

2026 SUSTAINABILITY REPORT



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Message from Our CEO

Texarkana Aluminum's progress this past year reflects our commitment to the industry, the strength of our team, and the momentum of our investment in establishing a sustainable long-term platform. Since acquiring the idled mill in 2018, we have **rebuilt a fully integrated aluminum operation, created hundreds of local jobs - surpassing more than 500 employees for the first time in 2025** - and **continued advancing our multi-year expansion programs**.

The transformation from a shuttered facility to a leading common alloy producer underscores the efforts of our people and community. This growth has supported families, strengthened local businesses, and demonstrated the value of a dedicated industrial partner invested in the region's long-term success. In 2025, we delivered another year of meaningful impact through new training programs, expanded customer and supplier partnerships, a new Collective Bargaining Agreement, and an employee-led community engagement program.

Operationally, we completed the major cold rolling mill investment launched in 2021, made substantial progress on the next phase of our capacity expansion, and formally began our ASI membership journey as we strengthened our systems and sustainability practices.

Looking ahead, we remain focused on becoming the leading North American producer dedicated to common alloy aluminum coil and sheet while operating safely, efficiently, and responsibly. In 2026, we will continue progressing toward completion of the next phase of our expansion, integrating new equipment that supports improved efficiency, energy performance, and emissions tracking. Our priorities include growing and upskilling our workforce, enhancing process quality and engineering capabilities, improving productivity and safety, standardizing operating procedures across our growing operations, and beginning formal tracking against our defined GHG reduction pathway.

These efforts, supported by our dedicated team and community, position Texarkana Aluminum for impactful, sustainable growth. Thank you to the employees and partners who make this progress possible. Together, we are building a resilient business and a stronger future for Texarkana Aluminum.

Warm regards,

Johnny Hsieh

Chief Executive Officer | Texarkana Aluminum



Texarkana Aluminum at a Glance

Texarkana Aluminum is an integrated aluminum rolling mill with operations in casting, rolling and finishing, primarily focused on producing common alloy aluminum coil and sheet, in Texarkana, Texas. Texarkana Aluminum is a part of Ta Chen International (TCI) - North America's largest master distributor of stainless steel and aluminum products.

A Unique Transformation Story

2018

TCI acquires the formerly idle facility and restarts operations

through significant investment, equipment restoration and workforce rehiring.

2019-2020

Re-operationalization and modernization of core processes,

rebuilding the workforce and revitalizing local employment.

2021-2026

Embarked on multi-phase capital investment

Phase 1 included installation of a state-of-the-art cold rolling mill (2021–2024). Phase 2 is planned for completion in 2026 to expand hot rolling capacity and upstream capabilities, including a new cast house.

Texarkana Aluminum | **Texarkana Aluminum at a Glance**

Location: 300 Alumax Drive, Texarkana, TX 75501

Employees: 508

Major contributor to local industrial employment, with a strong focus on people, sustainable operations, and responsible U.S.-based aluminum production, supporting the broader push towards re-industrialization of America.



Texarkana Aluminum | Texarkana Aluminum at a Glance

What We Do

Texarkana Aluminum serves the North American common-alloy aluminum market through a distinctive dual-supply model that combines mill-direct production with comprehensive warehousing solutions. By leveraging Ta Chen's extensive distribution network, the company offers customers both direct supply and reliable inventory availability to meet diverse demand needs. This model ensures reliable, responsive, and consistent metal supply while strengthening long-term trust through a focus on quality and customer satisfaction.

As we expand, we are guided by a clear vision:

To become the leading U.S. rolling mill focused on common alloy, supported by ongoing investment in people, modern equipment, and best in class processes.

Primary aluminum and aluminum scrap are melted in our cast house and transformed into high-quality rolled products. Each stage, from hot rolling and cold rolling to leveling, slitting, packaging, and shipping, is carried out with a disciplined focus on quality and customer satisfaction. Through the recycling of aluminum scrap, Texarkana Aluminum makes efficient use of the pre and post consumer aluminum already in the domestic supply chain as part of a circular economy and creates aluminum alloy using 95% less energy than primary aluminum production.



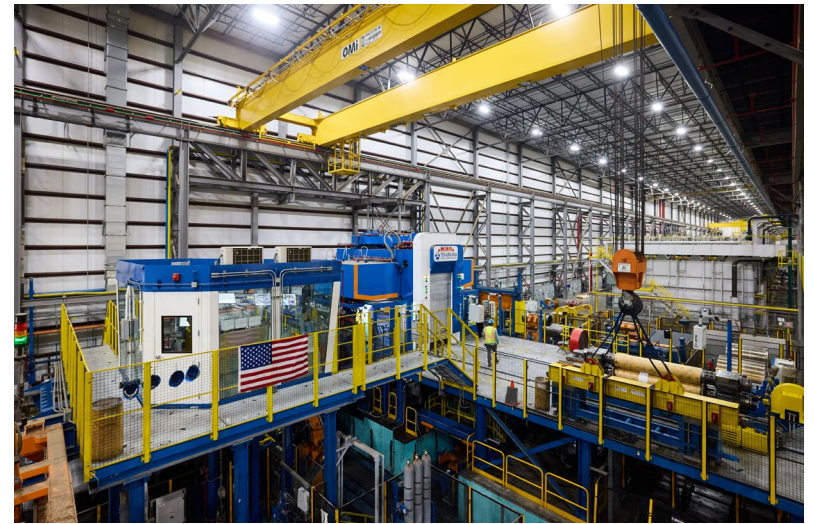
Capabilities: Production of 1xxx, 3xxx, and 5xxx series alloys, including bright-finished 3003 tread coil and sheet in various tempers in widths ranging from 12" to 72".

Texarkana Aluminum | Texarkana Aluminum at a Glance

TECHNOLOGY ADVANTAGE:

A state-of-the-art cold rolling mill capable of producing coils up to 72 inches wide

Due to its unique attributes, common alloy aluminum coils form the backbone of American industry. Our products are used in diverse applications including heavy trucks, trailers and other types of transportation, building and construction, public and private infrastructure projects such as highway signage and roadway parts, consumer appliances, battery components for electric vehicles, generators, and various industrial custom tools, parts, and equipment.



Texarkana Aluminum | **Texarkana Aluminum at a Glance**

Restarting the facility from the ground up shaped a mindset of innovation, continuous improvement and disciplined execution. We believe that when our company succeeds in our long-term mission, it creates a strong foundation for our people and our community to thrive. This drives our commitment to local hiring, workforce development, innovation, and long-term partnership across the value chain.

OUR CORE VALUES

PEOPLE FIRST

We prioritize safety, workforce development, and community prosperity.

RESPECT FOR THE VALUE CHAIN

We operate with integrity and principle, reinforcing trust and long-term relationships throughout the supply chain.

OPERATIONAL EXCELLENCE

We pursue efficiency, productivity, and continuous improvement across every part of our operation.

AGILITY & ACCOUNTABILITY

We invest decisively, act with ownership, and stay responsive to challenges and opportunities.

REINDUSTRIALIZATION WITH PURPOSE

We are committed to strengthening U.S. manufacturing and supporting a resilient domestic supply chain.

