



2025 SUSTAINABILITY REPORT



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Section 1

Introduction

In this section:

- Message from our CEO
- Our Sustainability Priorities
- About JW Aluminum
- Our Business
- Product Stewardship



OUR COMMITMENT

Treat others with integrity and protect the safety and well-being of all stakeholders.

Responsible production and sourcing to reduce our operational footprint.

Advance recycling and circularity.



Message from our CEO

In 2024, we earned Aluminium Stewardship Initiative Performance Standard V3 certification across every operation. In 2025, we treated that standard as a floor, not a ceiling, as we moved forward in three directions:

- We completed ASI recertification, verifying through an independent third-party audit the same standard that governs how we manage emissions, resources, and human rights.
- We broadened how we measure ourselves. At Goose Creek and Russellville, we moved from GreenCircle's Certified Environmental Facts to its Certified Sustainability Facts assessment. This creates a holistic snapshot of our performance in circularity, safety, climate health, ecosystem health, and social equity.
- We extended that standard to our supply chain by engaging EcoVadis to assess our suppliers on environment, labor and human rights, ethics, and sustainable procurement.

Our strategy is straightforward. Operate to verified standards. Expect the same from the companies we buy from. Report our performance transparently.

Next year we go further: better systems, stronger partnerships, smarter decisions, and a workforce ready to deliver on all of it.

As a domestic producer, circularity, integrity, and accountability are built into how we work. We are pleased to present this report on our sustainability performance to demonstrate our commitment to transparency and sustainability overall.

Ryan Roush, Chief Executive Officer, JW Aluminum



Statement on Sustainable Development Strategy

Our Sustainability Priorities

What matters most guides where we focus

JW Aluminum integrates sustainability into how we manage risk, improve performance, and create long-term value. Through our sustainability prioritization process and stakeholder engagement, we identify the environmental, social, and economic issues that matter most and use those insights to guide priorities, action, and transparent reporting.

HOW WE LISTEN AND PRIORITIZE



WHO WE HEAR FROM

- Teammates
- Customers
- Suppliers
- Contractors
- Communities
- Investors
- Industry
- Regulators

WHAT WE CONSIDER

- Safety
- Human rights
- Business risk
- Environmental & social impacts
- Stakeholder expectations

WHAT IT INFORMS

- Strategy
- Objectives
- KPIs
- Operational improvements
- Sustainability reporting

SUSTAINABILITY PRIORITIES



- Energy and Climate
- Air Emissions
- Water Stewardship
- Waste and Circularity

- Occupational Health and Safety
- Developing our People
- Labor Practices and Human Rights
- Stakeholder Engagement and Community Involvement

- Product Stewardship
- Responsible Sourcing
- Ethics and Compliance

About JW Aluminum

JW Aluminum is a privately held domestic producer of flat-rolled aluminum headquartered in Charleston, South Carolina, with manufacturing facilities in Goose Creek, South Carolina, and Russellville, Arkansas. Our operations recycle, melt, cast, roll, anneal, slit, pack, and ship aluminum for the building products, HVAC/R, and recreational vehicle and cargo trailer markets.

Recycling and circularity are central to our business model. As a secondary aluminum producer, aluminum scrap metal is our largest raw material input. Approximately 80% of the scrap we recycled in 2025 was post-consumer. By turning scrap into quality flat-rolled products with high recycled content, we help keep valuable aluminum in use and support closed-loop manufacturing.

More than 475 full-time teammates make this work possible. Our WIN Culture and Target Behaviors guide how we operate: safely, responsibly, and with respect, accountability, integrity, and a commitment to continuous learning and development.

Across our operations, we focus on protecting people, operating responsibly, reducing environmental impacts, maintaining strong governance and ethical practices, and creating long-term value for customers, teammates, communities, and other stakeholders.



- ✔ Two continuous cast flat-rolled aluminum manufacturing facilities
- ✔ Over 45 years in operation
- ✔ 475+ full-time teammates with an average tenure of over 10 years
- ✔ Approximately 80% post-consumer aluminum scrap in our mix
- ✔ ISO, ASI and GreenCircle Certified

Our Business

JW Aluminum operations include aluminum recycling, melting, casting, hot rolling, cold rolling, annealing, slitting, packing, and shipping activities conducted at our South Carolina and Arkansas manufacturing facilities.



Recycling

JW Aluminum runs on recycled metal: our scrap mix was approximately 80% post-consumer in 2025. Aluminum can be recycled again and again without losing quality, using only about 5% of the energy needed to make new metal.

Source: The Aluminum Association



Certifications

JW Aluminum maintains Aluminium Stewardship Initiative (ASI) Performance Standard V3 Certification and GreenCircle Certified Sustainability Facts Certification across its operations, reflecting our commitment to responsible production throughout the aluminum value chain.

Circularity

Aluminum surpasses nearly every material in how often it gets recycled and reused. As a secondary aluminum producer, recycling and circularity are foundational to JW Aluminum’s business model and sustainability strategy.



Core Markets

JW Aluminum produces flat-rolled aluminum products serving a variety of end markets, including building products, HVAC/R, recreational vehicles, and cargo trailer components.



Product Stewardship

As a secondary producer, we build our products on recycled content, and in 2025 our aluminum inputs included 80% post-consumer scrap. Inside our plants, the goal is simple: recover every usable pound. We optimize operations to generate less scrap in the first place. What we do produce goes back to our furnaces, where melting it alongside primary metal lowers our overall energy demand. Even dross, the residue left after melting, goes to third-party processors for recovery.

The loop extends beyond our walls. Through take-back programs, our customers return their scrap to us, and we turn it into new material. It's a working model of the circular economy, built on partnership. The impact is measurable. Our production data feeds into the Aluminum Association's life cycle assessment, which found the carbon footprint of recycled aluminum has dropped 60%*.

That progress also reflects our commitment to the UN Sustainable Development Goal for Responsible Consumption and Production, and it's why recycling remains our single biggest contribution to sustainable manufacturing.

PRODUCT STEWARDSHIP COMMITMENT

- *Deliver safe, compliant, and high-quality aluminum products that meet customer expectations.*
- *Integrate quality, safety, environmental considerations, and continuous improvement into our manufacturing processes.*



• Source: www.aluminum.org/sustainabilityreports

- ✓ 100% of claims investigated
- ✓ 15 corrective actions
- ✓ 3 supplier corrective actions
- ✓ ZERO product safety non-compliance incidents

Our aluminum performs as components in our core markets, applications where our customers expect consistency, quality, and sustainability in every coil and every shipment. Product stewardship means meeting those expectations across the full aluminum lifecycle.

Quality and process control are integrated into our manufacturing and quality management systems. We evaluate the health, safety, and environmental profile of raw materials, lubricants, and coatings before they enter production.

When issues arise, our corrective actions target root causes. In 2025, we implemented 15 corrective actions from customer feedback, internal audits, and process reviews, each designed to prevent recurrence. We investigated 100% of customer claims, and we recorded zero significant incidents of non-compliance involving the health and safety impacts of our products.



Section 2

Safety

In this section:

- Safety Management System
- Hazard Identification and Risk Management
- Emergency Preparedness and Response
- Safety Training
- Occupational Health
- Safety by the Numbers
- Safety Performance

“ OUR SAFETY COMMITMENT

*Every teammate and contractor goes home safe,
every day.*

*That promise is behind every JSA, every safety walk,
and every near-miss report.*

*Proactive risk management, engagement, training,
and continuous improvement will lead us
to our zero injury goal.*



Safety Management System

Leading Safety Every Day: At JW Aluminum, safety is our highest priority and a foundational element of our Vision, WIN Culture, and commitment to sustainable operations. We believe every teammate and contractor should return home safely each day, and we are committed to creating a workplace where safety is integrated into every decision, process, and activity.

Through leadership involvement, teammate participation, training, and risk management, we strive to create a culture where safety is not simply a requirement but a shared responsibility. Contractors performing work at our facilities must meet the same safety expectations and operational requirements established for our teammates.

