



Proven to **perform.**

2022 ESG REPORT

MESSAGE FROM CEO

At ATI, we believe our team's steadfast focus on our core values – Integrity, Safety & Sustainability, Accountability, Teamwork & Respect and Innovation – is driving outstanding performance across our enterprise. These values form the foundation for financial success and ensure that we keep our people safe, protect the environment while delivering for our customers, create the diverse and inclusive culture we aspire to lead, and support the communities in which we operate.



Robert S. Wetherbee
Board Chair, President and
Chief Executive Officer

In 2022, we achieved dramatically improved bottom-line results and meaningfully grew shareholder value. Our team worked to capitalize on accelerating opportunities in our core markets, particularly aerospace and defense, while navigating the complex and rapidly evolving economic and global geopolitical conditions in which we operate. At the same time, we've maintained our unwavering commitment to environmental stewardship, social engagement and strong corporate governance. We are poised for continued growth and energized by many opportunities to promote these principals while delivering for our investors.

We are committed to reducing our carbon footprint and exploring the many opportunities the “greening” of the global economy presents to our business while effectively identifying and mitigating the impact of emergent climate-related risks to our business. Our products are indispensable to our customers' efforts to meet the challenges of the world's rapidly evolving and demanding sustainability needs and expectations. ATI's innovative and exacting products and services are helping to solve the world's climate and other environmental challenges through materials science. Applications range from lighter, more fuel efficient, longer-lasting jet engines, to renewable and other carbon-free energy production, to pollution control and wastewater treatment. You'll see in-depth discussion of these opportunities, and of risks to our business associated with climate change, in our Task Force on Climate-Related Financial Disclosures (“TCFD”) Report, first published in 2022 as promised and updated for 2023, which you can find at <https://www.atimaterials.com/aboutati/Pages/safety-sustainability.aspx>.

I'm also excited about the strides we are making to promote inclusion and diversity across our leadership and global workforce. Toward our ongoing commitment, we've expanded our Board to include a new director and added two new senior leaders, each of whom brings a wealth of experience and insight and adds to the gender, racial and ethnic diversity of our leadership team. Additionally, over 40% of the nearly 1,000 new employees who joined our workforce in 2022 enhance our gender, ethnic and racial diversity or served as members of the Armed Services. I look forward to the continuing impact of their contributions.

At ATI, we do what we say we are going to do, when we say we are going to do it, and we do it the right way. We are committed to achieving our stated environmental goals, improving the diversity of our workforce and cultivating an inclusive corporate culture. We're fostering local community involvement and sustaining our long and proud tradition of robust corporate governance. As an industry leader, we're advancing each of these priorities. You'll see our progress reflected in this report. We look forward to continuing progress.

We are evaluating our existing greenhouse gas emission reduction targets with a view to adopting more challenging 2030 targets within the next 12 months. This effort reflects our ongoing commitment to addressing the impacts of climate change as part of our broader ESG vision.

Thank you for your support as we look forward to discovering new ways to solve the world's challenges through materials science.

OUR CORE VALUES

Integrity

We do the right things the right way; it's the cornerstone of our relationship with every stakeholder.

Safety & Sustainability

We are committed to a Zero Injury Culture, protecting our people and the planet through our products and the way we operate.

Accountability

We do what we say we are going to do. We set a standard for excellence and hold ourselves and our team accountable for our actions, results and delivering value for our customers.

Teamwork & Respect

We seek and celebrate diverse views, capabilities and experiences to power our collaborative work environment.

Innovation

We embrace change and unique perspectives to create sustainable value, acting with urgency and taking calculated risks to learn and continuously improve.



REPORT HIGHLIGHTS

45%

decline in Green House Gas (GHG)
emissions including all of our manufacturing facilities, since 2018

More than
7 BILLION
gallons of water recycled
by our manufacturing facilities in 2022



>40%

of 2022 new hires were
diversity/inclusion
candidates

Enterprise-wide target for 80% of all open job slates to
include a minimum of
30% DIVERSE
CANDIDATES

More than
120,000
TONS
recycled materials
used in production (73% of
all feedstock)

WORLD-CLASS
SAFETY RECORD

TCFD REPORT
Stand-alone report published annually
www.atimaterials.com/aboutati/Pages/safety-sustainability.aspx



WHO WE ARE

Our Vision: Solving the World's Challenges through Materials Science.

ATI is a \$3.8 billion global producer of high-performance materials and solutions. We are a leader in high-value markets that require suppliers to have deep materials science expertise, significant know-how, stringent product qualifications and strong customer and supplier relationships.

Through our extraordinary materials science and advanced, integrated process excellence, we create new specialty materials, then shape them to meet our customers' needs for ultimate performance, efficiency and long-term value. Whether the challenge is searing heat, crushing stress, blistering corrosion or all the above, our technologies make amazing achievements possible. Our materials play a critical role in delivering:

- ▶ Every new generation of aircraft in the last 50 years, including airframes and jet engines that continue to safely push the limits of power, fuel efficiency and reliability.
- ▶ Clean energy solutions such as materials for green hydrogen production, geothermal applications, nuclear power generation, energy storage and pollution control;
- ▶ Next-generation defense systems and armor for protecting people and equipment from the ever-evolving threat of deadly explosive weapons; and
- ▶ Medical advances ranging from superconducting MRI machines to implantable stents and artificial joints that save and improve thousands of lives every day.

Our rapidly evolving world requires robust and versatile materials and components produced in an ecologically sustainable manner, and at ATI, we are determined to help meet that need. We're investing in the capabilities and science that will enable customers to sustainably tackle the next generation of life-changing challenges, whatever they may be.

Solving the World's Climate Challenge

ATI's innovative and exacting products and processes are helping to solve the world's climate challenges by supporting the transition to a low-carbon economy. Customers rely on ATI for materials with enhanced corrosion and/or heat resistance, strength, and other properties for a wide array of applications that promote green-house gas reduction and environmental sustainability, including alloys and components that:



- ▶ help produce next generation aircraft that save fuel, reduce emissions, reach new levels of efficiency and reliability, and safely carry millions of air travelers every single day;



- ▶ improve the performance of Land Based Gas Turbines;



- ▶ support sustainable nuclear energy applications and fuel cell interconnects and solid oxide fuel cells used for on-site power generation;



- ▶ help enable electrolyzers used in the production of hydrogen from water;



- ▶ are used in solar and geothermal power applications



- ▶ are essential to pollution control equipment in power plants and ships and treatment of ship ballast water.



2022 FINANCIAL PERFORMANCE HIGHLIGHTS

For ATI, 2022 was a year of tremendous growth yielding dramatically improved bottom line results, as momentum in our core markets continued to drive profitable growth across our enterprise. We continued to successfully execute our strategy, positioning our business for emerging growth, particularly in our core aerospace and defense markets, and driving value creation for our shareholders.

Moreover, as demonstrated in this Report, we continued to make progress toward our previously-established environmental and safety goals, as well as on other ESG-related fronts.

There are data points in this report that may ultimately appear different or unique for 2020 and/or 2021 because of the impacts of the COVID-19 pandemic and other challenges on our industry and business. Where possible, we will provide additional information and explanation.

