



Proven to **perform.**

**2023**

CORPORATE  
RESPONSIBILITY  
REPORT



# MESSAGE FROM OUR CEO

**Integrity, Safety & Sustainability, Accountability, Teamwork & Respect, and Innovation.** Across ATI, our core values continue to drive outstanding performance and our commitments to keeping our people safe, protecting the environment while delivering for customers, creating the diverse and inclusive culture we aspire to lead, and supporting the communities in which we operate. They guide every strategic decision, setting a firm foundation for sustainable financial success and shareholder value creation.

Our team achieved another year of accelerating growth in 2023. We invested to expand our capacity and capitalized on valuable emerging opportunities to expand our leadership position in our core aerospace and defense markets. We delivered more than \$4 billion in revenue, captured more than \$1.2 billion in multi-year sales commitments and expanded aerospace and defense sales by 32% over the prior year. In the culmination of a multi-year effort, we took steps to reduce the impact of pension asset volatility on our business, while continuing to fully meet our obligations to pension plan participants. In short, we did what we said we would do, and our commitment to focused execution drove results for our stakeholders.

At the same time, we've maintained our unwavering commitment to environmental stewardship, social engagement and strong corporate governance. We remain energized by our opportunities to promote these principals while delivering for our investors.

Last year, we committed to re-evaluating our greenhouse gas (GHG) emission reduction targets, with a view to adopting a new, more significant 2030 reduction goal. Previously, we targeted reducing GHG emission intensity 7% by 2030, compared to our 2018 base year. By 2022, we had far outpaced that goal. We were determined to identify a target grounded in analysis and reflecting our vision for ATI, both ambitious and capable of achievement.

We did what we said we were going to do. Throughout 2023, a cross-functional team within ATI worked to develop a new reduction target meeting these aspirations and an execution plan that would provide a clear line of sight to its achievement by 2030. **I am pleased to announce our new goal to reduce 2030 absolute Scope 1 and 2 GHG emissions by at least 40% compared to our 2018 base year.** The new target focuses on absolute emissions rather than intensity and reflects our current expectations for the ongoing evolution and significant growth of our business. Continuing the progress we've already achieved will require us to address future GHG emissions in new and innovative ways.

We also continue exploring the many opportunities the "greening" of the global economy presents to our business while working to effectively identify and mitigate the impact of emergent climate-related risks to our business. Our products are indispensable to our customers' efforts to meet the challenges of the world's rapidly evolving and demanding sustainability needs and expectations. Applications range from lighter, more fuel efficient, longer-lasting jet engines, to renewable and other carbon-free energy production, to pollution control and wastewater treatment. You'll see in-depth discussion of these opportunities, and of risks to our business associated with climate change, in our Task Force on Climate-Related Financial Disclosures ("TCFD") Report. You can find it, updated for 2024, at

<https://www.atimaterials.com/aboutati/Pages/safety-sustainability.aspx>.

I'm also excited about the evolution of our leadership team and workforce, including the strides we are making to promote inclusion and diversity at ATI. As previously announced, Kimberly A. Fields joined ATI's Board of Directors and, in July, will become ATI's President and Chief Executive Officer. Kim is a proven performer with deep operational expertise and demonstrated commercial acumen. I'm confident her strategic vision will continue to drive outstanding success for our stakeholders. And, with Kim's promotion and other recent additions to our team, women and people of color make up more than 50% of our senior leadership team and more than 35% of our Board. Additionally, over 40% of our 2023 new hires enhance our gender, ethnic and racial diversity. I look forward to the continuing impact of their contributions, as I begin serving ATI as its Executive Chairman effective July 1, 2024.

At ATI, we do what we say we are going to do, when we say we are going to do it, and we do it the right way. We are committed to achieving our stated environmental goals, improving the diversity of our workforce and cultivating an inclusive corporate culture. We're fostering local community involvement and sustaining our long and proud tradition of robust corporate governance. As an industry leader, we're advancing each of these priorities. You'll see our progress reflected in this report. We look forward to continuing progress.

**Thank you for your support as we look forward to discovering new ways to solve the world's challenges through materials science.**



**Robert S. Wetherbee**  
Board Chair and Chief  
Executive Officer

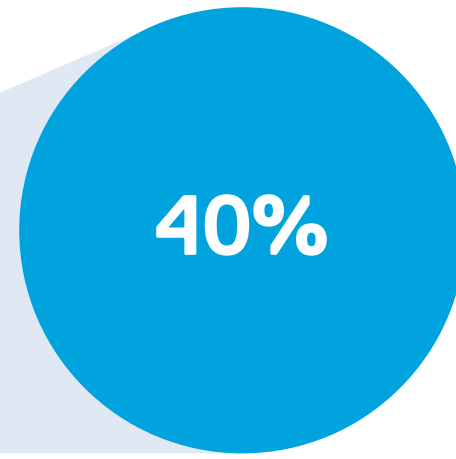
# REPORT HIGHLIGHTS

**PRIOR GOAL**



Reduction in Scope 1 and Scope 2 GHG intensity (per tons produced)

**▶ NEW GOAL**



Reduction in absolute Scope 1 and Scope 2 GHG emissions (total metric tons)



**>40%**  
of 2022 and 2023 new hires were diverse

More than  
**120,000 TONS**  
recycled materials used in production (63% of all feedstock)

More than  
**7 BILLION GALLONS**  
of water recycled by our manufacturing facilities in 2023 representing approximately 53% of water used

## OUR CORE VALUES

### Integrity

We do the right things the right way; it's the cornerstone of our relationship with every stakeholder.

### Safety & Sustainability

We are committed to a Zero Injury Culture, protecting our people and the planet through our products and the way we operate.

### Accountability

We do what we say we are going to do. We set a standard for excellence and hold ourselves and our team accountable for our actions, results and delivering value for our customers.

### Teamwork & Respect

We seek and celebrate diverse views, capabilities and experiences to power our collaborative work environment.

### Innovation

We embrace change and unique perspectives to create sustainable value, acting with urgency and taking calculated risks to learn and continuously improve.

# WHO WE ARE

## Our Vision: Solving the World's Challenges through Materials Science.

ATI is a global producer of high-performance materials and solutions for the aerospace and defense markets and critical applications in electronics, medical and specialty energy. We are a leader in high-value markets that require deep materials science expertise, significant know-how, stringent product qualifications and strong customer and supplier relationships.

Through our extraordinary materials science and advanced, integrated process excellence, we create new specialty materials, then shape them to meet our customers' needs for ultimate performance, efficiency and long-term value. Whether the challenge is searing heat, crushing stress, blistering corrosion or all the above, our technologies make amazing achievements possible. Our materials play a critical role in delivering:

- ▶ Every new generation of aircraft in the last 50 years, including airframes and jet engines that continue to safely push the limits of power, fuel efficiency and reliability.
- ▶ Clean energy solutions such as materials for green hydrogen production, geothermal applications, nuclear power generation, energy storage and pollution control;
- ▶ Next-generation defense systems and armor for protecting people and equipment from the ever-evolving threat of deadly explosive weapons; and
- ▶ Medical advances ranging from superconducting MRI machines to implantable stents and artificial joints that save and improve thousands of lives every day.

Our rapidly evolving world requires robust and versatile materials and components produced in an ecologically sustainable manner, and at ATI, we are determined to help meet that need. We're investing in the capabilities and science that will enable customers to sustainably tackle the next generation of life-changing challenges, whatever they may be.

## Solving the World's Climate Challenge

ATI's innovative and exacting products and processes are helping to solve the world's climate challenges by supporting the transition to a low-carbon economy. Customers rely on ATI for materials with enhanced corrosion and/or heat resistance, strength, and other properties for a wide array of applications that promote green-house gas reduction and environmental sustainability, including alloys and components that:



- ▶ help produce next generation aircraft that save fuel, reduce emissions, reach new levels of efficiency and reliability, and safely carry millions of air travelers every single day;



- ▶ improve the performance of land based gas turbines;



- ▶ support sustainable nuclear energy applications and fuel cell interconnects and solid oxide fuel cells used for on-site power generation;



- ▶ help enable electrolyzers used in the production of hydrogen from water;



- ▶ are used in solar and geothermal power applications;



- ▶ are essential to pollution control equipment in power plants and ships and treatment of ship ballast water.



