor Management relations</b>			
402-1	Minimum notice periods regarding operational changes	The minimum notice period changes depending on the country of operation and is based on local regulations. We follow the rules of the country in question.	



Standard	Description	Section of this report/Additional information	Pages
<b>GRI 403 Occupational health and safety</b>			
403-1	Occupational health and safety management system	<a href="#">Dedicating our efforts to employee health and safety</a> a. We request our sites to be certified by ISO 45001. b. The policy and certification scope covers our employees and workers who are not employees but whose work and/or workplace is on Constellium premises.	48
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Dedicating our efforts to employee health and safety</a>	48
403-3	Occupational health services	<a href="#">Dedicating our efforts to employee health and safety</a>	48
403-4	Worker participation, consultation, and communication on occupational health and safety	100% of our sites have workforce representation in health and safety committees	48
403-5	Worker training in occupational health and safety	<a href="#">Dedicating our efforts to employee health and safety</a>	48
403-6	Promotion of worker health	<a href="#">Dedicating our efforts to employee health and safety</a>	48
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Dedicating our efforts to employee health and safety</a> ; <a href="#">Stepping up on responsible sourcing</a>	48
403-8	Workers covered by an occupational health and safety management system	<a href="#">Dedicating our efforts to employee health and safety</a> ; 99.7% of our employees work at ISO 45001-certified sites (employees at corporate offices and joint ventures are not included).	48
403-9	Work-related injuries	<a href="#">Dedicating our efforts to employee health and safety</a> ; <a href="#">Social performance</a> ; No fatality in any worker category (employees, contractors) recorded in the past four years; Employee Recordable Case Rate: 1.95 per million hours for both employees and contractors, 2.01 per million hours worked for employees, and 1.68 for contractors / workers who are not employees. Calculations were performed without excluding any employee category.	48 72
<b>GRI 404 Training and education</b>			
404-1	Average hours of training per year per employee	<a href="#">Social performance</a>	75
404-3	Percentage of employees receiving regular performance and career development reviews	Three-quarters of our employees receive regular performance reviews. Professional grade employees receive annual reviews of performance and career development through the global HR platform SuccessFactors. Performance reviews for non-professional grade employees are managed on a site-by-site basis.	
<b>GRI 405 Diversity and equal opportunity</b>			
405-1	Diversity of governance bodies and employees	<a href="#">Social performance</a>	76
405-2	Ratio of basic salary and remuneration of women to men	<a href="#">Social performance</a>	75
<b>GRI 406 Non-discrimination</b>			
406-1	Incidents of discrimination and corrective actions taken	In 2023, our integrity hotline recorded one claim alleging incidents of discrimination. The case could not be investigated as the caller ended the call before the intake could be completed. Based on what was shared, there was not enough information to investigate, and the case was subsequently closed.	

Standard	Description	Section of this report/Additional information	Pages
<b>GRI 407 Freedom of association and collective bargaining</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Stepping up on responsible sourcing</a> ; Our Human Rights Policy and Labor Practices includes the right to freedom of association and collective bargaining, and our operations are located in countries where such risks are not significant. In 2023, 83% of our total employees were covered by collective bargaining agreements.	61
<b>GRI 408 Child labor</b>			
408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Stepping up on responsible sourcing</a> ; Our Human Rights Policy and Labor Practices addresses this essential matter, and is implemented through our Code of Conduct.	61
<b>GRI 409 Forced or compulsory labor</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Stepping up on responsible sourcing</a> ; Our Human Rights Policy and Labor Practices as well as our Modern Slavery Statement address this essential matter and are implemented through our Code of Conduct and Supplier Code of Conduct.	61
<b>GRI 412 Human rights assessment</b>			
412-1	Operations that have been subject to human rights reviews or impact assessments	Since the end of 2018, we have conducted site-level human rights risk assessment workshops at 12 of our sites: Nanjing, Singen, Neuf-Brisach, Děčín, Levice, Žilina, Muscle Shoals, Ravenswood, White, Van Buren, Bowling Green, and San Luis Potosí. In April 2019, we organized a global workshop with leadership from different key functions to discuss these risks. It produced a Constellium human rights heat map which was presented to the Executive Committee. In 2023, we conducted a first phase of a company-wide Human Rights Due Diligence process, which has enabled us to identify the key risks we could be facing. We will further analyze these risks in a second phase during 2024.	
412-2	Employee training in human rights policies or procedures	<a href="#">Governance</a> ; The principles of our Human Rights Policy and Labor Practices have been incorporated into our Code of Conduct. Employees are thus trained in human rights during Code of Conduct training.	16
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<a href="#">Stepping up on responsible sourcing</a> ; Human Rights Principles are explicitly mentioned in our Supplier Code of Conduct, available at <a href="https://www.constellium.com/sustainability/downloads/policies-codes-conduct">https://www.constellium.com/sustainability/downloads/policies-codes-conduct</a>	61
<b>GRI 413 Local communities</b>			
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Looking out for our communities</a>	57
<b>GRI 414 Supplier social assessment</b>			
414-1	New suppliers that were screened using social criteria	<a href="#">Stepping up on responsible sourcing</a>	61
414-2	Negative social impacts in the supply chain and actions taken	Upholding the standards of the Aluminium Stewardship Initiative; <a href="#">Stepping up on responsible sourcing</a>	63 61

