

A high-speed, close-up photograph of water splashing, creating numerous bubbles and droplets. The water is clear and bright, with some areas appearing darker due to shadows. The overall effect is dynamic and energetic.

Delivering a Sustainable Future



Cautionary Statements

The information contained in our 2020 Sustainability Report is provided by Century Aluminum Company (the “Company” or “Century”) as of the publication date and is subject to change. After the publication of this 2020 Sustainability Report, Century does not have any responsibility or obligation to update or revise any such statements, regardless of whether those statements are affected by new information, future events or otherwise. This 2020 Sustainability Report is provided for informational purposes only for Century’s stakeholders. It does not constitute any offer to buy or the solicitation of an offer to sell any securities of Century.

This Sustainability Report contains “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Forward-looking statements are statements about future events and are based on our current expectations. These forward-looking statements may be identified by the words “believe,” “expect,” “hope,” “target,” “anticipate,” “intend,” “plan,” “seek,” “estimate,” “potential,” “project,” “scheduled,” “forecast” or words of similar meaning, or future or conditional verbs such as “will,” “would,” “should,” “could,” “might,” or “may.” Where we express an expectation or belief as to future events or results, such expectation or belief is expressed in good faith and believed to have a reasonable basis. However, our forward-looking statements are based on current expectations and assumptions that are subject to risks and uncertainties which may cause actual results to differ materially from future results expressed, projected or implied by those forward-looking statements. Important factors that could cause actual results and events to differ from those described in such forward-looking statements can be found in the risk factors and forward-looking statements cautionary language contained in our Annual Report on Form 10-K, quarterly reports on Form 10-Q and in other filings made with the Securities and Exchange Commission. Although we have attempted to identify those material factors that could cause actual results or events to differ from those described in such forward-looking statements, there may be other factors that could cause results or events to differ from those anticipated, estimated or intended. Many of these factors are beyond our ability to control or predict. Given these uncertainties, stakeholders are cautioned not to place undue reliance on our forward-looking statements. We undertake no obligation to update or revise publicly any forward-looking statements, whether as a result of new information, future events, or otherwise.

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Century Aluminum
is a global primary
aluminum producer
with operations in
the United States
and Iceland.

Message From Our CEO and COO

Since Century Aluminum Company's founding, the maintenance of healthy, safe and sustainable operations has been at the core of our philosophy and our daily practices.

We insist on adherence to applicable laws and regulations at each of our facilities throughout the United States and globally. That being said, we regard compliance as our minimum responsibility. Our principles and practices are founded upon maintenance of a culture of which all our stakeholders can be proud; to this end, we insist upon consistent improvement each and every day and the achievement of best-in-class performance.

Aluminum is commonly known as "The Green Metal" and we see it as our responsibility to commit ourselves to produce our aluminum in a responsible and sustainable manner. We use our knowledge and experience in the primary aluminum industry in order to work to continuously evolve and strive to meet our commitment to improve the sustainability of our operations. We are proud of the effort and commitment made by our employees every day.

Keeping our operations safe is our most important responsibility. It is our obligation to ensure that each of our employees and visitors returns home safe and healthy to their loved ones and friends every day. Tragically, in 2020, we experienced two fatalities at our operations. These incidents were devastating to all of us here at Century and especially painful given our collective commitment to keeping each other safe. We're redoubling our efforts to ensure that a similar event does not ever happen again and we are sharing the lessons across the Company.

We strive to invest in and operate our plants in accordance with best-in-class health and safety and environmental standards and performance. This objective was of particular importance during 2020 when confronting the COVID-19 pandemic. We believe that, as stewards of these operations, we have a responsibility to our nearby and broader communities. Strong environmental, social, and governance performance and policies are not only the right thing to do, but also a sign of a business that delivers and prioritizes sustainable value for its stakeholders.

We encourage all of our stakeholders to read this Sustainability Report; we are always interested in hearing the thoughts and opinions of all stakeholders in helping us continue to improve.



Michael A. Bless
President and Chief Executive Officer



Jesse E. Gary
Executive Vice President, Chief Operating Officer,
General Counsel and Secretary

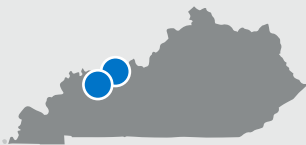
Our Company

About Century Aluminum

Century is a global producer of primary aluminum. Our principal corporate headquarters are in Chicago, Illinois.

Aluminum Smelter Locations

These facilities produce value-added and standard grade aluminum products.



Sebree

Robards, KY
United States



Mt. Holly

Mt. Holly, SC
United States



Nordural

Grundartangi,
Iceland



At present, our primary aluminum annual production capacity is approximately

1,000,000 tonnes per year (tpy)

Anode Production

Anodes are used in the production of primary aluminum. Vlissingen supplies anodes to Nordural while each of our smelters in the United States produces anodes at on-site facilities.



Vlissingen

Vlissingen,
Netherlands



At the end of 2020, we employed approximately

2,000 men and women

across our operations.

In 2020, Century
produced approximately

800,000

tonnes of aluminum.

As the world is increasingly focused on working towards a more sustainable and responsible future, aluminum's unique properties make it part of the broader solution. Companies around the globe are using aluminum to make products safer, lighter, increasingly fuel efficient, and more recyclable. Century applies its specialized knowledge and experience in the primary aluminum industry to work to continuously evolve and deliver consistent, high-quality products to our customers while also striving to meet our commitment to improved sustainability of our operations.

Our Products

High Purity

Natur-Al™

Billet

Ingot

**Primary
Foundry Alloy**

Sow

Molten

Slab

Sustainable Highlights of Century Products

natur-Al™

Century prides itself on producing aluminum with one of the lowest CO₂ footprints in the world. [Natur-Al™](#) is produced at our plant in Grundartangi, Iceland, and has a total carbon footprint below four tonnes CO₂ per tonne of aluminum – less than one-quarter of the industry average.

Scrap Reprocessing

As part of our operations, we maintain billet cast houses where we recycle scrap back into our products. Recycled aluminum requires 95% less energy to process than primary aluminum. As we continue to increase the amount of scrap aluminum that is reprocessed in our operations, we are in turn reducing our carbon footprint and giving our customers the opportunity to buy aluminum products with recycled content.

Stakeholder Engagement

Many of our corporate governance practices are a result of continued dialogue and collaboration with our stakeholders.

Our engagement with stakeholders is based on our commitment to mutual and transparent communication. The key stakeholder groups with which we engage include, but are not limited to:

- Employees;
- Customers;
- Local communities;
- Suppliers/contractors;
- Governments/regulatory bodies; and
- Shareholders/investors.

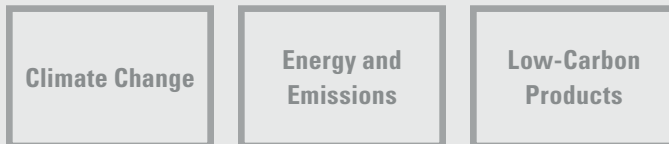
We believe consistent transparent interaction with our various stakeholder groups is one of our core responsibilities and is an important factor in the Company's continued success. Ongoing communication with our employees includes training in safety, compliance, and ethics. We communicate our values to our customers and ensure that our interactions with them incorporate these values. We engage daily with our local communities, communicating our health and environmental policies and operating as a good neighbor via charitable and other activities. Our suppliers and contractors are required to adhere to our safety, environmental, and ethical policies and practices. We practice the highest standards of transparent and honest communications when interacting with governmental and regulatory bodies. We appreciate feedback from our investors and respond transparently to their inquiries.



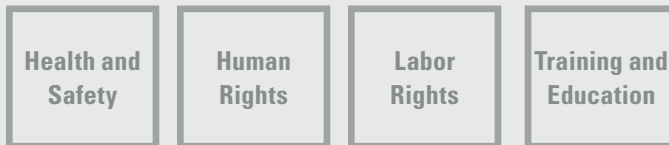
Material Topics

With the help of an external expert and through engagement of internal stakeholders, we determined that the following environmental, social, and governance (ESG) topics were the most relevant to Century's business priorities in 2020 and underpinned our business and sustainability endeavors for the past year. Each year, we will continue to review this list of material topics and revisit the initial assessment with key stakeholders as we move forward, to continuously ensure that the areas identified below represent the key to improving sustainability at Century.

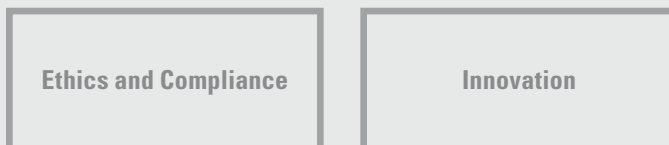
Environmental



Social

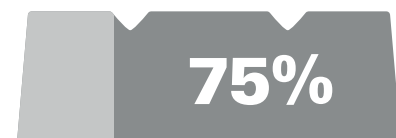


Governance



Sustainability Approach

As a key participant in the global primary aluminum industry, and the largest producer of primary aluminum in the United States, Century has a critical role to play in delivering a safer, healthier, and more sustainable future. Aluminum is infinitely recyclable and retains its properties indefinitely; over 75% of the primary aluminum ever manufactured is still in use today, versus being landfilled or disposed of through another method. Aluminum's light weight, coupled with its inherent strength, enables environmentally friendly results such as the light-weighting of vehicles and the use of less material on a relative basis in a wide variety of applications including in the aerospace and defense industries. We believe it is the responsibility of the primary aluminum industry, and each participant therein, to promote the continued development of these products and technologies toward the common good.