Occupational Health and Safety Management System

JW Aluminum maintains a comprehensive Occupational Health and Safety (OHS) Management System that applies to all teammates, contractors, and visitors within our facilities. The system is designed to proactively identify and control risks, promote teammate engagement, strengthen operational discipline, and drive continuous improvement across all aspects of our business.

Safety requirements are integrated into daily operations through standard work practices, job safety analyses, risk assessments, operational controls, and documented procedures, supported by leadership oversight, training programs, and performance monitoring. Leadership routinely reviews safety performance, risk management activities, and corrective action processes to ensure effectiveness, compliance, and continual improvement.



Hazard Identification and Risk Management

Identifying and managing risk before injuries occur is central to our safety strategy. We utilize multiple processes to identify hazards, evaluate risks, investigate incidents, and implement corrective actions.

During 2025, teammates submitted more than 43,000 proactive safety reports and observations, demonstrating active participation in identifying and mitigating workplace hazards before incidents occur. In addition, leaders conducted more than 230 safety walks across our operations to reinforce expectations, identify opportunities for improvement, and engage directly with teammates on safety performance.

When incidents, near misses, or significant hazards are identified, root cause investigations are conducted. Corrective actions are tracked through established management systems to ensure risks are effectively addressed and lessons learned are shared across the organization.



Risk Management Tools:

- Job Safety Analyses (JSAs)
- Hazard Identification Programs
- Rate Your State Observations
- SafeStart Story Cards
- Incident and Near-Miss Investigations
- Management System Reviews
- Safety Audits and Inspections

Emergency Preparedness and Response

JW Aluminum maintains comprehensive Emergency Response Plans at each facility to prepare for, respond to, and mitigate the potential impacts of emergency situations that could affect the health and safety of teammates, contractors, visitors, surrounding communities, and the environment. We maintain processes to prevent, prepare for, and respond to workplace emergencies and potential safety incidents. Site-specific emergency response plans are established and routinely reviewed to ensure readiness for a variety of scenarios.

Our Emergency Response Plans establish procedures, responsibilities, and communication protocols for managing a range of potential incidents, including severe weather events, fire emergencies, medical incidents, hazardous material releases, molten metal events, utility disruptions, environmental incidents, and security-related threats.

The plans include evacuation procedures, emergency notification systems, incident command responsibilities, coordination with external emergency responders, and recovery processes designed to support business continuity and operational resilience.

Emergency preparedness is integrated into our Occupational Health and Safety and Environmental Management Systems through routine training, inspections, and periodic reviews to ensure plans remain current and effective. Teammates receive emergency response training appropriate to their roles, and designated emergency response personnel receive additional training to support incident management and coordination activities. Safety expectations extend to contractors and third-party service providers performing work on our behalf.

JW Aluminum regularly evaluates emergency risks associated with our operations and updates response plans as necessary to address operational changes, lessons learned, regulatory requirements, and emerging risks. Through these efforts, we strive to maintain a high level of preparedness while protecting people, the environment, and our communities.



Safety Training

A strong safety culture depends on active teammate involvement. At JW Aluminum, safety is a shared responsibility, and teammates play a critical role in identifying hazards, reporting concerns, participating in investigations, and driving continuous improvement. Teammates are encouraged to report hazards, near misses, unsafe conditions, and improvement opportunities through multiple reporting mechanisms. Open communication, leadership accessibility, and active engagement help ensure concerns are addressed promptly and effectively.

Programs such as SafeStart, Safety Teams, proactive safety reporting, safety walks, and continuous improvement initiatives give teammates opportunities to influence safety performance and contribute to a safer workplace.

Training is a critical component of our safety management system. We provide safety education and competency-based training to help teammates understand hazards, follow safe work practices, and perform their responsibilities effectively. In 2025, teammates completed more than 10,000 hours of training and engagement activities, reinforcing our commitment to safety, continuous learning, and professional development.

Training Programs Include:

- New hire safety orientation
- Job-specific training
- SafeStart training
- CPR and Emergency Response training
- Environmental, Health and Safety compliance training
- Refresher training
- Contractor safety orientation

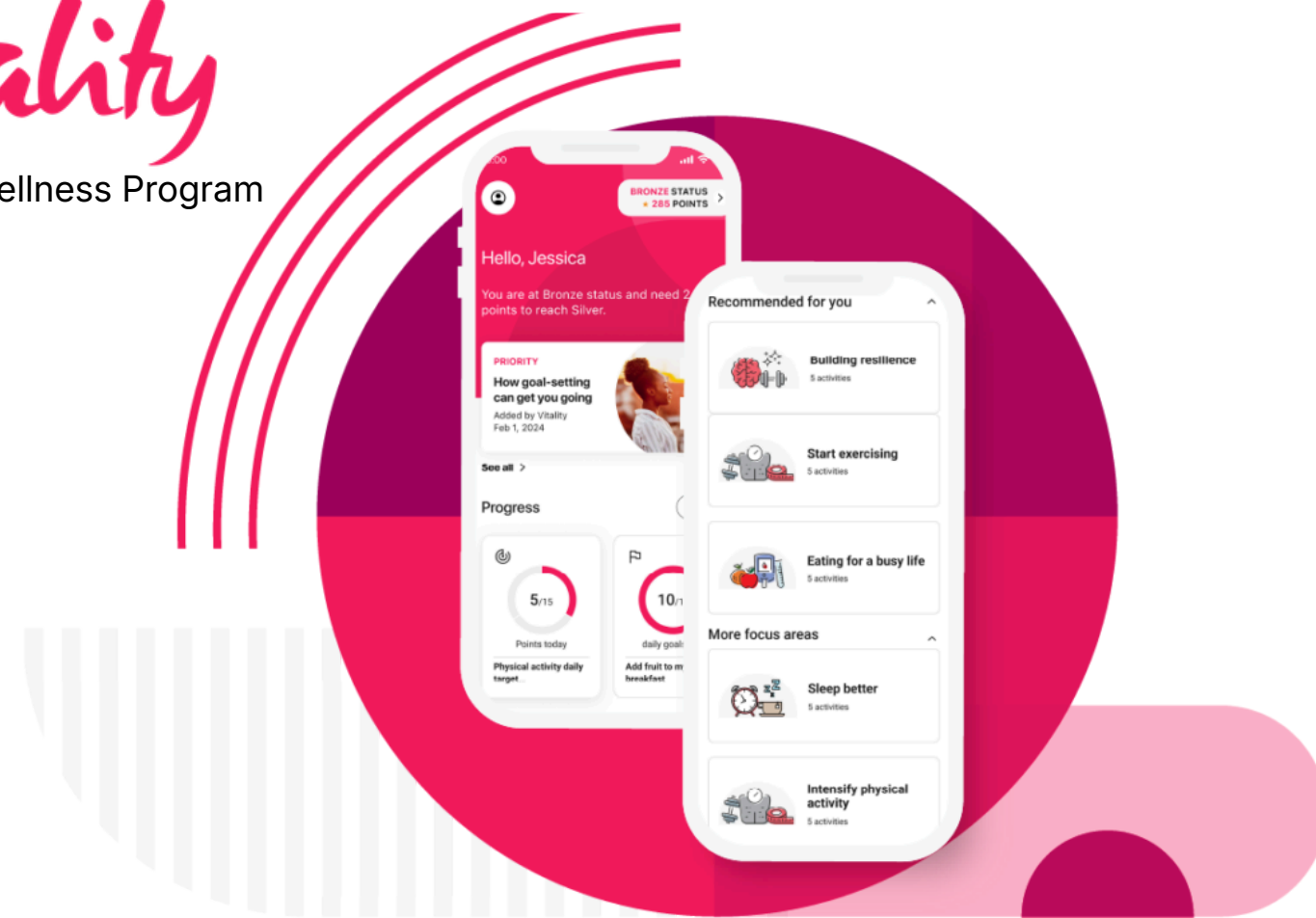


Occupational Health

Our Occupational Health and Safety Management System applies to all manufacturing operations and is intended to protect all teammates, contractors, and visitors who may be affected by our activities. JW Aluminum evaluates occupational health risks through industrial hygiene monitoring, exposure assessments, and health-related programs designed to identify and mitigate potential health hazards in the workplace. Exposure monitoring and prevention measures support programs related to hearing conservation, respiratory protection, and other occupational health risks associated with aluminum manufacturing operations.

