



**Together, we
make impact**



**The Late Amir of Bahrain,
Shaikh Isa bin Salman Al Khalifa**
May God rest his soul in peace



**His Majesty
King Hamad bin Isa Al Khalifa**
The King of the
Kingdom of Bahrain



**His Royal Highness
Prince Salman bin Hamad
Al Khalifa**
The Crown Prince and
Prime Minister

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About This Report

We are very pleased to disclose our Environmental, Social, and Governance (ESG) Report for the year 2022. Strengthening our commitment to our key ESG issues, our stakeholders and operations, in 2022 we elevated the level of focus and action towards managing our environmental impacts, our social responsibility and robust corporate governance.

Our report covers the calendar year ending December 31st, 2022 and provides an overview of Alba's Environment, Social and Governance achievements during the 12 months. The information in this report focuses on the issues that are of importance and significance to all our stakeholders. All information and statements disclosed in this report are in reference to Alba's plant/operations in the Kingdom of Bahrain unless otherwise stated. Deloitte and Touche (ME) has provided limited assurance on our ESG Report in reference to selected environmental and social key performance indicators (KPIs). The assurance statement can be found on pages 98-99 of this Report. DTME is an independent entity from Alba up to and including the point of publication of this report.

ALIGNMENT WITH UN SDGS

A key element of our sustainability strategy is based around aligning our company, business strategy, and operations with practices that will help achieve the UN Sustainable Development Goals (SDGs). The SDGs are an important set of 17 related goals that Alba recognises will help create a more sustainable society, improve quality of life for millions of people, and help ensure a more prosperous future for all. The SDGs offer a targeted, long-term approach to addressing global societal challenges. Achieving them requires collective actions from governments and leading companies around the world. While Alba contributes to all goals, our impact is inevitably greater on some than others.

CAUTIONARY STATEMENT

This report contains statements that may be deemed as "forward-looking statements" that express the way in which Alba intends to conduct its activities. Forward statements can be identified using terminology such as "plans", "aims", "assumes", "continues", "believes", or any variations of such words that certain actions, events or results "may", "could", "should", "might", "will", or "would" be taken or be achieved. Alba has made every effort to ensure the report is as accurate and truthful as possible. However, forward-looking statements by their nature carry inherent risks and uncertainties surrounding future expectations that could cause actual results to differ materially from these projected or implied statements. Such statements are therefore subject to risks that are beyond Alba's ability to control and consequently do not represent a guarantee that events implied in these forward-looking statements will occur.

FEEDBACK

This report has been developed in reference to GRI Universal Standards (2021) applicable across disclosed information. We welcome your feedback on this report. To leave your comments, please use the following links:

-  **Email** IR@alba.com.bh
-  **LinkedIn** <https://www.linkedin.com/company/Aluminium-bahrain>
-  **X** Aluminium Bahrain (@Alba4World)
-  **Facebook** <https://www.facebook.com/Alba4World/>
-  **Instagram** Aluminium Bahrain BSC (Alba) (@alba4world)

A message from our Chairman

Sustainable living is a mindset that we must develop and nurture. A visionary approach and strong leadership are imperative to bring about a responsible change that will drive the actions that impact the environment and the society.

In Bahrain, the concerted efforts of the Leadership to become a sustainable Kingdom is applaudable and noteworthy. The Kingdom of Bahrain has pledged to achieve 'Net Zero Emissions by 2060' and has set a range of ambitious goals in its race towards Net Zero, including a 30% reduction in GHG emissions, doubling tree coverage, and quadrupling mangrove coverage in the Kingdom by 2035.

Being the largest industrial company in the Kingdom of Bahrain, we are fully committed to supporting Bahrain's objectives of Net Zero Emissions by 2060, guided by the six priorities outlined in our ESG Roadmap. As part of this Roadmap, Alba is progressing on important projects such as the plus-6 MW Solar Farm, which will enable us to diversify our energy generation and the Block 4 Project – our response to clean energy – which once operational will add 680 MW capacity to Power Station 5 Complex bringing its name-capacity to more than 2,480 MW and will be a turnaround in our ESG journey as it will reduce our emissions GHG emissions intensity ratio by 0.5x.

Numerous projects addressing waste management, clean energy, emissions control, and decarbonization are also at the lead of our operations. We have also collaborated with various other companies and industries in Bahrain to help us get closer to the goals of decarbonization.

What started as a roadmap to transition into carbon neutrality now influences every aspect of our business. With climate change at the forefront of our minds, we believe that the race to decarbonization can only happen when we work collectively together towards achieving this common objective and today, we are proud to be an inspiring force for other industries in Bahrain.

Aluminium is a future metal. . . from its affordability, durability and infinite recycling properties, this metal plays a key role in the ecological system. And we at Alba, are proud to have evolved in the last couple of years thanks to Line 6 Expansion Project to be one of the largest smelters in the world.

In closing, we are distinct on our purpose as a responsible corporate citizen and are committed to go above and beyond to deliver on our ESG ambitions while fostering value-creation in everything we do.

Khalid Al Rumaihi
Chairman



“**Being the largest industrial company in the Kingdom of Bahrain, we are fully committed to supporting Bahrain's objectives of Net Zero Emissions by 2060, guided by the six priorities outlined in our ESG Roadmap**”

A message from our CEO

Our vision goes beyond the Aluminium we produce or the manufacturing processes we rely on. Our ambition today, being the largest smelter in the world ex-China, is to deliver what is best to our stakeholders: our people, communities, customers and most importantly to the Kingdom of Bahrain.

ESG is not only rooted into our Vision, Mission, and Values, but also is central to our purpose as a Company. One of our biggest steps in this direction in 2022 was the launch of a fully-fledged Environmental, Social, and Governance (ESG) Roadmap in April 2022 to find ways and means towards carbon neutrality in our business all the while grow value in an inclusive society. Our ESG Roadmap comprises 6 strategic priorities: 1) Decarbonisation, 2) Green Energy & Aluminium, 3) Circular Economy & Secondary Aluminium, 4) Employee Welfare, 5) Collaboration & Partnerships and 6) Transparency, Communications & Due Diligence. Furthermore, a special ESG Taskforce Committee was also created to evaluate the ESG-linked initiatives for each of the 6 priorities and monitor the Company's achievements.

As part of Alba's ESG Roadmap, we have embarked on many initiatives in 2022 to reduce our carbon footprint and address climate change -- Power Station 5 Block 4 Project, which will accelerate our ESG transition and enable Alba to reduce its Greenhouse Gas (GHG) emissions once Block 4 is fully operational; securing sustainable financing from one of Bahrain's leading banks for our upcoming Solar Farm Project, which is expected to generate more than 6 MW of clean energy through the installation of solar panels across our premises; the first Company in Bahrain to refinance its existing syndicated loan of c. US\$1.247 Billion tied to 3 sustainability linked targets: Total Waste Recycled (Solid Waste), Training Hours and Lost Time Injury Frequency's Incident Count; and commitment to planting 6,000 trees per year along with supporting the restoration of mangrove forests in Bahrain.

Sustainability is an essential part of who we are as a responsible corporate citizen in the Kingdom Bahrain. Today, we must re-think our every move to deliver on our ESG goals in order to make a difference and generate a positive social impact for all our stakeholders. Our work will always be guided by our purpose driven culture that is

focused on long-term value creation for our stakeholders and the society we operate in.

Ali Al Baqali
Chief Executive Officer (CEO)

“**Today, we must re-think our every move to deliver on our ESG goals in order to make a difference and generate a positive social impact for all our stakeholders**”





01 ESG at Alba

Key Highlights and Performance

Safety, Health & Environmental Responsibility

OCCUPATIONAL HEALTH & SAFETY



- Alba launched 'Back to Core Basics,' a CEO-led mini plant-wide campaign with panel discussions to emphasize safety principles and enhance practices.
- Alba received the 2022 Gulf Aluminium Council (GAC) Health & Safety Award, recognizing its commitment to safety and leadership in prioritizing health and safety practices.
- Alba earns 6 major international safety awards from the National Safety Council (NSC) USA for 2021.
- Ramadan Safety, Health, and Environment (SHE) Campaign in April 2022, 'Responsible at all times', aiming to promote safety, health, and productivity during the Holy Month.
- Alba made history in September 2022, by surpassing 30 million safe working hours without Lost Time Injury (LTI).

ENERGY & CLIMATE CHANGE



- Alba backed the Ras Sanad Mangrove Nursery Project as part of the 'Forever Green' National Campaign, contributing BHD134,000 to support biodiversity protection efforts.
- Alba successfully concluded the financial closing for Block 4 of Power Station 5 (PS5), adding 680.9 MW and raising the capacity of PS5 from 1.8 GW to over 2.4 GW.
- Alba's CEO, Ali Al Baqali, highlighted the company's commitment to Bahrain's Net Zero Emissions by 2060 at the 'International Aluminium 2022' Conference, where he led the company's delegation.
- Alba and Mitsubishi Heavy Industries signed an MoU to explore carbon capture opportunities, aiming to reduce Alba's plant emissions.
- Alba commissions its first ever comprehensive biodiversity study for operations in Bahrain.

Social & Community Impact

EMPLOYER OF CHOICE



- Alba held a Family Day at Adhari Park in December 2022 for employees and their families, offering entertainment, food stalls, and health and safety activities.
- Alba's 18 female employees were applauded for completing a Leadership Development Programme, aimed at enhancing their leadership skills and promoting equal opportunity.
- Alba's CEO awarded 65 employees for the completion of Industry 4.0 training courses, underscoring the company's commitment to digital transformation.
- Alba announced 607 employee promotions for 2021–highest ever in Alba's history.
- In March 2022, Alba held an award ceremony to honor its long-serving national employees, recognizing their contributions to the company's success over the years.

LOCAL COMMUNITY INVESTMENT & DEVELOPMENT



- Alba wins 'Volunteer Service Award' from INJAZ Bahrain for the second consecutive year
- Alba signed a MoU with Bahrain Polytechnic to develop higher educational opportunities for Bahraini nationals.
- Alba reaffirmed commitment to Bahraini youth development as CEO Ali Al Baqali met with students undergoing On-The-Job training (OJT) programs, emphasizing their role in the company's growth.

Governance & Management

BUSINESS ETHICS & RESPONSIBLE SOURCING



- Alba and Mitsubishi Power signed a long-term service agreement for a new 680.9 MW gas turbine power block, leveraging Mitsubishi's technology to ensure efficient and reliable power supply.
- Alba wins Leading Corporate for Investor Relations (IR) and Best Investor Relations Professional - Bahrain at the 2022 MEIRA Conference and Awards.
- Alba emphasized the importance of collective cooperation for sustainable aluminum production at the Gulf Aluminium Dinner 2022.
- Alba has chosen EtaPRO to use Digital Industry 4.0 and AI to enhance its power stations' performance and accelerate its digital transformation.

ECONOMIC IMPACT & SUSTAINABLE GROWTH



- Alba achieved a record-breaking production of 1,600,111 metric tonnes in 2022, marking a 2.5% increase from the previous year and setting a new historic high.
- Alba has launched its plant wide ESG Campaign, 'A Journey, Not A Destination,' aimed to reinforce the six priority areas outlined in Alba's ESG Roadmap.
- Alba and BAPCO formed a pioneering alliance to drive Green and Sustainable Industrial Development, promoting knowledge sharing and collaboration on ESG initiatives aligned with Bahrain's national commitment to Net Zero.
- June 2022, Alba hosted a delegation of Bahrain Association of Banks to present its ESG roadmap and further ESG goals in alignment with Bahrain's Net Zero Emissions by 2060.
- Alba secures the top spot among listed companies in Bahrain for its exceptional Environmental, Social, and Governance (ESG) performance, according to ESG Invest, making it a leader in sustainability.
- Alba becomes the first company in Bahrain to refinance its US\$1,247,475,000 existing syndicated loan with sustainability-related targets.

Awards

Alba was proud to receive several prestigious awards in 2022, in recognition of our sustainability work, including:



The British Safety Council's International Safety Award



Royal Society for the Prevention of Accidents (RoSPA) Gold Medal Award for the ninth consecutive year



Recognised as **the top company in Bahrain on the Environmental, Social and Governance (ESG) ratings list by ESG Invest** – the investment research arm of Sustainability Excellence



A **'Gold' Green World Award** and a **Green World Leader 2022 Award** at the Green Organisation's Green Apple Awards, Palace of Westminster, London, UK on 21 November 2022.



Six (6) major National Safety Council (USA) awards for 2022: **Safety Leadership Award, Significant Improvement Award, Perfect Record Award, Occupational Excellence Achievement Award, Milestone Award and Million Work Hours Award**



Volunteer Service Award from INJAZ Bahrain for the second year in a row



Gulf Aluminium Council (GAC) Health and Safety Award 2022

KPIs


BHD 2.6m
 in Environmental Conservation Projects



Zero
 Fatalities (both contractors and employees)


100%
 of Alba's Assets are ISO 14001:2015 Certified


1.6m MT
 Total Production


US\$6m
 Savings Resulted from Dross Recovery and Reuse


BHD 1,841m
 in Revenues



 SOx Intensity Dropped (YoY) by
37.9%


175
 Average Training Hours per Employee


31.4m
 Safe Working Hours without LTI on 02 October 2022


85%
 Nationalization Rate


\$115m
 Achieved cost savings


99.86%
 Metal Purity


BHD 228m
 Local Procurement Spending



ASI
 Membership Certification


BHD 1.7m
 Community Investment


Zero
 Oil Spills


Zero
 Incidents of Corruption


7%
 Recycled Water as % of Total Water Consumed


 Reduced Hazardous Waste Generation (YoY) by
100 %


BHD1.9m
 Revenues Generated from Sales of Recycled Materials



15.29
 kWh/kgAl Energy Intensity Ratio


81
 New Hires


100%
 Return to Work from Parental Leave


BHD416m
 Net Profit


Zero
 Security Breaches


20%
 of Board Seats are Occupied by Women


1
 LTI



 GHG Intensity Ratio below
8 tCO2e/tAl


21%
 Youth Employment



202
 Training Hours Delivered on Human Rights


100%
 of Employees Receive Performance Reviews


2%
 Staff Turnover


23 MWh
 Produced Electricity


48%
 Local Procurement


3%
 Reduction in GHG Emissions Intensity


100%
 of Workforce Represented in Joint Management-Worker H&S Committees


1,877
 Health and Safety Audits

Our Business and Value Chain

Alba's business strategy is based on inclusive value. We aim to increase Alba's value by expanding our operations while reducing costs and improving our efficiency. Continual improvement throughout our operations will support our organic and sustainable growth, which in turn leads to expansion.

Controlling our costs has become increasingly important, especially amidst market volatility and sustainability-related challenges. We do so mainly by implementing cutting-edge technologies in our operations and by recycling materials for reuse in industrial processes. Such actions help us

fulfil our strategy by maximizing shared value for all our stakeholders. Alba relies on third-party suppliers for its major raw materials such as alumina green petroleum coke and natural gas, as well as on various vendors for spare parts and consumables. Alba's supply chain comprises third-party raw material providers, contractors, equipment providers, and logistics partners. Many of our suppliers are local and small-medium sized enterprises, though we also source major raw materials from many worldwide locations, including Australia, China, Europe, and South America.

Business Model

With more than 1.6 Million Metric Tonnes per annum production (2022), and a net profit of 416 Million BHD in 2022, we own and operate the largest smelter in the world ex-China, with more than 50 years of excellence in Operations, Safety, Environment and Socio-Economic Development. Our business line is primarily involved in the production of high-quality Aluminium products in the form of Standard and Value-Added Products (VAP), which are exported to more than 240 global customers through its sales offices in Europe (Zurich), Asia (Hong Kong & Singapore) and subsidiary office in the U.S. Aluminium Bahrain (Alba) is dual listed on Bahrain Bourse and London Stock Exchange and its shareholders are Bahrain Mumtalakat Holding Company B.S.C. © (69.38%), SABIC Industrial Investments Company (SIIC) (20.62%) and General Public (10%). Alba holds globally

recognised certifications such as ISO 9001, ISO 14001, ISO 27001, ISO 45001, IATF 16949:2016, ISO 22301:2012 Business Continuity Management System (BCMS) and ASI Performance Standard Certification and Ecovadis Certification.


As the first Aluminium smelter in the Middle East, Alba has been a major contributor to the social, industrial and economic development of the Kingdom of Bahrain. Alba sits at the heart of a thriving Aluminium downstream sector in Bahrain, which accounts for approximately 12% of the Kingdom's GDP. 25% of our production is sold to Bahrain's downstream customers, with the remaining products exported to customers across 52 countries. Our international business activities are supported by our Sales and Marketing offices in our Bahrain headquarters, as well as our offices in Hong Kong, Switzerland, Singapore, and the United States.



Bahrain Mumtalakat Holding Company
69.38%



SABIC Industrial Investment Company
20.62%

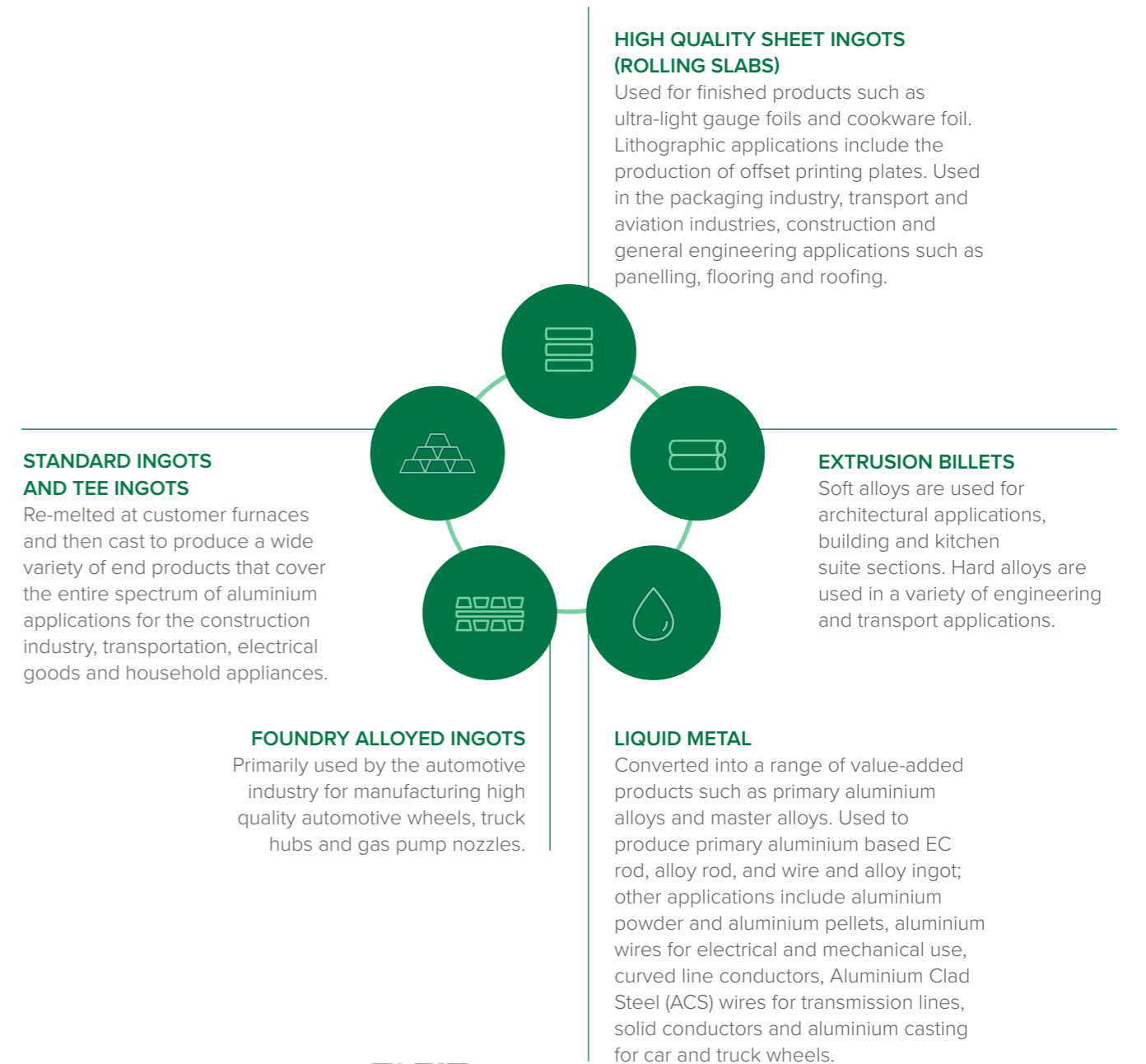


General Public
10%

Our Products

Aluminium is an enabler to sustainable economic development as it is one of the most efficient and sustainable materials in the world. This is due to its light weight, strength, durability, and ability to be infinitely recycled. At the end of their lifecycles, most of our aluminium products can be fully recycled. Aluminium-based products are therefore essential enablers of a low-carbon future, offering energy-efficient, carbon-saving solutions across transportation, construction, food and pharmaceuticals.

Using a variety of natural resources and sustainable materials, we also create high-quality aluminium products that add value to Bahrain's economy, society and our customers' industrial processes. Our products are used in a wide variety of applications, such as building suite sections, aluminium wires for electrical use or transmission lines, automotive wheels, gas pump nozzles, electrical goods, household appliances, aviation construction, and many more.



To know more about our Products' Portfolio, please scan the QR code

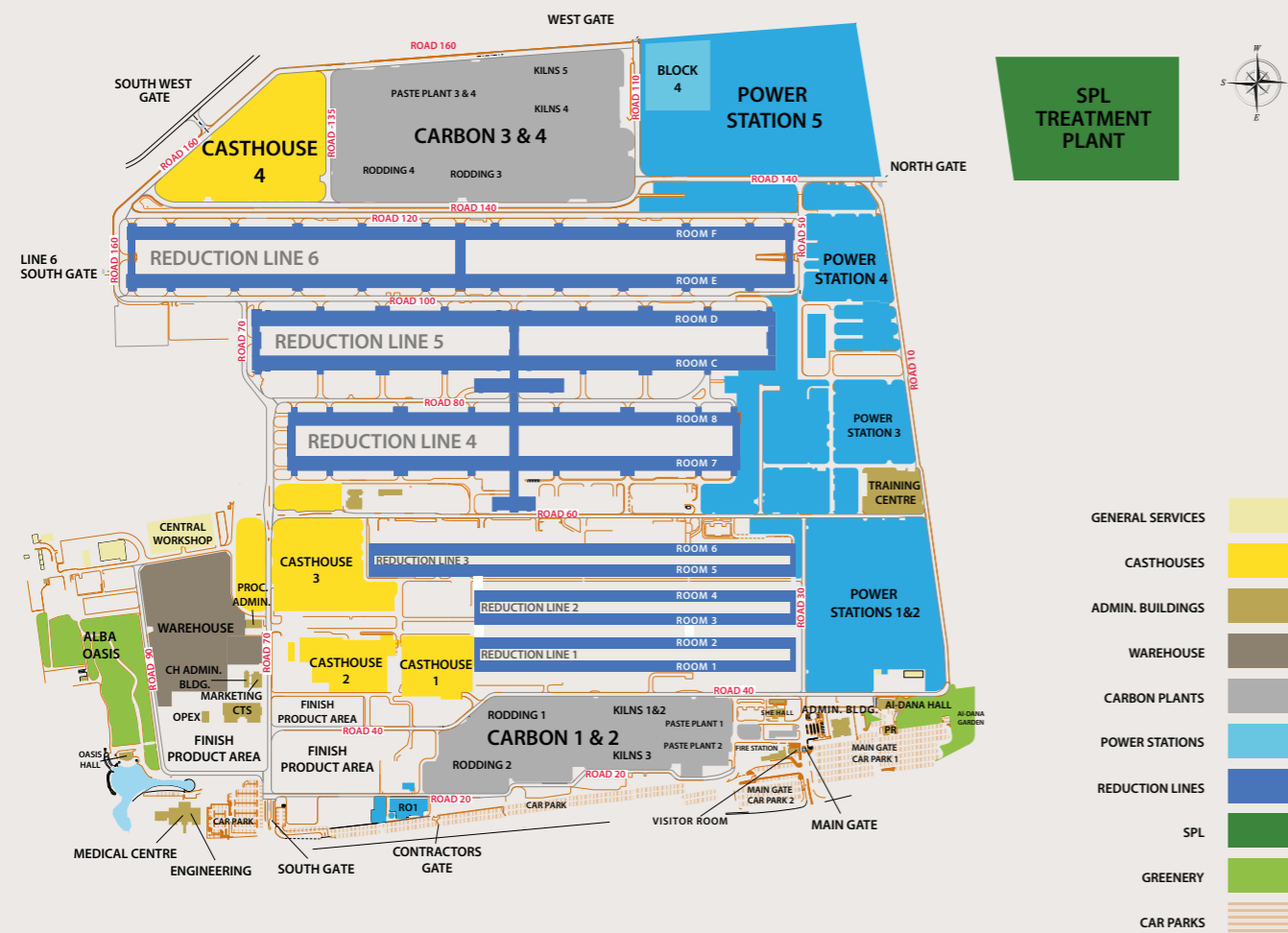


Our Operations

At Alba, our core business operations involve our smelter facility to produce Aluminium. Our other facilities and operations include:

- Six (6) reduction lines for smelting (potlines - these are the electrical circuits connecting the individual pots or cells in series and where the aluminium reduction takes place)
- Three (3) Power Stations (PS)
- Three (3) cast houses (where the molten aluminium is cast (cooled) into the various forms such as ingots, extrusion billets or rolling slabs)
- Four (4) carbon plants (where the anodes are produced and 'rodded')
- Spent Pot Lining (SPL) Recycling Facility
- Port facility, including coke calciner (for production of high-quality calcined petroleum coke), desalination plant and jetty
- Other facilities, such as engineering/maintenance workshops, material storage administrative offices

ALBA'S MAP





02 Our ESG Roadmap

Our ESG Roadmap

In 2022, our CEO launched Alba's new ESG Roadmap, setting out the company's journey and commitment to achieving ESG excellence. Through our new Roadmap, we aim establish a purpose-driven culture focused on long-term value creation for its stakeholders and wider society.

