



Proven to **perform.**

2024

CORPORATE RESPONSIBILITY REPORT



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MESSAGE FROM OUR CEO

Integrity, Safety & Sustainability, Accountability, Teamwork & Respect, and Innovation. Across ATI, our core values continue to drive outstanding performance and our commitments to keeping our people safe, protecting the environment while delivering for customers, creating the culture we aspire to lead, and supporting the communities in which we operate. They guide every strategic decision, setting a firm foundation for sustainable financial success and shareholder value creation.

In 2024, as I began my tenure as ATI's President and CEO, our team delivered our third consecutive year of outstanding growth and market performance. We achieved important milestones during the year, delivering nearly \$4.4 billion in revenue, our highest in more than a decade. We grew margins and solidified our leadership in key end-markets, streamlining operations and divesting non-core assets in accordance with our strategy. Our measured investment to expand our capacity in response to unprecedented demand for our products continues. We're capitalizing on valuable emerging opportunities for our business, all while returning meaningful capital to investors. Bottom line, our unwavering commitment to focused execution of our strategic priorities continues to drive results for our shareholders.

At the same time, we remain committed to environmental stewardship, talent development, workplace safety, community engagement and strong corporate governance.

In 2023, we committed to re-evaluating our greenhouse gas (GHG) emission reduction targets. In 2024, we followed through, announcing a new goal to reduce 2030 absolute Scope 1 and 2 GHG emissions by at least 40% based on our 2018 base year. Our announcement of this new target, built on the work of a cross-functional team with execution plans providing a clear line of sight to its achievement, reflects our core values described in this report. **We do the right things, the right way, every day. To continue the progress we've already achieved, we must address future GHG emissions in new and innovative ways. I am confident our team is up to the challenge.**

We strive every day to remain nimble in response to the uncertainty created by our rapidly evolving geopolitical environment and to position our business to seize emergent opportunity. We believe that our products are indispensable to our customers' efforts to meet the challenges of the world's sustainability needs and expectations. We continue exploring the opportunities this presents while working to effectively identify and mitigate the impact of emergent climate-related risks to our own operations. You'll see in-depth discussion of these opportunities, and of risks to our business associated with climate change, in our most recently updated Task Force on Climate-Related Financial Disclosures ("TCFD") Report. You can find it at <https://www.atimaterials.com/aboutati/Pages/safety-sustainability.aspx>.

Our team is also intently focused on driving a zero-injury culture, as articulated in our core values. While ATI has a long history of strong safety performance, there is still work to be done. We've redoubled our efforts, bringing enhanced resources and innovative approaches to root cause identification, risk prevention and employee awareness. Every ATI employee should be engaged in driving safety in our workplace, injury-free, every day. We won't accept less.

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 operating as a leading corporate citizen. We're pursuing our sustainability goals, creating a safe, welcoming and talent-driven culture and workplace, fostering local community involvement and sustaining our long and proud tradition of robust corporate governance. You'll see our commitments reflected in this report. We look forward to continuing our progress.

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



Kimberly A. Fields
President and Chief
Executive Officer

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

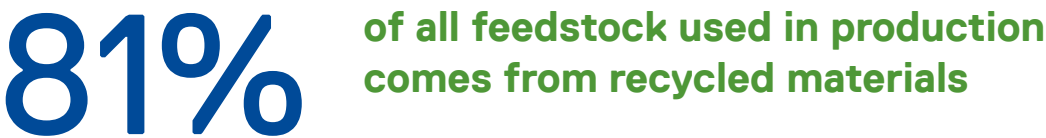
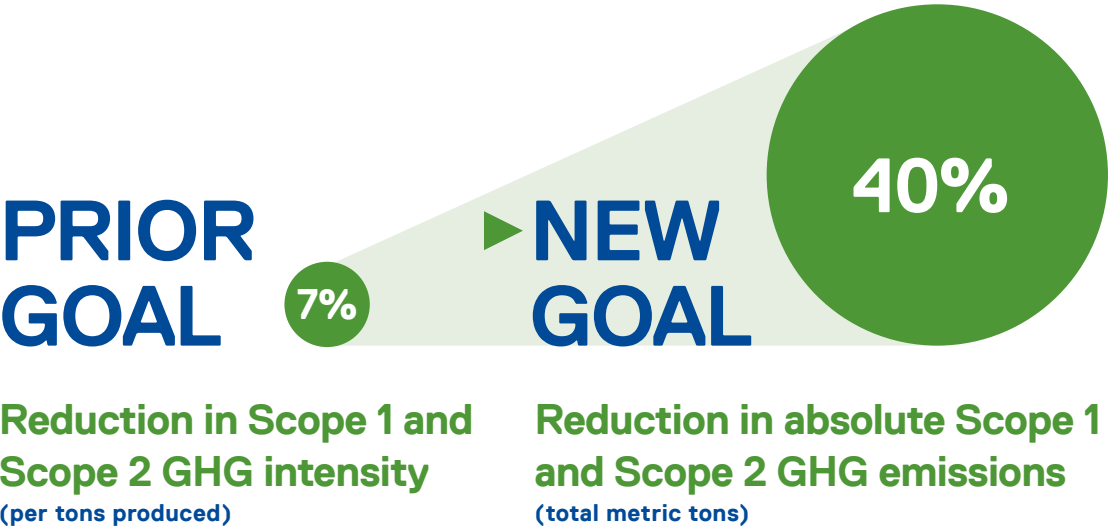
We do what we say we are going to do. We set a standard for excellence and hold ourselves and our team accountable for our actions, results and delivering value for our customers.

