

**Constellium SE**

**Statutory Auditors' report on the authorization of shares repurchase**

**(Shareholders' Meeting of 2 May 2024 – 8<sup>th</sup> resolution)**

**PricewaterhouseCoopers Audit**  
63, rue de Villiers  
92200 Neuilly-sur-Seine

**RSM Paris**  
26, rue Cambacérès  
75008 Paris

*This is a free translation into English of the Statutory Auditors' report issued in the French language 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 auditing standards applicable in France.*

## **Statutory Auditors' report on the authorization of shares repurchase**

**(Shareholders' Meeting of 2 May 2024 – 8<sup>th</sup> resolution)**

**Constellium SE**  
Washington Plaza  
40-44, rue Washington  
75008 Paris

To the Shareholders,

In our capacity as Statutory Auditors of your Company and pursuant to the provisions of article L.225-209-2 of the French Commercial Code (*Code de commerce*), we report to you on the proposal of authorization of shares repurchase, established by the Board of Directors, which is submitted to you for approval. The maximum number of shares that may be purchased pursuant to this authorization shall not, at any time, exceed 10% of the share capital of the Company provided that, if the shares are intended to be used as payment or in exchange for assets acquired by the Company in connection with a potential acquisition, merger, demerger or contribution-in-kind transaction, the maximum number of shares that may be purchased, pursuant to this authorization, for that purpose shall not, at any time, exceed 5% of the share capital of the Company.

It is our responsibility to inform you of our assessment of the conditions for setting the acquisition price.

We performed the procedures that we deemed necessary in accordance with professional standards applicable in France to such engagements.

These procedures consisted in:

- verifying that the Board of Directors' report and the proposed resolutions include information required to be disclosed in article L. 225-209-2 8° of French Commercial Code ;
- obtaining and reading the report of the independent expert ;
- appreciating the conditions for setting the acquisition price based on the documents that have been communicated to us and our general knowledge of your company acquired during our mission as statutory auditors.

We have no matters to report with respect to conditions for setting the acquisition price.

Neuilly-sur-Seine and Paris, April 15, 2024

The Statutory Auditors  
*French original signed by*

PricewaterhouseCoopers Audit

RSM Paris

Pierre Marty

Paul Vaillant

**Constellium SE**

**Statutory Auditors' report on the share capital reduction**

**(Shareholders' Meeting of 2 May 2024 – 10<sup>th</sup> resolution)**

**PricewaterhouseCoopers Audit**  
63, rue de Villiers  
92200 Neuilly-sur-Seine

**RSM Paris**  
26, rue Cambacérés  
75008 Paris

*This is a free translation into English of the Statutory Auditors' report issued in the French language 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 auditing standards applicable in France.*

## **Statutory Auditors' report on the share capital reduction**

### **(Shareholders' Meeting of 2 May 2024 – 10<sup>th</sup> resolution)**

**Constellium SE**  
Washington Plaza  
40-44, rue Washington  
75008 Paris

To the Shareholders,

In our capacity as Statutory Auditors of your Company and pursuant to a mission set forth in the provisions of article L.225-204 of the French Commercial Code (*Code de commerce*) in case of share capital reduction, we report to you on the proposed authorization to be given to the Board of Directors to reduce the share capital, which is submitted to you for approval.

This authorization would enable the Board of Directors to reduce the Company's share by cancelling the shares repurchased in accordance with article L.225-208 of the French Commercial Code.

The Board of Directors proposes that, on the basis of its report, the shareholders delegate to it, for a period of 24 months from the day of this meeting, all powers to carry out a share capital reduction, on one or more occasions, by way of cancellation of a maximum of 14,681,988 shares acquired by the Company pursuant to article L. 225-208 of the French Commercial Code for the coverage of free share plans, stock option plans or other share allocations, which correspond or will correspond notably to shares which had not been allocated to a plan within one year of their repurchase and those which had been allocated to a plan but turned out to be in excess of number of shares required for delivery at the time of vesting of a plan.