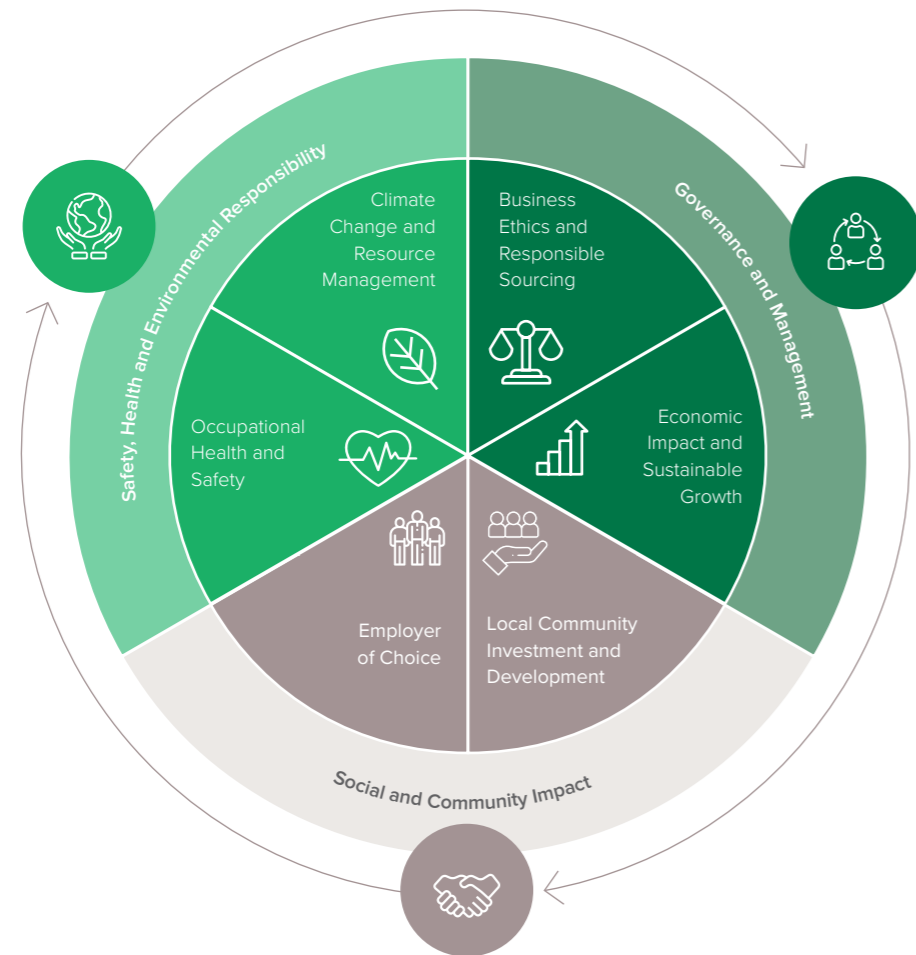
Our current sustainability framework is founded on the pillars of sustainable development. We understand that responsible business practices, efficient use of resources, and minimizing our environmental impact contribute to our long-term business goals. Focusing on these areas creates value, drives longevity, and protects the best interests of Alba's stakeholders. We acknowledge that climate change and resource scarcity are hot topics today and affect businesses worldwide. Our commitment to sustainability provides us with a competitive edge in a marketplace that increasingly values strong ESG performance.

We are committed to:

- Decarbonisation across our operations
- Energy efficiency across our operations
- Prioritizing corporate responsibility and ESG considerations at the highest decision-making level
- Developing and nurturing our people to ensure they are prepared for the challenges of the future and that Alba remains an employer of choice.
- Uplifting local communities and the underprivileged
- Promoting sustainability throughout our industry, supply chain, community, and local environments

Developing the ESG Roadmap helps us support the Kingdom of Bahrain's national commitment to become Net Zero by 2060, as well as the Net Zero carbon targets set during the COP26 summit in 2021; constructing a pathway for decarbonizing our key processes in power generation and aluminium smelting; readying ourselves for and responding to the EU's emerging carbon border adjustment mechanism (CBAM); and helping meet the increasing demands from customers to provide aluminium products at a lower carbon footprint ("greener aluminium") and with an increased recycled aluminium content. Our efforts towards these common goals are set out in this report.

Our management approach to sustainability is aligned with traditional business objectives, such as being an employer of choice, managing risk, preserving continuity, and sustaining growth. Key aspects of this approach include assessing ESG risks and opportunities, lifecycle impacts and sustainability performance, as well as communicating our mission and vision. Through ongoing engagement and dialogue with all key stakeholders, we develop strategies that serve their needs and best interests. We continuously measure and improve the effectiveness of our management approach by assessing broader sustainability-related trends and risks, as well as opportunities and developments that can affect our business strategies and operations. A key element in our approach is using sustainability specific KPIs and targets to measure, improve, and communicate our performance.



Our ESG Roadmap Pillars

In 2022, Alba engaged an external ESG specialist to identify and develop six ESG pillars (our ESG priorities) and 20 ESG glidepaths (ESG initiatives). These ESG priorities were approved by Alba's Board of Directors in February 2022 and rolled-out across Alba's plant-wide operations in April 2022.

OUR SIX ESG PRIORITIES ARE:

- 1**  **Decarbonization:** reducing greenhouse gas emissions from existing and future processes within Alba's operational control (e.g., efficiency improvements, technology upgrades).
- 2**  **Green Energy and Aluminium:** leveraging renewable energy (e.g., solar, wind, etc.) and renewable energy market mechanisms (such as power purchase agreements and renewable energy certificates) to reduce greenhouse gas impacts.
- 3**  **Circular Economy and Secondary Aluminium:** the integration of post-consumer (e.g., municipal waste, wheels, etc.) and/or post-industrial (e.g., scrap, etc.) primary and secondary materials into existing processes.
- 4**  **Employee Welfare:** ensuring Alba employees feel valued and safe in their working environment, and are supported by their employer mentally, physically, and emotionally.
- 5**  **Collaborations and Partnerships:** establishing strategic partnerships (e.g., with universities or associations) and mutually beneficial relationships (e.g., with communities, government, etc.) to advance Alba's ESG roadmaps.
- 6**  **Transparency, Communications and Due Diligence:** developing a governance structure (e.g., policies, procedures, etc.) and actions (e.g., risk assessments, supplier evaluations, etc.) to ensure consistent, competitive, and ambitious ESG communications with key internal and external stakeholders (e.g., reporting, newsletters, etc.)

ESG ROADMAP FOR ALBA'S RACE TO NET ZERO

- | | |
|---|--|
|  Decarbonization | <ul style="list-style-type: none"> ■ Energy Management System (EMS) & Power Station Efficiency ■ Afforestation & Reforestation ■ Inert Anode Technology ■ Hydrogen ■ Carbon Capture & Storage (CC&S) Carbon Offsets |
|  Green Energy and Aluminium | <ul style="list-style-type: none"> ■ On-site Solar ■ Government Collaboration |
|  Circular Economy and Secondary Aluminium | <ul style="list-style-type: none"> ■ Securing Recycled Materials ■ Securing Recycled Infrastructure ■ Partnership with International Recycler |
|  Employee Welfare | <ul style="list-style-type: none"> ■ Employee Satisfaction Assessment ■ Community ESG Training ■ Equal Opportunity Employment |
|  Collaborations and Partnerships | <ul style="list-style-type: none"> ■ Green Financing ■ University Collaboration |
|  Transparency, Communications and Due Diligence | <ul style="list-style-type: none"> ■ ESG Due Diligence |

In developing our ESG, we have assessed our competitors' ESG efforts for categories that are important to the aluminium industry, including products, processes, certifications, formalized carbon-neutral initiatives, affiliations, public reporting, and sourcing requirements. With guidance from the ESG specialist and in the context of Alba's current operations, we also assessed our customers' needs, analysed market regulations, and benchmarked peers' sustainability efforts. We also completed an ESG Initiatives benchmarking assessment, aligning initiatives with GRI and SASB standards.

The ESG initiatives that we have developed from this process are specific actions that support the advancement of one or more of our ESG priorities. Alba's managers were selectively assigned as champions to each of the initiatives and with assistance from an external ESG specialist a forward-looking action plan has been designed for each initiative, each of which has its own unique benefits and challenges. We will prioritize or deprioritize some of these initiatives (or add others) as more information is gathered over future months and years. The priorities and specific initiatives will be reported to Alba's Board on a quarterly basis. The ESG Roadmap will also be reviewed and revised as we evaluate initiatives based on their financial and operational feasibility and their level of impact, and as needed based on the outcomes of Board meetings. Any revisions will be communicated to Alba's employees and key stakeholders accordingly.

ALIGNMENT WITH [BAHRAIN VISION] KINGDOM OF BAHRAIN ECONOMIC VISION 2030

Since its inception, Alba has invested in numerous environment, sustainable and socio-economic development projects that have had a positive impact on society. Recent projects, such as the first-of-its-kind US\$37.5 million zero-waste Spent Pot Lining Treatment Plant and the upcoming 5–7 MW Solar Farm Project are tangible efforts to meet the goals of Bahrain’s Economic Vision 2030 and the Net Zero Carbon targets led by HRH the Crown Prince and Prime Minister of Bahrain.

For further information about our ESG Roadmap, please refer to our website: Alba’s ESG Roadmap - [Aluminium Bahrain \(Alba\) \(albasmelter.com\)](http://Aluminium Bahrain (Alba) (albasmelter.com))



Materiality Assessment

The principle of common but differentiated responsibilities is Alba’s foundation for an inclusive society. Looking beyond economic values, we are committed to connecting with our various stakeholders within the value-chain (employees, local community, investors, suppliers, and clients) and bridging gaps to create better businesses. Alba aims to contribute to Bahrain’s economy, for example through boosting GDP and national sustainability initiatives, as well as making a meaningful, positive impact on environmental, social and governance issues in the local community.

During the development of our ESG Roadmap in 2022, a set of material issues were initially identified to help inform our pillars and planned actions. In 2023, we conducted a peer review across material issues to validate our topics in line with the International Aluminium Institute (IAI), Bahrain’s Economic Vision 2030 and materiality

disclosures published by our major clients and vendors in 2022. Taking this into account and the compiled views, expectations and influence of around 100 stakeholders regarding ESG issues, the material issues for Alba’s 2022 ESG Report were prioritised and ranked in terms of importance and impacts. For the 2023 Reporting Year, we aim to re-visit our material topics via a new assessment in accordance with the 2021 GRI Universal Standards, to better understand and measure the significance of internal and external impacts of our material issues on stakeholders and our business.

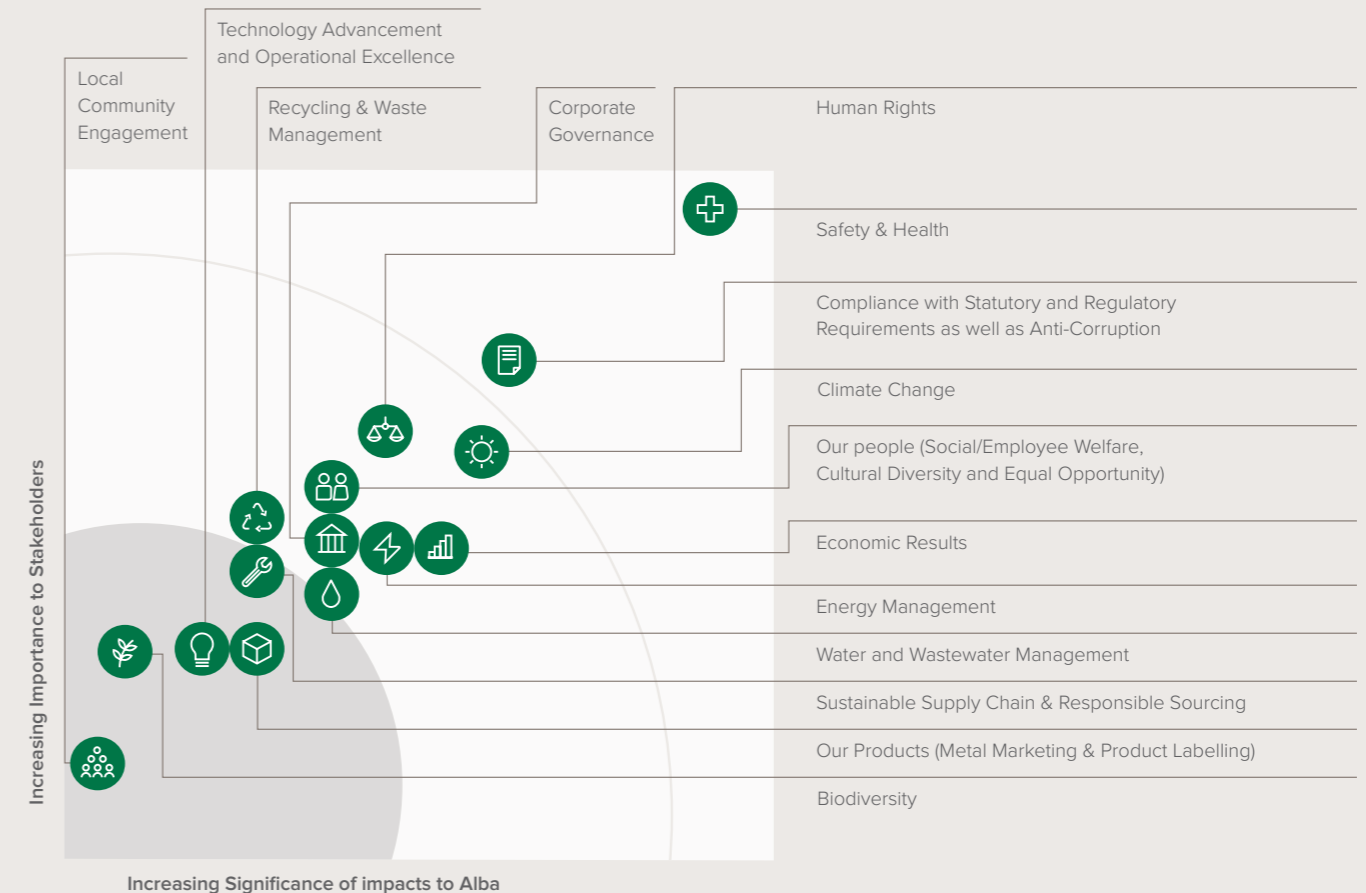
During the preparation of the 2022 ESG Report, there were no material changes to the reporting boundaries.

A Journey, Not a Destination

Our plant-wide campaign, launched in June 2022, was developed to reinforce the six pillars of the company’s new ESG Roadmap. As part of the campaign, Alba joined with other smelters in the GCC countries to hold a full week of safety and ESG activities under the umbrella of the Gulf Aluminium Council. Morning sessions involved presentations to employees on relevant topics such as preservation of water resources, selection of contractors based on ESG framework, responsible sources and combating heat exhaustion during the summer season. An average of 350 employees attended each session via a hybrid format. The afternoon sessions then saw inter-departmental competitions between 12 teams designed to promote an ESG culture throughout Alba and a revision of Alba’s Code of Practice (ACOP).



Materiality Matrix





03 Environment

Aluminium is an essential raw material for the world’s industries, existing in the products and services we use in our everyday lives. As one of the largest Aluminium smelter in the world , we recognise the importance of our environmental impacts. We seek to ensure that all negative impacts are mitigated, and we lead by example as environmental stewards in our industry and in the Kingdom of Bahrain.

2022 HIGHLIGHTS

- BHD 2.2 million in Environmental Conservation Projects
- 100% of Alba’s Assets are ISO 14001:2015 Certified
- SOx Intensity Dropped (YoY) by 37.9%
- Reduced Hazardous Waste Generation (YoY) by 100 %

MATERIAL ISSUES

- Climate Change (Decarbonisation)
- Energy Management
- Water and Wastewater Management
- Recycling and Waste Management
- Biodiversity

2023 COMMITMENTS

1. Progressing with Power Station 5 Block 4
2. Progressing with Alba Solar Farm

WIDER CONTRIBUTION

TARGETS:

6.4, 7.2, 7.3, 12.4, 12.6, 13.2, 15.1

For definitions of these targets, see [Alignment with SDG Targets](#)

Kingdom of Bahrain Economic Vision 2030



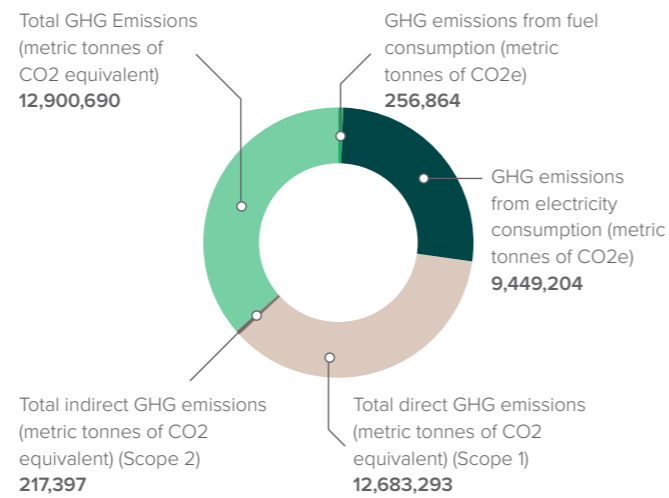
Climate Change (Decarbonisation)

We adhere to the Kingdom of Bahrain’s national strategy for Climate Change, championed by HRH the Bahrain Crown Prince and Prime Minister. The strategy is designed to achieve a 30% reduction in GHG emissions by 2035. Our ESG roadmap sets out the path we seek to achieve Net-Zero by 2060.

We have developed a robust monitoring and recording mechanism to capture the GHG emissions from across our operations for scopes 1 and 2. This is in accordance with the standards of the Intergovernmental Panel on Climate Change (IPCC) and International Aluminium Institute (IAI) guidelines that stipulate the mechanism of calculating GHG emissions in the aluminum industry. We are currently looking into better understanding the activities defined within our scope 3 emissions, and the approach we can use to better engage with and access representative data within our supply chain. GHG emissions are calculated based on operational data from Alba plant and Calciner Plant monthly, taking into consideration official figures on metal production, combustion fuel, packing coke, pitch volatiles, soda ash addition, calcination process, anode consumption and PFC emissions. Our calculation methods are checked and verified every 18 months by Aluminum Stewardship Initiative (ASI) auditors, annually by our independent ESG Report auditors, and every 5 years by an independent consultant for Lifecycle Assessments. Over the last three years, our total GHG emissions have been increasing minimally with 2022 resulting in a 1.2% increase on the previous year.

In 2021, we commissioned the new Power Station (PS) 5, switching off Power Stations 1 and 2, which resulted in improvements to power generation efficiency and the overall GHG intensity level to reduce from 7.96 tCO2e/tAl in 2020 to 7.68 tCO2e/tAl in 2022, representing a 3.5% reduction. Additionally in 2022, we achieved higher aluminum production throughput with lower energy consumption by introducing a Forced Cooling Network in reduction lines 4 and 5.

GHG EMISSIONS 2022 BREAKDOWN



GHG EMISSIONS

	2020	2021	2022
GHG emissions from fuel consumption (Metric Tonnes of CO2e)	256,000	254,866	256,864
GHG emissions from electricity consumption (Metric Tonnes of CO2e)	9,286,921	9,278,011	9,449,204
Total direct GHG emissions (metric tonnes of CO2 equivalent) (Scope 1)	12,163,684	12,364,993	12,683,293
Total indirect GHG emissions (metric tonnes of CO2 equivalent) (Scope 2)	224,091	138,807	217,397
Total GHG Emissions (metric tonnes of CO2 equivalent)	12,387,774	12,503,800	12,900,690
GHG emissions intensity ratio**	7.96	7.92	7.68

** GHG Intensity Ratio is per tonne of Net finished Product. Direct emissions (Scope 1) and Indirect emissions (Scope 2) are included in the GHG Intensity ratio calculation.

We follow the calculation methods and approaches set by international standards and guidelines such as those of the IPCC, American Society for Testing and Materials (ASTM) International, the IAI, and the US Environmental Protection Agency (US EPA). We quantify and report on our air emissions on a regular basis to local authorities in line with local legislation. NOx, SO2, Total Fluoride, Total Particulate, and Volatile Organic Compounds emissions have been reported in tonnes and intensity ratio's (kg/tAl). These emissions are generated from different sources across

Alba’s smelter based on direct measurements of pollutant concentrations, and then converted to a quantity based on the volume flow rate from the respective sources and the measuring period for each pollutant. We rely on ASTM and US EPA standard procedures for source sampling, analysis and calculation standards. For the 2022 reporting year, the 2020-2022 figures for NOx, SOx, VOC’s, Fluorides, PFC’s, Particulate emissions and SOx Intensity have been updated as the calculation method was extended to include the entire plant-wide operations.

NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS

	2020	2021	2022
NOx (metric tonnes)	10,374	9,443	10,056
SOx (metric tonnes)	21,021	26,199	16,819
VOC (kg/t Al)	0.0639	0.0574	0.0312
Total fluorides (metric tonnes)	672	893	891
PFC (both potlines) (kg/t Al)	0.017	0.023	0.032
Particulates emission (kg/t Al)	1.09	1.29	1.26
SOx Intensity (kg/t Al)	13.6	16.9	10.5



MoU with Mitsubishi Heavy Industries Ltd


In 2022, Alba entered a Memorandum of Understanding (MoU) with Mitsubishi Heavy Industries Ltd (MHI) with the aim of further reducing emissions. The MoU – the first of its kind with an Aluminium producer – will lay the foundations for a feasibility study on utilizing technology developed by MHI Group in collaboration with Kansai Electric Power Co. to capture CO₂ from flue gas. If implemented, this will reduce Alba’s plant emissions and aid the company’s decarbonization efforts.

Energy Management

In 2022, we have been implementing a new 5MW solar project. In 2021, a Public Tender was issued for the supply and installation of solar panels for a new solar farm project. The project aims to help Alba diversify its energy sources and adopt clean energy in line with the Kingdom of Bahrain's Economic Vision 2030 and its green/renewable energy targets. The solar farm, due to be commissioned in 2023, will have a capacity of more than 5 MW when completed and will cover an approximate surface area of 37,000 square meters. spread over operational areas, car parks and the Alba Club.

The fuel used across our operations consists largely of natural gas for electrical power generation, part of which is exported to Bahrain's National Grid as part of an exchange program, and in part for firing the furnaces (i.e., heating). Diesel and Gasoline are used across our operational vehicle fleet. At Alba, heating, cooling and steam energy are not sold or exported. In 2022, our total energy consumption was 173,889,485GJ, representing a 1% increase on the previous year. This constitutes the energy generated and consumed within our operations in addition to the natural gas used for heating and the energy from Diesel and Gasoline.