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.



WHO WE ARE

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

ATI is a global producer of high-performance materials and solutions for the aerospace and defense markets and critical applications in electronics, medical and specialty energy. Built on the strong foundation of our legacy companies, we are a market-driven powerhouse: advanced, innovative, highly-sophisticated and quality-driven.

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.

Primary Markets

AEROSPACE

You can't fly without ATI—our materials are on virtually every commercial aircraft flying today — engines and airframes.

DEFENSE

Our materials power and protect the armed services in the air, in the sea and on the ground, and help to push the limits of space.

Other Core Markets

SPECIALTY ENERGY

Our alloys fuel electrical energy in nuclear reactors, renewables and land-based turbines. Our oil and gas materials fight heat and corrosion deep in the sea.

MEDICAL

Essential for modern medical equipment, devices and implants, our specialty materials save and improve thousands of lives every day.

ELECTRONICS

We give capability to electronic devices through our alloys' unique electrical, magnetic, cosmetic and corrosion-resistance properties and our chemicals for metal precursors.

Helping Address Climate Challenges

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.

2024 FINANCIAL PERFORMANCE HIGHLIGHTS

ATI continued its strong performance trajectory in 2024. With our focused commitment to doing what we say we are going to do and solving our customers' most difficult challenges, we created opportunities in the face of the ongoing global geopolitical, supply chain and other challenges that continue to impact our current environment, capturing new market share and sharpening our operational advantage to drive shareholder value. We continued to successfully execute our strategy, working to support sustainable growth as we capitalize on the opportunities presented by unprecedented demand, particularly in our core aerospace and defense markets.

Highlights of our 2024 performance include:

Sales of \$4.4 billion, compared to \$4.2 billion in 2023

- ▶ Highest annual sales in more than a decade.
- ▶ Aerospace and defense represented 65% of sales in the fourth quarter of 2024 and more than 62% for the full year.

Gross profit of \$898 million, compared to \$805 million in 2023

Net income of \$383 million, compared to \$423 million in 2023

Preserved strong liquidity and cash position

- ▶ Ended the year with \$721 million of cash on hand at December 31, 2024.

Creating value and returning capital to stockholders

- ▶ Continued multi-year trend for generation of shareholder return. An investment of \$100 in ATI stock at the outset of 2022 was worth more than \$300 at March 31, 2025.
- ▶ Repurchased \$260 million of our outstanding stock, ending the year with \$590 million in remaining repurchase authority.



OUR APPROACH TO RESPONSIBLE BUSINESS

At ATI, we recognize that long-term excellence and profitability require that we operate in ways that promote sustainability, supported by appropriate governance structures and enterprise risk oversight practices. We're committed to protecting our people, our communities, and our planet through our products and the way we operate.

► **Environmental Sustainability.** As described in this Report, we continue to make progress toward established performance targets for reductions in 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 2024 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 matters, TCFD reporting frameworks.

► **Social Engagement.** Attracting, retaining, developing and safeguarding the wellbeing of a talented workforce is key to the sustainability of our business. This report describes the talent development and culture initiatives we have in place to meet these challenges, including the cultivation of a welcoming 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. As one component of our comprehensive efforts related to continued workplace safety and to promote a zero-injury work environment, all of our manufacturing facilities currently are ISO 45001 certified, except for those facilities scheduled to close.

► **Corporate Governance.** ATI has a long tradition of strong corporate governance that extends to the governance and oversight of sustainability matters. We have a 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 sustainability initiatives and related matters, including our cybersecurity initiatives and ethics and compliance program.

► **Ethical Conduct.** In early 2025, we replaced our Corporate Guidelines for Business Conduct and Ethics with a modernized "Code of Conduct" that, while not substantially revising the requirements and expectations articulated by the prior Guidelines, is intended to enhance "user experience" by making those requirements and expectations more clear and easier to understand and by more expressly tying them to "real life" examples of scenarios that our team members could encounter in their day-to-day work for ATI.



We are Committed to:

- Conducting business in accordance with applicable laws, regulations, permits and ATI's Code of Conduct;
- Respecting the rights of people affected by our activities and fostering a respectful dialogue with them;
- Supporting local communities and contributing to their sustainability;
- Maintaining non-discriminatory, merit-based hiring practices and career advancements and requiring non-discriminatory workplace conduct;
- Fully integrating improving safety, health and environmental policies, management systems and controls into company activities;
- Promoting a culture of safety, 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;
- Promoting the efficient use of energy and material resources; and
- Practicing product stewardship and promoting research to enhance the benefits of our products to society.