Sales of \$3.8 billion compared to \$2.8 billion in the prior year, reflecting building momentum in commercial aerospace markets and the acceleration of high-value product sales

- Reflects building momentum in commercial aerospace markets and the acceleration of high-value product sales

Gross profit of \$714 million, more than doubled compared to \$333 million in 2021

Net income attributable to ATI of \$146.5 million, compared to a net loss attributable to ATI of \$38.2 million in 2021

Preserved strong liquidity and cash position

- Refinanced \$500 million in long-term debt at meaningfully improved interest rates
- Significantly reduced our net pension obligations to less than \$220 million, ending the year at 88% funded status compared to 74% at year-end 2021
- Ended the year with total liquidity of over \$1 billion, including \$584 million of cash on hand at December 31, 2022





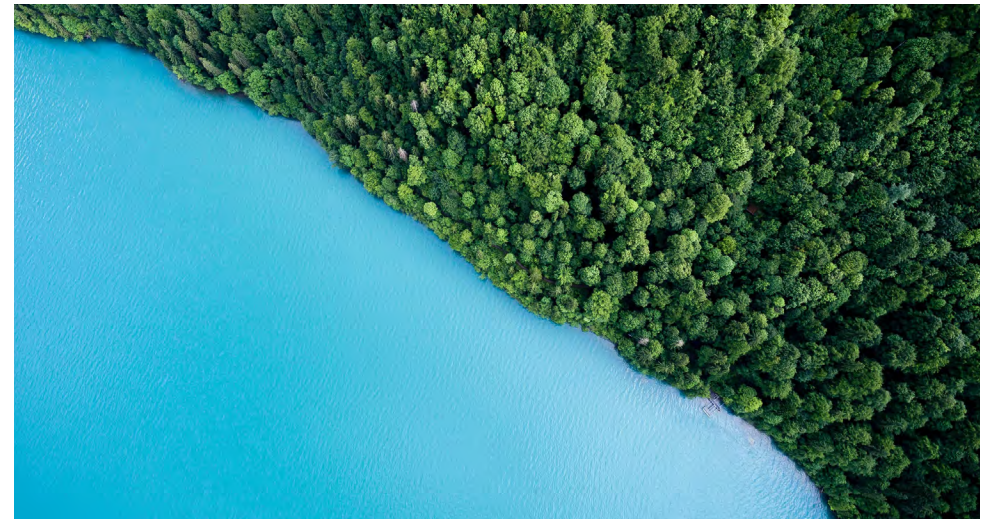
OUR COMMITMENT TO CLIMATE ACTION

Consistent with our values – Integrity, Safety & Sustainability, Accountability, Teamwork & Respect, and Innovation – we believe that long-term excellence and profitability require us to operate in ways that promote environmental and social sustainability, supported by appropriate governance structures and enterprise risk oversight practices. We are committed to protecting our people, our communities and our planet through our products and the way we operate.

We support the principles of the Paris Accord and global efforts to reduce GHG emissions and understand that businesses such as ours have an active role to play in identifying and implementing solutions to the challenges posed by climate change. We first publicly articulated climate-related targets for reducing GHG emissions and energy intensity, among other sustainability metrics, in 2017 and since then, have periodically reported on our steady progress in achieving, or exceeding, the reduction targets that we set. Recognizing that our investors and other stakeholders benefit from the transparency and comparability of disclosure across business and industries that commonly-accepted reporting frameworks can drive, we align our ESG Report with the Sustainability Accounting Standards Board (“SASB”) standard.

In 2021, we adopted the Task Force of Climate-related Financial Disclosures (“TCFD”) reporting framework in further recognition of our stakeholders’ growing interest in gaining a deeper understanding of the climate-related risks and opportunities that climate change presents to our business. We published our first, standalone TCFD Report in 2022, and our current Report is available at <https://www.atimaterials.com/aboutati/Pages/safety-sustainability.aspx>.

To support the development of our TCFD Report, we established a cross-functional working group drawn from leadership in relevant portions of our organization. As discussed in greater detail in the Report, the team broadly considered both the physical risks that climate change poses to our business, as well as the risks and opportunities that global efforts to transition to a low-carbon economy present to our business. Our TCFD Report describes the team’s processes and analysis, the governance structures that we have in place to enable appropriate risk oversight as it pertains to climate change matters, the principal risks and opportunities that climate change and the transition to a low-carbon economy present to our business, and our expectations about the extent to which and time horizon over which those risks and opportunities may impact our business.



Ultimately, our operations, and those of our customers and suppliers, produce GHG emissions. Although we produce some specialty steel products, we do not burn any coal in our own operations, in contrast to integrated carbon steel producers, generally. Additionally, as discussed elsewhere in this Report, we make extensive use of recycled scrap material in our production processes. Nevertheless, producing the highly-specialized alloys and other critical products that we provide to the commercial aerospace, defense and other markets requires that we melt raw materials at very high heat and engage in other processes that consume energy. While a significant portion of those processes are fueled by electricity, a substantial portion of which is sourced from carbon-free generators, the majority use natural gas. We believe we have made important strides in addressing our environmental impact, including as it pertains to GHG emissions. Work remains, however, as we continue to address the risks and opportunities that climate change presents to our business.

As we continue to identify, assess and manage climate-related risks, we currently are re-evaluating our previously-articulated environmental sustainability goals, including our specific goals pertaining to GHG reductions, to ensure that our goals are aligned with, and meaningful in the context of, changes in our business and the evolving expectations of our stakeholders. We anticipate announcing new, more challenging 2030 GHG emission reduction targets within the next 12 months.



OUR ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) APPROACH

At ATI, we recognize that long-term excellence and profitability require that we operate in ways that promote environmental and social sustainability, supported by appropriate governance structures and enterprise risk oversight practices. One of our core values is **Safety & Sustainability**, and we're committed to protecting our people and our planet through our products and the way we operate. We continually refine our efforts to enrich the communities in which we operate, lessen our environmental impact, improve the health and safety of our employees, and ensure the sustainability and quality of our workforce.

► **Environmental Sustainability.** As described in this report, we continue to make progress toward established performance targets for reductions in energy intensity, Green House Gas (GHG) emissions and freshwater intake, and increases in our already extensive production use of recycled materials. This report addresses our progress toward these targets in 2022 and provides additional disclosures on other air emissions, water management and waste management efforts. As discussed elsewhere in this Report, we have aligned our disclosures with both the SASB and, in relation to climate-change matters, TCFD reporting frameworks.



- **Social Engagement.** Attracting, retaining, developing and ensuring the safety and wellbeing of a talented and diverse workforce is key to the sustainability of our business. This report describes the human capital management initiatives we have in place to meet these challenges, including the cultivation of a diverse workforce and inclusive culture and engagement in our local communities. Additionally, as described in this report, we are deeply committed to workplace safety and have an outstanding enterprise-wide safety record. To that end, we are progressing toward our goal of obtaining ISO 45001 certifications at each of our manufacturing facilities, one component of our comprehensive efforts to ensure continued workplace safety and promote a zero-injury work environment. Nearly 90% of our facilities currently are 45001 certified.
- **Corporate Governance.** ATI has a long tradition of strong corporate governance that extends to the governance and oversight of ESG matters. We have a diverse, highly credentialed, highly experienced and highly engaged Board that guides the strategic direction of our business. This report addresses our history of Board leadership and diversity, our practices associated with risk management and oversight, the governance of our ESG initiatives and related matters, including our cybersecurity initiatives and ethics and compliance program.

We are Committed to:

- Conducting business in accordance with applicable laws, regulations, permits and ATI's Corporate Guidelines for Business Conduct and Ethics;
- Respecting the rights of people affected by our activities and fostering a respectful dialogue with them;
- Supporting local communities and contributing to their sustainability through measures such as locally sourcing goods and services and employing local people;
- Establishing non-discriminatory conduct in the workplace, hiring practices and career advancements. Ensuring that hiring, advancements and promotions are unbiased and based on merit and ability;
- Continually improving safety, health and environmental policies, management systems and controls so they are fully integrated into company activities;
- Promoting a culture of safety and continually reinforcing company-wide safety efforts and maintaining programs that effectively address workplace hazards and monitor and protect employee health and safety;
- Conducting operations in a sound environmental manner and seeking to continually improve performance;
- Promoting the efficient use of energy and material resources in all aspects of our business; and
- Practicing product stewardship and promoting research to enhance the benefits of our products to society.

We ensure that all ATI employees are involved in the enhancement of health and safety initiatives.



ENVIRONMENTAL SUSTAINABILITY

At ATI, we are committed not only to maintaining and operating our businesses in full compliance with all applicable environmental laws, regulations, and rules, but also to strong ESG practices and effectively managing and reducing our environmental impact.