# 2023 FINANCIAL PERFORMANCE HIGHLIGHTS

ATI continued its strong performance trajectory in 2023. With our focused commitment to doing what we say we are going to do and solving our customers' most difficult challenges, we created opportunities in the face of the ongoing global geopolitical, supply chain and other challenges that continue to impact our current environment, capturing new market share and sharpening our operational advantage to drive shareholder value. We continued to successfully execute our strategy, working to support sustainable growth as we capitalize on the opportunities presented by unprecedented demand, particularly in our core aerospace and defense markets.

Highlights of our 2023 performance include:

## **Sales of \$4.2 billion, compared to \$3.8 billion in 2022**

- ▶ Year-over-year aerospace and defense sales were up by 32%.
- ▶ Aerospace and defense represented 63% of sales in the fourth quarter of 2023, compared to 53% at the end of 2022.

## **Gross profit of \$803 million, compared to \$714 million in 2022**

## **Net income of \$423 million, compared to \$339 million in 2022**

## **Preserved strong liquidity and cash position**

- ▶ Dramatically reduced our exposure to pension volatility risk through annuitization, bringing further stability and strength to our balance sheet while continuing to fully meet our obligations to pension participants.
- ▶ Ended the year with \$744 million of cash on hand at December 31, 2023.

## **Creating value and returning capital to stockholders**

- ▶ Generated shareholder return that continued to significantly outpace the S&P 500 throughout 2023. An investment of \$100 in ATI stock at the outset of 2022 was worth more than \$300 at March 31, 2024.
- ▶ Repurchased \$85 million of our outstanding stock and announced a new \$150 million repurchase authorization for 2024.



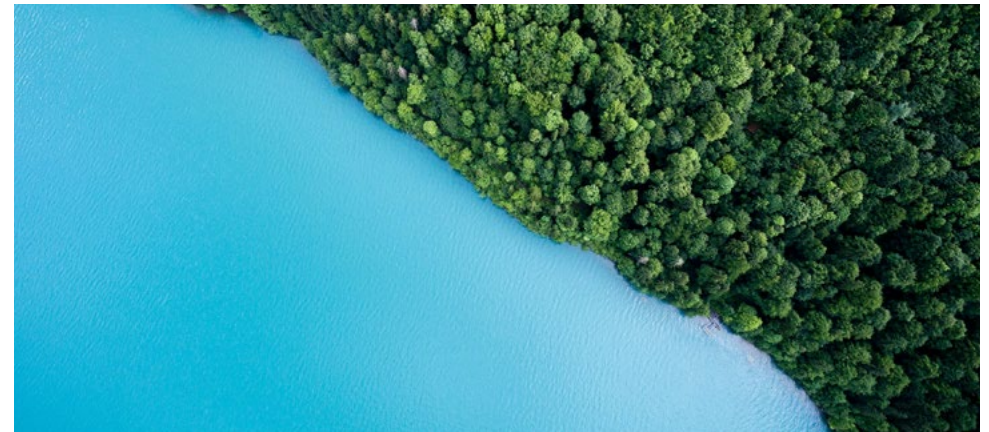
# OUR COMMITMENT TO CLIMATE ACTION

Consistent with our values – Integrity, Safety & Sustainability, Accountability, Teamwork & Respect, and Innovation – we believe that long-term excellence and profitability require us to operate in ways that promote environmental and social sustainability, supported by appropriate governance structures and enterprise risk oversight practices. We are committed to protecting our people, our communities and our planet through our products and the way we operate.

We support the principles of the Paris Accord and global efforts to reduce GHG emissions and understand that businesses such as ours have an active role to play in identifying and implementing solutions to the challenges posed by climate change. We first publicly articulated climate-related targets for reducing GHG emissions, among other sustainability metrics, in 2017 and since then, have periodically reported on our steady progress in achieving, or exceeding, the reduction targets that we set.

In our 2023 Report, we committed to reassessing our 2030 GHG reduction target, previously set at 7% compared to our 2018 baseline, in view of our substantial success in reducing GHG emission since 2018. We established a cross-functional team from across our organization to evaluate our target. The team considered our recently-achieved reductions, but also considered the impact of the recent transformation of our business and undertook a detailed analysis of our expectations for future transformation and anticipated growth in our business by 2030. Taking these factors into account, we adopted a new goal to reduce Scope 1 and 2 absolute GHG emissions by at least 40% by 2030, compared to our 2018 baseline, as discussed elsewhere in this Report.

Recognizing that our investors and other stakeholders benefit from the transparency and comparability of disclosure across business and industries that commonly-accepted reporting frameworks can drive, we align our reporting with the Sustainability Accounting Standards Board (“SASB”) standard. Additionally, in 2021, we adopted the Task Force of Climate-related Financial Disclosures (“TCFD”) reporting framework in further recognition of our stakeholders’ growing interest in gaining a deeper understanding of the climate-related risks and opportunities that climate change presents to our business. Our current TCFD Report is available at <https://www.atimaterials.com/aboutati/Pages/safety-sustainability.aspx>.



To support the development of our TCFD Report, we established a cross-functional working group drawn from leadership in relevant portions of our organization. The team broadly considered both the physical risks that climate change poses to our business, as well as the risks and opportunities that global efforts to transition to a low-carbon economy present to our business. Our TCFD Report describes the governance structures that we have in place to enable appropriate risk oversight as it pertains to climate change matters, the principal risks and opportunities that climate change and the transition to a low-carbon economy present to our business, and our expectations about the extent to which and time horizon over which those risks and opportunities may impact our business.

Ultimately, our operations, and those of our customers and suppliers, produce GHG emissions. Although we produce some specialty steel products, we do not burn any coal in our own operations, in contrast to integrated carbon steel producers, generally. Additionally, as discussed elsewhere in this Report, we make extensive use of recycled scrap material in our production processes. Nevertheless, producing the highly-specialized alloys and other critical products that we provide to the commercial aerospace, defense and other markets requires that we melt raw materials at very high heat and engage in other processes that consume energy. While a significant portion of those processes are fueled by electricity, a substantial portion of which is sourced from carbon-free generators, the majority use natural gas. We believe we have made important strides in addressing our environmental impact, including as it pertains to GHG emissions. Work remains, however, as we continue to address the risks and opportunities that climate change presents to our business.

# OUR APPROACH TO RESPONSIBLE BUSINESS

At ATI, we recognize that long-term excellence and profitability require that we operate in ways that promote environmental and social sustainability, supported by appropriate governance structures and enterprise risk oversight practices. One of our core values is **Safety & Sustainability**, and we're committed to protecting our people and our planet through our products and the way we operate.

► **Environmental Sustainability.** As described in this Report, we continue to make progress toward established performance targets for reductions in GHG emissions and freshwater intake, and increases in our already extensive production use of recycled materials. This report addresses our progress toward these targets in 2023 and provides additional disclosures on other air emissions, water management and waste management efforts. As discussed elsewhere in this Report, we have aligned our disclosures with both the SASB and, in relation to climate matters, TCFD reporting frameworks.

► **Social Engagement.** Attracting, retaining, developing and safeguarding the wellbeing of a talented and diverse workforce is key to the sustainability of our business. This report describes the human capital and culture initiatives we have in place to meet these challenges, including the cultivation of a diverse workforce and inclusive culture and engagement in our local



communities. Additionally, as described in this report, we are deeply committed to workplace safety and have an outstanding enterprise-wide safety record. As one component of our comprehensive efforts to ensure continued workplace safety and promote a zero-injury work environment, all of our manufacturing facilities currently are ISO 45001 certified, except for those facilities scheduled to close in 2024.

► **Corporate Governance.** ATI has a long tradition of strong corporate governance that extends to the governance and oversight of sustainability matters. We have a diverse, highly credentialed, highly experienced and highly engaged Board that guides the strategic direction of our business. This report addresses our history of Board leadership and diversity, our practices associated with risk management and oversight, the governance of our sustainability initiatives and related matters, including our cybersecurity initiatives and ethics and compliance program.

## We are Committed to:

- Conducting business in accordance with applicable laws, regulations, permits and ATI's Corporate Guidelines for Business Conduct and Ethics;
- Respecting the rights of people affected by our activities and fostering a respectful dialogue with them;
- Supporting local communities and contributing to their sustainability through measures such as locally sourcing goods and services and employing local people;
- Maintaining non-discriminatory, merit-based hiring practices and career advancements and requiring non-discriminatory workplace conduct;
- Continually improving safety, health and environmental policies, management systems and controls so they are fully integrated into company activities;
- Promoting a culture of safety and continually reinforcing company-wide safety efforts and maintaining programs that effectively address workplace hazards and monitor and protect employee health and safety;
- Conducting operations in a sound environmental manner and seeking to continually improve performance;
- Promoting the efficient use of energy and material resources in all aspects of our business; and
- Practicing product stewardship and promoting research to enhance the benefits of our products to society.



