

Alcoa - Inclusion, Diversity and Equity 2022 Supplementary Information



KPI	Definition	Data	Observations
Percentage of women on company board	Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end. This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.	33.30%	As stated in the Alcoa Notice of 2023 Annual Meeting of Stockholders and Proxy Statement, Item 1, Director Diversity, pg. 15
Chairperson is a woman	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.	No	As stated in the Alcoa Notice of 2023 Annual Meeting of Stockholders and Proxy Statement, Item 1, pg. 16
Gender balance in board leadership	Percentage of the various committees of the board of directors chaired/co-chaired by a woman.	50%	As stated in the Alcoa Notice of 2023 Annual Meeting of Stockholders and Proxy Statement, Item 1, pg. 29
Chief executive officer (CEO) is a woman	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.	No	As stated in the Alcoa Notice of 2023 Annual Meeting of Stockholders and Proxy Statement, Item 1, pg. 16
Woman chief financial officer (CFO) or equivalent	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.	No	As stated in the Alcoa Notice of 2023 Annual Meeting of Stockholders and Proxy Statement, Executive Compensation, pg. 45
Percentage of women executive officers	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end. Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent.	50%	As stated in Alcoa 2022 Annual Report, Form 10-K, Information about our Executive Officers, pg.13. 4 women of 8 executive officers
Chief diversity officer (CDO)	Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.	Yes	Alcoa's Chief Human Resources Officer (CHRO) has a Global Head of ID&E under the Organizational Development Director developing and maintaining the company's D&I strategies.
Percentage of women in total management	Percentage of women in management who have senior-level, middle- or lower-level supervisory responsibilities of total management.	23.06%	As of December 2022, of active employees, where management level is above "Employee".
Percentage of women in senior management	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.	29.44%	As of December 2022, % of active women employees, the management levels are: Business Unit President, Executive Leadership, Ops Manager, Production Manager, Technical Manager, Senior Manager, Vice President, VP Ops.
Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.	20.99%	As of December 2022, % of active women employees, the management levels are: Area Manager, Manager, Supervisor, Production Manager.
Percentage of women in non-managerial positions	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.	16.67%	As of December 2022, % of active women employees, where the management level is Employee.
Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees.	18.48%	For 2022, % of active women employees of the total headcount
Percentage of women total promotions	Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.	28.40%	For 2022, % active women employees promoted of the total headcount promoted. This includes role promotions as well a salary increase promotions.
Percentage of Women IT/Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.	25.28%	As of December 2022, % of active women employees of total headcount that have roles in Science, Engineering, Information Technology and Continuous Improvement.

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Percentage of new hires are women	Percentage of women new hires, of the total number of new hires.	26.13%	For 2022, % of active women employees hired of the total headcount hired.
Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company.	18.38%	For 2022, % of women employees left Alcoa of the total termination headcount.
Time-bound action plan with targets to increase the representation of women in leadership positions	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions. Employees in leadership positions (which may include management with senior-level responsibilities) or employees with supervisory responsibilities for one or more direct reports.	Yes	Alcoa's goal is to have women's representation in leadership up to a target of 30% by 2023.
Time-bound action plan with targets to increase the representation of women in the company	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.	Yes	Alcoa's goal is to have women's representation in the company up to a target of 30% by 2030.
Adjusted mean gender pay gap	Gender pay gap with reasonable adjustments made to consider role, location and tenure.	2 cents	Pay within band (equal pay for same job level) by country and functional area: 2 cents per dollar is the gender pay gap, which is considered pay parity; based on salaried employees. Alcoa 2022 Sustainability Report , p.71
Global mean (average) raw gender pay gap	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.	17 cents	Pay gap (overall equity in earnings): 17 cents per dollar is the gender pay gap, which is the overall gap, irrespective of country, functional area or job level. This gap is due primarily to the distribution among women throughout the various levels of the organization. Alcoa 2022 Sustainability Report , p.71
Time-bound action plan to close its gender pay gap	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.	Yes	Our 2022 inclusion and diversity incentive compensation target represented 10 percent of our incentive compensation formula. It included two diversity metrics: the percentage of new hires from underrepresented groups and an increase in the percentage of women in our workforce globally and in leadership. Alcoa 2022 Sustainability Report , p.71
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.	Yes	Alcoa 2023 Proxy Statement (page 52) describes the Inclusion and Diversity Metrics in the 2022 short-term incentive plan.
Number of weeks of fully paid primary parental leave offered	Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government). Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.	4 weeks	2022 - US only as this varies hugely across the globe. For maternity leave, employees are eligible for 14 weeks of leave for a standard delivery, assuming they elect to take 8 weeks of Care For Family Leave following their eligible Short-Term disability period of 6 weeks. 4 weeks of the 14 weeks are paid at 100%.
Number of weeks of fully paid secondary parental leave offered	Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government). Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.	2 weeks	2022 - US only as this varies across the globe. Paid parental leave is eligible under Care for Family Leave (CFFL) which employees, both mothers and fathers, are eligible for a total of 8 weeks: first two weeks are paid at 100% of pay and the remaining 6 weeks are paid at 60% of pay.
Parental leave retention rate	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year	89.30%	For 2022, % of active women employees on parental leave in 2021 and still active after 12 months, from total active women employees on parental leave in 2021.
Back-up family care services or subsidies through the company	Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees. Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.	No	2022 - US only as this varies across the globe. We do not offer family care subsidies.

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Flexible working policy	The company offers an option to control the start or end times of the workday or workweek (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home). This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.	Yes	Our Flexibility First initiative provides employees with more options to support work-life balance, including fully remote and hybrid models of working. 2022 Sustainability Report pg. 48, 74. Our global "Homeworking Policy" covers voluntary home working arrangements and applies worldwide to Alcoa and its subsidiaries, affiliates, partnerships, ventures and other business associations that are effectively controlled by Alcoa, directly or indirectly, and all directors, officers and employees.
Employee resource groups for women	Indicates whether the company has any employee resource groups or "Communities" focused on recruiting, retaining and developing women.	Yes	The Alcoa Women's Network (AWN) celebrated its 20th anniversary by sponsoring a global event on International Women's Day, featuring three female senior executives as panel participants. The AWN also held a travel webinar—She Travel—that included tips and resources for women traveling internationally. Alcoa 2022 Sustainability Report , p.69
Unconscious bias training	Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviors. Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.	Yes	2022 - all active salaried employees. Alcoa's Unconscious bias training has been executed through Learning Recommendations globally.
Annual anti-sexual harassment training	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company's anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint	Yes	2022 - Not as a stand alone training. Stated as part of Alcoa's Code of Conduct policy and global mandatory training as well as Trusting Workplaces training for all active salaried and hourly employees. The only location that requires annual sexual harassment training is Massena site to comply with NY state law.