A Legacy of Investment in Impact Reduction

- ▶ The wastewater treatment facility at our Brackenridge, PA facility, installed in 2007, **recycles water up to three times**, which reduces the volume of water withdrawn from waterways.
- ▶ A separate facility related to our Brackenridge operations **recycles pallets, crates and other wooden packaging material**.
- ▶ A deionization system installed at our Richburg, SC facility in 2018 enables that facility to reuse water in its largest cooling tower multiple times.
- ▶ In 2020, we completed a **LED lighting retrofit** at our operations in Cudahy, WI, **reducing annual energy usage** at that facility by 8.4 million kWh. This reduction is equivalent to, for example, the aggregate GHG emissions of more than 1,200 passenger cars driven for one year or the GHG emissions avoided by recycling more than 2,000 tons of waste or the carbon sequestered by nearly 100,000 tree seedlings grown for 10 years. We continue to make similar investments in the facilities we own and expect to achieve further energy usage and CO² emissions reductions in 2024.
- ▶ Our Millersburg, OR facility recovers aqueous ammonia at **over 99.5% efficiency**, allowing for the recovery and reuse of **up to 4 million pounds** of aqueous ammonia annually.
- ▶ Through a program that returns oily absorbent materials to a processing center that cleans and recycles them for reuse, our participating facilities have diverted more than 15,000 pounds of oily waste from landfills in just the last two years.
- ▶ A partnership between Harrison Township, PA, ATI and Western Pennsylvania Conservancy resulted in **planting trees** on ATI's property to provide a barrier between the industrial site and the community and **enhance stormwater collection**.
- ▶ In 2021, We Energies and ATI launched the largest solar power project in the history of Cudahy, WI. ATI's vacant land is now home to WE Energies' **7,000 solar panels that provide carbon-free power to homes** across Wisconsin.
- ▶ In 2022, we replaced the argon recapture units in two locations, **achieving 90% recapture efficiency**.

Goals for Reducing Our Environmental Impact

We have established the following near- and longer-term goals relating to reductions in energy intensity, GHG emissions and water intake, as well as targets for increases in our already extensive production use of recycled materials.

Performance Targets*

2025*	2030*
Reduce Energy Intensity 5%	Reduce Energy Intensity 7%
Reduce CO2e/GHG emissions intensity by 5%	Reduce CO2e/GHG emissions intensity by 7%
Reduce freshwater intake intensity by 5%	Reduce freshwater intake intensity by 8%
Increase recycled materials used in production to 80%	Increase recycled materials used in production to 83%

*Using 2018 as baseline year.



Our 2022 Performance and Progress Toward Our Goals

In 2018, we began annually reporting on our progress toward our goals, based on data that generally included our largest domestic manufacturing operations. We use 2018 as our base year because it is the first year for which we have quality data. Beginning last year, our metrics now include all 19 of our manufacturing facilities.

The following tables summarize our recent performance relative to our other environmental sustainability goals for our manufacturing sites. Our data for 2018 has been adjusted to include the 19 locations mentioned above and is presented as adjusted and compared to 2021 and 2022. As illustrated below, we have made significant progress toward our goals since 2018, including meaningful reductions in GHG emissions from both an absolute “location based” standpoint and from a “market based” standpoint giving effect to our zero-emission nuclear generation supply contract.

Metric	Units	2018 Performance ²	2022 Performance	% Change since 2018	2018 Intensity unit/ton of production	2022 Intensity unit/ton of production	% Change since 2018	2025 Reduction Target
Energy Consumed	Gigajoules	13,878,230	11,835,192	-14.7	3.57	3.99	12	5%
CO2e Emissions ¹	Metric tons	1,188,409	656,633	-45	0.31	0.22	-29	5%
Fresh Water Intake	Kilo-gallons	5,298,885	4,530,088	-15	1.36	1.53	12	5%

¹ Includes Scope I and Scope II

² See additional Scope I and Scope II detail below

Metric (CO2e Emissions Detail)	2018 (MT CO2e)	2022 (MT CO2e)	% Change since 2018	2018 Intensity unit/ton of production	2022 Intensity unit/ton of production	% Change since 2018
Scope I Emissions	506,660	415,370	-18	0.13	0.14	1
Location-based Scope 2 Emissions	681,750	433,142	-36	0.18	0.15	-2
Market-Based Scope 2 Emissions [†]	681,750	241,263	-65	0.18	0.08	-56
Total Location-Based Emissions	1,188,409	848,512	-29	0.3	0.29	0
Total Market-Based Emissions [†]	1,183,668	656,633	-45	0.3	0.22	-3

[†] Reflects impact of carbon-free electric power sourcing beginning in 2019

Metric [‡]	2018 Tons Recycled	2021 Tons Recycled	2022 Tons Recycled	2018 Recycled Materials Used	2021 Recycled Materials Used	2022 Recycled Materials Used
Material Recycled	26,235	98,145	150,000	Approximately 63%	62%	73%

[‡] “Recycled Materials Used” refers to Recycled Materials Used in Production, which is the percentage of raw materials used in our production of specialty materials that is sourced from scrap metal, either purchased or originating from our own manufacturing processes.



Energy Intensity

For 2022, our energy consumed by our 19 manufacturing facilities was lower than our 2018 baseline year. Specifically, energy consumed declined from approximately 13.8 million GJ in 2018 to approximately 11.8 million GJ in 2022. We continue to experience lower production volumes in 2022 compared to 2018. When operating at lower volumes, our facilities are less efficient, resulting in an increase in energy intensity of 0.42 GJ/tons produced in 2022 compared to 2018.

Our strategic plans for reducing energy intensity and carbon emissions to achieve our performance goals include:

- Short term:**

 - ▶ Purchasing carbon-free energy where available
 - ▶ Conducting energy audits
 - ▶ Investing in new technology
 - ▶ Installing energy efficient lighting
- Medium term:**

 - ▶ Replacing and/or optimizing compressors
 - ▶ Maximizing production capabilities and schedules to reduce waste
- Long term:**

 - ▶ Purchasing RECs
 - ▶ Installing carbon-free power sources

Greenhouse Gas (GHG) Emissions

Our GHG emissions (which as reported include gross global Scope 1 emissions and Scope 2 emissions) for 2022 were significantly lower than our base year 2018 emissions. Year-over-year total emissions decreased by approximately 45% in 2022 compared to 2018, primarily attributable to increased purchases of carbon-free electric generation. We believe that this represents meaningful progress toward our goals.

Our short-term strategy to manage Scope 1 emissions (those occurring directly from sources we own or control) includes:

- | | | |
|--|---|---|
| <p>Short-Term (1-3 years):</p> <ul style="list-style-type: none"> ▶ installation of low emission sources in new equipment installations ▶ install LED lighting ▶ maximizing the efficiency of our production and operations ▶ energy auditing | <p>Medium-Term (4-8 years):</p> <ul style="list-style-type: none"> ▶ installing equipment powered by electricity rather than natural gas where feasible ▶ enhancing emission capture if possible | <p>Long-Term (beyond 8 years):</p> <ul style="list-style-type: none"> ▶ employ alternate energy sources like hydrogen and renewable natural gas |
|--|---|---|

To manage Scope 2 emissions (purchased energy and fuels) we have implemented a strategy focused on purchasing carbon-free sources of power. We are evaluating options for battery storage systems, and constructing renewable energy sources. Developing overall emissions reduction targets and analyzing performance against those targets assists in achieving desired reductions. A significant portion of our electricity is sourced through a zero-emission EFEC supply contract. We continue to evaluate options for installing or purchasing power from renewable sources, including solar and hydropower and other emission-free electricity sources, as well as adding emission reducing equipment as we upgrade or replace equipment in our facilities.

Energy Type	2022 GJ	2022 %
Grid Electricity (GJ)	2,476,047	21
Nuclear Electricity (GJ)	1,446,871	12
Natural Gas Use (GJ)	7,799,963	66
Fuels (GJ)	33,288	< 1
Steam (GJ)	79,023	1
Total Energy Use (GJ)	11,835,191	100%

- Total Electricity as a % of Total Energy:** 33%
- Nuclear Electricity as a % of Total Electricity:** 12%
- Covered under emissions-limiting regulations:** 0%

Longer term, we continue to evaluate options for installing or purchasing power from renewable sources, including solar and wind and other emissions-free electricity sources, as well as adding emission reducing equipment as we upgrade or replace equipment in our facilities.