Standard	Description	Section of this report/Additional information	Pages
	<b>GRI 415 Public policy</b>		
415-1	Political contributions	Constellium does not make any political contribution as a policy.	
	<b>GRI 416 Customer Health and Safety</b>		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None recorded during the reporting year.	
	<b>GRI 417 Marketing and labeling</b>		
417-1	Requirements for product and service information and labeling	Sourcing of raw material: 100% of our products comply with conflict minerals regulations, and Constellium communicates the corresponding information on our website ( <a href="https://www.constellium.com/reports-hub">https://www.constellium.com/reports-hub</a> ). Products with substances that might produce an environmental or social impact, and safe use of products and services: 100% of our semi-products (cast, rolled, or extruded) are covered by corresponding Material Safety Data Sheets, available on our website ( <a href="https://www.constellium.com/sustainability/policies-reports-and-certifications">https://www.constellium.com/sustainability/policies-reports-and-certifications</a> ). Constellium also complies with REACH regulations, which cover the majority of our products. Disposal of products and environmental and social impacts: we communicate, advocate, and engage in promoting even higher recycling rates for aluminium in all products.	
417-2	Incidents of non-compliance concerning product and service information and labeling	None recorded during the reporting year.	
417-3	Incidents of non-compliance concerning marketing communications	None recorded during the reporting year.	
	<b>GRI 418 Customer privacy</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None recorded during the reporting year.	

## CONSOLIDATED NON-FINANCIAL PERFORMANCE STATEMENT CROSS-REFERENCE TABLE

This report includes our consolidated non-financial performance statement ("déclaration consolidée de performance extra-financière," or "DPEF") prepared in accordance with article L.225-102-1, II of the French Commercial Code, to disclose how the Group takes into account social and environmental consequences of its activities. The table below points out sections of this report containing information provided as part of the consolidated statement of non-financial performance. Our sustainability risk analysis concluded that certain risks are not material to our business and, therefore, such risks are not addressed in our consolidated statement of non-financial performance. In particular, taking the nature of our business into account, we consider that combating food waste; combating food insecurity; respect for animal welfare; responsible, fair, and sustainable food policy; actions aimed at promoting the link between the nation and the armed forces and supporting commitment to the reserves; and promoting the practice of physical and sporting activities do not constitute high risks for Constellium and do not justify a specific response in our consolidated statement of non-financial performance.

Topic of the consolidated statement of non-financial performance	Section of this Report	Pages
The Group's business model	Message from Jean-Marc Germain, CEO of Constellium; Business model; Putting sustainability at the heart of our strategy	5, 6, 13
Principal risks related to the Group's activities and, where relevant, to its business relations, products, or services	Assessing sustainability risks	24
How the Group takes into account social and environmental consequences of its activities (including measures implemented considering principal risks and their outcomes, and related key performance indicators)	About Constellium; Gaining greater insight from life cycle assessments, Pursuing effective strategies against climate change; Accelerating our transition to a circular economy; Managing waste, air emissions, and water consumption; Social; Stepping up on responsible sourcing; Environmental performance; Social performance; Memberships; About this report	5-28, 30-45, 48-62, 65-76, 88, 94
Climate change consequences of the company's business and use of the goods and services it produces	Research and development; Gaining greater insight from life cycle assessments; Pursuing effective strategies against climate change; Accelerating our transition to a circular economy	9, 11, 30, 37
Societal commitments in favor of sustainable development and circular economy	Accelerating our transition to a circular economy; Stepping up on responsible sourcing	37, 61
Collective agreements within the Group and their impacts on the Group's economic performance as well as on employees' working conditions	Employing and engaging top talent	51
Actions to combat discrimination and promote diversity	Pursuing greater gender diversity	54
Measures taken to support people with disabilities	Employing and engaging top talent	51
Report by one of the Statutory Auditors, appointed as an independent third party, on the consolidated statement of non-financial performance		90

## UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS

The report also contains information regarding our practical actions or plans to implement the United Nation Global Compact (UNGC) Ten Principles in each of the four areas (human rights, labor, environment, anti-corruption), to which we are committed as a signatory of the UNGC. The table below lists the information to be provided under the UNGC Communication on Progress (COP), along with the corresponding Global Reporting Initiative (GRI) Index, and the relevant pages of this report.

UNGC Principles		GRI Index	Pages
CEO commitment to UNGC			5
HUMAN RIGHTS			
Principle 1:	Businesses should support and respect the protection of internationally proclaimed human rights	GRI 405-414	16-23, 83-84
Principle 2:	Make sure that they are not complicit in human rights abuses		
LABOR			
Principle 3:	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	GRI 2-30	79
Principle 4:	The elimination of all forms of forced and compulsory labor	GRI 409	84
Principle 5:	The effective abolition of child labor	GRI 408	84
Principle 6:	The elimination of discrimination in respect of employment and occupation	GRI 405-406	54-56, 83
ENVIRONMENT			
Principle 7:	Businesses should support a precautionary approach to environmental challenges	GRI 301-308	9-10, 11-12, 30-34, 37-42, 43-45, 46
Principle 8:	Undertake initiatives to promote greater environmental responsibility		
Principle 9:	Encourage the development and diffusion of environmentally friendly technologies		
ANTI-CORRUPTION			
Principle 10:	Businesses should work against corruption in all its forms, including extortion and bribery	GRI 205	16-23, 79



## MEMBERSHIPS

Associations	Positions in governance	Participation in projects and committees
Aluminum Association (USA)	Board Member	Yes
Aluminium Can Recycling Romania (ALUCRO)	Board Member	Yes
Aluminium France	Board Member	Yes
Aluminium Stewardship Initiative (ASI)	Board Member, Standard Committee Member	Yes
Alupro	Board Member	Yes
ARPAL, Spain	Board Member	No
Association Française des Entreprises Privées (AFEP)	No	Yes
Association of the United States Army (AUSA)	No	No
Can Manufacturers Institute	No	Yes
Carbon Disclosure Project (CDP)	No	No
Collège des Directeurs du Développement Durable (C3D)	No	No
European Aluminium	Board Member, Member of the Packaging Group Board, Member of the Automotive & Transportation Group Board, Chairs of several committees	Yes
European Aluminium Foil Association (EAFA)	No	Yes
Every Can Counts	Chair	Yes
Fédération des Forges et Fonderies	Yes	Yes
France Aluminium Recyclage (FAR)	Chair	Yes
France Industrie	Member	Yes
Aluminium Deutschland (GDA)	Board Member	Yes
Recal Foundation Poland	Board Member	Yes
Swiss Aluminium Association (alu.ch)	Board Member	Yes
Syndicat National des Fabricants de Boîtes emballages et bouchages Métalliques (SNFBM)	No	Yes
United Nations Global Compact (UNGC)	No	No
Wirtschafts Grosshandel Metallehalfzeug (WGM)	No	Yes
Wirtschafts Vereinigung Metalle (WVM)	Board Member	Yes
Alumobility	Chair	Yes
First Movers Coalition	No	Yes