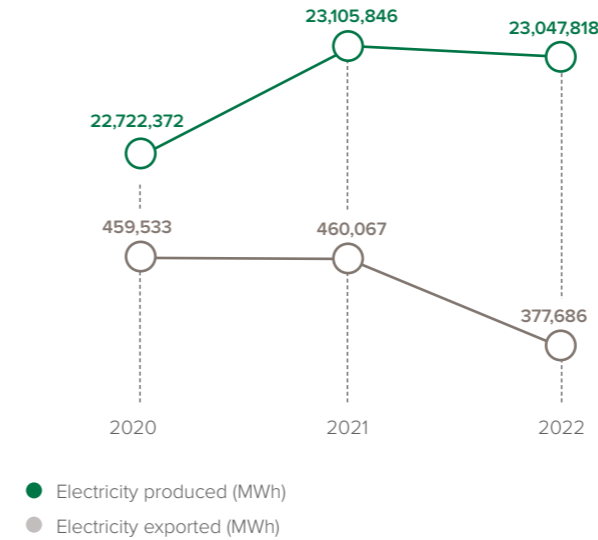
The natural gas consumption data are based on monthly invoices from Tatweer Petroleum (national gas supplier) and similarly, fuels consumed for vehicles are based on actual consumption figures provided by Bahrain Petroleum Company (BAPCO) through Alba's Central Workshop. Power consumption figures are based on metered electrical power that is monitored by our control systems. Fuel volume is converted to energy based on standard conversion factors from reliable web sources. Energy Intensity Ratio uses energy consumption both internal and external to our operations, and is measured per tonne of Aluminium produced (tAl). The types of energy included in this ratio are for fuel (natural gas, diesel, and gasoline) and electricity (indirect/imported).


37,000
 square meters in the
 solar farm progressing in 2023

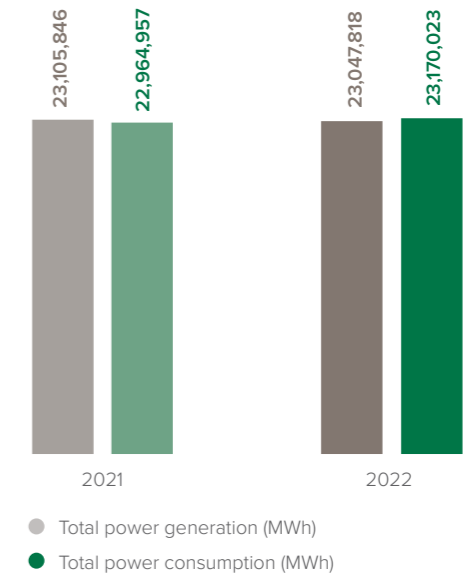
ENERGY CONSUMPTION WITHIN ALBA

ENERGY CONSUMPTION WITHIN THE ORGANIZATION	2020	2021	2022
Natural gas consumed in the power plant (MMBTU)	160,782,493	160,462,369	161,435,286
Natural gas consumed in the smelter (MMBTU)	5,011,192	5,019,740	5,048,033
Total natural gas consumed (MMBTU)	166,354,110	166,054,973	167,156,257
Electricity produced (MWh)	22,722,372	23,105,846	23,047,818
Electricity exported (MWh)	459,533	460,067	377,686
Total fuel consumed internally (MMBTU)	323,147	263,854	276,960
Total indirect energy consumption (GJ)	2,229,775	1,548,305	2,185,024
Energy intensity ratio (kWh/kg Al)	15.13	15.28	15.29
Total direct energy consumption (GJ)	171,260,498	172,113,954	173,811,118

ELECTRICITY PRODUCED VS. EXPORTED (2020-2022)



POWER GENERATION VS. CONSUMPTION (2021 & 2022)




Water and Wastewater Management

We utilize two primary sources of water for our operations: the desalination plant at Calciner and Marine, and the extraction of groundwater within our premises. In 2022, Alba operations consumed 3,524 ML, which represents a 2.2% decrease from the previous year. Water management at Alba is the responsibility of a specialized section within the Power Station department. This section oversees and regulates activities related to the three Reverse Osmosis (RO) plants and Sewage Treatment Plants (STP), ensuring that the quality of each type of water production – potable, processed, or demineralized – is up to standard. The primary source of water for Alba’s smelter is from the Calciner and Marine desalination plant. The department has put in place a range of control measures, including Standard Operating Procedures, to ensure that the water meets the necessary quality standards for use in the power station’s combined cycle process.

We continually aim to improve the overall energy efficiency of all operations with a particular focus on power station facilities and production plants. Further specific actions include the measurement of noise per department/area, with continuous monitoring stations located throughout the smelter at the Calciner and Marine desalination plant. Water-based environmental incidents such as spillages are reported and recorded to help ensure that Alba’s wastewater discharge into the sea is within the limits set by the country’s Supreme Council for Environment (SCE). There have been no reported significant environmental spills (i.e., > one barrel) since 2020. Alba does not measure smells; however, if any suspicions or complaints arise, an investigation is carried out to ensure there is no harm either to people or the environment.

Our ESG department is accountable for overseeing and consolidating data related to water management within the organization. The data is collected from various sources, including the Power Station, Calciner and Marine, and external laboratories that conduct comprehensive tests in addition to the internal lab at Alba. Compliance results are submitted to the SCE on a quarterly basis. Water is recycled and treated at our STP’s. The increasing adoption of water recycling practices over the last three years has helped to prevent discharge of treated water to the environment and minimized the ecological impact on local water bodies.

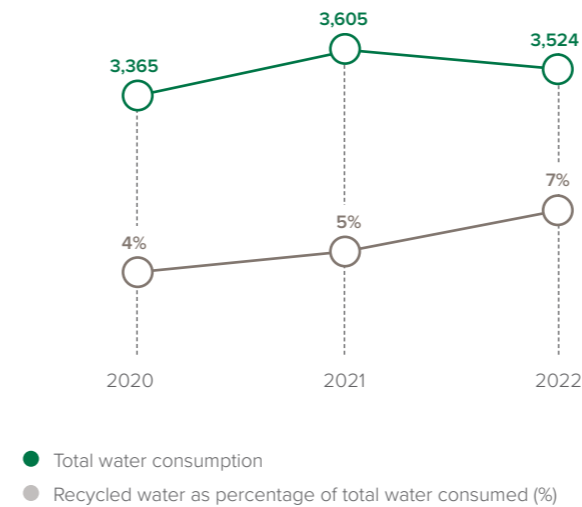

2.2%
 decrease on water usage compared to 2021

WATER CONSUMPTION AND RECYCLING

INTERACTIONS WITH WATER AS A SHARED RESOURCE	2020	2021	2022
Total water withdrawal (ML)	114,076	138,849	120,290
Groundwater (ML)	482	550	1,004
Seawater (ML)	113,594	138,299	119,286
Produced Water (ML)	9,958	11,392	10,290
Fresh water used (from company generated) (m3) (CH)	3,365	3,605	3,524
Water discharged to sea (excluding non-contact cooling water) (ML)	104,655	127,924	102,271
Water recycled or reused (ML)	140	186	231
Total water consumption (m3)	3,365	3,605	3,524
Recycled water as percentage of total water consumed (%)	4	5	7



TRENDS FOR TOTAL WATER CONSUMPTION & RECYCLED WATER AS A % OF TOTAL WATER CONSUMED (2020-2022)



In 2022, we extracted 1,004 ML of groundwater that was processed by our three RO plants. On the other stream, the smelter was supplied with 119,286 ML from the Calciner and Marine water desalination plant while the actual production of the desalination plant was 8,660 ML. A large part of the water production from Calciner and Marine is used to augment the national water grid while the remainder is used inside the Calciner and Marine operations. Effluent water discharged to the sea undergoes continuous online daily monitoring for quality to ensure that there is no adverse impact on the surrounding ecosystem. Monthly samples are also collected for a more comprehensive analysis by our third-party lab partners.

We attest our water and wastewater analysis approaches through a third-part analysis laboratory. The method used for the testing of water and wastewater is in accordance with the American Public Health Association via the Examination of Water and Wastewater Standard Method, ICP-AES method and the Hach Water and Wastewater Analysis Procedures Manual. Tests are conducted monthly to ensure regular monitoring, and there is quarterly reporting to the SCE in accordance with compliance obligation requirements. There are no sector-specific standards. We follow the Bahrain standards and regulations set by the SCE for effluent discharge under Ministerial Order No. 3 of 2021. The parameters measured include water temperature, pH, turbidity, and total suspended particles.

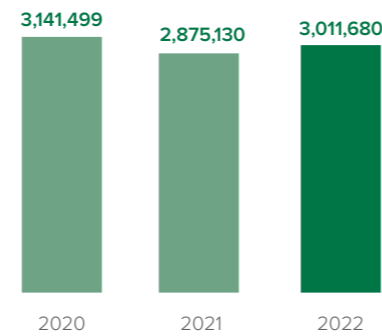
Recycling and Waste Management

Alba is a significant producer of Aluminium and creates various solid waste streams that are typical of the Aluminium smelting industry. To ensure continual improvement, we are dedicated to safeguarding the environment through a constructive waste management approach that goes beyond merely disposing of waste. We seek to explore innovative and sustainable solutions for processing and reducing waste, with a focus on minimizing negative impacts. This approach applies to all waste generated by the main smelter, as well as its associated business units, Calciner and Marine, and the recently established Spent Pot Lining (SPL) plant. The SPL Treatment Plant was the first-of-its kind in the region and built in 2021 to convert SPL to other valuable products such as cement, for other industries. The Plant was built over 26,000 square meters to treat 35,000 metric tonnes of SPL per year with zero-waste generated.

We prioritize environmental protection throughout our daily operations. The company has developed a Waste Management Strategic Plan and has implemented a robust mechanism to monitor its progress. The main objective of this management policy is to safeguard the environment and people's health by minimizing the negative impact of waste. The plan aims to reduce waste disposal to landfills, which have limited capacity, and to explore new recycling or re-use methods for un-recycled waste. As a result of

these efforts, Alba has successfully reduced its generated waste and found new recycling opportunities, resulting in zero hazardous waste disposal to landfills following the completion of the dedicated SPL plant project. Moreover, the amount of unrecycled waste fell by 38.3% in 2022.

TOTAL MATERIALS USED (METRIC TONNES)



RAW MATERIALS USED

MATERIALS USED BY WEIGHT OR VOLUME	2020	2021	2022
Non-renewable materials used (metric tonnes)	3,141,499	2,875,130	3,011,680
Total materials used (metric tonnes)	3,141,499	2,875,130	3,011,680

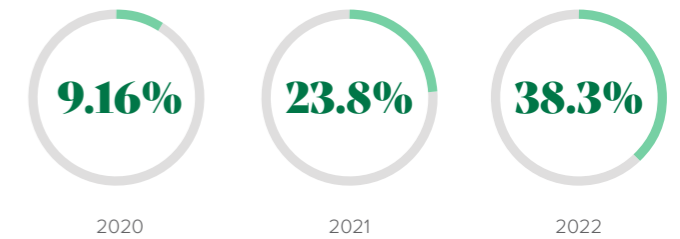
PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS

	2020	2021	2022
Dross recovered and reused in Alba operations (metric tonnes)	3,296.70	3,674.40	4,398.10
Dross recovery (%)	17.80%	17.50%	20.62%
Savings resulted from dross recovery and reuse (USD)	899,206	3,530,783	6,450,458

Dross is a by-product (Aluminum oxide) generated during casting and formed by Oxidation. Dross recycling is important as metal can be recovered. Savings achieved from dross recovery are typically linked to effective operational controls and processing with Alba's premises, including production and alloying, and tolling contracts.

Following a Lifecycle Assessment (LCA) for all Alba's products carried out by third-party specialists in 2020, Alba now carries out LCAs on an annual basis, with subsequent reports verified by independent third parties. Please see Our Products in this report for more information. We also collect scrap Aluminium from our industrial customers to use as input material in the production of new Aluminium products. By using post-industrial recycled content in our products, we reduce the demand for raw materials and further reduce the energy and costs required for producing new products.

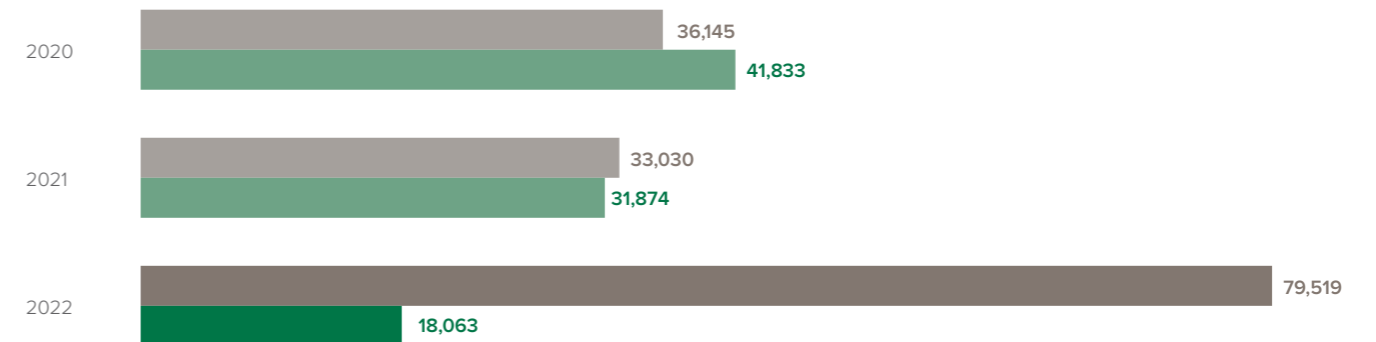
REDUCTIONS IN UNRECYCLED WASTE COMPARED TO WASTE GENERATED IN EACH YEAR



EFFLUENTS AND WASTE

TOTAL WASTE	2020	2021	2022
Total hazardous waste disposed (metric tonnes)	19,335	13,082	0
Total non-hazardous waste disposed (metric tonnes)	21,568	14,847	17,358
Total waste disposed (metric tonnes)	40,903	27,929	17,358
Incineration (without energy recovery)	N/A	490	252
Landfilling	41,833	31,874	18,063
Total waste recycled (solid) (metric tonnes)	36,145	33,030	79,519
Total waste generated (metric tonnes)	77,048	60,975	95,334
% of waste recycled out of total generated waste	47%	54%	82%

LANDFILLING & TOTAL WASTE RECYCLED (SOLID)



- Total waste recycled (solid) (metric tonnes)
- Landfilling

TOTAL WASTE DISPOSAL (METRIC TONNES)

	2020	2021	2022
Spent Pot Lining (SPL)	19,335	13,082	24,802
SPL steel	4,698	3,828	4,092
SPL hazardous	0	9,783	31,000
Carbon dust	2,526	1,243	3,662
Cast iron slag	765	2,675	2,414
Office and cafeteria waste	287	405	511
General waste	2,992	2,865	1,497
Refractory waste	8,430	7,504	5,810
Construction waste	1,243	1,090	994
Calcliner bag house ash	51	19	233
Medical waste	0.35	0.38	0.44
Tree and grass (landscaping)	157	38	26
Construction	2,377	2,109	2,960
Steel	0	2,979	2,800
Steel and cast iron	2,437	459	509
Timber	1,444	1,377	1,504
Batteries	27	23	27
Oil drums	15	31	42
Tires and rubber belts	139	147	136
Aluminium	10	12	8
Copper	4	7	5
Filter elements	94	114	78
Plastic	15	26	30
Paper	103	107	112
Jambo bags	70	61	74
Rodding reject material	2,615	3,767	4,764

We are committed to both reducing waste generated across our operations, as well as the amount of waste diverted from landfill. To encourage recycling, as part of an ongoing practice, we have been engaging with our customers on a continual basis to purchase raw materials produced or collected across our facilities. The quantity of materials recovered from our operations has been increasing, and this is reflected in revenues generated from sales of reusable materials in 2022, exceeding BHD1.9 million. Some of the benefits to this practice include:



Economy & Value: The primary incentive for our customers to purchase more waste is the economic benefit it provides. Waste materials, such as plastics, can be recycled and transformed into valuable granules that currently hold significant market demand. Acquiring more waste from Alba's operations, our customers, particularly those available locally, are able to increase their supply of recyclable materials, which in turn helps to reduce their purchase costs.



Resource Optimization: Our customers are also incentivized to optimize the use of their recycling facilities and equipment. For optimum performance, recycling plants are typically designed to handle certain waste material volumes. Where material supplies run low, additional purchases of recyclable materials help to ensure that plants are running efficiently.



Long-term Partnerships: Through this practice, we have proven to be a reliable and stable source of material supply for our recycling customers. This helps to reduce their dependence on unpredictable or inconsistent sources of waste. As a result, a mutually beneficial relationship where recycling vendors offer preferential pricing and other supply advantages.



Environmental Protection: We are reducing the amount of waste (both hazardous & non-hazardous) diverted to landfills, increasing waste reclamation and supporting the circular economy for key raw materials in the Kingdom of Bahrain.



RECYCLING

QUANTITY (METRIC TONNES)	2020	2021	2022
Plastic	15	26	30
Paper	103	107	112
Oil	286	278	305
Scrap steel (Including SPL steel)	7,135	6,807	6,892
SPL carbon	0	0	0
REVENUE FROM RECYCLED ITEMS (BHD)	2020	2021	2022
Plastic	411	709	900
Paper	1,547	1,604	5,049
Oil	13,229	12,591	14,043
Anode butts (from power outage in 2011)	446,025	20,742	33,782
Scrap steel (including SPL steel)	579,310	936,355	899,704
Steel	133,728	208,495	266,000
Cast iron	22,763	29,808	43,265
SPL steel	573,000	727,860	633,704
Timber	12,585	6,886	9,024
Batteries	4,504	3,901	4,860
Oil drums	1,722	1,220	994
Aluminium	4,284	5,364	4,800
Copper	3,623	6,579	11,000
Jambo bags	939	728	888
Total (BHD)	1,797,670	1,962,842	1,928,013

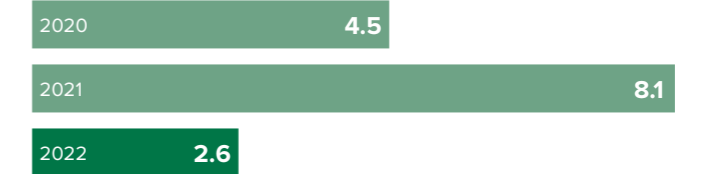
Biodiversity

Healthy and thriving ecosystems are essential to life and for helping to combat climate change. Alba aims to promote sustainable land use practices and avoid negative impacts to natural habitats and species across all our operations. Supporting this, in 2022 we incorporated biodiversity into the company’s Safety, Health and Environment (SHE) Policy. We have also implemented various standards into its operations, including biodiversity conservation and social impact assessments for all new projects. In 2022, we invested BHD 2.2 million on various conservation projects.

Following our Environmental and Social Impact Assessments (ESIA) and monitoring efforts implemented after the assessments were completed, it has been determined that none of Alba’s projects and operations have caused any significant impacts to biodiversity, critical habitats, or bodies of water. We have initiated two mangrove nurseries – one on our company land that can host up to 12,000 mangrove saplings, and a second in Sanad with a total capacity of 40,000 saplings.

We have incorporated IFC Performance Standards (PS6 – Biodiversity Conservation and Sustainable Management of Living Natural Resources) into our operations. According to the IFC, PS6 recognizes that protecting and conserving biodiversity, maintaining ecosystem services, and sustainably managing living natural resources are fundamental to sustainable development. The requirements set out in this Performance Standard have been guided by the Convention on Biological Diversity.

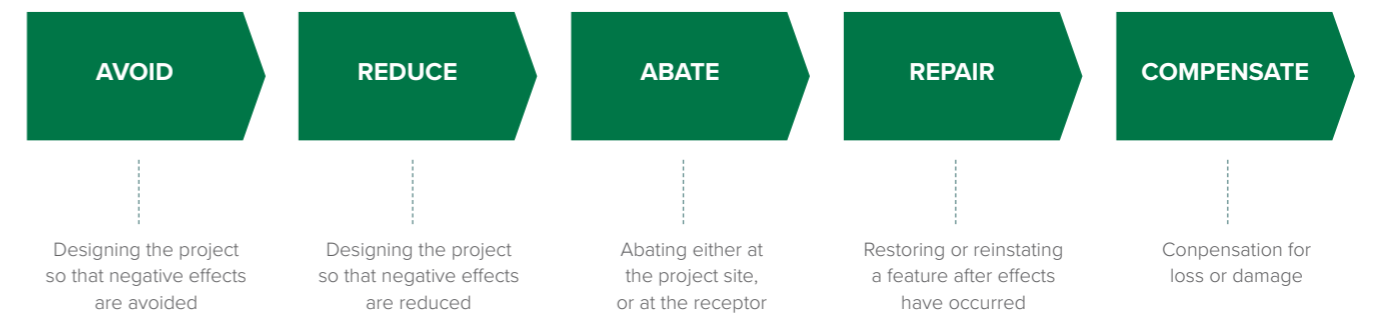
ENVIRONMENTAL INVESTMENT (BHD MILLION)



ACROSS OUR OPERATIONS BIODIVERSITY IMPACT MITIGATION EFFORTS INCLUDE:

- Habitat Restoration
- Marine Noise Management Plan (MNMP)
- TSS Monitoring Programme
- Marine Water Quality Management Plan (MWQMP)
- Fuel Spill Contingency Plan
- Tactical Response Plan (TRP)

ALBA FOLLOWS THE MITIGATION HIERARCHY BELOW:



There are two locations of ecological importance close to our operations. Fasht Al Adhm is 1.5 km southeast of Alba's marine port and is a sensitive marine habitat identified as of high ecological value due to its diversity of habitats. However, it is under pressure from human impacts such as land reclamation and dredging. Tubli Bay, 1 km northeast of Alba Road which links Alba's port and smelter, is a Marine Protected Area and Important Bird Area. We have taken steps to help mitigate the pressures on these environments, to preserve the marine ecosystem, monitoring effluent discharges from the smelter and calciner through monthly samplings. Chemical, physical and biological analysis are conducted to ensure the effluents discharges meet environmental guidelines. Reports are shared with and governed by the SCE as part of Alba's environmental and legal commitments.

WE CURRENTLY MAINTAIN THE FOLLOWING BIODIVERSITY COMMITMENTS:

Planting
6,000
trees per year until 2027

Development of the
Alba Fish Farm to support Bahrain's Food security targets

15,000
fish per year

Supporting **NIAD** and **SCE** efforts to **increase mangroves cover** in the Kingdom of Bahrain

Biodiversity impact mitigation efforts including Marine Water Quality, Noise Management and Fuel Spill Contingency Plans

Alba commissions its first comprehensive Biodiversity Study & Action Plan

In 2022, a project to develop a Biodiversity Action Plan (BAP) was commissioned in accordance with the requirements of the Aluminium Stewardship Initiative (ASI) and the International Convention on Biological Diversity (CBD) as part of accreditation processes with the ASI. The primary aim of the BAP process was to develop a plan to manage biodiversity within Alba's Project Area of Influence (Aoi). There are currently two phases to this project:

Phase 1: Comprehensive Biodiversity Study (Completed)

Phase 2: Biodiversity Management Plan (2023 Commitment)

In June 2022, the first phase of this plan resulted in a comprehensive study on the biodiversity and ecological values, including Invasive Alien Species (IAS), within an Aoi. This phase covered Alba's manufacturing and processing facilities and activities, and consequential impacts that may impact local, national or regional biodiversity values (e.g., ecosystems, habitats or species). The study assessed both marine and terrestrial biodiversity components, including an updated baseline assessment. 17 marine species were studied of which 5 species were identified as most likely to be present with the identified Aoi.

Phase 2 of the project will build on the baseline information provided in Phase 1 and involve the development of a plan to manage biological diversity within the company's Aoi. In 2024, we then aim to implement actions based on the proposed Biodiversity Management Plan. The proposed actions are intended to align with IFC PS 6 (GN6) by protecting and conserving biodiversity, maintaining ecosystem services, and managing living natural resources adequately all of which are fundamental to our efforts in environmental stewardship.





04 Social

Alba's human capital and talent lies is crucial to the success of our business. We endeavor to be the Employer of Choice, offering our employees comprehensive support across skills and career development, welfare, equal opportunity and inclusion. We support Bahraini Nationals with the access to learning and experience, engaging with youth across schools and universities. Our commitment to contributing the our communities has grown as we believe in giving back, and seek to promote social values across all our valued stakeholders.