Collectively, these values reinforce our vision to become the largest common-alloy- focused U.S. rolling mill and strengthen our commitment to deliver for our customers. They also guide how we show up beyond our facility, from community partnerships to workforce development efforts. Putting People First means supporting local families through sponsorship of community events, participation in food drives, volunteer efforts, and active involvement with universities, area colleges and workforce programs.

Texarkana Aluminum | Texarkana Aluminum at a Glance

Our respect for the value chain and commitment to long-term partnership extends to local businesses and civic organizations, including our engagement with the Chamber of Commerce and regional development initiatives with AR-TX REDI. As we pursue operational excellence and act with agility and accountability, we strive to be a responsive, dependable presence in the Texarkana community, one that contributes to economic stability, opportunity, and shared success.

As we continue to expand and strengthen our operations, we recognize that our responsibility extends beyond production. Through our continuing sustainability journey, we are committed to doing what is right for our people, our community, and the environment. Our ASI Performance Standard certification is helping us through this journey as we take meaningful steps in transparent reporting, responsible sourcing, and continuous improvement.

We have also established a framework aligned with ISO 14001 and ISO 45001 standards for environmental and occupational health and safety management systems. From commitments to action, we are proud that our partnerships and efforts are reflected in the certifications and achievements below.

Certifications & Achievements



ISO 9001:2015
Certification for the
manufacturing of
aluminum rolled
products for commercial
and industrial end uses



RoHS Certification



2025 Manufacturer of the Year,
Texarkana Chamber of
Commerce



Aluminum Association Member



Aluminum Stewardship
Initiative (ASI) Member



Metals Service Center
Institute Member



Sustainability Strategy & Governance

At **Texarkana Aluminum (TKA)**, sustainability is central to building a resilient, efficient, and responsible business. A long-term mindset allows us to invest in our people, operate with integrity, and contribute positively to the Texarkana community.

At the core of our sustainability story is the material we produce. Aluminum is lightweight, durable, and infinitely recyclable. These are qualities that support modern infrastructure, transportation and manufacturing, and a more circular industrial economy. Today, we use approximately 65% recycled content in our cast house, a foundation we intend to strengthen as we grow.

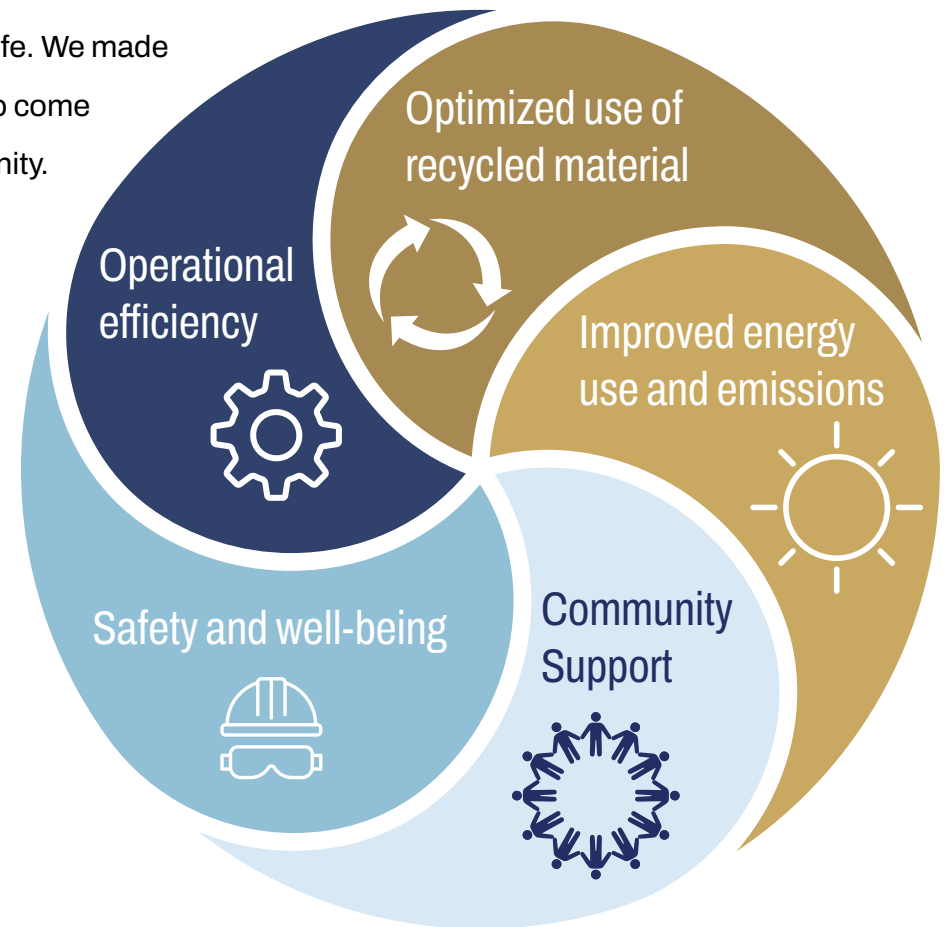
Our commitment extends beyond the product itself. We invest in continuous improvement, operational efficiency, and carbon reduction because it improves long-term performance for employees, customers, and the community. As our operations expand, we are formalizing systems to manage ESG performance consistently and transparently, including enhanced governance structures, policies, and data collection. A key part of this work is our membership in the Aluminum Stewardship Initiative (ASI), which provides a credible framework for responsible production, environmental management, and ethical business conduct.



Texarkana Aluminum | Sustainability Strategy & Governance

When we restarted the mill, we did more than bring a facility back to life. We made a commitment to build a business that could stand strong for years to come by doing what is right for our people, our customers, and our community. That mindset guides every decision we make. It is why we invest in a safer workplace, why we focus on efficiency and lower carbon operations, and why we are in the business of creating a product that is considered a critical material, with infinite recyclability.

Our sustainability priorities reflect the issues most material to our business and to our internal and external stakeholders, guided by leadership review, the ASI Standards, and the Global Reporting Initiative (GRI) framework, with a focus on continuous improvement.



Texarkana Aluminum | Sustainability Strategy & Governance

Our Sustainability priorities have been shaped by our commitment to doing what's right and creating positive, lasting impacts beyond our business. Through environmental and social impact reflections, we have gained a clearer understanding of such impacts, and these insights now guide how we refine our priorities and define the vision, targets, and initiatives that will move us forward.

Vision, targets, and initiatives

TKA's near-term Sustainability vision is to strengthen operational performance, reduce environmental impacts, and build a structured program that supports long-term value creation.

Our current commitments include:

- Utilizing energy-efficient, state-of-the-art equipment for any new investments
- Increasing scrap aluminum utilization from ~65% to 75%+
- Developing and implementing a formal GHG reduction plan with a baseline and measurable targets
- Achieving ASI Performance Standard certification by 2026



Texarkana Aluminum | Sustainability Strategy & Governance

Key initiatives supporting these commitments:

- Improving energy efficiency and reducing emissions through process/equipment upgrades
- Increasing recycled content utilization in the cast house
- Evaluating lower carbon primary aluminum where feasible
- Installing low NOx, high efficiency regenerative burners in the new dome furnace and future melting furnaces
- Optimizing water use and increasing reuse where practical
- Strengthening responsible sourcing practices
- Aligning internal systems and reporting with recognized sustainability standards

As our sustainability program evolves, we will continue refining performance metrics and expanding targets to reflect our growing operations and sustainability priorities.