OUR COMMITMENT TO CLIMATE ACTION

We support 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.

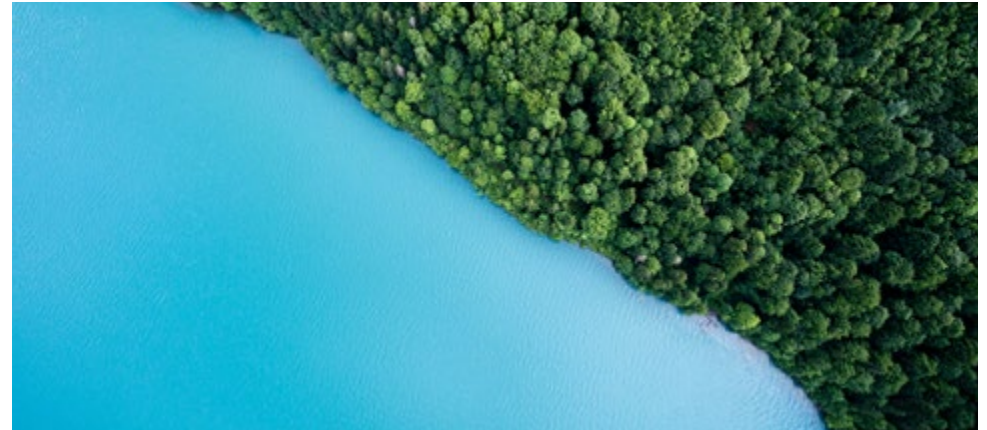
We first publicly articulated climate-related targets for reducing GHG emissions, among other sustainability metrics, in 2017. Since then, we have periodically reported on our steady progress in achieving, or exceeding, the reduction targets that we set.

Last year, we announced a new goal to reduce Scope 1 and 2 absolute GHG emissions by at least 40% by 2030, compared to our 2018 baseline, as discussed elsewhere in this Report.

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 reporting with the Sustainability Accounting Standards Board (“SASB”) standard. Additionally, 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. While the TCFD no longer exists as an independent body, and the International Financial Reporting Standards Foundation, or “IFRS,” has assumed the work of monitoring climate-related disclosures, we like many companies currently intend to continue using the TCFD framework as a basis for our climate-related disclosures.

Our current TCFD 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. 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 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.

ENVIRONMENTAL SUSTAINABILITY

At ATI, we are committed not only to maintaining and operating our businesses in compliance with applicable environmental laws, regulations, and rules, but also to strong environmental policies and practices to effectively manage and reduce our environmental impact.

A Legacy of Investment in Impact Reduction

- ▶ **ATI Cudahy Operations has been awarded a Wisconsin Office of Energy Innovation (OEI) grant 3-years in a row.** One grant is being used to retrofit a forge shop furnace with a recuperator that preheats the combustion air, reducing natural gas consumption and our carbon emissions.
- ▶ A centralized compressor air dryer project is also underway at ATI's Cudahy, Wisconsin Operations. This project will **replace 21 individual air dryers currently in use, which will net reduce our carbon footprint** by sustainably increasing our energy efficiency for drying compressed shop air plant-wide.
- ▶ **A deionization system at our Richburg, SC facility enables that facility to reuse water** in its largest cooling tower multiple times.
- ▶ We completed **LED lighting retrofits** at our operations in Cudahy, Wisconsin, (in 2020) and Vandergrift, Pennsylvania (in 2023) that not only improved lighting for our employees but also **reduce aggregate annual energy usage at those facilities by more than 10,000 MWh.** We continue to make similar investments in the facilities we own and expect to achieve further energy usage and CO² emissions reductions in 2025 and beyond.
- ▶ Our Millersburg, Oregon 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.
- ▶ We expanded a program that returns oily absorbent materials to a processing center that cleans and recycles them for reuse, and in 2024 **diverted nearly 20,000 pounds of oily waste from the landfills.**
- ▶ In 2022, we replaced the argon recapture units in two locations, **achieving 90% recapture efficiency.**
- ▶ The wastewater treatment facility at our Brackenridge, Pennsylvania facility **recycles water up to three times**, which reduces the volume of water withdrawn from waterways.
- ▶ A team at our Bakers, North Carolina facility introduced a new, water-based coating to insulate heat sensitive material during processing, replacing previously-used steel cans. This new process improved product yield and **can divert approximately 860,000 pounds of steel from landfills every year.**

Goals for Reducing Our Environmental Impact

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. Our 2023 and 2024 metrics include all locations for which we have control of energy procurement.

Our goal is to reduce our absolute Scope 1 and Scope 2 CO₂e/ GHG emissions by at least 40% by 2030 compared to our 2018 base year. When we adopted this new target in 2024 and shifted focus to absolute GHG emissions rather than emissions intensity, we eliminated our prior energy usage intensity target. These changes reflect the transformation we have achieved in our business since 2021 and take into consideration the significant emissions reduction progress we made from 2018 to 2024, as well as further evolution and growth we currently anticipate for our business over the next several years.