2022 HIGHLIGHTS

- 175 Average Training Hours per Employee
- 31.4 million Safe Working Hours without LTI on 2 October 2022
- 18 female employees successfully complete Leadership Development Programme
- 65 employees completed Industry 4.0 courses
- 96% increase in total community investment

MATERIAL ISSUES

- Human Rights
- Our People (Social/Employee Welfare, Cultural Diversity & Equal Opportunity)
- Local Community Engagement
- Safety & Health
- Technology Advancement & Operational Excellence
- Our Products (Metal Marketing & Product Labelling)

2023 COMMITMENTS

- A new energy efficient (Lighting and HVAC) and insulated administrative office will be built for operational and maintenance staff.

WIDER CONTRIBUTION

TARGETS

3.9, 4.4, 5.5, 8.6, 8.8, 9.1, 10.2, 10.3, 10.4, 11.7

For definitions of these targets, see [Alignment with SDG Targets](#)

Kingdom of Bahrain Economic Vision 2030



Human Rights

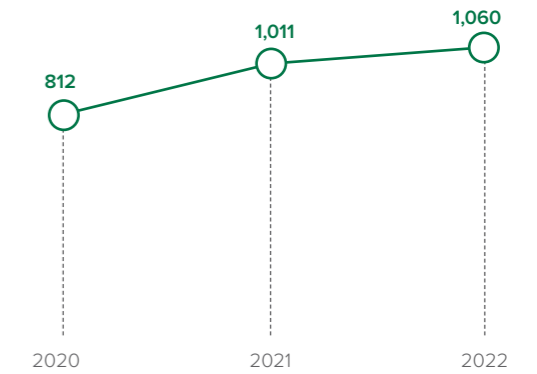
We are fully committed to conducting business in an ethical way at all times, respecting and protecting human rights throughout our operations and value chain. Our [Code of Conduct](#) applies to every Alba employee and representative and affirms our support to the UN Guiding Principles on Business and Human Rights, and the Universal Declaration of Human Rights. Our Code of Conduct also outlines our commitment to respecting beliefs and religious practices for people of all faiths. We expect our vendors and contractors to show the same respect to their employees.

We have also established procedures to deal with any infringements of such rights including, disciplinary procedures, grievance procedures, and the Alba Committee procedure. ESIA reports, Integrity Line case reviews, internal interviews and labour union engagements identified no violations or grievances related to human rights in 2022, for the second consecutive year.

In 2022, 202 hours of human rights training were delivered to 179 employees to raise their awareness of Alba's human rights policies and procedures. This amounted to 5.7% of the entire workforce. In 2022, we ran shorter duration courses, compared to 4-day courses in 2021, and with a larger number of participants. Training included participation in ESG training courses as well as an International Women's Empowerment conference and the International Conference on Discipline, Rules and Regulations, which were conducted by the National Institute for Human Rights. We have not formally begun the process of human rights screening, or human rights impact assessments across our operations and agreements. However, in 2022, the Alba Power Station 5, Block 4, Supplementary ESIA did include an assessment of Human Rights Impacts, of which were there were found to be none.

Bahrain's labor laws guarantee that the workers' rights are ensured and protected. We maintain policies and procedures aligned with applicable labor and human rights laws and which are regularly updated in line with the latest legal requirements. We are committed to ensure full compliance with international standards relating to labor and contractors' rights. This includes our Social Management Policy, which states Alba's commitment to UN Human Right principles; ensures laws and principles guaranteeing equal employment opportunity rights are maintained; and guarantees non-discriminatory processes in all aspects of employment (recruitment, hiring, work assignment, promotion, transfer, termination, benefits and salary administration, and selection for training). We respect and support the right to freedom of association and ensures that workers and their union organizations are not subjected to any discrimination in the workplace. We also ensure that our workforce are paid wages that meet or exceed the minimum wages as per local industry standards, complies with applicable laws and industry standards on working hours and maintains high health and safety standards at work.

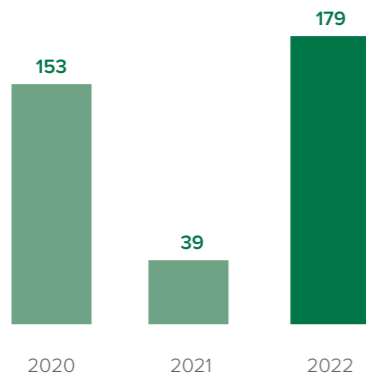
NUMBER OF WORKERS NOT DIRECT EMPLOYEES (E.G., SUPPLIERS, JOINT VENTURES ETC.)



EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES AND ASSOCIATED PROCEDURES

	2020	2021	2022
Number of employees attended human rights training	153	39	179
Number of hours of training on human rights training	501	1,128	202
Percentage of employees trained out of total workforce (%)	4.9	1.2	5.7
% of agreements that included clauses incorporating human rights concerns or that have undergone human rights screening.	100%	100%	100%

NUMBER OF EMPLOYEES ATTENDED HUMAN RIGHTS TRAINING



202
hours of human rights training were delivered to 179 employees in 2022



Our People

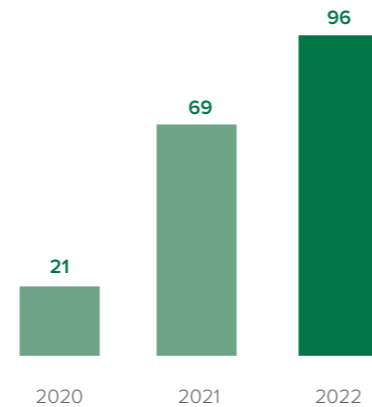
We are committed to creating shared value and making a positive and meaningful impact on our local community and wider society. As part of this, we aim to nurture a strong workforce, attracting the best talent and enabling all our employees to fulfil their potential. Doing so strengthens our business, and achieving these aims is central to our Corporate Social Responsibility (CSR) strategy.

We seek to remain an employer of choice, placing a focus on attracting, retaining, developing and motivating people who can perform extraordinarily. We aim to provide a safe, empowering and caring workplace in which employees can develop their careers and enhance their wellbeing. To do so, we encourage a spirit of teamwork across all our business units and invest both in our people and in the local communities where we operate. This is reinforced throughout the business by Alba's Social Management System, which develops goals and monitors progress towards our social improvement objectives and targets and is recognized by the Aluminium Stewardship Initiative.

We aim to recruit and develop the best talent that will contribute to our future business growth and value generation. Our recruitment practices seek to encourage diversity, targeting a range of ages and achieving greater gender parity to boost women's empowerment. Our turnover rate in 2022 was 2.06%, down from 2.26% in 2021. Most of our workforce is site-based. Our female workforce represented 3.4% of the total workforce in 2022.

As one of the biggest national companies in the Kingdom of Bahrain, with a total workforce at 3,146 in 2022, we have continued to support youth employment in the country, achieving 21% youth employment in 2022 and supporting the development of Bahrain nationals, representing 85% of our workforce in 2022. We aim to sustain this level for the next five years. We have been increasing the level of internships to both school and university students over the last three years, with a 39% increase in 2022 compared to the previous year.

NUMBER OF TRAINEES (TOTAL NUMBER)

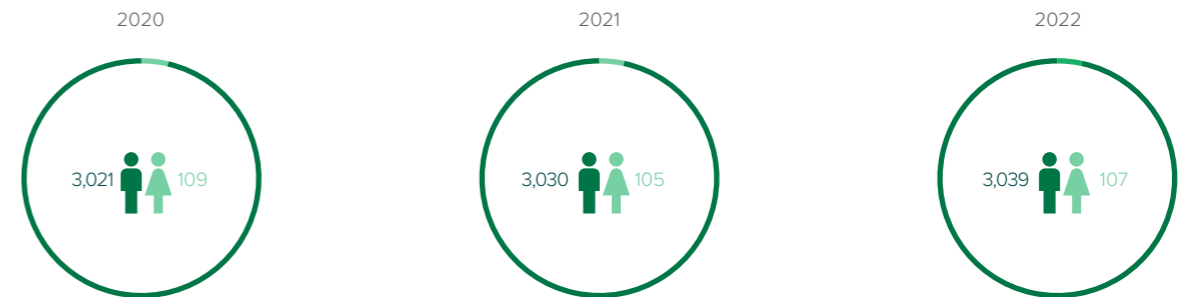


3,146
total workforce in 2022

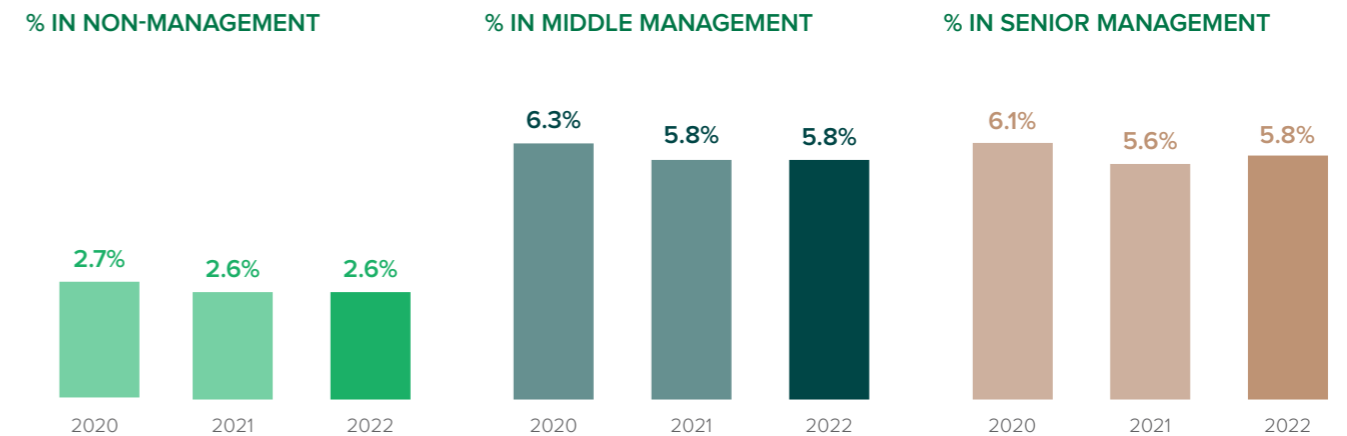
INTERNSHIPS

TRAINEES	2020	2021	2022
Number of trainees (school students)	9	0	1
Number of trainees (university students)	12	69	95
Number of trainees (total number)	21	69	96

EMPLOYMENT BY GENDER



FEMALE PARTICIPATION IN THE ORGANIZATION WORKPLACE AND MANAGEMENT (%)



Social/Employee Welfare

Our parental leave policy supports female workers on maternity leave, ensuring their job position remains intact and available upon return. All female employees are entitled to paid maternity leave over a 60-calendar-day period, with the option to take an additional 15 days of unpaid leave. During office hours, they are also offered around two hours each day to take time out to feed their children up to two years of age. In 2022, ten female employees took maternity leave, with a 100% return-to-work rate.

For retirement plans and benefits, while an employee is in service, both Alba and the employee contribute 23% and 7% respectively towards the Social Insurance Organization (SIO). After retirement, the SIO sets and pays the employee's pension and any other benefits. All of our full-time employees, including those on temporary contracts, are covered with primary health insurance. A Group Life Insurance and Personal Accident Insurance Policy covers employees for death (any cause), permanent total or partial disability, terminal illness, passive war risks and repatriation of the body. Group Medical Insurance covers all employees for in-patient and day care, outpatient care, treatment abroad during business trips and holidays,

dental and optical treatment and accidents. Our contractor workers are covered by the Company's Health and Safety Management System.

Other benefits provided to our employees include family insurance, safety achievement awards, safety suggestions, an Alba Saving Benefit Scheme company contribution, Albaskan housing loan, education payments, condolence support, funeral fees, Eid meals, Iftar meals during Ramadhan, annual bonuses, gold cards, subsidized meals, laundry facilities, long-service awards, marriage gifts, child birth gifts, school bag gifts, escort leave, Eid awards, welfare loans, Women's Day gifts, a good suggestion scheme, Group life insurance, the Alba Club, a club allowance, a 100% attendance award, transport facilities, cash leave passage (providing air fares for expat employees to travel home when on leave), baggage allowance, 15% leaving indemnity, travel allowance, resettlement loans, salary advance, 7% leaving indemnity advance, special compassionate leave, and payments of fees for work permits, resident permits and central population registration.

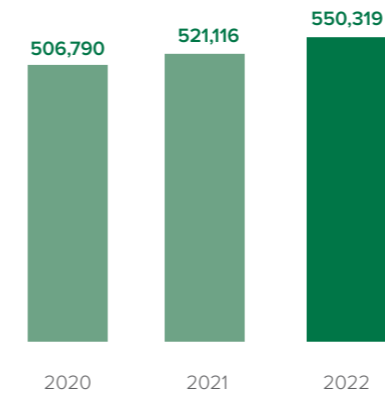
Training and development

It is thanks to our dedicated, skilled employees that Alba is not only a leader in the smelting sector, but a business leader in the Gulf region. Our primary employee development objective is to harness and develop local talent to expand this leadership even further. To help us accomplish this goal, we have an extensive Training and Development Programme (TDP) through which employees can develop new skills and competences, enabling them to assume more responsibilities and enhancing their career opportunities. We offer our employees a wide range of technical and non-technical courses and development programmes. Using skills matrix assessments, our Training Department conducts training needs analyses with departmental managers to identify gaps and design programmes to meet them. This information feeds into an annual Training Plan, and training is monitored monthly for each department. We maintain an internal target to achieve 5% of total working hours spent on training, and we consistently achieve above this target. The number of annual training hours provided to our female workforce has been increasing over the last three years, with a 40% increase in 2022 on the previous year.

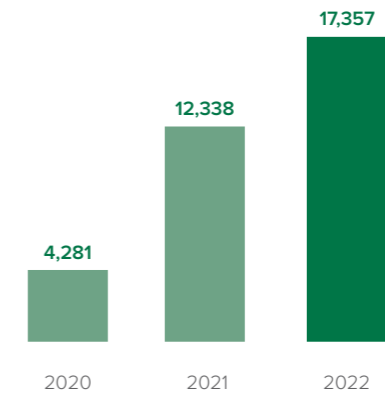
Our highlights in 2022 included 18 female employees successfully completing Alba's Leadership Development Programme and 65 employees completing Industry 4.0 courses, which will enable them to play significant roles in the digitization of the company's manufacturing. In 2020, We set up a programme to enable employees to complete Masters in Business Administration (MBAs), and 70 employees successfully participated. Targets for this programme were not set in 2022, but a further five employees were enrolled on the MBA programme.

We also partner with several organizations to bring training and development opportunities for Bahraini Nationals more widely. This leads to greater technical expertise and internationally competitive skills for the country, which in turn helps develop the entire industrial sector. Alba is proud to be a strategic partner in the First Deputy Prime Minister Fellowship, an initiative led by His Royal Highness Prince Salman bin Hamad Al Khalifa, the Crown Prince, Deputy Supreme Commander, and First Deputy Prime Minister of Bahrain. This programme is aimed at building leadership skills among young Bahrainis working in middle-management positions across all areas of government.

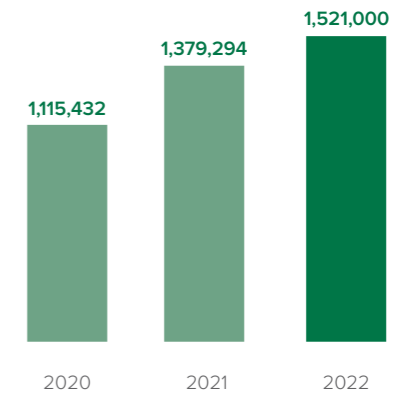
TOTAL NUMBER OF TRAINING FOR TOTAL WORKFORCE (HOURS)



TOTAL NUMBER OF TRAINING FOR FEMALES (HOURS)



TOTAL COST OF TRAINING (BHD)



TRAINING COMPANY-WIDE

	2020	2021	2022
Total number of training for total workforce (hours)	506,790	521,116	550,319
Total number of training for males (hours)	502,509	508,777	532,962
Total number of training for females (hours)	4,281	12,338	17,357
Average hours of training per year per male employee	168	168	175
Average hours of training per year per female employee	39	118	162
Average hours of training per year per employee	164	166	175
Average hours of training for senior level	36	34	38
Average hours of training for middle level	169	95	95
Average hours of training for staff non-Management	174	190	201
Total cost of training (BHD)	1,115,432	1,379,294	1,521,000
Average cost of training per individual (BHD)	361	440	484
Total trainees and sponsored students	21	52	96
Number of trainees: School students	9	-	1
Number of trainees: University students	12	52	95

TECHNICAL COURSES DELIVERED IN 2022:



EQUIPMENT / PROCESS-ORIENTED OPERATION TRAINING

- Power and Rectifier Operation Training
- CH Metallurgy and Quality Control



EQUIPMENT-SPECIFIC / AREA-SPECIFIC MAINTENANCE TRAINING

- Electrical Maintenance of Power Transformer
- Mechanical Maintenance of Compressors



OEM AND SPECIALIZED TRAINING FOR MAINTENANCE

- HTS-6 BCU and SCADA – ECS system training
- SEW Drives MoviiDrive Configuration, Maintenance



ACADEMIC (DIPLOMA/ B.SC. COURSES THROUGH PARTNERS)

- BSc. Mechanical Engineering
- BSc In Environmental Engineering

NON-TECHNICAL COURSES DELIVERED IN 2022:



SOFT SKILLS DEVELOPMENT COURSES

- Leadership Development programme
- Business Report Writing



LANGUAGE SKILLS DEVELOPMENT COURSES

- English Course Level 2
- IELTS Intensive course



SAP AND MS OFFICE COURSES

- Virtual – MM – Purchase Requisition
- Advanced MS Excel



SHE AND FIRST AID TRAINING

- Basic First Aid
- Working at Heights

Inclusion, Diversity & Equal Opportunity

As per company policy and in the best interests of the organization, we are committed to offering equal opportunities for employment. External recruitment is carried out only if appropriately skilled and experienced personnel are unavailable within our existing workforce. We promote demographic diversity and inclusivity, and women are encouraged to apply for all job offerings and company positions. We provide fair salaries based on the HAY Job Evaluation System. We strive to ensure that payment is commensurate with work experience, and we strongly believe in transparent and fair recruitment and promotion processes, as well as policies that promote job stability and ample career growth opportunities. We believe in respect for all beliefs and fair treatment of all employees and community members. Alba offers provisions for female employees to take paid leaves of absence and has policies in place to ensure equal pay regardless of gender.

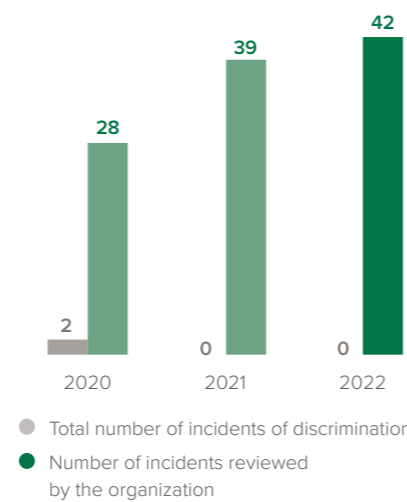
Our fair and equitable workplace policies are based on:

- Merit-Based Advancement:** all advancements within Alba, regardless of any group identity, are determined on merit and performance alone. Clear and consistent criteria are applied to all candidates for vacant posts. Only the most capable shall be promoted.
- Strong Commitment to Development:** this is essential for all Alba employees. We seek to provide a conducive environment for improving qualifications and skills in line with employment position and responsibilities.
- Fair and Equitable Disciplinary Process:** all disciplinary processes will always be fair and equitable. Any individual who is part of any disciplinary review shall never be denied the opportunity to forward their case or grievance to the HR Department. Every individual is presumed innocent of any and all alleged violations unless proved otherwise after a thorough investigation. Disciplinary actions strictly follow Alba's Disciplinary Procedure and Guide.

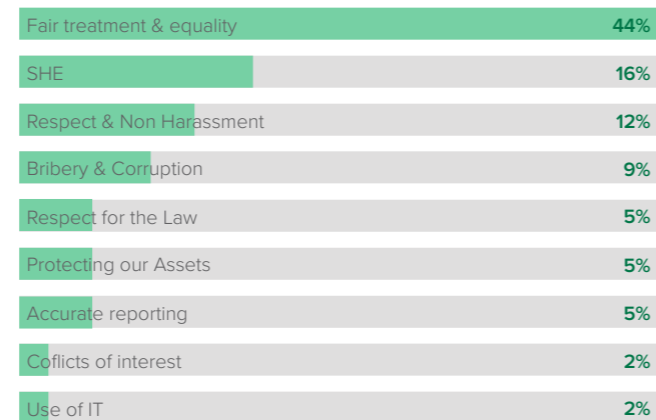
Our company's grievance mechanism is designed to receive and facilitate the resolution of affected parties' concerns and grievances about Alba's performance, with a formal policy in place. Grievances can be logged via the Alba Integrity Line under Fair treatment and Equal Opportunity or Respect and Non-Harassment and is an independently operated confidential reporting hotline that works in multiple languages via a toll-free phone system, or via the intranet 24 hours a day, every day. We track, evaluate and respond to all grievances in accordance with the processes set out in the grievance mechanism. There were no incidents of discrimination in 2022. A total of 43 allegations were logged through our Integrity Line in 2022. Each allegation received was reviewed independently by the Integrity Task Force (ITF) in line with Alba's Fraud Reporting and Investigation Policy. Depending on the

nature of the grievance, the procedure generally follows three stages: Department Manager, CXO, then the CEO if necessary. The results of these reviews and investigations were recorded as action plans and followed up by the ITF through to completion to ensure that corrective actions are taken. We review and update our HR policies at least every two years, or as and when required. There are 2 active labor unions available to employees, and several committees have been established dedicated to supporting excellent employee relations.

DISCRIMINATION



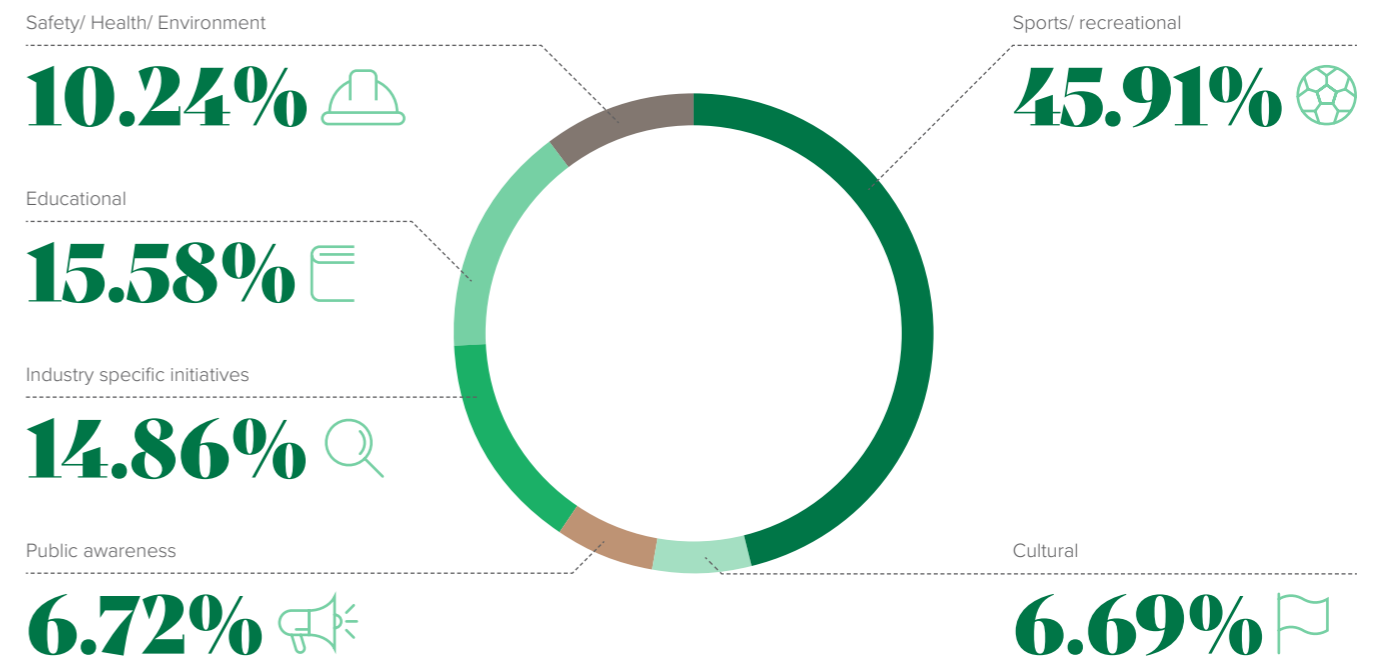
CATEGORIES OF COMPLAINTS RECEIVED BY THE INTEGRITY LINE IN 2022



Total complaints/allegations received: 43

Local Community Engagement

Alba values the local communities in which we operate and we seek to make investments that produce a positive impact on those communities. Our total community investment increased by 96% in 2022, to just under BHD 1.7 million. In 2022, we contributed to 8 community investment programmes, 19 sponsorship and donation campaigns and 54 community initiatives.