Texarkana Aluminum | Sustainability Strategy & Governance

Corporate Governance

Texarkana Aluminum's approach to corporate governance is grounded in accountability, transparency, and ethical decision making. As our operations expand, we are strengthening the systems that support responsible growth and long-term resilience. Strong governance helps ensure that we operate with integrity, meet our obligations to stakeholders, and maintain trust across our workforce, community, and value chain. Governance also plays a central role in our sustainability program by helping integrate environmental and social considerations into planning, daily operations, and company-wide decision making.

Governance Structure & Leadership

TKA is a relatively flat organization, enabling streamlined communication and nimble decision-making. Our governance approach emphasizes clear accountability; and leadership visibility as we expand operations.

Community Engagement

Our workforce engagement philosophy extends beyond formal structures to expand engagement with our broader communities. Initiatives such as our annual Family Day reflect a people-centered philosophy that is embedded in our day-to-day operations, supporting ownership and trust.



Texarkana Aluminum | Sustainability Strategy & Governance

ESG Leadership

Ian Smith, COO, is responsible for:

- Leading the ESG and ASI implementation program
- Monitoring progress and reporting outcome
- Coordinating cross-department improvements
- Ensuring alignment with ASI requirements

ESG and ASI Committee

- Cross-functional team of TKA and TCI executives, managers, and subject-matter experts responsible for setting ESG strategy and overseeing its implementation and coordination
- Meets weekly during active project execution and transitions to monthly reviews in 2026
- Escalates issues and provides regular updates to leadership

TCI Oversight

- Executive support and sponsorship as an enterprise strategic priority
- ESG topics reviewed during monthly meetings with the CEO
- Material ESG and ASI progress updates provided to TCI leadership
- Annual ESG review conducted to assess performance, risks, audit findings, and strategic direction

Texarkana Aluminum | Sustainability Strategy & Governance

Our Policies

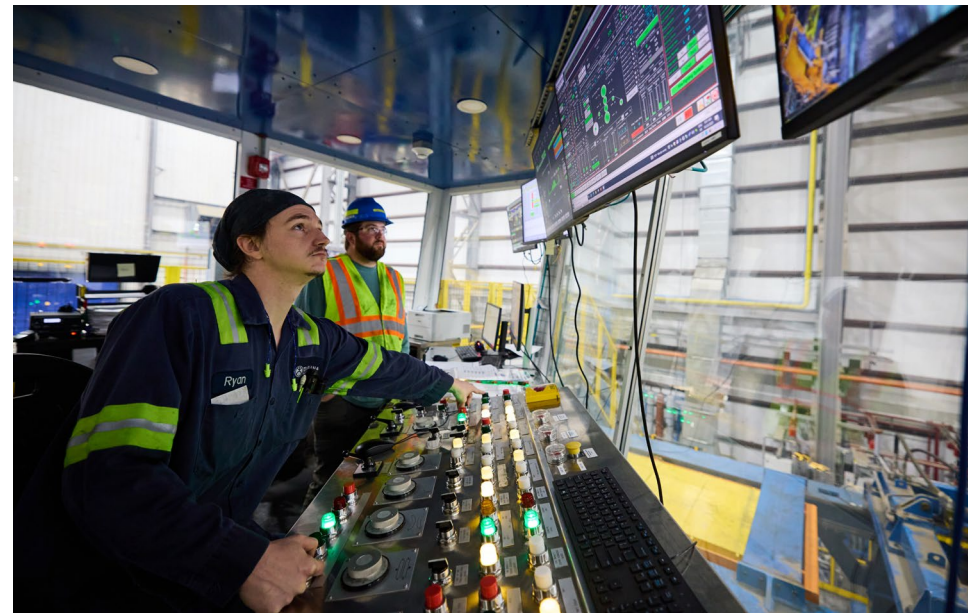
Texarkana Aluminum maintains a comprehensive set of policies that guide responsible, transparent, and compliant operations across the business. These policies support alignment with ASI expectations and provide the foundation for ethical conduct, environmental stewardship, and safe and reliable operations.

Ethics and Compliance

Texarkana Aluminum maintains zero tolerance for corruption. Our Code of Conduct outlines clear expectations for ethical behavior across our team and our business partners. During new hire orientation and onboarding, employees are informed of these responsibilities and commit to acting in accordance with all applicable laws and regulations.

We actively manage our legal obligations to all stakeholders and work with external experts when needed to stay informed of relevant regulatory requirements. We are proud to report that Texarkana Aluminum had no significant fines, penalties, judgments, or sanctions related to legal non-compliance in 2025.

Furthermore, in alignment with our commitments to transparency and responsible business conduct, and consistent with ASI disclosure requirements, Texarkana Aluminum made no payments to government entities or political contributions beyond standard taxes and fees in 2025.



Texarkana Aluminum | Sustainability Strategy & Governance

Responsible Sourcing

We follow a defined responsible sourcing policy, established by TCI, which guides responsible procurement of raw aluminum and other key inputs. Supplier expectations are outlined in the TCI Supplier Code of Conduct, which helps ensure our materials are sourced ethically and in alignment with our sustainability standards.

These policies include requirements related to conflict minerals, forced labor, and compliance with applicable laws. While no CAHRA-related risks were identified in 2025, TKA will apply OECD-aligned due-diligence if future assessments indicate elevated supply-chain risk.

Environmental and Social Management

Core components include:

- ESG Manual
- Environmental, Social and Governance Policy
- Environmental and Social Management Systems
- SEC Conflict Minerals Statement
- Modern Slavery Statement

Workforce, Safety, and Operations

Core components include:

- TKA Employee Handbook
- Health and Safety (H&S) Plan
- Texarkana Aluminum Business Continuity Plan
- TKA Emergency Response and Management Plan





Environment

Texarkana Aluminum operates in an industry with significant energy and resource demands. While secondary production uses far less energy than primary aluminum, responsible management of emissions, water, waste, and resource efficiency remains essential to our long-term success.

Our environmental priorities focus on what matters most to our operations: *energy efficiency, GHG management and emissions reduction, circularity and responsible product design, and improving overall environmental performance* across emissions, water, and waste. These priorities guide how we invest, operate, and measure progress as our environmental systems continue to mature, including the significant facility updates currently underway that will improve efficiency and meaningfully reduce our footprint.

To support this work, we maintain an Environmental Management System (EMS) and an EMS Manual that define our approach to emissions, effluents, waste, spill prevention, biodiversity, and regulatory compliance, helping ensure our environmental impact continues to improve as we grow.