Over 75% of all aluminum ever produced is still in use today.

Safety performance is a critical input into our evaluation of our leaders and broader employee population.



Safety

Safety and sustainability are at the core of who we are at Century; as such, our safety and sustainability strategy is overseen by our Board of Directors, which maintains a Health, Safety & Sustainability Committee (HSS Committee) for this purpose. The HSS Committee meets a minimum of four times per year and often more frequently. Through the HSS Committee, our Board of Directors provides strategic oversight of our approach to safety and sustainability. Management reports directly to the HSS Committee and has primary responsibility for managing our safety and sustainability efforts.

We devote significant effort to the maintenance of a best-in-class safety environment and on its continuous improvement. Guided by our “**Safety Vision and Values,**” we deploy numerous policies and programs aimed at providing a safe workplace. We devote substantial time and emphasis to training and job hazard identification. We maintain standard safety operating procedures, which are under constant assessment and improvement. We continuously evaluate the physical condition of our facilities and strive to make changes proactively to identify and mitigate risks. Safety performance is a critical input into our evaluation of our leaders and broader employee population.

Energy

The reduction of alumina, our principal raw material, into primary aluminum requires a significant amount of electric power. This basic scientific fact has remained true since the discovery of the electrolytic reduction process in the late nineteenth century. The primary aluminum industry is devoting substantial resources towards the goal of a significant reduction in its carbon footprint, which in large part arises from the electric power consumed in the smelting process; Century has been and will continue to be a committed participant in these critical efforts. We use a variety of strategies to this end, including:

- Nordural sources 100% of its energy requirements from hydroelectric and geothermal resources. This, along with Nordural’s world-class operational performance, results in Nordural’s CO₂ emissions being among the lowest in the world.
- In the U.S., an increasing percentage of our electricity is generated from renewable sources, such as wind and solar. This percentage is expected to increase significantly over the next several years as the overall generation mix of the Midcontinent Independent System Operator (MISO) system becomes increasingly based on renewable sources. We are also actively pursuing opportunities to add renewable power sources directly into the supply chain for our plants located in Kentucky through bilateral arrangements.

- In 2019, Nordural was certified against the Aluminium Stewardship Initiative (ASI) Performance Standard for responsible production, sourcing, and stewardship of aluminum. This demonstrates our commitment to environmental, social, and governance performance. The ASI Certification program was developed through an extensive multi-stakeholder



consultation process and is the only comprehensive voluntary sustainability standard initiative for the aluminum value chain. The ASI Performance Standard defines environmental, social, and governance principles and criteria, with the aim to address sustainability issues in the aluminum value chain. It sets out 59 criteria under the three sustainability pillars of Governance, Environment, and Social, which address key issues such as biodiversity, Indigenous Peoples' rights, and greenhouse gas emissions. The independent, third-party audit of Nordural was carried out by DNV GL and includes a full life cycle assessment of the whole production process from bauxite mining until the product is delivered to our customers. We are exploring the possibility of obtaining additional ASI certifications at Nordural and at our U.S. operations.

- We continuously strive to reduce the power intensity and improve the environmental performance of all our plants. One of the Key Performance Indicators (KPI) by which we measure our smelters is the amount of electrical power required to produce 1 tonne of aluminum; we

make significant investments in technology toward reducing the power intensity of our plants. We also measure and seek to reduce the number and duration of anode effects. In our operations, anode effects measure the stability of the reduction process and have direct correlation to the environmental performance of the smelters. Each of these KPIs has been continuously improving across our system.

- We also make significant investments, and take particular care, in the operation of the environmental systems at each of our facilities, the performance of which is regularly reviewed by local regulatory authorities. In addition, we have efforts at each of our plants aimed at maximizing materials reused or sent to recycling facilities, and minimizing the amount sent to landfills.

Green Accounting

Nordural keeps and publishes its [Green Accounting](#) on an annual basis and delivers this report to the Environment Agency of Iceland in accordance with applicable law and regulations. The aim of Green Accounting is to improve our Nordural plant's ability to identify opportunities to increase efficiency, improve processes, reduce waste, and increase general awareness of environmental issues throughout the manufacturing process.

The continuous improvement of our health, safety, and sustainability performance is a core tenet of the manner in which we operate our business; it is also a source of pride to our employees. Our success, past and future, is not based upon simple platitudes, but a result of planning and execution of our goals through hard work and dedication each and every day.

Strategy and Risk

We regularly discuss our strategy with our various constituencies, including our investors. For these discussions (materials for which can be found on our website at www.centuryaluminum.com), we list our top strategic priorities, in the following order:

Optimizing Safety and Environmental Performance. Promoting and cultivating a best-in-class culture of safety and environmental performance across all of our operations.

Improving our Productivity and Efficiency. We seek to do this in a number of ways, including, but not limited to (i) increasing our manufacturing base, (ii) introducing more value-added products to support our customers, and (iii) continued innovation and efforts to increase efficiency in our production processes.

Pursuing Upstream Investment Opportunities. Pursuing opportunities to own and operate alumina refining and bauxite mining operations, in order to be in a position to exert more direct control over these key raw materials.

Robust Financial Profile and Strong Balance Sheet. Continuing to maintain a lean cost base and strong capital structure to protect our investors and to maintain our ability to capitalize on opportunities for growth.

We utilize a robust risk management system and process, overseen by our Board's Audit Committee and discussed regularly with our full Board of Directors. Our Enterprise Risk Management approach is based upon internationally recognized standards and Internal Control frameworks. We identify key risks to Century and our employees, communities, and other constituencies. We maintain a process for quantifying and qualifying these risks, identifying amongst other features the likelihood that a risk event will occur and its potential impact on our people, our operations, and our financial profile.



Discussion of Century's material risks can be found in our [Annual Report on Form 10-K](#) for the year ended December 31, 2020.

Governance

Strong governance is the foundation upon which our success is based. We are committed to good corporate governance, which we believe promotes long-term value creation for our stockholders. Many of our corporate governance practices are a result of continued dialogue and collaboration with our various stakeholders. Our Board of Directors sets high standards for our employees, officers, and directors. The Board, which is responsible for the supervision of the overall business affairs of Century, establishes corporate policies, sets strategic direction, and oversees management, who are responsible for Century's day-to-day operations.

To assist it in carrying out its duties, the Board has established four standing committees:



Each standing committee has a written charter that defines its role and responsibility within the Company's larger corporate governance framework.

We are committed to maintaining a balance of skills, diversity, viewpoints, and experiences on the Board. Our directors bring a range of various attributes, perspectives, and experiences along with opinions and individual perspectives, all of which are reflective of the global industry in which we participate.

The Board and our Governance and Nominating Committee believe that diversity is an important aspect in Board composition and consider diversity when evaluating any recommendations for nominations to the Board. Reflecting this commitment, the Governance and Nominating Committee's charter reflects the full Rooney Rule and provides that any search for potential director candidates include qualified candidates who reflect diverse backgrounds, including diversity of gender, ethnicity, and race.



Details of our Company's bylaws and committee charters along with Century's other corporate governance policies are available on our website at www.centuryaluminum.com.

The Board and our Governance and Nominating Committee believe that diversity is an important aspect in Board composition.



Ethics and Compliance

At Century, we hold our employees and partners to high ethical standards. We are committed to carrying out our business activities in a manner consistent with our core values of honesty, integrity, and transparency. Our global Code of Ethics embodies these values and outlines our expectations for how employees, directors, and officers should handle all business interactions.

Code of Ethics for Suppliers and Business Partners

Our Code of Ethics for Suppliers and Business Partners outlines the expectations regarding the standards of ethical business dealing that we expect from all suppliers, business partners, vendors, contractors, agents, and consultants of Century and its subsidiaries. We expect all suppliers and third-party contractors working with Century to maintain high ethical standards and act with integrity.



Our [Code of Ethics](#) outlines our commitment to comply with all laws, rules, and regulations that are applicable wherever we do business. We expect our directors, officers, and employees to act in the best interests of the Company and expect our employees to communicate openly and transparently in the event of any conflicts of interest.

As part of our commitment to a culture of compliance throughout our operations, all salaried Century employees receive regular, mandatory training on the Code of Ethics and our employee handbook. This training includes a host of relevant topics, including our anti-corruption policy, related party transactions, conflicts of interest, human rights, and anti-discrimination and anti-harassment.

Any director, officer, or employee of Century who becomes aware of any violation of the Code of Ethics or of any of our corporate governance policies is required to report the violation. Reports may be made to any supervisor, any member of human resources or site management, or to the General Counsel. Reports can also be made anonymously through our independent third-party reporting system, Ethical Advocate. Reports made through this reporting system can be made 24 hours a day, any day of the year. The line is available in multiple

languages for our employees. Century has a strict policy of no retaliation for reporting in good faith any violation or alleged violation.

Our Code of Ethics and Anti-Corruption Policy and Business Courtesy Guidelines ban any director, officer, or employee from accepting any business-related gifts or free services beyond ordinary business practice. We regularly assess our operations for material risks of corruption and are not aware of any material violations in 2020. In 2020, we did not receive any material fines for non-compliance with environment, social, or economic laws or regulations in any jurisdiction in which we operate.



See our [Code of Ethics](#) and our [Code of Ethics for Suppliers and Business Partners](#).



We provide regular, mandatory training on the Code of Ethics and our Anti-Corruption and Business Courtesy Guidelines, and salaried employees are required to complete and return an annual certification acknowledgment that they have read, understand, and will comply with these policies.