COMMUNITY INVESTMENTS

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	2020	2021	2022
Community investment (BHD)	4,293,971	859,390	1,682,154
Community investment as % of pre-tax profits (BHD)	43%	0.20%	0.40%
Community investment (% by category):			
Sports/ recreational	13.56%	41.53%	45.91%
Cultural	5.08%	28.20%	6.69%
Public awareness	1.08%	8.51%	6.72%
Industry specific initiatives	1.01%	2.77%	14.86%
Educational	78.41%	10.26%	15.58%
Safety/ Health/ Environment	0.86%	8.72%	10.24%

COMMUNITY SPONSORSHIPS AND DONATIONS









DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	2020	2021	2022
Community Donation (BHD)	3,500,000	3,000	4,623
Sponsorship (BHD)	793,971	856,390	1,677,531

SPONSORSHIP (BHD)





2020	793,971
2021	856,390
2022	1,677,531

These investments were supervised by Alba throughout their implementation to ensure that they were completed on time and within budget. Based on Alba’s strategic direction and adherence to local and international laws and regulations, the company promotes a culture of equality in terms of gender, cultural background, and other aspects. Additionally, Alba puts emphasizes projects that serve the Kingdom’s ESG road map as well as developing the skills and talents of young Bahraini students.

Community Investments


CONTRIBUTION	AMOUNT (BHD)	DESCRIPTION
 Sponsorship of HRH Crown Prince International Scholarship Programme	200,000	Alba has been a keen contributor to this important educational programme, which aims to provide talented Bahraini students with the opportunity to study at leading universities around the world.
 Sponsorship of Rashid Horse Racing Club	150,000	We were one of the leading sponsors of the Rashid Horse Racing Club, who promote the sport and encourage local horse breeders in developing the culture of horse riding.
 Sponsorship of Ras Sanad Mangrove Plantation	134,000	The National Initiative for Agricultural Development introduced this initiative to increase the percentage of plantation in Bahrain to contribute to COP26 objectives.
 Participating in Injaz Bahrain Board of Directors	11,300	Alba’s senior management holds a seat on the Injaz Bahrain Board, which helps shape the future of existing or new programmes and initiatives.
 Al Areen Wildlife Park Plantation Efforts	11,500	This amount is invested in plantation efforts in the Al Areen Wildlife Park, including long-term maintenance of equipment and facilities.
 Renovation work at the Bahrain Saudi Institute for the Blind	4,700	This investment supports important renovation work at the Bahraini Saudi Institute for the Blind.
 Provision of equipment for youth event	2,985	Alba participated in the Youth City 2030 event, providing equipment to be used in this programme in the years ahead.
 Replacement of light fixtures on Bahrain Polytechnic campus	2,635	Alba contributed to the cost of changing the main light fixtures around the campus for the benefit of students and other faculty members.

Charitable Sponsorships and Donations (2022)

CONTRIBUTION	AMOUNT (BHD)	DESCRIPTION	
 Donations of cash, product, services or equipment to local, national and international charitable appeals	20,000	Contribution to the Royal Fund for Fallen Servicemen. This contribution helps in supporting the families of servicemen who lost their lives in the line of duty.	
	2,360	Purchase of high-quality wheelchairs for use by patients using the Bahrain Defence Force (BDF) facilities.	
	1,200	Donation to the Al Noor charity for various community-based events and activities.	
	800	Donation to HH Shaikh Abdulla Bin Khalid Senior Citizens Centre.	
	700	Donation to Al Hekma Centre for Senior Citizens.	
	50,000	Sponsorship of a national monument to promote the impact of Bahraini women on local culture. This monument was approved by the Supreme Council for Women.	
	30,000	Bahrain’s spring of culture is a flagship event that hosts a number of international artists and performers from across the globe and is considered as one of the most important platforms to promote Bahrain internationally.	
	19,300	This amount was used to purchase equipment for the Awal Theatre, one of the leading cultural organizations in Bahrain.	
	15,000	Alba supported a local TV quiz show (Seen Jeem in Arabic, i.e., Q&A in English) to promote the cultural aspects of Bahrain as part of the initiatives of HH Shaikh Khalid bin Hamad Al Khalifa.	
	10,000	Alba also supported the TV programme I am Bahrain, which promoted the Bahraini National Day Celebrations in December 2022.	
 Social 'sponsorship' of causes or arts/cultural events with name recognition but not part of a marketing strategy	5,640	Alba backs the Ambassador or the Year award to promote the cultural ties between the USA and Bahrain as part of its ongoing commitment to building a strong reputation for the Kingdom of Bahrain.	
	2,000	Sponsorship of the Afnaniyat TV Cooking Show in 2022, which promotes local business owners in Bahrain’s food and beverage sector.	
	1,000	Sponsorship of Halwa Al Bahrain (the traditional sweet of Bahrain), a photography book issued and printed by Bahraini photographer Abdulla Al Khan to promote the country’s culture.	
	1,000	Sponsorship of National Day of Malaysia.	
	500	Sponsorship of BSTD Gala Dinner for Alba Attendees.	
	380	Sponsorship for MLF School Bahrain 2022 Year Book.	
	100	Sponsorship of companies and Establishments League.	
	 Costs of employee volunteering in company time, outside of the core community strategy	N/A	Volunteering hours spent by Alba employees in Injaz Bahrain programme and tree plantation efforts.
	 Occasional use of company premises and other resources	N/A	Usage of Alba club facilities for community-based tournaments.

Community Initiatives (2022)




CONTRIBUTION	AMOUNT (BHD)	DESCRIPTION
	259,000	Sponsorship of F1 Race Weekend at the Bahrain International Circuit.
	100,000	Alba is one of the main sponsors of the Bahrain 1 racing team, which participates in international races under the National Health Regulatory Authority (NHRA) brand and promotes Alba as one of the leading companies in Bahrain and the region.
	94,000	The Gulf Aluminium Council (GAC) holds an annual dinner for the members of the Gulf's smelting companies. The 2022 edition was held in Bahrain, with Alba, as one of the primary aluminium smelters in the Gulf Cooperation Council countries and a strategic member of the GAC, hosting the event.
	75,400	Bahrain's Victorious Pro Cycling Team is a leading professional cycling teams. Alba is one of the team's main sponsors and this platform promotes Alba's brand internationally.
	20,000	Alba is one of the main sponsors of the official Bahrain Football League. Football is the most popular national sport in the Kingdom and our sponsorship aims to help develop the talents of Bahraini players.
	15,500	Alba is one of the lead sponsors of the Arab-German Business Forum, which holds annual events in Bahrain and Germany to promote economic corporation between the two countries.
	15,400	As a long-term partner of the International Aluminium Conference (IAC), Alba supported the exhibition staged by business intelligence firm CRU Group to promote the IAC's brand and presence worldwide.
	15,000	Alba supported this royal horse endurance race as part of its commitment to the initiatives led by HH Shaikh Nasser bin Hamad Al Khalifa.
	15,000	Alba sponsored the main activities of the Bahrain Athletics Association to promote the sport and develop the talents of Bahraini sportsmen and women.
	10,000	Alba sponsors the main activities of the Bahrain Basketball Association to promote the sport and develop the talents of Bahraini sportsmen and women.
	7,500	Sponsorship of the American Society of Safety Professionals (ASSP) Middle East Chapter's 14th Developmental Conference to promote the HSE Culture in the Gulf.
	7,500	Alba joined the Bahrain Engineering Society to mark its 50th anniversary.
	7,500	Alba supported the 2022 CC Forum in London, which promotes investment in sustainable development.
	7,500	Sponsorship of the Bahrain International Medical Conference on AIDS, which explored the latest treatments for the disease.
	7,000	Alba supported National Environment Day as part of its commitment to promote ESG in Bahrain.
	7,000	Alba supported the Middle East Sustainability Conference as part of its ESG commitment and plans.
	6,800	Alba is a long-term partner with Fast Markets to promote its brand and presence worldwide.
	5,640	Alba is a long term-partner with ICSOBA, a non-profit organization that brings aluminium companies together, to promote its brand and presence worldwide.
	5,000	Alba supported a royal horse endurance race in the country's Horse Jumping Championship.
	5,000	Alba supports the Bahrain Sports 4 All association in its celebration of Bahrain Sports Day.

 The sponsorship of events, publications and activities, promoting brands or corporate identity

 Sponsorships

5,000	Bahrain Table Tennis Association.
5,000	MENA Angel Investors Summit 2022.
5,000	People with Determination Conference and Exhibition.
5,000	Bahrain Tennis Federation for the 2022–23 sporting season.
5,000	Royal Medical Services at BDF for the first Wound Medical Conference.
5,000	Bahrain Riders National Day event to promote the various celebrations on this important occasion.
4,889	RoSPA Award for the Year 2022.
3,760	AFCM 2022 – Virtual Conference to promote Capital Market Investments.
3,340	Maintenance Conference and Exhibition 2022.
3,000	Alba Golf Cup 2022.
3,000	Asian Duathlon Championship 2022.
3,000	MEET ICT 2022 Conference to promote ICT field in the region.
3,000	Bahrain Society for Training and Human Resources Development Skilling Conference 2022.
3,000	National Day 2022 by Capital Governorate.
3,000	Al Bilad CSR Award 2022.
3,000	HM King's Golf Cup 2022.
2,500	Beit Al Quran Calendar 2022-23.
2,256	AZ Global Online Conference.
2,000	Bahrain Journalists Association.
2,000	World Anti-Drug Day 2022.
2,000	Second Health Regulatory Conference and Exhibition.

Community Initiatives (2022)

 Sponsorships	2,000	Bahrain Body Building Federation.
	2,000	National Institute for Human Rights.
	2,000	Bahrain Nursing and Midwifery Conference and Exhibition.
	1,650	French Chamber of Commerce & Industry (FCCIB) (Gold Sponsorship) 2022.
	1,500	Rotary Club Seef Bahrain Oct Awareness Event on Breast Cancer Prevention.
	1,500	Trade Quest Programme 2022.
 Cause-related marketing, promoting sales (involving donations per item bought, for example)	13,600	Sponsorship of local newspapers to promote Alba's Golden Jubilee, celebrating the 50th anniversary since the start of operations in Alba, and to support the company's marketing efforts.
	11,280	Alba is one of the main partners with the Arab International Aluminium Conference and Exhibition, which helps in promoting the company's marketing efforts as one of the leading primary smelters in the region.
 Support for universities, research and other charitable institutions	5,500	Partnership with a local newspaper to sponsor specific news items to promote Alba's sales and Marketing department.
	10,000	Shaikh Ebrahim Research and Culture Centre is an important landmark in Bahrain. Alba has been one of its long-term supporters as part of its strategy to support the Bahrain research sector.
	8,000	Alba is the main sponsor of the Injaz educational programme, which is offered to many students from private and public schools and universities.
	4,000	Sponsorship of St. Christopher's School 60th anniversary activities and programmes for the students and faculty.
	2,000	Sponsorship of Kingdom University Seminar 2022.



Safety and Health

Our executive management believes strongly that safety and productivity are mutually inclusive. As an employee-centric business, Alba has a responsibility and duty of care to ensure that our workforce – employees and contractors’ personnel – are safe, an approach underpinned by our motto: ‘Safety First, Safety Always’. We strive at all times to prevent any injuries or ill health to our workforce and other parties within our control. To support this, we have a comprehensive, ISO 45001:2018 compliant Occupational Health and Safety Management System (OHSMS). The system covers the production and marketing of primary aluminium from alumina, calcination of petroleum coke, water desalination, anode manufacturing, smelting, casting and captive power generation and complies with all applicable contractual and legal requirements related to health and safety.

Our senior management ensures the integration of the OHSMS’s requirements into business processes, allocating the resources needed for the integrated management system and promoting the use of a process-based approach and risk-based thinking. Alba’s management communicates the importance of effective health and safety management and of conforming to the system’s requirements by engaging, directing and supporting employees. In 2022, Alba achieved the RoSPA Gold Award.

Campaigning for safety in 2022

In 2022, Alba launched a plant-wide safety and ESG campaign, Back to Core Basics. Introduced by the company’s CEO, Ali Al Baqali, the campaign featured a presentation on renewable energy, daily shopfloor visits by Alba’s executive and management team, and a plant-wide competition. In addition, a panel discussion on core safety principles featured senior Alba personnel as well as senior members of Alba’s major contractors.

During the Holy Month of Ramadan in 2022, Alba ran a safety, health, and environment campaign under the banner ‘Responsible at All Times’. A keynote address from the CEO to executive management kicked off the campaign and was broadcast online to all employees across the plant. The theme of the campaign to encourage employees and contractors to maintain healthy habits that would support their overall wellbeing during Ramadan. Each week during the month focused on a different topic, including Boosting our Health and Focus, Eliminating Food Waste, and Safe Socializing, supported by virtual lectures from external health and safety specialists and other activities.

“Our core safety principles are the backbone of Alba’s strong Safety culture, as they govern the way we perform our operations in a safe and responsible manner. We believe that safety is a practice and by holding year-round safety campaigns, we will improve our safety awareness and behaviors as we journey together in life”

Ali Al Baqali, Chief Executive Officer



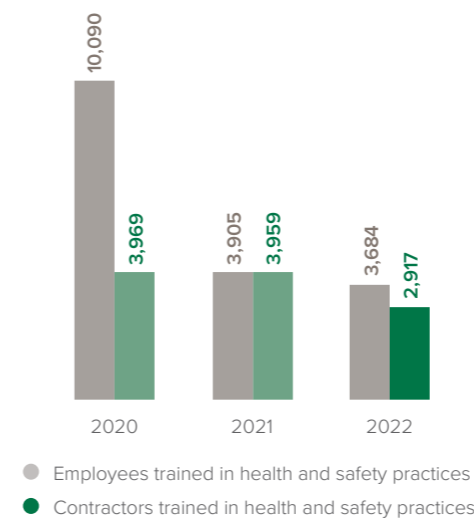
Our continued overall record for health and safety recognises the efforts the company has made to be as safe a workplace as possible, and the efforts and cooperation of management, employees and all other stakeholders. In 2022, we worked on the enhancement of contractor SHE performance monitoring process via implementation of updated version of ACOP-025 Rev.05 Contractor Safety,

Health and Environment Management, and also worked on the integration of Industry 4.0 into our SHE practices. In 2022, there were 32 total injuries (recordable and requiring first aid), down from 34 in the previous year; 9 recordable injuries (restricted work cases and minor cases), including 1 major injury (lost-time injury), and zero ill-health reports.

OCCUPATIONAL HEALTH AND SAFETY

HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION	2020	2021	2022
Lost Time Injuries Frequency Rate (per million-man hours)	0.100	0	0.086
Total Recordable Injury Frequency Rate (TRIR) for employees	1.59	0.65	0.43
Total Recordable Injury Frequency Rate (TRIR) for contractors	2.01	1.17	1.30
Fatalities (contractors and employees)	0	0	0
Sick leave (number of days)	59,368	51,140	50,041
Near-Miss Incidents	7,100	8,241	9,007
Employees trained in health and safety practices	10,090	3,905	3,684
Contractors trained in health and safety practices	3,969	3,959	2,917
Safety observations reported (unsafe act and unsafe condition)	86,230	95,495	100,495
Safety Audits	1,971	1,996	1,877

EMPLOYEES / CONTRACTORS TRAINED IN HEALTH AND SAFETY PRACTICES



Alba deploys an in-house healthcare facility providing emergency response, primary health care and occupational health care. In addition, we provide health insurance to all our employees and their families. Safety risks are identified by the respective departmental superintendent or supervisor (process owners) with the assistance of the SHE co-coordinators or representatives.

Our Safety Code of Practice provides guidance to employees and operational contractors on identifying and controlling risks and hazards. The Code is designed to ensure a safe working environment both for our workforce and the local community, stakeholders and neighbors. Hazard identification procedures are in place to address both routine and non-routine occupational activities and, when applicable, those associated with activities and equipment provided by contractors. To ensure continual improvement and to adapt to new risks and hazards, these measures are conducted at least once every three years and updated as necessary. The assigned risk assessment team is required to introduce control measures to mitigate the risk to an acceptable level using a well-defined hierarchy of controls.

Safety training

Health and safety training programmes are essential and make a significant contribution to the effective management of health and safety within the company. The programmes are governed and delivered by our Safety, Health & Environment (SHE) department. This is to ensure that the

training programme design, delivery and outcomes are aligned with the organization’s safety statistics, incident investigation, inspection and audits. Training needs are identified annually for all employees as part of the Training Development Programme (TDP).

ALBA OFFERS AN EXTENSIVE RANGE OF HEALTH AND SAFETY TRAINING COURSES TO EMPLOYEES AND CONTRACTORS, INCLUDING:

 General and department specific SHE induction	 Basic industrial hygiene	 Manual handling
 Safe system of work training	 Direct Current hazards	 Permit to work
 Incident-accident investigation	 Risk assessments	 Safe lifting
 Firefighting	 IOSH Managing Safely	 Confined space entry
 Job Safety Practice writing	 IOSH Working Safely	 Safety observations

In 2022, a total of 29,830 hours of health and safety training were delivered to 6,601 employees and contractors combined, a decrease of 16% over 2021. This decrease was due to the additional training hours provided in 2021 for contingency contractor manpower during Covid-19 as well as the project for pipeline 4 & 5 which required specialized training (i.e., DC Hazardous Training). Alba is also certified as an Institute of Occupational Safety and Health (IOSH)-Approved training provider for IOSH Managing Safely and ISO Working Safely. The IOSH programmes have a real impact on increasing the competency of employees and contractors’ workers.

For health and safety issues and training, Alba treats contractors in the same way as its own employees. The company implements a strict awareness regime to ensure that new recruits are fully aware of SHE issues and badges for contractors and visitors to enable them to come on site are only made available after they have received an induction from SHE professionals.

Given the changes and restrictions caused by the pandemic and its physical and psychological impact on employees, the last year continued to be challenging in terms of health and safety. Nevertheless, Alba achieved an outstanding performance of 31.4 million safe working hours up to October 2022, when a lost-time incident was recorded. It should be noted that accident reporting records do not align with RIDDOR. The accident recording mechanism is governed by a local legislation instrument (i.e., Ministerial Order), which is a hybrid regulation embedding Occupational Safety and Health Administration standards, some RIDDOR requirements and other local requirements.



Technology Advancement and Operational Excellence

Technology is developing more rapidly than ever before, re-shaping the world in which we live and work. This brings with it both challenges and ever-greater opportunities for businesses to work smarter, more efficiently, and provide more and better services for all their stakeholders. Across our supply chain, we are utilizing technology in new ways to quantify and improve our safety and sustainability metrics, and achieve the following outcomes:

-  Lowering our carbon footprint
-  Improving safety and risk prevention
-  Implementing capacity-building programmes

Meanwhile, technologies around Industry 4.0 will help to reshape business, society, and supply chain in organizations like Alba, through innovations and developments such as:

- Additive Manufacturing
- Advanced Materials
- Artificial Intelligence
- Augmented and Virtual Reality
- Autonomous Vehicles
- Big Data Analytics
- Blockchain
- Drones
- Renewable Energy
- Robotic Process Automation and Robotics.

All of these developments have the potential to bring significant opportunities to Alba in the coming years, enabling us to strengthen our competitive advantage in a sustainable way. And, by improving our energy efficiency, improving product life and reducing waste, these innovations will further contribute to our ESG goals in the coming years. In 2022, we successfully implemented several initiatives to improve sustainability and resiliency, including:

- Migration of user data from on-premises file shares to Microsoft365 OneDrive. All Alba users were provided with licenses and 70% of user data was migrated to OneDrive for business.
- A Centralized Secure Printing solution was implemented across departments in 2022 and 30 large printers were installed, amounting to 28% of all large printers in Alba, helping to better monitor and control paper wastage and usage of consumables.
- A cloud-based disaster recovery functionality to encourage better cost effectiveness compared with physical disaster recovery systems as there is no requirement for hardware maintenance.

“
... by improving our energy efficiency, improving product life and reducing waste, these innovations will further contribute to our ESG goals in the coming years
”

In 2022, we were able to turn our attention to addressing a backlog of projects that had built up during the Covid-19 pandemic. With demand for these projects inevitably high after the restrictions of the global pandemic, achieving them was challenging but excellent progress was made, and several major projects were completed. This has resulted in a range of environmental benefits, such as reduced emissions and energy consumption, social benefits, including greater safety, and improved governance through compliance with the latest policies and regulations.

ENGINEERING PROJECTS COMPLETED IN 2022

PROJECT DESCRIPTION	PRODUCTION BENEFITS	ESG BENEFITS
1 Raising of Flue walls and Corbels at Anode Baking Furnace (ABF) no. 4 where equipment such as exhaust ramps and burner manifold were upgraded.	<ul style="list-style-type: none"> The increase in depth of baking pits (by raising the flue walls and corbels) allowed the baking of enlarged green anodes up to future 1660mm length while ensuring good blanketing cover for top layer anodes thereby eliminating air burn. Repositioning of degassing joints of flue walls allows very efficient evacuation of hot flue gases. This allows consistent production of good quality baked anodes from Kilns-5. 	<ul style="list-style-type: none"> Better quality baked anodes resulted in lower anode rejections at downstream. Better degassing from baking pits improves fumes collection efficiency at Fume Treatment Centre meant a reduction in GHG emissions, fugitive fumes from baking furnaces pits. Consistent anode density which improves anode's electrical performance within electrolytic pot at Line-5. Safety and ergonomic condition improvement for personnel working on ABF-4, Line-5.
2 Anode Enlargement Project at Carbon-4 to produce longer anodes for Line-6.	<ul style="list-style-type: none"> Enhanced capacity of existing Carbon-4 Plant to produce and handle longer anodes by upgrades only, no major equipment replacement was necessary. Increased length of anode has allowed the increase in amperage flowing through pots, and hence increase in metal production. 	<ul style="list-style-type: none"> Improvements in the potline specific power consumption.
3 New Stub Straightening Machine for Rodding-4 plant	<ul style="list-style-type: none"> Use of the stub-straightening machine within Rodding-4 has eliminated the need for the transportation, handling, and work done by 3rd party contracts for stub replacement on anode assemblies. It has improved the stub straightening time for each anode rod assembly from > 1 day to less than 15 minutes. 	<ul style="list-style-type: none"> Reduction in reprocessing of anode assemblies with bent stubs from external agencies, has reduced the generation of scrap stub ends, thus saving energy for recycling the stub ends by melting, re-casting etc. Eliminated the requirement of to-and-fro transportation of anode assemblies thus reducing vehicular emissions.
4 New Fumes Cyclone Separator for Carbon2 Kilns3 Fume Pre-Treatment Centre (FPTC)	<ul style="list-style-type: none"> Improved the quality of collection of heavy particulates within fumes emission from Kilns-3, thereby reducing the deposition on fume ducts and lowering the load (from fumes) on the filter bags of Fume Treatment Plant2. 	<ul style="list-style-type: none"> Increased life of filter bags at FTP#2 Lower fugitive carbon fume emissions into environment Overall improved system reliability.
5 New carbon butts and scrap recovery system at Carbon-4 Rodding-4 Plant.	<ul style="list-style-type: none"> A carbon scrap system was supplied and installed at the Carbon plant to crush and systematically transfer carbon anodes as well as scrap paste into the coke/butt system so that this material can be utilized. 	<ul style="list-style-type: none"> Reduced waste generation by utilizing carbon scrap material instead of sending it to landfill.
6 Coke Cooler No. 1 Replacement Project	<ul style="list-style-type: none"> New, efficient and reliable equipment installed. 	<ul style="list-style-type: none"> Reduces environmental hazards such as leaks.