## FORWARD-LOOKING STATEMENTS

Certain statements contained in this report may constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. This report may contain “forward-looking statements” with respect to our business, results of operations and financial condition, and our expectations or beliefs concerning future events and conditions. You can identify forward-looking statements because they contain words such as, but not limited to, “believes,” “expects,” “may,” “should,” “approximately,” “anticipates,” “estimates,” “intends,” “plans,” “targets,” “likely,” “will,” “would,” “could,” and similar expressions (or the negative of these terminologies or expressions). All forward-looking statements involve risks and uncertainties. Many risks and uncertainties are inherent in our industry and markets, while others are more specific to our business and operations. These risks and uncertainties include, but are not limited to: market competition; economic downturn; disruption to business operations; the Russian war on Ukraine and other geopolitical tensions; the inability to meet customer demand and quality requirements; the loss of key customers, suppliers, or other business relationships; supply disruptions; excessive inflation; the capacity and effectiveness of our hedging policy activities; the loss of key employees; levels of indebtedness which could limit our operating flexibility and opportunities; and other risk factors set forth under the heading “Risk Factors” in our Annual Report on Form 20-F, and as described from time to time in subsequent reports filed with the U.S. Securities and Exchange Commission. The occurrence of the events described and the achievement of the expected results depend on many events, some or all of which are not predictable or within our control. Consequently, actual results may differ materially from the forward-looking statements contained in this report. We undertake no obligation to update or revise any forward-looking statement as a result of new information, future events or otherwise, except as required by law.

## REPORT OF THE INDEPENDENT THIRD PARTY

### **Report of one of the Statutory Auditors, appointed as an independent third party, on the verification of the consolidated non-financial statement (Year ended December 31, 2023)**

*This is a free English translation of the report by one of the Statutory Auditors issued in French and is provided solely for the convenience of English-speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.*

In our capacity as Statutory Auditor of the company Constellium SE (hereinafter the “Company”), appointed as an independent third party and accredited by the French Accreditation Committee (Cofrac), (Cofrac Inspection Accreditation, n°3-1862, whose scope is available at [www.cofrac.fr](http://www.cofrac.fr)), we have undertaken a limited assurance engagement on the historical information (observed or extrapolated) in the consolidated non-financial statement (hereinafter the “Information” and the “Statement”, respectively), prepared in accordance with the Company’s procedures (hereinafter the “Guidelines”), for the year ended December 31, 2023, presented in CSR report included in the group information given in the management report pursuant to the legal and regulatory provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (Code de Commerce).

#### **Conclusion**

Based on the procedures we have performed as described under the “Nature and scope of procedures” and the evidence we have obtained, nothing has come to our attention that causes us to believe that the consolidated non-financial statement is not prepared in accordance with the applicable regulatory provisions and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines.

#### **Preparation of the non-financial performance statement**

The absence of a commonly used generally accepted reporting framework or a significant body of established practice on which to draw to evaluate and measure the Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time. Consequently, the Information needs to be read and understood together with the Guidelines, the significant elements of which are available on request at the entity’s head office.

#### **Inherent Limitations in preparing the Information**

The Information may be subject to uncertainty inherent to the state of scientific and economic knowledge and the quality of external data used. Some information is sensitive to the choice of methodology and the assumptions or estimates used for its preparation and presented in the Statement.

#### **Responsibility of the Company**

Management is responsible for:

- selecting or establishing suitable criteria for preparing the Information;
- preparing a Statement pursuant to legal and regulatory provisions, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies implemented considering those risks and the outcomes of said policies;
- preparing the Statement by applying the Company’s “Guidelines” as referred above; and
- implementing internal control over information relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error.

The Statement has been prepared by the Board of Directors.

### Responsibility of the Statutory Auditor

Based on our work, our responsibility is to express a limited assurance conclusion on:

- the compliance of the Statement with the requirements of Article R. 225-105 of the French Commercial Code;
- the fairness of the information provided pursuant to part 3 of sections I and II of Article R. 225-105 of the French Commercial Code, i.e. the outcomes of policies, including key performance indicators, and measures relating to the main risks, hereinafter the “Information.”

As we are engaged to form an independent conclusion on the Information as prepared by management, we are not permitted to be involved in the preparation of the Information as doing so may compromise our independence.

It is not our responsibility to report on:

- the Company’s compliance with other applicable legal and regulatory provisions (particularly with regard to the information set-out in the French duty of care law and against corruption and tax evasion);
- the compliance of products and services with the applicable regulations.

### Applicable regulatory provisions and professional guidance

We performed the work described below in accordance with Articles A. 225-1 et seq. of the French Commercial Code, the professional guidance issued by the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) applicable to such engagement, in particular the professional guidance issued by the Compagnie Nationale des Commissaires aux Comptes, *Intervention du commissaire aux comptes – Intervention de l’OTI – déclaration de performance extra-financière*, and acting as the verification programme and with the international standard ISAE 3000 (revised) - *Assurance engagements other than audits or reviews of historical financial information*.