MANAGEMENT APPROACH

Ethics & Compliance - Anti-Corruption, Environmental Compliance, Socioeconomic Compliance

As outlined in our [Code of Ethics](#), it is the policy of the Company to comply with all applicable laws and regulations and uphold our commitment to ethics and compliance. The Company expects our directors, officers, and employees to conduct personal and business dealings in accordance with the letter, spirit, and intent of all applicable laws, rules and regulations and to refrain from any form of illegal or unethical conduct.

Employees are encouraged to provide Century with anonymous and confidential concerns or reports of misconduct or violations through the online Ethical Advocate platform. Our Legal Team follows up on any reported violations. All reports regarding any misconduct or violations of any Century corporate governance policies are taken seriously by the

Company and an investigation is performed to determine if a violation has occurred.

Environmental and socioeconomic compliance issues are also overseen by our Legal Team. Company-wide policies in this area include our Code of Ethics and Code of Ethics for Suppliers and Business Partners.

Due to the global nature of our business as well as the complexity of Century's operations and the primary aluminum production processes, our Legal Team relies upon outside counsel at certain times in order to help us achieve our legal compliance objectives.

Our Legal Team works across the Company and with other departments to effectively and efficiently manage and ensure compliance in the United States and abroad.



Environmental Sustainability

At Century, we understand and value the importance of minimizing our environmental impacts through the choices we make as a business and we prioritize best-in-class environmental performance.

Energy and Emissions

Electrical Power in Primary Aluminum Production

Electricity is one of the primary raw materials critical to our operations; the aluminum production process is highly energy intensive, making electrical power our single largest production cost. Century sells aluminum into a global commodity market, and in order to maintain and continue to grow and expand our operations, we must have consistent access to reliable power at all of our smelters on fair and competitive terms.

In recent years, driven by price and environmental concerns, the national power grid in the United States is shifting away from coal to natural gas and renewable energy sources. Century is committed to integrating sustainability considerations into our power procurement decisions. 100% of the power supplied to Nordural comes from hydroelectric and geothermal sources. At our Kentucky smelters, our power purchases have included an increasing

amount of renewable energy for each of the past several years. We are actively pursuing opportunities to add other renewable power generation directly into our energy mix.

Energy Consumption

We seek opportunities to reduce the overall energy we consume through a variety of production efficiency and technology upgrades at all of our facilities, some of which are detailed in this Report under “Climate Change” and “Innovation and Low Carbon Products.”

Fuel consumption is also part of our overall energy consumption, and specifically includes our use of diesel, natural gas, gasoline, and propane. In 2020, we consumed approximately 174,499 MWh of fuel at Vlissingen, 5,143 MWh of fuel at Nordural, 193,249 MWh of fuel at Hawesville, 306,144 MWh of fuel at Sebree and 223,861 MWh of fuel at Mt. Holly.



As noted previously, the aluminum production process is highly energy-intensive and during the smelting process, alumina is dissolved into a solution and a strong electric current is then needed for conversion, consuming a significant amount of electricity in the process.

The table below illustrates our total electricity consumption in the years 2018 through 2020.

Electricity Consumption Reported in MWh	2018	2019	2020
Hawesville Smelter	2,111,040	2,739,955	3,025,888
Sebree Smelter	3,152,656	3,376,480	3,229,453
Mt. Holly Smelter	1,707,347	1,712,043	1,637,468
Nordural Smelter**	4,662,219	4,673,419	4,645,523
Total MWh	11,633,262	12,501,897	12,538,332

** We have combined the electricity consumption data for our Vlissingen and our Nordural operations as Vlissingen produces more than 90% of the anodes used by Nordural for its production process for primary aluminum. Our US facilities have anode facilities all on-site and therefore the electricity consumption data above for Hawesville, Sebree and Mt. Holly all incorporate electricity consumption associated with their anode production as well as their primary aluminum production processes.

Our overall electricity and total energy consumption has increased since 2018 as we increased production across our operations.



Emissions

Carbon dioxide represents the majority of greenhouse gas (GHG) emissions generated from our operations; in addition, our aluminum production process generates other GHG emissions. We ensure our operations stay within applicable emission permits and licenses at each of our locations and continually investigate ways to minimize emissions in a feasible and economically viable manner.

We measure Scope 1 (direct) and Scope 2 (indirect) emissions at each of our sites. For our U.S. operations, we calculate our Scope 1 emissions

according to methodologies found in the EPA Greenhouse Gas Reporting Program and the Greenhouse Gas Protocol, depending on data availability. At our Icelandic and Dutch operations, we operate pursuant to the EU Emission Trading Scheme and our Scope 1 emissions data and calculations are independently audited at each location. At each Century operation, we follow a strategy to operate, maintain, and monitor the relevant equipment and air pollution control systems as required by law and with sound air pollution control practices.



Measuring Our Emissions

The data contained in the charts below represents the CO₂ emissions generated from our aluminum production processes. Our CO₂ emissions have increased since 2018 as we increase and expand our operations.

Scope 1 Emissions Reported in Thousand MT CO ₂ e	2018	2019	2020
Hawesville Smelter (a)	545.0	614.5	939.3
Sebree Smelter (a)	508.4	535.0	594.7
Mt. Holly Smelter (a)	266.2	254.9	262.6
Nordural Smelter** (b)	568.9	561.4	568.4
Total in Thousand MT CO₂e	1,888.5	1,965.8	2,365.0

** We have combined the Scope 1 emissions data for our Vlissingen and our Nordural operations as Vlissingen produces more than 90% of the anodes used by Nordural for its production process for primary aluminum. Our US facilities have anode facilities all on-site and therefore the Scope 1 emissions data above for Hawesville, Sebree and Mt. Holly all incorporate emissions associated with their anode production as well as their primary aluminum production processes.

(a) All Scope 1 Emissions numbers denoted above for Hawesville, Sebree and Mt. Holly reflects data that the Company reports to the U.S. EPA.

(b) All Scope 1 Emissions numbers reflected above for Nordural were calculated in accordance with the EU Emission Trading System.

Consolidated Scope 1 Emissions Intensity Reported in MT CO ₂ e per MT Aluminum Produced Across Century Operations	2018	2019	2020
Average MT CO₂e per MT Al	2.50	2.44	2.98

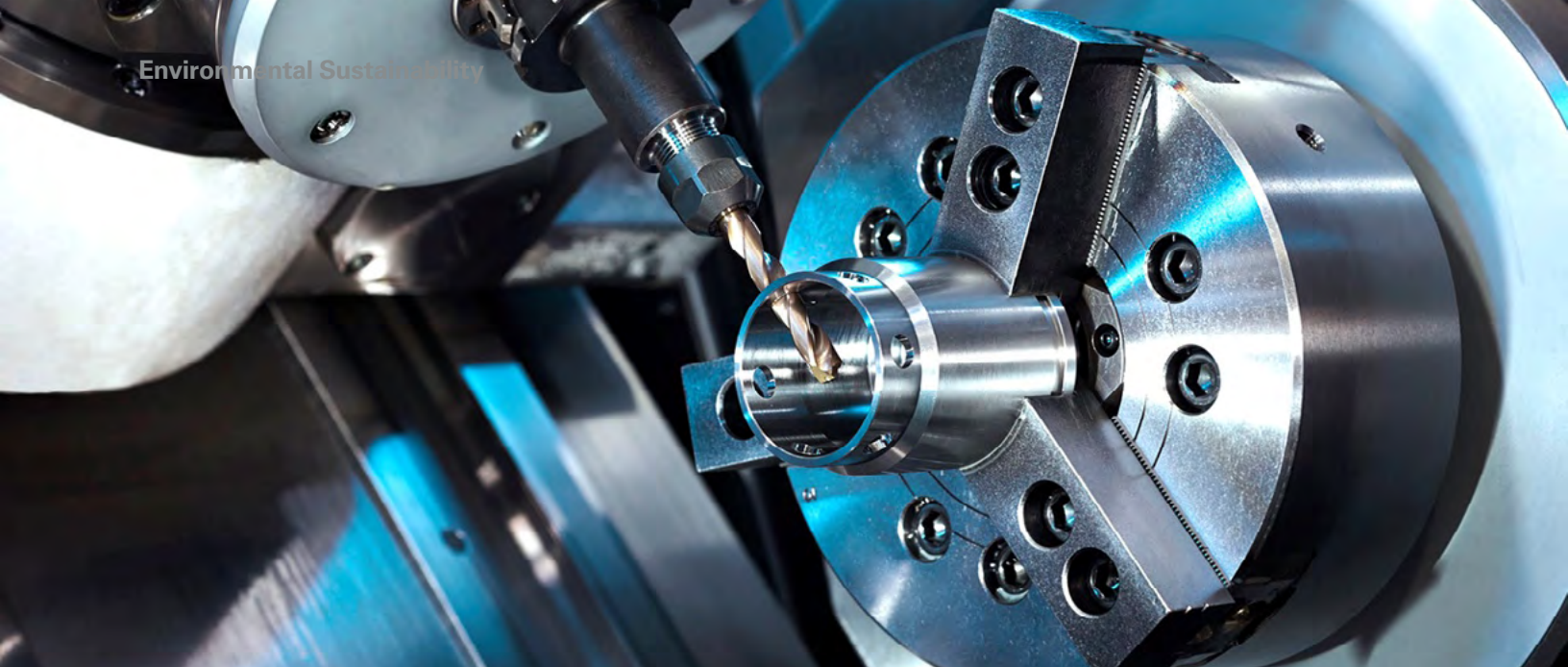
Scope 2 Emissions Reported in Thousand MT CO ₂ e	2018	2019	2020
Hawesville Smelter (a)	993.9	1,188.1	1,312.1
Sebree Smelter (a)	1,484.4	1,464.2	1,400.4
Mt. Holly Smelter (a)	579.3	527.3	504.3
Nordural Smelter**(b)	8.7	8.0	8.0
Total in Thousand MT CO₂e	3,066.3	3,187.6	3,224.8

** We have combined the Scope 2 emissions data for our Vlissingen and our Nordural operations as Vlissingen produces more than 90% of the anodes used by Nordural for its production process for primary aluminum. Our US facilities have anode facilities all on-site and therefore the Scope 2 emissions data above for Hawesville, Sebree and Mt. Holly all incorporate emissions associated with their anode production as well as their primary aluminum production processes.