We performed the procedures that we deemed necessary in accordance with professional standards applicable in France to such engagements. These procedures consisted in examining whether the causes and conditions of the contemplated capital reduction, which is not of a nature to affect the equality of shareholders, are regular.

We have no matters to report with respect to causes and conditions of the contemplated capital reduction which will reduce the share capital of your Company by a maximum amount of 293,639.76 euros.

Neuilly-sur-Seine and Paris, April 15, 2024

The Statutory Auditors  
*French original signed by*

PricewaterhouseCoopers Audit

RSM Paris

Pierre Marty

Paul Vaillant

**Constellium SE**

**Statutory Auditors' report on the issuance of shares or other securities without preferential subscription rights**

**(Shareholders' Meeting of 2 May 2024 – 11<sup>th</sup> resolution)**

**PricewaterhouseCoopers Audit**

63, rue de Villiers  
92208 Neuilly-sur-Seine

**RSM PARIS**

26, rue Cambacérès  
75008 Paris

**Statutory Auditors' report on the issuance of shares or other securities without preferential subscription rights****(Shareholders' Meeting of 2 May 2024 – 11<sup>th</sup> resolution)**

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

**Constellium SE**

Washington Plaza  
40-44, rue Washington  
75008 Paris, France

To the Shareholders,

In our capacity as Statutory Auditors of Constellium SE (the "Company") and pursuant to the provisions of articles L. 228-92 and L. 225-135 of the French Commercial Code (*Code de commerce*), we hereby report to you on the proposed delegation of competence to the Board of Directors to issue shares and/or securities, which is submitted to you for approval.

The Board of Directors proposes that, on the basis of its report, the shareholders delegate to it, for a 15-month period, the competence to decide to carry out one or more issuances, and determine the final terms and conditions of the related issuances, without preferential subscription rights, by way of a public offering other than within the meaning of article L.411-2 1° of the French Monetary and Financial Code (*Code monétaire et financier*), of ordinary Company shares and of securities giving access by all means, immediately and/or in the future, to equity securities to be issued by the Company.

The aggregate nominal amount of the capital increases that may be carried out, immediately and/or in the future, by virtue of delegation in the 11<sup>th</sup> resolution may not exceed 880,919 euros (representing 30% of share capital), it being specified that this amount will be charged against the overall cap of 1,468,198.84 euros applicable to delegations for increase of the share capital granted by the shareholders meeting held on June 8, 2023 (resolutions 8 and 10) and proposed to this Shareholders Meeting (resolutions 11 to 14). The aggregate nominal amount of the debt securities that may be issued immediately and/or at maturity by virtue of the 11<sup>th</sup> resolution may not exceed 2,000,000,000 euros (or the counter-value of this amount if the issuance is made in another currency).

These caps take into account the additional securities to be issued in connection with the application of the delegation sought in the 11<sup>th</sup> resolution, in accordance with article L. 225-135-1 of the French Commercial Code, in the event that the shareholders adopt the 12<sup>th</sup> resolution.



It is the responsibility of the Board of Directors to prepare a report pursuant to the provisions of articles R. 225-113 *et seq.* of the French Commercial Code. It is our responsibility to express an opinion on the fairness of the information taken from the financial statements, on the proposed cancellation of preferential subscription rights and on certain other information concerning the transactions, presented in this report.

We performed the procedures that we deemed necessary in accordance with professional standards applicable in France to such engagements. These procedures consisted in verifying the content of the Board of Directors' report relating to the transaction and the methods used to set the issuance price of the equity securities to be issued.

Subject to a subsequent examination of the terms and conditions of any proposed issuances, we have no matters to report as regards the methods used to set the issuance price of the equity securities to be issued, as set out in the Board of Directors' report in respect of the 11<sup>th</sup> resolution.

Since the final terms and conditions of the issuances have not been set, we do not express an opinion in this respect or, consequently, on the cancellation of shareholders' preferential subscription rights proposed in the 11<sup>th</sup> resolution.