Texarkana Aluminum | Environment

GHG Reduction Plan

In alignment with the Aluminum Stewardship Initiative (ASI) Performance Standard, which requires certified entities to assess their greenhouse gas emissions, set reduction targets, and implement measurable decarbonization pathways, Texarkana Aluminum has developed a structured roadmap to reduce its GHG intensity from 11.3 tCO₂/tAl in 2024 to a 2029 target of ~9.5 tCO₂/tAl, representing approximately 16% reduction over five years. The summary of the GHG reduction plan is shown in Figure 1.

This target reflects Texarkana Aluminum’s commitment to continuous improvement and the expectation to demonstrate a credible, measurable climate trajectory, with 2029 serving as a near-term accountability milestone within a longer decarbonization horizon.

Please refer to the appendix for the detailed 2024–2050 evolution of Scope 1 & 2 and Scope 3 emissions targets, as calculated using the ASI calculation tool.

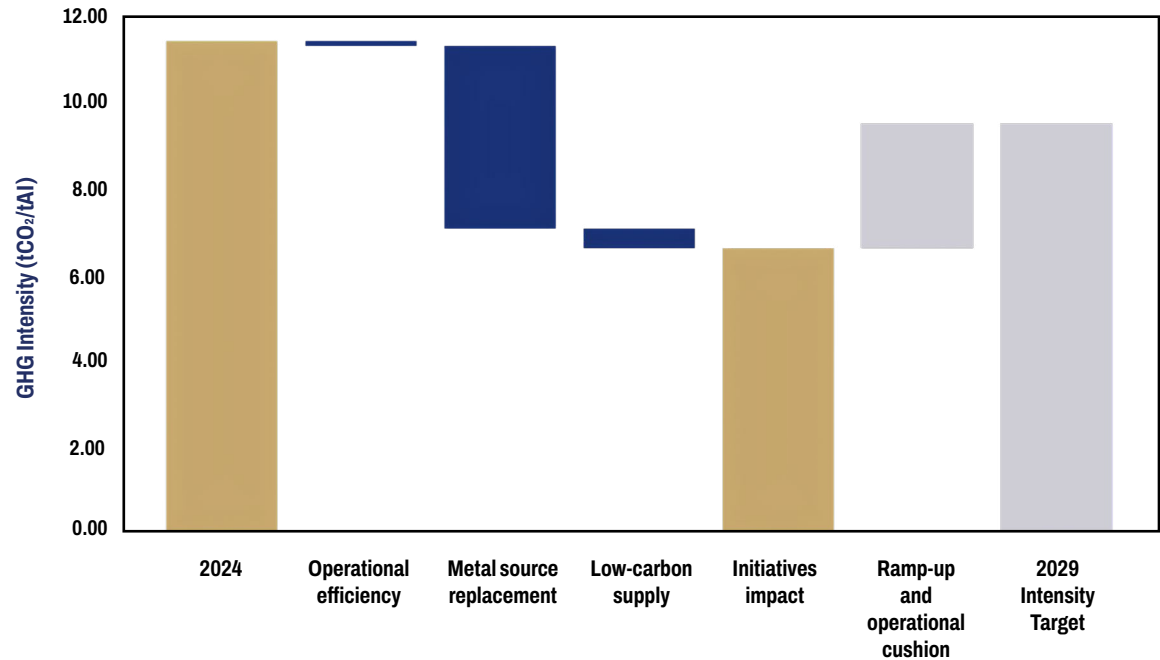


Figure 1. Summary of the 5-year GHG reduction of Texarkana Aluminum.

Texarkana Aluminum | Environment

Understanding the Decarbonization Levers

Our reduction pathway is built around three categories of action, as illustrated in the figure above.

Operational efficiency initiatives represent our most immediate and actionable opportunity. These efforts focus on reducing natural gas and electricity consumption across melting, rolling, and finishing operations through targeted equipment upgrades, process optimization, and loss-reduction measures. While the resulting direct reductions in GHG intensity are modest, these initiatives provide the essential foundation for our broader emissions-reduction strategy.

Metal source replacement is the single largest lever in our pathway, contributing a reduction of approximately 4.2 tCO₂/tAl. This reflects a strategic shift in our metal sourcing, including increasing the proportion of post-consumer and post-industrial scrap as we increase the amount of secondary metal produced as part of our expansion. Because primary smelting is by far the most carbon-intensive step in the aluminum value chain, optimizing our metal inputs creates meaningful carbon impact.

Low-carbon supply initiatives contribute a further ~0.5 tCO₂/tAl reduction, targeting the residual carbon intensity of the primary aluminum we continue to procure. This includes prioritizing suppliers with lower-carbon smelting operations, engaging our supply chain on emissions transparency, and where feasible sourcing aluminum produced with hydroelectric or other renewable energy.

Texarkana Aluminum | Environment

From Initiatives to Target: Managing the Gap

The combined impact of these three levers brings our projected intensity down to approximately 6.6 tCO₂/tAl at full implementation. While we aggressively pursue our initiatives to reduce emissions intensity, our targets are more conservative to incorporate ramp-up and operational headroom as we continue on our expansion journey. This cushion also preserves flexibility to respond to changes in production volume, customer mix, or supply chain conditions.

Progress against this pathway will be reviewed annually as part of our evaluation cycle and disclosed in our Sustainability Report.



Texarkana Aluminum | Environment

Energy & GHG Emissions

Energy use is one of the most material environmental impacts for aluminum producers, and our melting and rolling operations directly influence our overall carbon footprint. As part of our ongoing sustainability journey, we are strengthening how we monitor electricity, natural gas, and fuel consumption while building a clearer understanding of our Scope 1 and 2 emissions. These insights provide the foundation for our long-term GHG reduction pathway and guide investments in more efficient, lower-emission technologies.

In 2026, we also conducted an initial estimation of Scope 3 emissions using available data to better understand value-chain impacts. This baseline will support the development of a formal Scope 3 strategy.

Metric	Unit	2024 Data	2025 Data
Electricity	kWh	111,812,143	121,964,746
Natural Gas	MMBtu	1,396,755	1,509,159
Off Road Diesel	Gal	41,224	59,377
Diesel	Gal	0	5,663
Propane	Gal	57,318	70,365
Gasoline	Gal	1,061	1,746
Scope 1 GHG Emissions	MT CO ₂ e	74,962	81,261
Scope 2 GHG Emissions	MT CO ₂ e	49,453	53,944
Scope 3 GHG Emissions	MT CO ₂ e	1,727,051	Data not available at time of report publication.
Total GHG Emissions	MT CO ₂ e	1,851,466	135,205 <i>*Based on scope 1 & 2 emissions for 2025</i>
GHG Emissions Intensity	MT CO ₂ e per ton of aluminum produced	11.3	0.83 <i>*Based on scope 1 & 2 emissions for 2025</i>

Texarkana Aluminum | Environment

Air Emissions

Aluminum casting and rolling can generate air emissions such as NO_x, VOCs, particulate matter, and trace hazardous air pollutants. TKA has invested in and is focused on advanced process controls, maintenance, and emissions capture systems to keep emissions well below regulatory thresholds while continually improving air quality performance. Additionally, we ensure the use of clean, contaminant free raw materials, supported by emissions capturing technologies and rigorous handling practices that further minimize potential environmental impacts.