(a) Our Scope 2 emissions for Hawesville, Sebree and Mt. Holly were calculated using the eGrid emission factors data, noting that for purposes of calculation for the 2020 data, we relied on the 2019 U.S. EPA eGrid emissions factors data as 2020 data is not yet publicly available at the time of publication of this Report.

(b) Our Scope 2 emissions arising out of the Nordural smelter alone were calculated through the use of the average emission factors for electricity production in Iceland, published by the Environmental Agency in Iceland whereas the component of this calculation arising out of the Vlissingen facility comes from data furnished by our power suppliers in Vlissingen.

Consolidated Scope 2 Emissions Intensity Reported in MT CO ₂ e per MT Aluminum Produced Across Century Operations	2018	2019	2020
Average MT CO₂e per MT Al	4.07	3.96	4.06



MANAGEMENT APPROACH

Energy

Power represents one of our largest operating costs, and as such, we must have access to it at a price and with terms that allow us to be competitive. The aluminum smelting process is continuous, and any interruption to the power supply can lead to costly damage to reduction cells and other smelting equipment. This makes the reliability of our power supply crucial to our operations.

Century is committed to incorporating sustainability considerations into our power procurement decisions and is actively pursuing the use of renewable energy sources where feasible and viable for our operations.

MANAGEMENT APPROACH

Emissions

Century is committed to minimizing negative environmental impact from its operations and complying with applicable environmental laws and regulations. We monitor our emissions throughout the aluminum production process. Relevant GHG, particulate and volatile emissions are measured, captured, and maintained within regulated levels and operating licenses. Century performs regular inspections on equipment used to measure and manage these emissions to ensure their proper function. All our operations have effective environmental management systems in place; in particular, Nordural is certified to the ISO 14001 Environmental Management standard. We spend significant resources and effort toward operating our smelters within a tight band of consistency and stability; there is a direct correlation in the primary aluminum process between the stability of the operations and the emissions produced.

Climate Change

At Century, we believe in the importance of environmental stewardship and seek to mitigate any environmental impact that arises from our operations; every employee contributes to this effort through his or her own actions and by upholding these Company values. This philosophy applies to our approach in addressing climate change, where we contribute to international programs working towards a collective climate solution. We contribute by monitoring our energy use and emissions at each of our facilities, as well as looking for, assessing, and evaluating opportunities to invest in cleaner and more efficient production processes and technology upgrades. We also participate in industry-wide efforts aimed at addressing this most important issue for the future of our world.

Every employee plays a role in helping us reduce and manage our environmental impact and carbon footprint. We prioritize taking care of each other and building a culture that values the health and safety of our employees, communities, and environment.

A photograph of two workers in red safety suits and white hard hats walking on a paved area in an industrial facility. The worker in the foreground is smiling and looking towards the camera, while the worker in the background is walking away. In the background, there are large industrial buildings with blue corrugated metal roofs and complex piping structures. A red stop sign is visible on the left side of the image.

To make lasting change and move towards long-term sustainability, we must work together as a company and globally to make meaningful progress.

Environmental Sustainability

Doing our part as a company to combat climate change means investing in new technology and machinery to reduce our carbon footprint and improve production efficiencies as well as continuing to improve our internal processes. By investing in these technology and machinery upgrades, we are distinguishing ourselves in environmental sustainability efforts and reinforcing the Century brand.

As part of these efforts, some of our recent initiatives include:

- Technical redesign of our Vlissingen carbon anode facility to optimize energy use and production capacity. The result of this redesign is increased production output by approximately 20% while simultaneously reducing energy consumption by 10%.
- We undertook significant efforts in 2020 to address fugitive dust emissions at our Mt. Holly smelter by performing equipment modifications and streamlining work practices. This includes improvement in anode quality, reduction in anode manufacturing scrap rates, and reduction of early anode failures in the potline, all of which have the benefit of reducing emissions.
- During the last few years at Hawesville, we introduced a new pot lining design discussed in this Report on [page 30](#), which is designed to reduce power consumption and improve efficiencies.
- We continue to develop “green aluminum” products to reduce both our and our customers’ carbon impact. An example of this is our Natur-Al™ product, launched in 2020. To learn more, please see [page 29](#).
- At Nordural, we put in parking lots that are equipped with electric vehicle (EV) charging stations where employees can charge their EVs for free. We also have a carpool commuting program at Nordural, which encourages employees to not only reduce their environmental impact on their way to and from work, but also helps build a sense of community among our employees. The goal of both of these projects is to reduce the Company’s, as well as our employees’, carbon footprint and promote environmentally friendly transportation.

As a member of the European Economic Area (“EEA”) and a signatory to the Paris Agreement (and formerly the Kyoto Protocol), Iceland and the Netherlands have each implemented legislation to abide by the Paris Agreement and Directive 2003/87/EC of the European Parliament (the “Directive”) which establishes a “cap and trade” scheme for greenhouse gas emission allowance trading. We comply with the Directive by participating in the European Union (“EU”) Emission Trading System, which requires us to purchase carbon dioxide allowances for our Nordural plant. Nordural has set ambitious targets for reducing GHG emissions and waste from sources outside the EU Emissions Trading System by 40% by 2030, with a 2015 baseline.

We continue to monitor any climate change regulations and policies that are implemented or considered in the United States, the Netherlands, and Iceland, including any new policies or regulations connected to the re-entry of the United States into the Paris Agreement in early 2021. We will continue to ensure that we are compliant with any climate-related regulations that may govern the way we do business, now and into the future.



MANAGEMENT APPROACH

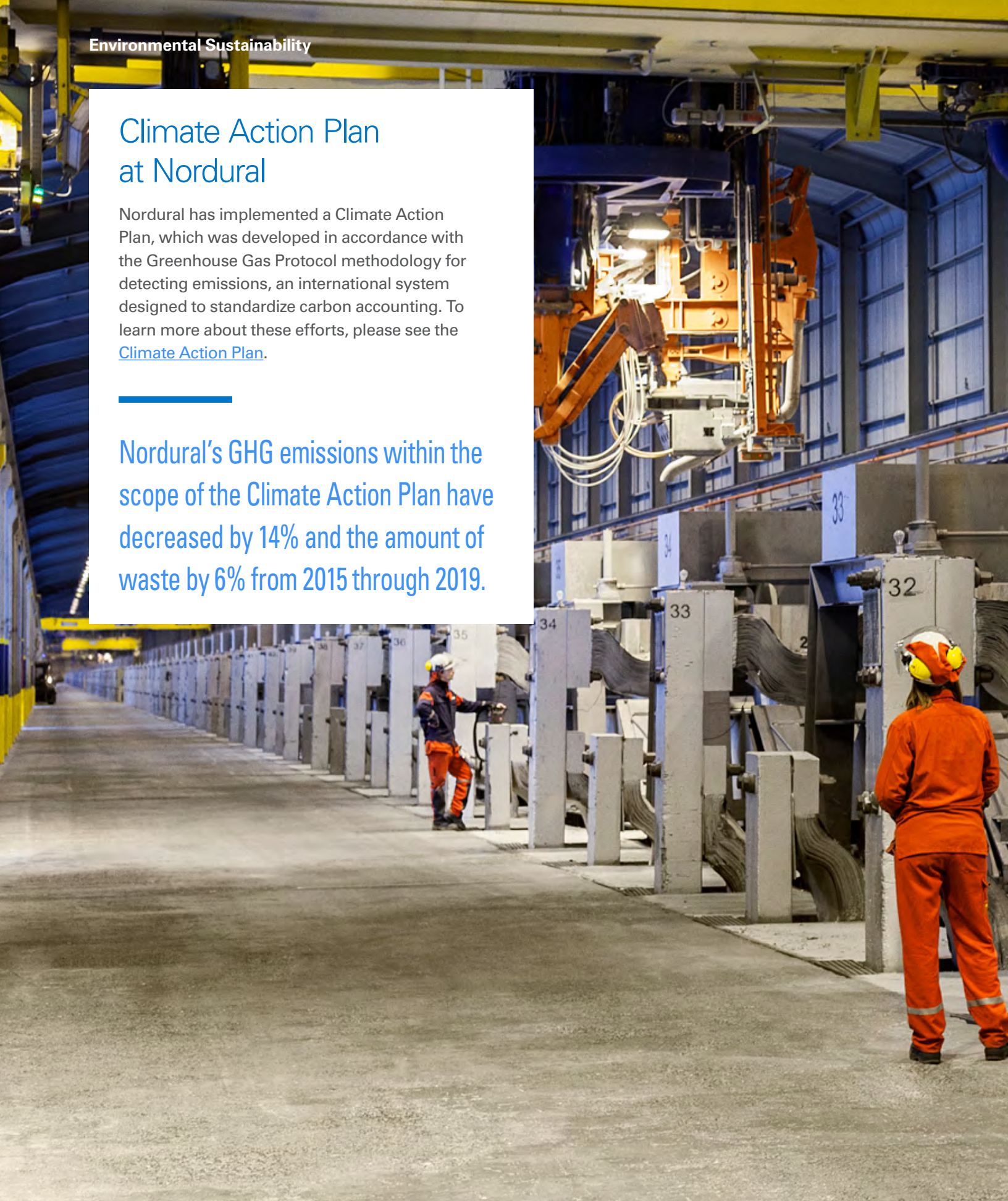
Climate Change

Climate change is an issue that is facing the global community, and Century is committed to working towards the global climate solution as a primary aluminum producer. We are always looking for opportunities to minimize any climate-related effect from our operations. In line with our [Health, Safety and Sustainability Policy](#), the products we make, materials we source, and energy we use are all considered for their environmental impacts, including any impacts on climate change. By taking steps to reduce risks arising from climate change and working on how we can help our customers reduce theirs through the use of our products, we are well positioned to capitalize on any upcoming climate opportunities and mitigate climate risks in our operations.