Pursuant to the provisions of article R. 225-116 of the French Commercial Code, we will prepare an additional report if and when the Board of Directors uses this delegation to issue equity securities giving access to other equity securities or carrying rights to the allocation of debt securities, to issue securities giving access to equity securities to be issued and/or to issue shares without preferential subscription rights.

Neuilly-sur-Seine and Paris, April 15, 2024

The Statutory Auditors

PricewaterhouseCoopers Audit

RSM Paris

Pierre Marty

Paul Vaillant

**Constellium SE**

**Statutory Auditors' report on the share capital increase reserved for members of an employee savings plan**

**(Shareholders' Meeting of 2 May 2024 – 14<sup>th</sup> resolution)**

**PricewaterhouseCoopers Audit**  
63, rue de Villiers  
92200 Neuilly-sur-Seine

**RSM Paris**  
26, rue Cambacérés  
75008 Paris

*This is a free translation into English of the Statutory Auditors' report issued in the French language 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 auditing standards applicable in France.*

## **Statutory Auditors' report on the share capital increase reserved for members of an employee savings plan**

**(Shareholders' Meeting of 2 May 2024 – 14<sup>th</sup> resolution)**

**Constellium SE**  
Washington Plaza  
40-44, rue Washington  
75008 Paris

To the Shareholders,

In our capacity as Statutory Auditors of your Company and pursuant to the provisions of articles L.225-135 *et seq.* of the French Commercial Code (*Code de commerce*), we report to you on the proposed delegation of competence to the Board of Directors to increase the share capital, by issuing new ordinary shares of the Company without preferential subscription rights, reserved for employees, corporate officers and eligible former employees enrolled in an employee savings plan of the Company and, where applicable, French and foreign companies related to the Company under the conditions of Article L. 225-180 of the French Commercial Code and Article L.3344-1 of the French Labour Code (*Code du travail*), for a maximum total amount of €29.363,98, which is submitted to you for approval.

The proposed share capital increase is submitted to you for approval pursuant to article L.225-129-6 of the French Commercial Code and articles L.3332-18 *et seq.* of the French Labour Code.

The Board of Directors proposes that, on the basis of its report, the shareholders delegate to it, for a period of 15 months, the competence to decide to carry out one or more share capital increases and to cancel the shareholders' preferential subscription rights to the ordinary shares to be issued. Where applicable, the Board of Directors will be responsible for setting the final terms and conditions of the issuance.

It is the responsibility of the Board of Directors to prepare a report in accordance with articles R.225-113 and R.225-114 of the French Commercial Code. It is our responsibility to express an opinion on the fairness of the information taken from the financial statements, on the proposed cancellation of preferential subscription rights and on certain other information concerning the issuance presented in the report.

We performed the procedures that we deemed necessary in accordance with professional standards applicable in France to such engagements. These procedures consisted in verifying the content of the Board of Directors' report relating to the transaction and the terms and conditions for determining the share issue price.

Based on the Board of Directors' report, we would like to draw your attention to the following matter:

The report refers to the provisions of Articles L. 3332-18 to L. 3332-23 of the French Labour Code without specifying the method that will be selected, if applicable, among two methods set forth in these Articles, to determine the issue price.

Since the final terms and conditions of the share capital increase have not been set, we do not express an opinion in this respect and, consequently, on the proposed cancellation of shareholders' preferential subscription rights.

In accordance with Article R. 225-116 of French Commercial Code, we will prepare an additional report if and when the Board of Directors uses this delegation of competence.