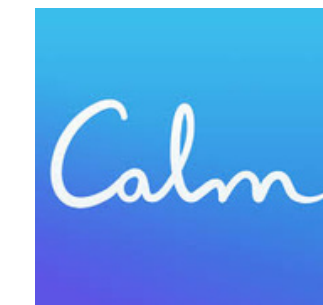
JW Aluminum recognizes that a healthy workforce contributes to improved safety, engagement, and performance. Protecting teammate health extends beyond injury prevention. JW Aluminum maintains occupational health programs designed to identify, evaluate, and control workplace exposures that may affect long-term health and well-being. We provide teammates with access to assistance resources and benefits programs that support overall well-being by promoting physical and mental health and encouraging healthy lifestyle choices.

Through our benefits offerings, teammate assistance resources, and workplace health programs, we seek to create an environment that supports overall well-being.



Occupational Health Services:

- Hearing conservation
- Respiratory protection
- Industrial hygiene monitoring
- Medical surveillance where required
- Fit-for-duty evaluations
- Occupational health assessments



Safety by the Numbers

While injury rates are lagging indicators, the measures below reflect the work that allows JW Aluminum teammates to Lead Safety and help prevent injuries: identifying hazards, engaging on the floor, and assessing risks before work begins.

These proactive expectations extend to contractors. We monitor contractor safety performance, qualifications, and compliance with facility requirements across all work performed on our behalf.

43,405 Safety-Related Engagements

Teammates stay engaged through Safety Walks and by submitting self-reported safety tools like SafeStart Story Cards, Rate Your State Cards, and Hazard Identification Cards.

546 JSAs Developed or Enhanced

Our Job Safety Analyses are living documents teammates use daily to assess and mitigate risk before work begins.

486 Risk Identification Reports

Teammates report all near miss, first aid and recordable events to identify risks.

100% Safety Training Completion

Each teammate completes an average of five hours of safety training.



Workplace Safety

Safety Performance

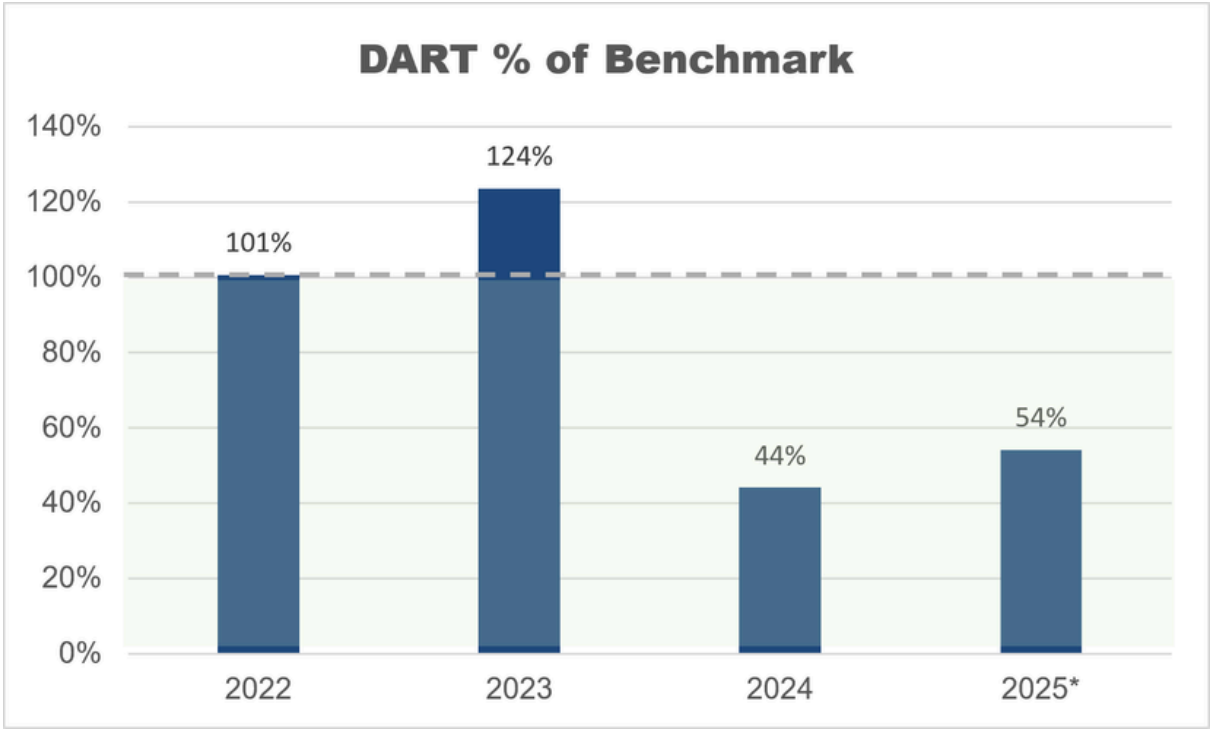
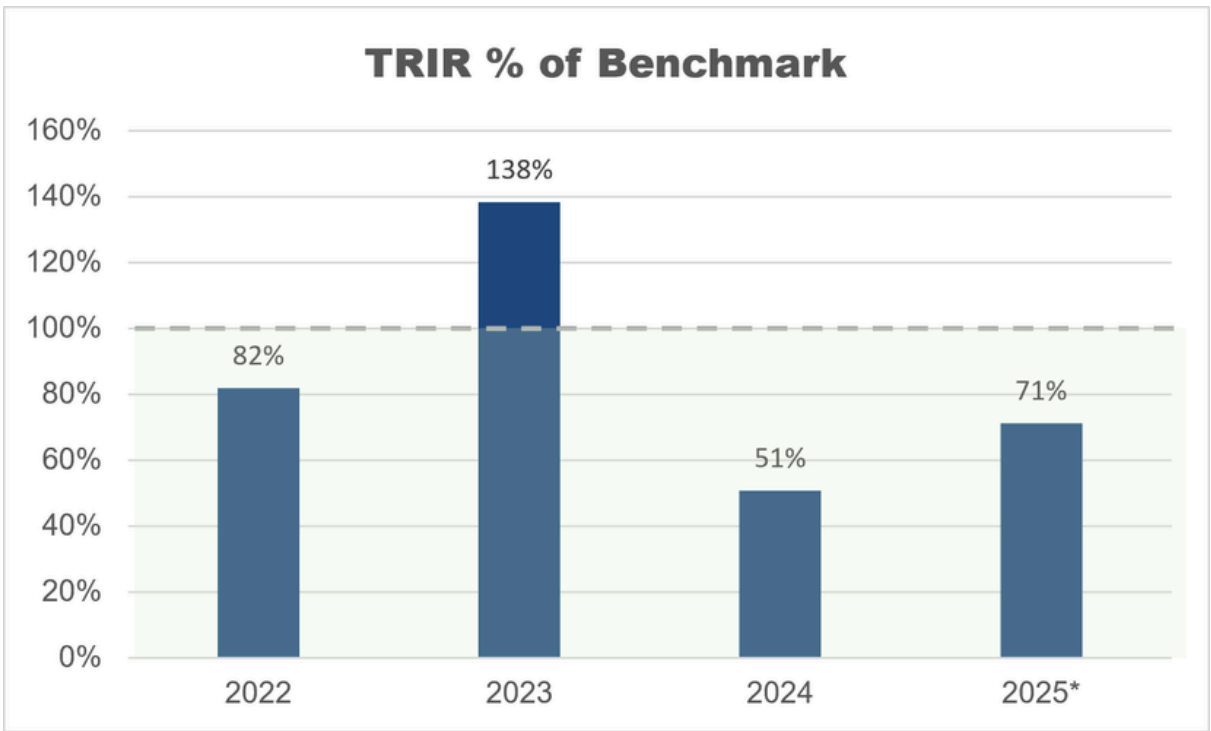
JW Aluminum teammates worked more than 1.08 million hours in 2025. Our Total Recordable Incident Rate (TRIR) finished the year approximately 29% below the industry benchmark. Our DART rate, which reflects days away, restricted work, or job transfer, was approximately 46% below the industry benchmark.