Water

Our facilities use water for various purposes, and our sources of water vary from location to location, including withdrawals from navigable waters and municipal supplied sources. Generally, our operations are located in areas where water stress is not an issue.

Nevertheless, we are focused on reducing use of fresh water in our operations, and water reclamation and reuse is paramount to our water use reduction strategy.

At our 19 manufacturing facilities, we recycled over seven billion gallons of water in 2022. Historically we made significant investments in water reclamation equipment at our Brackenridge, PA hot rolling and processing facility, and in 2019, our Richburg, SC facility added a water treatment unit and other equipment to allow water reuse prior to discharge, resulting in a 3.6 million gallon reduction of freshwater usage in 2022 compared to 2018.

Year-over-year total water intake by our 19 manufacturing facilities declined 15% in 2022 compared to our base year 2018. We believe that year-over-year trends reflect meaningful progress toward our goal for 2025 and beyond.



Material

We use scrap metal, among other raw materials, in the production of our specialty materials. We have an interest in recycling the scrap we generate in our production and endeavor to recover as much material as we can and return it to our processes. Approximately 73% of the feedstock we used in production for 2022 was scrap, compared to 62% in 2021 and 2020, 77% in 2019 and 75% in our base year 2018. Our transformed business and sharpened focus on the demanding, high-value products and markets where our unique capabilities give us a durable competitive advantage have impacted the extent to which we use scrap metal. Currently, the use of recycled materials is less feasible in the production of some of our highly-specialized products than in, for example, the production of low-margin standard stainless sheet, which we exited in 2021. Nevertheless, we consistently evaluate opportunities to recycle scrap generated in our production back into our processes and outlets to recycle materials we cannot use directly.



ISO 14001

At the end of 2022, we had 34 operating facilities, including manufacturing and service centers, 18 of which had obtained ISO 14001 certification of their environmental management programs.



Additional Environmental Efforts

Waste Management

We strive to improve the handling of waste and endeavor to recycle, reuse and reclaim waste generated in the course of our processes. Our expectation is that sustainability is every employee’s job and that they will react when faced with an opportunity to eliminate or reduce waste. Some of our byproducts are sold to customers who reclaim them into useful products. Some of our material is returned to our process and others are recycled by third parties. We are mindful that materials disposed of in landfills are wasted resources and we aim to reduce the input to landfills where possible.

In areas that provide access to reclamation or adequate recycling, we manage and recycle business waste including metals, acids, oils, packaging materials, wood, office paper and cardboard. Approximately 128,800 tons of materials were recycled in 2022, including revert material, wood wastes, and by-products sold to third parties, but excluding scrap metal purchased for production.

Many of our facilities are required to have a spill prevention control and countermeasure plan if they meet specific volume thresholds for oil or oil products. Plans include employee training on spill prevention and response. We use internal protocols, procedures and processes to prevent spills and to quickly respond in the event a spill does occur. Employees are trained to internally respond to and report spills outside of a designated containment area as part of our environmental management system. **We had zero reportable spills in 2022.**

Significant spills in 2022 = zero
Tailing waste ponds and underground injection of waste = zero

Other Air Emissions

Many of our facilities measure and report air emissions of the following parameters. Of those facilities that report, **the following is an aggregate of emissions in 2022.**

PARAMETER	2022-tons/yr.
CO (carbon monoxide)	1,323
NOx (nitrous oxides excluding nitrous dioxide)	524
SOx (sulfur oxide)	19.56
Particulate Matter	212
MnO (manganese)	0.41
Pb (lead)	0.09
VOCs (volatile organic compounds)	422
PAHs (polycyclic aromatic hydrocarbons)	0.08

Environmental Compliance and Risks

We consider environmental compliance to be an integral part of our operations. All of our operations have a comprehensive environmental management and reporting program that focuses on compliance with applicable federal, state, regional and local environmental laws and regulations. Each system includes mechanisms for regularly evaluating environmental compliance and managing changes in business operations while assessing potential environmental impact. [Annual Report](#)

ATI had no significant issues with environmental compliance in 2022.

We are subject to various domestic and international environmental laws and regulations that govern the discharge of pollutants and disposal of wastes, and which may require that we investigate and remediate the effects of the release or disposal of materials at sites associated with past and present operations. We could incur substantial cleanup costs, fines and civil or criminal sanctions, third party property damage or personal injury claims as a result of violations or liabilities under these laws or non-compliance with environmental permits required at our facilities. We are currently involved in the investigation and remediation of a number of our current and former sites as well as third party sites. We also could be subject to future laws and regulations that govern greenhouse gas emissions and various matters related to climate change and other air emissions, which could increase our operating costs.



SOCIAL ENGAGEMENT

Ensuring Workplace Safety and a Zero-Injury Culture

Our Safety Record and Certification Goal

Safety is one of our core values. We strive for a Zero Injury Culture committed to the safety of our people, our products, and the communities in which we operate.

As shown in the table below, our outstanding recent safety record consistently reflects meaningful year-over-year improvement:

2022	2021	2020	2019	2018
Fatalities=0	Fatalities=0	Fatalities=0	Fatalities=0	Fatalities=0
Recordable Incident Rate =1.22	Recordable Incident Rate =0.85	Recordable Incident Rate =0.87	Recordable Incident Rate =1.14	Recordable Incident Rate =1.63
Lost Time Rate = 0.38	Lost Time Rate = 0.16	Lost Time Rate = 0.21	Lost Time Rate = 0.21	Lost Time Rate = 0.34

Per 200,000 hrs. worked

As of December 31, 2022, nearly 90% of our operating facilities had obtained ISO 45001 certification of their safety management program.



Awards

ATI Specialty Materials won the N.C. Department of Labor Safety Gold Award for outstanding on-the-job safety achievements during 2022.

The Gold Award is based on the days away, restricted, transferred (DART) rate, which includes cases of days away from work, restricted activity or job transfer.

Facility	Consecutive Wins
Bakers North	18 years
Bakers Powder	7 years
Monroe	47 years
Bakers South	13 years
East	14 years



Promoting Effective Human Capital Management

We believe that our people and culture are competitive differentiators. Attracting, developing and retaining purpose and performance-driven leaders who build teams with diverse, empowered and fulfilled employees who want to stay and grow with the Company is foundational to our vision. At the center to our commitment to excellence are our values, which drive how we succeed: Accountability, Integrity, Innovation, Safety & Sustainability and Teamwork & Respect.

Talent Acquisition

- **Campus and Trade.** We partner closely with colleges and universities that have programs relevant to our business in order to identify materials science, STEM expertise and other relevant talent, and have developed similar partnerships with high schools and trade schools.
- **Recruiting Culture.** We drive speed and quality of hiring through our internal recruiting team and engagement with external recruiting firms to enhance our efforts for key positions, selecting providers who align with our value of having a diverse workforce. We believe in providing a welcoming, engaging and inclusive assessment and interviewing process that encourages people from all backgrounds to consider ATI.
- **Candidate Assessment.** We are mindful that candidates have a range of experiences, skills and behaviors. As part of our candidate assessment process, we interview for behaviors and skills that we believe will both complement and add to our existing culture. Pre-employment assessment tools also aid in identifying candidates who would be most suited to a particular opportunity.
- **Diversity.** We participate in national diversity conferences, foster strong partnerships with universities and student chapters of diversity organizations and ensure that our recruitment efforts incorporate a wide range of other industry, niche and diversity organizations. We have an enterprise-wide goal that 80% of position candidate slates include a minimum of 30% diverse candidates. For more information, see “Inclusion and Diversity” beginning on [page 16](#).
- **Community Engagement.** We believe that community engagement in the regions in which we operate and being able to provide our employees with opportunities to be active in those communities is important to ATI, our existing workforce, our employer brand and our ability to attract engaged employees.