Climate Action Plan at Nordural

Nordural has implemented a Climate Action Plan, which was developed in accordance with the Greenhouse Gas Protocol methodology for detecting emissions, an international system designed to standardize carbon accounting. To learn more about these efforts, please see the [Climate Action Plan](#).

Nordural's GHG emissions within the scope of the Climate Action Plan have decreased by 14% and the amount of waste by 6% from 2015 through 2019.



Innovation and Low Carbon Products

Low Carbon Products

We believe aluminum will play a pivotal role in shaping a sustainable future. The light weight, durable yet malleable nature of the metal makes it desirable to use in a variety of applications, while offering significant sustainability advantages to producers and end users. By using a lighter metal, manufacturers can make products safer, lighter, more fuel efficient, and recyclable. With over 75% of all aluminum ever produced still in circulation today, combined with the reduced energy needs for repurposing it, this material offers unrivaled recyclability.

In addition to the highly sustainable nature of aluminum, Century takes this a step further by reducing carbon emissions in the manufacturing process in Natur-Al™, our low carbon product which is produced at our Nordural smelter which has one of the lowest CO₂ footprints in the world for aluminum. We accomplish this through seamless reduction processes, strict adherence to the highest standards in sourcing bauxite and alumina and using only renewable energy. As with all aluminum products produced at Nordural, Natur-Al™ is made with energy from 100% renewable resources.

Our mission is to enhance the value of all products that are built with our metal. Century is committed to working with all our partners across the supply chain to produce a sustainable and lower carbon aluminum product. We firmly believe that Natur-Al™ helps Century and our customers contribute towards a better, greener future, and we have begun to finalize sales of the Natur-Al™ product to customers early in 2021. We want manufacturers to use our product with pride, and to use it to their own advantage in highly competitive markets for consumer goods, vehicles, medicine, construction materials, and countless other applications. Like all aluminum, Natur-Al™ is 100% recyclable, and repeated recycling will reduce its footprint even further into the future. In addition, Natur-Al™ ZERO is our fully offset, pure, carbon-neutral aluminum product line through which we encourage and assist our customers in reaching carbon-neutrality through contributions to reforestation and wetland-reclamation projects.



With over 75% of all aluminum ever produced still in circulation today, combined with the reduced energy needs for repurposing it, this material offers unrivaled recyclability.

Other Innovative Efforts at our Operations

At our U.S. operations, we are continuously working to better understand the characteristics and properties of our raw materials and their impact on the sustainability of our process. With this information, we can make better decisions on how to adjust manufacturing, optimize raw materials to improve efficiencies and reduce emissions. In addition, we educate our employees to better understand the impact of various operational decisions on the environmental performance of our plants, all in an effort to increase efficiency in our production processes.

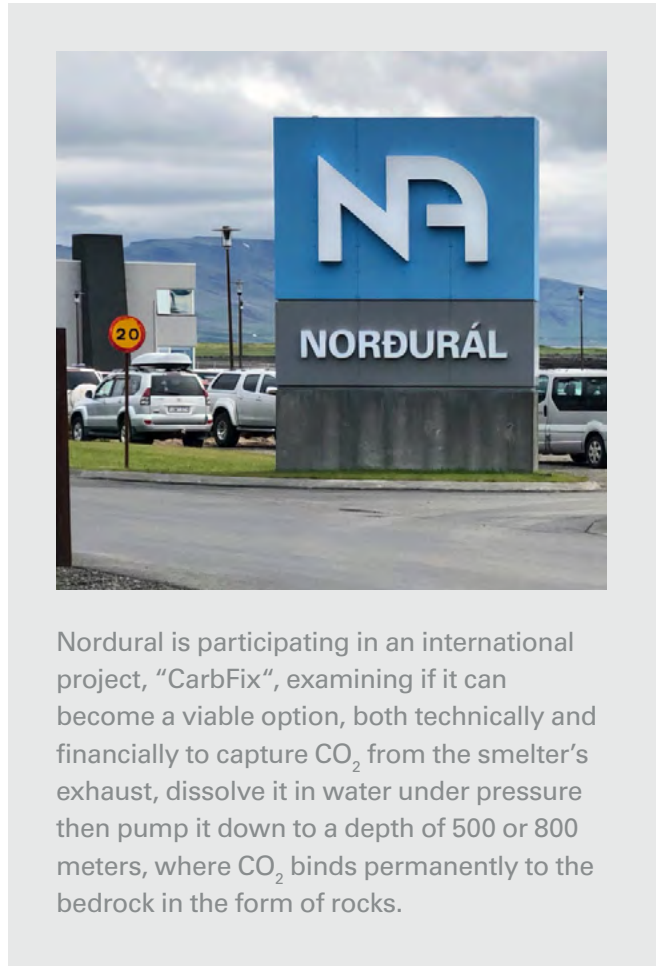
As part of the recent restart project at our Hawesville facility, we developed and are in the process of implementing new pot technology. The HV-1 pot design and new cell technology will deliver reduced power consumption and improved current efficiency. In trials that were conducted, power efficiency in the new pots lowered the KWhr / Kg of aluminum produced by up to 10%. We are hopeful that deployment of the HV-1 technology at the Hawesville smelter could reduce the smelter energy demand by up to 150,000 MWh per year.

Century also provides our customers with the opportunity to purchase aluminum made with more recycled content and we look for opportunities to further integrate recycled content into our products. This helps customers lower their own carbon footprint while helping Century save energy and in turn reducing our own emissions. Century can purchase scrap at bulk from waste markets, and since recycled aluminum requires 95% less energy to process than primary aluminum, this offers multiple layers of emission reductions.

MANAGEMENT APPROACH

Innovation

Our Chief Operating Officer and other operations team members are primarily responsible for exploring and proposing new ways we can collaborate with customers and suppliers to produce new products that distinguish us from our



Nordural is participating in an international project, “CarbFix”, examining if it can become a viable option, both technically and financially to capture CO₂ from the smelter’s exhaust, dissolve it in water under pressure then pump it down to a depth of 500 or 800 meters, where CO₂ binds permanently to the bedrock in the form of rocks.

competitors. By better understanding the needs of these stakeholders, we can create innovative products to capitalize on new markets.

MANAGEMENT APPROACH:

Low Carbon Products

As outlined in our [Health, Safety, and Sustainability Policy](#), Century has a focus on reducing the carbon footprint of our aluminum products. Our Chief Operating Officer and other operations team members are primarily responsible for continuing to investigate new ways of producing aluminum with less carbon. All our smelters are certified to the ISO 9001 Quality Management standard, which demonstrates our ability to consistently deliver products that meet customer and regulatory requirements.



Social Responsibility

Century cannot be sustainable without protecting the safety, health, and wellness of our most vital resource: our employees.