Neuilly-sur-Seine and Paris, April 15, 2024

The Statutory Auditors  
*French original signed by*

PricewaterhouseCoopers Audit

RSM Paris

Pierre Marty

Paul Vaillant

**Constellium SE**

**Statutory Auditors' report on the authorization to freely allocate existing or newly issued shares**

**(Shareholders' Meeting of 2 May 2024 – 15<sup>th</sup> resolution)**

**PricewaterhouseCoopers Audit**  
63, rue de Villiers  
92208 Neuilly-sur-Seine

**RSM PARIS**  
26, rue Cambacérés  
75008 Paris

**Statutory Auditors' report on the authorization to freely allocate existing or newly issued shares**

**(Shareholders' Meeting of 2 May 2021 – 15<sup>th</sup> resolution)**

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

**Constellium SE**  
Washington Plaza  
40-44, rue Washington  
75008 Paris, France

To the Shareholders,

In our capacity as Statutory Auditors of Constellium SE and pursuant to the provisions of article L. 225-197-1 of the French Commercial Code (*Code de commerce*), we hereby report to you on the proposed authorization to freely allocate existing and/or newly issued shares to salaried employees and corporate officers of the Company and related entities, which is submitted to you for approval. The aggregate par value of existing or newly issued shares that may be allocated under this authorization cannot be higher than 120,000 euros which represents about 4% of the current share capital of the Company.

The Board of Directors proposes that, on the basis of its report, the shareholders authorize it, for a 38-month period, to freely allocate existing and/or newly issued shares.

It is the responsibility of the Board of Directors to prepare a report on the proposed transaction. It is our responsibility to provide you with our comments, if any, in respect of the information provided to you on the proposed transaction.

We performed the procedures that we deemed necessary in accordance with professional standards applicable in France to such engagements. These procedures consisted, in particular, in verifying that the proposed terms and conditions described in the Board of Directors' report comply with the applicable legal provisions.

We have no matters to report as regards the information provided in the Board of Directors' report with respect to the proposed authorization to freely allocate shares.

Neuilly-sur-Seine and Paris, April 15, 2024

The Statutory Auditors  
*French original signed by*

PricewaterhouseCoopers Audit

RSM Paris

Pierre Marty

Paul Vaillant

**Constellium SE**

**Statutory Auditors' special report on regulated agreements**

**(Shareholders' Meeting to approve the financial statements for  
the year ended 31 December 2023)**



**PricewaterhouseCoopers Audit**  
63, rue de Villiers  
92200 Neuilly-sur-Seine

**RSM PARIS**  
26, rue Cambacérès  
75008 Paris

*This is a free translation into English of the Statutory Auditors' special report on regulated agreements 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 auditing standards applicable in France.*

## **Statutory Auditors' special report on regulated agreements**

### **(Shareholders' Meeting to approve the financial statements for the year ended 31 December 2023)**

**Constellium SE**  
40-44, rue Washington  
75008 Paris

To the Shareholders,

In our capacity as Statutory Auditors of Constellium SE (the "Company"), we hereby report to you on regulated agreements.

It is our responsibility to report to shareholders, based on the information provided to us, on the main terms and conditions of agreements, as well as the reasons justifying the interest for your Company of those agreements, that have been disclosed to us or that we may have identified as part of our engagement without commenting on their relevance or substance or identifying any undisclosed agreements. Under the provisions of Article R. 225-31 of the French Commercial Code (*Code de commerce*), it is the responsibility of the shareholders to determine whether the agreements are appropriate and should be approved.

Where applicable, it is also our responsibility to provide shareholders with the information required by Article R. 225-31 of the French Commercial Code in relation to the implementation during the year of agreements already approved by the Shareholders' Meeting.

We performed the procedures that we deemed necessary in accordance with professional standards applicable in France to such engagements. These procedures consisted in verifying that the information we received is consistent with the underlying documents.

#### AGREEMENTS SUBMITTED FOR APPROVAL BY THE SHAREHOLDERS' MEETING

---

##### ***Agreement authorized and entered during the year***

We were not informed of any agreement authorized and entered during the year, to be submitted for approval by the Shareholders' Meeting in accordance with Article R. 225-38 *et seq.* of the French Commercial Code.