### Independence and quality control

Our independence is defined by the provisions of Article L. 821-28 of the French Commercial Code and French Code of Ethics for Statutory Auditors (Code de déontologie) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures aimed at ensuring compliance with applicable legal and regulatory requirements, ethical requirements and the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*) relating to this engagement.

### Means and resources

Our work engaged the skills of 6 people between November 2023 and February 2024 and took a total of 6 weeks.

We were assisted in our work by our specialists in sustainable development and corporate social responsibility. We conducted 15 interviews with people responsible for preparing the Statement, representing in particular Sustainability, Human Resources, Health and Safety, Environment and Procurement.

### Nature and scope of procedures

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Information is likely to arise.

The procedures we performed were based on our professional judgment. In carrying out our limited assurance engagement on the Information, we:

- obtained an understanding of all the consolidated entities’ activities and the description of the main risks associated;
- assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, taking into account, where appropriate, best practices within the sector;

- verified that the Statement includes each category of social and environmental information set out in article L. 225-102-1 as well as information regarding compliance with human rights and anti corruption and tax avoidance legislation, and includes, where applicable, an explanation for the absence of the information required under Article L.225-102-1 III, paragraph 2 of the French Commercial Code;
- verified that the Statement provides the information required under Article R.225-105 II of the French Commercial Code where relevant with respect to the main risks,
- verified that the Statement presents the business model and a description of the main risks associated with of all the consolidated entities' activities, including where relevant and proportionate, the risks associated with its business relationships, its products or services, as well as its policies, measures and the outcomes thereof, including key performance indicators associated to the main risks;
- referred to documentary sources and conducted interviews to:
  - assess the process used to identify and confirm the main risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the main risks and the policies presented, and
  - corroborate the qualitative information (measures and outcomes) that we considered to be the most important presented in Appendix and for which our work was performed at the consolidating entity;
- verified that the Statement covers the consolidated scope, i.e. all the entities within the consolidation scope in accordance with Article L. 233-16 of the French Commercial Code within the limitations set out in the Statement;
- obtained an understanding of internal control and risk management procedures the Company has implemented and assessed the data collection process aimed at ensuring the completeness and fairness of the Information;
- for the key performance indicators and other quantitative outcomes that we considered to be the most important presented in Appendix, implemented:
  - analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data;
  - tests of details, using sampling techniques, in order to verify the proper application of definitions and procedures and reconcile the data with supporting documents. This work was carried out on a selection of contributing sites : Neuf Brisach (France), Valais (Suisse), Van Buren (Etats-Unis), which covers between 30% and 40% of the consolidated data relating to the key performance indicators and outcomes selected for these tests;
- assessed the overall consistency of the Statement in relation to our knowledge of all the consolidated entities.

The procedures performed in a limited assurance review are less in extent than for a reasonable assurance opinion in accordance with the professional guidelines of the French National Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*); a higher level of assurance would have required us to carry out more extensive procedures.