Health and Safety

Priority of Best-In-Class Safety Performance

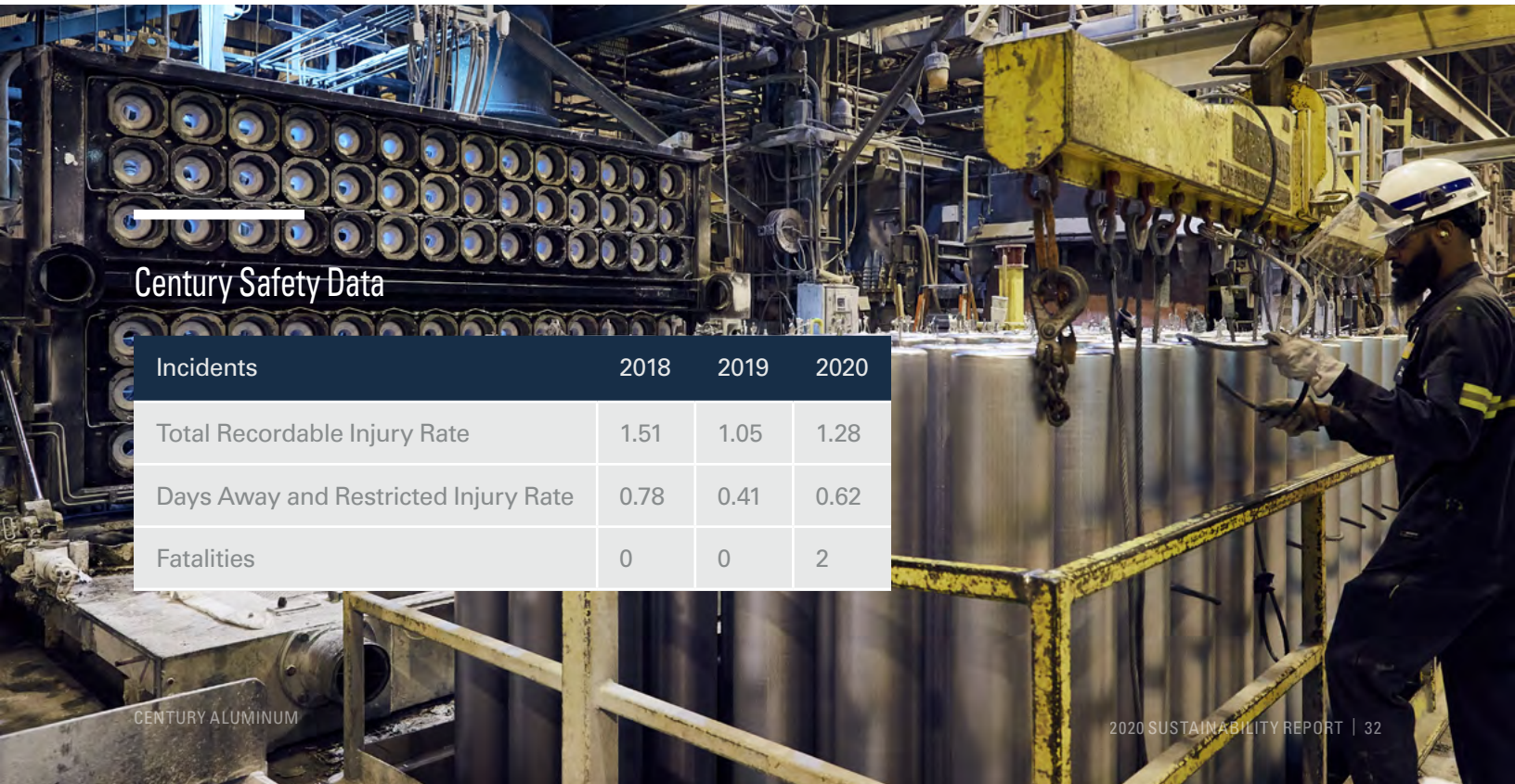
At Century, nothing is more important than the health and safety of our employees and their families. They are the reason we take care of each other and perform our work with the highest safety standards in place. Teamwork gets us home, every day, because safety is our first priority. We strive for zero injuries and accidents, to foster systems and processes aimed to continuously improve our health and safety performance, and to integrate risk management into all aspects of our operations.

Recognizing that this commitment is a shared responsibility, one of Century’s key tenets is the maintenance of and emphasis on our safety culture and the processes in place to support it. Employees are required to stop work when they recognize a potential hazard and report the potential hazard to the appropriate other members of their teams; we investigate all significant incidents at our facilities, according to internal policies and procedures and any applicable laws and regulations. We strive to prevent any recurrence of any such incidents.

Each of the safety systems and processes that we have implemented and put into place at each of our operations has been designed to protect individuals from serious injury and death.

We know that we must hold ourselves to the highest of standards and demonstrate our promise to keep ourselves and each other safe.

We believe in the importance of emergency management training to ensure employees are able to respond to an array of incidents including fire response, confined space rescue, emergency medical response, HAZMAT response, man overboard training, and AED/CPR training. We provide training and workshops on high-risk topics to aid in hazard recognition and hazard management for our employees.



Century Safety Data

Incidents	2018	2019	2020
Total Recordable Injury Rate	1.51	1.05	1.28
Days Away and Restricted Injury Rate	0.78	0.41	0.62
Fatalities	0	0	2



Century's
Health,
Safety, and
Sustainability
Policy



MANAGEMENT APPROACH

Health and Safety

Our goal is to maintain a safe work environment and culture through focus on and continued investment in our safety programs and risk reduction initiatives. [Century's Health, Safety, and Sustainability Policy](#) and other individual facility and internal policies set forth expectations designed to provide a safe work environment for all employees.

Safety is everyone's responsibility and we expect each of our employees to support our commitment to safety by working in compliance with all applicable safety laws and our company-wide and individual site policies. Leadership and employees work together on incident investigations to determine root cause and corrective actions. All of our operations have health and safety management systems in place. Our Nordural plant is certified to the ISO 45001 Occupational Health and Safety Management system, an internationally recognized standard, which showcases its commitment to provide a safe and healthy workplace.

At each of our facilities, we have a performance-linked incentive system for employees that considers safety and environmental factors. For our executive management team, we link payouts under our annual incentive plan to achievement of certain pre-established safety performance targets.

In recent years, our Nordural plant has engaged in a safety culture transformation, with an emphasis on front line management's responsibility. We have implemented intensive training in hazard identification, leadership skills, and incident investigation, all of which have helped to increase personal knowledge and commitment and standards within the Company as well as improving work practices and habits.

In November 2020, Century expanded its safety commitment by creating a new executive Health, Safety and Environmental Director role that reports directly to the COO. This person's role is to continue to build upon and improve the existing health, safety, and environmental programs and management systems within the Company and integrate best practices across operations in the United States, Iceland, and the Netherlands.

Active Safety Leadership

Beginning in 2021, we are conducting a Safety and Health leadership engagement activity at Mt. Holly, Sebree, and Hawesville, aimed at providing leadership tools to help us accomplish our Company's safety vision. During this activity, department leaders actively discuss work practices, procedures, and improvement with workers. Active Safety and Health Leadership drives two-way communication and coaching throughout the organization.



Century's COVID-19 Response

The importance of Century's approach to safety is underscored by our response to the COVID-19 pandemic. Our employees understand that this global health crisis can only be mitigated and contained at our operations through shared responsibility and teamwork.

At the very beginning of the pandemic, we took aggressive proactive steps to protect our employees by implementing temperature checks at the front gate of

our facilities, sanitizing all shared working areas, implementing and upholding a six-foot social distancing rule, and enforcing a strict facial covering policy. We also restricted business and personal travel for a period of time and facilitated remote work for employees whose jobs allow.

Aluminum smelters must operate continuously, and therefore the majority of our employees have come to work throughout the entirety of the pandemic, ensuring that our operations can continue without any significant disruption.

During this time, to the extent possible at our operations, we are limiting close face-to-face interactions and conducting business meetings virtually whenever feasible. We have established a strict internal protocol for contact tracing. Through these efforts, we have been able to limit cases of COVID-19 amongst our employees. Employees receive continual training on our COVID-19 response as we adapt to the developments of the pandemic.

Employee Health and Wellbeing

Century works to help employees ensure they are physically fit to perform the requirements of the job by conducting health screenings and by providing well-being services to our employees and their families. These well-being efforts supported by the Company include:

- Health screenings for incoming and existing employees at all operations
- Beryllium health screenings in accordance with Occupational Safety and Health Administration (OSHA) regulatory standards at our U.S. locations
- Physical fitness evaluations at all operations
- Medical support and treatment on site at each of our operations
- Drug and alcohol testing program at each of our operations
- Hexavalent Chromium screenings and Crystalline Silica Screening per OSHA regulatory standards at our Kentucky operations
- Employee financial assistance at all locations
- Resources for any Family and Medical Leave Act (FMLA)/ Short-Term Disability (STD) claims at our U.S. locations
- Seminars in the workplace regarding health and well-being

The background image shows two workers from behind, wearing white hard hats with American flag stickers and blue safety jackets with reflective yellow stripes. They are in an industrial setting with various structures and equipment visible in the background.

Heat Stress Safety and Monitoring Program at our U.S. Smelters

Each year, our employees at our U.S. smelters are faced with high temperatures and humidity, especially during the summer months. Through years of physical monitoring, risk and task evaluation and temperature monitoring, we have put in place heat stress programs at Mt. Holly, Hawesville, and Sebree. For example, at our Sebree plant, each summer, we provide a hydration program in which we hire individuals from the local community to distribute water and other hydration products to our employees across the facility. We also hire local emergency responders at Sebree to monitor at-risk employees throughout the workday in an effort to prevent any medical conditions that may arise due to heat stress. During this time, the emergency responder monitors blood pressure, pulse rate, pulse oximetry and temperature of the employee as well as his or her reaction and recovery time. We have a strict set of guidelines that help determine who may be at risk of suffering from heat stress symptoms.

Our Employees and Human Capital



At Century, our teams apply knowledge, experience, and best practices to find solutions and develop processes to meet market demand for primary aluminum. Our approximately 2,000 employees are motivated by our commitment to deliver consistent, high-quality aluminum products to our customers.

Iceland		2018	2019	2020
Full Time	Female	87	83	90
	Male	446	425	431
Part Time	Female	26	26	24
	Male	39	36	36
Total Employees		598	570	581

United States		2018	2019	2020
Full Time	Female	104	114	104
	Male	1,574	1,590	1,540
Part Time	Female	11	6	16
	Male	25	31	26
Total Employees		1,714	1,741	1,686

Netherlands		2018	2019	2020
Full Time	Female	1	-	-
	Male	55	58	56
Part Time	Female	8	9	8
	Male	2	2	7
Total Employees		66	69	71

Diversity and Inclusion

The Company is committed to promoting equal employment opportunity in all of our operations. It is the Company's policy, that we do not tolerate discrimination or harassment in any form on the basis of race, color, religion, sex, sexual orientation, age, national origin, disability, veteran status or genetic information as defined in the Genetic Information Nondiscrimination Act of 2008, whether or not such discrimination violates law, and to comply fully with all laws prohibiting discrimination and promoting opportunity and advancement in employment. This policy extends to all aspects of employment opportunity including recruitment, hiring, compensation, benefits, promotion, transfer, layoff, recall, reduction in force, termination, retirement, placement, training and all other privileges, terms and conditions of employment.

