



Annual Report 2024

Alcoa Norway AS

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Letter from the chairman

The global aluminium, market improved in 2024, but market outlooks remained testy, driven by uncertainty, geopolitical tension and rising likelihoods for tariffs and trade barriers. Alcoa Norway AS nevertheless stayed afloat through continuous improvements and efficiency gains.

Alcoa Lista signed a new three-year power purchase agreement with Statkraft. The PPA makes the smelter considerably more competitive than in the two previous years when high energy prices challenged the economic viability of the operation. Predictable energy prices such PPAs offer is also highly important for a producer of primary aluminium.

Moving forward, Lista will mainly focus on restarting the production line that was curtailed in the autumn of 2022 due to high energy prices. The restart has kicked off and going according to plan. Lista will most likely be back at full production capacity in early 2026.

Alcoa Mosjøen's production increase project started in early in the year. Production of primary aluminium will, according to plan, increase by 7% by the end of 2026. Growth will continue for the subsequent five years. The project is progressing on budget and on time. There have been unintended disruptions to the project.

Alcoa Mosjøen is the biggest exporting mainland business in the north of Norway and the largest power consumer in the region. The effort in the coming years is to uphold the good progress with the growth project and improve operations continuously.

In March 2024 the government and industry representatives agreed on a new structure for the CO2 compensation scheme. The new regulation says that until the current

regulation ends in 2030, the total compensation amount will be limited to 7 bn NOK per year in real values. At the same time, eligible recipients have to spend at least 40% of their compensation on decarbonization and energy efficiency measures. Alcoa has submitted project plans to the Environment Agency for approval.

Alcoa is and remains a diversity-promoting employer. Our four inclusion programs – Alocans Moving Beyond Limited Expectations (ABLE), Alcoa Women's Network (AWN), Alcoans Working Actively for Racial-Ethnic Equality (AWARE) og Employees at Alcoa for LGBT+ Equality (EAGLE) – are there to ensure we have access to qualified workers that can do a good job for us regardless of gender, sexual preference, age, ethnicity or physical abilities.

Alcoa's operations at Lista and Mosjøen are close with and to their local communities. Our smelters will be places where workers can thrive and develop, while we as a company continue to generate broader value creation effects for our surroundings. We stay in close contact with our stakeholders, including local governing bodies, suppliers, NGOs and people in general. Through our Alcoa Foundation and other support schemes, Alcoa can sponsor other organizations such as Ungt Entreprenørskap and Forskerfabrikken, thereby helping create attention to how important it is to learn how to build societies, technologies and development from an early age.

We will continue to be a technologically advanced industrial company creating values for our local communities and the rest of the country. We will continue to make products the world needs more and more of, and we will do so in a sustainable way.

Grethe Hindersland
Chair of the Board

This is Alcoa Norway AS

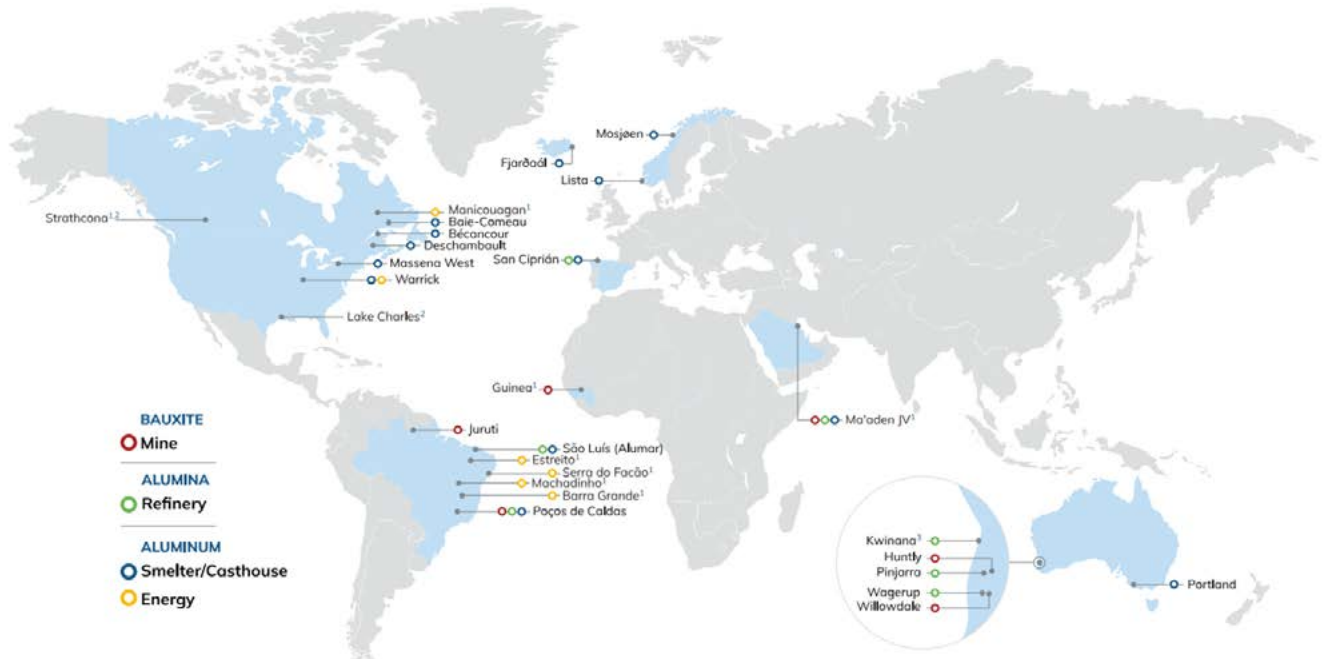


Figure 1: Alcoa's operations across the world

Alcoa Corporation

Alcoa (NYSE: AA) is a global industry leader in bauxite mining, alumina refining, and aluminium smelting, built on a foundation of strong values and operating excellence dating back 135 years to when we invented the Hall-Héroult production process. Its strength, lightness and almost perpetual recyclability makes aluminium an essential part of the modern world. Through our motto, we turn raw potential into real progress, Alcoa aims to reinvent the aluminium industry for a sustainable future.

Alcoa wants to reinvent the aluminium industry for a more sustainable future. Through our three technology development programs, ELYSIS™, ASTRAEA™ and "Refinery of the Future", Alcoa aims to remove all emissions from the entire value chain of primary aluminium reduction.

Alcoa in Norway

Alcoa owns and operates two smelters in Norway, one at Lista in the Farsund Municipality, Agder County, and the other at Mosjøen in the Vefsn Municipality, Nordland County. Both smelters are part of Norway's long and proud industry tradition. Alcoa's activities in Norway began in the 1920s. In 1962 the company formally established its presence through a co-ownership with Elkem. In 2009 Alcoa took full ownership which it holds to this day. Alcoa Norway AS produces high-quality aluminium using renewable-based electricity.

Alcoa Mosjøen

Alcoa Mosjøen has been Mosjøen's cornerstone activity since 1958, employing approximately 670 people. The

operation includes a smelter, anode baking plant and a casthouse. Annual production is approximately 205,000 tons of primary aluminium and 225,000 tons of finished goods, slabs and foundry ingots, exported to the EU. The anode baking plant produces around 300,000 tons of anodes annually. The anodes are used at both Mosjøen (100,000 tons) and Alcoa's aluminium plant at Fjarðal in Iceland (200,000). Alcoa Mosjøen is Northern Norway's largest land-based company in terms of number of employees and turnover and is Norway's northernmost smelter.

Alcoa Lista

Alcoa's operations at Lista include a smelter and casthouse. Lista produces billets for extrusion. The billets are exported to the EU. Lista also sells liquid metal to its neighbouring car manufacture operation Aludyne. Lista has been the local cornerstone operation since 1971 with its 270 full-time employees. Annual production of primary aluminium is around 95,000 tons when the smelter is running at full capacity. Casthouse capacity is about 135,000 tons. Added to primary production is remelt metal. Products are produced with alloys according to customer requirements. Alcoa Lista is Norway's southernmost aluminium plant.

Safety first

Safety is at the core of everything we do. Every day we work tirelessly so that our workers go home just as healthy, both physically and mentally, as they showed up. Health and safety underpin all work-tasks and procedures, and we will never stop trying to improve.

Value-based

Alcoa is a value-based company. Our values are embedded features in how we perform our jobs. We act with integrity, we care for people, we lead with courage and we operate with excellence.

Reinventing the aluminium industry for a sustainable future Aluminium is a central ingredient in the low-carbon society and an important component in the defence industry. It is used in electric vehicles, solar panels, planes, bicycles and beer cans, to name a few. More than 75% of all aluminium ever produced remains in use. Through our own development programs and projects, Alcoa Norway strives to remove both large and small sources of emissions. Alcoa Norway is committed to becoming CO₂-neutral by 2050. Alcoa develops its own technologies to help achieve this.

ELYSIS™ is Alcoa's inert anode technology replacing carbon with inert materials in the electrolysis process. CO₂ emissions will be replaced with pure oxygen emissions. Upon its success, this technology has the potential to completely revolutionize the global aluminum industry. The ELYSIS process emits pure oxygen as a byproduct and eliminates all of the greenhouse gas emissions associated with traditional smelting.

ASTRAEA™ is Alcoa's process to convert post-consumer scrap into high-purity aluminum. It's a proprietary technology with the potential to take otherwise non-reusable scrap and run it through an electrolysis process with no emissions to make primary aluminium with a better purity grade than conventional metal.

"Refinery of the Future" aims to remove emissions from alumina refining. Through mechanical vapor recompression (MVR) and electric calcination Alcoa intends to develop a closed-circuit refining process which, when it runs on renewable electricity, will create the world's first emission-free refining process.

Shape your world – Shape your future

In Alcoa anyone can develop both vertically and horizontally. One may apply for new jobs and roles within the company if one wants to try something new, one can seek to get promoted and get increased responsibility, or one can apply for Alcoa positions abroad. We encourage all our employees to broaden their skillsets with technical courses, university degrees or other forms of certifications, all sponsored by Alcoa.

A diverse place of work

Alcoa wants all employees to thrive as we promote well-being, diversity and inclusion at our operations. Regardless of ethnicity, gender, age, physical capabilities or sexual orientation, everyone who works at Alcoa should feel safe,

trust each other, and have equal opportunities. Through our inclusion groups we create a discrimination-free environment where workers are treated with openness and respect, where they are seen, heard and appreciated. The inclusion groups are:

AWN (Alcoa Women's Network) – Our network for women and women's interests. Alcoa Women's Network promotes a culture of gender diversity and equality in which women can feel safe to be bold and meet their career desires.

EAGLE (Alcoa for LGBT+ equality) – EAGLE serves to promote an inclusive and welcoming culture for the LGBT+ community based on respect, equality of opportunities and valuing diversity.

AWARE (Alcoans Working Actively for Racial-Ethnic Equality) – AWARE encourages dialogue and action to raise awareness and foster a sense of belonging and equity for all races, ethnicities, and cultures, reflecting the communities in which we operate.

ABLE (Alcoans moving Beyond Limited Expectations) – ABLE's mission is to create a work environment that promotes genuine and sustainable inclusion for people with disabilities, raise awareness in relation and ensure that everyone feels accepted, valued and treated fairly.

Finally, we devote efforts to **GWD** (Good Work Design), a universal project working to accommodate all different assets our workers bring, enabling them to do the best possible job in their capabilities.

Believing in our communities

Both our operations are cornerstone activities in their respective communities. This entails a great responsibility and makes the smelter and community mutually dependent. We regularly provide information and transparency to our surroundings, building bridges with our operations and our stakeholders. We commit to our communities through sponsorship programs.

Through our Alcoa Foundation grants, we sponsor longer term projects in education and sustainability, particularly those efforts devoted to developing younger people's ability to work for a sustainable future.

Through our ACTION Grants we offer support to Alcoa's own employees' commitments for the local society through voluntary work. Both Alcoa and our employees are prepared to help our communities in any way we can. If you can find the people and the projects, we'll find the money.

We are Alcoa

We turn raw potential into real progress.

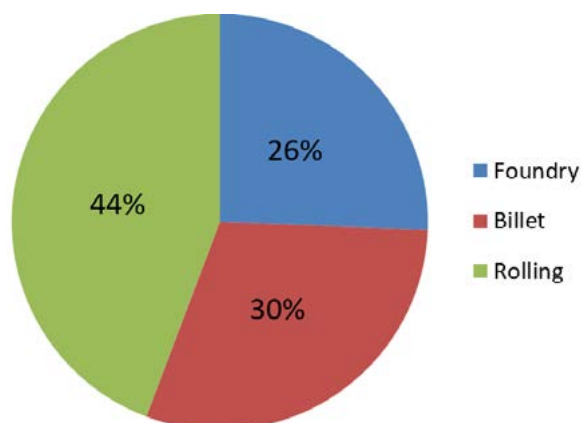
Highlights 2024

- Revised conditions for CO₂ compensation in Norway
- New three-year 100 MW power contract at Alcoa Lista
- Alcoa Mosjøen's large growth investment is developing according to planned schedule, new potroom production record

Nøkkeltall

	2024	2023
Net operating revenues NOK million	10,509	9,978
Income from operations NOK million	346	503
Net operating margin (%)	3%	5%
Income after tax NOK million	222	434
Cash Flow from operations NOK million	1,379	870
Equity ratio (%)	44	47
Dividend paid NOK million	-	-
Average LME-3 month quotation USD/T	2,457	2,287
Numer of full time-equivalents	945	948

Sales 2024



Our story began with the thought of possibility

Through innovation and hard work, we launched an industry and changed the way we live, build, move, and fly. Now, there are new paths to forge and processes to perfect. But what drives us still holds true. We stand firm with the integrity, care, excellence, and courage that has always defined our character. Our determination overcomes doubt. When we tap the ingenuity in each of us, we unleash brilliance that can change the world. Because we turn ideas into innovation. Impossibility into impact. What if, into what is.

OUR PURPOSE

We Turn Raw Potential into Real Progress

OUR VISION

Reinvent the aluminium industry for a sustainable future

OUR PRIORITIES

- Reduce Complexity
- Drive Returns
- Advance Sustainably

OUR VALUES:

Act with Integrity

- Be open, honest, and accountable
- Do the right thing the right way
- Promote high ethical standards at all times

Operate with Excellence

- Continually improve standards of operation
- Analyze every angle to overcome difficulty
- Empower everyone with the right resources to do their best work

Care for People

- Put safety and health first
- Seek solutions with diverse, inclusive teams
- Make every decision with the community in mind

Lead with Courage

- Embrace opportunities to reinvent
- Innovate for long-term impact
- Challenge the status quo

Annual report

(All numbers in brackets refer to corresponding 2023 figures)

Alcoa Norway's total net revenues totalled 10,509 mill. NOK in 2024 (9,978). Income from operations was 346 mill. NOK (503) while income before tax was 241 mill. NOK (429). Annual cash flow before financing and dividends came to 8 mill. NOK (5).

Market development

The global demand for primary aluminium improved moderately from a weak 2023, though the European and North American markets remained challenged. Packaging and electrical sectors buoyed demand in Europe and North America, while demand from the building & construction sector remained subdued. Demand from the automotive sector decreased. End-consumer activity remained muted in a high interest-rate environment despite more and more interest rate cuts. Supply chain disruptions since the start of the year and rising alumina costs have added to the overall volatility in the market.

Global primary aluminum demand increased by 3.6% year on year in 2024 to 72.8 million tons, according to CRU, mainly led by China primary aluminum consumption growing by 4.8% y/y. World ex-China posted an increase of 1.8% y/y, as the major North American, European and East Asian economies remained affected by slow economic growth.

European demand was supported by de-stocking in the packaging sector coming to an end and the continued progress in electrification and grid expansion. However, this was offset by the negative impacts of continued high inflation and high energy costs putting pressure on consumer demand in key sectors such as building & construction and automotive. The automotive industry suffered from the sudden removal of subsidies for EVs purchases in Germany and the continuous rise of Chinese vehicle imports into Europe. Overall, primary aluminum demand in Europe (excl. Russia) remained flat y/y starting from a weak 2023 comparison basis.

World primary aluminum production increased by 2.8% y/y to 72.7 million tons, mostly from further output growth in Central & South America, China and Europe. Western European smelter output started to recover after numerous curtailments following the COVID and energy price crisis periods, increasing by 3% y/y compared to 2023 according to CRU data. China continued to grow, and its aluminum production increased by 3.6% in 2024, bringing production in the country closer to the 45Mtpy capacity cap.