Professional Development

- **Insights Discovery Program.** This program, which is the foundation of our other professional development programs, uses a simple model designed to support all employees, at all levels of the organization, in exploring their own self-awareness and improving their ability to recognize and adapt to the communication preferences and other characteristics of, and to better connect with, those with whom they work.
- **Foundational Leadership Essentials.** This leadership education program is designed to develop a common language and leadership orientation across all of ATI's salaried employees. Whether leading people, processes or programs, this series of courses gives employees an introduction to key skills — such as change management, project management, coaching and feedback, and business acumen — that will increase leadership ability across the organization.
- **Global Leadership Development Program (GLDP).** The GLDP is our Company-wide, flagship program designed to build the skills of our employees across each level of leadership, including Front-Line Leaders, Managers and Senior Managers. It includes a series of multi-day training programs tailored to reach and serve a broad range of current and potential leaders across the ATI organization through development of targeted competencies, such as self-awareness, communication, giving and receiving feedback and influencing and motivating others.
- **Early Career Leadership Development Program.** Our selective Early Career Leadership Program is designed for high-potential and motivated college graduates and early career professionals. This three-year program, which is designed to prepare our future leaders, accelerates participants' professional development by rotating them through a variety of business-critical assignments and development opportunities.



Engagement and Performance Management

- ▶ **Senior Leader Communication and Transparency.** We engage in continuous listening by actively seek opportunities for regular engagement and communication. We hold a quarterly CEO Review that follows the release of our quarterly earnings and is accessible to hundreds of employees across the Company. These discussions provide opportunities for our CEO and other senior leaders to communicate their perspectives on strategy and results and for enterprise-level education on topics such as growth initiatives, cybersecurity, ethics and compliance, talent and development programs, opportunities for community engagement and safety. These forums also serve as a feedback opportunity, with time for open “question and answer” dialogue.
- ▶ **Employee Engagement Survey.** Annually, we conduct a confidential company-wide employee engagement survey that offers our employees the ability to provide feedback and valuable insight about our workplace culture. It is reviewed with our Board and used to take action for continuous improvement in areas that impact employee enablement and empowerment and our human capital and culture strategies.
- ▶ **Performance Management Framework.** We maintain an annual performance management process across the organization. Together with their supervisors, employees identify goals and provide self-assessments as to performance against those goals, contribution beyond established goals, and behavior in accordance with our organizational values. Employees are reviewed based on the same criteria by both their managers and a second-level reviewer. The results of each annual assessment inform short-term incentive compensation and career and development opportunities and are reviewed with employees in one-on-one sessions with their managers.



Succession Planning

We maintain a formal succession planning process that works in connection with our performance management for systematic career development and succession planning at both the individual employee and enterprise levels. We believe that the robust and systematic nature of these programs is critical to optimizing our talent management and ensuring sustainably high-quality leadership of our business over the long term.



Inclusion and Diversity

Ultimately, continuing ATI's long tradition of innovation and operational excellence demands the contributions of leaders and team members with a wide array of characteristics, backgrounds, experiences, knowledge and skills. One of the principal aspirations of our comprehensive human capital strategy is the cultivation of a workforce that is diverse in every sense and a climate of inclusion that promotes employee development, advancement and well-being. Simply put, for our business to continue thriving, we must attract, coach and retain the best. That requires a commitment to workforce inclusion and diversity.

To identify opportunities to improve our representation and enhance the inclusiveness of our workplace culture, we collect and regularly review with our senior leadership data relating to gender, ethnicity, age, military service and other attributes, some of which are illustrated below. We also use our annual Employee Engagement Survey to solicit employee perceptions of the diversity and inclusiveness of our company-wide culture. Quantitative analysis of our employee population, coupled with a more qualitative understanding of how we are perceived and of the particular challenges we may face as a manufacturing company in the specific regions in which we operate, helps to inform our policy decisions and initiatives related to workforce inclusion and diversity.

Our Strategy

Our inclusion and diversity strategy focuses on five key pillars, and we are driving a number of strategic initiatives behind each one:

► **Talent Acquisition.** We have an enterprise-wide goal for 80% of all job candidate slates to include a minimum of 30% diverse candidates. We are seeing the impact, as notably, our 2022 new hire statistics outpace the composition of our existing employee base for both women and people of color. Our 2022 new hire population was 43% diverse, reflecting an increase of nearly 4% over 2021. Senior management monitors progress against KPIs using scorecards to drive transparency and accountability.

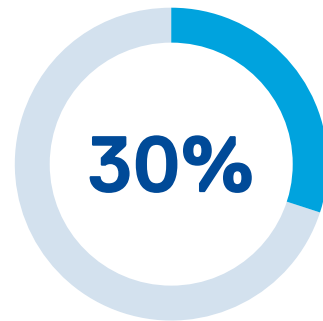


- **Branding and Communication.** To attract and retain diverse talent, we aim to showcase our culture and values as well as our commitment to inclusion and diversity. Our #ProvenPerformers brand campaign focuses on storytelling by a highly diverse array of employees and seeks to humanize the brand by authentically tying innovative solutions and technologies back to our talent and their work at ATI.
- **Business and Employee Engagement.** Our employee-led IDEA (Inclusion, Diversity, Equity and Accessibility) Council, which originated within our Specialty Alloys & Components (SA&C) business, tracks best practices regarding diversity and inclusion initiatives within our industry and the markets we serve and makes recommendations on these matters, both within SA&C and to the broader business. We also offer employees the opportunity to join Employee Resource Groups ("ERGs"). These groups foster professional development, social connectivity, and community involvement, and celebrate diversity throughout our company. In 2022, we launched AWN (ATI Women's Network), with five chapters and enterprise business executive sponsorship. Our most recent employee engagement survey results demonstrated year-over-year improvement in employee perceptions of the diversity and inclusiveness of our corporate culture. A majority of respondents agreed that as an organization we value diversity and cultivate a work environment that is accepting of individual differences. However, our ultimate goal is that our people view themselves as being "net better off" for working at ATI, with all leaders taking accountability for this commitment.
- **Employee and Community Development.** Our ERGs sponsor diversity events and development over the course of each year. In addition, we have extensive community involvement.
- **Strategic Partnerships.** We are involved with a range of external professional associations, including the Society of Women Engineers, Society of Hispanic Engineers, National Society of Black Engineers, and Society of Asian Scientists and Engineers, the National Association of Black Accountants and the Association of Latino Professions in Accounting and Finance. We also partner with top academic institutions for their quality of programs and commitment to creating a diverse student population and future workforce.

