

Alcoa Privacy Notice – SmartRecruiters Process

We at Alcoa respect your concerns about privacy. This Notice describes the types of personal information we collect through the SmartRecruiters site (the “Site”) upon your express acceptance and submission of personal data, how we use the information, with whom we share it and the choices available regarding our use of the information. We also describe the measures we take to protect the security of the information and how users can contact us about our privacy practices. Smartrecruiters may provide additional detail about privacy practices specific to its Sites.

Information We Collect

The types of personal information Candidates may submit include:

- contact information (such as name, postal address, telephone number and email address);
- other personal information submitted by job applicants, such as a résumé or C.V., work authorization information, salary history, education history, information about security clearances, citizenship information and, for jobs with U.S.-based Alcoa entities, ethnicity, race and gender; and
- other personal information found in content that users provide.

How We Use the Information We Collect

We may use the information described above to:

- respond to your inquiries;
- process employment applications, including by assessing qualifications, verifying information, and conducting reference or other employment-related checks;
- perform data analyses (including anonymization and aggregation of personal information);
- protect against, identify and prevent cybersecurity and other security events, espionage, fraud and other unlawful activity, claims and other liabilities; and
- comply with and enforce applicable legal requirements, relevant industry standards and our policies.

We also may use the information in other ways for which we provide specific notice at the time of collection.

Information We Share

We do not sell or otherwise disclose personal information we collect about you, except as described in this Privacy Notice. We may share personal information with service

providers who perform services on our behalf based on our instructions. We may share certain personal information with our affiliates for the purposes described in this Privacy Notice.

In addition, we may disclose information about you (i) if we are required to do so by law or legal process, (ii) to law enforcement authorities or other government entities, and (iii) when we believe disclosure is necessary or appropriate to prevent harm or financial loss, or in connection with an investigation of suspected or actual espionage, cybersecurity or security events or other fraudulent or illegal activity. We also reserve the right to transfer personal information we have about you in the event we sell or transfer all or a portion of our business or assets (including in the event of a reorganization, spin-off, dissolution or liquidation).

Your Rights and Choices

We offer you certain choices in connection with the personal information we collect from you. To ask us to remove your information or submit a request, please contact us as indicated in the "How To Contact Us" section of this Privacy Notice. To the extent provided by the law of your jurisdiction, you may request access to the personal information we maintain about you or request that we correct, amend, delete or block the information by contacting us as indicated below. Where provided by law, you may withdraw any consent you previously provided to us or object at any time on legitimate grounds to the processing of your personal information.

Data Transfers

We may transfer the personal information we collect about you to recipients in countries other than the country in which the information originally was collected. Those countries may not have the same data protection laws as the country in which you initially provided the information. When we transfer your information to recipients in other countries (such as the U.S.), we will protect that information as described in this Privacy Notice.

If you are located in the European Economic Area ("EEA"), we will comply with applicable legal requirements providing adequate protection for the transfer of personal information to recipients in countries outside of the EEA. With respect to transfers of personal information to the U.S., Alcoa is certified under the EU-U.S. Privacy Shield framework developed by the U.S. Department of Commerce and the European Commission regarding the transfer of personal information from the EEA to the U.S. To learn more about the Privacy Shield program, and to view our certification, please visit <http://www.privacyshield.gov/>. For more information about the Privacy Shield Principles, please visit the Alcoa Corporation U.S.-EU Privacy Shield Privacy Notice by clicking the following link:

https://www.alcoa.com/global/en/general/pdf/Alcoa_Corp_Privacy_Shield_Privacy_Principles.pdf.

How We Protect Personal Information

We maintain administrative, technical and physical safeguards designed to protect the personal information you provide to us against accidental, unlawful or unauthorized destruction, loss, alteration, access, disclosure or use.

Updates To This Privacy Notice

This Privacy Notice may be updated periodically and without prior notice to you to reflect changes in our personal information practices. We will post the updated version on our Sites and indicate at the top of the notice when it was most recently updated.

How To Contact Us

If you have any questions or comments about this Privacy Notice, or if you would like us to update information we have about you or your preferences, please contact us by writing to us at:

Alcoa Corporation
Attn: Corporate Communications/Privacy
201 Isabella Street
Suite 500
Pittsburgh, PA 15212
editor@alcoa.com