The average 2024 LME price for delivery in 3 months moved up to USD 2,457/t, which was USD 172/t higher than the 2023 average. Regional premium in Europe (Duty-Paid P1020 ingot in warehouse Rotterdam) also increased, averaging USD 317/t in 2024, an increase of 16% compared to the previous year.

Alcoa Norway's business concept is to supply customised products to meet customer specifications. The prices obtained by Alcoa Norway are based on the LME quotation for primary aluminium with an additional product premium, dependent on the specific product to be delivered to the customer. This product premium varies with alloy and shape. All exports from Alcoa Norway to the end customers are managed by Alcoa Nederland Holding B.V., a Dutch company.

Shipments of metal processed in Alcoa Norway's casthouses totalled 320,884 tons in 2024 (319,194). The demand for billets improved and shipments from Lista increased in 2024 while the slab shipments from Mosjøen showed a slight downturn.

Operations

Total production from Alcoa's potrooms at Lista and Mosjøen was 267,882 tons, 4,653 tons higher than in 2023.

On August 30 2022 Alcoa announced the curtailment of a third of potroom capacity at Lista, an effort to curb excessive energy costs for the smelter. The curtailed pots on the smelter's Line 2 have remained out of operation throughout 2023 and 2024. Lista's potroom production totalled 63,220 tons in 2024, 1,102 tons higher than the 62,119 tons the year before.

Mosjøen's pre-bake smelter achieved a record annual output level of 204,661 tons in 2024, due to higher amperage, better current efficiency and good production stability throughout the year. Potroom production at Mosjøen has been consistently good for several years. Total production from the anode plant was 278,000 tons, 18,000 tons lower than in 2023 due to upgrading of production equipment in the bakery.

Casthouse production totalled 321,603 tons in 2024, 3,585 tons higher than in 2023. Lista's casthouse output has been stable for a number of years, and 2024 billet production increased by 9,196 tons year-on-year due to stronger product markets. Mosjøen's 2024 casthouse production was

on par with the year before as foundry markets improved while rolling ingot markets declined.

Alcoa Norway's two casthouses are flexible units capable of efficiently delivering high-value products. Total casthouse production capacity is approximately 380,000 tons of aluminum products. This exceeds potroom capacity. Lista's and Mosjøen's casthouses supplement potroom metal with remelting of purchased metal.

Total full-time equivalents at end 2024 was 945, 3 less than previous year-end.

Financial results

Operating profits decreased by 157 mill. NOK, from 503 mill. NOK in 2023 to 346 mill. NOK in 2024. The operating margin was 3% (5%). Return on invested capital was 6%, compared to 10% in 2023.

Higher LME prices and product premiums had a positive impact on earnings in 2024 compared to previous year. Alumina prices rose during the whole year and total cost increased while carbon costs were reduced.

A weaker Norwegian Krone vis-à-vis the Euro raised the value of future power purchases in our power purchase agreements (PPAs). Alcoa booked an unrealised currency loss of minus 650 mill. NOK in 2024 compared to minus 662 mill. NOK in 2023.

The introduction of climate conditionality in the Norwegian CO2 compensation scheme, instructing eligible recipients to spend at least 40% on decarbonisation and energy efficiency projects, reduced the positive P&L impact on energy prices in 2024. Complying with the additional condition can be achieved over multiple years, but not later than 2034. Compensation received for the approved decarbonization investment is expected to be recognized over the useful lives of the related assets.

Alcoa's conversion costs per ton of aluminium were at the same level as previous year. Alcoa Mosjøen retains a good position on the global aluminium market's cash cost curves, while Alcoa Lista has a weaker position due to lower-than-normal activity due to the partial curtailment and higher energy costs.

When compared to the American dollar, the Norwegian Krone weakened from 10,56 in 2023 to 10,74 i 2024.

Net finance positions totalled minus 106 mill. NOK in 2024 (74). Ordinary depreciation totalled 432 mill. NOK (400).

Capital investments in 2024 amounted to 557 mill. NOK (602). In May 2022, approximately 500 mill. NOK was allocated to direct investments and approximately 300 mill. NOK to critical infrastructure in order to raise production capacity in Mosjøen by 14,000 tons. These investments follow a pre-established step-wise investment plan, and increased production capacity is expected to be finalised in 2027.

Net cash-flow from operating activities was 1,379 mill. NOK (870). Compared with income before tax at 241 mill. NOK, paid taxes at 193 mill. NOK reduce the cash-flow while added depreciation at 406 mill. NOK, m-t-m change derivatives at 647 mill. NOK and 232 mill. NOK reduced other receivables add to the cash-flow calculation.

Alcoa Norway's working capital at 1,365 mill. NOK end-year 2024 was 35 mill. NOK lower than it was at the start of the year, at 1,400 mill. NOK. Both receivables and payables have increased while inventories are unchanged from year-start levels.

Liquidity reserves at the end of 2024 were 15 mill. NOK (7). Total equity at year-end was 4,909 mill. NOK. (4,690). The equity ratio was 44% (47%).

The total booked tax payable at the end of 2024 is 331 mill. NOK (422)

This financial statement has been prepared under the premise of continued operations.





Financial risk

Financial risk consists of market risk, credit risks and liquidity risks. Alcoa Norway is exposed to all these risk factors in their operations.

Prices of alumina are tied to the API (Alumina Price Index), an internal pricing mechanism derived from a weighted average using last month's daily spot prices from three separate market indexes.

Alcoa Norway has several long-term power purchase agreements securing 75 percent of the necessary power for the Mosjøen smelter through 2035. At Lista 85 percent of the necessary power is secured for 2025 through 2027.

Financial compensation of the indirect emissions costs passed through the electricity bill, commonly known as CO2 compensation, is received in accordance with the European Union Commission Guidelines and the Norwegian compensation regime. Beginning in 2025, 40 percent of the compensation will be conditional on decarbonization investments by Alcoa in Norway. Complying with the additional condition can be done over multiple years, though investments must materialise no later than 2034.

Alcoa Norway has secured access to physical deliveries of coke and pitch through contracts with the Alcoa Corporation. Aluminium is quoted in USD in all markets. Changes in the USD exchange rates affect prices denoted in local currency. Most of Alcoa Norway's exports are invoiced in USD while major raw materials are invoiced in USD and EUR.

Alcoa Norway does not insure its credit risk. Most sales are intercompany transactions.

Alcoa Norway is a guarantor of secured credit facilities i.e. USD 1,25 billion Revolving Credit Facility, USD 250 million Japanese Revolving Credit Facility and senior unsecured bonds for which Alcoa Nederland Holding B.V. (ANHBV) is the borrower. During 2024 ANHBV and Alcoa Corporation agreed to secure the credit facilities i.e. both revolvers which include Alcoa Norway's general pledge of its assets and shares in relation to such facilities.

Long term internal loans of 2.300 mill NOK and 718 mill NOK are with Alcoa Nederland Holding B.V.

Directors' liability insurance

The company has signed a directors' liability insurance for its managing director and other management team members. The insurance is provided for by an financially solid insurer with satisfactory financial viability/credit rating.

True and fair overview and presentation of annual accounts

The annual accounts have been prepared in accordance with the Accounting Act and the Regulation on Simplified IFRS. The Board of Directors is of the opinion that the annual accounts and disclosures give a true and fair view of Alcoa Norway AS and the company's assets and liabilities, financial position and profit. Profit for the year and financial position are affected by uncertainty related to accounting estimates.

Environmental and Social Governance (ESG)

Our presence is felt in the communities in which we operate, particularly in Mosjøen where the smelter is located in the middle of the city. Although our operations are technologically advanced production facilities, aluminium production is an electro-chemical and mechanical process using many raw materials and components, generating heat, noise and supply logistics. In order to uphold local acceptance and support, the impact on people and nature must be as low as possible. This requires devoted efforts in numerous areas. In this section we describe these efforts and how we constantly strive to keep our footprint as low as possible, as well as our plans to improve it even further.

Alcoa's environmental efforts and targets are aligned with corresponding milestones in the Alcoa Corporation and

adhere to domestic regulation, company strategy and available resources. The work itself is allocated to relevant departments and the locations' respective environmental teams. Efforts are frequently organised as stand-alone projects with distinct management and budgets. Progress and content are regularly discussed in Alcoa Norway's Technology Council, which also identifies new environmental projects. Environmental projects and more general process improvement projects get support from Alcoa's Centre of Excellence (CoE), an internal group of experts with a broad range of technical experience.

The company's sustainability guidelines, targets and efforts are structured in accordance with the United Nations' Sustainability Development Goals (SDG). Alcoa's ambitions and achievements are summarised as follows in Table 1 below:

Table 1: Alcoa's long term sustainability goals as categorized by UN's SDGs

SDG	Goal	Progress ¹
	Zero fatalities and serious injuries (life-threatening or life-altering injuries and illnesses).	Zero fatalities or serious injuries in 2024.
  	By 2030, deploy skills development programs in collaboration with Alcoa Foundation and Instituto Alcoa to equip members of our host communities with the necessary competencies to participate in local economic activities.	Inaugural funds benefitted 81 programs and 15.995 participants in 2023.
      	Implement a social performance management system (SP360) at all operating locations, including the definition of performance metrics and long-term goals to be achieved by 2025 and 2030.	Completed roll-out of the system across our global operations.
 	Achieve a more inclusive culture that reflects the diversity of the communities where we operate.	Increased the percentage of women in our global employee population from 18,48% in 2022 to 19,1% in 2023 (in Norway 13% in 2024). The percentage of new hires from underrepresented populations was 44%.
   	Align our GHG (Sceop 1 and 2) emissions reduction targets with the "well below 2° C" pathway by reducing GHG emission intensity by 30% by 2025 and 50% by 2030 from a 2015 baseline of 7,1 mtCO2e/mt AL.	27,2% reduction from 2015.
 	From a 2015 baseline of 53 m2/kt alumina, reduced bauxite residue land requirements per metric ton of alumina produced by 15% by 2030.	15,5% reduction from 2015.
  	Maintain a corporate-wide annual ratio of 1:1 or better for mine rehabilitation to mine disturbance	1,31:1 ratio for 2023.
 	From a 2015 baseline of 131,7 mt, reduced landfilled waste by 15% by 2025 and 25% by 2030.	22,8% reduction from 2015.
  	From a 2015 baseline of 3,79 m3 water/mt alumina, reduced the intensity of our total water use from Alcoa-defined water-scarce locations by 5% by 2024 and 10% by 2030.	2,1% increase from 2015.

Source: Alcoa Sustainability report 2023

¹ Progress is primarily reported with 2023 figures as not all parameters were completed for 2024 at the time this report was written.

In the following sections we present the current status for the different sustainability criteria both for Alcoa Corporation and our operations in Norway.

Diversity and EHS

Alcoa employees are entitled to safe and secure jobs in a company that puts considerable emphasis on a security culture. Alcoa is required, as an employer, to adhere to regulations in the Norwegian Working Environment Act, which guarantees our employees a physically and psychosomatically acceptable working environment. Moreover, Alcoa requires its employees to be aware of and to report potential risk-inducing elements. Alcoa considers it highly important to offer a diverse and inclusive working environment, where everyone feels included and has equal opportunities for development. To us, inclusion and safety are intertwined in a workspace where all employees are entitled to safety, well-being and an overall good working environment.

Environment, health and safety

Alcoa's core values – act with integrity, operate with excellence, care for people, lead with courage – are upheld through a corporate culture that values people and safety above all else. Our ability to attract, develop, and retain skilled employees is crucial to how capable we can be as a company. We will provide our employees with a safe and inclusive workplace that respects everyone regardless of who they are and where they work.

Safety

Alcoa's EHS efforts are rooted in the Alcoa Corporation's own EHS policy, founded on long-term and focused efforts. Our security culture is supported by a systematic risk management and quick-to-adapt leadership working to ensure all areas of work are safe. Employees are aligned with the safety courses and safety awareness we require, both for our own workers and suppliers. All executive town hall meetings begin with a safety brief.

2024 was a noteworthy year for the Alcoa Corporation. For the first time since comprehensive registration and reporting of injuries and incidents started, the company had zero fatalities and zero serious injuries. The number of serious incidents (Fatal or Serious Injury Potential – FSI-P) was 25% lower in 2024 than the year before, and more than 50% of previously registered FSI-P incidents were reclassified from “risk” to “safe”.

On Alcoa's internal web pages employees are presented with a full overview of security requirements, identified risk elements and emergency statistics. So-called Safety Data Sheets (SDSs) make up a key part of the information. SDSs describe all potential areas of risk at the various locations.

All efforts directed at safety and injury prevention are systemised according to the different efforts' expected efficiency, assessed by where the need for specific efforts is greatest. The key focus area is to remove risk exposure if at all possible. Alcoa's method uses the skyscraper principle, where our safety work always begins where the exposure is greatest/most dangerous. If physical removal for some reason is not possible, our next step is to replace the risk element with something risk-free. If replacement is also not possible, controls and routines are introduced or amended to either isolate the worker from the risk element or work routines are changed to give the same effect. Use of personal protection equipment (PPE) is the last resort.

Reported injury numbers for Alcoa's Norwegian operations in 2024 unfortunately took a turn for the worse. Incidents recorded by type is presented for 2024 (and 2023 in brackets) for both Mosjøen and Lista.

Table 2: Injuries at Alcoa's Norwegian operations in 2024 (2023)

	Alcoa Norway	Alcoa Lista	Alcoa Mosjøen
H1 incidents ²	3 (3)	1 (1)	2 (2)
H2 incidents	15 (13)	3 (3)	12 (10)
H3 incidents	66 (54)	25 (15)	41 (39)

Source: Alcoa Lista and Alcoa Mosjøen

As in 2023, Alcoa's Norwegian operations had three incidents of more serious issues in 2024, so-called H1 incidents. It should be noted, however, that none of these incidents was life-altering. That aside, these are types of incidents that should not occur at our facilities, and we will continue to devote efforts to preventing them in the future.

Alcoa Mosjøen reported a slight increase in injuries requiring medical treatment (H2 incidents), but none of these were deemed serious. The number of injuries requiring first aid treatments increased in both operations compared to 2023. This is obviously a negative development, though not considered serious.

Throughout 2024 Alcoa has spent a considerable amount of time on critical risk assessment, and with that sought to get our workers and suppliers to use proper risk protection before a risk-exposed job is carried out. «Alcoa's Programme for Critical Risk» aims to set up barriers to critical risk elements, dealing with the most substantial risk elements that have previously caused unwanted incidents. Critical elements include mobile equipment, liquid bath/metal, electrical elements, falling objects, cranes and lifting, energy storage and working in elevated conditions. The program is presented with the following information poster (in Norwegian):

² H1 is injuries which cause temporary absence from work, while H2 injuries require medical treatment and/or reassignments to other worktasks. H3 injuries require first aid.

Figure 1: Alcoa's Programme for Critical Risk



Source: Alcoa Norway

The program itself is designed to be simple, accessible and to encourage taking responsibility. It is directed to each individual with a request to identify and deal with risk elements through answering three questions before a task is carried out:

1. What is the critical risk element(s) in the task I am about to do?
2. What critical controls are in place to avoid a serious incident, or worse, a potential fatality?
3. How do I know the critical controls are effective?

If critical controls are NOT in place, or they are NOT efficient, the work-task is to be STOPPED and changes made in a way that ensures the risk elements are removed or controlled before the task can begin.

In April 2025 it was announced that Alcoa Lista, alongside mining and refining activities at Alcoa's Poços de Caldas site in Brazil, won the company's EHS Excellence Award for 2024 for the second successive year. The award is presented to operations excelling at implementing safety routines and better risk management. Some examples of efforts made at Lista were:

- Reduced exposure to chemical components by live surveillance of dust levels
- Reduced LNG consumption per ton remelted metal by using an electric pre-heating furnace
- Reduced number of personell involved in handling bulk cargo from ships

The work to identify and map «silent exceptions»³ continued in 2024, as was the practice of implementing measures to reduce the number of silent exceptions. Numerous teams are tasked with finding and reporting cases where, for example, urgency might lead to short-cuts or other deviations from rules and routines. Submitted reports are always studied and typically result in agreements where every relevant team commits to removing silent exceptions.

Health

Alcoa's motto is that all employees leave work as healthy as they were when they came to work. All employees and contractors shall have sufficient insight, time and know-how to plan and perform work-tasks in a way that is safe and promotes health.

Alcoa Lista's sick leave in 2024 was 6,98%, a marked increase of a full percentage point compared to the year before (5,94%). Alcoa Mosjøen's respective figure in 2024 was 7,7%, the same as the year before. The explanation for the operations' sick leave was primarily normal seasonal illnesses, such as the common flu.