Our Nordural plant has implemented the Equal Pay Standard ÍST85:2012 and has received Certification with the PwC Gold standard. The certification verifies that Nordural employees are paid salaries according to responsibility, expertise and work contribution, not gender or origin.

ÍST85:2012





Training and Education

Century is invested in providing our employees with education and training that supports them in their current roles and in their career advancement within the Company. To encourage the development of our employees, we offer a wide range of experiences that support and encourage our employees' professional growth and continuous learning.

All incoming employees are required to participate in orientation and training programs. These extensive sessions introduce new employees to our environmental, health, and safety (EHS) policies and protocols, outline the employee's role and responsibility for emergency preparedness and response, and risks associated with the employee's work activities. All salaried employees also receive regular, mandatory training on the Code of Ethics and employee handbook, including discrimination and harassment training. This specific training reinforces the importance of our values and

Employee Training Subjects

- Heat Stress Safety
- Molten Metal Safety
- Crane Safety and Operation
- Mobile Equipment Safety and Operation
- Machine Safety and Operation
- Lock Out-Tag Out
- Confined Space Entry Procedures



past experience of the specific employee. Training subjects can include heat stress safety, molten metal safety, crane safety and operation, mobile equipment safety and operation, machine safety and operation, lock out-tag out, and confined space entry procedures among other programs, as appropriate and applicable to the jobs and tasks that are part of such employee's job description.

outlines our expectations for how employees should handle certain interactions, transactions, and business opportunities.

Employees may be required to participate in additional job-specific training for an average of three to five weeks at the onset of employment; this requirement varies based on the role and the

Attracting and Retaining Top Talent in Iceland

To attract talent in Iceland, we work with colleges and universities to invite students to attend plant tours at Nordural that showcase our production processes. We offer internships to give hands-on experience to students interested in craftsmanship.

At Nordural, we also operate our own Heavy Industry School (HIS) with a curriculum that awards points towards the Icelandic school system. The HIS provides between 15 to 17 students at a time with the opportunity to further their education.

Since 2012, over 160 students have graduated from the HIS and over 80% of those graduates still work for Nordural today.



Kentucky Employment Partnerships

Century has partnered with local county officials in Hancock County, Kentucky to hire from the local community to support job growth. This partnership has provided a variety of employment opportunities over the years including hourly production positions, mechanics, electricians, supervisor roles, technicians, and engineers.

Job fairs have been held at local career centers and community colleges to recruit local talent. Century works with local employment offices to advertise positions; we also use the power of social media advertising and rely on employee referrals. We participate in Kentucky's Dislocated Workers Program, which focuses on getting dislocated workers back on the job after plant closings, layoffs, and other conditions. These partnerships have been instrumental to encourage investment and job growth in our surrounding community.

We believe that proper training is key to ensuring our employees understand the risks and the challenges they may face in their specific roles at our facilities.

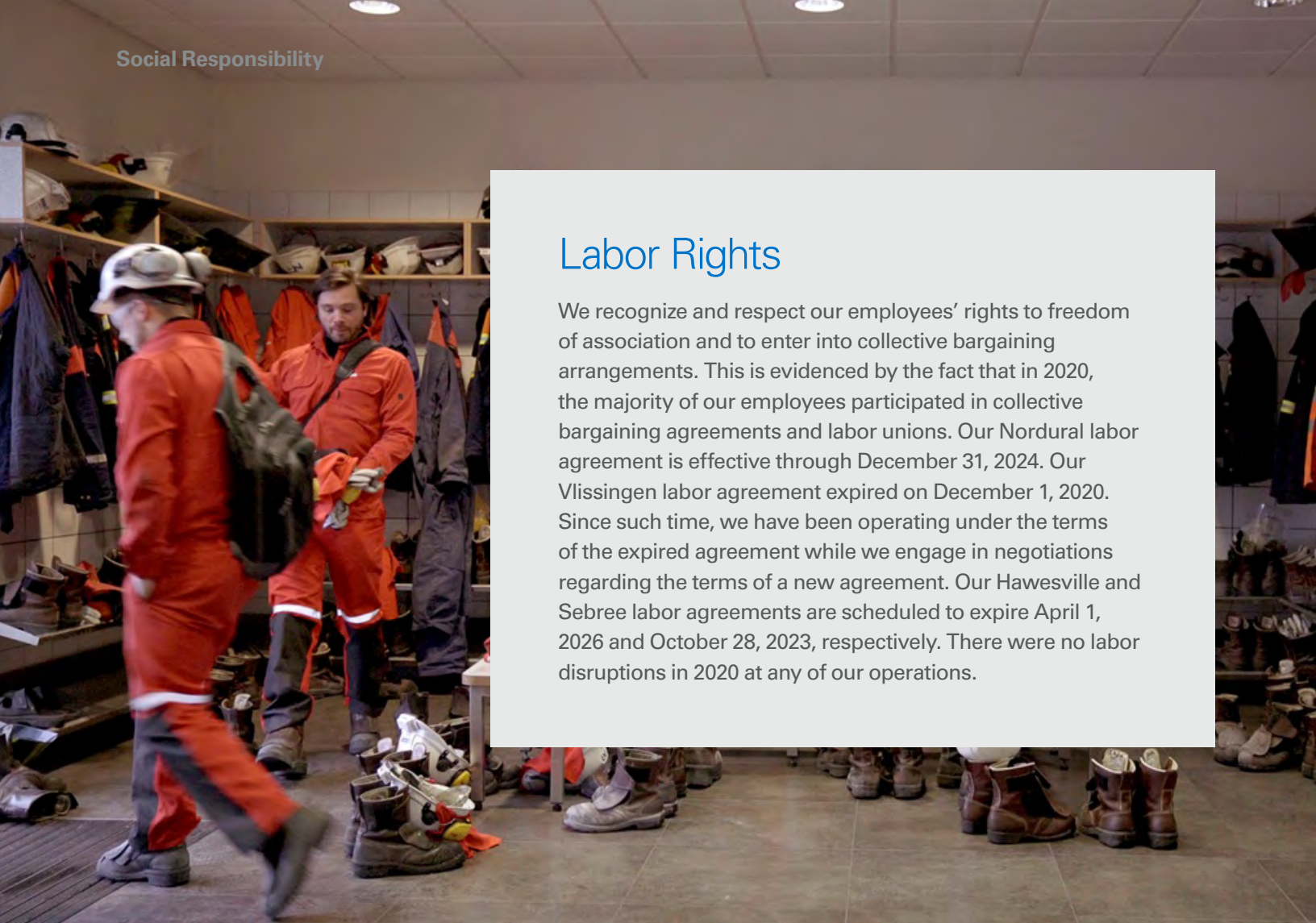
Our training is geared towards the roles that an employee is serving and the circumstances with which they may be faced. All of our employees are expected to complete on the job training regularly; such training varies by role and location.

We offer a variety of continued education opportunities to equip our employees with the tools they need to succeed. For example, at our Sebree and Hawesville locations, we offer tuition reimbursement for any employee seeking to further his or her education up to the Masters level.

MANAGEMENT APPROACH

Training and Education

Training and development are overseen by Century's Human Resources departments. Our training and development processes include ongoing conversations between managers and employees, centered on performance feedback and career development. All permanent, salaried employees are invited to a performance appraisal at least once a year. During the review, employees are provided with the opportunity to discuss their career aspirations with management and develop a plan of action to achieve their goals.



Labor Rights

We recognize and respect our employees' rights to freedom of association and to enter into collective bargaining arrangements. This is evidenced by the fact that in 2020, the majority of our employees participated in collective bargaining agreements and labor unions. Our Nordural labor agreement is effective through December 31, 2024. Our Vlissingen labor agreement expired on December 1, 2020. Since such time, we have been operating under the terms of the expired agreement while we engage in negotiations regarding the terms of a new agreement. Our Hawesville and Sebree labor agreements are scheduled to expire April 1, 2026 and October 28, 2023, respectively. There were no labor disruptions in 2020 at any of our operations.

MANAGEMENT APPROACH

Labor Rights - Freedom of Association and Collective Bargaining

Approximately 67% of our workforce was covered by union representation in 2020. Approximately 86% of Nordural's work force is represented by five labor unions, governed by a labor agreement that establishes wages and work rules for covered employees. All of Vlissingen's workforce is represented by the Federation for the Metal and Electrical Industry ("FME"), a Netherlands' employers' organization for companies in the metal, electronics, electrical

engineering, and plastic sectors. The FME negotiates working conditions with trade unions on behalf of its members, which, when agreed upon, are then applicable to all employees of Vlissingen. Approximately 58% of our U.S. based work force is represented by United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union. Mt. Holly employees are not represented by a labor union.

Our Plant Managers and HR Managers along with our Legal Team are ultimately responsible for overseeing labor relations. Our plants hold Labor/Management

meetings regularly. During these meetings, management discusses the current state of the business and key performance indicators. The intent is to help employees understand the business and how they play a part in the success of the company.

Any employee with concerns or grievances related to freedom of association or collective bargaining can submit those anonymously through our independent third-party reporting system, Ethical Advocate. We are not aware of any instances in which the right to freedom of association and collective bargaining was violated during 2020.