Neuilly-sur-Seine/ March 18<sup>th</sup>, 2024

One of the Statutory Auditors,  
PricewaterhouseCoopers Audit

Pierre Marty  
Partner

Aurélie Castellino-Cornetto  
Sustainable Reporting Partner



## APPENDIX

### List of the information we considered most important

#### Key performance indicators and other qualitative results for 2023:

- GHG emissions of Scopes 1, 2, and categories metals and waste for Scope 3) and their intensities;
- Direct energy consumptions (anthracite, LPG, natural gas, diesel, heavy fuel, renewable sources) in gigajoule (GJ);
- Indirect energy consumptions (electricity and steam - purchased and sold) in gigajoule (GJ);
- Metric tons (mt) and percentage of recycled aluminium in procurement;
- Metric tons (mt) of waste to landfill per ton product sent;
- Metric tons (mt) of waste generated in metric tons by category (hazardous waste and non-hazardous, landfill, recycling and incineration);
- Metric tons (mt) of water discharge by quality: COD, BOD5, suspended solids, fluorides, hydrocarbons, dissolved aluminium;
- Water withdrawal per metric ton of product shipped in cubic meters (m3);
- Water withdrawal in million cubic meters (m3) (water IN / OUT);
- Air emissions intensity (VOC, SO<sub>x</sub>, NO<sub>x</sub>, and particulate materials) per metric ton of product shipped
- Percentage (%) of employees trained on Code of Conduct among employees with access to e-learning;
- Recordable Case Rate (%) (employees and contractors);
- Number of working hours;
- Number of recordable cases (fatalities, serious Injuries, LTI, RW, MT);
- Percentage (%) of industrial sites covered by ISO 45001 or OHSAS 18001 certification;
- Total (number) workforce breakdown by region, by employee category, by gender, by employment type, and by contract;
- Permanent employee turnover rate (%) by gender and by age;
- Percentage (%) of women as manager (grade 28 and above);
- Ratio of basic salary and compensation for women and men (GRI 405-2) for each JG category and permanent workers;
- Average number of training hours per employee per year (for women, men, managers, operators);
- Percentage (%) of key and high-risk suppliers that signed the Supplier Code of Conduct;
- Percentage (%) of the Group's annual spending on evaluated key and at-risk suppliers.

#### Qualitative information (actions and results) for 2023:

- New reporting application "MyPlanet";
- Joined the "US. Environmental Protection Agency's Energy Star program";
- Extension of the Neuf-Brisach industrial site, focused on aluminium recycling;
- Sponsorship of the 3rd edition of the international event "Every Can Counts";
- Subsidy from ADEME for the "Close the loop" project";
- Installation of a regenerative thermal oxidizer (RTO) in Zilina (Slovakia);
- Reporting and investigation of "high potential" environmental incidents, and collection of reports on near misses and minor environmental incidents;
- Signature of the "Water and Climate Agreement" with local authorities in Neuf Brisach;
- Signature of an agreement with local authorities called "PURE" in Issoire;
- Raising awareness of "mental health risks";
- Campaign on the theme of security in Ravenswood;
- Obtaining an award for its 'Leadership Development Program' (LDP) training;
- Setting up a new training course 'Unconscious bias';
- Association with a rehabilitation program for people with intellectual disabilities;
- Participation in "Société des femmes ingénieurs" trade fair;
- Training on "unconscious bias," presentation at "Live without limits" conference;
- New sustainable procurement policy published in October 2023;
- Compliance with regulations on conflict minerals (due diligence, and communication on website).

# ABOUT THIS REPORT

## REPORTING PERIOD

Financial year 2023  
(January 1, 2023 to December 31, 2023)

## DATE OF PUBLICATION

March 2024

## REPORT SCOPE

All entities controlled by Constellium and all operating joint ventures controlled by Constellium during reporting year 2023 unless otherwise stated. In 2023, our Landau, Crailsheim, and Burg facilities in Germany and our Ussel facility in France were divested from Constellium. Data relative to these entities are included in the results published in this report up to the date of their divestment.