We recognise that injuries and illness not only affect individuals, but also families and the communities where we operate. This is why we have taken a number of steps to prepare for and prevent work-related illness⁴ leading to sick leave. Our approach involves removing or controlling different forms of health hazards.

³ «Silent exceptions» (in Norwegian: «stille avvik») describes a situation where breach of procedure is so engrained they have become standard practice.

⁴ See Alcoa's [EHS-strategy](#).

In 2023 Alcoa launched a new standard for fatigue prevention, a risk-based approach requiring our operations to introduce mitigating or preventing measures such as adjusting work-shifts and improved work design. Where possible Alcoa uses sensor technology capable of detecting signs of fatigue. The work was introduced in Alcoa's Norwegian operations 2024, and impacts are therefore still unknown.

Meanwhile, Alcoa continues to develop its own Good Work Design-program (GWD) at all operations. The purpose of GWD is to change the ways in which physical work is undertaken and to increase work satisfaction. A digital GWD portal was launched in 2023. At the beginning of 2024 Alcoa had identified 43 cases, amended 123 different work-tasks and launched four different automative solutions to remove work-tasks with possible risk exposure.

Alcoa has its own global department, EHS Center of Excellence, responsible for developing and implementing the company's health promoting work. As part of the team, Alcoa's global health personell work with which parts of the health-promoting work needs priority and to develop strategies for work-related health and hygiene. Our global health personell also train local health representatives on a set of prioritized areas, including:

- Prevent work-related illness
- Eliminate and control elements that create health risk
- Survey workers' overall health
- Offer treatment and rehabilitation for illness and injury
- Promote wellness efforts
- Analyse collective health in our communities and how this is affected by our operations
- Carry out quantitative assessments of workers exposed to physical and chemical components

Alcoa routinely undertakes EHS audits. The audits are performed by a group consisting of local HSE experts, consultants, occupational health services, and employee representatives.

Environment

Alcoa wants to avoid any environmental impact employees may become exposed to in their day-to-day operations. This is a necessity to ensure a healthy, motivated and competent workforce. Efforts are directed at both physical and psychosocial elements. Employees are encouraged to be physically active and are offered nutrition courses. Instances of fatigue should be avoided, and employees are trained to detect and react to signs of fatigue.

Improving physical conditions includes many specific efforts, of which many involve reducing physical exposure

to elements that can be detrimental to health. Examples include exposure to welding fumes, noise, and chemicals. Employees also received education on health impacts of this type of exposure.

Equality, diversion and discrimination

Inclusion, equality and diversion are priorities for Alcoa and an essential part of our business culture⁵. We firmly believe that promoting a work culture where everyone feels welcome is necessary to nourish a productive and innovative environment. At Alcoa these concepts are essential. Employees shall, regardless of race, sex, religion etc be heard, seen and respected. Throughout the latest three-year period Alcoa has continuously increased the share of new employees from underrepresented backgrounds. The diversification indicator for new employees in 2023 was 44%, considerably higher than the 33% target.

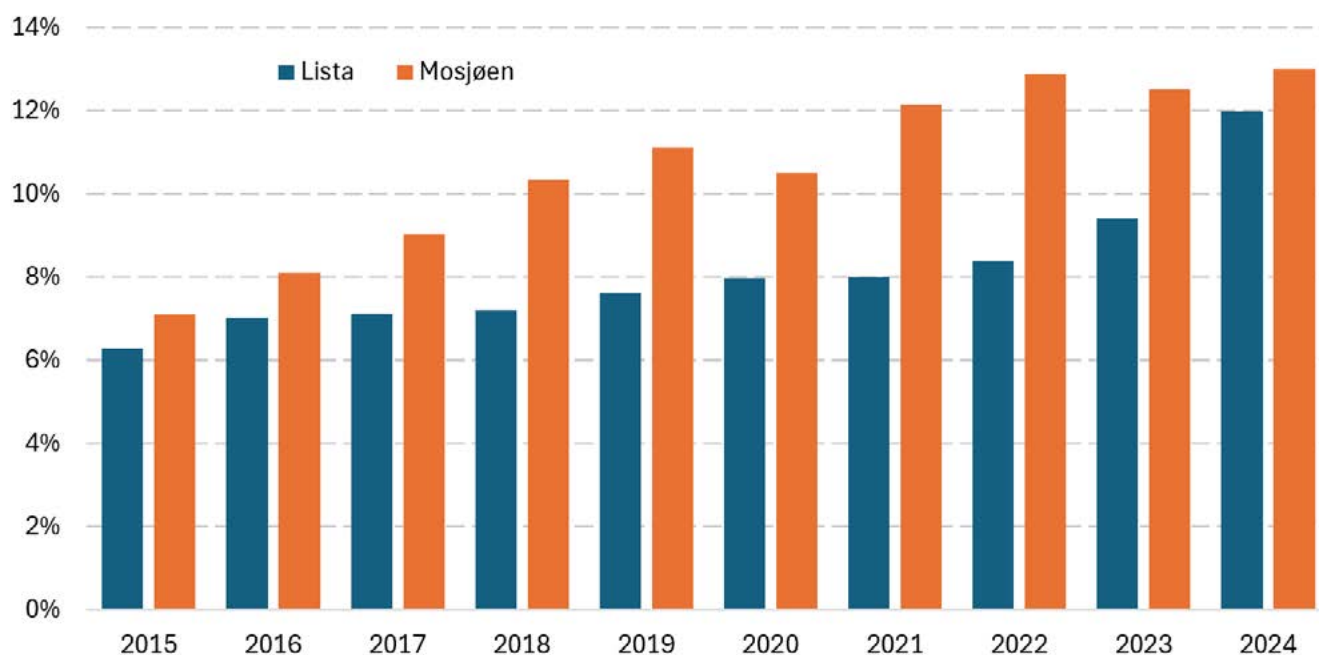
Mosjøen's workforce is getting ever more diverse, thanks in large part to devoted efforts to attract potential workers that have recently moved to the area. In December 2024 the smelter received a regional diversity award for Mid- and North-Norway. This award is presented each year by the Directorate of Integration and Diversity (IMDI) and is the Norwegian government's award for exceptional use of immigrant work-life skillsets. Alcoa Mosjøen's employees have 33 different nationalities, and the smelter is, according to IMDI, an important role model with a global perspective on all its undertakings. Particular attention was given to the many inclusion- and diversity-enhancing efforts Alcoa does: celebration of different national holidays, language cafe and foreign food as requested by workers. In addition, the Sami perspective is well represented.

Industrial manufacturing is traditionally a male-dominated profession. Alcoa considers higher numbers of female employees an important strength. Industrial worktasks can be carried by both men and women and being able to choose equally between a female and male workforce raises our productivity and overall operational quality. Globally, Alcoa's target is to continously raise the share of female employees. In 2023 this share was 19,1%. It has grown consistently over the last 10 years.

The share of female employees at our Norwegian operations unfortunately remains stubbornly low. Mosjøen's and Lista's respective shares for the last 10 years is presented in the figure below. While the numbers keep rising, the growth is well below the global target. Getting women to apply to jobs in manufacturing industry remains the biggest challenge. Too few apply, even when they are demonstrably qualified, suggesting that the traditional conception of industry being a male profession lives on. We are working to change this.

⁵ See Alcoa -- [Equal Employment Opportunity Policy](#)

Figure 2: Share of women in workforce, Alcoa Lista and Alcoa Mosjøen 2015-24.



Source: Alcoa Norway AS

Although the overall share of female representation in our workforce is low, there is a distinct difference between administrative and operational work. For Lista, the share of female employees in office work was 18%. The respective number for Mosjøen was 17%. Women are also better represented among temporary workers at both locations, around 30%.

Alcoa regards diversity as a commercial benefit. A low female representation in the workforce is, as such, a shortcoming in both inclusion and in commercial matters. While there is no single reason for the low share of female employees, it is presumably at least partly influenced by Alcoa's operations being regarded as a male-dominated environment. Alcoa believes more targeted recruitment efforts are needed, and that females should be actively encouraged to apply for jobs in operations. Alcoa also recognizes the need to recruit women for management positions, both in operations and in administration.

The way in which Alcoa assesses whether our own targets are achieved for an inclusive and diverse workforce, this is done by measuring the breadth of these parameters in the workforce, among applications and reappointments. Wage equality is also measured. Alcoa has its own council for inclusion and diversity, Global Inclusion & Diversity Council, represented by several executives in the company. The Council has established the following set of initiatives:

- Alcoa Women's Network (**AWN**)
- Alcoans moving Beyond Limited Expectations (**ABLE**)
- Employees at Alcoa for Gay, Lesbian, Bisexual and Transgender Equality (**EAGLE**)
- Alcoans Working Actively for Racial-Ethnic Equality (**AWARE**)

In 2024 Alcoa Lista had 21 apprentices at the end of the year, Mosjøen 22. Alcoa is an important employer of apprentices in both communities. We mainly recruit apprentices from industrial professions and courses, though a number of other professions, e.g. electricians, plumbers, woodworks, are also represented.

Reducing the environmental impact

Production of aluminium

Aluminium is made through electrolysis of aluminium oxide (AL₂O₃). Aluminium oxide, commonly referred to as alumina, is produced by crushing and refining bauxite, a type of rock mostly located in the sub-equatorial belt.

In an aluminium smelter, the alumina is dissolved in melted cryolite at 950°C in electrolysis cells (pots). When electricity is passed as a current through the cell, aluminium ions (Al³⁺) are drawn to the negatively charged electrode (cathode) while the oxygen (O₂⁻) is drawn to the positively charged electrode (anode). At the cathode aluminium is formed, sinking to the bottom of the cell where it is poured and transported in liquid form to the casthouse. In the casthouse the aluminium is alloyed and cast according to customer requirements. In the cell's anodes, oxygen attaches to carbon material and forms CO₂. Most other residues are recycled internally and reused or repurposed.

The production process explained above is similar to Lista and Mosjøen, with one important exception. Lista uses a so-called Soderbergh production process, where the anode, made from carbon coke and pitch, is supplied continuously



to the cells. In Mosjøen the carbon anode is “baked” before being added to the cells, hence the name “pre-bake technology”. Pre-baked anodes are replaced regularly as they get spent.

Emissions to air

Emissions to air include greenhouse gases (GHGs), which will be described in a later section, and what is referred to as “local” emissions. Local emissions are, e.g., particles, heavy metals and various gases. Although such emissions are a chemically natural consequence of aluminium production, it is Alcoa’s responsibility to ensure that they cause as little harm to surrounding areas as possible.

Emissions to air are regulated by the Norwegian Pollution Act and environmental permits issued by the Norwegian Environment Agency. Alcoa received an updated permit for Mosjøen in September 2024. Lista received its updated permit in April 2024. Both operations are well below permitted emission limits for emissions of polycyclical aromatic hydrocarbons (PAH), fluorides, dust, sulphur dioxide and heavy metals such as arsene, lead and nickel. The permits include requirements for surveillance and improvement measures where this is possible.

Reducing and eliminating local emissions are mostly a case of solid operations and sticking to protocol. At the same time, Alcoa looks for further improvements through collaborative research. We are currently engaged in a research project alongside Hydro, Sintef, Cybernetica and Nemco Norlab to develop better surveillance, detection and reporting systems for particle emissions from pot rooms. This project is called NESA⁶. Large amounts of air and very small particles make measurements difficult. Small sample variations can present misrepresentative readings of emission levels. NESA aims to improve measurement methods to better represent actual emissions.

An overview of selected emission to air sources is presented in Table 3 below. Both Mosjøen and Lista er well below emission limits for the presented elements. In some cases, limits or emission categories will be different. This is due to Lista and Mosjøen applying different production processes for aluminium production, respectively Soderberg and Pre-bake. Mosjøen has its own anode baking furnace with distinct sources of emissions, while this type of unit and emissions does not exist at Lista.

Table 3: Selected sources of local emissions, Lista and Mosjøen, actual value (limits in brackets)

		Verdi Lista (grenseverdi)	Verdi Mosjøen (grenseverdi)
Elektrolyse	PAH to air – kg US-EPA PAH/ton Al	0,22 (>0,4)	0,82 (>1,74)
	PAH to water – g US EPA PAH/ton Al	8 (>17,4)	0,175 (>3,0)
	Anode effect – min/pot day	0,272 (>0,4)	0,070 (ingen grenseverdi)
	Particle emissions – kg/tonn Al	0,5 (>1,2)	0,4 (>0,45)
	Collection of residue – %	91,6 (<91,5)	95,0 (ingen grenseverdi)
MF	Particles – mg/Nm ³	1,0 (≥4,0)	0,12 (≥2,0)
Støperi	Particles – mg/Nm ³	6 (≥18)	12,6 (≥5,0)
Anode	PAH to air – kg US-EPA PAH/ton Al		0,002 (≥0,17)
	Particles – mg/Nm ³		0,136 (≥2,0)

Source: Alcoa Norway AS

⁶ For more information on the NESA project (in Norwegian), follow this [link](#).

In its environmental permit, Lista received only one comment of note, concerning an area used for fire drills since around 1990. This is a forested area without any activity. On September 27 2022, the County Adiminstrator conducted a survey of the area, and found traces of foam from fire extinguishers containing compounds of PFAS. Following the finding Alcoa Lista switched to an alternative material. Use of PFAS-based material was replaced by flouride-free and biologically degradable liquid foam (Solberg Versagard AS-100). Sample surveys were conducted in 2024, with no particular findings.

Mosjøen's permit had no discernable notes in 2024. The Environment Agency's only noteworthy comment concerns the Store Asnevdal waste deposit facility, encouraging Mosjøen to manage the site well in the coming years.

Waste treatment and recycling

Electro-chemical processes applied in the manufacture of aluminium generate numerous waste products that are

difficult to sell or re-use. Some of these are direct results of electrolysis, such as spent pot lining or residue minerals from the chemical treatment of alumina. Other waste products are waste gases, absorbed in sea water for further processing.

Pollutant waste from Alcoa's operations can broadly be categorised in three different groups:

- 1) polluting refractory/carbon materials
- 2) polluting particles from filters and
- 3) contaminated metal.

Polluting waste is not synonymous with hazardous waste, though. What these waste components have in common is their content of valuable resources that are difficult to separate and thus possible to recycle. A summary of waste, both hazardous and non-hazardous, is presented in Table 4 below.

Table 4: Waste and waste processing at Alcoa's Norwegian smelters in 2024, tons

	Energy recycling	Material recycling	Deposits
Lista			
Hazardous waste	166	1 690	5 222
Ordinary/non-hazardous waste	165	1 794	188
Total Lista	331	3 484	5 410
Mosjøen			
Hazardous waste	90	8 603	4 747
Ordinary/non-hazardous waste	675	3 635	5 971
Total Mosjøen	765	12 237	10 718
Total Alcoa Norway	1 096	15 721	16 128

Source: Alcoa Norway AS

Figure 3: Alcoa's approach to waste treatment



The total amount of waste was greater in 2024 than in 2023, in particular waste deposits. This is an unwanted development for Alcoa. The company strives to use and re-use all materials as much and as often as possible before they are deposited. Alcoa targets a reduction of deposited waste globally by 15% in 2025 and 25% in 2030 through a stepwise approach to minimising waste. The first step is to cut waste from the source. The second step involves making use of waste in an environmentally sustainable way, while deposits to landfills is considered a last resort option. Our waste treatment model is shown in the figure to the left.

All Alcoa's operations report waste data to the company's internal waste database in accordance to the company's reporting standards for waste data (Waste Data Reporting Standard). Additionally, we assess all forms of information of waste from our suppliers as part of our [Supplier Sustainability Program](#).

Source: Alcoa Sustainability Report (2023)

Land use, land management and biodiversity

Managing our land is done in a sound and sustainable way that prevents all forms of ground pollution on-site and in surrounding areas. Alcoa depends on surrounding eco-systems for climate adaptation, having access to clean and usable water, upholding land conditions to prevent floods and erosion, and ensuring the health of human beings, flora and fauna.

According to section 9.2 in our operational permit as awarded through the Norwegian Pollution Act, Alcoa's operations need to employ forms of waste treatment that do not disturb our surroundings. Both Lista and Mosjøen have developed plans for sudden emissions. These plans include risk assessments of sudden emissions in terms of how likely they are and what sort of consequences they might have.

Landfills

Lista has two closed landfills, one old and one new. The areas are examined according to regulations on how to manage closed landfills and deposits⁷, while sampling is done in accordance with post-operation rules. This all takes place through an internal measurement program developed by COWI, a consultant. Close examinations are also carried out at Lista's new deposit where six substances – oven soot, electro-filter soot, cathode waste, sweepings, anode- and pitch-waste – are classified as potentially harmful.