2025*	2030*
Reduce GHG emissions Intensity by 5%	Reduce absolute GHG emissions by at least 40%
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 2024 Performance and Progress Toward Our Goals

The following tables summarize our recent performance relative to our other environmental sustainability goals.

Our data for 2018 has been adjusted to include all locations for which we control energy procurement and is presented as adjusted and compared to 2024. 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.

► **Adjustments to Baseline Data:** Since establishing 2018 as the baseline year, ATI has disposed of several businesses, closed some locations, and as previously disclosed, corrected errors or omissions in the original baseline data. For this report, data regarding formerly leased facilities and locations that were sold prior to January 2024 have been adjusted out of the baseline.

► **Asset Sales:** ATI completed the disposition of certain operations and vacant properties in 2024. Data regarding the disposed locations are excluded from our sustainability results for periods following the effective date of their respective dispositions.

► **Leases:** For leased buildings for which ATI or a subsidiary is lessee, data is included where we have operational control. ATI has a limited number of properties that it leases out as lessor. The sustainability data for these assets is included only if we have operational control during the lease term.

Metric	Units	2018 Performance ²	2024 Performance	Decline since 2018	2030 Reduction Target
Energy Consumed	Gigajoules	14,237,261	12,889,212	9.5%	N/A
CO2e Emissions ¹	Metric tons	1,095,442	683,979	37%	40%
Fresh Water Intake	Kilo-gallons	5,694,271	4,091,538	31.1%	8%

¹ Includes Scope 1 and Scope 2 emissions for 2018 and Scope 1 and market based Scope 2 emissions for 2024. See additional Scope 1 and 2 detail in the following table.

² Baseline adjusted to (a) include all locations for which we controlled energy procurement, (b) remove locations sold prior to 2024 and (c) update/correct data for 2018 vs. 2016 E-grid factors and conversion errors.

Metric (CO2e Emissions Detail)	2018 (MT CO2e)	2024 (MT CO2e)	Decline since 2018
Scope 1 Emissions	455,484	430,738	5.4%
Location-based Scope 2 Emissions	639,958	425,290	33.5%
Market-Based Scope 2 Emissions [†]	N/A	253,241	N/A
Total Location-Based Emissions	1,092,443	856,028	21.6%
Total Market-Based Emissions [†]	1,092,443	683,980	37.3%

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

Metric [‡]	2018 Tons Recycled	2024 Tons Recycled	2018 Recycled Materials Used	2024 Recycled Materials Used
Material Recycled	26,235	189,249	Approximately 63%	81%

[‡] “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 Consumption

For 2024, our facilities consumed less energy than our 2018 baseline year. Specifically, **energy consumed declined from approximately 14 million GJ in 2018 to approximately 12.8 million GJ in 2024**. The impact of our exit from production of commodity standard stainless steel and other recent efforts to consolidate and streamline our operations is evident in the reduced energy consumption and consolidation efforts in 2024 compared to 2018.

Greenhouse Gas (GHG) Emissions

Our GHG emissions (which as reported include gross global Scope 1 emissions and Scope 2 emissions) for 2024 were significantly lower than our base year 2018 emissions. Year-over-year total emissions decreased by approximately 37% in 2024 compared to 2018, primarily attributable to increased purchases of carbon-free electric generation. We believe that this represents meaningful progress toward our goals. ATI measures its GHG emissions in accordance with the GHG Protocol.

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

Short-Term (1-3 years):

- ▶ choosing low emission sources in new equipment installations
- ▶ installing LED lighting
- ▶ maximizing the efficiency of our production and operations
- ▶ conducting energy audits

Medium-Term (4-8 years) / Long-Term (beyond 8 years):

- ▶ installing equipment powered by electricity rather than natural gas where feasible
- ▶ enhancing emission capture if possible
- ▶ employing alternate energy sources like hydrogen and renewable natural gas
- ▶ installing carbon-free power sources
- ▶ purchasing RECs
- ▶ exploring carbon capture and reuse

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	2024 GJ	2024 %
Grid Electricity (GJ)	2,708,041	21.0
Nuclear Electricity (GJ)	1,582,591	12.3
Natural Gas Use (GJ)	8,398,089	65.2
Fuels (GJ)	116,993	0.9
Steam (GJ)	83,498	0.6
Total Energy Use (GJ)	12,889,212	100.0

Total Electricity as a % of Total Energy: **33.3%**

Nuclear Electricity as a % of Total Electricity: **12.3%**

Covered under emissions-limiting regulations: **0.0%**

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 28 manufacturing facilities, we recycled over 1.1 billion gallons of water in 2024. 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.

Year-over-year total water intake by our 28 manufacturing facilities declined approximately 28% in 2024 compared to our base year 2018. We believe that year-over-year trends reflect meaningful progress toward our goal for 2030 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 81% of the feedstock we used in production for 2024 was scrap, compared to 63% in 2023, 62% in 2022, 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 2024, we had 28 operating facilities, including manufacturing and service centers, 16 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, where appropriate, our employees will take advantage of opportunities to eliminate or reduce waste. Some of our byproducts are sold to customers who reclaim them into useful products. Some of our waste material is returned to our process, while other waste is 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 189,249 tons of materials were recycled in 2024, 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 2024.**

Reportable spills in 2024 = 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 2024.**

PARAMETER	2024-tons/yr.
CO (carbon monoxide)	2,155
NOx (nitrous oxides excluding nitrous dioxide)	523
SOx (sulfur oxide)	19
Particulate Matter	150
MnO (manganese)	5
Pb (lead)	0.1
VOCs (volatile organic compounds)	407
PAHs (polycyclic aromatic hydrocarbons)	0

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.