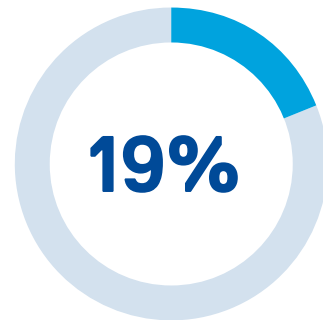


Women in our Leadership and U.S. Workforce

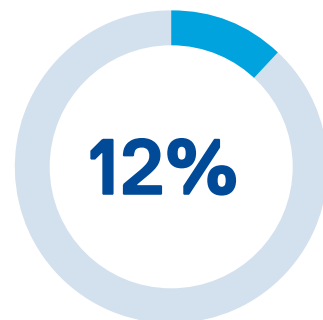
Board of Directors



Management



Total Workforce

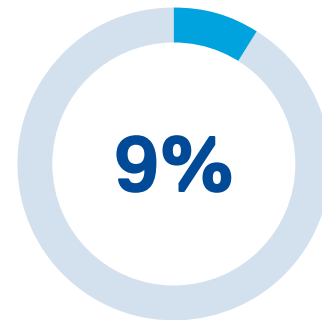


People of Color in our Leadership and U.S. Workforce

Board of Directors



Management

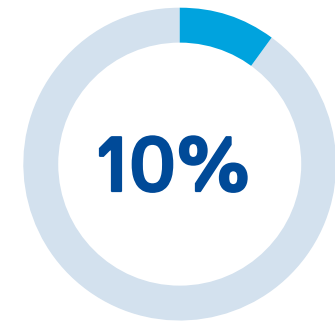


Total Workforce

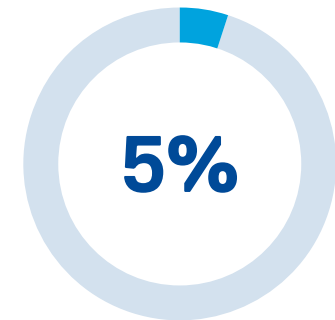


Veterans in our Leadership and U.S. Workforce

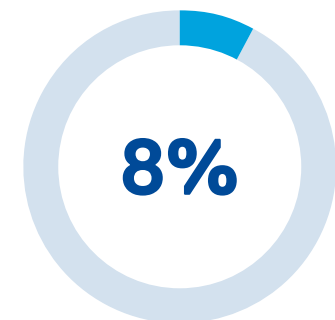
Board of Directors



Management



Total Workforce





Human Rights

ATI is committed to conducting its business activities in a manner that respects human rights and in compliance with applicable local, national and international laws and regulations related to the protection of human rights including prohibition of human trafficking and slave labor. ATI's Human Rights policy, which applies to employees, contractors, suppliers and agents, supports ATI's commitment to protecting human rights and is designed to support compliance with applicable laws and regulations such as the United States Government's Federal Acquisition Regulations clauses related to combating trafficking in persons and the UK Modern Slavery Act.

Community Involvement

We Energies and ATI collaborated on the largest solar power project in the history of Cudahy, Wisconsin. ATI's vacant land is now home to We Energies' 7,000 solar panels, which provide carbon-free power to homes across Wisconsin. The Solar Array project also won the inaugural ATI CEO Award for Safety and Sustainability.

In 2022, a partnership between Harrison Township, PA, ATI and Western Pennsylvania Conservancy planted trees on ATI's property, and provided tree care in the community.

All of our business units are engaged with their communities through monetary donations, food bank drives, school supplies and toy drives for the holidays. Our extremely generous employees deserve special recognition for all the time, effort and resources they committed to charitable causes. For example, in 2022, employees in our Specialty Rolled Products business formed a community involvement committee focused on specific areas of need. The committee pursues projects related to community revitalization, youth and workforce development, diversity, veterans and education, and supports efforts in these categories through sponsorships and volunteerism. Recent projects include: building an access trail in a local community park; hosting a women and child care drive; and collecting food and clothing for those in need. Over the 2022 winter holidays, 13 separate organizations received support from ATI-SRP. Similarly, ATI Forged Products supported over 15 community projects and organizations with monetary and financial donations and employee volunteer hours. Projects included food, book and pet supply drives, youth career education and training, among others.

Located less than 90 miles from the Ukrainian border, our 400+ colleagues at ATI Forged Products in Stalowa Wola, Poland, together with their community, are embracing and supporting refugees displaced by the Russian invasion. In support of their efforts, in 2021, we contributed a total of \$50,000 to Polish Humanitarian Action (PAH), which supports emergency response to refugees, including providing shelter and access to food and necessities. In 2022, we contributed \$25,000 to the Polish Red Cross, a member of the International Federation of Red Cross. This organization



is assisting people who have left Ukraine with shelter, basic aid items, cash assistance, medical supplies and treatment, putting in place the long-term, ongoing support, these refugees will need.

ATI is a proud supporter of United Way and conducts annual employee campaigns to facilitate contributions to United Way chapters throughout the United States. Each year, ATI SM employees and their families help those in need in our community during United Way's Day of Caring. The Day of Caring projects involve activities such as lawn care, weeding flowerbeds, pruning shrubs, picking up trash, washing windows, and light painting. The majority of project sites are at the homes of the elderly.

We also participated in Partner4Work's Learn & Earn Summer Youth Employment Program (Learn & Earn) that is designed to provide meaningful work experiences and career exposure to low-income young adults residing in Allegheny County, Pennsylvania.



CORPORATE GOVERNANCE

We are committed to a strong self-governance program. Our corporate governance practices are designed to maintain high standards of oversight, compliance, integrity and ethics, while promoting growth in long-term stockholder value. The role of our Board of Directors is to ensure that ATI is managed for the long-term benefit of our stockholders and other stakeholders.

Each year, we review our corporate governance and compensation policies and practices and engage with our stockholders. In our ongoing effort to ensure that our governance policies and practices consistently reflect best practices, we take suggestions from our stockholders into consideration, along with developments and evolving trends reflected in the standards established by proxy advisory firms, as well as in the policies, practices and disclosures of other public companies. In this way, we affirm our commitment to performance and innovation by continually evolving our programs to benefit all of our stakeholders. You can learn more on our website [ATImaterials.com](https://www.atimaterials.com)



Governance Highlights

Our commitment to good corporate governance is illustrated by the following practices:

- ▶ Board independence (9 out of 10 directors are independent)
- ▶ Lead Independent Director
- ▶ Independent directors regularly meet in executive sessions without management present
- ▶ 100% independent Audit & Risk, Personnel & Compensation, and Nominating & Governance Committees
- ▶ Annual Board and committee self-assessments
- ▶ Strong corporate governance guidelines and policies
- ▶ Majority voting/director resignation policy for uncontested elections
- ▶ Women make up 30% of our current Board
- ▶ 20% of our current Directors are people of color
- ▶ Mandatory director retirement age
- ▶ Proxy access
- ▶ Limits on future severance arrangements
- ▶ Robust stock ownership guidelines for directors and executive management
- ▶ Intensive succession planning for our Board and executive leadership
- ▶ Well-established Board strategic and risk oversight function



OUR BOARD

ATI has a diverse, highly credentialed and highly experienced Board. Our directors possess a variety of tenure, qualifications, backgrounds, skills and experiences contributing to a Board that is well-rounded and well-positioned to effectively oversee our business and promote the interests of our stakeholders.

Highly Engaged Board Guides the Strategic Direction of Our Company

- ▶ Actively oversees long-term strategic planning and capital allocation decisions, including through an annual, multi-day strategic planning meeting in addition to regular quarterly and other Board meetings.
- ▶ Regularly assesses and oversees management and mitigation of known and emergent risks to our business.
- ▶ Actively and continuously engages in robust Board and senior management succession planning.
- ▶ 95% overall attendance rate for Board and Committee meetings during 2022, and more than 96% (average) over the last three years.
- ▶ Market-driven stock ownership guidelines.

ATI Board Of Directors

Robert S. Wetherbee

Board Chair, President and Chief Executive Officer

J. Brett Harvey

Lead Independent Director of ATI. Retired Chairman and Chief Executive Officer of CONSOL Energy, Inc., a leading diversified energy company in the United States.

Leroy M. Ball

President and Chief Executive Officer, Koppers Holdings, Inc., a leading integrated global provider of treated wood products, wood treatment chemicals and carbon compounds

Herbert J. Carlisle

Retired President and Chief Executive Officer of the National Defense Industrial Association (NDIA), and retired four-star general from the United States Air Force (USAF)

Carolyn Corvi

Retired Vice President, General Manager of Airplane Programs of The Boeing Company

James C. Diggs

Retired Senior Vice President and General Counsel of PPG Industries, Inc., a producer of coatings, glass and chemicals

David P. Hess

Retired EVP and Chief Customer Officer for Aerospace, United Technologies Corporation, a global leader in aerospace and technology; formerly President, Pratt & Whitney

Marianne Kah

Retired Chief Economist for ConocoPhillips and current adjunct senior research scholar at Columbia University's Center on Global Energy Policy

David J. Morehouse

Government relations expert and Senior Advisor to the President of the Pittsburgh Steelers.

Ruby Sharma

Retired Managing Partner, RNB Strategic Advisors, a strategic advisory firm, and retired Senior Partner of Ernst & Young LLP



Focused and Thoughtful Board Refreshment

- Our Board routinely engages in succession planning and adds new members on an opportunistic basis when it identifies candidates whom it believes have experience, skill sets and other characteristics that will enhance Board effectiveness.
- We have a mandatory retirement age, and our Board engages in recruitment as appropriate to support its refreshment efforts.
- Our annual Board evaluation process assesses the Board’s existing skill sets and the need or desirability of adding members; the Board can appoint new members when presented with candidates who fill a particular need or otherwise would serve as an asset to the Board.