In Mosjøen one landfill cell remains active. This landfill is for ordinary waste in a deposit built in 2002. A part of the landfill is now closed. Deposit surveillance is in accordance with requirements in the operational permit, carried out with the help of external consultants.

Biodiversity

Alcoa Mosjøen collects of local vegetation each year to check for flouride contents. This is done in cooperation with the Vefsn municipality. The municipality analyses the data. In 2024 Mosjøen and NILU, an environmental agency, carried out an analysis of air quality in the surrounding areas. The analysis showed no signs of negative impact on nature or the environment. Local animal life and flora can thus be seen as unaffected by our activity.

Alcoa Lista is a landowner of parts of the local Husebybukta, Einarsneset and Røyrjtønn areas. The Agder County Administrator has had a long-standing interest in restoring the landscape in these areas. Alcoa is prepared to provide assistance. Our interest in doing so is two-fold: preserving healthy vegetation to mitigate noise impact for the surroundings, and upholding biodiversity.

In 2024 NIVA, an environmental agency, carried out a targeted survey of Husebybukta on behalf of Alcoa, in

accordance with water regulations. The survey focussed primarily on emissions-to-sea and included an analysis of PAH elements in limpets (four stations) and mussels (to stations). Results showed that in some stations – Haugestranda, Tjuvholmen and Grønnodden – PAH-levels exceeded limits and were classified as “not good” in chemical terms. Einarsneset and Havik were classified as «good». PAH-levels were generally higher in mussels than limpets, though levels in Haugestranda were lower than in 2018.

Energy consumption and energy efficiency

Energy consumption

Aluminium production is energy intensive. Altogether, around 20 kWh of different forms of energy is needed for every kilo of aluminium alloys we sell to our customers. Electricity accounts for the highest share of consumed energy, while natural gas and other sources of energy are used for numerous purposes.

The production of primary aluminium uses aluminium oxide as its raw material. The process applies carbon anodes made of calcinated petroleum coke and pitch. The carbon anode is calcinated at temperatures of around 1100-1200 °C before being applied in production, by using fleeting anode components and liquified natural gas (LNG) as sources of energy. In the Søderberg process, used at Lista, the anodepaste is calcinated using electricity. With pre-bake, used in Mosjøen, anodes are pre-baked in a furnace heated by burning pitch gases and coke, supplemented with LNG.

Energy applied in the electrolysis process comes from an electrical current and the heat from the anode reaction between carbon and oxygen. The energy is used to keep the electrolysis bath in liquid form at 950 degrees and to apply electro-chemic energy to the aluminium. Liquid aluminium is poured out of the cells and transported to the casthouse for casting and further processing. Potroom metal is mixed with remelt metal and different alloys, using LNG for heating.

Apart from providing energy to the production of aluminium, electricity is also used for a variety of other activities, such as repair services, lighting, hot water etc. Propane is used to pre-heat electrolysis cells. There are also a number of vehicles used for various purposes, and these most commonly run on diesel.

Total energy consumption for Lista and Mosjøen in 2024 is shown in Table 5 below. The smelters' total electricity consumption was 4,3 TWh, equal to around 3,5% of total electricity consumption in Norway the same year. Alcoa is also a sizable consumer of natural gas with a total annual consumption in 2024 of 338 GWh and a large consumer of fossil energy sources in the shape of coke and pitch used for electrolysis.

⁷ Structor. (2017). Søknad for avslutning og etterdrift av eldre industrideponi.

Table 5: Energy consumption Alcoa Lista and Mosjøen, 2024, in GWh.

	Lista	Mosjøen	Total
Electricity, GWh	1 192	3 112	4 304
Gas - LNG, GWh	48	287	335
Gas - LPG, GWh	1	2	3
Total, GWh	1 241	3 401	4 642

Source: Alcoa Norway

Electricity accounted for 92% of Alcoa's total 2024 energy consumption, reflecting just how electricity intensive this process is. The annual consumption of 4,3 TWh makes Alcoa Norway's second largest electricity consumer after Hydro. In pricing terms, most of Alcoa's consumption is covered by power purchase agreements (PPAs). In 2024 Lista signed a new three-year PPA with Statkraft, covering most of the smelter's consumption. Mosjøen has three wind-power PPAs with Tromsø Vind AS and Raudfjell Vind AS (same project), Guleslettene Vind AS and Øyfjellet Wind AS respectively. Wind-power agreements cover around 75% of Mosjøen's power consumption on average, while a further 8% is covered through a smaller hydropower PPA with Statkraft. The remaining power is purchased from the spot market.

Alcoa is also one of Norway's largest consumers of natural gas, not including the refining industry and chemical industry. The gas is delivered in liquid form as LNG. Most LNG is consumed at Mosjøen's anode baking furnace, which supplies anodes both to Mosjøen's own operations and Alcoa's smelter at Fjærdaal in Iceland. LNG was sold to Alcoa through gas supply agreements with Molgas Energy Norway AS (previously Gasnor).

Both Lista and Mosjøen have ISO 50001 energy management certification, requiring our operations to reduce specific energy consumption per ton product and increase the use of waste heat. Through the HighEff research project, Alcoa and Hydro cooperate to develop solutions to effectively increase use of waste heat from electrolysis cells. A pilot has been installed in Mosjøen, and the research partners are now applying for further support to develop the

project further. Alcoa also cooperates with Oslofjord Varme AS and other companies to increase the uptake of waste heat. Local uptake possibilities are heating of raw materials and local community heating.

Water consumption and emissions to water

Water is a critical asset for Alcoa's operations, for our local communities and for the environment that surrounds us. Across the world, climate change makes access to water less predictable, making it necessary to reduce consumption and to use water efficiently.

Alcoa has strict requirements for use of water, recycling and purification, particularly in areas with limited water access. As water is not a scarce resource in either Lista or Mosjøen, we prioritise re-use and recycling of water over curbing consumption. At the same time we apply all efforts we can to make use of water more efficient.

In our Norwegian operations water is used mainly for cooling rectifiers and compressor stations. Seawater is used for the filtering of particles. After use and purification, the seawater is pumped back into the fjords at Husebybukta and Vefsn. The excellent access to clean seawater puts both Lista and Mosjøen in the low-risk category for Alcoa's operations. Alcoa monitors water consumption globally to identify areas where access to water can be a risk, adjusting operations accordingly.

The table below shows how much water was consumed at either location in 2015 and 2024.

Table 6: Water consumption at Lista and Mosjøen in 2015 and 2024, thousand litres.

LISTA	2015	2024	Change in %
Fresh water	3 804 681	3 166 848	-17%
Seawater	40 821 784	12 282 244	-70%
MOSJØEN	2015	2024	Change in %
Fresh water	12 380 738	14 521 171	17%
Seawater	43 677 864	43 799 448	0,3%

Source: Alcoa Norway

Lista's use of water has decreased considerably since 2015, much due to sand filtering systems installed in hall gas scrubbers. In these systems seawater is used to absorb particles from the electrolysis production halls, before the water is purified with sand filters and then re-used.

Fresh water is purified before being pumped back to the Kråkenesvannet lake. In Mosjøen water consumption has been stable, while freshwater consumption has started decreasing after a steady rise since 2015.

All processing water, surface runoff and cooling water from Lista is funnelled to one discharge point in the sea by the Husebysanden beach, approximately 60 meters from shore at 2-3 meters' depth. Previously, water was discharged in an open water-stream straight out to the beach. The new system is marked for environmental improvement.

In April 2024 30 ground water wells at Lista were rehabilitated. Samples from groundwater pumping offered new insight into groundwater conditions. COWI developed a ground water map showing that groundwater slowly seeps out to Husebysanden, a process that naturally dilutes and purifies the groundwater. Calculations show that 63% of all precipitation infiltrates and forms groundwater. Annual groundwater runoff is close to 473.000 m³ towards Husebysanden and approximately 134.000 m³ towards Lundevågen.

Greenhouse gas emissions (GHGs)

Alcoa is a vertically integrated aluminium company. This means our operations involve the full upstream value chain from mining, via refining to smelting. Refining of bauxite generates greenhouse gas emissions from the burning of natural gas, while mining emissions are very modest. Our global GHG emission reduction efforts are directed towards both refining and smelting, and to some degree mining.

In Norway the emissions stem solely from the smelting activities in our Norwegian operations, plus casthouse operations and anode processing. Approximately one third of the energy in the electrolysis process comes from burning carbon, which generates substantial CO₂ emissions. Anode baking also generates emissions through burning gas and coke.

The electrolysis process can also generate perfluorocarbon (PFC) emissions, which form through so-called anode effects – an operational deviation that occurs when there is not enough raw material in the cells. PFC gases are highly potent and have a stronger greenhouse gas effect than CO₂. Even small amounts of PFC generate noticeable concentrations of CO₂-equivalents. Alcoa has considerably reduced PFC emissions through improved pot control and lower anode effect frequency.

Most GHG emissions come from electrolysis, which accounts for 92% of emissions in Lista and 66% in Mosjøen. The difference is attributable to Lista, being a Soderbergh smelter, not having any emissions from anode manufacture. Both smelters have, in a global relative sense, very low carbon footprints per kg sold metal at around 2 kg CO₂/kg. The global average is around 10 kg CO₂/kg. Our low emission factors are mainly due to low emissions from energy consumption, described further in the energy consumption section above.

CO₂ and PFC emissions

Figure 4 below shows Alcoa Norway's total GHG emissions between 2008 and 2024. In some years emissions are higher than the average of the period. Multiple factors explain this. Examples are higher-than-normal anode effect frequencies, low-quality sources of carbon (coke and pitch), operational issues and imbalances in production, higher activity than normal etc. The trend is nevertheless decreasing emissions. For instance, emissions in 2024 were 14% than in 2010. The curtailment of one out of three production lines at Lista in 2022 is naturally a contributing factor. Restarting this curtailed line will expectedly raise emission levels somewhat. It is also worth noting that indirect emissions (Scope 2) contribute. Periods with a low power surplus or deficit means more electricity is imported, and imported electricity typically has a higher carbon footprint than domestic electricity generation based on renewable sources.

Lista and Mosjøen have low Scope 2 emissions from power consumption as most consumed electricity is renewable-based domestic hydropower and wind-power. Variations in indirect emissions stem from degree of imports and what type of power generation makes up these imports. Imports are commonly a mix of renewable-based, nuclear, gas and coal-fired power.

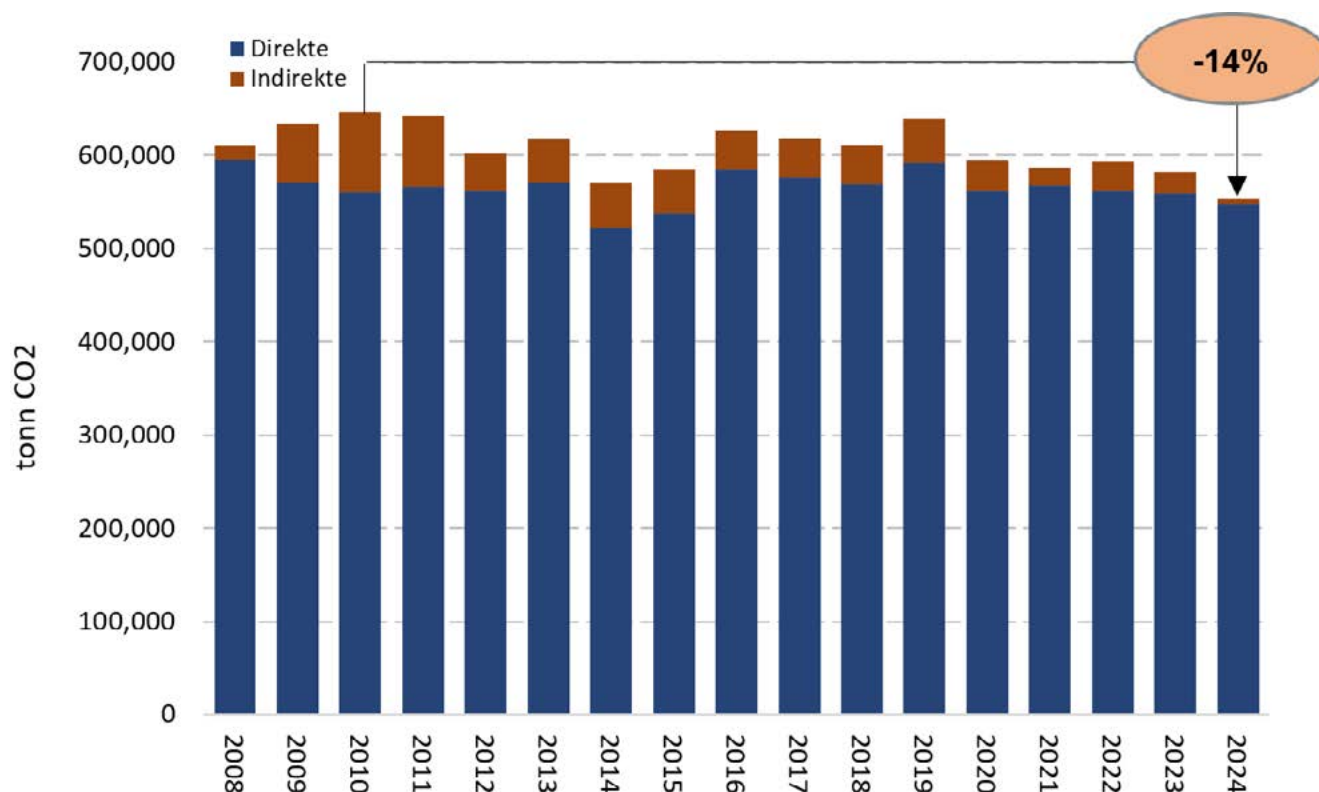
GHG emissions decreased on average even before Lista's partial curtailment. The most significant efforts made in recent years is operational improvements, curbing resource use and lower anode effect frequency.

Being industrial manufacturing operations with an energy consumption exceeding 20 MW, Alcoa's two Norwegian operations are regulated by the European Union's Emission Trading Scheme (ETS). Thus, Alcoa is required to annually submit emission allowances corresponding to direct emissions. As production of primary aluminium industry competes on global markets, against competitors that have no discernable climate policies or climate costs, it is regarded by the EU Commission as being exposed to the risk of carbon leakage. This means Alcoa Lista and Mosjøen receive approximately 85% of their required emission allowances for free. Carbon leakage is a term defining the risk of comparatively low-carbon operations in Europe shutting down due to high emission costs making them uncompetitive and being replaced by a corresponding higher activity and investments in countries with weaker climate policies and lower climate costs. The share of free emission allowances will be reduced going forward (see section on European climate policy below).

Indirect emissions (Scope 2 emissions) are calculated using the location-based calculation method⁸, based on actual electricity generation and electricity flows in the Norwegian grid. An alternative accounting method, the so-called market-based calculation, makes use of guarantees of origin

⁸ See the Norwegian energy regulator, NVEs, web-page for further information: <https://www.nve.no/energi/energisystem/energibruk/stroemdeklarasjoner/>

Figure 4: Alcoa's GHG emissions in 2008-2024, CO2-equivalents



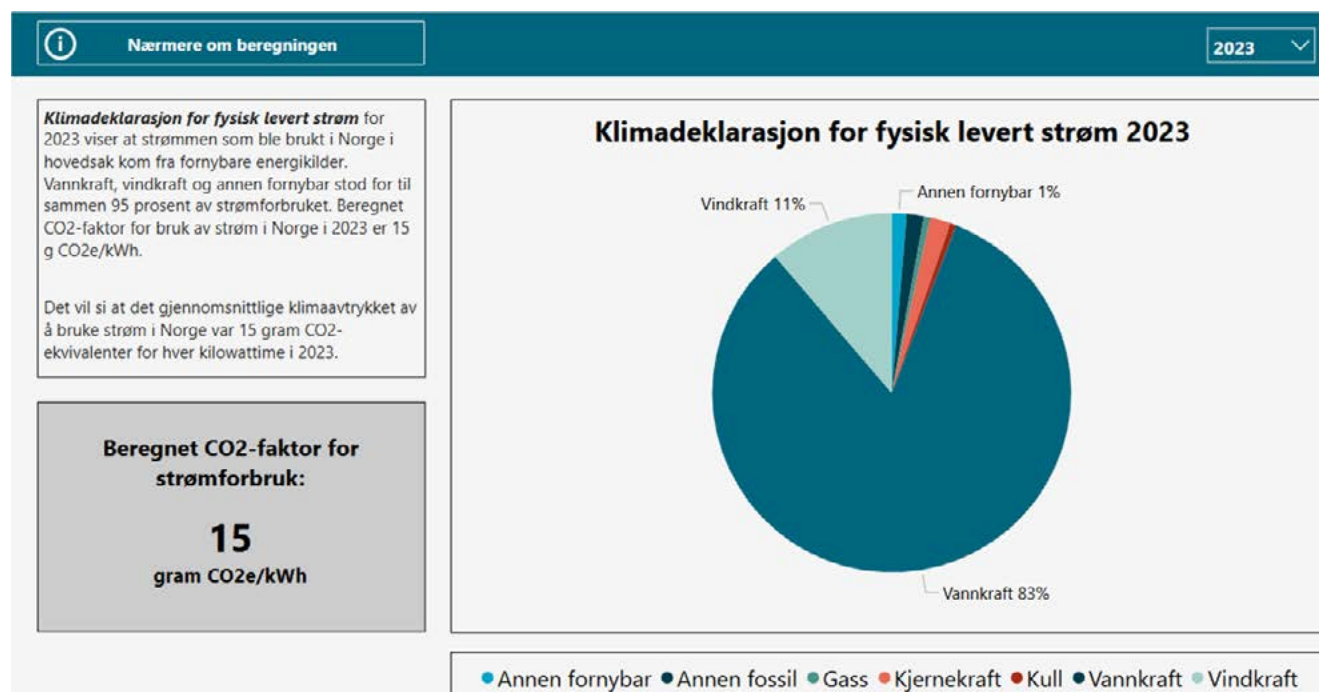
Source: norskeutslipp.no, Alcoa Norway AS

(GOs) which can be purchased independently of power consumption. Purchasers of GOs can report low Scope 2 emissions even though actual power consumption may be carbon-intensive.