ATI had no material issues with environmental compliance in 2024.*

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.

**For a discussion of certain air permitting issues associated with our Richland, Washington operations, the impact of which is not expected to be material to our operations, business or financial results, see our Current Report on Form 10-Q for the quarter ended March 30, 2025 and subsequently filed periodic reports.*

SOCIAL ENGAGEMENT

Workplace Safety and Promoting 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.

The table below details our outstanding recent safety record:

2024	2023	2022	2021	2020	2019
Fatalities=0	Fatalities=0	Fatalities=0	Fatalities=0	Fatalities=0	Fatalities=0
Recordable Incident Rate =1.41	Recordable Incident Rate =1.08	Recordable Incident Rate =1.22	Recordable Incident Rate =0.85	Recordable Incident Rate =0.87	Recordable Incident Rate =1.14
Lost Time Rate = 0.27	Lost Time Rate = 0.27	Lost Time Rate = 0.38	Lost Time Rate = 0.16	Lost Time Rate = 0.21	Lost Time Rate = 0.21

Per 200,000 hrs. worked

Although our safety record continues to surpass industry norms, we believe there is still work to be done to improve the everyday safety of our workforce. Over the course of 2024, partly in response to the upward trend in our recordable incident rate reflected in the above table, we redoubled our efforts, bringing enhanced resources and innovative approaches to root cause identification, risk prevention and employee awareness.

As of December 31, 2024, all of our operating facilities had obtained ISO 45001 certification of their safety management program, with the exception of those scheduled to close.



Awards

ATI Specialty Materials won the N.C. Department of Labor Safety Gold Award for outstanding on-the-job safety achievements during 2024.

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	20 years
Bakers Powder	9 years
Monroe	49 years
Bakers South	15 years
East	16 years

Talent and Culture

We believe that our people and culture are competitive differentiators. We attract, develop and retain purpose and performance-driven leaders. Those leaders build teams with diverse views and empowered and fulfilled employees who want to stay and grow with ATI.

Attract

- ▶ We believe in providing a welcoming, engaging and inclusive assessment and interviewing process that encourages people from all backgrounds to consider ATI.
- ▶ We partner with top academic institutions that have programs relevant to our business, external professional organizations, trade schools and high schools to enhance and diversify our workforce and identify materials science, STEM and other relevant expertise.
- ▶ Our #ProvenPerformers brand campaign focuses on storytelling by a wide array of employees, tying innovative solutions and technologies back to our talent and their work at ATI.

Develop

- ▶ Developing leaders and talent at all levels of the organization is critical to our long-term success. We have early career, technical, leadership and management development programs, as well as broad learning opportunities for our employees to support career growth.
- ▶ Focused individual development and succession planning for critical roles helps us develop talent and build stronger feeder pipelines.



Engage

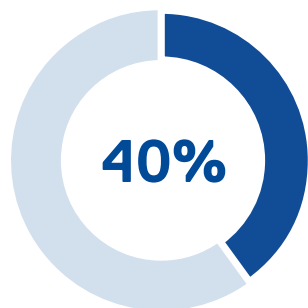
- ▶ **Senior Leader Communication.** We continuously strive to cultivate and support a highly engaged and productive workforce. We actively seek opportunities with our employees for listening and communication by our CEO and other senior executive leaders.
- ▶ **Employee Engagement.** Annually, we conduct a confidential company-wide engagement survey that offers our employees the ability to provide feedback and identify opportunities for improvement, supporting employee engagement and our overall human capital strategy.
- ▶ **Employee Resource Groups**, or "ERGs", foster professional development, social connectivity and community involvement and celebrate diversity throughout ATI.

Retain

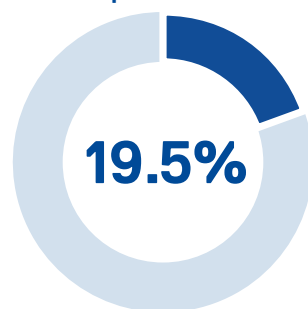
- ▶ **Performance Management.** Our pay for performance philosophy is reflected in our annual performance management process. We believe ongoing feedback is necessary to maintaining our high performance culture, and managers regularly meet with employees to support development and performance management.
- ▶ **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 sustainable, high-quality leadership of our business over the long term.