7 Forced Convection Network at Pot Lines 4 and 5	<ul style="list-style-type: none"> The forced convection network main objective is to dissipate the excess heat generated by higher current while maintaining process variables and current efficiency at good level. 	<ul style="list-style-type: none"> Higher Shell protection and Pot Age which will result in less waste generation. Lower Anode Effect Frequency which will reduce Roof Emissions Lower energy consumption by stopping compressed air cooling Increase reliability by lower CAFD Failure Lower pot instability has positive effect on energy consumption Maintaining ALF3 Consumption to lower HF gases in Potline Roof emissions
8 New lubricant store at ALBA Calciner and Marine	<ul style="list-style-type: none"> Lubricants are now stored in a new safe and secure location. 	<ul style="list-style-type: none"> Reduced hazards and risks of leakage of lubricants into groundwater.
9 All Alba Engineering Standard Specifications were reviewed and updated in line with International Standards and Code of Practice. A new project procedure manual was produced.	<ul style="list-style-type: none"> Engineering Standard Specifications were updated to meet the latest objectives of Alba and Kingdom of Bahrain by inclusion of standards relating to ESG, Industry 4.0 and GHG Emissions 	<ul style="list-style-type: none"> Improved governance in line with international standards and best practice.
10 Aconex Document Management System introduced	<ul style="list-style-type: none"> Projects documents are stored in a systematic manner and can be easily retrieved. 	<ul style="list-style-type: none"> Reduces storage space and the use of paper by 80% for projects.

eEmployee App

A need was identified for employees to have a one-stop shop to access a range of useful information and eServices. The most efficient way to provide this, minimizing the use of time and resources allowing productivity to be maintained, was through an app. However, development costs for such an app were high, so, it was decided to develop Alba's app in-house.

The app has brought a range of benefits, both for employees and for Alba's ESG efforts. Being a more transparent and environmentally friendly system, the app has resulted in a reduction of paper usage, automation of processes through digitization, and enhanced employee engagement, as well as ensuring compliance with the latest policies and regulations.

The resulting portal enables employees to securely access personal information such as their annual leave balance, sickness absence in the year to date, their latest payslip and other information. It also features eServices, which enables them to request salary certificates, apply for Alba Savings Benefit Scheme (ASBS) loans and change their ASBS voluntary contributions.

The app will undergo continuous improvement and enhancement with the addition of new features related to employee self-service, safety, and information.

New Forced Cooling Network (FCN)

This project aimed to provide a new forced air network for each individual Pot Shell in Pot Lines 4 and 5. While smelters generally aim to increase production by increasing the line current, FCNs work by dissipating excess heat generated by higher currents while maintaining efficiency. The project was challenging, as work had to be carried out in an operational area that operates with a high magnetic field, while the operating temperatures were very high and difficult to work in. Additionally, the area between two pots where new cooling pipe devices had to be inserted was very narrow. Careful design was needed, with clear layout drawings and effective planning, as well as rigorous training of workers to achieve the required goal in a safe manner.

A detailed plan was made to see how the coolant pipes could be laid in a safe and secure manner through the use of insulating pads, so that no voltage bridging or flashover occurred during installation. As the area is close to tanker

movement road traffic, barricades were provided to ensure the safety of workers and equipment.

The project succeeded in providing an increase of pot current – the amperage – despite numerous hindrances. This increase in current has resulted in a flow of excess molten Aluminium metal from each pots, thereby increasing annual production. The project has also delivered numerous environmental benefits, including extended pot longevity, thereby reducing waste, reduced energy consumption by stopping compressed air cooling and reducing pot instability, and reduced gases in potline roof emissions.

After successful implementation of the FCN, Alba is currently looking to further reduce lining thickness, thus widening the operational area inside the pots. This would enable the elongation of anodes sizes and further upgrading pot operating parameters, which would further boost production of molten Aluminium metal.

Looking ahead, our 2023 project commitments are currently in progress or planned for implementation. The anticipated benefits of these projects are largely environmental and social, based on increasing efficiency and energy consumption, reducing GHG and pollutant emissions, extending product life and reducing waste, and enhancing working conditions:



Solar panels will be fitted to the roofs of Alba's car park and non-process buildings, generating more than 6 MW of power.



A new Batch Homogenizing Furnace will be installed in Cast House 3.



A new Pot Tapping Management System at Pot Line 6 will automate the pot tapping system for more accurate and efficient extraction of hot metal from the pots, thereby reducing risks to production.



Two new coke coolers will be installed at Calciner to replace existing coolers at the end of their life.



A new flue wall-building machine for new Kilns will replace older, damaged ones.



New equipment is planned for Furnaces 3 and 4 at Cast House 2, which will improve metal quality.



Additional CCTV cameras will better capture any accidents/incidents with real-time data.



A new energy efficient (Lighting and HVAC) and insulated administrative office will be built for operational and maintenance staff.

Anode Enlargement Project at Carbon 3 and 4

This project aimed to increase green and baked anode sizes, which would increase pot currents and amperages, leading to additional metal production. The main challenge was to carry out the upgrade while the plant was still in operation, which required minimum stoppage time while maintaining safety. A major risk was the need to completely replace the vibro-compactor moulds while stockpiling enough green anodes.

Following extensive surveys and testing, the first step saw anode length increased by 20mm, which raised the operating amperage from 465 kilo-amperes to 478 kilo-amperes, with additional hot metal production of around 17,000 tonnes per annum. The project has also resulted in reduced GHG and air pollutant emissions. The next step will see anode length increased by a further 10mm, enabling Pot Line 6 to reach an amperage of 480 kilo-amperes.



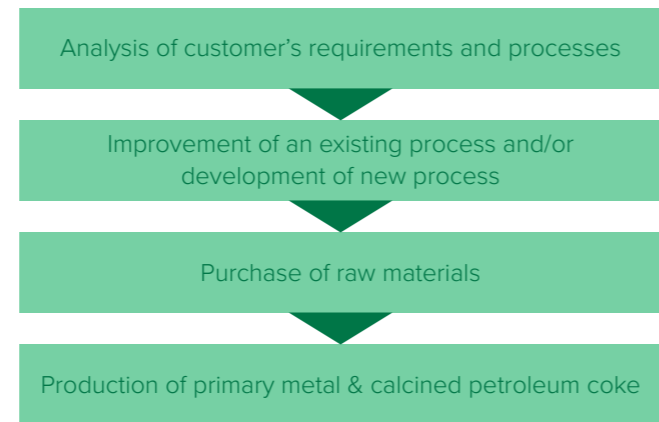
Our Products (Metal Marketing and Product Labelling)

Cast products are identified with ink markers, engravings and bar code labels based on the customer's requirements. Basic information on alloy, size, sales order number, and country of origin are attached, together with additional information based on individual customers' requirements. The identification of the products is important for both back and front traceability. We aim to introduce a modernized labelling system in future which will utilize QR coding for our products.

The labelling system is managed by our Marketing department, which ensures that the customer's requirements are understood and agreed at the contract stage and correctly entered in the Systems, Application and Products in Data Processing (SAP) Enterprise Resource Planning (ERP) system at the time of order booking. The number of complaints related to product identification and labelling is monitored. Alba has a product Life-cycle Assessment process in place, and it was standard practice to conduct a LCA every five years in partnership with a third-party consultancy agency. In 2023, we aim to automate and digitize our product LCA processes to a new software platform to be able to perform LCA's on a yearly basis with third-party verification of reports.

“**In 2023, we aim to automate and digitize our product LCA processes to a new software platform to be able to perform LCA's on a yearly basis with third-party verification of reports**”

We have implemented Quality Management Systems (QMS) across all our activities to ensure smooth and efficient operations across the stages of product life cycles:



Storage and delivery of products and finished products Alba plant follows ISO 9001 since 1994; the quality management policy sets the requirements for the Company and is supplemented by standard of operating procedures (SOPs) and guidelines which are subject to a periodic review.

The Company was certified for automotive industry IATF 16949 since 2018 and for Specific Billet Alloys and Sizes for Ships in 2020. Alba's Internal Audit team assess the processes in place through its periodic audits and identify areas for improvement. The Company aims to fully integrate quality management tools and production processes through automation in its soon-to-be-launched Industry 4.0 Project, employee motivation through Good Suggestion Scheme, and optimization of controls through AI Hassalah Programme.



Customer Satisfaction

Ensuring customer satisfaction is a core belief for Alba. Each year, the company carries out surveys to measure its performance and sets targets to continually improve its ratings. In 2022, the customer satisfaction target was exceeded for the second successive year and overall customer satisfaction rose to 8.51.

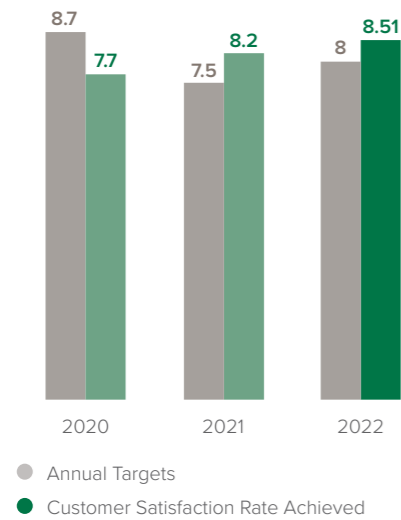
Being customer-driven, we strive to proactively engage with our customers to meet their requirements for end-products and bring value to their processes by producing a portfolio of Aluminium in the following categories:

- Foundry grade re-melt products (T-Ingots, 10 Kg Standard Ingots, 22.5 Kg Standard Ingots, and Properzi Bars 9.7 Kg)
- Rolling Ingots (Slabs)
- Extrusion Ingots (Billets)
- Unalloyed P1020 re-melt products (T-Ingots, 10 Kg Standard Ingots, 22.5 Kg Standard Ingots, and Sows) Liquid metal

In addition to our portfolio of products, our customer & technical team work closely with our customers to improve our business processes to meet the level of quality of products and services. To onboard new clients, the Company undergoes a rigorous process for qualification before taking on new clients. Our primary Aluminium is produced in line with various certifications the Company has in the fields of Safety, Environment, Quality and Sustainability.

Our 2022 production resulted in 99.86% metal purity, which is almost perfect and was deemed more than satisfactory according to our customers' feedback over the course of the year. We are also pleased to report that there were zero security breaches and zero customer complaints in 2022, which is in line with previous years. In 2020, we joined the international Carbon Disclosure Project (CDP) and submitted disclosures with respect to GHG emissions. The CDP report is highly recognized by the world's blue-chip investors and customers. As part of annual submissions, in 2022, we disclosed our Climate Change and Water Security data to the CDP.

RESULTS OF SURVEYS MEASURING CUSTOMER SATISFACTION



99.86%
metal purity from 2022 production

1994
ISO 9001 - Quality Management system



2000
ISO 14001 - Environment Management system



2006
ISO 45001 - Occupational Health & Safety Management system



2018
IATF 16949 - Automotive Quality Management System



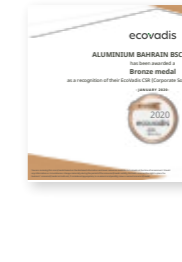
2019
ISO 27001 - Information Security Management



2020
ASI - Performance Standard Certification



2020
Ecovadis Sustainability Rating



2020
Marine Certification Specific Billet Alloys



05 Governance

At Alba, our Governance is robust and active, defining every aspect of our business. We promote the principles of ethics and our Code of Conduct across our business and with our key stakeholders and partners. Our increasing production levels and revenues signifies our growth path, as we seek to invest not only in our business, but in our people and our environment, all of which are prioritized at the highest levels of our organisation.

2022 HIGHLIGHTS

- BHD 228 million Local Procurement Spending
- 1.6 MT Total Production
- 99.86% Metal Purity
- BHD416 million Net Profit
- Zero Security Breaches

MATERIAL ISSUES

- Corporate Governance
- Economic Results
- Compliance with Statutory and Regulatory Requirements as well as Anti-Corruption
- Sustainable Supply Chain & Responsible Sourcing

2023 COMMITMENTS

- A New Policy for Corporate Governance

WIDER CONTRIBUTION



TARGETS

8.2 8.4, 9.4, 16.5, 16.b

For definitions of these targets, see [Alignment with SDG Targets](#)

Kingdom of Bahrain Economic Vision 2030

Corporate Governance

Alba's major shareholders appoint Directors to serve on the Board every three years and one full independent director is elected during the AGM by a 10% free float/public (that is, elected by the 10% of publicly held shares). Once directors are appointed and elected, Alba's Nomination, Remuneration and Corporate Governance Committee reviews the biographies of the newly appointed/elected Directors to determine on which Committee they can serve based upon their skills-set and expertise, after which the recommendations are approved by the Board.

ESG issues are a major priority for Alba. In 2022, the Board approved the renaming of the Executive Committee as the Executive and ESG Committee, effective from 12 May 2022. ESG updates are discussed at all Board and Committee meetings and the bonus scheme for Alba's Chief Experience Officer is linked to four criteria, one of which is ESG related.

The Board of Directors approved our revised vision, mission, and values in 2021, following an extensive exercise carried out by the senior management and under the CEO's leadership. Our purpose seen through our vision, mission and values are all linked to our ESG Roadmap. The Alba Executive Leadership team reports to the Board on a quarterly basis, including the Company's ESG performance, details of which are circulated to the Directors in advance of each meeting. All materials topics are carefully reviewed by the CEO.

To find out more about corporate governance at Alba, read the company's Corporate Governance 2022 report.

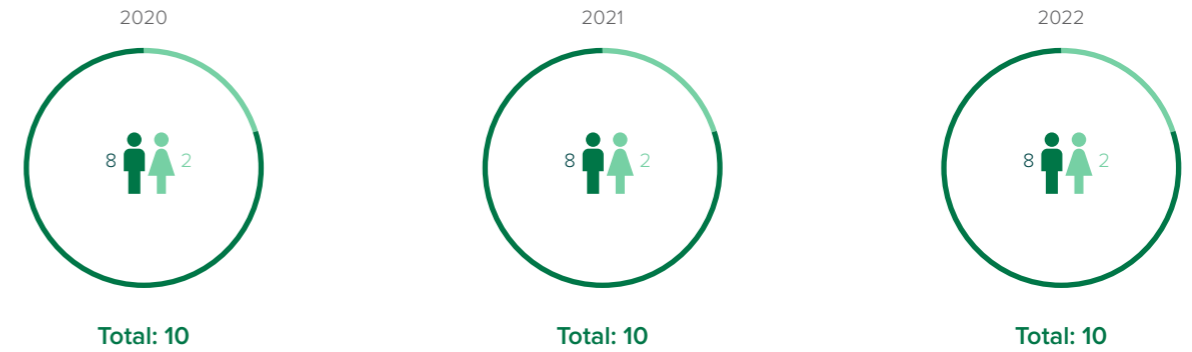
Executive remuneration

Remuneration for executives at Alba is linked to four KPIs, based on safety, production, net profit and individual performance. The specific targets for each KPI are approved by the Board of Directors. Full remuneration disclosures are available on page 10 of the Corporate Governance Report for 2022.

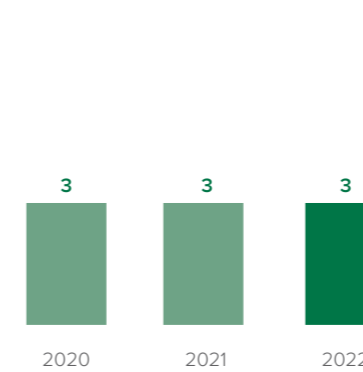
BOARD OF DIRECTORS

	2020	2021	2022
Percentage of board seats occupied by independent directors (%)	40%	40%	50%
Percentage of non-executive members of the Board of Directors (%)	100%	100%	100%
Remuneration (BHD)			
Chairman	30,000	60,000	60,000
Directors	210,000	360,000	352,000
Total	210,000	420,000	412,000

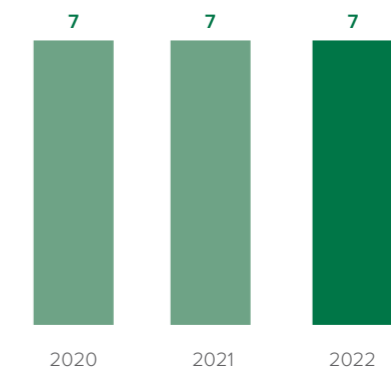
BOARD OF DIRECTORS BREAKDOWN BY GENDER



BOARD OF DIRECTORS AGED 30-50



BOARD OF DIRECTORS AGED 50+



BOARD OF DIRECTORS TRAINING AND EVALUATION

	2020	2021	2022
Total number for training hours delivered to Board members	As a result of the prevalent pandemic, 2020 was an exceptional year. Alba's Board of Directors did not travel for any training in 2020.	Alba's Board of Directors did not travel for any training in 2021 (one director registered for a training event but did not attend)	115
Average number of training hours delivered to Board members (hrs/Board member)			12
Total number of performance evaluations conducted for the Board	Each Committee conducted its own performance evaluation. Additionally, Board members completed a Board Appraisal and Self-Assessment form for 2020 at the Board meeting held in February 2021.	All three Committees conducted performance evaluations.	All three Committees conducted a performance evaluation in the third quarter of the year. Thirty evaluations were received, and the outcomes discussed in Q4 2022.
Board's performance evaluation result		The Board performed an evaluation assessment.	The Board performed an evaluation assessment in Q1. Ten evaluations were received, and the outcomes reviewed in Q2.

Economic Impact and Sustainable Growth

Our approach to economic growth and innovation is rooted in sustainability. We are committed to sustainable economic growth and business development for its business, as well as wider environmental sustainability. We place a major focus on innovation, which will help achieve our goals in both of these areas.

In 2022, Alba set a new company production record of 1,600,111 MT, an increase of 39,889 MT on the previous year. That it did so while implementing a wide range of ESG initiatives testifies to the company’s approach to making sustainable growth a reality. Our earnings per share and EBITDA % was at 31% in 2022.

Also during the year, we became the first company in Bahrain to refinance its existing syndicated loan, which stood at c.US\$1.247 billion, using sustainability-related targets, a demonstration of our commitment to sustainability and our confidence in meeting our sustainability goals. We signed a Memorandum of Understanding (MoU) with Bahrain Petroleum Company (BAPCO) to share knowledge and collaborate on implementing ESG initiatives in areas of common interest, a first-of-its-kind initiative for the industry. Specific actions to come from the MoU include a feasibility study on making surplus hydrogen at BAPCO available to Alba, and a joint taskforce to implement the companies’ objectives. Through such actions, the MoU will not only boost the companies’ ESG initiatives but will also support the sustainable growth of not just one but two of Bahrain’s industrial giants.

Consumers are increasingly shifting their purchasing behavior, and prioritizing support for companies that prioritize sustainable production methods, sustainable growth and innovation. As part of our ESG Roadmap in 2022, we surveyed 12 of our customers to better understand their attitudes and interests towards sustainability including their willingness to pay for sustainable products. Almost 80% of the customers that were interviewed said environmental sustainability was important to their business objectives, and more than 50% indicated that they are making changes to their material supply options and consumption behavior towards being more sustainable. Of the twelve customers we assessed in 2022, seven customers have published CO2e target reduction initiatives ranging from 10% reduction in CO2e by 2025 to 100% reduction by 2040; to achieve these goals,

various initiatives were proposed including: use of Clean/ Renewable energy (grid, wind, solar), Energy Efficiency Management, Carbon Capture, Aluminium Initiatives – increasing use of secondary or recycled aluminium added with primary metal.

Following the launch of our ESG Roadmap, in June 2022 Alba hosted a top-level meeting with a delegation from the Bahrain Association of Banks (BAB). The BAB and its members have considerable experience of sustainable development and green finance. The strong links between Alba and the BAB’s members, reinforced by meeting such as this, will enable us to work collectively for the greater good of the country and the economy. In 2022, our employees completed 136 volunteering hours.

“**BAB appreciates the role played by Alba in contributing significantly to GDP and creating rewarding job opportunities for citizens, while also supporting the economy and development in the Kingdom of Bahrain.**”

Dr Waheed Al Qassim
CEO of BAB
(June 2022)

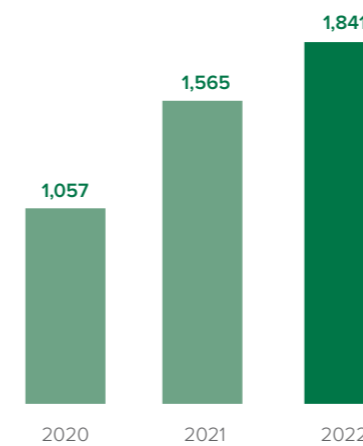
OUR ECONOMIC GROWTH STRATEGY FOCUSES ON THE FOLLOWING FACTORS:



ECONOMIC PERFORMANCE FROM METAL SALES

	2020	2021	2022
Total production (metric tonnes)	1,548,500	1,561,222	1,600,111
Revenues (million BHD)	1,057	1,565	1,841
Net profit (million BHD)	10	452	416
EBITDA (million BHD)	171	615	565

TOTAL REVENUES (MILLION BHD)

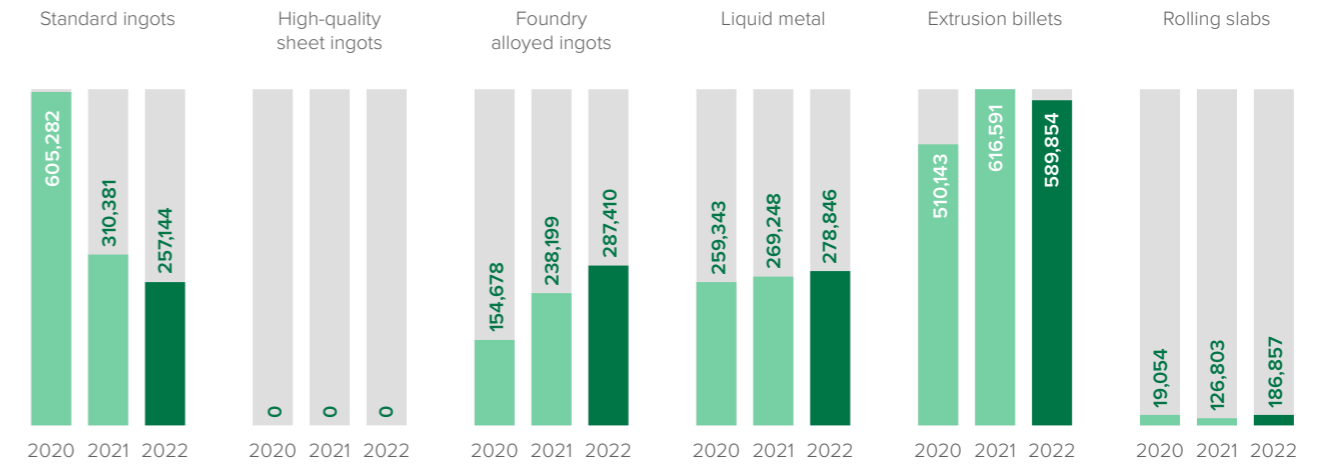


80%

of the customers that were interviewed said environmental sustainability was important to their business objectives



SALES BY PRODUCT LINE (TONNES)