The Norwegian energy regulator, NVE, presents the composition of physically supplied electricity in Norway each

year. The numbers can be used to report Scope 2 emissions using the location-based method. In 2023 the share of renewable electricity in the Norwegian electricity system was 95%. The remaining share was a mix of thermal power generation – coal-fired, gas-fired and nuclear electricity generation – from imported electricity. The resulting CO2-factor for Norwegian power consumption was 15 gCO2/kWh.

Figure 5: NVE's climate declaration of electricity, 2023.



Source: NVE



Indirect emissions in Norway are largely determined by weather-based fundamentals. In so-called dry years, with low precipitation often combined with cold winter conditions with little wind, renewable electricity generation is low, and consumption is high, meaning higher imports and a higher Scope 2 emission factor. This effect will decrease in force as electricity generation on the EU Continent becomes more renewable-based.

Alcoa's products

Aluminium plays a key role in the transition to a low-carbon society. It is widely used in multiple forms of electricity production and consumption, including wind turbines, solar panels, electric vehicles, batteries and other electricity

infrastructure. It is a light, strong and flexible metal with extremely high recycling capability, making it ideal for a renewable and circular economy.

An emission-free society cannot exist without its building blocks being produced with no emissions. Our experience is that this is more and more recognized and appreciated by our customers. Demand for low-carbon aluminum is on the rise, even though green premiums remain low. Alcoa meets this increased demand with Sustana™, the industry's most comprehensive portfolio of low-emission aluminium products. Our Sustana brands are recognised in the business and presented in the figure below.

Figure 6: Alcoa's Sustana products.



**Sustana
EcoLum**
Low-carbon aluminum

- **Primary aluminium with a carbon footprint that is one-third of industry average.**



**Sustana
EcoSource**
Low-carbon alumina

- **Alumina products from a refinery portfolio with average emissions intensity less than half of the industry average.**



**Sustana
EcoDura**
Aluminum with recycled content

- **Aluminium with least 50 percent recycled content, supporting the circular economy.**

Source: Alcoa Sustainability Report, 2023

Products made at both Lista and Mosjøen are EcoLum certified. In addition, Alcoa's Norwegian operations and products are both certified by the Aluminium Stewardship Initiative – ASI. ASI certifications cover a broad range of sustainability criteria throughout the whole value chain, from mining to finished product.

Decarbonisation efforts

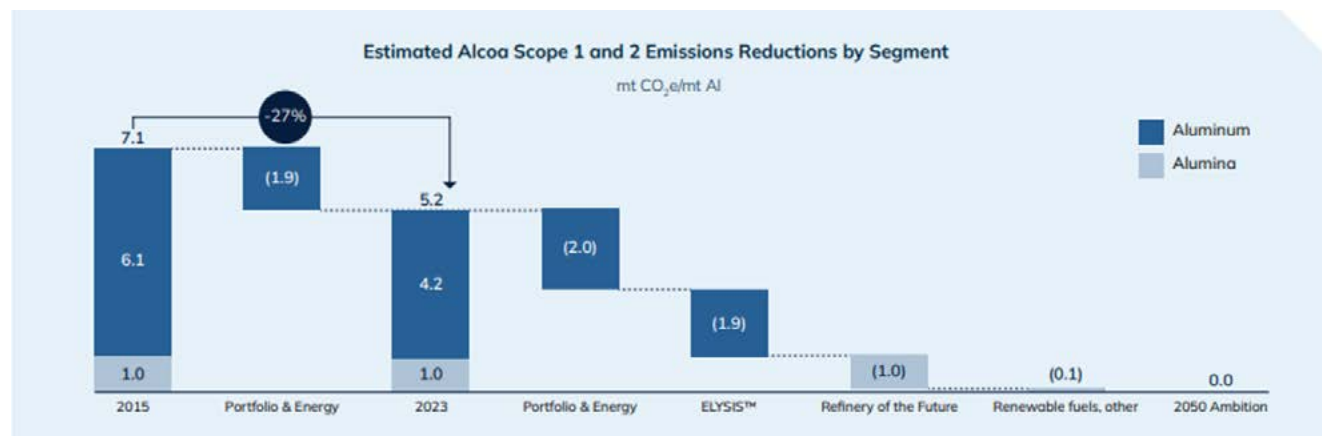
Alcoa's own Climate Change Policy⁹ confirms our support of the Paris agreement and our intention to the Accord's ambition for a decarbonisation pathway to limit the increase in global temperatures to well below 2 degrees. Our internal ambition is to remove all greenhouse gas emissions by 2050. As this means a total transformation of our operations,

⁹ See Alcoa -- Climate Change Policy

it is a challenging process requiring close cooperation with our employees, local communities and national and regional authorities.

Our decarbonisation ambitions are made up of numerous efforts and projects, presented in Figure 7 below. The ambition can be categorised into three groups: reducing indirect emissions, reducing emissions from electrolysis, and reducing emissions from refining.

Figure 7: The Alcoa Corporation's pathway to zero emissions



Source: Alcoa Sustainability Report, 2023

Decarbonisation efforts in Norway target emissions from electrolysis, as power consumption is almost 100% renewable-based and Scope 2 emissions are very low. Moreover, there is no refining activity in Norway.

A transition to emission-free electrolysis production can basically be done in either of two distinct ways: capture and sequestration of CO₂ (CCS) or removing carbon from the production process altogether by using inert anodes. Alcoa has opted for the latter as its decarbonisation technology of choice. Alcoa's own technology project, ELYSIS™, a cooperation with Rio Tinto, replaces carbon-based anodes with an inert material to make oxygen the only emission source. As ELYSIS has received research and development support from Canadian authorities, the first retrofitted ELYSIS smelter must be built in this country. It is currently unclear when ELYSIS will be available for Norwegian operations, though it is expected to happen sometime in the 2030s.

Transforming electrolysis operations to ELYSIS is not Alcoa's only decarbonization project. One example is cutting emissions in current anode manufacturing, a process involving the combustion of gas/coke and pitch. These carbon sources can in theory be replaced by bio-based sources. Bio-based liquified gas, bio-LNG, exists today, and research on bio-based oils capable of replacing pitch is ongoing. Bio-based coke remains, unfortunately, unsuitable for anode manufacturing. In order to remove emissions completely (unless ELYSIS is deployed), CCS is needed. The large quantities of gas and low concentration of CO₂ from aluminium production makes this a challenging process. The ZeMe¹⁰ research platform, a doctorate program, is set up for this purpose. ZeMe is a cooperation project for the entire Norwegian metal industry, where the common target is becoming climate neutral by 2050.

Alcoa is moreover exploring the possibilities for piloting CO₂-capture from anode manufacturing as part of our participation in the Arctic Cluster Team, ACT¹¹, a broad effort targeting, among other things, decarbonization in industry in the north of Norway.

Other decarbonisation and energy efficiency projects Alcoa are involved in are:

- Development of better algorithms to optimise pot operations, reducing anode effects
- Use of low-carbon energy carriers for casting of metal, for example biogas or plasma burners
- Electric pre-heating in casthouses
- Automated and electricity-powered vehicles
- Heat recovery from electrolysis

Most of these efforts are not commercially viable today and require support from Norwegian and EU-based funding vehicles. Alcoa does not receive any substantial support from these organisations today but is in frequent contact with Enova and the EU Innovation Fund.

In 2024, the compensation scheme for indirect emission costs through the electricity price, the CO₂ compensation scheme, fundamentally revised. The scheme partially reimburses Alcoa's and other power-intensive users' higher power prices resulting from power producers passing their emission costs onto consumers through the wholesale power price. Through the revision, the Ministry of Climate introduced a cap on total compensation payments, a significant reimbursement reduction, and climate conditionality. The climate conditionality introduces a new requirement for industry, implying that we must use at least 40% of our received compensation on decarbonization,

¹⁰ <https://www.ntnu.edu/fmezeme/>

¹¹ <https://arcticclusterteam.no/>

energy efficiency and heat recovery projects. IN accordance with the revised scheme and updated regulation, Alcoa has submitted a list of proposed projects to the Norwegian Environment Agency. The Agency will be responsible for reviewing project lists and monitoring progress on these projects once work starts.

EUs industry and climate policy and impact on Alcoa

Production of primary aluminium is, as discussed above, an activity exposed to carbon leakage risk. This means that Alcoa receives most of the emission allowances it needs to surrender each year for free. The share of free allowances was approximately 87% in 2022. This number is expected to be broadly similar up to and including 2025.

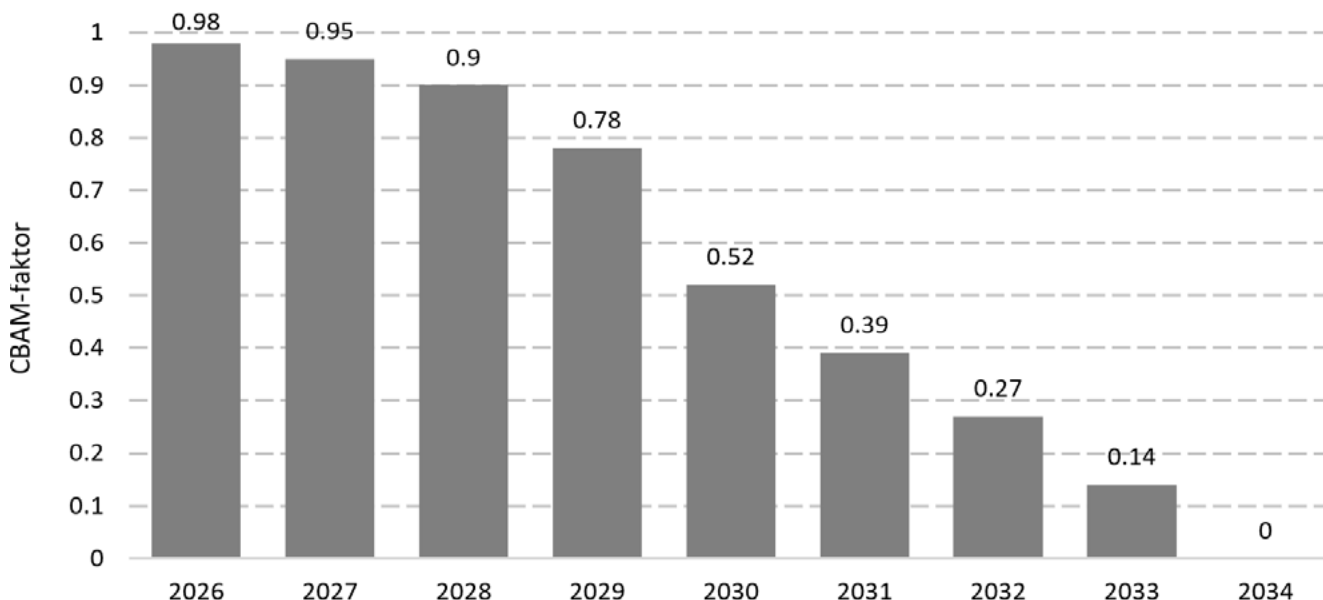
The ETS Directive was revised in 2023. Of its many updates, the most significant revision was the increase of the overall emission reduction target for ETS sectors to 62% in 2030 compared to emission levels in 2005. The previous target was 43%. A tighter target means corresponding reductions in the supply of emission allowances from the market. The number of annually supplied allowances from the EU Commission was changed from a reduction of 2,2% per year from 2021-2023. The annual reduction factor from

2024 to 2027 is now 4,3%, and then 4,4% to 2030. Fewer allowances in circulation will very likely yield a higher price for emission allowances going forward, which in turn is intended to hasten ETS sectors' decarbonisation efforts.

In October 2023, the Carbon Border Adjustment Mechanism (CBAM) came into force. Primary aluminium and most aluminium-based downstream products are included in the scheme. The first phase of CBAM, considered a «test period», runs from 2023 to end-2025. During this phase, the main purpose is to collect experience and data.

As of 2026 importers of CBAM-eligible products are required to pay a CBAM fee for that they bring in. The fee is based on the product's emission intensity multiplied by the going price for EU allowances at the time (minus a domestic carbon price if this exists in the country of origin). This fee will then be multiplied by the CBAM-factor, a factor that reflects the gradual introduction of CBAM and corresponding phase-out of EU manufacturers' free allowances. The factor is low to start off with, before increasing to 1 in 2034. Inversely, this means ETS activities covered by CBAM will no longer receive any free allowances from 2034. The reduction factor (and the inverse CBAM factor) is shown in the figure below.

Figure 8: Adjustment of free allowances/inverse CBAM-factor, 2026-2034.



Source: EU Commission

Fewer free allowances will raise Alcoa's costs of purchasing emission allowances. On the other hand, it is expected that the market premium for aluminium products traded in the EU will increase with the CBAM fee for the marginal source of import.

The CBAM rulework is still in the making and quite dynamic. Both by our own account and together with industry associations, Alcoa has pointed to numerous important areas where the current regulation must be improved

in order for CBAM to work as intended. Examples of improvement measures are the necessity of treating EU-made and imported goods in the same way. By Alcoa's understanding it remains too easy for non-EU exporters to circumvent CBAM rules, either by reporting an incorrectly low emission intensity or reclassifying imported products as scrap (scrap is not included in CBAM). In addition, CBAM does not cover all downstream aluminum products, a major shortcoming.

Yet another problem with CBAM is the possibility that it gets extended to indirect emissions. Alcoa's Norwegian operations have no indirect emissions, but through interconnectors to the EU Continent, Norwegian wholesale power prices are definitely impacted by costs of coal- and gas-power, meaning we have substantial indirect emission costs. This effect, which greatly harms our competitiveness, is partially mitigated through CO2 compensation. Introducing indirect emissions to CBAM might imply CO2 compensation is removed entirely. This will be a critical detriment for Norwegian aluminium producers who, with their renewable electricity consumption, will end up with higher indirect emission costs than imported aluminium from countries with renewable or gas-fired electricity generation. The EU Commission is currently trying to work on how to solve this conundrum.

The EU Commission is devoting a considerable number of resources on CBAM regulation adjustments that will become active at the start of 2026. Alcoa has actively participated in the consultation processes with the Commission and will continue to do so going forward. Norway aims to introduce certain parts of the regulation mid-2026, while it will kick off in full in 2027.

Social responsibility and the road ahead

Alcoa's two operations in Mosjøen og Lista are cornerstone businesses on which their local communities greatly depend. At the same time, Alcoa depends on its local communities. Operations will be impossible to continue without a high degree of local engagement and acceptance. This requires a mutual degree of trust between Alcoa and the people in our presence. For Alcoa, social responsibility means recognising the impact our operations have on the communities and to let the local population, both those who work for us and the ones that do not, see, experience and criticise our operations. At the same time, Alcoa wants to offer some of the value we create back to our local communities.

Human rights and indigenous peoples' policy

Our sustainability strategy compels us to an appreciated part of our communities. That means being respected and accessible to all around. This applies in particular to indigenous peoples. We have our own "Social performance" standard, cast from the same mould as the standard developed by the Aluminium Stewardship Initiative (ASI), See later section. Alcoa's ASI certification commits us to adhering to its demands.