Women in our Leadership and U.S. Workforce

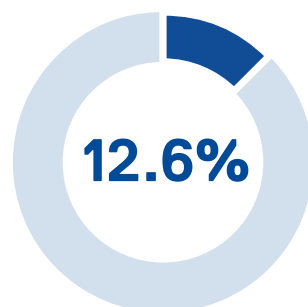
Board of Directors



Leadership

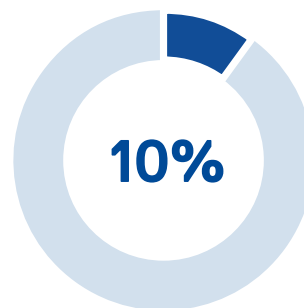


Total Workforce

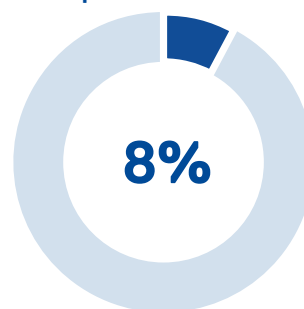


People of Color in our Leadership and U.S. Workforce

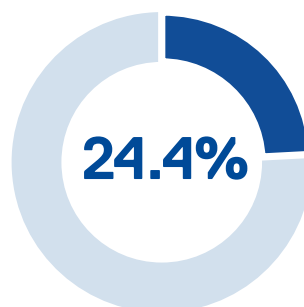
Board of Directors



Leadership

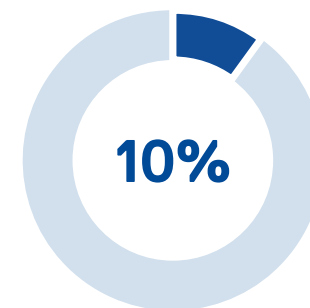


Total Workforce

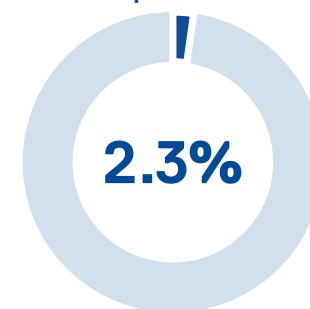


Veterans in our Leadership and U.S. Workforce

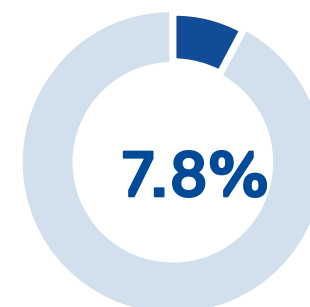
Board of Directors



Leadership



Total Workforce



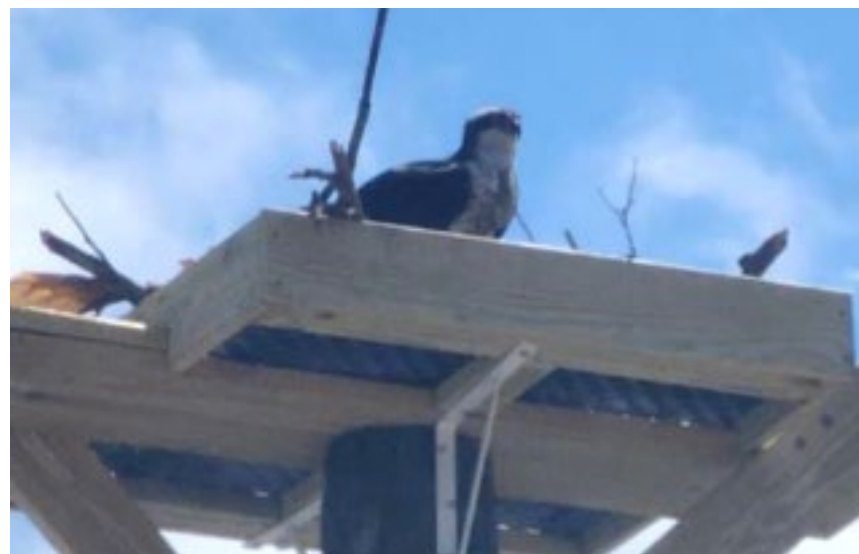
The charts on this page illustrate representation of women, people of color and veterans on our Board and in both our leadership and total domestic workforce as of December 31, 2024.

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

- ▶ When Brackenridge employees found osprey building a nest dangerously close to power lines, they took action to build and install a nesting platform and the grateful osprey took up immediate residence.
- ▶ Our Specialty Rolled Products (SRP) business unit also continues focusing on community revitalization, youth and workforce development, diversity, veterans, and education through its Community Involvement Committee (CIC). In 2024, the team expanded its community revitalization efforts through tree planting and maintenance. Additionally, the team completed a year-long effort to incorporate Junior Achievement programming into the local school district's curriculum, with employee volunteers supporting the live simulation portion through volunteerism at JA's Biztown® and Stock Market Challenge® events. SRP employees also participated in a 2024 Earth Day cleanup program.
- ▶ Our Specialty Alloys & Components (SA&C) business demonstrates its commitment to the community through initiatives in wellness, education and workforce developments, and emergency preparedness. In 2024, employees volunteered 723 hours, securing \$9,000 in matched donations to local charities. A Day of Action included packaging 50,000 meals and assembling book bags for every first grader in Linn County, Oregon. SA&C also invested 30,000 in a new training facility for a local fire department and sponsored CPR training for middle school students. As a champion of education, SA&C awarded \$12,000 in scholarships, invested \$25,000 in local STEM programs and scholarships. SA&C employees represent ATI through participation in community events such as Albany Pride, Linn County Fair, Millersburg Celebration, Hood to Coast Relay and the YGames.
- ▶ Our Forged Products business encourages its team members to volunteer regularly, assisting with vital efforts such as the Cudahy, Wisconsin Red Cross Disaster Relief, and food, toy and book drives to support neighbors in need. ATI Forged Products sponsors and participates in community and school events, including local parades, and plays a proactive role in local high schools by providing in-depth tours, high school programming, and sponsoring mock interviews for students in manufacturing and technology studies. ATI Forged Products' recent monetary contributions include donations to the Wisconsin Humane Society and organizations supporting youth sports, further demonstrating our commitment to communities where we live, work and operate.