Since 2023, we have reduced our TRIR by nearly half while keeping injury severity well below industry averages. Our TRIR did rise from 2024's record low of 1.32, and we are responding directly: strengthening critical risk management, improving how we learn from incidents, and sharpening hazard recognition across our operations.

One result deserves particular recognition: our Russellville facility completed 2025 with zero OSHA recordable injuries.

We benchmark our performance annually against U.S. Bureau of Labor Statistics data and will continue to publish our safety results each year as part of our commitment to transparency and accountability.

ZERO
RECORDABLES
at our Russellville facility in 2025



» 1.08 M hours worked

» TRIR 29% ↓ benchmark

» DART 46% ↓ benchmark

* 2025 JWA data compared to 2024 industry benchmark (BLS). Source: JWA EHS records; U.S. Bureau of Labor Statistics.



Section 3

Environment

In this section:

- Environmental Strategy/Climate Commitment
- Energy and Climate
- Air Emissions
- Water Stewardship
- Waste and Circularity
- Biodiversity

OUR COMMITMENT

Improve energy efficiency.

*Reduce the greenhouse gas intensity of our operations
by pursuing practical opportunities for reduction.*

*Support progress toward
a lower-carbon aluminum value chain.*

Continue to measure our performance.





Environmental Strategy

Environmental stewardship at JW Aluminum is integrated into how we operate. Our Environmental Policy and management systems bring environmental considerations into daily decisions: evaluating impacts, managing compliance obligations, assessing risks, conducting internal audits, and acting on what we find.

The pages that follow report our 2025 performance across the areas where a secondary aluminum producer has the greatest impact: energy and emissions, air quality, water, waste, and land.

Compliance with laws and regulations is where our environmental responsibility begins, not where it ends. Environmental responsibility is a shared expectation at every level of the organization, reinforced through training, inspections, performance monitoring, and leadership review.

GHG Emissions Performance vs. Goal
10% Reduction by 2029



2029 CLIMATE COMMITMENT

***Reduce Scope 1, Scope 2,
and material Scope 3 GHG emissions
intensity by 10% from our 2017 baseline***

- measured as tons of CO₂e per cast ton of aluminum.



Energy and Climate

Emissions and Energy by Facility

	Scope 1	Scope 2	Scope 3	Scope 1+2+3				
Goose Creek, SC	Emissions (tons CO2 Eq/Cast ton)	Emissions (tons CO2 Eq/Cast ton)	Emissions (tons CO2 Eq/Cast ton)	Emissions (tons CO2 Eq/Cast ton)	Natural Gas (MCF)	Electricity (kWh)	Diesel (gal)	Propane (gal)
2023	0.354	0.178	0.969	1.501	981,655.000	74,045,840.000	49,825.200	51,392.700
2024	0.345	0.171	1.064	1.580	1,032,618.000	77,078,176.000	58,885.000	58,368.000
2025	0.351	0.166	0.937	1.454	1,076,745.000	76,573,610.000	63,507.500	51,491.200

	Scope 1	Scope 2	Scope 3	Scope 1+2+3				
Russellville, AR	Emissions (tons CO2 Eq/Cast ton)	Emissions (tons CO2 Eq/Cast ton)	Emissions (tons CO2 Eq/Cast ton)	Emissions (tons CO2 Eq/Cast ton)	Natural Gas (MCF)	Electricity (kWh)	Diesel (gal)	Propane (gal)
2023	0.484	0.204	2.734	3.421	419,138.559	26,348,000.000	12,287.000	14,398.000
2024	0.524	0.203	2.913	3.640	454,241.000	26,279,120.000	8,482.000	14,113.300
2025	0.508	0.203	3.221	3.932	444,541.990	26,451,600.000	12,367.820	15,026.100

RESTATEMENT NOTES: 2024 figures reflect a refinement in natural gas reporting to improve accuracy. The 2023 and 2024 Scope 1, 2, and 3 GHG emissions reported have been restated to accurately reflect emissions intensity.

We measure emissions per cast ton of aluminum produced. This intensity-based approach reflects real efficiency gains even as production volumes change. Our inventory follows the Greenhouse Gas Protocol and uses emissions factors published by the U.S. EPA and the Aluminum Association.

Our emissions profile is well defined. Scope 1 comes primarily from natural gas fired in melting, holding, and annealing furnaces. Scope 2 is purchased electricity. Material Scope 3 is upstream: the production of the prime aluminum and recycled secondary ingot we purchase.

The most significant step toward our target to date is melting and casting operations at Goose Creek, SC, a 2020 modernization that replaced legacy equipment with state-of-the-art technology. Continued optimization of that equipment is the primary path to our 2029 climate commitment. A formal GHG Reduction Plan identifies the operational, process, and technology initiatives behind it, with progress reviewed regularly through our management systems.



AIR EMISSIONS COMMITMENT

Responsibly manage air emissions through effective operational controls, monitoring, regulatory compliance, and continuous improvement.

Seek opportunities to minimize emissions and protect the air quality of the communities where we operate.

Air Emissions

Goose Creek, SC	PM (tpy)	NOx (tpy)	VOC (tpy)	HCL (tpy)	DF (tpy)
2025	13.3000	33.5000	65.4000	0.2300	1.690E-08

Russellville, AR	PM (tpy)	NOx (tpy)	VOC (tpy)	HCL (tpy)	DF (tpy)
2025	18.090	NA	107.110	5.260	7.450E-10

Each emission point in our process has a control engineered for it.

Melting and Holding Furnaces: At our Goose Creek, SC facility, the furnaces are equipped with regenerative burners that require less natural gas usage. The furnaces are ducted to lime and carbon injection baghouses that capture and neutralize particulate matter and acid gases. The furnaces at our Russellville, AR facility are controlled by a proprietary smoke management system.

Hot Rolling Mill: Located in Goose Creek, SC, the mill uses a three-stage mist eliminator filtration system.

Cold Rolling Lines: These lines use cyclonic and mesh mist eliminators at Russellville, AR, and mist eliminators with a heavy oil scrubber at Goose Creek, SC.

Annealing Furnaces: The smallest sources of air emissions, the furnaces are managed through optimized combustion controls and preventive maintenance.

Compliance and Oversight: These operations are governed by permits from the South Carolina Department of Environmental Services, the Arkansas Division of Environmental Quality, and the U.S. EPA, which establish the emission limits, monitoring requirements, and operating conditions we track continuously.

Water Stewardship

Both facilities draw 100% of their water from municipal systems, with no withdrawals from wells or groundwater. Water serves two purposes: non-contact cooling and sanitary use. Cooling tower systems recirculate and reuse cooling water wherever practical, reducing freshwater demand.

Goose Creek, SC's permitted discharges are limited to non-contact cooling water and sanitary wastewater. Russellville, AR discharges no process wastewater.

Site-specific SPCC plans cover every oil-containing area at both facilities under EPA's spill prevention rule, and each site maintains a Stormwater Pollution Prevention Plan under its state industrial stormwater permit. In 2025, we recorded no material spills or leakages requiring impact assessments or remediation actions.

2025	Discharged Water (gal)
Goose Creek, SC	6,189,984.000
Russellville, AR	118,160.000

- ▶ 100% Municipal Supply
- ▶ ZERO Groundwater Withdrawals
- ▶ ZERO Material Spills



WATER STEWARDSHIP COMMITMENT

Use water responsibly and protect shared water resources.