## CONTACT

communications@constellium.com or sustainability@constellium.com

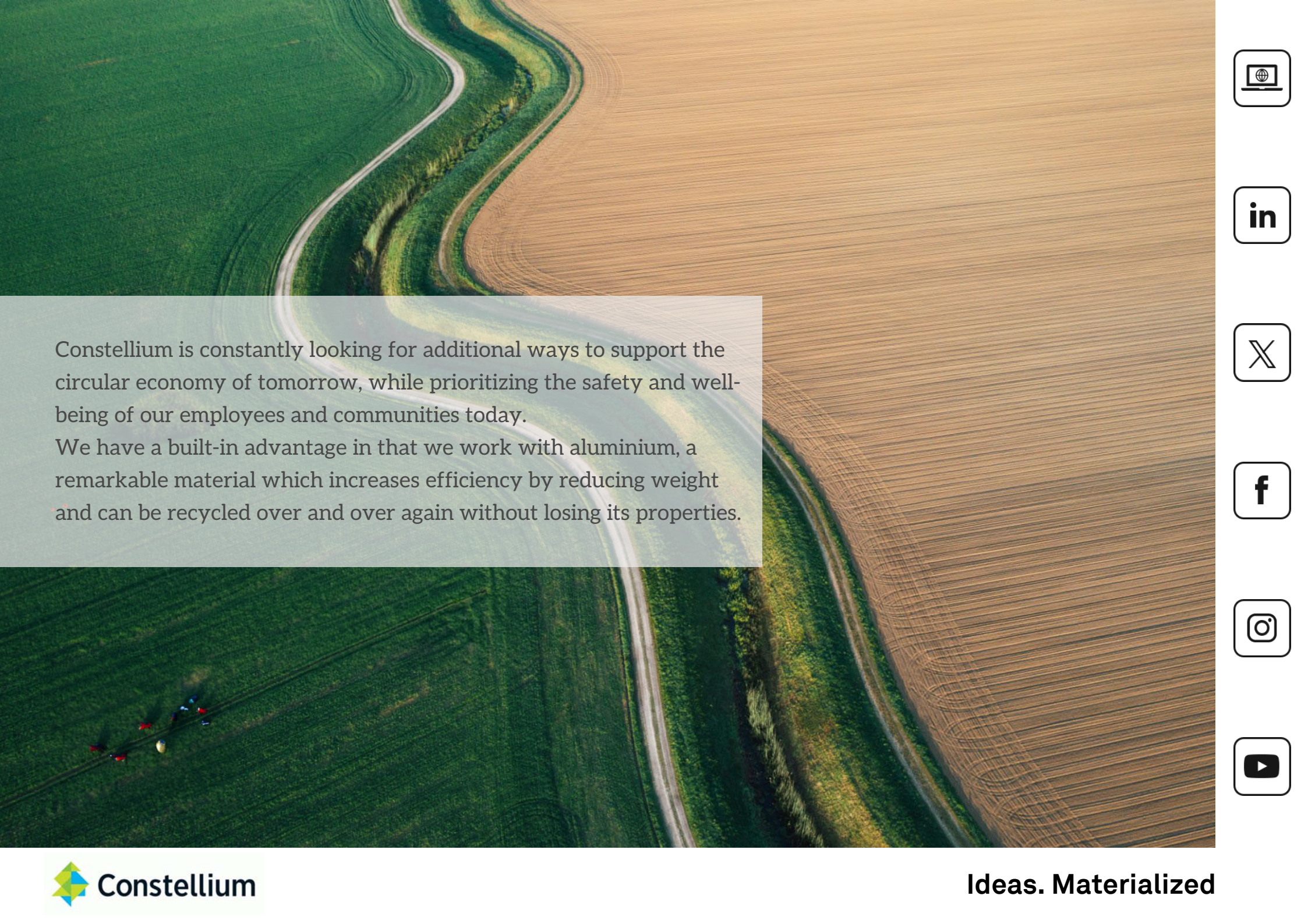
## ASSURANCE

Constellium's consolidated non-financial performance statement ("déclaration consolidée de performance extra-financière," or "DPEF"), included in this report (as specified on page 86), was verified by an independent third party, PricewaterhouseCoopers Audit. PricewaterhouseCoopers Audit verified compliance of our statement with the provisions of the French Commercial Code (article R. 225-105), along with the fairness of a selection of information provided in our statement, such as key performance indicators and some measures taken to address risks (article R. 225-105 I, 3, and II of the French Commercial Code). The work of PricewaterhouseCoopers Audit was performed in accordance with the provisions of articles A. 225-1 et seq. of the French Commercial Code, determining the conditions under which an independent third party performs its engagement; and with the professional guidance of the French Institute of Statutory Auditors ("CNCC") applicable to such engagements; as well as with ISAE 3000 assurance engagements other than audits or reviews of historical financial information. The verification report of PricewaterhouseCoopers Audit (included on page 90-93 of this report) describes in detail the verification work performed.

Coordination, design and production: Corporate Communications Department and Sustainability Department

Credits: Tesem Packaging, Chanel, Ford, Every Can Counts, Angie, Tarmac Aerosave, Renault, iStock/MishaKaminsky, iStock/SDIProductions, iStock/ValeriiMinhirov, iStock/OrbonAlija, iStock/NanoStockk, iStock/Daniel Balakov, iStock/Lena\_serditova, iStock/Aleksei Naumov, iStock/borchee, iStock/Miglagoa, iStock/Surachet99, iStock/ozgurcankaya, iStock/PeopleImages



An aerial photograph showing a winding road that separates a lush green field on the left from a golden-brown field on the right. The road curves gracefully through the landscape. In the bottom left corner, a small group of people is visible on a path within the green field.

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 over and over again without losing its properties.

