

**FIGHTING AGAINST FORCED AND CHILD LABOUR**

**2025 JOINT REPORT BY  
KAISER ALUMINUM CANADA LIMITED,  
KAISER ALUMINUM FABRICATED PRODUCTS, LLC,  
AND  
KAISER ALUMINUM WARRICK, LLC**

The logo consists of a dark red rectangular background. The word "KAISER" is written in a bold, white, italicized sans-serif font at the top. Below it, the word "ALUMINUM" is written in a smaller, white, italicized sans-serif font.

***KAISER***  
***ALUMINUM***

## 1. Introduction

This joint report is issued pursuant the Fighting Against Forced Labour and Child Labour in Supply Chain Act (the “Act”) by the following entities:

- Kaiser Aluminum Canada Limited, an Ontario, Canada corporation (“KACL”),
- Kaiser Aluminum Fabricated Products, LLC, a limited liability company organized under the laws of the State of Delaware, United States (“KAFP”), and
- Kaiser Aluminum Warrick, LLC, a limited liability company organized under the laws of the State of Delaware, United States (“KAW”).

This joint report covers the annual reporting period from January 1, 2025, to December 31, 2025 and provides a summary of the policies and actions implemented by KACL, KAFP and KAW (collectively, the “Reporting Entities”) to assess and manage risks associated with forced or child labor.

The Reporting Entities are driven by their corporate values of being a preferred investment, a preferred supplier, a preferred employer, a preferred customer, and a valued corporate citizen and believe that being “Best in Class” means doing the right thing and conducting business in a safe, ethical, and responsible manner. This involves respecting the rights of individuals and standing firmly against the use of forced labor, including child labor and all forms of human trafficking. Through their Code of Business Conduct and Ethics, as well as Human Rights Policy and Supplier Code of Conduct, the Reporting Entities expect their respective employees, suppliers, contractors, agents, and other business partners to uphold this commitment and adhere to the expectations within the policies, as well as all applicable laws and regulations, as they apply to the protection of human rights.

## 2. Structure, Activities and Supply Chains

### Business

The Reporting Entities are direct and indirect operating subsidiaries of Kaiser Aluminum Investments Company, a company incorporated under the laws the State of Delaware, United States (“KAIC”). KAW is also a subsidiary of KAFP. The Reporting Entities manufacture and sell semi-fabricated specialty aluminum mill products for specific end market applications such as aerospace and high-strength, packaging, general engineering products, automotive extrusions, and other products tailored to specific industry applications.

### Governance

Each of the Reporting Entities is committed to promoting fair business practices and a culture of accountability, responsibility, and ethical behavior. The Reporting Entities are required to comply with all their policies, processes and procedures, in addition to all applicable laws. The executive leadership and board of directors or managers of the Reporting Entities actively oversee and support their long-term growth and sustainability through the development and execution of their long-term business strategy, balanced capital allocation and effective risk management, including matters pertaining to human rights and supply chain risk management.

### Supply Chain

As semi-fabricated aluminum manufacturers, the supply chain of the Reporting Entities involves acquiring aluminum for processing and fabrication into aluminum products, as well as acquiring additional supplies and materials for use in their operations. The Reporting Entities’ direct suppliers are mostly confined to suppliers across North America, with some supplies (primary aluminum and

other alloys and manufacturing equipment) originating from manufacturers within locations such as the European Union, Australia, New Zealand and the United Arab Emirates. For example, in 2025, approximately 74% of all primary aluminum purchased for the Reporting Entities' operations was sourced from Canada, the United States, Australia and New Zealand, with 100% of primary aluminum for KACL originating from Canada.

The Reporting Entities' Supplier Code of Conduct establishes the expectations for suppliers of the Reporting Entities in terms of their compliance with ethical and responsible business practices as outlined in the Supplier Code of Conduct, including the prohibition of forced and child labor, and the expectation of the Reporting Entities that their suppliers will require the same from their supply chain. In addition, each of the Reporting Entities has principal processes and practices in place to assess the integrity of their direct suppliers.