# ENVIRONMENTAL SUSTAINABILITY

At ATI, we are committed not only to maintaining and operating our businesses in full compliance with all applicable environmental laws, regulations, and rules, but also to strong environmental policies and practices to effectively manage and reduce our environmental impact.

### A Legacy of Investment in Impact Reduction

- ▶ The wastewater treatment facility at our Brackenridge, PA facility **recycles water up to three times**, which reduces the volume of water withdrawn from waterways.
- ▶ Our Brackenridge, PA operations **recycles pallets, crates and other wooden packaging material**.
- ▶ A deionization system at our Richburg, SC facility enables that facility to **reuse water** in its largest cooling tower multiple times.
- ▶ We completed **LED lighting retrofits** at our operations in Cudahy, WI, (in 2020) and Vandergrift, PA (in 2023) that not only improved lighting for our employees but also **reduce aggregate annual energy usage at those facilities by more than 10,000 MWh**. We continue to make similar investments in the facilities we own and expect to achieve further energy usage and CO<sup>2</sup> emissions reductions in 2024 and beyond.
- ▶ Our Millersburg, OR facility recovers aqueous ammonia at **over 99.5% efficiency**, allowing for the recovery and reuse of **up to 4 million pounds** of aqueous ammonia annually.
- ▶ Through a program that returns oily absorbent materials to a processing center that cleans and recycles them for reuse, our participating facilities have **diverted more than 15,000 pounds of oily waste from landfills** in just the last two years.
- ▶ A partnership between Harrison Township, PA, ATI and Western Pennsylvania Conservancy resulted in **planting trees** on ATI's property to provide a barrier between the industrial site and the community and **enhance stormwater collection**.
- ▶ ATI's property in Cudahy, WI, hosts **7,000 solar panels that provide carbon-free power to homes** across Wisconsin.
- ▶ In 2022, we replaced the argon recapture units in two locations, **achieving 90% recapture efficiency**.
- ▶ A team at our Bakers, NC facility introduced a **new, water based coating** to insulate heat sensitive material during processing, replacing previously-used steel cans. This new process improved product yield and **can divert approximately 860,000 pounds of steel from landfills every year**.
- ▶ Our Cudahy, WI operations used state grants to install a **new smaller, air compressor** and related equipment to optimize the compressed air plant for off-peak operations. This project **reduces electricity consumption** and extends the life of existing larger air compressors.

## Goals for Reducing Our Environmental Impact

In 2018, we began annually reporting on our progress toward our goals, based on data that generally included our largest domestic manufacturing operations. We use 2018 as our base year because it is the first year for which we have quality data. Beginning in 2021, our metrics included 19 of our significant manufacturing facilities. For 2023, our metrics include all locations for which we have control of energy procurement.

**Our goal is to reduce our absolute Scope 1 and Scope 2 CO<sub>2</sub>e/ GHG emissions by at least 40% by 2030 compared to our 2018 base year.** In adopting our new target and shifting our focus to absolute GHG emissions rather than emissions intensity, we also will no longer pursue a separate energy usage intensity target. These changes reflect the transformation we have achieved in our business since 2021 and take into consideration the significant emissions reduction progress we've made since 2018, as well as further evolution and growth we currently anticipate for our business over the next several years.

2025*	2030*
Reduce GHG emissions Intensity 5%	Reduce absolute GHG emissions by at least 40%
Reduce freshwater intake intensity by 5%	Reduce freshwater intake intensity by 8%
Increase recycled materials used in production to 80%	Increase recycled materials used in production to 83%

\*Using 2018 as baseline year.



## Our 2023 Performance and Progress Toward Our Goals

The following tables summarize our recent performance relative to our other environmental sustainability goals. Our data for 2018 has been adjusted to include all locations for which we control energy procurement and is presented as adjusted and compared to 2023. As illustrated below, we have made significant progress toward our goals since 2018, including meaningful reductions in GHG emissions from both an absolute “location based” standpoint and from a “market based” standpoint giving effect to our zero-emission nuclear generation supply contract.

Metric	Units	2018 Performance <sup>2</sup>	2023 Performance	% Change since 2018	2030 Reduction Target
Energy Consumed	Gigajoules	14,188,222	12,005,877	15%	5%
CO2e Emissions <sup>1</sup>	Metric tons	1,111,777	642,609	42%	40%
Fresh Water Intake	Kilo-gallons	5,694,271	4,746,475	17%	5%

<sup>1</sup> Includes Scope 1 and 2 market based emissions. See additional Scope 1 and 2 detail in the following table.

<sup>2</sup> Baseline adjusted to (a) include all locations for which we controlled energy procurement, (b) remove locations sold since 2018 and (c) update/correct data for 2018 vs. 2016 E-grid factors.

Metric (CO2e Emissions Detail)	2018 (MT CO2e)	2023 (MT CO2e)	% Decline since 2018
Scope 1 Emissions	477,974	401,515	16%
Location-based Scope 2 Emissions	633,803	414,019	35%
Market-Based Scope 2 Emissions <sup>†</sup>	633,803	241,094	62%
Total Location-Based Emissions	1,111,777	815,534	27%
Total Market-Based Emissions <sup>†</sup>	1,111,777	642,609	42%

<sup>†</sup> Reflects impact of carbon-free electric power sourcing beginning in 2019

Metric <sup>‡</sup>	2018 Tons Recycled	2022 Tons Recycled	2023 Tons Recycled	2018 Recycled Materials Used	2021 Recycled Materials Used	2023 Recycled Materials Used
Material Recycled	26,235	150,000	158,000	Approximately 63%	62%	63%

<sup>‡</sup> “Recycled Materials Used” refers to Recycled Materials Used in Production, which is the percentage of raw materials used in our production of specialty materials that is sourced from scrap metal, either purchased or originating from our own manufacturing processes.



## Energy Consumption

For 2023, our energy consumed by our facilities was lower than our 2018 baseline year. Specifically, energy consumed declined from approximately 14 million GJ in 2018 to approximately 12 million GJ in 2023. The impact of our exit from production of commodity standard stainless steel is evident in the reduced energy consumption in 2023 compared to 2018.

### Our strategic plans for reducing energy intensity usage and carbon emissions to achieve our performance goals include:

#### Short term:

- ▶ Identifying operational efficiencies
- ▶ Conducting energy audits
- ▶ Installing energy efficient lighting

#### Medium term:

- ▶ Replacing and/or optimizing compressors
- ▶ Implementing efficiency projects

## Greenhouse Gas (GHG) Emissions

Our GHG emissions (which as reported include gross global Scope 1 emissions and Scope 2 emissions) for 2023 were significantly lower than our base year 2018 emissions. Year-over-year total emissions decreased by approximately 42% in 2023 compared to 2018, primarily attributable to increased purchases of carbon-free electric generation. We believe that this represents meaningful progress toward our goals.

### Our short-term strategy to manage Scope 1 emissions (those occurring directly from sources we own or control) includes:

#### Short-Term (1-3 years):

- ▶ choosing low emission sources in new equipment installations
- ▶ installing LED lighting
- ▶ maximizing the efficiency of our production and operations
- ▶ conducting energy audits

#### Medium-Term (4-8 years) / Long-Term (beyond 8 years):

- ▶ installing equipment powered by electricity rather than natural gas where feasible
- ▶ enhancing emission capture if possible
- ▶ employing alternate energy sources like hydrogen and renewable natural gas
- ▶ installing carbon-free power sources
- ▶ purchasing RECs
- ▶ exploring carbon capture and reuse

To manage Scope 2 emissions (purchased energy and fuels), we have implemented a strategy focused on purchasing carbon-free sources of power. We are evaluating options for battery storage systems, and constructing renewable energy sources. Developing overall emissions reduction targets and analyzing performance against those targets assists in achieving desired reductions. A significant portion of our electricity is sourced through a zero-emission EFEC supply contract. We continue to evaluate options for installing or purchasing power from renewable sources, including solar and hydropower and other emission-free electricity sources, as well as adding emission reducing equipment as we upgrade or replace equipment in our facilities.