Diversity of Background



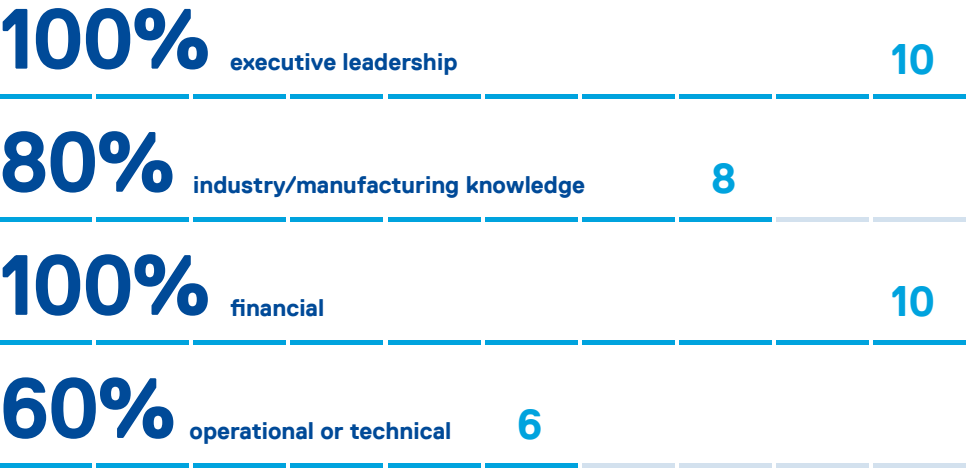
- 1 completed nearly 40 years of military service
- 2 qualify as audit committee financial experts
- 4 have extensive experience related to aerospace/defense
- 2 served as senior executives in the commercial aerospace industry, our largest end market
- 2 have extensive executive experience in energy markets

Board Refreshment & Independence



- All non-management Directors (90% of our directors) are independent.

Diversity of Experience



Director Tenure





ESG Governance and Oversight

Our Board is elected by our stockholders to safeguard their interests through oversight of management and the good faith exercise of its members' business judgment. At the same time, our Board recognizes that the long-term interests of ATI are advanced by recognition of the concerns of other constituencies, including employees, customers, suppliers and the communities in which ATI operates. Accordingly, while not involved in our day-to-day operations, our Board actively oversees matters of key importance to the overall conduct of our business, including among other matters, our financial performance and expectations, development and implementation of our strategic plans, capital structure and allocation, matters impacting our corporate governance and culture, and the identification and mitigation of known and emergent enterprise risks and opportunities, including those pertaining to environmental, workforce and community safety and sustainability.

Our Board has four standing committees, its: Audit and Risk Committee; Nominating and Governance Committee; Personnel and Compensation Committee; and Technology Committee. Each standing committee of the Board is comprised entirely of independent directors, and each has a written charter that describes its responsibilities. Among other matters, each Committee assists the full Board in its oversight of ESG matters as follows:

Environmental Sustainability

The Audit and Risk Committee is broadly responsible for assisting the Board in overseeing risks associated with climate change and other environmental compliance and sustainability matters. The Committee regularly discusses with management the Company's significant risk exposures and the steps management has taken to monitor and control such exposures, including the Company's risk assessment and risk management guidelines and policies.

The Technology Committee is responsible for assessing the technical capabilities of the Company in all phases of its activities and the risks and opportunities such capabilities present in relation to corporate strategies and plans. Among other matters, it is charged with assisting the Board in identifying and analyzing significant emerging scientific, technological, and product or process- related innovations and current or emerging industry or geopolitical developments regarding the same, that could disrupt or present opportunities to the Company's overall business strategy. From an ESG perspective, it is expected in particular that the Technology Committee's work will enhance that of the Audit and Risk Committee in overseeing the impact of, and the Company's response to, the many challenges and opportunities presented by climate change.

Social Responsibility

The Personnel and Compensation Committee assists the Board in its oversight responsibility concerning executive compensation and management organization matters generally. Among other specific matters, it monitors and encourages the development of intellectual capital and oversees the Company's human capital management policies and procedures, including its workforce and professional development and diversity and inclusion initiatives, the impact to the Company of current or anticipated political, legislative or regulatory trends or developments regarding human capital management, including without limitation diversity and inclusion in the workplace, and management's efforts to mitigate any resulting risks to the Company.

Governance

The Nominating and Governance Committee assists the Board in overseeing the Company's corporate governance practices and profile, including as appropriate, the legal standards, prevailing recommended practices, investor views and potential benefits and risks associated with or impacting such governance practices and profile. It leads the Board's director succession planning and recruitment efforts and makes recommendations to the Board concerning its committee structure, the membership of committees of the Board and the chairpersons of the respective committees, including committee member qualification, appropriate delegations of authority to its various committees, and exercise of its oversight function with regard to ESG matters through the operation of its committees.

Cybersecurity

Our Chief Information Security Officer leads a dedicated cybersecurity team that drives a global program based on risk management and defense-in-depth strategies. We place a high priority on the security of our information and operational technologies in each of our global business units. We focus on continuous improvement to meet and exceed industry and regulatory cybersecurity standards to protect our personnel, our intellectual property, and our customers' sensitive data. We protect, control, monitor, and test our systems by leveraging governance processes, and both proactive and reactive technology. We also closely track national vulnerability databases and threat intelligence reporting from several national, international, public, and private organizations. Our employees are trained to be an additional line of defense through education and awareness training programs and regular phishing exercises to have a "healthy sense of paranoia" against cyber threats.



Ethics and Compliance

ATI is committed to more than just adherence to laws and regulations. Our commitment is to reflect the highest level of integrity and ethics in our dealings with each other, our customers, our suppliers, our stockholders, the public, and the government agencies with whom we engage. ATI's [Corporate Guidelines for Business Conduct and Ethics](#) (our "Code of Ethics") are a reminder and summary of key Company policies applicable to the conduct of all of our employees in every part of the world.

[Our Corporate Guidelines for Business Conduct and Ethics](#) (our "Code of Ethics") apply to all directors, officers and employees, including our principal executive officer, our principal financial officer, and our controller and principal accounting officer. We require all directors, officers and employees to adhere to our Code of Ethics in addressing legal and ethical issues encountered in their work. Ongoing training and annual compliance questionnaires ensure compliance and diligence.

Our Code of Ethics requires that our directors, officers and employees avoid conflicts of interest, comply with applicable laws, conduct business in an honest and ethical manner, and otherwise act with integrity and honesty in all of their actions by or on behalf of the Company. It includes a financial code of ethics specifically for our Chief Executive Officer, our Chief Financial Officer, and all other financial officers and employees, which supplements the general principles in the Code of Ethics and is intended to promote honest and ethical conduct, full and accurate reporting, and compliance with laws, as well as other matters.

Only the Audit and Risk Committee of the Board can amend or grant waivers from the provisions of the Code of Ethics relating to the Company's executive officers and directors, and any such amendments or waivers will be promptly posted on our website at Atimaterials.com. To date, no such amendments have been made or waivers granted.

All employees are provided with a copy of the Code of Ethics. Each year, we require all officers and managers to certify as to their understanding of and compliance with the Code of Ethics. In addition, all directors, officers and other employees must annually complete an interactive online ethics course addressing the Code of Ethics. This course is part of ATI's broader ethics and compliance program, which includes online ethics training that is administered by a third party.

In 2022, ATI's online ethics courses addressed:

- ▶ compliance with company policies
- ▶ speaking up and reporting ethical concerns
- ▶ harassment
- ▶ fraud awareness
- ▶ insider trading
- ▶ recognizing and avoiding cybersecurity threats

We encourage employees to communicate concerns before they become problems. We believe that building and maintaining trust, respect and communication between employees and management and between fellow employees is critical to the overarching goal of efficiently producing high quality products, providing the maximum level of customer satisfaction, and ultimately fueling profitability and growth.