Monitor water use, manage stormwater and discharges, and pursue opportunities to improve water efficiency and reduce potential impacts.



Waste and Circularity

As a secondary aluminum producer, circularity is central to our business model, and it extends to the materials most operations treat as waste. We follow the EPA Waste Management Hierarchy: source reduction first, then reuse, recycle, and recover, with disposal as the last resort. Every waste stream is evaluated against that hierarchy, with annual reviews to identify new opportunities to increase recovery, reduce landfill disposal, and support circular manufacturing.

The Dross Loop: Dross, the residue left after melting, is our largest byproduct and one of our largest recovery opportunities, managed through a formal Dross Management Plan covering handling, storage, and transportation. We recover a portion through a closed-loop partnership with a specialized recycling facility, where the aluminum is extracted and returned to us as recycled secondary ingot (RSI), ready to melt again. Remaining residues are managed through approved disposal routes.

Beyond Metal: At Goose Creek, SC, baghouse dust captured by our air pollution controls is beneficially reused as raw material in the concrete industry rather than landfilled. We also recycle steel, cardboard, and other recoverable materials, and manage the small quantities of hazardous and universal waste from laboratory and maintenance activities through approved programs. Current initiatives include evaluating waste compaction technologies to reduce transport trips and their associated emissions.

- Metal recovery tracked as a key operational performance indicator
- Aluminum from dross returned as recycled secondary ingot (RSI)
- Baghouse dust beneficially reused in the concrete industry



WASTE AND CIRCULARITY COMMITMENT

Advance circularity by improving material efficiency and minimizing waste.

Expand recycling and beneficial reuse while reducing materials sent to disposal.

2025	Goose Creek, SC Waste/Recycle Streams	
Waste Stream	Landfilled (tons)	Recycled / Beneficially Reused (tons)
Dross	13,831.351	3,762.380
Special Waste	1,149.420	0.000
Baghouse Dust	195.950	204.360
Steel	0.000	247.180
Cardboard	0.000	96.520

2025	Russellville, AR Waste/Recycle Streams	
Waste Stream	Landfilled (tons)	Recycled / Beneficially Reused (tons)
Dross	1,355.767	1,654.447
Special Waste	341.360	0.000
Steel	0.000	63.630
Cardboard	0.000	122.500

2025	Waste Stream (tons)	
	Hazardous Waste	Universal Waste
Goose Creek, SC	0.060	0.000
Russellville, AR	0.595	0.238

Biodiversity

Rather than assume our impact on surrounding ecosystems was low, we assessed it. In 2022, a Biodiversity and Ecosystem Services Risk and Impact Assessment at both facilities evaluated our operational footprint against protected areas, key biodiversity areas, critical habitats, and listed threatened and endangered species. The conclusion: our operations present a low risk to biodiversity and ecosystem services, and neither facility is located within or immediately adjacent to a protected area or critical habitat.

A low-risk rating does not end the responsibility. Biodiversity remains part of our review process for capital projects, facility changes, and permit applications, supported by the pollution prevention, water management, and emission controls described throughout this report.

Biodiversity Snapshot	
Risk and impact assessment	Completed 2022
Facilities in protected areas	None
Significant impacts identified	None
Operational risk rating	Low
Biodiversity considered during capital projects	Yes
Environmental regulatory compliance	100%



BIODIVERSITY COMMITMENT

Screen capital projects, facility changes, and permit applications for potential impacts to our surrounding ecosystems.

Maintain and improve the pollution prevention, water, and emission controls that protect surrounding ecosystems.

Reassess as needed.



Section 4

Responsible Sourcing

In this section:

- Responsible Sourcing
- Supplier Sustainability

“ OUR COMMITMENT

Build a responsible and resilient supply chain through risk-based due diligence, supplier engagement, and continuous improvement.

Expect suppliers to uphold environmental stewardship, human rights, ethical conduct, and responsible business practices.



Responsible Sourcing and Supplier Diversity

Our responsibility extends beyond our own operations. As a purchaser of primary aluminum and a wide range of materials and services, we hold suppliers to the same standards we hold ourselves: ethical conduct, respect for human rights, and environmental stewardship.

Suppliers, contractors, and business partners are expected to comply with applicable laws and our Supplier Code of Conduct. Screening and due diligence help us identify risks related to corruption, human rights, and responsible sourcing early.

These expectations are supported by a risk-based due diligence process aligned with the OECD (Organisation for Economic Co-operation and Development) Due Diligence Guidance for Responsible Business Conduct, the OECD Guidance for Mineral Supply Chains from Conflict-Affected and High-Risk Areas, and the ASI Performance Standard.

In 2025, we strengthened how we verify supplier diversity. Rather than relying on supplier self-identification, we now request that suppliers provide certification from recognized independent organizations or government agencies. This higher standard improves the accuracy and consistency of our data and supports audit-ready reporting.

Three suppliers completed verification by year-end, and participation will grow from here. Diversity verification is now part of new supplier onboarding and our annual due diligence cycle, with strategic suppliers prioritized in 2026.

Looking ahead:

We recognize that responsible sourcing is an ongoing process requiring continuous monitoring, engagement, and improvement. JW Aluminum will continue to enhance supplier due diligence processes, strengthen supply chain transparency, and integrate sustainability considerations into procurement decisions.

Our goal is to build long-term partnerships with suppliers that share our commitment to ethical business practices, environmental responsibility, respect for human rights, and continuous improvement.

Supplier Sustainability



Independently gathered supplier data helps us focus action where it matters

EcoVadis is an independent sustainability assessment platform. It helps companies screen supplier risk and evaluate how well suppliers manage environmental, labor and human rights, ethics, and sustainable procurement topics.

HOW WE EVALUATE AND IMPROVE

Step 1: SCREEN

Map risk across the supplier base

EcoVadis risk mapping uses supplier location, industry and procurement information to identify where deeper review may be needed.

Across 74 industries and 9 countries

223

suppliers mapped

80%

low overall risk

Remaining suppliers required closer attention

Suppliers are risk-ranked based on criteria such as location, type of goods/services, potential business impact, and public disclosure of sustainability-related documentation

STEP 2: ASSESS

Deep-dive selected strategic suppliers

Invited suppliers complete an evidence-based assessment. The 0-100 score reflects the strength of a supplier's documented sustainability management system.

TARGET RATING

> 44 GOOD

AVERAGE RATING

56.6 OUT OF 100



92% of our rated suppliers scored at or above JW Aluminum's target

20% of supplier spend maintained an active scorecard in 2025

STEP 3: IMPROVE

Turn findings into follow-up

Results guide supplier engagement, corrective actions and ongoing monitoring. Higher-risk suppliers receive added review instead of being treated the same as low-risk suppliers.

4 corrective action plans issued

Primary aluminum due diligence: CAHRA screening completed. No known direct sourcing from conflict-affected or high-risk areas.

Program status: active and ongoing.

WHAT THE RESULTS MEAN

Most mapped suppliers screened as low risk. Full assessments then identified specific improvement needs through actionable scorecards, allowing JW Aluminum to direct engagement and corrective action toward the suppliers requiring the most attention.



Section 5

Governance

In this section:

- Governance
- Policy Commitments
- Ethics and Compliance/Code of Conduct
- Anti-Corruption and Transparency

“ OUR COMMITMENT

*Conduct business with integrity, accountability,
and transparency.*

*Expect ethical decision making, compliance
with applicable laws, and responsible conduct
from our teammates and business partners.*



Governance

As a privately held company, JW Aluminum relies on executive leadership oversight to support accountability, operational and financial performance, legal compliance, ethical conduct, and sustainability across the organization. Leadership integrates sustainability oversight through operational management systems, environmental compliance programs, risk management, human rights due diligence, and ESG performance reviews, with cross-functional teams supporting implementation and continuous improvement. The company's ESG Guiding Coalition guides sustainability strategy, due diligence, and improvement initiatives spanning environmental stewardship, responsible sourcing, workforce engagement, and human rights.