Metric	Unit	2025 Data
Particulate Matter	MT	16.81
Volatile Organic Compounds (VOCs)	MT	4.74
Nitrogen Oxides (NO _x)	MT	61.32
Sulfur Oxides (SO _x)	MT	0.29
Carbon Monoxide (CO)	MT	34.50
Hydrogen Chloride (HAPs)	MT	13.71
Chlorine (HAPs)	MT	0.17



Texarkana Aluminum | Environment

2025 Water Metrics

Due to the nature of our business, water plays a critical role in cooling and processing operations across the facility, hence, responsible water management is a top priority for Texarkana Aluminum. We treat water in-house to maximize recovery for our casting processes and work with a trusted third-party contractor to ensure best practices are followed on-site. Since 2018, we have invested over \$1 million in water treatment systems, helping protect local waterways while meeting, and often exceeding standards. Our commitment to water stewardship extends to tracking withdrawal, use, recycling, and discharge through annual Water Balance assessments, storm water monitoring, and routine compliance reporting. Our systems provide ongoing performance tracking and management oversight, helping us identify opportunities to reduce use and improve efficiency.

Our dedication to compliance is reflected in our record with the Texarkana Water Utilities Industrial Pretreatment Program. Since the plant restart, we have maintained 100% compliance for five years, and last year, we were one of only two manufacturing facilities in the region to achieve this milestone. This commitment benefits both the environment and our community, demonstrating the tangible impact of our water management efforts.

We maintain site specific storm water and spill prevention measures, including RPCC (Release Prevention, Control, and Countermeasures) requirements and regular inspections, to prevent releases and protect local water quality. No major spills occurred during the reporting period.

Metric	Unit	2025 Data
Water Purchased	m ³	236,347
Water Discharged	m ³	64,184
Water Recycled	m ³	103,298
Total Water Consumption <i>*if different than purchased</i>	m ³	172,163
Water Use Intensity	m ³ / Ton	0.96

Texarkana Aluminum | Environment

2025 Waste Metrics

Texarkana Aluminum generates a range of waste streams typical of aluminum semi fabrication, including metal scrap, general manufacturing waste, and process residues. We intentionally focus on minimizing waste generation and maximizing recycling wherever possible. We recycle most of our aluminum scrap internally and work with qualified partners to responsibly manage materials that cannot be reused onsite.

Improving waste segregation, reducing landfilled waste, and expanding recycling are long-term commitments, especially during a period of major expansion, when competing priorities can shift day to day focus. Nevertheless, advancing our waste management and performance remains integral to our circularity strategy and to building a more resource efficient operation.

Metric	Unit	2025 Data
Total Landfilled Waste	Tons	3,707
Total Recycled Waste	Tons	429
Scrap Usage	Percentage	65% total scrap usage

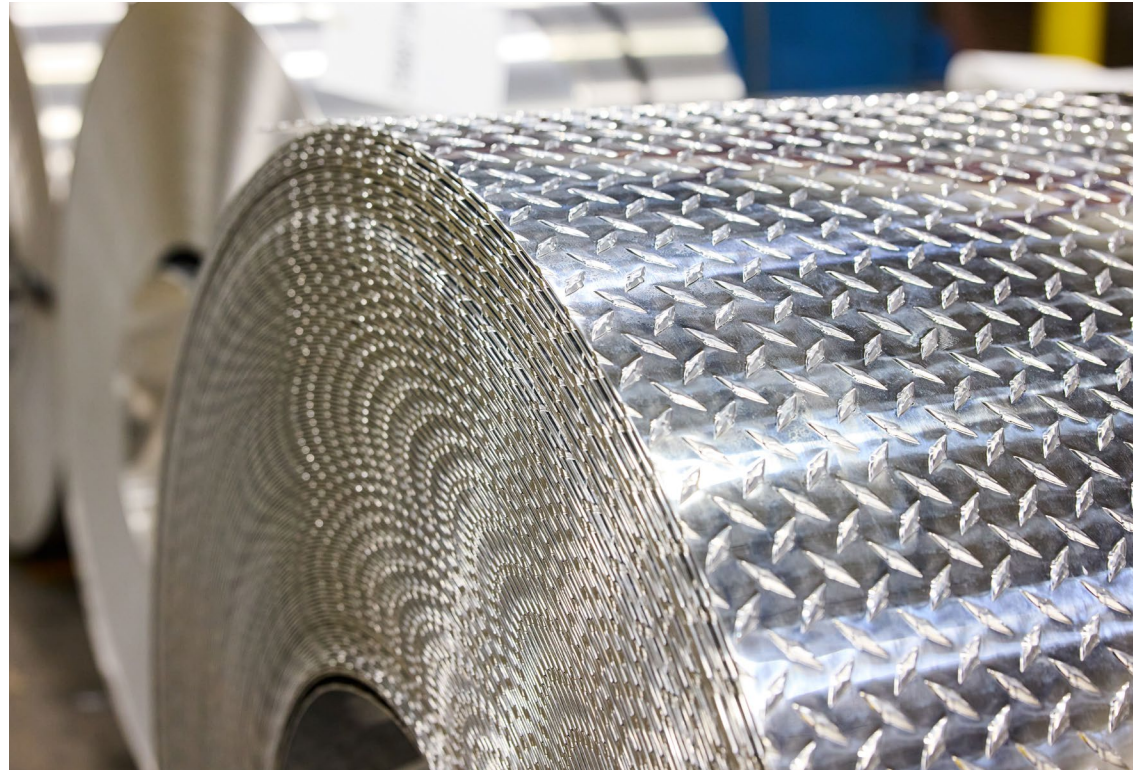
Texarkana Aluminum | Environment

Product design and circularity

Circularity is central to our business model as a secondary aluminum producer. By maximizing the use of scrap—currently about 65%, with a near-term goal of 68%+—we reduce both the energy required to produce our products and their overall carbon footprint. Giving high value materials a second life allows us to operate more efficiently while supporting a more sustainable aluminum supply chain.

Our inputs include aluminum scrap, small amounts of primary aluminum, and alloying hardeners such as magnesium, manganese, silicon, and iron. We source scrap from a range of industrial streams, including recovered wire, radiators, internal process scrap, and other reclaimed materials. These inputs are carefully blended to meet alloy specifications and performance requirements.

By focusing on high scrap utilization, thoughtful material selection, and minimizing process waste, we reinforce circularity across our operations and create products that reflect both our efficiency goals and our commitment to responsible manufacturing. This approach ensures that our aluminum remains highly recyclable, supporting a sustainable lifecycle that reduces environmental impact long after it leaves our facility.