Energy Type	2023 GJ	2023 %
<b>Grid Electricity (GJ)</b>	2,557,135	21%
<b>Nuclear Electricity (GJ)</b>	1,395,594	12%
<b>Natural Gas Use (GJ)</b>	7,886,199	65%
<b>Fuels (GJ)</b>	87,415	1%
<b>Steam (GJ)</b>	79,534	1%
<b>Total Energy Use (GJ)</b>	<b>12,005,877</b>	<b>100%</b>

**Total Electricity as a % of Total Energy:** 33%

**Nuclear Electricity as a % of Total Electricity:** 35%

**Covered under emissions-limiting regulations:** 2%

## Water

Our facilities use water for various purposes, and our sources of water vary from location to location, including withdrawals from navigable waters and municipal supplied sources. Generally, our operations are located in areas where water stress is not an issue.

Nevertheless, we are focused on reducing use of fresh water in our operations, and water reclamation and reuse is paramount to our water use reduction strategy.

At our 19 manufacturing facilities, we recycled over seven billion gallons of water in 2023. Historically we made significant investments in water reclamation equipment at our Brackenridge, PA hot rolling and processing facility, and in 2019, our Richburg, SC facility added a water treatment unit and other equipment to allow water reuse prior to discharge, resulting in a 3.6 million gallon reduction of freshwater usage in 2023 compared to 2018.

Year-over-year total water intake by our 19 manufacturing facilities declined 15% in 2023 compared to our base year 2018. We believe that year-over-year trends reflect meaningful progress toward our goal for 2030 and beyond.



## Material

We use scrap metal, among other raw materials, in the production of our specialty materials. We have an interest in recycling the scrap we generate in our production and endeavor to recover as much material as we can and return it to our processes. Approximately 63% of the feedstock we used in production for 2023 was scrap, compared to 62% in 2022, 62% in 2021 and 2020, 77% in 2019 and 75% in our base year 2018. Our transformed business and sharpened focus on the demanding, high-value products and markets where our unique capabilities give us a durable competitive advantage have impacted the extent to which we use scrap metal. Currently, the use of recycled materials is less feasible in the production of some of our highly-specialized products than in, for example, the production of low-margin standard stainless sheet, which we exited in 2021. Nevertheless, we consistently evaluate opportunities to recycle scrap generated in our production back into our processes and outlets to recycle materials we cannot use directly.



## ISO 14001

At the end of 2023, we had 31 operating facilities, including manufacturing and service centers, 20 of which had obtained ISO 14001 certification of their environmental management programs.

## Additional Environmental Efforts

### Waste Management

We strive to improve the handling of waste and endeavor to recycle, reuse and reclaim waste generated in the course of our processes. Our expectation is that sustainability is every employee's job and that, where appropriate, our employees will take advantage of opportunities to eliminate or reduce waste. Some of our byproducts are sold to customers who reclaim them into useful products. Some of our waste material is returned to our process, while other waste is recycled by third parties. We are mindful that materials disposed of in landfills are wasted resources, and we aim to reduce the input to landfills where possible.

In areas that provide access to reclamation or adequate recycling, we manage and recycle business waste including metals, acids, oils, packaging materials, wood, office paper and cardboard. Approximately 160,000 tons of materials were recycled in 2023, including revert material, wood wastes, and by-products sold to third parties, but excluding scrap metal purchased for production.

Many of our facilities are required to have a spill prevention control and countermeasure plan if they meet specific volume thresholds for oil or oil products. Plans include employee training on spill prevention and response. We use internal protocols, procedures and processes to prevent spills and to quickly respond in the event a spill does occur. Employees are trained to internally respond to and report spills outside of a designated containment area as part of our environmental management system. **We had zero reportable spills in 2023.**

**Reportable spills in 2023 = zero**

**Tailing waste ponds and underground injection of waste = zero**

### Other Air Emissions

Many of our facilities measure and report air emissions of the following parameters. Of those facilities that report, **the following is an aggregate of emissions in 2023.**

PARAMETER	2023-tons/yr.
CO (carbon monoxide)	2217
NOx (nitrous oxides excluding nitrous dioxide)	394
SOx (sulfur oxide)	22
Particulate Matter	176
MnO (manganese)	.32
Pb (lead)	.08
VOCs (volatile organic compounds)	376
PAHs (polycyclic aromatic hydrocarbons)	N/A

### Environmental Compliance and Risks

We consider environmental compliance to be an integral part of our operations. All of our operations have a comprehensive environmental management and reporting program that focuses on compliance with applicable federal, state, regional and local environmental laws and regulations. Each system includes mechanisms for regularly evaluating environmental compliance and managing changes in business operations while assessing potential environmental impact. [Annual Report](#)

**ATI had no material issues with environmental compliance in 2023.**

We are subject to various domestic and international environmental laws and regulations that govern the discharge of pollutants and disposal of wastes, and which may require that we investigate and remediate the effects of the release or disposal of materials at sites associated with past and present operations. We could incur substantial cleanup costs, fines and civil or criminal sanctions, third party property damage or personal injury claims as a result of violations or liabilities under these laws or non-compliance with environmental permits required at our facilities. We are currently involved in the investigation and remediation of a number of our current and former sites as well as third party sites. We also could be subject to future laws and regulations that govern greenhouse gas emissions and various matters related to climate change and other air emissions, which could increase our operating costs.



# SOCIAL ENGAGEMENT

## Workplace Safety and Promoting a Zero-Injury Culture

### Our Safety Record and Certification Goal

Safety is one of our core values. We strive for a Zero Injury Culture committed to the safety of our people, our products, and the communities in which we operate.

The table below details our outstanding recent safety record:

2023	2022	2021	2020	2019
Fatalities=0	Fatalities=0	Fatalities=0	Fatalities=0	Fatalities=0
Recordable Incident Rate =1.08	Recordable Incident Rate =1.22	Recordable Incident Rate =0.85	Recordable Incident Rate =0.87	Recordable Incident Rate =1.14
Lost Time Rate = 0.27	Lost Time Rate = 0.38	Lost Time Rate = 0.16	Lost Time Rate = 0.21	Lost Time Rate = 0.21

Per 200,000 hrs. worked

As of December 31, 2023, all of our operating facilities had obtained ISO 45001 certification of their safety management program, with the exception of those scheduled to close in 2024.



## Awards

**ATI Specialty Materials won the N.C. Department of Labor Safety Gold Award for outstanding on-the-job safety achievements during 2023.**

The Gold Award is based on the days away, restricted, transferred (DART) rate, which includes cases of days away from work, restricted activity or job transfer.

Facility	Consecutive Wins
Bakers North	19 years
Bakers Powder	8 years
Monroe	48 years
Bakers South	14 years
East	15 years

## Human Capital and Culture

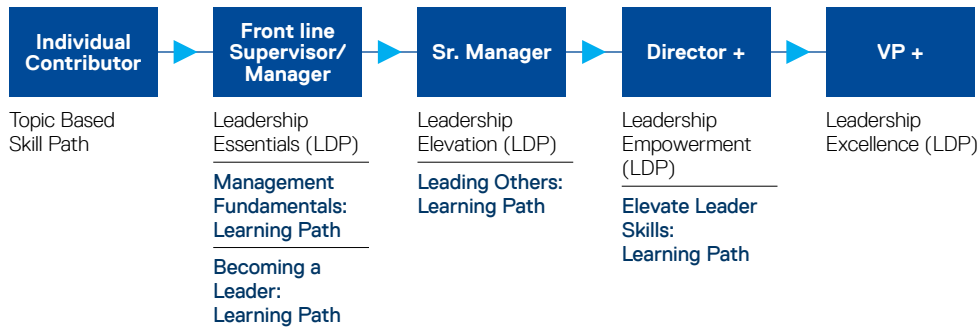
We believe that our people and culture are competitive differentiators. We attract, develop and retain purpose and performance-driven leaders. Those leaders build teams with diverse, empowered and fulfilled employees who want to stay and grow with the Company.

### Attract

- ▶ We believe in providing a welcoming, engaging and inclusive assessment and interviewing process that encourages people from all backgrounds to consider ATI.
- ▶ We partner with top academic institutions that have programs relevant to our business, external professional organizations, trade schools and high schools to enhance and diversify our workforce and identify materials science, STEM and other relevant expertise.

### Develop

- ▶ Developing leaders and talent at all levels of the organization is critical to our long-term success. We have early career, technical, leadership and management development programs as well as broad learning opportunities for our employees to support career growth.
- ▶ Our programmatic Talent Development Journeys offer learning and leadership development opportunities throughout the organization and provide a consistent and comprehensive onboarding experience.



**Learning Paths are curated e-learning journeys available virtually to employees in listed job level/title.**

Learning Development Programs (LDP) are a structured multi-day program designed for the identified target audience.