Human Rights

The respect and promotion of human rights is a fundamental value of the Company. We are dedicated to the protection of human rights as well as the prevention of human trafficking, child labor, and forced labor. Century is also committed to providing a workplace that is fair, equitable, and free from harassment of any kind. In April 2020, we published our new Human Rights Policy, setting out our values and expectations with respect to these issues and requiring full compliance with all applicable federal, state, and local laws, rules and regulations. Our Human Rights Policy works alongside our Code of Ethics as well as our Code of Ethics for Suppliers and Business Partners. Looking ahead to 2021, we aim to introduce training on our new Human Rights Policy to complement our annual training on Century's Code of Ethics.



Our Company's Human Rights Policy can be see [here](#).



MANAGEMENT APPROACH

Human Rights - Non-Discrimination, Child Labor, Forced or Compulsory Labor

Our [Code of Ethics](#), [Human Rights Policy](#), and our [Code of Ethics for Suppliers and Business Partners](#) set out our values and standards regarding human rights and the standards that we expect from those with whom we do business.

We are committed to promoting equal employment opportunity in all of our operations. All Century employees receive regular, mandatory training on the Code of Ethics which includes training on human rights, anti-discrimination and anti-harassment.

We comply with all laws regarding child labor and forced or compulsory labor, primarily through careful vetting of all Century employees and human rights training of all Century employees, and by communicating our [Code of Ethics for Suppliers and Business Partners](#) to our vendors and business partners. In 2020, we are not aware of any instances of any violations of laws regarding child labor and forced or compulsory labor.

Our Human Rights Policy reiterates our commitment to a harassment free work environment. Century does not tolerate any form of harassment, which may include, but not be limited to: (a) jokes, insults, bullying, threats or other inappropriate actions involving a person's race, color, gender, age, religion, national origin, ancestry, sexual orientation, citizenship, disability, veteran status, social/economic status or education; (b) unwelcome advances, verbal or physical conduct, or displaying objects or pictures, of a sexual nature; and (c) any conduct which may create a fearful or hostile work environment for a director, officer or employee of the Company. In 2020, we found no substantiated evidence of any such discrimination.





GRI Content Index

This report has been prepared in accordance with the GRI Standards: Core option.

GENERAL STANDARD DISCLOSURES			
GRI 101: Foundation 2016			
GRI 102: General Disclosures 2016			
Organizational Profile			
102-1	Name of the org.	Century Aluminum Company	
102-2	Activities, brands, products, and services	Century Aluminum Company (Century or the Company) is a global producer of primary aluminum. Our principal corporate headquarters are in Chicago, Illinois. We own and operate three aluminum reduction facilities in the United States: one smelter in Hawesville, Kentucky (Hawesville), one in Robards, Kentucky (Sebree) and one in Mt. Holly, South Carolina (Mt. Holly). We also own and operate an aluminum smelter in Grundartangi, Iceland (Grundartangi). Our smelters produce value-added and standard grade aluminum products. At present, our primary aluminum annual production capacity is approximately 1,000,000 tonnes per year (tpy). In addition to our primary aluminum facilities, we own and operate an anode production facility located in Vlissingen, Netherlands (Vlissingen). Anodes are consumed in the production of primary aluminum. Vlissingen supplies carbon anodes to our Grundartangi smelter while each of our smelters in the United States produces anodes at on-site facilities.	
102-3	Location of HQ	One South Wacker Drive, Suite 1000, Chicago, IL 60606	
102-4	Location of operations	United States Hawesville, KY; Sebree, KY; Mt. Holly, SC	Iceland Grundartangi
			Netherlands Vlissingen
102-5	Ownership and legal form	Our common stock is traded on the NASDAQ Global Select Market (NASDAQ: CENX).	
102-6	Markets served	2020 Revenues by Geography and/or by End Market	
102-7	Scale of the org.	2020 Revenues, Capital Expenditure, Shareholders Equity	
102-8	Info. on employees and other workers	See Social Responsibility, page 36 .	
102-9	Supply chain	See Our Company, page 17 .	
102-10	Significant org. changes and its supply chain	There were no major acquisitions or structural changes during the reporting period.	
102-11	Precautionary Principle Approach	The Precautionary Principle is considered in the evaluation of our key material issues and opportunities and determined which sustainability topics were most critical to address.	
102-12	External initiatives	American Primary Aluminum Association (APAA) European Aluminium Association	
102-13	Membership of Associations	Nordural is certified against the Aluminium Stewardship Initiative (ASI) Performance Standard for responsible production, sourcing, and stewardship of aluminum.	
		Grundartangi Memberships: <ul style="list-style-type: none"> • SI - the Federation of Icelandic Industries • Festa - Center for Sustainability • Green by Iceland • Samál - Assoc. of Icelandic Aluminium Producers 	Vlissingen Memberships: <ul style="list-style-type: none"> • International Responsible Business Conduct Agreement for the Metals Sector

Strategy		
102-14	Statement from senior decision-maker	See Message from Our CEO & COO, page 4 .
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	See Our Company, page 17 .
Governance		
102-18	Governance structure	See Our Company, page 15 .
Stakeholder Engagement		
102-40	List of stakeholder groups	See Our Company, page 10 .
102-41	Collective bargaining agreements	See Social Responsibility, page 40 .
102-42	Identifying and selecting stakeholders	See Our Company, page 10 .
102-43	Approach to stakeholder engagement	See Our Company, page 10 .
102-44	Key topics and concerns raised	See Our Company, page 11 .
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2020 10-K
102-46	Defining report content and topic boundaries	See Our Company, page 11 .
102-47	List of material topics	See Our Company, page 11 .
102-48	Restatements of information	None
102-49	Changes in reporting	None
102-50	Reporting period	January 1, 2020 - December 31, 2020
102-51	Date of most recent report	This is Century Aluminum Company's first sustainability report.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Leah Patterson: Leah.Patterson@centuryaluminum.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	See Principles of Reporting, page 43 .
102-56	External assurance	At this time, Century has decided to not seek external assurance for the report.

TOPIC-SPECIFIC DISCLOSURES		
ANTI-CORRUPTION		
GRI 103: Management Approach 2016		
103-1, 103-2, 103-3	Management Approach	See Our Company, page 18 .
GRI 205: Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	See Our Company, page 17 .
ENERGY		
GRI 103: Management Approach 2016		
103-1, 103-2, 103-3	Management Approach	See Environmental Sustainability, page 24 .
GRI 302: Energy 2016		
302-1	Energy consumption within the org.	See Environmental Sustainability, page 21 .
302-3	Energy intensity	See Environmental Sustainability, page 21 .
EMISSIONS		
GRI 103: Management Approach 2016		
103-1, 103-2, 103-3	Management Approach	See Environmental Sustainability, page 24 .
GRI 305: Emissions 2016		
305-1	Direct GHG emissions (Scope 1)	See Environmental Sustainability, page 23 .
305-2	Energy-based indirect GHG emissions (Scope 2)	See Environmental Sustainability, page 23 .
305-4	GHG emissions intensity	See Environmental Sustainability, page 23 .
ENVIRONMENTAL COMPLIANCE		
GRI 103: Management Approach 2016		
103-1, 103-2, 103-3	Management Approach	See Our Company, page 18 .
GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	See Our Company, page 17 .
OCCUPATIONAL HEALTH AND SAFETY		
GRI 103: Management Approach 2016		
103-1, 103-2, 103-3	Management Approach	See Social Responsibility, page 33 .

GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	See Social Responsibility, page 33 .
403-5	Worker training on occupational health and safety	See Social Responsibility, page 38 .
403-9	Work-related injuries	See Social Responsibility, page 32 .
TRAINING AND EDUCATION		
GRI 103: Management Approach 2016		
103-1, 103-2, 103-3	Management Approach	See Social Responsibility, page 39 .
GRI 404: Training and Education 2016		
404-2	Programs for upgrading employee skills and transition assistance programs	See Social Responsibility, page 38 .
404-3	Percentage of employees receiving regular performance and career development reviews	See Social Responsibility, page 39 .
NON-DISCRIMINATION		
GRI 103: Management Approach 2016		
103-1, 103-2, 103-3	Management Approach	See Social Responsibility, page 42 .
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	See Social Responsibility, page 42 .
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
GRI 103: Management Approach 2016		
103-1, 103-2, 103-3	Management Approach	See Social Responsibility, page 40 .
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See Social Responsibility, page 40 .
CHILD LABOR		
GRI 103: Management Approach 2016		
103-1, 103-2, 103-3	Management Approach	See Social Responsibility, page 42 .

GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	See Social Responsibility, page 42 .
FORCED OR COMPULSORY LABOR		
GRI 103: Management Approach 2016		
103-1, 103-2, 103-3	Management Approach	See Social Responsibility, page 42 .
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See Social Responsibility, page 42 .
SOCIOECONOMIC COMPLIANCE		
GRI 103: Management Approach 2016		
103-1, 103-2, 103-3	Management Approach	See Our Company, page 18 .
GRI 419: Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	See Our Company, page 17 .
COMPANY-SPECIFIC (NON-GRI) TOPICS		
CLIMATE CHANGE		
GRI 103: Management Approach 2016		
103-1, 103-2, 103-3	Management Approach	See Environmental Sustainability, page 27 .
-	Description of efforts to identify and manage risks and opportunities related to the impact of climate change	See Environmental Sustainability, page 25 .
INNOVATION		
GRI 103: Management Approach 2016		
103-1, 103-2, 103-3	Management Approach	See Environmental Sustainability, page 30 .
-	Description of initiatives for product and/or business model innovations	See Environmental Sustainability, page 29 .
LOW-CARBON PRODUCTS		
GRI 103: Management Approach 2016		
103-1, 103-2, 103-3	Management Approach	See Environmental Sustainability, page 30 .
-	Description of low-carbon products and services	See Environmental Sustainability, page 29 .

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