The Reporting Entities generally view the risk of forced or child labour within their supply chains as low, as the majority of the materials they source originate from jurisdictions in North America that have relatively strong human rights and labour protection laws. Nonetheless, as the Reporting Entities enhance their supplier risk assessment and due diligence programs over time, the Reporting Entities expect to gain more visibility into supplier practices and the suppliers' compliance with laws and regulations protecting human rights.

### **3. Policies and Due Diligence Processes**

Each of the Reporting Entities follows policies and processes that work towards managing potential risks associated with both environmental and social-related issues, including risks related to supplier ethical business practices.

#### **Corporate Policies**

The Reporting Entities (i) are committed to respecting, protecting, and promoting fundamental human rights consistent with their corporate values, (ii) recognize the fundamental importance of human dignity and equality and are guided by the principles of the International Bill of Human Rights (the Universal Declaration of Human Rights and the two international covenants) and the International Labor Organization's Declaration on the Fundamental Principles and Rights at Work as they apply to their businesses and operations, (iii) communicate this policy to their respective employees as part of their annual Code of Business Conduct and Ethics training, and (iv) expect their respective employees, suppliers, contractors, agents, and other business partners to uphold this commitment.

In addition to the Code of Business Conduct and Ethics, which provides a broad overview of basic ethical principles that guide the Reporting Entities' conduct, the Reporting Entities have previously implemented other policies that align with the protection of human rights, such as their Human Rights Policy, Supplier Code of Conduct and Conflict Minerals Sourcing Policy. The Reporting Entities' Human Rights Policy reiterates the Reporting Entities' commitment to respecting, protecting and promoting fundamental human rights consistent with the Reporting Entities' corporate values, including support for the rights of children and young workers and expectation for supply chain responsibility. As discussed in more detail below, the Reporting Entities' Conflict Minerals Sourcing Policy prohibits the sourcing of Conflict Minerals, which is defined as cassiterite (from which tin is derived), columbite-tantalite (coltan, the mineral from which tantalum is extracted), gold, wolframite (from which tungsten is derived), and any other minerals determined by the United States Secretary of State to be financing the conflict in the Democratic Republic of Congo and its adjoining countries, including the Republic of Congo, the Central Africa Republic, South

Sudan, Zambia, Angola, Tanzania, Burundi, Rwanda and Uganda (collectively, the “DRC Countries”) originating from the DRC Countries.

#### **Due Diligence Processes**

Each of the Reporting Entities has several processes and procedures in place to strengthen the policies that have been implemented to ensure the protection of human rights and minimize the risk of sourcing from suppliers engaged in forced and/or child labor activities. Below is a summary of the due diligence processes the Reporting Entities currently have in place to help manage human rights-related risks.

- ***Supplier Terms and Conditions***

The Reporting Entities’ standard supplier terms and conditions of purchase incorporate clauses that require suppliers to comply with their Supplier Code of Conduct and Human Rights Policy, as well as all applicable laws.

- ***Conflict Minerals Sourcing/Reporting***

Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (the “Dodd-Frank Act”) imposes reporting requirements on public companies who manufacture, or contract to manufacture, products that use Conflict Minerals. In connection with the Conflict Minerals reporting rules, the Reporting Entities adopted a Conflict Minerals Sourcing Policy in 2015 that prohibits the Reporting Entities from purchasing conflict minerals originating from DRC Countries. In support of the Conflict Minerals Sourcing Policy, the Reporting Entities conduct a due diligence assessment across operations at least annually to confirm that any conflict minerals used in their production process have not originated from any of the DRC Countries. This assessment involves an internal review of the materials that become part of the Reporting Entities’ manufactured products and may include a review of product specifications, purchase records, supplier inquiries, product composition analyses, and other information about such products. Following the Reporting Entities’ assessment, and upon determining that the Reporting Entities had manufactured products containing Conflict Minerals, the Reporting Entities conduct a good faith reasonable country of origin inquiry. The Reporting Entities require any direct supplier that supplies the Reporting Entities with materials that contain conflict minerals to provide a report confirming that the materials do not originate from DRC Countries.