- ▶ 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 Specialty Materials 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.

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 (8 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 40% of our current Board
- ▶ One of our current Directors is a person 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

BOARD COMPOSITION

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 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.
- ▶ Overall attendance rate for Board and Committee meetings of 96% during 2024.

Focused and Thoughtful Board Refreshment

- ▶ Our Board engages in thoughtful 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.

ATI Board Of Directors

Robert S. Wetherbee

Executive Chairman

Kimberly A. Fields

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

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

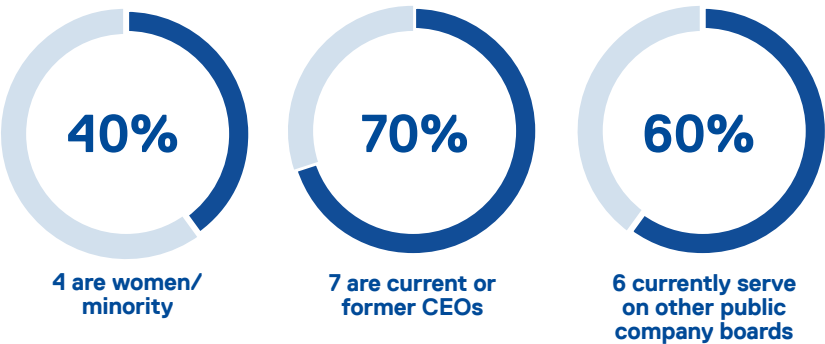
Retired Managing Partner, RNB Strategic Advisors, a strategic advisory firm, and retired Senior Partner of Ernst & Young LLP

Board Refreshment & Independence

+7 directors added **-7** directors retired over the last 6 years

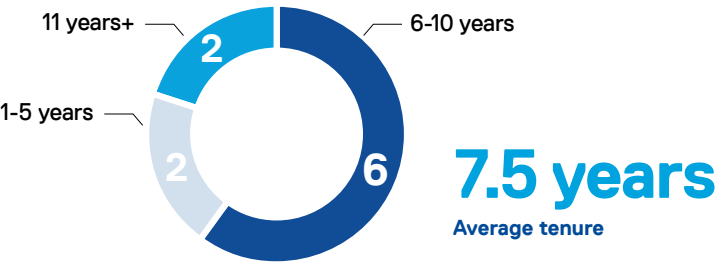
- ▶ All non-management Directors (**80% of our Directors**) are Independent.
- ▶ All standing committees are comprised exclusively of Independent Directors

Diversity of Background



- ▶ 1 completed nearly 40 years of military service
- ▶ 2 qualify as Audit Committee financial experts
- ▶ 5 have extensive experience related to aerospace/defense
- ▶ 2 served as senior executives in commercial aerospace
- ▶ 2 have extensive executive experience in energy markets

Balanced Director Tenure



Diversity of Experience



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 three standing committees, its: Audit and Risk Committee; Nominating and Governance Committee; and Compensation and Leadership Development 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 sustainability 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.

Social Responsibility

The Compensation and Leadership Development 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 talent development policies and procedures, the impact to the Company of current or anticipated political, legislative or regulatory trends or developments regarding human capital management and management's efforts to mitigate any resulting risks to ATI.

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 sustainability 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 **Code of Conduct** is a reminder and summary of key Company policies applicable to the conduct of all of our employees in every part of the world.

Our Code of Conduct applies 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 Conduct in addressing legal and ethical issues encountered in their work. Ongoing training and annual compliance questionnaires ensure compliance and diligence.

Our Code of Conduct 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. 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](https://www.atimaterials.com). In early 2025, we modernized our Code of Conduct, which was formerly called the ATI Corporate Guidelines for Business Conduct and Ethics. While not substantially revising the requirements and expectations articulated by the prior Guidelines, the refreshed Code of Conduct is intended to enhance "user experience" by making those requirements and expectations more clear and easier to understand and by more expressly tying them to "real life" examples of scenarios that our team members could encounter in their day-to-day work for ATI.