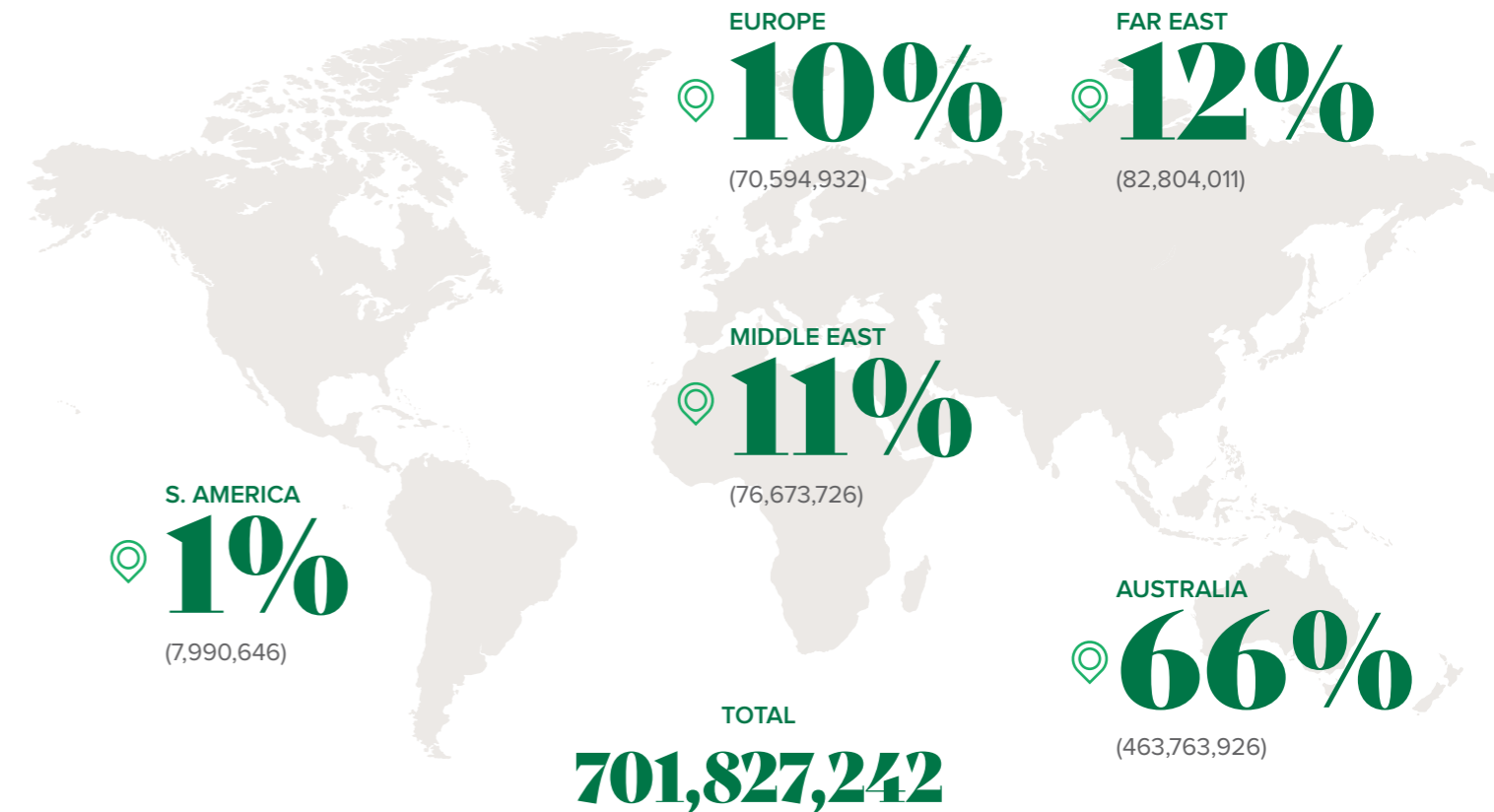
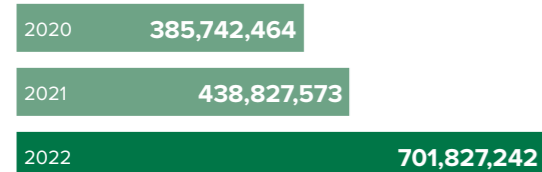


2022 SPENDING ON RAW MATERIALS BY REGION (BHD MILLION)

SPENDING ON RAW MATERIALS BY REGION

SPENDING ON RAW MATERIAL BY SOURCE'S REGION (BHD)	2020	2021	2022
Bahrain	0	0	0
Middle East	18,440,493	42,057,855	76,673,726
Far East	27,803,750	46,362,968	82,804,011
Southeast Asia	0	0	0
Europe	24,906,316	27,109,630	70,594,932
Africa	0	0	0
N. America	0	0	0
S. America	18,590,050	17,745,163	7,990,646
Australia	296,001,855	305,551,957	463,763,926
Total	385,742,464	438,827,573	701,827,242

SPENDING ON RAW MATERIALS (BHD)



DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (%)

	2020	2021	2022
Year-to-year variance	3%	49%	16%
Contribution to GDP	12%	12%	12%

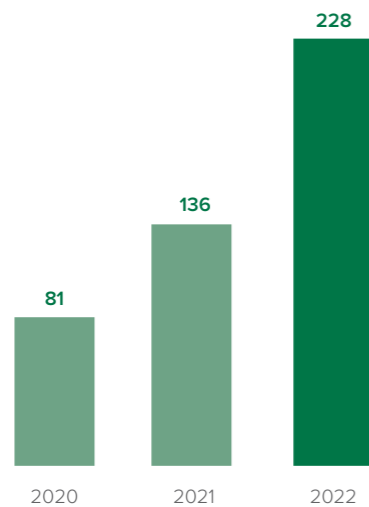
PERCENTAGE OF SPENDING ON LOCALLY BASED SUPPLIERS AT SIGNIFICANT LOCATIONS OF OPERATION

PROPORTION OF SPENDING ON LOCAL SUPPLIERS AT SIGNIFICANT LOCATIONS OF OPERATION	2020	2021	2022
Total spending on suppliers and contractors (million BHD)	150	280	477
Spending on locally based suppliers and contractors (million BHD)	81	136	228
Local procurement (%)	54%	48%	48%

PROJECT TITAN & AL HASSALAH - COST OPTIMIZATION PROJECT

	2020	2021	2022
Project Titan progress Million US \$ - Actual	116	70.8	44.55
Project Titan progress Million US \$ - Target	60	70	40
Operational efficiency (\$/MT)	74.91	45.35	27.84

TOTAL SPENDING ON SUPPLIERS AND CONTRACTORS (MILLION BHD)



Our previous cost-saving scheme, Project Titan, has now been concluded, having achieved USD170 million of savings. Our new two-year cost-saving programme, Al-Hassalah, was launched in 2021, replacing our previous Titan scheme. The new initiative includes additional cost-saving areas such as improving recoveries and enabled us to meet our 2021 cost-reduction target successfully. Through the programme, more than USD 115 million of cost savings have been identified, exceeding the target by over USD 15 million. In 2022, our target of USD 100 million was exceeded.

AL HASSALAH (US\$ MILLION)



*Cumulative for 24 months

Compliance with Statutory and Regulatory Requirements, and Anti-Corruption

At Alba, each of our departments are responsible for proactively identifying and managing compliance requirements, as these vary depending on the area of operation. Close communication channels are maintained by those responsible, with contact points in the external regulatory bodies to help them to keep updated about new requirements and developments. To further strengthen its compliance management, we have established a Compliance function, which maintains company-wide requirements for monitoring purposes. Compliance risk is assessed during Enterprise Risk Assessments, an Internal Audit Plan incorporates control tests for compliance regulatory requirements, and there are anti-corruption and bribery controls in the relevant audit assignments.

The purpose of this approach is to ensure maximum oversight and compliance with regard to regulatory requirements. Relevant rules are embedded in the respective policies/procedures maintained by the departments. These documents, along with supporting guidelines, cover the reporting requirements, commitments, responsibilities, and resources allocated.

We have an Anti-Bribery and Corruption Policy, which was reviewed by the Board Audit Committee and approved by the Board in September 2021. The policy includes responsibilities and accountabilities, policy requirements applicable under various scenarios or instances, reporting processes in the event of breaches or concerns, investigations of concerns, and the consequences of failure to comply with the policy.

Appropriate mechanisms are in place to ensure that adequate monitoring and oversight is placed on these regulatory requirements. Environment-related requirements are discussed and monitored at the Safety, Health, and Environment Executive Committee meetings, and as part of our quarterly risk management reports, updates regarding new requirements and any compliance breachers are provided to the Board Audit Committee.

Although there have been no cases of corruption in recent years, the risk is inherent in the industry in which Alba operates. A high-level risk assessment covering 100% of Alba's operations has been carried out in this area as part of our Enterprise Risk Management Framework. Assessment for anti-corruption is carried out under our Ethics Risk Assessment process, and our Internal Audit Plan incorporates a review of anti-corruption and bribery controls in the relevant Audit Assignments. We plan to further embed a compliance and anti-corruption culture within the company through staff training in 2023.

A complete relaunch of our Code of Conduct was scheduled for Q1 2023. This will include review and update of the Code, an in-person relaunch event message delivered by the CEO, and training on the Code for top management. After this, senior management will deliver training to their teams after which our website will be updated and there will be a press release and an awareness campaign via email and social media platforms. Once all staff have received the relaunch information, communications will be sent to all of Alba's active customers and suppliers, re-emphasizing the Code of Conduct and Integrity Line, and the expectations Alba has of its business partners.

Sustainable Supply Chain and Responsible Sourcing

Despite challenging situations in the global freight market and the geopolitical situation, our supply chain remained resilient in 2022 and helped us to meet additional demands from internal stakeholders. We believe that a company's entire supply chain can make a significant impact in promoting human rights, fair labor practices, environmental progress, and anti-corruption policies. In 2022, revised our Code of Conduct to integrate ESG and provide more guidance around related issues. This revised Code has been circulated to all our suppliers. Moreover, in 2023–24 we plan to conduct a pilot of a business process outsourcing project for some of our procurement activities especially (spending with low volume, frequency, or value suppliers), to enable us to remain focused on core and strategic activities. The project will fully integrate ethical, environmental, and socially responsible practices into a competitive and successful model. End-to-end supply chain transparency is critical; sustainability initiatives must extend from raw materials sourcing to last-mile logistics, and even to product returns and recycling processes.

In 2022, we significantly increased the number of local suppliers from whom we purchase, from 136 in 2021 to 228, while our spend with local suppliers increased from BHD280 million to BHD477 million. This represents 48% of our total spend.

Supplier and contractors screening for environmental and safety issues began in 2022 through self-assessment questionnaires developed by the SHE department and launched in SAP Ariba. Supplier accommodation inspection for major service and manpower providers to Alba is an ongoing activity as part of our social responsibilities. This also ensures that suppliers are complying with rules and regulations set by local regulatory authorities towards labor safety and welfare. In addition, we launched a social management policy. The company has gained commitments from suppliers on their understanding of this policy and engaged with them on social aspects through the self-assessment questionnaire.

228

suppliers we purchase from, up from 136 in 2021

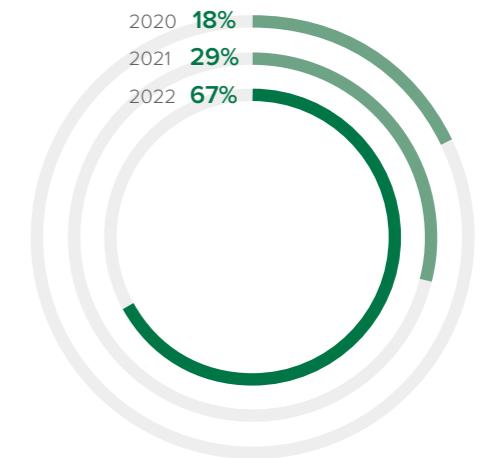
SUPPLIERS AND HUMAN RIGHTS - GENERAL SCREENING

NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA	2020	2021	2022
Number of significant suppliers	27	27	27
Number of total suppliers screened	5	8	18
% of total suppliers screened	18%	29%	67%
% of contracts declined	0	0	1
total number of significant investment agreements and contracts finalized during the reporting period that either moved the organization into a position of ownership in another entity, or initiated a capital investment project that was material to financial accounts	0	0	0
Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	100%	100%	100%

Integration of safety, social and environmental factors are conditions of every contract. Our SHE and Purchasing departments are currently benchmarking targets considering ESG as the number one priority. Relevant documents, such as contractors' social performance requirements and monitoring, and safety, health, and environment management, are available on our website and are a mandatory part of the onboarding process for suppliers. In 2022, 26 new suppliers were screened using labor practices criteria and 28 suppliers were screened for environmental criteria. We received 784 responses from suppliers to our social assessment questionnaire and 78 responses from suppliers on our contractor accommodation inspection. This is a practice we are further expanding on, seeking to implement targets in 2023. We ensure equal opportunities are provided to local Small-Medium Enterprises (SMEs) by developing them through competitive bidding. All new suppliers, as part of their onboarding process, receive a full briefing on our vision and mission, strategic goals, and SHE policy statements. We require all suppliers to work with our SHE Management system and complete an environmental self-assessment questionnaire.

For more information on our purchasing, please refer to our [Sustainable Procurement Policy](#)

% OF TOTAL SUPPLIERS SCREENED



06 Disclosures



Basis of Reporting

REPORTING CRITERIA SUMMARY FOR SELECTED KEY PERFORMANCE INDICATORS IN OUR 2022 SUSTAINABILITY REPORTING

The purpose of this document is to outline the approach and scope used for data collection as well as explain the process of the calculation methodology for validating/verifying performance data as it is published in 2022 Sustainability Report.

SCOPE OF REPORTING

The selected 8 Key Performance Indicators cover Alba's plant/operations (including the Smelter, Calciner and Marine Plant, Power Stations, Carbon Plants, Casthouse Operations and Alba Club) from 1 January 2022 to 31 December 2022.

Total Direct Energy Consumption

DEFINITION

The natural gas energy that is consumed internally both to generating electrical power and inside the smelter plants in addition to any liquid fuel (Diesel and Gasoline) used to operate the operational vehicles.

SCOPE

It covers the reporting period 1 January 2022 to 31 December 2022.

The scope of Direct Energy Consumption data covers Alba's production operations in Bahrain.

This metric is reported on the actual consumption basis.

Diesel and gasoline are used by Alba's operational vehicles while natural gas is used as the energy source in Alba's power stations to generate captive electrical power and operate the burners of cast house furnaces, anode baking kilns, and calciner kilns. The electricity is then used in different process units within Alba smelter and all other facilities.

UNITS

Gigajoules (GJ)

METHOD

Natural Gas purchased from Tatweer Petroleum (National operator of natural gas wells) is used to generate electrical power by using combined-cycles generators and for heating purposes. The electrical energy is then used internally to produce the Aluminum metal and cover the needs of ALBA in all other facilities. A small portion of the generated electrical energy may be exported to the National Grid in some months as part of an energy exchange agreement between Alba and Electricity and Water Authority (EWA); this portion is subtracted from the total generated electrical power since it is not consumed by Alba.

In addition to the Natural Gas consumed, Diesel and Gasoline are used to operate our production vehicles, and this is accounted for and added with the direct energy.

TOTAL DIRECT ENERGY USED:

$DE (GJ) = ENG + Fuel - EE$

Where: DE = Direct Energy (in Gigajoule)

ENG = Energy generated within Alba & utilities using Natural gas (for electricity, heating, cooling, calcination ...etc.) - (in Gigajoule)

Fuel = Consumed fuel - Diesel & Gasoline (Mumtaz & Jayyed) - (in Gigajoule)

EE = Exported Energy (electricity to EWA gride) - (in Gigajoule)

ENERGY FROM NATURAL GAS CONSUMPTION:

$ENG = [\text{Total NG (mmBTU)} \times CF (GJ/mmBTU)]$

Where: ENG = Energy generated within Alba & utilities using Natural gas (for electricity, heating, cooling, calcination ...etc.) - (in Gigajoule).

NG = Total quantity of Natural gas consumed within Alba (for electricity, heating, cooling, calcination ...etc.) in million British Thermal Units (MMBTU)

CF = Conversion factor (1,055.1 in Gigajoule/ MMBTU)

ENERGY FROM FUEL (DIESEL AND GASOLINE):

$Fuel = Diesel + Gasoline = (V_D \times \rho_D \times NCV_D) + (V_G \times \rho_G \times NCV_G)$

Where: VD = Volume of consumed Diesel (in liters)

ρ_D = Density of diesel (in kg/lit.)

NCVD = Net calorific values of diesel (in Gigajoule/Gigagram)

VG = Volume of consumed gasoline (in liters)

ρ_G = Density of gasoline (in kg/lit.)

NCVG = Net calorific values of gasoline (in Gigajoule/Gigagram)

EXPORTED ELECTRICAL ENERGY:

$EE (GJ) = \text{Export electricity (MWh)} \times 3.6 \text{ GJ/MWh}$

Where: EE = Exported electricity (to EWA grid) - (in Gigajoule)

3.6 = conversion factor from MWh to Gigajoule.

SOURCE

The Natural Gas consumed is provided by Power Operations every month and based on the invoices received from Tatweer Petroleum.

The exported electricity is determined based on metered electrical power supplied to the Grid as recorded by our control and monitoring systems.

Diesel and Gasoline are determined from the fuel invoicing as recorded in our SAP system.

Total Indirect Energy Consumption

DEFINITION

The electrical energy that is imported from the National Grid (EWA) and consumed internally within smelter, Calciner & Alba Club under the scope of Alba properties.

SCOPE

It covers the reporting period 1 January 2022 to 31 December 2022.

The electrical power is generated by the Electricity and Water Authority (EWA) by using Natural Gas as the energy source then imported by Alba.

The energy is used by Alba for producing Aluminum. The electricity is used in the different process units within smelter, Calciner & Alba club under the scope of Alba properties.

This metric is reported on an actual consumption basis.

UNITS

Gigajoules (GJ)

METHOD

1. Power Exchange with Alba smelter:

The power exchange within Alba smelter is measured and recorded via energy meters of the Alba/EWA feeders connected to OSI Scada System and from the Bay Control Unit (BCU) of Alba/EWA links.

- If the communication to OSI was stopped for a brief period (up to a day) and there was no major change in the Power exchange load during this time, the power exchange was treated as it was before the interruption. If the power configuration remained the same, there was no change in the connected machine with EWA.
- If the communication to OSI was stopped for an extended length of time (more than a day and up to a month) we followed the full month interruption procedure according to which the power export was calculated using the energy meter of the gas turbine (GT) that is linked to EWA network, and the power import was calculated using the Pot line energy meter of the Rectifier that is linked to EWA network.
- If Power Import and Export occurred concurrently in a month, as EWA feeder energy meter in the OSI displays the net Power Export value, the following details were provided to produce a detailed report regarding the time when imports or exports were taking place:
 - Power Export = Energy meter of the connected Gas Turbine (GT) generation.
 - Power Import = GT generation – net Power Export figure from OSI.

2. Power supplied to other facilities (Calcliner & Alba Club):

The imported electricity is determined based on metered electrical power imported from the National Grid – Electricity & Water Authority (EWA) that is addressed by monthly bills which includes detailed information of water (in Cubic meters) and electricity (in kWh) supplied to the facility from which the indirect energy is calculated.

IMPORTED ENERGY:

$IM = [\text{Total imported Electricity (MWh)} \times 3.6 \text{ (GJ/MWh)}]$

Where: IM = Imported electricity (from EWA gride & similarities) - (in Gigajoule)

3.6 = conversion factor from MWh to Gigajoule.

SOURCE

The imported electricity is determined based on:

1. To power (smelter): Metered electrical power imported from the National Grid as recorded by our control and monitoring system. Monthly power exchange report is prepared based on energy meters reading that connect to the blow feeders:
 - 66 kV Link via T631 feeder
 - 220 kV Link via EWA 1 feeder
 - 220 kV link via EWA 2 feeder

If the energy meters are malfunctioning, the power exchange report can be obtained using the backup energy meters, which are provided in the following systems:

- OSI Scada System, energy management.
- SH6 BCU (Bay Control Unit) energy management system.
- Pot Line Rectifier SCADA energy management – This applicable only in case of power import.
- Gas Turbine (GT) energy meters – This applicable only in case of power export.

2. To other facilities (Calcliner & Alba Club): Detailed energy consumption is submitted through bills/invoices from the electricity supplier (EWA).

Environmental Investment

DEFINITION

Actual expenditures spent on various projects relating to activities which may fall under one or more criteria as listed below:

- Climate Impact: voluntary projects that aim to support climate change mitigation efforts or adapt to climate change impacts;
- Resource Conservation: voluntary projects that aim to promote the sustainable use of natural resources, reduce waste generation, and support conservation of energy;

- Pollution Prevention: voluntary projects that aim to minimize pollution and emissions, promote clean technologies, and improve air and water quality; and
- Environmental Compliance: projects to ensure compliance with applicable environmental laws, regulation, and standards.

SCOPE

The scope covers the spend allocated to the projects mentioned in any of the categories above and developed in Alba Smelter, Calcliner and Marine Treatment Plant, Spent Pot Lining (SPL) Treatment Plant and Alba Club in Bahrain from 1 January 2022 to 31 December 2022.

UNITS

Bahrain Dinar (BHD)

METHOD

Actual sum of money Alba has spent on payments relating to environmental projects as per the definition.

SOURCE

All values are documented into Alba's SAP system and financial log register.

Training Hours Recorded

DEFINITION

Total Training Hours attended by Alba employees

SCOPE

This KPI covers each training session attended by an Alba employee which is then recorded along with its duration and other relevant details in SAP database from 1 January 2022 to 31 December 2022.

UNITS

Hours

METHOD

When a training event is planned as part of the yearly Training Plan, Skills Matrix evaluation, Training Development Programs (TDPs) and Master Training Plan, it is then entered in SAP database with all relevant details including duration of the training event. When the training event takes place, the employees attending the course are then recorded in SAP database as well as other details relating to the training event.

Any course to be given during the year would be advertised along with its outline, duration, training provider and location on Intranet and the monthly Inter:Connect platform (email notification) to employees. Such notifications would provide the total training hours for which are then entered in SAP.

Post any training event, the attendance sheets for the in-house training, confirmation of attendance for the external training, screenshots for online virtual courses are used to enter the details of the attendees such as badge number, department, designation, etc.

SOURCE

Information about every course, its attendees, their departments, duration, provider, location etc. are extracted from SAP database through SAP Transaction ZHRTRN04 for reports.

Greenhouse Gas (GHG) Emissions Intensity Ratio

DEFINITION

The greenhouse gas emission intensity ratio is defined as the Total Scope 1 and 2 of Greenhouse Gas Emissions that is expressed in tonnes of CO₂e per tonne of Net Finished Product.

UNITS

Tonne of Carbon dioxide equivalent per tonne of Net Finished Product (tCO₂e/tAI)

METHOD

The method used for determining the tCO₂e is covered under the Intergovernmental Panel for Climate Change (IPCC) and the International Aluminium Institute (IAI) GHG Protocol and Guideline which are translated in Alba internal policy and procedure under SOP 75.33 [GHG Reporting and Calculating Greenhouse Gas (GHG) Emissions] by using the latest Assessment Reports as applicable.

- 1 2006 IPCC Guidelines for National Gas Inventories, Volume 2 Energy, Chapter 2 Stationary Combustion
- 2 The Aluminium Sector Greenhouse Gas Protocol (addendum to the WRI/WBCSD Greenhouse Gas Protocol), Greenhouse Gas Emissions Monitoring and Reporting by the Aluminium Industry
- 3- The guideline requirements are stated in the Standard Operation Procedure (SOP 75.33, Reporting and Calculating Greenhouse Gas (GHG) Emissions)

ACTIVITY DATA

Greenhouse Gas (GHG) Emissions Intensity Ratio

DEFINITION

The greenhouse gas emission intensity ratio is defined as the Total Scope 1 and 2 of Greenhouse Gas Emissions that is expressed in tones of CO₂e per tone of Net Finished Product.

UNITS

Tone of Carbon dioxide equivalent per tone of Net Finished Product (tCO₂e/tAl).

METHOD

The method used for determining the tCO₂e is covered under the Intergovernmental Panel for Climate Change (IPCC guidelines) and the International Aluminum Institute (IAI) GHG Protocol and Guideline which are translated in Alba internal policy and procedure under SOP 75.33 [GHG Reporting and Calculating Greenhouse Gas (GHG) Emissions] by using the latest Assessment Reports as applicable.