### Engage

- ▶ **Senior Leader Communication.** We continuously strive to cultivate and support a highly engaged and productive workforce. We actively seek opportunities with our employees for listening and communication by our CEO and other senior executive leaders.
- ▶ **Employee Engagement.** Annually, we conduct a confidential company-wide engagement survey that offers our employees the ability to provide feedback and identify opportunities for improvement, supporting employee engagement and our overall human capital strategy.

### Retain

- ▶ **Performance Management.** We maintain an annual performance management process across the organization. Together with their supervisors, employees identify goals and provide self-assessments as to performance against those goals, contribution beyond established goals, and behavior in accordance with our organizational values. The results of each annual assessment inform short-term incentive compensation and are reviewed with employees in one-on-one sessions with their managers.
- ▶ **Succession Planning.** We maintain a formal succession planning process that works in connection with our performance management for systematic career development and succession planning at both the individual employee and enterprise levels. We believe that the robust and systematic nature of these programs is critical to optimizing our talent management and ensuring sustainably high-quality leadership of our business over the long term.

## Creating a Culture of Diversity and Inclusion

At ATI, our long tradition of innovation and operational excellence demands the contributions of leaders and team members with a wide array of characteristics, backgrounds, experiences, knowledge and skills. One of the principal aspirations of our comprehensive human capital strategy is the cultivation of a workforce that is diverse in every sense and a climate of inclusion that promotes employee development, advancement and well-being. Simply put, for our business to continue thriving, we must attract, coach and retain the best.

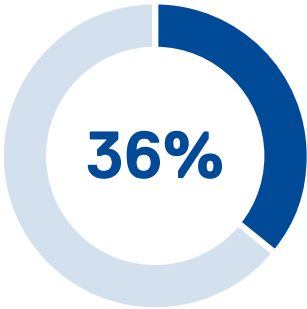
To identify opportunities to improve our representation and enhance the inclusiveness of our workplace culture, we collect and regularly review with our senior leadership data relating to gender, ethnicity, age, military service and other attributes, some of which are illustrated below. We also use our annual Employee Engagement Survey to solicit employee perceptions of the diversity and inclusiveness of our company-wide culture. Quantitative analysis of our employee population, coupled with a more qualitative understanding of how we are perceived and of the particular challenges we may face as a manufacturing company in the specific regions in which we operate, helps to inform our policy decisions and initiatives related to workforce inclusion and diversity.

The charts on the following page illustrate representation of women, people of color and veterans on our Board and in both our leadership and total domestic workforce as of December 31, 2023.

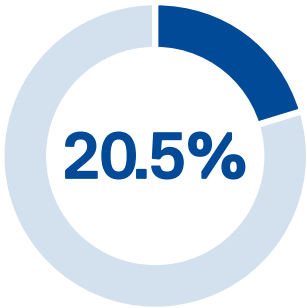


## Women in our Leadership and U.S. Workforce

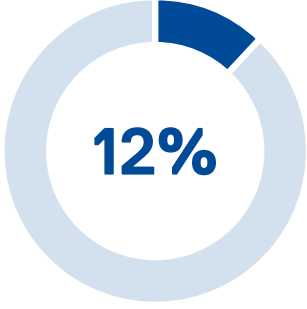
Board of Directors



Leadership

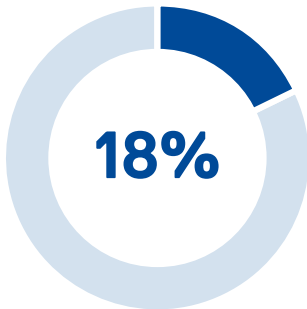


Total Workforce

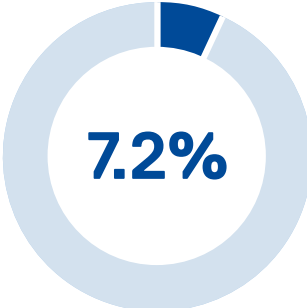


## People of Color in our Leadership and U.S. Workforce

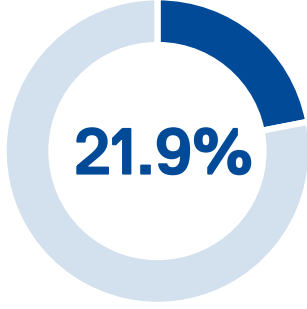
Board of Directors



Leadership

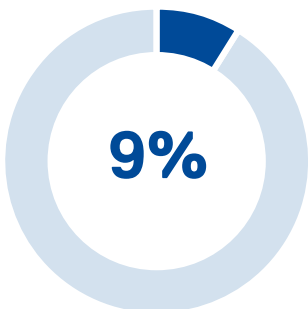


Total Workforce

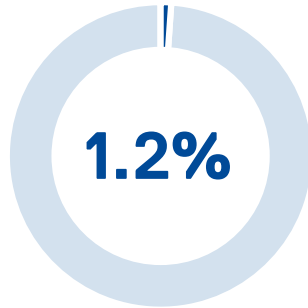


## Veterans in our Leadership and U.S. Workforce

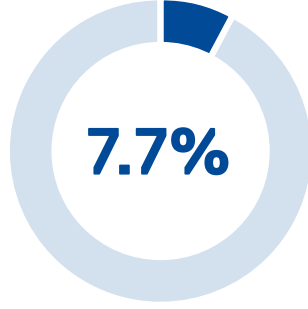
Board of Directors



Leadership



Total Workforce





## Our Vision

Our diverse perspectives allow us to be bold and innovative, driving a culture of Teamwork, Respect, Integrity, Safety and Sustainability. **We are One ATI, Proven to Perform.**

<b>Team of All</b> 	<b>Inclusion of All</b> 
<ul style="list-style-type: none"><li>▶ <b>Attract, hire and retain diverse talent</b></li><li>▶ <b>Ensure our diverse teams are engaged and positioned to perform together</b></li></ul>	<ul style="list-style-type: none"><li>▶ <b>Build a culture in which all team members feel seen, valued, heard and respected.</b></li></ul>
<b>One ATI, Proven to Perform.</b>	

## Our Strategy

Our inclusion and diversity strategy builds on a vision of **Team of All** and **Inclusion of All**, with initiatives in five focus areas.

- ▶ **Talent Acquisition.** We have an enterprise-wide goal for **80% of all job candidate slates to include a minimum of 30% diverse candidates.** Senior management monitors progress toward this goal.
- ▶ **Branding and Communication.** To attract and retain diverse talent, we showcase our culture, values and commitment to inclusion and diversity. Our #ProvenPerformers brand campaign focuses on storytelling by a highly diverse array of employees, tying innovative solutions and technologies back to our talent and their work at ATI.
- ▶ **Business and Employee Engagement.** ERGs foster professional development, social connectivity, and community involvement, and celebrate diversity throughout our company. Currently we have two ERGs, the AWN (ATI Women’s Network), with five chapters and enterprise business executive sponsorship and our employee-led IDEA (Inclusion, Diversity, Equity and Accessibility) Council. Employees are offered the opportunity to join Employee Resource Groups (“ERGs”) and we provide guidance on ERGs through our ERG Toolkits.
- ▶ **Employee and Community Development.** Our ERGs sponsor diversity events and development over the course of each year, focusing on community involvement.
- ▶ **Strategic Partnerships.** We are involved with a range of external professional associations, including the Society of Women Engineers, Society of Hispanic Engineers, National Society of Black Engineers, Society of Asian Scientists and Engineers, the National Association of Black Accountants and the Association of Latino Professions in Accounting and Finance. We also partner with top academic institutions for their quality of programs and commitment to creating a diverse student population and future workforce.

## Human Rights

ATI is committed to conducting its business activities in a manner that respects human rights and in compliance with applicable local, national and international laws and regulations related to the protection of human rights including prohibition of human trafficking and slave labor. ATI's Human Rights policy, which applies to employees, contractors, suppliers and agents, supports ATI's commitment to protecting human rights and is designed to support compliance with applicable laws and regulations such as the United States Government's Federal Acquisition Regulations clauses related to combating trafficking in persons and the UK Modern Slavery Act.

## Community Involvement

We Energies and ATI collaborated on the largest solar power project in the history of Cudahy, Wisconsin. ATI's vacant land is now home to We Energies' 7,000 solar panels, which provide carbon-free power to homes across Wisconsin. The Solar Array project also won the inaugural ATI CEO Award for Safety and Sustainability.

In 2023, a partnership between Harrison Township, PA, ATI and Western Pennsylvania Conservancy planted trees on ATI's property, and provided tree care in the community.