Our internal Human Rights Policy¹² requires us to follow and respect all conventions, rules and regulations

concerning human rights. Moreover, Alcoa must conduct comprehensive due diligence assessments to identify actual and possible risks to local communities and cooperate with impacted stakeholders to remove or minimise negative impacts. Alcoa is an active member of the United Nations Global Compact¹³, a global sustainability initiative for businesses.

Alcoa and indigenous peoples

Alcoa Norway's operations have no direct impact on indigenous peoples, but one of Alcoa Mosjøen's wind-power agreements, with Øyfjellet Wind AS, is a commercial relationship with the wind-power project located at Vesterfjella in Vefsn municipality, close to our operation. This wind-power is currently in a legal settlement dispute with Jillen Njaarke Reindeer District. The turbines in the plant are located on a trekking path to one of the district's winter grazing areas. In April 2020 Norske Samers Riksforbund (NSR), an association and political party, sent a letter of concern to Alcoa concerning our role in the development of the project and the connection with our indigenous peoples' policy. Alcoa commissioned a third party due diligence concluding that Alcoa had signed a power purchase agreement with a project with a legally binding production permit, which was found to not constitute a violation of the UN indigenous people's convention. Jillen-Njaarke Reindeer District later filed for temporary injunction, which was denied. The relationship between the district and Øyfjellet Wind was preceded in a settlement case in the Helgeland Civil Court in 2024. The verdict from the Civil Court was appealed by the reindeer district.

In early 2023 Jillen Njaarke sent a letter of concern to ASI through ASI's own Indigenous Peoples Advisory Forum (IPAF). ASI recommended Alcoa to take on a more active role in the conflict between the district and Øyfjellet Wind than we had previously done. Since receiving this recommendation, Alcoa has negotiated with Øyfjellet Wind AS on behalf of the district concerning compensation for reindeer herding, and Alcoa has had three official meetings with the district. The meeting in November 2024 had representatives from Øyfjellet Wind present. Alcoa aims to uphold a regular meeting activity with the district and is exploring the possibility of a more formal cooperation agreement.

The Norwegian Transparency Act

Adherence to sound due diligence practice is stipulated in Alcoa's own guidelines for social responsibility, ethics and compliance, as described in our Sustainability Report¹⁴. The Sustainability Report explains how we inform, teach, report and examine the demands on social responsibility we face and how we comply with them. Ethics and compliance requirements are aligned with Alcoa's board of directors. In addition, Alcoa has developed its own practice for

¹² See [Alcoa -- Human Rights Policy](#).

¹³ See [Homepage | UN Global Compact](#).

¹⁴ <https://www.alcoa.com/sustainability/en>

responsible conduct and ethics («Code of Conduct and Ethics»¹⁵) plus a set of requirements we insist our suppliers adhere to («Alcoa's Supplier Standards»¹⁶).

Alcoa surveys and monitors all its suppliers' compliance with Alcoa's social responsibility requirements. The monitoring tool used, Ecovadis, contains an interface that gives a good overview of all Alcoa's suppliers and how well they comply with Alcoa's requirements. The company's own sustainability department assesses all suppliers continuously, for example by using surveys, news items and the suppliers' self-reporting. The valuation of each individual supplier is very traceable, and any matter of concern, such as possible violations of human rights and decent working conditions, becomes easy to discover and follow up.

All requirements for due diligence assessments, social responsibility, ethics and compliance, as documented in the group's sustainability report, also apply in their entirety to Norway. Employees must be familiar with Alcoa's guidelines and the systems used. Alcoa regularly ensures that employees are familiar with the ethics and compliance requirements applying to the company and suppliers. Employees in the purchasing department attend courses every year to understand and uncover risk elements in our value chain. From 2023, participation in these courses has been made compulsory for plant management and other individual employees outside the purchasing department.

Guidelines for human rights, indigenous considerations and responsible behavior are prerequisites for being certified by the Aluminium Stewardship Initiative (ASI, discussed in more detail in the next chapter). Both Alcoa Lista and Alcoa Mosjøen are ASI-certified. The certification is twofold; ASI Performance Standard (responsible production) and ASI Chain of Custody Standard (responsible procurement). Obtained certification confirms approved practices for due diligence assessments, socially responsible behaviour, respect for human rights, respect for decent working

conditions and environmental management. Alcoa also has its own management system for social responsibility, the Social Performance Management System, discussed in the chapter above.

In addition to due diligence assessments, the Transparency Act requires Alcoa to hand over information about the business, including value and supply chains, guidelines for social responsibility and degree of compliance, description of products and services, etc., upon request. The request must be within reasonable limits, for example in the form that we cannot share information that is considered company secrets or stock exchange sensitive. Contact information for questions covered under the Transparency Act can be found on the company's website. The responsibility sits with Alcoa's communications manager.

Aluminium Stewardship Initiative and other certifications

Both Lista og Mosjøen are certified according to the Aluminium Stewardship Initiative's (ASI) Performance Standard. ASI certification confirms the company meets requirements concerning environmental management and socially responsible conduct are met. It thereby confirms that Alcoa's aluminium production is done in a way environmentally and socially responsible way. This proves that Alcoa manages resources according to strict requirements for consideration for surroundings, and that Alcoa minimizes all types of emissions and takes biological diversity into account.

Both smelters had their 2023 certifications renewed in 2024. New revisions will be carried out in 2026. Compliance with ASI requirements for sustainability activity and socially responsible conduct means Alcoa is entitled to use ASI certification to demonstrate product quality. All aluminum produced at Alcoa's Norwegian smelters is also certified according to ASI's Chain of Custody standard, which complements Alcoa's Sustana™ certification. Alcoa's



¹⁵ [Code_Conduct_English.pdf \(alcoa.com\)](#)

¹⁶ <https://www.alcoa.com/global/en/who-we-are/ethics-compliance/supplier-standards>



Sustana™ products include the Ecolum™ standard, which both Norwegian plants achieve with good margin. Ecolum products must have a carbon footprint below 2.5 tons of CO2 per ton of aluminium, 75% lower than the global average for aluminum production. Alcoa Mosjøen also meets the Ecodura™ standard for cast aluminum products, where the requirement is that at least 50% of the content of the aluminum product must come from recycled content.

Local community support

Alcoa Norway is keen to return value to its local communities by sponsoring a wide range of activities and projects. All forms of sponsorship are facilitated through three programs.

Alcoa Foundation

The Alcoa Foundation is a US-registered foundation owned and operated by the Alcoa Corporation. Its original purpose was to provide support for educational initiatives in the United States. In recent years, the Alcoa Foundation has expanded both geographically and thematically.

The Alcoa Foundation's contributions can be both large and small. Larger contributions are awarded through Alcoa Foundation Grants. These contributions are handed out over a 3-year period and only to organizations involved

in humanitarian disaster relief, training/education and/or environment/sustainability. Funding is transferred directly from the foundation to the recipient. Alcoa's local businesses in Lista and Mosjøen act solely as application recipient agencies.

The following organizations were either on-going recipients of previously awarded funds or awarded Alcoa Foundation funds in 2024:

- Grønt flagg/FFE (Foundation for Environmental Education); small scale support to environmental projects and recyclable materials in nurseries (Mosjøen og Lista)
- Ungt entreprenørskap; entrepreneurial development programme for youth and children (Mosjøen and Lista)
- Forskerfabrikken; summer lab for youth and children (Mosjøen and Lista)
- Kirkens Bymisjon; work programme for challenged individuals (Mosjøen)
- Helgeland Event; (outdoor activities for youth and children (Mosjøen)
- Farsund Secondary School (Sea Monster Week)
- Children from Ukraine
- Vefsn and Lista Red Cross

Alcoa ACTION Grants

ACTION, or Alcoaans Coming Together In Our Neighborhoods, is a purpose-development sponsorship scheme directed at making Alcoa employees more actively engaged in their local communities. Such activities may include sports clubs, charitable organizations, volunteer groups, or other organized non-professional activities. To be eligible for donations, at least 8 current or retired Alcoa employees must offer at least 4 hours of voluntary work. Successful applicants receive a lump-sum payment of up to 3.000 USD, or approx. 30.000 NOK. In 2024, 20 different clubs and organizations received contributions.

Direct sponsorship

Alcoa has the opportunity to award sponsorship on top of the smelter's budget. Such support is restricted only to charitable projects which, for various reasons, are ineligible for Alcoa Foundation or Alcoa ACTION grant support. Mosjøen Pride, Lister Pride and "Bysprinten" in Mosjøen were three major events that direct sponsorship in 2024.

Alcoa Norway awarded in total 5,8 mill NOK in Alcoa Foundation grants and direct sponsorship in 2024.

Development and prospects

The LME price has averaged around 2.600 US dollars per ton in the first quarter of 2025. The fundamental market conditions are positive, and demand is strong. There is uncertainty regarding the impact of new tariffs.

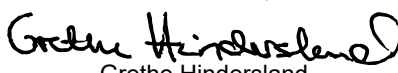
On March 12, 2025, Alcoa Norway entered a new three-year power contract with Statkraft, which will ensure the start-up of Line 2 at Alcoa Lista. Line 2 is expected to be at full production capacity of 31,000 tons by May 2026.

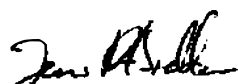
The Alcoa Corporation will continue to focus on productivity and cost control measures. Long-term market projections are positive. The Corporation's main priorities are sustainable growth, improved operations and higher margins. The company will devote considerable attention to in-house tools such as Alcoa Business System and complete automation efforts.

Distribution of profits

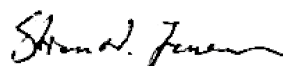
Profits will be transferred to equity.

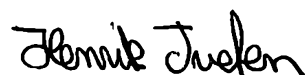
Mosjøen, 3. juni, 2025
for Alcoa Norway AS


Grethe Hindersland
Chair of the Board


Jens Albrektsen


Tor Arne Berg


Stian Nordal Jensen


Henrik Tveten

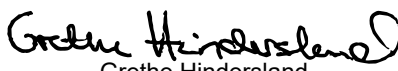
Income statement

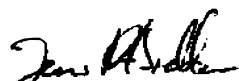
Amounts in NOK million	Note	2024	2023
Sales primary		10,456	9,921
Other sales		52	57
Sales	1,2,3	10,509	9,978
Raw materials and energy	3	(6,831)	(6,341)
Salaries, wages and related costs	4	(929)	(799)
Depreciation and write-downs	5,6	(432)	(400)
Other operating costs	7	(1,320)	(1,273)
Other gains and losses	8	(650)	(662)
Operating costs		(10,163)	(9,475)
Income from operations		346	503
Intercompany interest income	3	152	127
Intercompany interest expenses	3	(183)	(170)
Foreign exchange gains/ (-) loss		1	3
Other financial income/ (-) expenses		(76)	(34)
Net financial items		(106)	(74)
Income before tax		241	429
Income taxes	19	(18)	5
Income after tax		222	434
Transfers:			
Transferred from equity	13	222	(5,066)
Dividend payment			5,500
Total transfers		222	434

Balance sheet

Amounts in NOK million	Note	31/12/2024	31/12/2023
ASSETS			
Intangible fixed assets		320	320
Tangible assets	5,6	3,837	3,697
Total fixed assets		4,157	4,017
Long term receivables	9	44	43
Deferred tax assets	19	175	91
Other long-term receivables		219	134
Inventories	10	1,739	1,696
Accounts receivable	11	967	682
Short term receivables	12	4,019	3,420
Cash and short term deposits		15	7
Total current assets		6,741	5,805
Total assets		11,117	9,956
EQUITY AND LIABILITIES			
Share capital	13	1	1
Company capital	13	4,908	4,689
Owners equity		4,909	4,690
Pension Liabilities	14	2	4
Other long term accruals	15	90	89
Accrued liabilities		93	93
Long term debt	16	3,018	3,018
Long term financial derivatives	1	1,030	493
Other long-term liabilities		4,048	3,512
Accounts payable	17	1,342	977
Other current payables	18	229	207
Short term financial derivatives	1	165	55
Tax payable	19	331	422
Current liabilities		2,067	1,661
Total equity and liabilities		11,117	9,956

Mosjøen, 3. juni, 2025
for Alcoa Norway AS


Grethe Hinderland
Chair of the Board


Jens Albrektsen


Tor Arne Berg


Stian Nordal Jensen


Henrik Tveten

Cash flow Statement

Amounts in NOK million	Note	2024	2023
Net profit		241	429
Paid tax	19	(193)	(503)
Depreciation fixed assets	6	406	376
Write-down retired assets	6	12	8
Derivatives		647	654
Change in working capital		36	69
Change in other accruals		232	(162)
Net cash flow from operating activities		1,379	870
Investments in tangible fixed assets	6	(557)	(602)
Group bank account	12,18	(813)	(260)
Long term receivable	9	(1)	(3)
Net cash flow from investing activities		(1,371)	(865)
Net cash flow before financing activities		8	5
Net cash flow from financing		0	0
Net change in liquid reserves		8	5
Liquid reserves 1 January		7	2
Liquid reserves 31 December		15	7
Cash and short term deposits		15	7
Liquid reserve including credit facilities 31 December		15	7



Accounting principles

CORPORATION

Alcoa Norway AS is a 100% subsidiary of Alcoa Nederland Holding B.V. Alcoa Norway AS is part of the Alcoa Corporation with headquarters in Pittsburgh, Pennsylvania, United States.

ANNUAL ACCOUNTS

The Financial Statements have been prepared in accordance with the Norwegian Accounting Act § 3-9 and regulations relating to simplified IFRS (FOR-2022-02-07-182). This essentially means that the recognition and measurement follow international accounting standards (IFRS) and the presentation and disclosures are in accordance with Norwegian Accounting Act and generally accepted accounting principles in Norway.

The Company has adopted the following simplifications of recognition and valuation rules in IFRS:

- IFRS 1 D6 on the continuation of the cost of investments in subsidiaries, associated companies and joint ventures.
- IFRS 5 is not applied.
- IAS 10.12-13, IAS 18.30 and IFRIC 17.10 are waived so that dividends and group contributions are recognized in the financial statements according to the Norwegian Accounting Act.
- IFRS 9 are waived so that the contracts for the purchase of physical power to use in the company's own production is not accounted for as investment contracts in the company accounts.
- Financial assets and liabilities designated at fair value under IFRS 9 have been expanded to include financial instruments in which the criteria are met in overhead accounts.

Corporate accounts are based on the principles of historical cost accounting, with the exception of the following accounting records:

- Financial instruments at fair value, financial instruments available for sale are carried at fair value.

All amounts are in million Norwegian kroner, unless otherwise indicated.

ACCRUAL, CLASSIFICATION AND VALUATION PRINCIPLES

Assessments of the individual items in the financial statements are based on the current IFRS standards.

The accounts are primarily based on a historical cost basis except for derivative financial instruments which are carried at fair value. Fixed assets are recorded at the lower of book value and fair value. Fair value is measured as the highest of the assets value in use and sales value less cost to sell.

Provisions are made when there is an actual liability, it is likely that it will be paid, and the cost can be estimated reliably. Estimates and underlying assumptions are reviewed on an ongoing basis.

Revisions to accounting estimates are recognized in the period the changes occur, if they apply the current or previous periods. If the change applies future periods, the revision affects both current and future periods.

Classification of balance sheet items as current or non-current is based on a 12-months period. Items that have a lifespan of more than 12 months are long term, while other items are current. This applies to both assets and liabilities.

REVENUES

Revenue is the expected remuneration from sale of goods and is recognized as income after a pattern that reflects the transfer of control over goods or services to the customer, that is, revenue from sale of goods is recognized when title is transferred to the buyer, that is according to the agreed delivery terms. Revenue related to sale of services is accounted in accordance with the degree of completion. Revenues are net of VAT, discounts and bonuses.

MAINTENANCE COSTS

Ongoing maintenance costs are expensed as incurred. Recurring maintenance jobs (periodic maintenance), replacements and upgrades of assets are classified as investments and recognized in the balance sheet.

RESEARCH AND DEVELOPMENT COSTS

Research costs are expensed as incurred, while expenditure on development is capitalized if the criteria according to IAS 38 are met.

ENVIRONMENTAL COSTS

Imposed environmental investments that are essential for continued operations is treated as an investment and capitalized. Estimates for the costs of repairing damage to the environment resulting from construction of new facilities are included in the cost price and depreciated with the actual plant. Costs of repairing damage to the environment arising out of production are expenses as incurred.