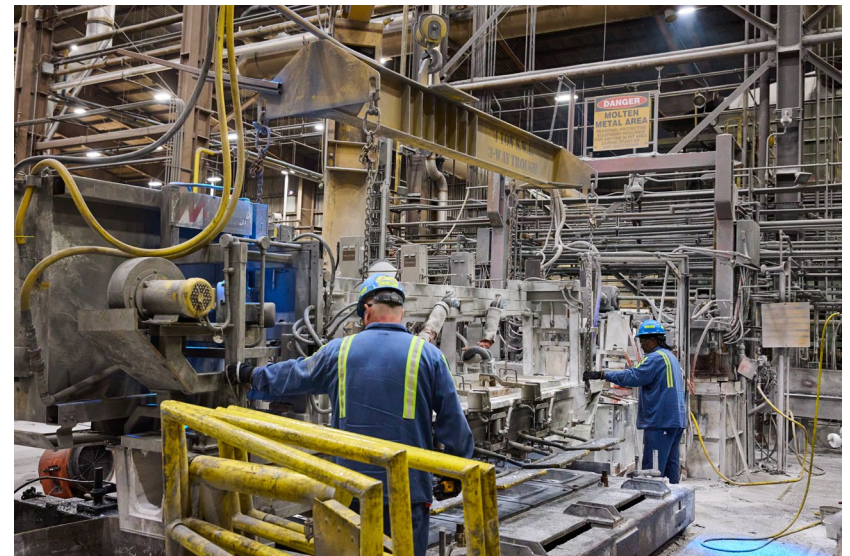
Texarkana Aluminum | Environment

Life Cycle Assessment (LCA)

Understanding the full lifecycle impacts of our products helps Texarkana Aluminum identify where environmental improvements can have the greatest effect. We apply established methodologies to evaluate energy use, emissions, and resource demands across our major production stages to guide responsible product design and operational decision-making.

As part of strengthening our environmental performance, we have conducted our first-ever Life Cycle Assessment (LCA) using our 2024 operational data. This foundational assessment will give us a clearer understanding of the lifecycle impacts associated with our products and will help us identify key opportunities, focus areas, and potential targets for improvement as our sustainability program continues to mature.

This lifecycle perspective supports our alignment with best-practice sustainability standards.



Texarkana Aluminum | Environment

Biodiversity

Texarkana Aluminum evaluates potential biodiversity and ecosystem services risks within its Area of Influence in line with the ASI Performance Standard. Site-level screening, including the use of recognized tools such as IBAT, is used to assess proximity to protected and key biodiversity areas and to inform environmental risk management.



Based on the most recent assessment (2025), the Texarkana Aluminum Facility in Texas was determined to present a **low biodiversity risk**. Should future assessments identify material biodiversity impacts, appropriate management measures, including a Biodiversity Action Plan, will be developed accordingly.



People & Community

At Texarkana Aluminum, our success is built on people, specifically, the individuals who show up every day to keep our operations running safely and efficiently, and the broader community that has supported our growth since restarting the facility in 2018. As we continue to expand, we remain committed to investing in our workforce, strengthening local partnerships, and contributing positively to the Texarkana region.

A People-First Workplace

We view employees as core stakeholders in our sustainability journey. Our priority is to provide a safe, respectful, and supportive work environment where every team member can contribute and grow.

We maintain open communication channels across the facility so workers can raise questions, share concerns, and participate in continuous improvement without fear of retaliation. Our grievance mechanism is outlined in our Employee Handbook and ESG Manual, making it easy for our employees to find and use as needed. From direct supervisor engagement to confidential reporting options, we aim to build trust through transparency and active listening.

'I have the pleasure of claiming that I've been with Texarkana Aluminum since day 1! Watching the plant restart and expand in the past almost 8 years is an indication of TKA's commitment to my career and family, as well as the community of Texarkana.'



ALEXANDRA STAATS
MAINTENANCE SUPERINTENDENT

Texarkana Aluminum | People & Community

Safety & Employee Well-being

Safety is foundational to our culture and deeply embedded in our decision-making. Texarkana Aluminum provides safe and healthy working conditions for all employees, contractors, and visitors through a documented Health & Safety (H&S) Plan that outlines how we identify hazards, implement controls, and evaluate performance over time. As the company has rapidly grown and restarted operations over the past couple of years, strengthening these systems has remained a central priority.

Our workforce plays an active role in building a safe environment through:

- A joint worker management safety committee
- Safety observations and shop level engagement level engagement
- Routine safety training, emergency response drills, and awareness sessions
- Clear access to the Environmental, Health and Safety (EHS) team
- Full stop-work authority

The EHS team reviews all safety feedback promptly, ensures corrective actions are implemented, and communicates updates to keep teams informed.

This shared ownership model helps reinforce a proactive safety culture by encouraging transparent reporting, improving the documentation of safety performance, and enabling us to identify gaps and opportunities that drive future improvements.

Metric	Unit	2025 Data
Total Recordable Incident Rate	TRIR	3.08
Lost Time Injury Frequency Rate	Lost-time cases per 200,000 employee hours	0.17
DART (Days Away, Restricted, or Transferred)	DART cases per 200,000 employee hours	2.56
Workplace Safety & Environmental Inspections Conducted	Number	195
Safe Work Proactive Observations Identified	Number	143
Fatalities (if any)	Number	0
Near-miss Incidents	Number	365
Safety Training Hours	Hours	385 ¹

¹ Safety training hours are estimates based on the number of crews in each department, with each crew receiving one hour of monthly safety training.

² Industry average TRIR of 3.4 and industry average DART of 2.4. Source: bls.gov

Texarkana Aluminum | People & Community

Training & Development

Strengthening the regional manufacturing workforce is central to our long-term sustainability. In 2025, we continued building programs that support training, skill development, and career readiness, including:

- A state-of-the-art skills craft training program for current employees
- Tuition reimbursement and professional development opportunities
- A paid internship program designed to serve as an employment pipeline
- A summer employment program for family members of employees
- Participation in the Chamber of Commerce WorkKeys / NCRC program

These initiatives allow us to attract, develop, and retain the talent needed to support our expanding operations while contributing to broader regional workforce development.



CASE STUDY: Fortifying Talent Through Academic Partnership

In 2024, we launched an **educational partnership with Texas A&M University–Texarkana**, offering full-time employees *discounted tuition, waived application fees, and scholarship opportunities* across undergraduate, graduate, certificate, and micro-credential programs.

The collaboration also provides opportunities for employees to engage with the university on curriculum development and applied learning in industrial and metallurgical engineering, helping build regional talent and ensuring that our workforce is prepared for the evolving needs of the aluminum manufacturing industry. By supporting education and skill development, we strengthen the long-term sustainability of our operations and contribute to a more resilient and knowledgeable community.



Texarkana Aluminum | People & Community

Treating Our Workforce With Respect

We comply with all labor laws and are committed to respecting internationally recognized human rights, guided by the UN Guiding Principles on Business and Human Rights. Our **Human Rights Policy** applies to all employees, contractors, labor agency workers, and key business partners.

Our Human Rights Due Diligence (HRDD) process includes:

- Identifying and assessing potential human rights risks
- Integrating findings into HR, EMS, procurement, and contractor management systems
- Tracking the effectiveness of safeguards
- Maintaining an active human rights risk register and stakeholder map

We promote equal opportunity through hiring, training, and advancement and do not tolerate discrimination or harassment of any kind. We respect workers' rights to organize and comply with all laws governing freedom of association and collective bargaining.