Our Employee Resource Center and all of our business units are engaged with their communities through monetary donations, food bank drives, STEM kits, school supplies and toy drives for the holidays. Our extremely generous employees deserve special recognition for all the time, effort and resources they committed to charitable causes. For example, in 2023, employees in our Specialty Rolled Products business continued the community involvement committee focused on specific areas of need. The committee pursues projects related to community revitalization, youth and workforce development, diversity, veterans and education, and supports efforts in these categories through sponsorships and volunteerism. In 2023, the CIC worked hard organizing volunteer opportunities, collections and supported 29 organizations (up from 21 in 2022). Similarly, ATI Forged Products supported over 15 community projects and organizations with monetary and financial donations and employee volunteer hours. Projects included food, book and pet supply drives, youth career education and training, among others.

Located less than 90 miles from the Ukrainian border, our 400+ colleagues at ATI Forged Products in Stalowa Wola, Poland, together with their community, are embracing and supporting refugees displaced by the Russian invasion. In support of their efforts, in 2023, we contributed a total of \$25,000 to the Polish Red Cross, which is assisting people who have left Ukraine with shelter, basic aid items, cash assistance, medical supplies and treatment.



ATI is a proud supporter of United Way and conducts annual employee campaigns to facilitate contributions to United Way chapters throughout the United States. Each year, ATI SM employees and their families help those in need in our community during United Way's Day of Caring. The Day of Caring projects involve activities such as lawn care, weeding flowerbeds, pruning shrubs, picking up trash, washing windows, and light painting. The majority of project sites are at the homes of the elderly.

We also participated in Partner4Work's Learn & Earn Summer Youth Employment Program (Learn & Earn) that is designed to provide meaningful work experiences and career exposure to low-income young adults residing in Allegheny County, Pennsylvania.

# CORPORATE GOVERNANCE

We are committed to a strong self-governance program. Our corporate governance practices are designed to maintain high standards of oversight, compliance, integrity and ethics, while promoting growth in long-term stockholder value. The role of our Board of Directors is to ensure that ATI is managed for the long-term benefit of our stockholders and other stakeholders.

Each year, we review our corporate governance and compensation policies and practices and engage with our stockholders. In our ongoing effort to ensure that our governance policies and practices consistently reflect best practices, we take suggestions from our stockholders into consideration, along with developments and evolving trends reflected in the standards established by proxy advisory firms, as well as in the policies, practices and disclosures of other public companies. In this way, we affirm our commitment to performance and innovation by continually evolving our programs to benefit all of our stakeholders. You can learn more on our website [ATImaterials.com](https://www.atimaterials.com)



## Governance Highlights

**Our commitment to good corporate governance is illustrated by the following practices:**

- ▶ Board independence (9 out of 11 directors are independent)
- ▶ Lead Independent Director
- ▶ Independent directors regularly meet in executive sessions without management present
- ▶ 100% independent Audit & Risk, Personnel & Compensation, and Nominating & Governance Committees
- ▶ Annual Board and committee self-assessments
- ▶ Strong corporate governance guidelines and policies
- ▶ Majority voting/director resignation policy for uncontested elections
- ▶ Women make up 36% of our current Board
- ▶ 18% of our current Directors are people of color
- ▶ Mandatory director retirement age
- ▶ Proxy access
- ▶ Limits on future severance arrangements
- ▶ Robust stock ownership guidelines for directors and executive management
- ▶ Intensive succession planning for our Board and executive leadership
- ▶ Well-established Board strategic and risk oversight function

# BOARD COMPOSITION

ATI has a diverse, highly credentialed and highly experienced Board. Our directors possess a variety of tenure, qualifications, backgrounds, skills and experiences contributing to a Board that is well-rounded and well-positioned to effectively oversee our business and promote the interests of our stakeholders.

## Highly Engaged Board Guides the Strategic Direction of Our Company

- ▶ Actively oversees long-term strategic planning and capital allocation decisions, including through an annual strategic planning meeting in addition to regular quarterly and other Board meetings.
- ▶ Regularly assesses and oversees management and mitigation of known and emergent risks to our business.
- ▶ Actively and continuously engages in robust Board and senior management succession planning.
- ▶ Overall attendance rate for Board and Committee meetings of 92% during 2023 and 95% for 2022.
- ▶ Market-driven stock ownership guidelines.

## Focused and Thoughtful Board Refreshment

- ▶ Our Board routinely engages in succession planning and adds new members on an opportunistic basis when it identifies candidates whom it believes have experience, skill sets and other characteristics that will enhance Board effectiveness.
- ▶ We have a mandatory retirement age, and our Board engages in recruitment as appropriate to support its refreshment efforts.
- ▶ Our annual Board evaluation process assesses the Board's existing skill sets and the need or desirability of adding members; the Board can appoint new members when presented with candidates who fill a particular need or otherwise would serve as an asset to the Board.

## ATI Board Of Directors

### Robert S. Wetherbee

Board Chair and Chief Executive Officer

### J. Brett Harvey

Lead Independent Director of ATI. Retired Chairman and Chief Executive Officer of CONSOL Energy, Inc., a leading diversified energy company in the United States.

### Leroy M. Ball

President and Chief Executive Officer, Koppers Holdings, Inc., a leading integrated global provider of treated wood products, wood treatment chemicals and carbon compounds

### Herbert J. Carlisle

Retired President and Chief Executive Officer of the National Defense Industrial Association (NDIA), and retired four-star general from the United States Air Force (USAF)

### Carolyn Corvi

Retired Vice President, General Manager of Airplane Programs of The Boeing Company

### James C. Diggs

Retired Senior Vice President and General Counsel of PPG Industries, Inc., a producer of coatings, glass and chemicals

### Kimberly A. Fields

President and Chief Operating Officer and CEO-Elect

### David P. Hess

Retired EVP and Chief Customer Officer for Aerospace, United Technologies Corporation, a global leader in aerospace and technology; formerly President, Pratt & Whitney

### Marianne Kah

Retired Chief Economist for ConocoPhillips and current adjunct senior research scholar at Columbia University's Center on Global Energy Policy

### David J. Morehouse

Government relations expert and Senior Advisor to the President of the Pittsburgh Steelers.

### Ruby Sharma

Retired Managing Partner, RNB Strategic Advisors, a strategic advisory firm, and retired Senior Partner of Ernst & Young LLP



### Focused and Thoughtful Board Refreshment

- ▶ Our Board routinely engages in succession planning and adds new members on an opportunistic basis when it identifies candidates whom it believes have experience, skill sets and other characteristics that will enhance Board effectiveness.
- ▶ We have a mandatory retirement age, and our Board engages in recruitment as appropriate to support its refreshment efforts.
- ▶ Our annual Board evaluation process assesses the Board’s existing skill sets and the need or desirability of adding members; the Board can appoint new members when presented with candidates who fill a particular need or otherwise would serve as an asset to the Board.

### Diversity of Background



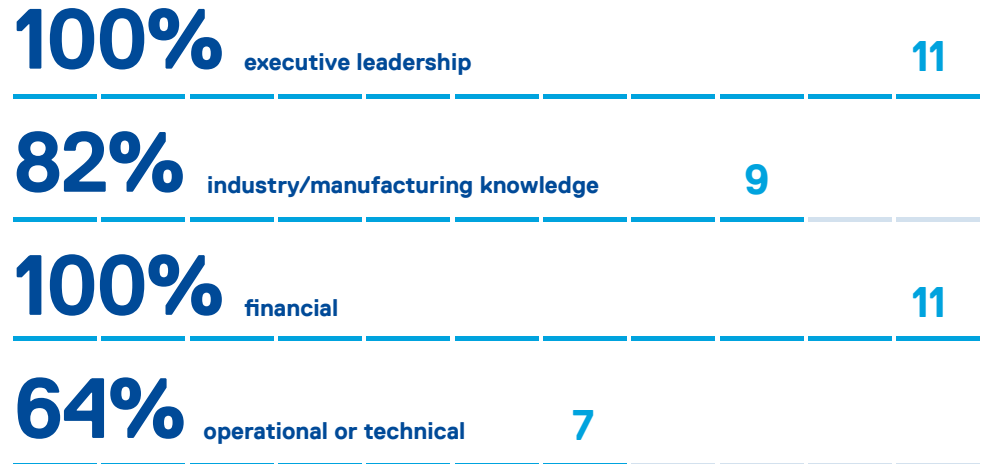
- ▶ 1 completed nearly 40 years of military service
- ▶ 2 qualify as Audit Committee financial experts
- ▶ 2 self-identify as a member of an underrepresented ethnic population
- ▶ 5 have extensive experience related to aerospace/defense
- ▶ 2 served as senior executives in commercial aerospace
- ▶ 2 have extensive executive experience in energy markets

### Board Refreshment & Independence

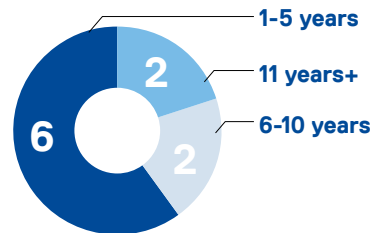
**+7** directors added      **-6** directors retired      over the last 5 years

- ▶ One additional Director will retire concurrently with our 2024 Annual Meeting.
- ▶ All non-management Directors (**81% of our Directors**) are Independent.