PENSION COSTS AND COMMITMENTS

Pensions are accounted for in accordance with IAS 19. Pension costs and pension liabilities for defined benefit plans are calculated according to linear service charges based on assumptions about discount rates, future salary increases, pensions and social security benefits, and actuarial assumptions regarding mortality, voluntary retirement etc. The discount ratio is based on long term covered bonds at the balance date adjusted for expected duration of pension liabilities. Changes in liabilities due to changes in pension plans are recognized in full when determined and publicized. Changes in liabilities due to changes in assumptions (actuarial gains and losses) are recognized directly in OCI with a finite amount.

CURRENCY

The company's functional and presentation currency is Norwegian Krone (NOK). Transactions in foreign currencies are recorded at the rate on the transaction date, while monetary items in foreign currencies are remeasured to the end of period currency rate on the balance sheet date. Foreign exchange gain/losses, including translation differences are recognized as financial items. For hedge accounting, see derivatives.

DERIVATIVES

The company uses derivative financial instruments to hedge the exposure of currency and price risk relating to finished goods, raw materials and other major purchases.

Derivatives are recognized initially at cost and are valued in the following periods at fair value and recorded as assets or liabilities. Gains and losses resulting from sale or changes in fair value are recognized in profit and loss if the derivatives are not part of a hedging portfolio that meets the criteria for hedge accounting. Gains and losses on derivatives that are part of a hedging relationship are recorded simultaneously and classified consistently with the transaction that is hedged. This means the effects related to hedging of future

transactions (cash flow hedge) is recognized temporarily in equity and recognized in the income only when the hedged transaction is realized. Gains and losses on derivatives treated as fair value hedges are recorded in profit and loss and offset wholly or partly changes in value of the hedged item.

RECEIVABLES

Accounts receivable and other receivables are recorded at nominal value less provision for doubtful debts. Provisions for losses are based on an individual assessment of each receivable.

INVENTORIES

Inventories are valued at the lower of average historical cost and net realizable value. Net realizable value is measured as expected selling price minus selling costs. For raw materials and work in progress net realizable value is calculated to net sales value of finished goods reduced for the remaining production costs. The cost of manufactured products includes direct materials and wages, plus a proportionate share of overhead cost based on normal operating capacity.

FIXED ASSETS AND DEPRECIATION

Fixed assets are valued at historical cost less depreciation. Depreciation is calculated based on cost less any residual value and is distributed linearly over the estimated useful life of each asset. Cost includes direct planning and project costs, and interest incurred during construction. Depreciation starts when the asset is ready for use and is revised annually.

GOODWILL

Goodwill is the difference between the acquisition cost of the acquisition of a business and the fair value of the company's share of net identifiable assets. In connection with the restructuring of the company in 2023, a goodwill based on the added value that exists in the past was recognized. Goodwill is distributed among the corresponding cash flow generating unit. The cash flow generating unit is defined as the lowest level at which independent cash flows can be measured. For Alcoa Norway AS, the cash flow generating unit will be at company level. Goodwill with an indeterminate useful life is not depreciated but is tested for impairment annually or in case of indications of impairment. Impairment of goodwill is not reversed.



LEASING

IFRS 16 regulates the recognition, measurement, presentation and disclosure requirements relating to leases and requires that leases be capitalized in the accounts of the lessee in the form of a lease obligation (obligation to pay rent) and an asset that represents the lessee's right to use the underlying asset. This is as accounting of financial leases under IAS 17. The standard allows leases that are short term (up to 12 months) or where underlying assets have a low value (must be made a material valuation) to be expensed. At initial recognition, the liability is measured as the present value of future lease payments during the lease term. The right to use the asset is measured at cost. In retrospect, the usage right is depreciated and interest expense on the liability is expensed under finance costs. The lease payments ("installments") reduce the carrying amount of the lease.

CASH FLOW STATEMENT

The cash flow statement has been prepared according to the indirect method. Cash and cash equivalents include

cash, bank deposits, and other short-term investments which immediately and with minimal exchange risk can be converted into known cash amounts, with due date less than three months from purchase date.

INCOME TAX

The tax expense in the income statement includes both tax payable during the period and changes in deferred tax and deferred tax assets. Tax costs related to equity transactions are recognized directly in equity. Deferred tax is calculated as 22 per cent of the temporary differences that exist between accounting and tax values at the end of the financial year. Deferred tax and tax assets that can be recorded on the balance sheet are listed net.

IMPLEMENTATION OF NEW AND REVISED STANDARDS AND INTERPRETATIONS

New and revised standards have not had a material effect on the accounts.



Notes to the accounts

1. FINANCIAL MARKET RISK - RISK FACTORS

In addition to the operative risk, Alcoa Norway is exposed to risk in the product and input factor markets, as well in foreign exchange.

Aluminium and alumina

All exports from Alcoa Norway are done through the Dutch Alcoa company Alcoa Nederland Holding B.V. The sales prices between the two entities reflect the sales prices to the end customers less a selling fee.

The alumina is supplied from Alcoa Corporation based on an internal index price.

Currency risk

Fluctuations in the value of Norwegian kroner against other currencies are important to Alcoa Norway's net income because the company exports the majority of its product to markets where the price is fixed in a foreign currency. Aluminium is quoted in USD in all markets, and changes in the USD exchange rates have an impact of the price realized in local currency. In addition, fluctuations in NOK also affects the prices of raw materials.

As a result of IFRS 9, all derivative contracts are recognised at fair value. When calculating the fair value, all derivative contracts are measured against the observed forward exchange rate on the balance sheet date day.

For fair value hedges, any changes in the value of derivative contracts are reported in the income statement. The same applies to the currency element of the underlying hedged items.

Power

Alcoa Norway has several long-term power purchase agreements securing approximately 80 percent of the necessary power for the Mosjøen smelter through 2035. The remaining power at the smelter is purchased at spot rates.

At Lista there are power purchase agreements securing approximately 80 percent of the necessary power for the smelter for 2025 through 2027. The remaining power at the smelter is purchased at spot rates.

Financial compensation of the indirect carbon emissions costs passed through the electricity bill is received in accordance with the European Union Commission Guidelines and the Norwegian compensation regime. Beginning in 2025, 40 percent of the compensation is conditional on decarbonization investments by Alcoa in Norway. Complying with the additional condition can be achieved over multiple years, but not later than 2034. Compensation received for approved decarbonization investment is expected to be recognized over the useful lives of the related assets.

DERIVATIVES

All derivatives are booked at fair value. The original contract is measured against the relevant market rates at year-end.

Consequently, fair value is unrealised gain/loss on derivatives.

	Change cash flow hedges	31.12.2024	
Fair value hedge		Fair value	Nominal value
Currency forwards, currency swaps		(146)	1,176
Power contracts		(1,049)	0
Total		(1,195)	1,176

CLASSIFICATION OF FINANCIAL ASSETS AND LIABILITIES

31.12.2024	Financial instruments measured at fair value through profit or loss	Financial instruments measured at amortized Cost	Total
Assets			
Receivables from customers (note 11)	0	967	967
Other current receivables (note 12)	0	4,019	4,019
Cash and short term deposits	0	15	15
TOTAL FINANCIAL ASSETS	0	5,002	5,002
Liabilities			
Payables to suppliers (note 17)	0	1,342	1,342
Other current payables (note 18)	0	229	229
Other long term liabilities (note 14 and 15)	0	93	93
Long term debt (note 16)	0	3,018	3,018
Derivatives (note 1)	1,195	0	1,195
TOTAL FINANCIAL LIABILITIES	1,195	4,682	5,877

31.12.2023	Financial instruments measured at fair value through profit or loss	Financial instruments measured at amortized Cost	Total
Assets			
Receivables from customers (note 11)	0	682	682
Other current receivables (note 12)	0	3,420	3,420
Cash and short term deposits	0	7	7
TOTAL FINANCIAL ASSETS	0	4,109	4,109
Liabilities			
Payables to suppliers (note 17)	0	977	977
Other current payables (note 18)	0	207	207
Other long term liabilities (note 14 and 15)	0	93	93
Long term debt (note 16)	0	3,018	3,018
Derivatives (note 1)	548	0	548
TOTAL FINANCIAL LIABILITIES	548	4,296	4,844

Fair value hierarchy

The company uses the following hierarchy for determining and disclosing the fair value of financial instruments based on the following valuation techniques:

Level 1: Quoted (unadjusted) prices in active markets for identical assets or liabilities.

Level 2: Other techniques, for which all inputs that either directly or indirectly have a significant effect on the recorded fair value, are observable.

Level 3: Techniques that use inputs that have a significant effect on the recorded fair value, but which are not based on observable market data.

As of 31.12.2024 the company held the following financial instruments measured at fair value:

Financial assets and liabilities measured at fair value	31/12/2024	Level 1	Level 2	Level 3
Currency forwards	(146)	(146)	0	0
Power contracts	(1,049)	(1,049)	0	0

During the reporting period ending 31 December 2024, there were no transfers between Level 1 and Level 2.

2 NET SALES BY MARKETS (%)

	2024	2023
Netherlands	93	92
Norway	3	3
Iceland	4	5
Total:	100	100

3 RELATED PARTIES TRANSACTIONS

	2024	2023
Net sales primary	10,431	9,672
Other net sales & cost recharge	59	68
Raw materials	3,228	2,666
Other operating cost	243	266
Interest income	149	112
Interest cost	183	170

4 SALARIES, WAGES AND RELATED COSTS

	2024	2023
Salaries	762	654
Social security tax	69	63
Pension costs	40	37
Other	58	45
Total	929	799

Number of full-time equivalents at year-end

	945	948
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Remuneration Chairman of the board, 1000 NOK

	2024	2023
Salary and performance pay	2,607	2,386
Other benefits	127	119
Total remuneration	2,735	2,505
Pension	105	97

Chairman of the board 2024 has been employed by Alcoa Norway AS.

Stock-based compensation benefits are provided to certain employees through the issue of shares/options in the listed ultimate parent entity Alcoa Corporation. Alcoa Norway AS recognizes the compensation expenses according to IFRS 2 share-based payment. Stock options under Alcoa's stock-based compensation plans have been granted at exercise prices that are not less than market prices at the dates of grant. As of January 1, 2021, the Company no longer grants stock options. Stock option features are as follows:

Grant date	Vesting	Term	Reload feature	Method of Settlement
2010 and forward	3 years (1/3 each year)	10 years	None	Equity

Alcoa granted time-based restricted stock units (RSUs) that either cliff vest on the third anniversary of the award grant date or vest incrementally over a three-year period (one third each year) on each anniversary of the award grant date.

The following table summarizes the total compensation expenses recognized for all options and restricted stock units.

Compensation expenses reported in income before social security tax, NOK 1000:

	2024	2023
Stock option grants	0	0
Restricted stock unit grants	6,179	2,705
Total compensation expense:	6,179	2,705

	Stock options	Restricted stock units
Outstanding at December 31.12.2024 NOK 1000	142	9,950

5 LEASES

This note provides information for leases where the Company is a lessee of objects in categories machines, vehicles, buildings, structures and land. The company follows the exception in IFRS16 for short term lease (less 12 months) and low value lease (less USD 5000). Hence such lease is not booked to balance sheet.

The balance sheet shows the following amounts relating to leases:

Right of use assets

	2024	2023
Building and fixed structures	14	21
Machines / vehicles	50	48
Property and land	51	41
Other	4	4
	119	113

Lease liabilities	2024	2023
Current	13	13
Non-current	33	32
	46	46

Accumulated depreciation lease	54	48
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The statement of profit or loss shows the following amounts relating to leases:

Depreciation charge of right-of-use assets

	2024	2023
Building and fixed structures	1	2
Machine / vehicle	8	10
Property and land	4	4
Other	1	1
	15	16

Interest Expense	2024	2023
Building and fixed structures	0	0
Machine / vehicle	1	2
Property and land	2	1
Other	0	0
	3	3

One contract is considered substantial with annual payment above 1 MNOK and duration above 5 years.

Category	Description	Annual lease MNOK	Duration	Extension right
Property and land	Main Land	1	31/12/2057	99 years

Estimated rent payment all lease:

Due date:	1 year	2-5 years	> 5 years	Total
Nominal value	10	16	34	61
Net present value	10	14	17	41

6 FIXED ASSETS

Cost price and net book value	Machinery	Buildings& structures	Land and depletable asset	Construction work in progress	Software	Goodwill	Total
Cost price:							
Balance 01.01	8,637	2,803	80	759	41	320	12,640
Additions	356	109	0	91	1	0	557
Retirements	(90)	(1)	0	0	0	0	(91)
Balance 31.12	8,902	2,911	80	850	42	320	13,105
Depreciation and Write-down:							
Balance 01.01	(6,610)	(2,019)	(19)	0	(39)	0	(8,687)
Retirements	90	1	0	0	0	0	91
Ordinary depreciation	(355)	(50)	0	0	(1)	0	(406)
Write-down	(12)	0	0	0	0	0	(12)
Balance 31.12	(6,887)	(2,068)	(19)	0	(40)	0	(9,014)
Net book value:							
Balance 01.01	2,026	784	61	759	2	320	3,953
Balance 31.12	2,015	843	61	850	2	320	4,091

Economic life	5-20 years	25-50 years	0-20 years	-	5 years
Depreciation method	Linear	Linear	Linear	-	Linear

Investments in and sales of fixed assets	2024		2023	
	Inv.	Sale	Inv.	Sale
Machinery and equipment	356		646	
Buildings	109		41	
Other fixed property	0		3	
Constr. work in progress	91		245	
Software	1		1	
Goodwill	0		320	
Total	557		1,256	

7 OTHER OPERATING COSTS

	2024	2023
Travel- and entertainment costs	8	5
Expensed machinery, inventory and other materials	17	18
Repair and maintenance	85	162
Distribution costs	305	273
Other external services	625	556
Property tax	11	14
Other operating costs	269	244
	1,320	1,273

Expenses auditor, NOK 1000	2024	2023
Audit fees	1,129	1,342
Audit fees, US	150	170
Other authorization services	24	54
Auditors assistance	65	671
Total remuneration	1,367	2,238

All amounts excl. VAT

8 OTHER GAINS AND LOSSES

	2024	2023
Fair Value adjustments power contracts	(650)	(662)
	(650)	(662)

9 MORTGAGES AND GUARANTEES

Alcoa Norway is a guarantor of secured credit facilities i.e. USD 1,25 billion Revolving Credit Facility, USD 250 million Japanese Yen Revolving Credit Facility and senior unsecured corporate bonds for which Alcoa Nederland Holding B.V. (ANHBV) is the borrower. During 2024 ANHBV and Alcoa Corporation agreed to secure the credit facilities, i.e. both revolvers which include Alcoa Norway's general pledge of its assets and shares in relation to such facilities.

	2024	2023
Guarantee liabilities, payroll tax	44	44
Guarantee liabilities, other	2	3
Restricted account	44	43

13 EQUITY

	Aksjekapital	Fond	Annen egenkapital	Totalt
Opening balance 01.01.2024	1	(162)	4,850	4,690
Net profit 2024			222	222
Other comprehensive income 2024:				
Remeasurement pension liability		2		2)
Stock option program		(5)		(5)
Equity 31.12. 2024	1	(164)	5,073	4,909

10 INVENTORIES

	2024	2023
Finished goods	196	177
Work in process	514	488
Raw materials	923	930
Operating materials	106	101
	1,739	1,696

11 ACCOUNTS RECEIVABLE

	2024	2023
Receivables from external customers	49	20
Receivables from Alcoa customers	919	661
	967	682

12 CURRENT RECEIVABLES

	2024	2023
Other current receivables	2,393	1,566
Alcoa Nederland Holding B.V.		
- Financial account		
Other current receivables		
Alcoa Group	1,002	1,001
Other current receivables	625	852
	4,019	3,420

14 PENSION PLANS

The pension costs show the future pension entitlement earned by employees in the financial year. This may be in the form of an annual contribution to the employee pension plans (contribution plan) or the entitlement to a specified future pension (defined benefit plan) earned during the year.

Defined contribution plans

Defined contribution plans comprise arrangements whereby the company makes annual contributions to the employee's pension plans, and where the return on the pension plan assets will determine the amount of the future pension.

Defined benefit plans

Defined benefit plans comprise of a multi employer plan. The pension cost is booked similarly as a defined contribution cost. The company have granted additional pensions for some of the pensioners. The defined benefit obligations relating to these pensioners are included in the balance sheet.

The company follows the IAS 19 requirements for pension. Hence the unfunded pension obligation is measured at fair value in the balance sheet and all accumulated gains and losses during year are recognised in the Income Statement.

The company's pension schemes are in accordance with Norwegian pension law.