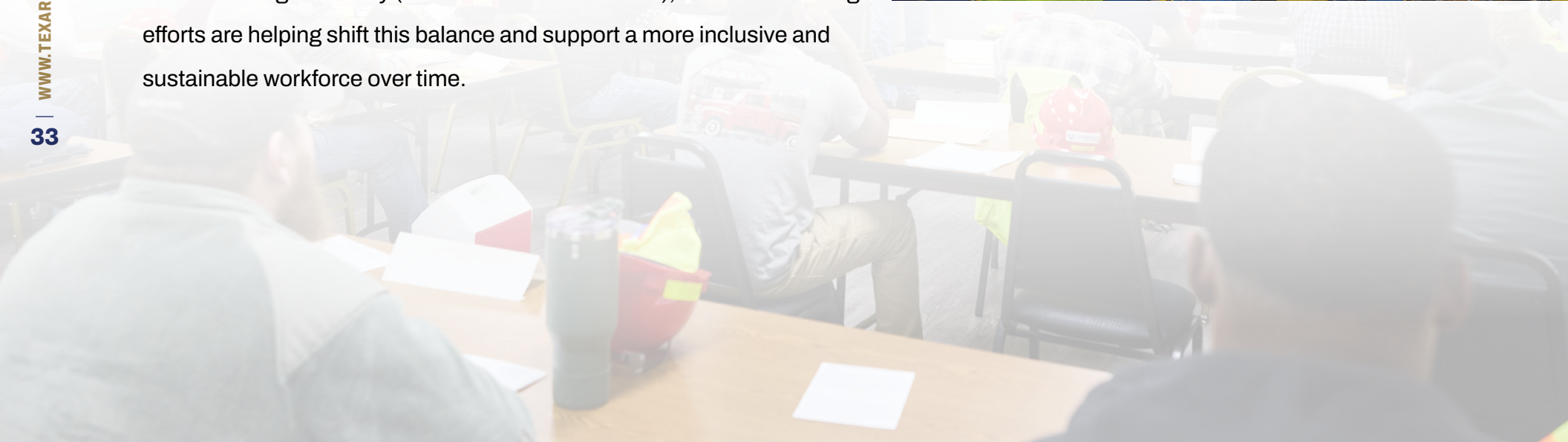


Texarkana Aluminum | People & Community

Workforce Equal Opportunity

Building an equal opportunity workforce focused on attracting and retaining the best talent is an important part of our long-term sustainability and human capital strategy. We have made steady progress in improving gender diversity through our hiring practices, increasing women hires from 5.6% in 2024 to 10.4% in 2025, and reaching 20% year-to-date in 2026. These gains are contributing to broader workforce impact, with women now representing 12.2% of our total employee population.

While women account for approximately 3.51% of the manufacturing workforce in Texarkana (DataUSA) and 16.5% in aluminum manufacturing nationally (Bureau of Labor Statistics), our focused hiring efforts are helping shift this balance and support a more inclusive and sustainable workforce over time.



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Community Engagement

Our local community is essential to who we are, and we remain committed to being a responsible and engaged neighbor. In 2025, our Community Engagement Committee supported local organizations, events, educational initiatives, and charitable activities focused on workforce readiness, youth development, and meeting community needs.

2025 Highlights:

- Supported 25+ community events reaching over 10,000 residents
- Donated more than \$25,000 to local organizations, volunteer projects, and charitable causes
- Partnered with local groups to host on site donation drives
- Supported employee led fundraisers to assist colleagues facing personal hardship
- Over 30 employees volunteered in community outreach on behalf of the company

Community sponsorships and donations follow a clear review and approval process, ensuring transparency, relevance, and meaningful impact.

CASE STUDY

Engaging and Giving Back to Our Community

Texarkana Aluminum actively supports initiatives that create meaningful, positive impacts in our community. In 2025, our employees volunteered at more than a dozen local events, including several focused-on children hosted by The Children's Advocacy Center, as well as a large Alzheimer's Alliance event and National Night Out. In addition to volunteering, Texarkana Aluminum provided financial support to 25 local causes, reflecting our commitment to giving back to the people who support our business and making a tangible difference in the region we share. *"Being part of these events is incredibly rewarding. Every hour our team volunteers and every dollar we contribute helps create real, positive change in our community. We're excited to continue growing our outreach efforts so we can make an even bigger difference for the people and families who make this community so special,"* says Bailey Lassiter, President of the Community Engagement Committee. Through the continued growth of our Community Engagement Committee and other outreach programs, we aim to expand these initiatives further, strengthening relationships, increasing participation, and amplifying the positive impact we have on local residents.



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Local Coordination & Emergency Preparedness

We screen proximity to protected areas using IBAT tools and maintain required ISO aligned management systems when necessary. Furthermore, strong relationships with local emergency responders are essential to ensuring the wellbeing of our workforce and neighbors. We coordinate regularly with fire, hazmat, EMS, and law enforcement agencies to support preparedness and planning.

Additionally, we maintain a Business Continuity Plan and Crisis Management Plan to protect employees, maintain essential operations, and minimize community impacts in the event of a business interruption. Our Emergency Response Plan is available upon request.

Commitment Going Forward

As we continue to grow, we remain committed to building a workplace where people feel valued, supported, and safe as well as to being a strong partner to the communities that support us. Our Sustainability journey reinforces this commitment as we strengthen how we track human rights, community engagement, and workforce development.

Together with our employees and community partners, we are shaping a more resilient and inclusive future for Texarkana Aluminum.



Appendix

About This Report

This Sustainability Report represents Texarkana Aluminum’s inaugural disclosure of environmental, social, and governance (ESG) performance, aligned with the Aluminum Stewardship Initiative (ASI) framework. The report covers the 2025 reporting period (2024 where 2025 data is not available at the time of preparing the report), unless otherwise stated, and applies to the operational boundary of the Texarkana Aluminum facility located at 300 Alumax Drive, Texarkana, TX.

This first edition establishes a baseline for tracking performance and reflects our commitment to transparent, decision-useful reporting that supports stakeholder engagement and continuous improvement. The report has been developed in accordance with ASI Performance Standard guidance and informed by recognized sustainability reporting practices, with input from internal teams and external subject-matter experts.

Forward-Looking Statements

This report may contain forward-looking statements addressing future events and expectations. These statements may include terms such as “aim,” “believe,” “ensure,” “estimates,” “expects,” “goal,” “plans,” “projects,” “should,” “target,” “roadmap,” “will,” “commit,” “commitment” or other similar terms.

While Texarkana Aluminum bases these statements on reasonable assumptions, they are subject to significant known and unknown risks, uncertainties, and changes in circumstances, many of which are beyond our control. Actual results may differ materially from those indicated by these forward-looking statements. Texarkana Aluminum disclaims any obligation to revise and/or update such statements, except as required by applicable law, as well as any liability to any party using or relying on the information in this report.

Aluminum Stewardship Initiative

Texarkana Aluminum is an active member of the Aluminum Stewardship Initiative (ASI) and is progressing toward ASI Performance Standard certification, with a target completion in 2026. This commitment reflects our intent to contribute to ASI’s mission of fostering responsible production, sourcing, and stewardship of aluminum. Our efforts focus on continually improving our operational, social, and ethical practices, and on identifying material risks and opportunities where enhanced performance can deliver meaningful impact.