Leadership personnel are selected for experience, qualifications, operational knowledge, capability, ethical conduct, and alignment with company values, and are evaluated through operational, compliance, safety, workforce, and financial performance. Ongoing leadership development and succession planning, supported by internal expertise and external consultants, legal and regulatory specialists, and industry resources, strengthen governance and long-term stability.

Executive leadership reviews sustainability information and supports the accuracy, transparency, and integrity of the disclosures in this report, which are developed through cross-functional collaboration across operational, environmental, safety, human resources, procurement, and leadership functions.

Through established management systems, ESG risk assessments, compliance programs, and operational reviews, leadership oversees environmental, social, ethical, and operational risks and opportunities, including ongoing evaluation of:

- Environmental impacts
- Regulatory developments
- Human rights risks
- Operational performance
- Stakeholder concerns
- Sustainability objectives



Policy Commitments

JW Aluminum maintains and implements Environmental, Social, and Governance policies and management systems supporting multiple initiatives. Training and communication play an important role in reinforcing our ethical culture. Teammates receive training on company policies, ethical conduct expectations, and reporting procedures appropriate to their roles and responsibilities. Through ongoing awareness activities, leadership engagement, and management accountability, we continue to strengthen our culture of integrity and responsible business conduct.



Policies include:

- Legal compliance
- Environmental stewardship
- Human and labor rights
- Anti-corruption
- Responsible sourcing
- Workplace safety
- Non-discrimination
- Code of Conduct
- Transparency and accountability



Policy implementation:

- Training programs
- Management systems
- Operational controls
- ESG risk assessments
- Supplier due diligence
- Internal reporting systems
- Continuous improvement initiatives



2025 Policy Training Completion Rate

Policy Training	% Complete
Code of Conduct	100%
Safety	100%
Environmental	100%
Responsible Sourcing	100%

Ethics and Compliance

At JW Aluminum, integrity, accountability, and ethical business conduct are fundamental to how we operate. We are committed to conducting business honestly, fairly, and in compliance with applicable laws wherever we operate. In 2025, the company incurred zero significant fines, judgments, penalties, or non-monetary sanctions related to legal non-compliance.

We recognize that strong governance and ethical practices are essential to maintaining trust and long-term success. We extend our commitment across our organization, our business relationships, and our supply chain, in support of our responsibility to customers, suppliers, teammates, investors, and communities.

Code of Conduct

Our Code of Conduct establishes the standards of behavior expected of all teammates, officers, and leaders, covering ethical decision-making, conflicts of interest, fair competition, anti-bribery and anti-corruption, confidentiality, protection of company assets, and legal compliance.

All teammates are responsible for understanding and complying with the Code and conducting business consistent with our values, reinforced through training, leadership communications, and management accountability.

Supporting the Code, we maintain policies and management systems addressing legal compliance, environmental stewardship, human and labor rights, anti-corruption, responsible sourcing, workplace safety, non-discrimination, ethical business conduct, and transparency and accountability. These commitments are implemented through training programs, management systems, operational controls, ESG risk assessments, supplier due diligence, internal reporting systems, and continuous improvement initiatives.

JW Aluminum pays all required federal, state, and local taxes, fees, and assessments in the jurisdictions where we operate. We do not make facilitation payments or improper payments to government officials, and we made no political contributions in 2025.



Anti-Corruption and Transparency

We maintain policies and procedures to prevent, detect, and address corruption, bribery, fraud, and other unethical practices. Our anti-corruption program includes:



- A formal Code of Conduct with ethics expectations
- Conflict of interest disclosure requirements
- Financial and operational controls designed to reduce fraud risk
- Training and awareness programs
- Internal reporting and escalation procedures
- Investigation and corrective action processes
- Oversight by company leadership

Together, these controls help ensure business decisions are made objectively, transparently, and in the best interests of the organization and its stakeholders.

Raising and Resolving Concerns: We are committed to a workplace where teammates feel comfortable raising concerns and seeking guidance without fear of retaliation. We maintain processes to investigate, address, and remediate concerns related to policy violations, safety, environmental impacts, ethical conduct, discrimination, harassment, and human rights. Corrective actions are managed through operational management systems, compliance programs, reporting processes, and leadership oversight.

Teammates and stakeholders may confidentially report concerns through open-door communications processes, leadership channels, and the company’s online anonymous ethics reporting mechanism on the Contact Us page of our website. All concerns are reviewed and investigated as appropriate. Appeal process procedures are outlined in our Code of Conduct. Retaliation against anyone who raises a good-faith concern is strictly prohibited.



2025 Concerns Reported	
# of cases received	3
# substantiated cases	1
# modern slavery related cases	0
Average closure time	2 days



Section 6

People

In this section:

- Labor Practices and Human Rights
- Gender Equity and Women's Empowerment
- Stakeholder Engagement
- Developing our People
- Teammates and Culture
- Community Involvement

OUR COMMITMENT

Uphold human rights and a workplace built on dignity, fairness, and respect.

Attract, develop, and retain the people who drive our success through training, career development, and leadership growth.

Build meaningful relationships with the communities and stakeholders connected with our business.



Labor Practices and Human Rights

Certain standards are absolute. Forced labor, child labor, and human trafficking have no place in our supply chain, and both our internal Code of Conduct and our Supplier Code of Conduct state this explicitly. The Code also requires fair wages, safe working conditions, non-discrimination, and respect for freedom of association and collective bargaining.

JW Aluminum supports the UN Guiding Principles on Business and Human Rights and expects suppliers to uphold the same commitments. In 2025, we screened 100% of suppliers for modern slavery and human rights risks and found zero confirmed violations. Suppliers that violate these requirements are subject to corrective action, enhanced monitoring, or termination of the business relationship.

We also strengthened visibility into our upstream aluminum supply. We assessed all eight of our primary aluminum suppliers, obtained country-of-smelt information for each, and confirmed that we do not knowingly source bauxite, alumina, or primary aluminum from conflict-affected or high-risk areas. No primary aluminum supplier required corrective action, suspension, or disengagement.

No new projects or major changes to existing JW Aluminum facilities warranted in-depth human rights, environmental or social impact assessments in 2025. Our full 2025 Modern Slavery Statement is available on our website.

2025 Human Rights Due Diligence	
Suppliers Screened for modern slavery and human rights risks	100%
Primary aluminum suppliers assessed (CAHRA)	8
Countries of smelt identified	3
Suppliers with country-of-smelt information	100%

ZERO confirmed human rights violations

ZERO confirmed forced labor cases

ZERO confirmed child labor cases

ZERO suppliers suspended or disengaged

Gender Equity and Women’s Empowerment

Aluminum manufacturing has a longstanding gender gap, and we candidly report our position in it annually. Women represented 6.6% of our workforce in 2025, compared with an industry average of approximately 23.8%. Closing that gap and advancing gender equity is a long-term commitment, and it begins with what we can control: fair hiring, fair pay, and genuine advancement.

Equal Opportunity Employment and Equitable Pay: We used gender-neutral compensation surveys and market benchmarking to consistently review and adjust job classifications and wages. We apply standardized practices for recruiting and hold recruiting partners to equitable hiring practices.

Representation, Professional Development, and Advancement: At 32.2%, we are holding steady with representation of female teammates in leadership roles. We provide access to mentorship and leadership development opportunities aligned with our Target Behaviors, and tuition reimbursement for every teammate.

Work-Life Balance: We supported teammates through flexible work arrangements where operations allow and offer paid parental leave.

Safe and Inclusive Workplace: We continue to hold ourselves to a clear standard: zero tolerance for harassment, discrimination, or retaliation. We reinforce that standard through annual Code of Conduct and workplace respect training, as well as offering multiple confidential reporting channels.

2025 Gender Equity	
Women in workforce	6.6%
Industry benchmark	23.8%
Percentage of women holding leadership roles	32.2%
Code of Conduct and workplace respect training	100%
Paid parental leave used	None requested
Gender-neutral compensation review	Completed

Looking ahead:

In 2026, we will expand outreach to qualified and diverse candidates, grow development and mentorship opportunities for women and underrepresented groups, and continue measuring representation.