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

In 2024, ATI's online ethics courses addressed:

- ▶ compliance with company policies
- ▶ protecting intellectual property
- ▶ conflict of interest
- ▶ human rights awareness
- ▶ maintaining integrity and ethical decision-making

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 Speak Up Line 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 300 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 Combating 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 Combating 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 Combating 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-ati-suppliers)

Responsible Procurement/Ethical Sourcing

To manage business ethics risks throughout the value chain, 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 2024, the responses to ATI's Reasonable Country of Origin inquiry during the 2024 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").



FORWARD-LOOKING STATEMENTS

This Report contains “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Certain statements in this Report relate to future events and expectations and, as such, constitute forward-looking statements.

Forward-looking statements, which may contain such words as “anticipates,” “believes,” “estimates,” “expects,” “would,” “should,” “will,” “will likely result,” “forecast,” “outlook,” “projects,” and similar expressions, are based on management’s current expectations and include known and unknown risks, uncertainties and other factors, many of which we are unable to predict or control. Our performance or achievements may differ materially from those expressed or implied in any forward-looking statements due to the following factors, among others: (a) material adverse changes in economic or industry conditions generally, including global supply and demand conditions and prices for our specialty materials and changes in international change duties and other aspects of international trade policy; (b) material adverse changes in the markets we serve; (c) our inability to achieve the level of cost savings, productivity improvements, synergies, growth or other benefits anticipated by management from strategic investments and the integration of acquired businesses; (d) volatility in the price and availability of the raw materials that are critical to the manufacture of our products; (e) declines in the value of our defined benefit pension plan assets or unfavorable changes in laws or regulations that govern pension plan funding; (f) labor disputes or work stoppages; (g) equipment outages and (h) business and economic disruptions associated with extraordinary events beyond our control, such as terrorism, international conflicts, public health issues such as epidemics or pandemics or natural disasters, including climate-related event, that may arise in the future and (i) other risk factors summarized in our Annual Report on Form 10-K for the fiscal year ended December 29, 2024, and in other reports filed with the Securities and Exchange Commission. We assume no duty to update our forward-looking statements. Moreover, the inclusion of any information in this Report, including but not limited to any forward-looking statements, should not be construed as a decision by ATI that such information is material information.



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	2024 - UNIT OF MEASURE	CODE	REPORT LOCATION
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Scope 1 Metric tons (MT) CO2e (430,738) 0% covered under emissions-limiting regulations	EM-IS-110a.1	Environmental Sustainability - Our 2024 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	2024 - UNIT OF MEASURE	CODE	REPORT LOCATION
Air Quality¹	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) manganese (MnO), (6) lead (Pb), (7) volatile organic compounds (VOCs), (8) polycyclic aromatic hydrocarbons (PAHs)	Quantitative	Metric tons (t) See in body of report for detail on 2024 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	(1) 12,889,212 Gigajoules (GJ) consumed (2) 21% grid electricity (3) Using a market based grid mix for 2024, 12.3% of total energy consumed was purchased from carbon-free sources, including nuclear power	RT-AE-130a.1	Environmental Sustainability - Our 2024 Performance and Progress Toward Our Goals - Energy Intensity
	(1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas, (4) percentage renewable	Quantitative	(1) Total Fuel consumed (other than electricity) 12,889,212 GJ (2) 0% coal, (3) 65% natural gas (4) 0% renewable other than grid	EM-IS-130a.2	N/A

¹Data includes facilities that are otherwise required to report

TOPIC	ACCOUNTING METRIC	CATEGORY	2024 - UNIT OF MEASURE	CODE	REPORT LOCATION
Water Management	(1) Total water withdrawn, (2) total water consumed, (3) percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	(1) Approximately 4,091,538 kilo-gallons (2) Not reported (3) 0%	EM-IS-140a.1	Environmental Sustainability - Our 2024 Performance and Progress Toward Our Goals - Freshwater Intake
Waste Management	(1) Amount of waste generated, (2) percentage hazardous, (3) percentage recycled	Quantitative	(1) 181,438 tons (t) of waste was generated (2) 22% was hazardous waste (3) 46% was recycled or reclaimed	EM-IS-150a.1	Environmental Sustainability - Material Recycled
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR) for (a) full-time employees (b) contract employees	Quantitative	(1) 1.41 per 200,000 hours worked (2) 0 (3) Not reported	EM-IS-320a.1	Social Engagement - Ensuring Workplace Safety and a Zero-Injury Culture
Supply Chain Management	Discussion of the process for managing iron ore or coking coal sourcing risks arising from environmental and social issues	Discussion and Analysis	N/A	EM-IS-320a.1	We do not use any iron ore or coking coal in our processes
Hazardous Waste Management	(1) Number and aggregate quantity of reportable spills, (2) quantity recovered, (3) amount of hazardous waste generated, (4) amount recycled	Quantitative	(1) No reportable spills (2) N/A (3) 39,738 tons of hazardous waste generated (4) 79,501 tons were recycled	RT-AE-150a.1 RT-AE-150a.2	

TOPIC	ACCOUNTING METRIC	CATEGORY	2024 - 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 (2) products	Qualitative	N/A	RT-AE-230a.2	Corporate Governance - Cybersecurity