- ***InTouch Confidential Reporting***

The Reporting Entities also provide their respective employees, suppliers, agents, business partners and other stakeholders with an anonymous method of reporting concerns or complaints. The compliance feedback program, InTouch, is designed to allow employees and others to make a confidential/anonymous report of issues that they believe may potentially be in violation of the code of business conduct and ethics, Human Rights Policy, Supplier Code of Conduct Policy or any laws or regulations related to their operations without fear of retaliation. Every report made through InTouch is reviewed/investigated and appropriate remediation actions are taken if warranted. In the 2025 reporting period, 138 reports were received through InTouch and 100% of the reports were reviewed/investigated.

#### **4. Risk Management of Forced and Child Labor in Supply Chain**

The enterprise risk management of the Reporting Entities is incorporated into the enterprise risk management of their ultimate parent company, Kaiser Aluminum Corporation, and reviewed, at least annually, by the board of directors of Kaiser Aluminum Corporation. The most recent review was

completed in March 2026. The topics of discussion include, among other things, the governance structure and compliance training of the Reporting Entities. For the reasons discussed in the Supply Chain section of this report, because the Reporting Entities' direct suppliers are mainly confined to North America, the Reporting Entities generally do not consider forced and child labor a high risk with respect to its direct suppliers.

No risks of forced and child labor were identified amongst the Reporting Entities' direct suppliers in the 2025 reporting period. As noted, the Reporting Entities' Supplier Code of Conduct establishes the expectations regarding the prohibition of forced and child labor, and the expectation of the Reporting Entities that their direct suppliers will require the same from their supply chain. In addition, the Reporting Entities have a compliance feedback program, InTouch, that employees, suppliers and third parties can utilize to report concerns, including concerns regarding the use of forced and/or child labor.

**5. Remediation Measures**

To date, none of the Reporting Entities has identified any specific occurrence(s) where the use of forced and/or child labor has taken place within its operations or amongst its direct suppliers, and, therefore, has not implemented any specific remediation measure or remediation of income loss. The Reporting Entities will continue to monitor employee and supplier compliance with their policies, as well as providing the necessary training and/or communication to ensure their employees and direct suppliers understand their expectations, including prohibition against the use of forced and/or child labor. Such measures may include corrective action plans, including enhanced due diligence, additional monitoring, termination of business relationships with such suppliers, and/or grievance mechanisms.

**6. Employee Training**

In 2025, the Reporting Entities conducted mandatory training via a virtual platform to communicate employee responsibilities and accountabilities under their Code of Business Conduct and Ethics, Human Rights Policy and Supplier Code of Conduct. This training further promoted the use of the InTouch compliance reporting process to report concerns. Additionally, in October 2025, targeted training was provided to Corporate Procurement to enhance education and awareness regarding the importance of developing a sustainable, transparent, and environmentally and socially responsible supply chain.

**7. Effectiveness Measures**

While not aware of any issues or concerns, none of the Reporting Entities has yet established a formalized process or program to formally evaluate the effectiveness of their due diligence or risk management processes related to human rights violations within their supply chains. Over time, as the Reporting Entities continue to develop and advance their programs, they expect to gain additional visibility and transparency across their supply chains to help continue to monitor supplier business activities and report on progress.

**8. Approval and Attestation**

This report was approved by the board of directors of KACL on behalf of KACL, by the board of managers of KAFP on behalf of KAFP and by the board of managers of KAW on behalf of KAW.

**Approval and Attestation by Kaiser Aluminum Canada Limited**

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Kaiser Aluminum Canada Limited. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

For clarity, I have provided the attestation above in my capacity as a director of Kaiser Aluminum Canada Limited and not in a personal capacity.



Jason McCarthy  
Director

*I have the authority to bind Kaiser Aluminum Canada Limited.  
May 27, 2026*

**Approval and Attestation by Kaiser Aluminum Fabricated Products, LLC and Kaiser Aluminum Warrick, LLC**

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Kaiser Aluminum Fabricated Products, LLC and Kaiser Aluminum Warrick, LLC. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

For clarity, I have provided the attestation above in my capacity as a manager and officer of each of Kaiser Aluminum Fabricated Products, LLC and Kaiser Aluminum Warrick, LLC and not in a personal capacity.



John Donnan  
Manager and Executive Vice President, Chief Administrative Officer and General Counsel

*I have the authority to bind Kaiser Aluminum Fabricated Products, LLC and Kaiser Aluminum Warrick, LLC.  
May 27, 2026*