The ATI Ethics Helpline provides for confidential, secure, and anonymous reporting and is available 24 hours a day. Additionally, our Chief Compliance Officer and ethics officers at our operating companies also provide confidential resources for employees to surface their concerns without fear of reprisal.

Additionally, we have joined the Business Ethics Leadership Alliance which has over 330 member companies and focuses on leadership in ethics.



Supply Chain Responsibility and Supplier Expectations

Compliance with our Supplier Expectations and Supply Chain Policies is a fundamental requirement of conducting business with ATI. In the event a supplier fails to comply with our Supplier Expectations and Supply Chain Policies, ATI reserves the right to take appropriate action, which may include, without limitation, suspension and/or termination of engagement with the supplier. ATI's Supplier Expectations and Supply Chain Policies are outlined on our public website and address the following:

A. Integrity + Ethics - ATI expects all of our suppliers to conduct their business ethically and with integrity and to comply with the basic principles set forth in ATI's Corporate Guidelines for Business Conduct and Ethics. This includes compliance with all applicable local, national, and international laws and regulations.

B. Safety, Health, & Environmental Compliance - ATI expects its suppliers to commit to operating a safe workplace and to follow and proceed with using all applicable safety, health and environmental laws, regulations, and rules.

C. Anti-Corruption & Anti-Bribery Compliance - ATI expects its suppliers to comply in all respects with the U.S. Foreign Corrupt Practices Act, the UK Bribery Act and all other anti-corruption and anti-bribery laws and regulations applicable throughout the world.

D. Human Rights –

a. ATI's Policy Regarding Combatting Trafficking in Persons - ATI expects all of its suppliers to conduct business in a manner that respects human rights and to comply with all local, national and international laws, regulations and standards related to employment and labor practices and the prohibition of human trafficking and slave labor. ATI also expects all of its suppliers to comply with the basic principles and standards of the ATI Policy Regarding Combatting Trafficking in Persons. ATI reserves the right to immediately suspend or discontinue engagement with suppliers and will take appropriate action if we suspect any supplier has violated any law or regulation related to prohibition of human trafficking and slave labor or has not met the standards of the ATI Policy Regarding Combatting Trafficking in Persons.

b. Conflict Minerals -ATI expects all of its suppliers to conduct business in a manner that respects human rights and not to support sources or parties that contribute to human rights abuses. ATI expects its suppliers to be aware of the requirements of the Dodd-Frank Act and to fully support ATI's Dodd-Frank Act compliance efforts by providing transparency into the supply chain from the original source to ATI. ATI will immediately suspend or discontinue engagement with any supplier where we have identified that such supplier is sourcing from, or linked to, any party that supports illegal armed groups, fuels conflict, contributes to human rights abuses, or is not in compliance with the rules promulgated under the Dodd-Frank Act.

[See more at ATIMaterials.com About ATI-Suppliers.](https://www.atimaterials.com/about-us/supplier-expectations)

Responsible Procurement/Ethical Sourcing

ATI's policy is to only purchase materials from legitimate and reputable suppliers, and to maintain a sustainable and responsible supply chain that does not in any way contribute to human rights abuses, fuel conflict, or benefit illegal armed groups. In accordance with this policy, ATI has implemented internal risk-based due diligence procedures designed to provide transparency to the origin of conflict minerals in our supply chain. **These procedures are based around three main elements:**

1. Product Risk Assessment
2. Supplier Risk Assessment
3. Reasonable Country of Origin Inquiry

In accordance with these procedures, for products that we manufactured in 2022, the responses to ATI's Reasonable Country of Origin inquiry during the 2022 calendar year reporting period gave ATI no reason to believe that any tin, tungsten, tantalum or gold not from scrap or recycled sources that are intentionally added and necessary to the functionality or production of our products ("necessary conflict minerals") originated in the Democratic Republic of the Congo or adjoining countries (the "Covered Countries").





TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Under the Sustainability Accounting Standards Board (“SASB”) sustainable industry classification system, we fall within the Iron & Steel Producers industry classification. We do not engage in integrated steelmaking. Although our operations include Electric Arc Furnaces (EAFs), which use scrap steel, ***we do not melt carbon steel***, operate iron and steel foundries, nor is our production limited to ferrous products. Our operations could also be included within the Aerospace and Defense category on the basis of the SASB standards and inclusion of certain value-added processing of aerospace materials. Accordingly, the following also references certain components of the Aerospace and Defense SASB reporting framework.

TOPIC	ACCOUNTING METRIC	CATEGORY	2021 - UNIT OF MEASURE	CODE	REPORT LOCATION
Greenhouse Gas Emissions	Gross global Scope 1 and 2 emissions, percentage covered under emissions-limiting regulations	Quantitative	415,369 Scope 1 and 241,763 Scope 2 Metric tons (MT) CO ₂ e (-15% and -53%, respectively, compared to 2018) 0% covered under emissions-limiting regulations	EM-IS-110a.1	Environmental Sustainability - Our 2022 Performance and Progress Toward Our Goals - GHG Air Emissions
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	EM-IS-110a.2	Environmental Sustainability - GHG Air Emissions

¹ Data primarily includes our domestic manufacturing facilities



TOPIC	ACCOUNTING METRIC	CATEGORY	2021 - UNIT OF MEASURE	CODE	REPORT LOCATION
Air Emissions¹	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N ₂ O), (3) SOx, (4) particulate matter (PM ₁₀), (5) manganese (MnO), (6) lead (Pb), (7) volatile organic compounds (VOCs), and (8) polycyclic aromatic hydrocarbons (PAHs)	Quantitative	Metric tons (t) See in body of report for detail on 2022 Performance	EM-IS-120a.1	Environmental Sustainability - Additional Environmental Efforts
Energy Management	Energy Management (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	11,835,192 Gigajoules (GJ) consumed 21% grid electricity Using a market based grid mix for 2022 12% of total energy consumed was purchased from renewable sources, including nuclear power	EM-IS-130a.1	Environmental Sustainability - Our 2022 Performance and Progress Toward Our Goals - Energy Intensity
	(1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas, (4) percentage renewable	Quantitative	Total Fuel consumed (other than electricity) 7,912,274 GJ 0% coal, 0% renewable	EM-IS-130a.2	N/A

¹Data includes facilities that are otherwise required to report



TOPIC	ACCOUNTING METRIC	CATEGORY	2021 - UNIT OF MEASURE	CODE	REPORT LOCATION
Water Management	(1) Total fresh water withdrawn, (2) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress	Quantitative	(1) Approximately 4.5 million kilo-gallons (2) Not reported (3) 0%	EM-IS-140a.1	Environmental Sustainability - Our 2022 Performance and Progress Toward Our Goals - Freshwater Intake
Waste Management	(1) Amount of waste generated, (2) percentage hazardous, (3) percentage recycled	Quantitative	159,599 Metric tons (t) of waste was generated and disposed of in 2021, of which 6.3% was hazardous waste and 81% was recycled	EM-IS-150a.1	Environmental Sustainability - Material Recycled
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	Quantitative	(1) 1.22 per 200,000 hours worked (2) 0 (3) Not reported	EM-IS-320a.1	Social Engagement - Ensuring Workplace Safety and a Zero-Injury Culture



TOPIC	ACCOUNTING METRIC	CATEGORY	2021 - UNIT OF MEASURE	CODE	REPORT LOCATION
Product Safety	Number of recalls issued; total units recalled	Quantitative	0	RT-AE-250a.1	N/A
	Number of counterfeit parts detected; percentage avoided	Quantitative	0	RT-AE-250a.2	N/A
	Number of Airworthiness Directives received, total units affected	Quantitative	0	RT-AE-250a.3	N/A
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	0	RT-AE-250a.4	N/A
Data Security	(1) Number of data breaches, (2) percentage involving confidential information	Quantitative	0	RT-AE-230a.1	N/A
	Description of approach to identifying and addressing data security risks in (1) company operations and (2) products	Qualitative	N/A	RT-AE-230a.2	Corporate Governance - Cybersecurity