Changes in net pension liabilities through the year	2024	2023
Net pension liability ending balance previous year	4	5
Net pension liability opening balance	4	5
Net pension cost for the year	0	0
Contributions	(1)	(1)
Remeasurements loss (gain)	(2)	0
Net pension liability 31.12.	2	4

Components of net periodic pension cost incl payroll tax	2024	2023
Current service cost (incl. social tax)	-	-
Interest cost on pension liability	(0)	(0)
Net periodic pension cost	(0)	(0)
Defined contribution plan	36	36
Multi-employer plan - New early retirement scheme	12	12
Pension cost, total	48	48

The net total of pension liability	2024	2023
Gross pension liability /funded and unfunded plans (PBO)	2	4
Net pension liability /-fund	2	4
Net pension liability /-fund	2	4

Economic assumptions:	2024	2023
Discount rate	3.30%	3.20%
Assumed salary increase	3.50%	3.75%
Assumed pension increase	2.25%	2.00%
Assumed adjustment in National Insurance base rate (G)	3.50%	3.50%

The company's pension scheme covers 1268 full- and part time employees and 78 retirees as of 31.12.2024

15 LONG TERM ACCRUAL

In Mosjøen the plant has received a new permit for the operation of the landfill in Store Åsnevdal until 2030. Cost of closing this landfill was capitalized in 2018 and there is a corresponding long term liability of NOK million 16 that payments will be booked against. As of December 2024 NOK million 4 has been accrued for future demolition costs of the old paste plant in Mosjøen and NOK million 2 has been accrued for additional work on the closed landfill at Lille Åsnevdal.

At year-end 2024 NOK 23 million received as prepayment for future deliveries to one major customer has been booked as other deferred credits. The balance will be reduced with deliveries of finished metal in agreement that started late 2021.

In addition Alcoa Norway has NOK 12 million stock option liabilities towards the employees and NOK 33 million in long term leasing liabilities booked, see also note 5.

16 LONG TERM DEBT

Intercompany long term loan at NOK 2.300 million with expiration date 14 July 2027 and intercompany loan at nok 718 million are with Alcoa Nederland Holding B.V.

17 ACCOUNTS PAYABLE

	2024	2023
Payables to suppliers	1,002	749
Intercompany current payables Alcoa	340	229
	1,342	977

18 CURRENT PAYABLES

	2024	2023
Other current payables Alcoa Nederland Holding B.V. - Financial account	22	8
Value added tax, vacation pay and employee tax payables	180	162
Other current payables	27	36
	229	207

19 TAXES

Tax basis	2024	2023
Profit before taxes	241	429
Permanent differences	(0)	2
Carry forward interest cost previous year through merge 2023 0	(90)	
Changes in temporary differences	821	870
Change temp. differences, no impact on P&L /recorded against equity*	0	(202)
Tax basis	1,062	1,009
22% tax	234	222
Temporary differences		
Inventory reserve	55	49
Other	(1,206)	(555)
Short-term items	(1,152)	(506)
Fixed assets reserve	765	866
Other liabilities	(103)	(26)
Lease agreements	19	18
Other	(2)	(4)
Long-term items	678	854
Difference not included in deferred tax basis	(320)	(320)
Temporary differences	(793)	28
	2024	2023
Accrued 22% taxable income	234	236
Accrued additional tax 2023	29	0
Accrued tax. Tax assessment for the income years 2008-2014	68	186
Tax payable in the balance sheet	331	422
Accrued 22% deferred tax temporary differences	175	91
Deferred tax in the balance sheet	175	91
Accrued 22% tax taxable income 2024	232	145
Change deferred tax 2024	(181)	(116)
Change deferred tax 2023	97	0
Adjustment prior year tax	(130)	(34)
Tax expense	18	(5)

20 OWNERSHIP STRUCTURE

Company name:	2024	2023
Alcoa Nederland Holding B.V.	100%	100%

21 MAJOR OCCURENCES AFTER 31.12.2024

12 March 2025 Alcoa Norway agreed to enter into a new three-year power purchase agreement with Statkraft that will enable the restart of Line 2 at the Lista smelter. Line 2 with a capacity of approximately 31,000 per year, is expected to be fully operational by May 2026.

Auditor's Report



To the General Meeting of Alcoa Norway AS

Independent Auditor's Report

Opinion

We have audited the financial statements of Alcoa Norway AS (the Company), which comprise the balance sheet as at 31 December 2024, the comprehensive income and cash flow statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion the financial statements comply with applicable statutory requirements, and the financial statements give a true and fair view of the financial position of the Company as at 31 December 2024, and its financial performance and its cash flows for the year then ended in accordance with simplified application of international accounting standards according to section 3-9 of the Norwegian Accounting Act.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Company as required by relevant laws and regulations in Norway and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Board of Directors (management) is responsible for the information in the Board of Directors' report. The other information comprises information in the annual report, but does not include the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the information in the Board of Directors' report.

In connection with our audit of the financial statements, our responsibility is to read the Board of Directors' report. The purpose is to consider if there is material inconsistency between the Board of Directors' report and the financial statements or our knowledge obtained in the audit, or whether the Board of Directors' report otherwise appears to be materially misstated. We are required to report if there is a material misstatement in the Board of Directors' report. We have nothing to report in this regard.

Based on our knowledge obtained in the audit, it is our opinion that the Board of Directors' report

- is consistent with the financial statements and
- contains the information required by applicable statutory requirements.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with simplified application of International Accounting Standards according to the Norwegian Accounting Act section 3-9, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements



Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. For further description of Auditor's Responsibilities for the Audit of the Financial Statements reference is made to: <https://revisorforeningen.no/revisionsberetninger>

Mosjøen, 3 June 2025

PricewaterhouseCoopers AS

Silja Eriksen

State Authorised Public Accountant

Note: This translation from Norwegian has been prepared for information purposes only.

10 years summary

Income Statement

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Net operating revenues	10,509	9,978	12,651	9,779	7,070	7,461	7,791	7,430	6,110	6,261
Cost of goods sold	(9,730)	(9,075)	(9,727)	(6,779)	(5,856)	(7,259)	(6,244)	(5,761)	(4,669)	(5,549)
Depreciation	(432)	(400)	(417)	(414)	(398)	(406)	(390)	(382)	(393)	(396))
Income from operations	346	503	2,507	2,586	817	(204)	1,157	1,287	1,048	316
Net financial items	(106)	(74)	64	9	8	1	(9)	(47)	(61)	3
Net income	241	429	2,571	2,595	825	(203)	1,147	1,240	987	318
Income taxes	(18)	5								
Income after tax	222	434								

Balance sheet

Intangible assets	320	320	-	-	-	-	4	3	1	1
Fixed assets	3,837	3,697	3,142	2,998	3,012	3,101	3,202	3,364	3,563	3,767
Long-term receivables	219	134	291	30	-	-	8	48	34	390
Current assets	6,741	5,805	7,039	9,338	6,099	5,025	4,747	3,654	2,030	1,861
Total assets	11,117	9,956	10,473	12,367	9,110	8,126	7,949	7,026	5,642	5,662
Equity	4,909	4,690	8,726	6,455	4,325	3,494	3,666	2,948	2,235	2,123
Long-term liabilities	4,141	3,605	260	2,549	3,178	3,041	2,695	2,386	30	107
Current liabilities	2,067	1,661	1,487	3,247	1,608	1,591	1,588	1,691	3,377	3,432

Cash flow/liquidity

Net cash flow from operations	1,379	870	2,350	1,745	1,112	921	986	1,690	1,209	1,347
Capital expenditures	(557)	(602)	(552)	(374)	(296)	(252)	(235)	(187)	(192)	(144)
Other investments/receivables	(814)	(263)	2,209	(1,253)	(251)	(349)	(675)	(1,346)	(301)	(140)
Net cash flow before financing	8	5	4,008	118	565	320	76	156	715	1,063
Dividend	-	-	(460)	(465)	-	-	(400)	(481)	(850)	(4,400)
Net debt	-	-	(2,773)	(46)	4	25	53	431	-	2,300
Liquid reserves	15	7	1,300	525	918	349	5	276	170	305

Profitability

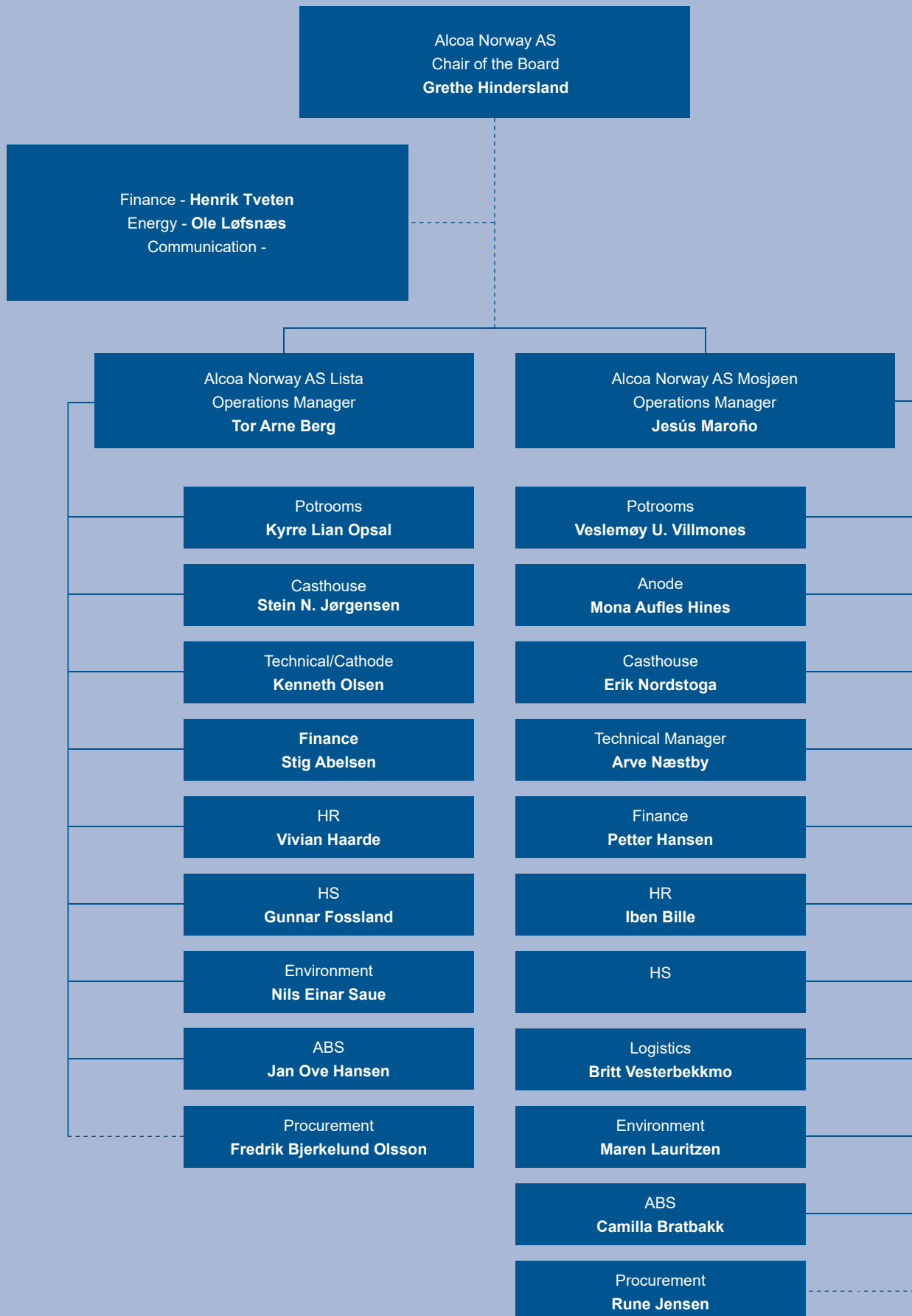
Net operating margin %	3	5	20	26	12	(3)	15	17	17	5
Return on assets %	3	5	22	24	9	(3)	15	20	19	5

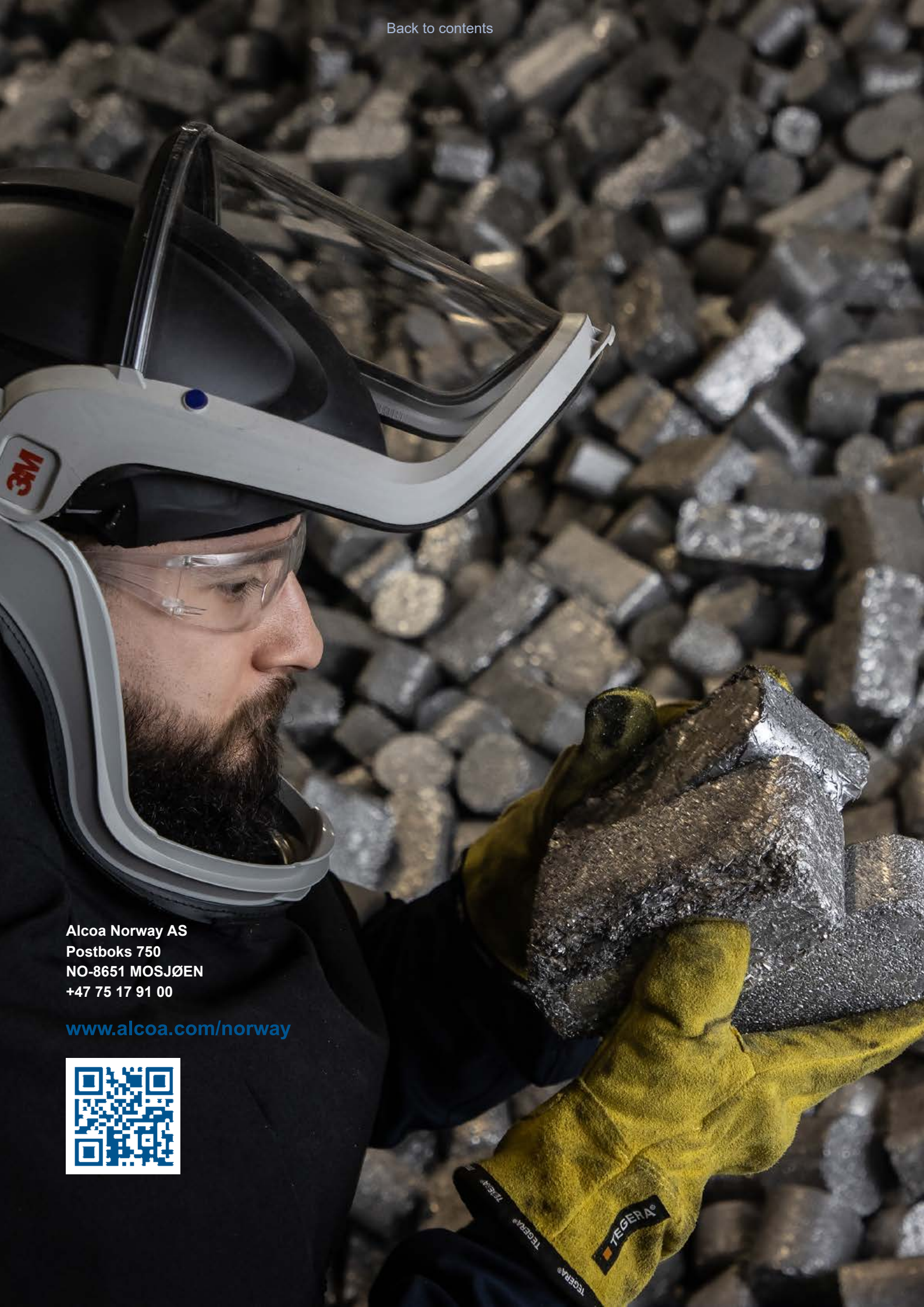
Other data

Primary aluminium capacity 1000 tons	300	294	294	294	294	294	292	292	292	290
Primary aluminium shipments 1000 tons	321	319	345	374	359	374	369	369	360	335
Sales outside Norway %	97	97	96	97	96	97	97	98	98	97
Average LME 3 USD/ton	2,457	2,287	2,718	2,488	1,731	1,811	2,116	1,979	1,609	1,682
Currency rate NOK/USD	10,74	10,56	9,62	8,60	9,40	8,80	8,13	8,25	8,40	8,07
Employees at year-end Nos.	945	948	839	824	763	757	744	731	725	722
Lost workday Nos./mill. injuries Work hours	1,9	2.1	2.1	2.1	1.8	1.4	0.7	0.8	0.7	-

2022 figures are Alcoa Norway ANS og Alcoa Norway AS combined.

Organization





Alcoa Norway AS
Postboks 750
NO-8651 MOSJØEN
+47 75 17 91 00

www.alcoa.com/norway