Stakeholder Engagement

JW Aluminum is invested in a broad community of stakeholders: teammates and their families, customers, suppliers and contractors, our neighbors in Goose Creek and Russellville, regulatory agencies, industry associations, educational institutions, economic development organizations, non-profit partners, and investors.

We respect the rights and interests of those connected to our operations and use ongoing dialogue to better understand concerns, address potential impacts, and identify opportunities to strengthen the communities where we live and work.

We engage each group where they are: customer meetings and sustainability questionnaires, supplier reviews, teammate forums, community events, regulatory participation, educational partnerships, and public reporting such as this document. What we hear feeds directly into our priority mapping and risk assessments, human rights due diligence, management systems, operational planning, and continuous improvement processes, ultimately shaping the priorities detailed throughout this report.

When stakeholders raise concerns, established channels ensure they are reviewed, answered, and corrected where needed, whether through company processes, facility leadership, community contact, or supplier engagement. We believe responsiveness and follow-through are the foundation of stakeholder trust. We review our approach as part of our management systems, at the identification of a control gap, or when major changes to our operation indicate the need.



We support the communities where we operate through local partnerships, workforce and educational initiatives, and other community-development activities. We welcome open dialogue and continue to explore opportunities to support priorities, livelihoods, and responsible use of shared natural resources.

Developing Our People

We measure development in hours, certifications, and promotions. In 2025, teammates completed 10,726 hours of training and engagement activities, an average of 23 hours each, spanning safety, environmental, compliance, leadership, and continuous improvement programs. Initiatives included SafeStart, CPR certification, ESG awareness, Lean Six Sigma, and security and legal compliance training.

Seven teammates earned Lean Six Sigma Green Belt certification during the year, strengthening our capacity to identify opportunities, solve problems, and improve processes across the business. Three teammates participated in our apprenticeship program, building the technical talent pipeline. And 9% of teammates advanced through internal promotion, evidence that development translates into opportunity.

Leadership development runs through mentorship, coaching, and expanded responsibility in improvement initiatives, building an internal succession pipeline rather than relying on external recruitment.

Onboarding results are encouraging as well: 71% of new hires remained with us at the 12-month mark.

Our compensation practices are designed to reward performance, retain talent, and reinforce leadership accountability. We evaluate pay and benefits regularly against market benchmarks to keep them competitive and equitable. As a privately held company, we do not publicly disclose executive compensation ratios.



2025 Development Metrics	
Total training and engagement hours	10,726
Average hours per teammate	23
Lean Six Sigma Green Belts earned	7
Internal promotion rate	9%
Apprenticeship participants and graduates	3
New hire 12-month retention	71%

Teammates and Culture

We teach and practice our workplace culture called WIN based on our Vision, Strategy Map, and Target Behaviors. Engagement shows up in behavior. The clearest signal in 2025: proactive safety observations and reports rose 59% over the prior year, an increase that reflects teammates' confidence that reporting leads to action.

We believe the best ideas come from the people closest to the work, and we maintain the channels to capture them: daily team huddles, safety discussions, Lean Six Sigma projects, Rapid Improvement Events, and Just Do It initiatives that empower teammates to resolve problems directly. Leaders sustained their gemba walk activity, staying visible on the floor for coaching and feedback. Lunch and Learn sessions drew 330 participants.

Recognition reinforces the culture. Teammate of the Month programs drew 98 peer nominations, and we celebrated 65 service anniversaries during the year. Communication remains open in both directions, whether face-to-face or anonymous, without fear of retaliation.

Our next step is measuring engagement more directly to better understand teammate perspectives.



Safety Reports  59%



330 Lunch and Learn participants



98 peer-to-peer recognitions



Community Involvement

In 2025, the JW Aluminum team engaged with our communities with a focus on advocacy, education, support for a cause, and giving back.

We were invited to serve as a Recycling Ambassador for the South Carolina Department of Commerce, showcasing aluminum's infinite recyclability through a social media campaign. We also participated in The City of Folly Beach's Earth Month Celebration, distributing "Recycling is like Magic" themed materials from Scrap University Kids.

Teammates also participated in G.A. Footman Foundation's 2K Steps for Hope during Breast Cancer Awareness Month. During the holiday season, we continued to support Angel Tree families, sponsored foster children through Court Appointed Special Advocates of the 5th Judicial District, and helped keep food on the tables through organizations like Lowcountry Food Bank and River Valley Food 4 Kids.





Section 7

Closing



In this section:

- 2025 and beyond
- About this report
- Appendix: ASI Public Disclosure and SDG Content Indexes



2025 and Beyond

Safety

Safety remains our first priority. Teammates worked 1.08 million hours with injury severity 46% below the industry benchmark, and our Russellville facility completed the year with zero recordable injuries. More than 43,000 proactive safety observations and a 59% increase in hazard reporting help drive those results. We invested in our people, completing 10,726 overall training hours, certifying seven Lean Six Sigma Green Belts, and promoting from within.

Certifications

2025 was a year of raising our own standard. We maintained ASI Performance Standard certification across all operations, advanced both facilities from GreenCircle Certified Environmental Facts to the broader Certified Sustainability Facts certification.