### Diversity of Experience



### Director Tenure



**6.5 years**  
Average tenure

## Governance and Oversight

Our Board is elected by our stockholders to safeguard their interests through oversight of management and the good faith exercise of its members' business judgment. At the same time, our Board recognizes that the long-term interests of ATI are advanced by recognition of the concerns of other constituencies, including employees, customers, suppliers and the communities in which ATI operates. Accordingly, while not involved in our day-to-day operations, our Board actively oversees matters of key importance to the overall conduct of our business, including among other matters, our financial performance and expectations, development and implementation of our strategic plans, capital structure and allocation, matters impacting our corporate governance and culture, and the identification and mitigation of known and emergent enterprise risks and opportunities, including those pertaining to environmental, workforce and community safety and sustainability.

Our Board has four standing committees, its: Audit and Risk Committee; Nominating and Governance Committee; Compensation and Leadership Development Committee; and Technology Committee. Each standing committee of the Board is comprised entirely of independent directors, and each has a written charter that describes its responsibilities. Among other matters, each Committee assists the full Board in its oversight of sustainability matters as follows:

### Environmental Sustainability

The Audit and Risk Committee is broadly responsible for assisting the Board in overseeing risks associated with climate change and other environmental compliance and sustainability matters. The Committee regularly discusses with management the Company's significant risk exposures and the steps management has taken to monitor and control such exposures, including the Company's risk assessment and risk management guidelines and policies.

The Technology Committee is responsible for assessing the technical capabilities of the Company in all phases of its activities and the risks and opportunities such capabilities present in relation to corporate strategies and plans. Among other matters, it is charged with assisting the Board in identifying and analyzing significant emerging scientific, technological, and product or process-related innovations and current or emerging industry or geopolitical developments regarding the same, that could disrupt or present opportunities to the Company's overall business strategy. From a sustainability perspective, it is expected in particular that the Technology Committee's work will enhance that of the Audit and Risk Committee in overseeing the impact of, and the Company's response to, the many challenges and opportunities presented by climate change.

### Social Responsibility

The Compensation and Leadership Development Committee assists the Board in its oversight responsibility concerning executive compensation and management organization matters generally. Among other specific matters, it monitors and encourages the development of intellectual capital and oversees the Company's human capital management policies and procedures, including its workforce and professional development and diversity and inclusion initiatives, the impact to the Company of current or anticipated political, legislative or regulatory trends or developments regarding human capital management, including without limitation diversity and inclusion in the workplace, and management's efforts to mitigate any resulting risks to the Company.

### Governance

The Nominating and Governance Committee assists the Board in overseeing the Company's corporate governance practices and profile, including as appropriate, the legal standards, prevailing recommended practices, investor views and potential benefits and risks associated with or impacting such governance practices and profile. It leads the Board's director succession planning and recruitment efforts and makes recommendations to the Board concerning its committee structure, the membership of committees of the Board and the chairpersons of the respective committees, including committee member qualification, appropriate delegations of authority to its various committees, and exercise of its oversight function with regard to sustainability matters through the operation of its committees.

## Cybersecurity

Our Chief Information Security Officer leads a dedicated cybersecurity team that drives a global program based on risk management and defense-in-depth strategies. We place a high priority on the security of our information and operational technologies in each of our global business units. We focus on continuous improvement to meet and exceed industry and regulatory cybersecurity standards to protect our personnel, our intellectual property, and our customers' sensitive data. We protect, control, monitor, and test our systems by leveraging governance processes, and both proactive and reactive technology. We also closely track national vulnerability databases and threat intelligence reporting from several national, international, public, and private organizations. Our employees are trained to be an additional line of defense through education and awareness training programs and regular phishing exercises to have a "healthy sense of paranoia" against cyber threats.

## Ethics and Compliance

ATI is committed to more than just adherence to laws and regulations. Our commitment is to reflect the highest level of integrity and ethics in our dealings with each other, our customers, our suppliers, our stockholders, the public, and the government agencies with whom we engage. ATI's [Corporate Guidelines for Business Conduct and Ethics](#) (our "Code of Ethics") are a reminder and summary of key Company policies applicable to the conduct of all of our employees in every part of the world.

[Our Corporate Guidelines for Business Conduct and Ethics](#) (our "Code of Ethics") apply to all directors, officers and employees, including our principal executive officer, our principal financial officer, and our controller and principal accounting officer. We require all directors, officers and employees to adhere to our Code of Ethics in addressing legal and ethical issues encountered in their work. Ongoing training and annual compliance questionnaires ensure compliance and diligence.

Our Code of Ethics requires that our directors, officers and employees avoid conflicts of interest, comply with applicable laws, conduct business in an honest and ethical manner, and otherwise act with integrity and honesty in all of their actions by or on behalf of the Company. It includes a financial code of ethics specifically for our Chief Executive Officer, our Chief Financial Officer, and all other financial officers and employees, which supplements the general principles in the Code of Ethics and is intended to promote honest and ethical conduct, full and accurate reporting, and compliance with laws, as well as other matters.

Only the Audit and Risk Committee of the Board can amend or grant waivers from the provisions of the Code of Ethics relating to the Company's executive officers and directors, and any such amendments or waivers will be promptly posted on our website at [Atimaterials.com](http://Atimaterials.com). To date, no such amendments have been made or waivers granted.

All employees annually receive a copy of the Code of Ethics. Each year, we require all directors, officers, managers and other employees to complete an interactive online ethics course addressing the Code of Ethics, as well as certify to their understanding of and compliance with the Code of Ethics. The online ethics course is part of ATI's broader ethics and compliance program, which includes online ethics and compliance training that is administered by a third party.

In 2023, ATI's online ethics courses addressed:

- ▶ compliance with company policies
- ▶ conflict of interest
- ▶ insider trading
- ▶ respect in the workplace and harassment awareness
- ▶ speak up culture: reporting ethical concerns and how ethics reports are investigated
- ▶ creating and maintaining an inclusive work culture

We encourage employees to communicate concerns before they become problems. We believe that building and maintaining trust, respect and communication between employees and management and between fellow employees is critical to the overarching goal of efficiently producing high quality products, providing the maximum level of customer satisfaction, and ultimately fueling profitability and growth.

The ATI Ethics Helpline provides for confidential, secure, and anonymous reporting and is available 24 hours a day. Additionally, our Chief Compliance Officer and ethics officers at our operating companies also provide confidential resources for employees to surface their concerns without fear of reprisal.

Additionally, we have joined the Business Ethics Leadership Alliance which has over 300 member companies and focuses on leadership in ethics.

## Supply Chain Responsibility and Supplier Expectations

Compliance with our Supplier Expectations and Supply Chain Policies is a fundamental requirement of conducting business with ATI. In the event a supplier fails to comply with our Supplier Expectations and Supply Chain Policies, ATI reserves the right to take appropriate action, which may include, without limitation, suspension and/or termination of engagement with the supplier. ATI's Supplier Expectations and Supply Chain Policies are outlined on our public website and address the following:

**A. Integrity + Ethics** - ATI expects all of our suppliers to conduct their business ethically and with integrity and to comply with the basic principles set forth in ATI's Corporate Guidelines for Business Conduct and Ethics. This includes compliance with all applicable local, national, and international laws and regulations.

**B. Safety, Health, & Environmental Compliance** - ATI expects its suppliers to commit to operating a safe workplace and to follow and proceed with using all applicable safety, health and environmental laws, regulations, and rules.

**C. Anti-Corruption & Anti-Bribery Compliance** - ATI expects its suppliers to comply in all respects with the U.S. Foreign Corrupt Practices Act, the UK Bribery Act and all other anti-corruption and anti-bribery laws and regulations applicable throughout the world.