#### AGREEMENTS PREVIOUSLY APPROVED BY THE SHAREHOLDERS' MEETING

---

##### ***Agreements and commitments approved in previous years that were not implemented during the year***

We were informed of the following agreements approved by the Shareholders' Meeting in previous years, which remained in force but were not implemented during the year.

In accordance with Article L. 225-40-1 of the French Commercial Code, we were informed of the following agreement authorized by the Board of Directors on 18 June 2020 and approved by the Shareholders' Meeting on 11 May 2021.

*Person concerned and title:*

Jean-Marc Germain, the Company's Chief Executive Officer and Director

*Subject matter:*

Agreement entered into between the Company and Jean-Marc Germain, Chief Executive Officer, on 29 June 2020 (the "Agreement") confirming the terms and conditions of the amounts to be paid to Jean-Marc Germain upon termination of his position as the Company's Chief Executive Officer, as such terms and conditions had been set out in the employment agreement with Jean-Marc Germain and disclosed on Form 6-K with the Securities and Exchange Commission (the "SEC") in 2016.

The details of these provisions have been disclosed in each of the Company's Annual Reports on Form 20-F subsequently filed with the SEC (and most recently in the Annual Report on Form 20-F for the financial year 2023 filed with the SEC on 18 March 2024 – see "Item 6. Directors, Senior Management and Employees—B. Compensation—Employment and Service Arrangements—Employment Agreement with Jean-Marc Germain" of that Form 20-F and Exhibit 10.21 thereto).

*Terms and conditions:*

In the event of termination of Jean-Marc Germain's position as the Company's Chief Executive Officer, if he is terminated without cause or resigns for good reason, he will be entitled to receive, subject to his execution and non-revocation of a general release of claims, cash severance in an amount equal to the product of (1) one (two, if such termination occurs within the 12-month period following a change in control) multiplied by (2) the sum of his annual base salary and target annual bonus, which severance will be payable over the 12-month (24-month, in the case of a termination within the 12-month period following a change in control) period following his termination. This Agreement has been entered for an indefinite term.

*Reasons justifying the interest of the Agreement for the Company:*

At its meeting of 14 March 2024, the Board of Directors considered that these financial termination provisions are in line with market practices for large listed companies in order to attract and compensate CEOs, and in line with past practice of Constellium, and therefore in the interest of the Company.

Neuilly-sur-Seine and Paris, April 15, 2024

PricewaterhouseCoopers Audit

RSM PARIS

Pierre Marty

Paul Vaillant

**Constellium SE**

**Report of one of the Statutory Auditors,  
appointed as an independent third party, on  
the verification of the consolidated non-  
financial statement**

**For the year ended December 31, 2023**



**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.*

**CONSTELLIUM SE**

Washington Plaza  
40-44 rue Washington  
75008 PARIS

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 cause 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 head office.

---

*PricewaterhouseCoopers Audit, SAS, 63, rue de Villiers 92208 Neuilly-sur-Seine Cedex  
Téléphone : +33 (0)1 56 57 58 59, [www.pwc.fr](http://www.pwc.fr)*

Société d'expertise comptable inscrite au tableau de l'ordre de Paris - Ile de France. Société de commissariat aux comptes membre de la compagnie régionale de Versailles et du Centre. Société par Actions Simplifiée au capital de 2 510 460 €. Siège social : 63 rue de Villiers 92200 Neuilly-sur-Seine. RCS Nanterre 672 006 483. TVA n° FR 76 672 006 483. Siret 672 006 483 00362. Code APE 6920 Z. Bureaux : Bordeaux, Grenoble, Lille, Lyon, Marseille, Metz, Nantes, Neuilly-Sur-Seine, Nice, Poitiers, Rennes, Rouen, Strasbourg, Toulouse.

### **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, on a voluntary basis, 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 the following 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  
Sustainability Reporting Partner

## Appendix: List of information we considered most important

### Key performance indicators and other quantitative 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 aluminum 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 tons (mt) of product shipped in cubic meter (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 tons (mt) 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 base 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 aluminum 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).