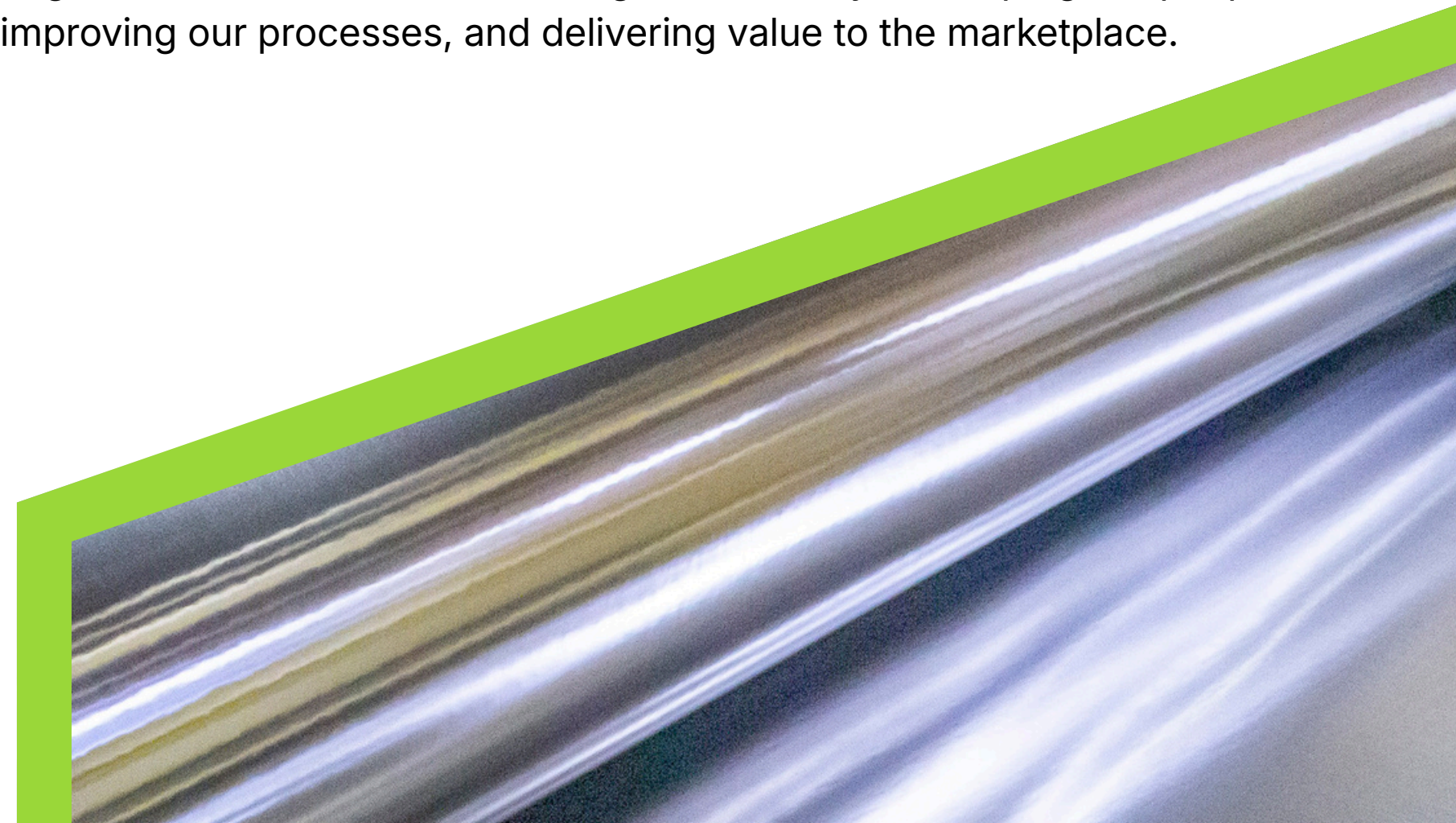
Environment

We maintained our environmental commitments: zero reportable spills, zero significant fines, and closed-loop dross recovery. We sustained our 2029 emissions intensity-reduction target and will continue to identify opportunities for further improvement.

Looking Forward

Our priorities for the year ahead extend this year's work: strengthening sustainability management systems, expanding supply chain engagement, grounding more decisions in data, and continuing to reduce environmental impact while developing the workforce that makes it all possible.

Sustainability at JW Aluminum is not a standalone initiative. It is embedded in how we operate, how we make decisions, and how we create long-term value. We are proud of the progress reflected in these pages, grateful to the teammates who delivered it, and clear-eyed about the work that remains. Together, we will continue securing the future by developing our people, improving our processes, and delivering value to the marketplace.



About this Report

Reporting Framework and Standards:

JW Aluminum's 2025 Sustainability Report is shaped by selected Global Reporting Initiative Standards to strengthen the consistency and transparency of our disclosures. The report addresses applicable public-disclosure requirements of the Aluminium Stewardship Initiative Performance Standard V3. Relevant United Nations Sustainable Development Goals are referenced in the report to demonstrate connections between JW Aluminum's material topics, business activities and broader sustainability priorities. These references do not imply that JW Aluminum's activities represent a formal GRI statement of use or address every SDG target.

Reporting Scope:

This Sustainability Report covers JW Aluminum's wholly owned operations for the 2025 reporting year, including our corporate headquarters located in Charleston, South Carolina, and both manufacturing facilities located in Goose Creek, South Carolina, and Russellville, Arkansas.

Unless otherwise stated, environmental, health and safety, workforce, governance, and social performance information presented in this report includes these operations. No significant operating entities or facilities were excluded from the reporting boundary. The reporting boundary is aligned with JW Aluminum's operational control structure used for internal management systems and environmental reporting activities.

Reporting Period and Sustainability Governance:

This report summarizes JW Aluminum's sustainability performance for the period January 1, 2025 through December 31, 2025.

JW Aluminum publishes sustainability information to support transparency, stakeholder engagement, and responsible business practices across the aluminum value chain. Sustainability oversight is integrated into the company's management systems and supported through cross-functional leadership involvement, ESG risk assessments, compliance programs, and continuous improvement activities.

Executive leadership reviews sustainability-related information and supports the accuracy, transparency, and integrity of sustainability disclosures included in this report.

Direct questions regarding this report or JW Aluminum's sustainability initiatives to:

JW Aluminum

Corporate Governance

115 Fairchild Street, Suite 400

Charleston, SC 29492

or the "Contact Us" form at www.jwaluminum.com

Data Integrity and Restatements of Information:

JW Aluminum continually works to improve the quality, consistency, and transparency of sustainability data and reporting processes. Where appropriate, methodologies, calculations, or reporting practices may be refined to improve accuracy and alignment with evolving industry standards and stakeholder expectations. The 2024 GHG inventory has been restated to incorporate previously unreported natural gas consumption. The 2023 and 2024 Scope 1, 2, and 3 GHG emissions reported have been restated to accurately reflect emissions intensity.

External Assurance:

JW Aluminum utilizes third-party certification and verification programs to support transparency and accountability in sustainability reporting and operational performance.

In 2025, JW Aluminum maintained its full Aluminium Stewardship Initiative (ASI) Performance Standard V3 Certification across all operations.

The company also achieved GreenCircle Certified Sustainability Facts certifications for both facilities, validating multiple ESG performance indicators.

At this time, the report itself has not undergone full independent assurance under a formal sustainability assurance standard. JW Aluminum continues to evaluate opportunities to expand external assurance activities as its sustainability reporting program matures.

Appendix: Aluminium Stewardship Initiative (ASI) Public Disclosure Index

This index identifies where applicable public-disclosure requirements of the ASI Performance Standard are addressed in this report. Certain policies, plans, and other disclosures may be published separately through our website or other authorized public channels.

ASI Standard	Public Disclosure	Report Location	Page
ASI 2.7 (f)	Emergency Response Plan	Emergency Preparedness and Response	12
ASI 3.1 (a)-(b)	Governance and material environmental, social, and economic impacts	Our Sustainability Priorities; Governance; material-topic sections	5, 28-38
ASI 3.2	Material fines, judgments, penalties and non-monetary sanctions	Ethics and Compliance	30
ASI 3.3 (b)-(c)	Payments to governments and political contributions	Ethics and Compliance	30
ASI 3.4 (f)	Complaints and grievance mechanism	Anti-Corruption and Transparency	31
ASI 4.4 (c)	Recycling Strategy	Product Stewardship; Waste and Circularity	8, 22
ASI 5.1 (a)-(b)	Energy Use and Greenhouse Gas Emissions by Source	Energy and Climate	19
ASI 5.3 (e)	GHG reduction pathway, plan and annual progress	Environmental Strategy; Energy and Climate	18-19
ASI 6.1 (a)	Material emissions to air	Air Emissions	20
ASI 6.2 (a)	Material discharges to water	Water Stewardship	21
ASI 6.4 (b)	Material spills, assessments and remediation	Water Stewardship	21
ASI 6.5 (a)	Hazardous and non-hazardous waste	Waste and Circularity	22
ASI 7.1 (a)-(b)	Water use and material watershed risks	Water Stewardship	21
ASI 9.2 (e)	Effectiveness of gender-equity measures	Gender Equity and Women’s Empowerment	34
ASI 9.8 (e)	Annual supply chain due diligence	Responsible Sourcing; Labor Practices and Human Rights	25-26, 33
ASI 10.3 (c)	Annual Modern Slavery Statement	Labor Practices and Human Rights	33
ASI 11.1 (e)	Effectiveness of the OH&S Management System	Safety Performance; Safety by the Numbers, Occupational Health	14-16

Appendix: Sustainable Development Goals (SDG) Content Index

The SDGs below represent the goals most directly connected to our material topics, operations and sustainability initiatives. These references do not imply that we address every target associated with each goal.

SDG Targets	Description	Report Location	Page
SDG 3	Good Health and Well-being	Occupational Health	14
SDG 5	Gender Equality	Gender Equity and Women’s Empowerment	34
SDG 6	Clean Water and Sanitation	Water Stewardship	21
SDG 8	Decent Work and Economic Growth	Developing Our People; Teammates and Culture	36, 37
SDG 12	Responsible Consumption and Production	About JW Aluminum; Product Stewardship	6, 8
SDG 13	Climate Action	Environmental Strategy	18
SDG 16	Peace, Justice and Strong Institutions	Ethics and Compliance; Labor Practices and Human Rights	30, 33



Headquarters:

115 Fairchild Street, Suite 400, Charleston, SC 29492

Manufacturing Plants:

435 Old Mount Holly Road, Goose Creek, SC 29445

777 Tyler Road, Russellville, AR 72802