### D. Human Rights –

**a. ATI's Policy Regarding Combatting Trafficking in Persons** - ATI expects all of its suppliers to conduct business in a manner that respects human rights and to comply with all local, national and international laws, regulations and standards related to employment and labor practices and the prohibition of human trafficking and slave labor. ATI also expects all of its suppliers to comply with the basic principles and standards of the ATI Policy Regarding Combatting Trafficking in Persons. ATI reserves the right to immediately suspend or discontinue engagement with suppliers and will take appropriate action if we suspect any supplier has violated any law or regulation related to prohibition of human trafficking and slave labor or has not met the standards of the ATI Policy Regarding Combatting Trafficking in Persons.

**b. Conflict Minerals** -ATI expects all of its suppliers to conduct business in a manner that respects human rights and not to support sources or parties that contribute to human rights abuses. ATI expects its suppliers to be aware of the requirements of the Dodd-Frank Act and to fully support ATI's Dodd-Frank Act compliance efforts by providing transparency into the supply chain from the original source to ATI. ATI will immediately suspend or discontinue engagement with any supplier where we have identified that such supplier is sourcing from, or linked to, any party that supports illegal armed groups, fuels conflict, contributes to human rights abuses, or is not in compliance with the rules promulgated under the Dodd-Frank Act.

[See more at ATIMaterials.com About ATI-Suppliers.](https://www.atimaterials.com)

## Responsible Procurement/Ethical Sourcing

To manage business ethics risks throughout the value chain, ATI's policy is to only purchase materials from legitimate and reputable suppliers, and to maintain a sustainable and responsible supply chain that does not in any way contribute to human rights abuses, fuel conflict, or benefit illegal armed groups. In accordance with this policy, ATI has implemented internal risk-based due diligence procedures designed to provide transparency to the origin of conflict minerals in our supply chain.

**These procedures are based around three main elements:**

1. Product Risk Assessment
2. Supplier Risk Assessment
3. Reasonable Country of Origin Inquiry

In accordance with these procedures, for products that we manufactured in 2023, the responses to ATI's Reasonable Country of Origin inquiry during the 2023 calendar year reporting period gave ATI no reason to believe that any tin, tungsten, tantalum or gold not from scrap or recycled sources that are intentionally added and necessary to the functionality or production of our products ("necessary conflict minerals") originated in the Democratic Republic of the Congo or adjoining countries (the "Covered Countries").





# FORWARD-LOOKING STATEMENTS

This Report contains “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Certain statements in this Report relate to future events and expectations and, as such, constitute forward-looking statements.

Forward-looking statements, which may contain such words as “anticipates,” “believes,” “estimates,” “expects,” “would,” “should,” “will,” “will likely result,” “forecast,” “outlook,” “projects,” and similar expressions, are based on management’s current expectations and include known and unknown risks, uncertainties and other factors, many of which we are unable to predict or control. Our performance or achievements may differ materially from those expressed or implied in any forward-looking statements due to the following factors, among others: (a) material adverse changes in economic or industry conditions generally, including global supply and demand conditions and prices for our specialty materials; (b) material adverse changes in the markets we serve; (c) our inability to achieve the level of cost savings, productivity improvements, synergies, growth or other benefits anticipated by management from strategic investments and the integration of acquired businesses; (d) volatility in the price and availability of the raw materials that are critical to the manufacture of our products; (e) declines in the value of our defined benefit pension plan assets or unfavorable changes in laws or regulations that govern pension plan funding; (f) labor disputes or work stoppages; (g) equipment outages and (h) business and economic disruptions associated with extraordinary events beyond our control, such as terrorism, international conflicts, public health issues such as epidemics or pandemics or natural disasters, including climate-related event, that may arise in the future and (i) other risk factors summarized in our Annual Report on Form 10-K for the year ended December 31, 2022, and in other reports filed with the Securities and Exchange Commission. We assume no duty to update our forward-looking statements. Moreover, the inclusion of any information in this Report, including but not limited to any forward-looking statements, should not be construed as a decision by ATI that such information is material information.



# TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Under the Sustainability Accounting Standards Board (“SASB”) sustainable industry classification system, we fall within the Iron & Steel Producers industry classification. We do not engage in integrated steelmaking. Although our operations include Electric Arc Furnaces (EAFs), which use scrap steel, ***we do not melt carbon steel***, operate iron and steel foundries, nor is our production limited to ferrous products. Our operations could also be included within the Aerospace and Defense category on the basis of the SASB standards and inclusion of certain value-added processing of aerospace materials. Accordingly, the following also references certain components of the Aerospace and Defense SASB reporting framework.

TOPIC	ACCOUNTING METRIC	CATEGORY	2023 - UNIT OF MEASURE	CODE	REPORT LOCATION
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Scope 1 Metric tons (MT) CO2e (401,515) 2% covered under emissions-limiting regulations	EM-IS-110a.1	Environmental Sustainability - Our 2023 Performance and Progress Toward Our Goals - GHG Air Emissions
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	EM-IS-110a.2	Environmental Sustainability - GHG Air Emissions

<sup>1</sup> Data primarily includes our domestic manufacturing facilities

TOPIC	ACCOUNTING METRIC	CATEGORY	2023 - UNIT OF MEASURE	CODE	REPORT LOCATION
<b>Air Quality<sup>1</sup></b>	<b>Air emissions of the following pollutants:</b> (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) manganese (MnO), (6) lead (Pb), (7) volatile organic compounds (VOCs), and (8) polycyclic aromatic hydrocarbons (PAHs)	Quantitative	Metric tons (t)  See in body of report for detail on 2023 Performance	EM-IS-120a.1	Environmental Sustainability - Additional Environmental Efforts
<b>Energy Management</b>	Energy Management (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	(1) 12,055,877 Gigajoules (GJ) consumed (2) 21% grid electricity (3) Using a market based grid mix for 2023 12% of total energy consumed was purchased from renewable sources, including nuclear power	RT-AE-130a.1	Environmental Sustainability - Our 2023 Performance and Progress Toward Our Goals - Energy Intensity
	(1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas, (4) percentage renewable	Quantitative	Total Fuel consumed (other than electricity) 9,448,742 GJ 0% coal, 0% renewable	EM-IS-130a.2	N/A

<sup>1</sup>Data includes facilities that are otherwise required to report

TOPIC	ACCOUNTING METRIC	CATEGORY	2023 - UNIT OF MEASURE	CODE	REPORT LOCATION
<b>Water Management</b>	Total water withdrawn, (2) total water consumed, (3) percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	(1) Approximately 4.5 million kilo-gallons (2) Not reported (3) 0%	EM-IS-140a.1	Environmental Sustainability - Our 2023 Performance and Progress Toward Our Goals - Freshwater Intake
<b>Waste Management</b>	(1) Amount of waste generated, (2) percentage hazardous, (3) percentage recycled	Quantitative	(1) 202,803 Metric tons (t) of waste was generated (2) 0.11% was hazardous waste (3) 79% was recycled	EM-IS-150a.1	Environmental Sustainability - Material Recycled
<b>Workforce Health &amp; Safety</b>	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	Quantitative	(1) 1.08 per 200,000 hours worked (2) 0 (3) Not reported	EM-IS-320a.1	Social Engagement - Ensuring Workplace Safety and a Zero-Injury Culture
<b>Supply Chain Management</b>	Discussion of the process for managing iron ore or coking coal sourcing risks arising from environmental and social issues	Discussion and Analysis	N/A	EM-IS-320a.1	We do not use any iron ore or coking coal in our processes
<b>Hazardous Waste Management</b>	(1) Number and aggregate quantity of reportable spills, (2) quantity recovered, (3) amount of hazardous waste generated, (4) amount recycled	Quantitative	(1) No reportable spills (2) N/A (3) 21,390 tons of hazardous waste generated (4) 2,460 tons were recycled	RT-AE-150a.1 RT-AE-150a.2	



TOPIC	ACCOUNTING METRIC	CATEGORY	2023 - UNIT OF MEASURE	CODE	REPORT LOCATION
<b>Product Safety</b>	Number of recalls issued; total units recalled	Quantitative	0	RT-AE-250a.1	N/A
	Number of counterfeit parts detected; percentage avoided	Quantitative	0	RT-AE-250a.2	N/A
	Number of Airworthiness Directives received, total units affected	Quantitative	0	RT-AE-250a.3	N/A
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	0	RT-AE-250a.4	N/A
<b>Data Security</b>	(1) Number of data breaches, (2) percentage involving confidential information	Quantitative	0	RT-AE-230a.1	N/A
	Description of approach to identifying and addressing data security risks in (1) company operations and (2) products	Qualitative	N/A	RT-AE-230a.2	Corporate Governance - Cybersecurity