



EQUAL EMPLOYMENT OPPORTUNITY POLICY

This policy applies worldwide to Alcoa and its subsidiaries, affiliates, partnerships, ventures and other business associations that are effectively controlled by Alcoa, directly or indirectly (together the "Company"), and all directors, officers and employees of the Company.

In accordance with Alcoa's Care for People value and expectation of a trusting workplace that is safe, respectful and inclusive - employees, contractors and applicants should not be discriminated against or treated unfairly based on non-job-related characteristics such as:

- Race, color, ethnicity, or national origin
- Gender, gender identity or expression
- Age
- Sexual orientation
- Marital status
- Pregnancy
- Religion
- Disability
- Military or Veteran status
- Genetic Information
- Any other legally protected status

Decisions that involve recruiting, hiring, training, promoting, job transfers, compensation, discipline or any other term or condition of employment must be based on qualifications and job-related experiences. Making employment decisions based on non-job-related characteristics is against our policies and is unlawful in many countries. Individuals must be treated fairly and equally in all employment related decisions.

This is a global policy and sets the expectations for all businesses we operate. Additional policies may exist at the country or location level to comply with their legal requirements.

If you experience or witness behavior that you feel is discriminatory, we rely on you to report these concerns to ensure that we operate in accordance with our values, policies and code of conduct. Alcoa's Anti-Retaliation Policy expressly prohibits retaliation against anyone who reports an incident in good faith. Concerns will be promptly, impartially, and confidentially investigated and acted upon.