Additional information relevant to ASI reporting can be found on our website at www.texarkanaaluminum.com.

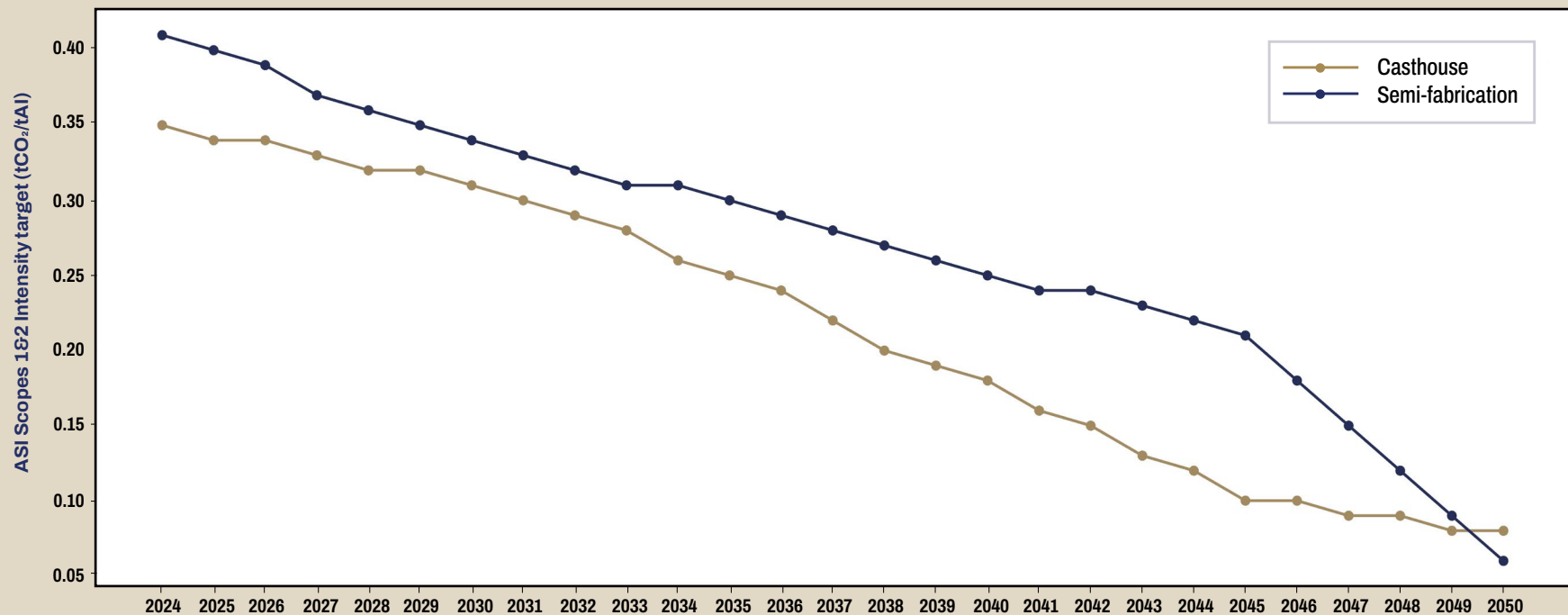
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Data References & Methodology

GHG reduction plan intensity targets

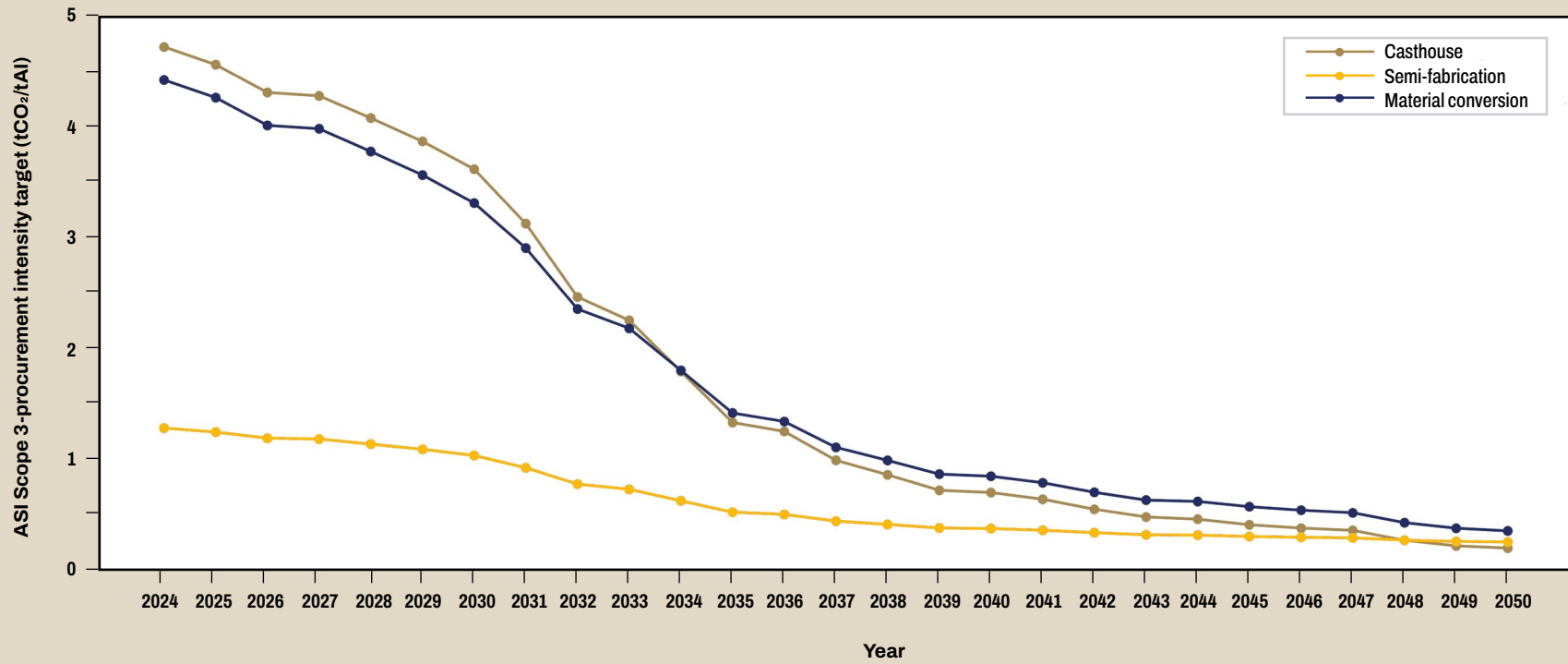
Using the ASI calculation tool, Scope 1 & 2 and Scope 3 procurement intensity targets were developed for the 2024–2050 period. The figures below illustrate the projected annual intensity reduction trajectories across key processes within Texarkana Aluminum. Scope 1 & 2 emissions are shown for casthouse and semi-fabrication operations, while Scope 3 procurement emissions include casthouse, semi-fabrication, and material conversion pathways, providing a comprehensive view of decarbonization across both operational and upstream value chain activities.

Figure 2



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Figure 3





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