1. 2006 IPCC Guidelines for National Gas Inventories, Volume 2 Energy, Chapter 2 Stationary Combustion
2. The Aluminum Sector Greenhouse Gas Protocol (addendum to the WRI/WBCSD Greenhouse Gas Protocol), Greenhouse Gas Emissions Monitoring and Reporting by the Aluminum Industry
3. The guideline requirements are stated in the Standard Operation Procedure (SOP 75.33, Reporting and Calculating Greenhouse Gas (GHG) Emissions)

ACTIVITY DATA

Source of these emissions are as follows:

1. From electricity usage as follows:

- a. Generation of electricity from Power stations through the combined cycle turbines

$$E_{GHG, power NG} (tCO_2e) = FC_{NG} (MMSCF) \times EF_{GHG} (tCO_2/MMSCF) \times (NG_{GCV} / BNG_{NCV})$$

Where: $E_{GHG, Power NG}$ = GHG Emissions from power generation using Natural Gas (in tones CO₂ equivalent)

FC_{NG} = Amount of fuel consumed within Alba (in in Million Cubic Feet)

$EF_{GHG, Fuel type}$ = 48.43 as a GHG default emission factor for Natural Gas (in tones CO₂/MMSCF)

NG_{GCV} = Natural Gas Gross Calorific Value (in MMSCF/BTU)

BNG_{NCV} = 862.137 as Bahrain Natural Gas Net Calorific Value (in MMSCF/BTU)

- b. Power stations for the generation of electrical power through the combined cycle turbines

$$E_{GHG, power D} (tCO_2e) = FC_D (m^3) \times EF_{GHG} (tCO_2/m^3)$$

Where: $E_{GHG, Power D}$ = GHG Emissions from power generation using Diesel (in tones CO₂ equivalent)

FC_D = Amount of diesel consumed within Alba (in cubic meters)

EF_{GHG} = 2.68 as a GHG default emission factor for Diesel (in tones CO₂/m³)

2. From imported/exported electricity as follows:

$$E_{GHG, power NG} (tCO_2e) = FC_{NG} (MMSCF) \times EF_{GHG} (tCO_2/MMSCF) \times (NG_{GCV} / BNG_{NCV})$$

Where: $E_{GHG, Power NG}$ = GHG Emissions from power generation using Natural Gas (in tones CO₂ equivalent)

FC_{NG} = Amount of fuel consumed within Alba (in in Million Cubic Feet)

$EF_{GHG, Fuel type}$ = 48.43 as a GHG default emission factor for Natural Gas (in tones CO₂/MMSCF)

NG_{GCV} = Natural Gas Gross Calorific Value (in MMSCF/BTU)

BNG_{NCV} = 862.137 as Bahrain Natural Gas Net Calorific Value (in MMSCF/BTU)

3. From the consumption of carbon anodes in the Reduction Lines according to the following:

$$E_{CO_2} = [MP \times NAC \times ((100 - S_a - Ash_a) / 100)] \times 44/12$$

Where: E_{CO_2} = CO₂ emissions (in tCO₂)

MP = Total Net Finished Production (in tone)

NAC = Net anode consumption (in tonne per tonne aluminium)

S_a = Sulphur content in baked anodes (in weight %)

Ash_a = Ash content in baked anodes (in weight%)

44/12 = CO₂ Molecular Mass per Carbon Atomic Mass (Ratio)

4. From Perfluorocarbons (CF₄ and C₂F₆) during anode effect in the Reduction Lines as follows:

$$R_{CF_4} = AEF \times AED \times S_{CF_4}$$

$$R_{C_2F_6} = R_{CF_4} \times F_{C_2F_6/CF_4}$$

$$E_{CF_4} = R_{CF_4} \times MP$$

$$E_{C_2F_6} = R_{C_2F_6} \times MP$$

$$E_{eCO_2} (tCO_2) = (((6,500 \times E_{CF_4}) + (9,200 \times E_{C_2F_6}))) / 1000$$

Where: R_{CF_4} = Emission rate of CF₄ (in kg CF₄)

AEF = Anode effect frequency (in number)

AED = Anode effect duration (in Minutes)

S_{CF_4} = Slope coefficient for CF₄ (in kg CF₄ per anode effect minute)

$R_{C_2F_6}$ = Emission rate for C₂F₆ per kg C₂F₆

$F_{C_2F_6/CF_4}$ = Weight fraction of C₂F₆ / CF₄

MP = Net Finished Production (in tone)

E_{CF_4} = Emissions of tetrafluoromethane (in kg CF₄)

$E_{C_2F_6}$ = Emissions of hexafluoroethane (in kg C₂F₆)

E_{eCO_2} = CO₂ equivalent emissions (in tone)

5. From the usage of Soda Ash (Na₂CO₃) in the electrolysis cells at the Reduction Lines calculated as follows:

$$E_{CO_2} = Q_{Soda Ash} \times P_{Soda Ash} \times 44/106$$

Where: E_{CO_2} = CO₂ emissions (in tone)

$Q_{Soda Ash}$ = Quantity of soda ash (Na₂CO₃) consumed (in tone)

$P_{Soda Ash}$ = Purity of soda ash consumed (in decimal fraction)

44/106 = CO₂ Molecular Mass per Na₂CO₃ Molecular Mass (Ratio)

6. From the combustion of Pitch Volatiles during the baking of anodes at the Kilns calculated as follows:

$$E_{CO_2} = [GA - ((H_w \times GA) / 100) - BA - WT] \times 44/12$$

GA = GAW/BAW*BA

Where: E_{CO_2} = CO₂ emissions (in tone)

GA = weight of loaded green anodes

GAW = Green anode weight (in tone)

BAW = Baked anode weight (in tone)

BA = Baked anode production (in tone of baked anode)

H_w = Hydrogen content in green anodes (in weight % = 0.5)

WEIGHT = Waste tar collected (in tone = 0.005 * GA)

44/12 = CO₂ molecular mass per Carbon atomic mass (Ratio)

7. From the Consumption of Packing Coke during baking of anodes at the Kilns and calculated as follows:

$$E_{CO_2} = [PCC * BA * (((100 - S_{PC} - Ash_{PC}) / 100))] * 44/12$$

Where: E_{CO_2} = CO₂ emissions (in tone)

PCC = packing coke consumed (in tone per tone of baked anode, default = 0.015)

BA = Baked anode production (in tone of baked anode)

S_{PC} = Sulphur content in packing coke (in weight %)

Ash_{PC} = Ash content in packing coke (in weight % as default = 2.5)

44/12 = CO₂ molecular mass per Carbon atomic mass (Ratio)

8. During the calcination of Green Petroleum coke (GPC) at the Calciner Plant and calculated as follows:

$$E_{CO_2} = [GC * ((100 - H_2O_{gc} - V_{gc} - S_{gc}) / 100)] - [(CC + UCC + DE) * ((100 - S_{CC}) / 100)] * 44/12 + [GC * 0.035 * (44/16)]$$

Where: E_{CO_2} = CO₂ emissions (in tone)

GC = Green coke feed (in tone of green coke)

H₂O_{gc} = Humidity in green coke (in weight %)

V_{gc} = Volatiles in green coke (in weight %)

S_{gc} = Sulphur content in green coke (in weight %)

CC = Calcined coke produced (in tone of calcined coke)

UCC = Under-calcined coke collected (in tone of under-calcined coke as default = 0)

DE = Coke dust emissions (in tone of coke dust as default = 0.075 × GC)

S_{CC} = Sulphur content in calcined coke (in weight %)

44/12 = CO₂ Molecular Mass per Carbon Atomic Mass (Ratio)

44/16 = CO₂ Molecular Mass per CH₄ Molecular Mass (Ratio)

9. From Combustion of diesel and gasoline used in vehicles mobile equipment and calculated as follows:

a. Calculating the amount of Diesel in Liters from the monthly invoices

$$E_{CO_2, diesel} = Q_D \text{ (Lit.)} \times p_D \text{ (kg/Lit.)}$$

b. Calculating the amount of Gasoline in Liters from the monthly invoices.

$$E_{CO_2, Gasoline} = Q_G \text{ (Lit.)} \times p_G \text{ (kg/Lit.)}$$

Where: Default values are as follows:

Diesel fuel density (kg/l)	0.84
Gasoline fuel density (kg/l)	0.74
Diesel NCV (TJ/Gg)	44.30
Gasoline NCV (TJ/Gg)	43.00

Total Solid Waste Recycled

DEFINITION

Material that is no longer suitable for its original intended purpose; however, it can be recovered and repurposed for other applications/usages and redirected from final disposal to landfill.

UNITS

Tonne of solid waste recycled (t)

METHOD

The weight of solid material is calculated and recorded based on the accumulated scrap and recycled solid waste from the measurement taken at the exit gate on monthly basis.

Scrap material is then sold to recycling contractors on a two-year contract basis.

The process waste material such as Spent Pot Lining (SPL) is transported to the treatment facility and converted to useful product which is then shipped abroad to customers. The weight of the SPL sent to the facility is counted with the Total Solid Waste Recycled.

Any other process waste such as solid bath and carbon dust that are shipped for customers for other usages is also added to the Recycled Solid Waste.

SOURCE

This KPI covers the solid waste repurposed/ recycled within Alba and recycling done by third party vendors for reporting period from 1 January 2022 to 31 December 2022.

The waste streams included in this KPI are categorized into:

RECYCLED WASTE	DEFINITION
SPL Steel	Steel collector bars from process of demolishing of damage carbon cathodes which part of SPL.
SPL Hazardous	Mixture of carbon, refractory bricks and silicon carbide generated during process of demolishing and rebuilt of reduction pots. Generated from the de-lining of the electrolysis cells at the end of their lifecycle. Please, refer to the SPL Basis of reporting below, for the exact process followed to calculate the recycled SPL solid waste.
Rodding Reject Material	Mixture of solid bath, scrap metal, carbon, and fine metal / bath generated during bath crushing process
Refractory Waste	Used and damaged refractory bricks from refurbishment of anode kilns or Casthouse furnaces
Used Carbon Butts	Used or damaged carbon anode butts from Rodding sections
Construction	Waste material from building, renovating, or demolishing structures and infrastructures
Carbon Dust	Small fine carbon frictions mixed with bath and steel generated from various processes in Carbon Plants
Calciner Bag House Ash	Carbon ash from calcination process of the green petroleum coke within the rotary kilns
FTP and GTC Scale	The oxidation of alumina due to the contact with hot emissions from reduction pots under high temperature and humidity resulting the formation of scale on the inside walls of GTCs & FTPs compartments and pipes
FTP and GTC Filter Bags	Damaged filter bags generated during annual or breakdown maintenance of GTCs and FTPs
Insulation Material	Mainly ceramic fiber blanket used as insulation from maintenance works of changing damage/consumed insulation material
Tree Cutting	It is mainly tree branches and grass
Un-refined Solid Sulphur	Un-Refined solid Sulphur generated from Khuff gas desulfurization plant
Other Waste	Any up normal waste
Scrap Materials (steel, wood, etc.)	Scrap materials such as steel, wood and plastic which are generated from the normal plant operations (Casthouse, Carbon, Potlines) in addition to housekeeping as well as maintenance activities which are then placed in dedicated segregation skips.

UNITS

Tonne of solid waste recycled (t)

METHOD

The weight of solid material is calculated and recorded based on the accumulated scrap and recycled solid waste from the measurement taken at the exit gate on monthly basis.

Scrap material is then sold to recycling contractors on a two-year contract basis.

The process waste material such as Spent Pot Lining (SPL) is transported to the treatment facility and converted to useful product which is then shipped abroad to customers. The weight of the SPL sent to the facility is counted with the Total Solid Waste Recycled.

Any other process waste such as solid bath and carbon dust that are shipped for customers for other usages is also added to the Recycled Solid Waste.

SOURCE

The weight of the waste leaving Alba owned facilities is measured using a weighting bridge and a standardized Pass out slip of the waste is generated containing the number of loads, waste material and destination leaving the facility. The slips are then utilized to update the waste management Data.

Lost Time Injury

DEFINITION

Lost Time Injury (LTI) is an injury resulting from a work-related incident experienced by an employee(s) while attending to his/her duty as stated per the job description as well as contractor personnel under the direct supervision of Alba team while being on Alba premises. The LTI is applicable to the injuries that will not allow the employee and/or contractor personnel from attending the next shift of his/her normal duty.

SCOPE

This KPI covers the Lost Time Injury within the period 1 January 2022 to 31 December 2022.

UNIT

Number of Lost Time Injuries (LTI) within the reporting period.

METHOD

Alba will capture the Lost Time Injuries in its central Safety Statistics' Reports after exhausting the process of verifying the encounter of the Lost Time Injury as defined. All injuries experienced at the facility involving any injured personnel(s) will be reported to Alba Medical Center. The injury details will be recorded in the Medical Injury Report (MIR) system initiating a notification to a dedicated management team. The assigned Medical Officer will categorize the injury according to Alba's guidelines then classify the injury based upon the examination and condition basis. The Lost Time Injury category will be fed to the central Safety Statistics system which once done can't be modified. The necessary reports will be published by the responsible person in the injured department. The Lost Time Injury Data can be extracted from the central Safety Statistics system.

SOURCE

Number of LTI is extracted from the official Alba Incident Statistics System.

Spent Pot Lining (SPL)

DEFINITION

Spent Pot Lining (SPL) is a solid hazardous waste generated by the primary aluminium smelters. The electrolytic reduction cells (pots) are made up of steel shells with carbon and refractory linings.

Once the refractory and carbon lining have reached the end of their useful life, the pot is taken out of service and the lining removed is known as Spent Pot Lining. The delined SPL is transported to Alba SPL Treatment Plant which once treated, it gets converted to useful product (HiCAL), then shipped abroad to customers.

SCOPE

This KPI covers the Treated Spent Pot Lining which is dispatched at Alba SPL Treatment Plant within the period 1 January 2022 to 31 December 2022.

UNITS

Tonnes of Recycled Spent Pot Lining (t)

METHOD

The net weight of the Treated Spent Pot Lining is recorded at the SPL Treatment Plant's weighbridge post which Bills of Lading and invoices are generated ahead of shipment to customers.

SOURCE

The weight of each dispatched container of the Treated SPL is included in the SPL Treatment Plant's weighbridge system as well as the Bill of Lading.

Stakeholder Engagement Map

STAKEHOLDERS	IMPORTANCE TO ALBA	NEEDS AND EXPECTATIONS	METHODS OF ENGAGEMENT
Government entities and regulators 	Government entities and regulators have the power to regulate or influence Alba's operations, including the Line 6 project, in terms of establishing policies, granting permits or other approvals and monitoring and enforcing compliance with Bahrain laws. We recognize the importance of their terms and work to ensure compliance across the board.	<ul style="list-style-type: none"> Compliance with business, safety, health and environmental laws and regulations Minimize Alba's environmental impact Be transparent and report performance and activities accurately Implement rigorous internal audit processes and controls 	<ul style="list-style-type: none"> Annual performance and sustainability reporting Regular communication with ministries and regulatory bodies Infrastructure development (such as Malkiya Beach)
Investors and Shareholders Bahrain Mumtalakat Holding Company, SABIC Investment Company and the general public. Bahrain Mumtalakat Holding Company and SABIC Investment Company influence the decisions of the Company and affects the way in which Alba operates.	Our Investors and Shareholders are the cornerstone of our sustainable growth, providing the capital necessary for maintaining business operations, as well as offering expertise and guidance. They are involved in advising on a strategic level and authorizing projects and transactions.	<ul style="list-style-type: none"> Effective environmental management system Cost saving through SHE implementation SHE continuous improvement and sustainable development Profitability and achieving operational and financial targets 	<ul style="list-style-type: none"> Management Review Meetings Internal audits and inspections Performance reporting Contacting Investor Relations Department through phone, fax or email (as mentioned on website)
Local Communities 	As a responsible corporate citizen that aligns itself with Bahrain National Vision 2030, we hold ourselves responsible for stimulating the development and wellbeing of local communities and building long-term relationships via numerous community-oriented programmes and social activities.	<ul style="list-style-type: none"> To be committed to being a socially responsible employer that offers employment opportunities to Bahrainis. Considering the environment and health in our constructions and operations. 	<ul style="list-style-type: none"> Training workshops (such as Injaz Bahrain and Tamkeen for young Bahrainis, fire safety training to the Indonesian Embassy) Nationalization through giving the local Bahraini workforce additional consideration in the employment process Support local suppliers and partners CSR initiatives and volunteering events Infrastructure Development (such as Malkiya Beach)
Employees 	Employees implement the Company's decisions thereby influencing Alba's profitability and are also directly affected by Alba's business decisions. They are considered the main assets of the company, and without them we cannot run our business.	<ul style="list-style-type: none"> A good working environment Professional development Training and career growth Clearly defined duties, responsibilities, accountability, and authority Timely payments 	<ul style="list-style-type: none"> Meetings and awareness sessions Workshops and training for implementing operational procedures (such as training and development Programmes, MBA programme, Six Sigma Green Belt training and the FDPm Fellowship) "Know your HR" regular sessions Integrity Line to report any incidents of suspected wrongdoing Labour union "Good Suggestion Scheme" online platform for employees' suggestions Alba's Code of Practice (ACOP) for safety "Shining a Light on Integrity" Code of Conduct for fair treatment and equal opportunities

Customers 50% of Alba's output is supplied to Bahrain's downstream Aluminium industry, with the remainder exported to regional and international customers in the Middle East, Europe, Far East, South East Asia, Africa, and North America.	Alba cares about its customers, which are at the heart of our business and their satisfaction is a sign of our business health. Thus, being pro-active in responding to their needs and queries presents tangible evidence of our customer focused service.	<ul style="list-style-type: none"> Timely execution of activities Management of customer issues Zero safety, health and environment (SHE) incidents No violations to applicable SHE laws Quality, responsible products 	<ul style="list-style-type: none"> Customer feedback forms Customer complaints mechanism Website Email
Suppliers and contractors 	Our suppliers deliver valuable, safe, and high- quality services which support Alba's growth and success in alignment with our business priorities. They are also partners in our sustainability efforts by engaging in our collaborative efforts to reduce our environmental footprint.	<ul style="list-style-type: none"> Environmentally responsible workplace Supplier availability, capacity and capability Superior level of technology and focus on customer requirements Correct and timely information orders Timely payments 	<ul style="list-style-type: none"> Formalized tender process Supplier selections, evaluations and audits Contracts and tenders Supplier SHE Code of Conduct Supplier meetings and events Product safety and quality information (e.g., MSDS, third-party certifications)
Civil Society Groups Including peers, industrial associations, NGOs, special interest groups, media, universities and research institutions and civil society)	We believe that collaborating with civil society groups and contributing to their development is important to maintaining Alba's image in the countries where we operate. Their insight and engagements reinforce our sustainable growth on many different levels.	<ul style="list-style-type: none"> Adopt industry best practices Ethical business practices Provision of support in raw materials supply Support industry-wide initiatives Share technical data, knowledge, and expertise Maintain good HSEs records 	<ul style="list-style-type: none"> Certificates Audits Enterprise Risk Management Framework Supplementary Environment and Social Impact Assessment (ESIA)

Abbreviations

ACRONYM	DEFINITION
ACOP	Approved Code of Practice
AFCM	Arab Federation for Capital Market
AGM	Annual General Meeting
AoI	Area of Influence
ASBS	Alba Savings Benefit Scheme
ASTM	American Society for Testing and Materials
BAB	Bahrain Association of Banks
BCU	Burner Control Unit
BHD	Bahraini dinars
CBAM	Carbon Border Adjustment Mechanism
CBD	International Convention on Biological Diversity
CC Forum	Climate Change Forum
CCTV	Closed-circuit television
COP26	26th UN Climate Change Conference of the Parties
CSR	Corporate social responsibility
ERP	Enterprise resource planning
ESC	Electrotechnical certification scheme
ESG	Environmental, social, and governance
FCN	Forced cooling network
GAC	Gulf Aluminium Council
GDP	Gross Domestic Product
GCC	Gulf Cooperation Council
GHG	Greenhouse Gas
GJ	Gigajoules
GRI	Global Reporting Initiative
HSMS	Health and Safety Management System
HTS	Heat Transfer Station
HR	Human Resources
IAC	International Aluminium Conference
IAI	International Aluminium Institute
IATF	International Automotive Task Force
ICSOBA	International Committee for Study of Bauxite, Alumina & Aluminum
ICP-AES	Inductively Coupled Plasma Atomic Emission Spectroscopy
IAS	Invasive Alien Species
IOSH	Institute of Occupational Health and Safety
ACRONYM	DEFINITION
IPCC	Intergovernmental Panel on Climate Change

ISO	International Organization for Standardization
ITF	Integrity Task Force
KPI	Key Performance Indicator
LCA	Lifecycle assessment
LTI	Lost-time injuries
MEIRA	Mechanical Equipment Ignition Risk Assessments
MENA	Middle East and North Africa
ML	Megaliters
MMBTU	Metric Million British Thermal Unit
MoU	Memorandum of Understanding
MSDS	Material Safety Data Sheet
NGOs	Non-Governmental Organizations
NHRA	National Health Regulatory Authority
NOx	Nitrogen oxides
NSC	National Safety Council
OHSMS	Occupational Health and Safety Management System
PFC	Perfluorocarbons
POP	Persistent Organic Pollutants
PS	Power station
QMS	Quality Management Systems
RO	Reverse osmosis
RoSPA	Royal Society for the Prevention of Accidents
SAP	Systems, Applications, and Products
SASB	Sustainability Accounting Standards Board
SCADA	Supervisory Control and Data Acquisition
SCE	Supreme Council for Environment
SHE	Safety, Health and Environment
SIO	Social Insurance Organization
SOx	Sulfur oxides
SOPs	Standard Operating Procedures
SPL	Spent Pot Lining
STP	Sewage Treatment Plants
tCO2e	Tonnes of carbon dioxide equivalent
TRIR	Total Recordable Injury Frequency Rate
UN SDGs	United Nations Sustainable Development Goals
US EPA	United States Environmental Protection Agency
VOC	Volatile Organic Compounds
YoY	Year over year

GRI Content Index

STATEMENT OF USE ALUMINIUM BAHRAIN B.S.C (ALBA) HAS REPORTED THE INFORMATION CITED IN THIS GRI CONTENT INDEX FOR THE PERIOD 1ST OF JANUARY TO 31ST DECEMBER 2022 WITH REFERENCE TO THE GRI STANDARDS.

GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Our Business and Value Chain (pg. 14-16)
	2-2 Entities included in the organization's sustainability reporting	
	2-3 Reporting period, frequency and contact point	About This Report (pg. 5)
	2-4 Restatements of information	
	2-5 External assurance	Independent Assurance Statement (pg. 103-104)
	2-6 Activities, value chain and other business relationships	Our Business and Value Chain (pg. 14-16) Stakeholder Engagement Map (pg. 94-95)
	2-7 Employees	Our People (pg. 46-50) Stakeholder Engagement Map (pg. 94-95)
	2-8 Workers who are not employees	Human Rights (pg. 44-45) Safety and Health (pg. 58-60)
	2-9 Governance structure and composition	Corporate Governance (pg. 72-73)
	2-10 Nomination and selection of the highest governance body	
	2-11 Chair of the highest governance body	
	2-12 Role of the highest governance body in overseeing the management of impacts	
	2-13 Delegation of responsibility for managing impacts	
	2-14 Role of the highest governance body in sustainability reporting	
	2-15 Conflicts of interest	Inclusion, Diversity & Equal Opportunity (pg. 50)
	2-16 Communication of critical concerns	Compliance with Statutory and Regulatory Requirements, and Anti-Corruption (pg. 79)
	2-17 Collective knowledge of the highest governance body	Corporate Governance (pg. 72-73) (Alba Corporate Governance 2022 Report: https://www.albasmelter.com/uploads/Alba_Corporate_Governance_Report_2022.pdf)
	2-18 Evaluation of the performance of the highest governance body	
	2-19 Remuneration policies	
	2-20 Process to determine remuneration	
	2-21 Annual total compensation ratio	
	2-22 Statement on sustainable development strategy	Our ESG Roadmap Pillars (pg. 22-24) Economic Impact and Sustainable Growth (pg. 74-78)

	2-23 Policy commitments	Recycling and Waste Management (34-38)
	2-24 Embedding policy commitments	Biodiversity (pg. 39-40) Human Rights (pg. 44-45) Our People (pg. 46-50) Inclusion, Diversity & Equal Opportunity (pg. 50) Our Products (Metal Marketing and Product Labelling) (pg. 66) Governance (pg. 72-73) Compliance with Statutory and Regulatory Requirements, and Anti-Corruption (pg. 79) Sustainable Supply Chain and Responsible Sourcing (pg. 80-81) Basics of Reporting: Greenhouse Gas (GHG) Emissions Intensity Ratio (pg. 87-91)
	2-25 Processes to remediate negative impacts	Our ESG Roadmap (pg. 20-21) Our ESG Roadmap Pillars (pg. 22-23) Materiality Assessment (pg. 25) Recycling and Waste Management (pg. 34-38) Biodiversity (pg. 39-40) Human Rights (pg. 44-45) Basics of Reporting: Environmental Investment (pg. 86-87)
	2-26 Mechanisms for seeking advice and raising concerns	Human Rights (pg. 44-45) Inclusion, Diversity & Equal Opportunity (pg. 50)
	2-27 Compliance with laws and regulations	Human Rights (pg. 44-45) Technology Advancement and Operational Excellence (pg. 61-65) Compliance with Statutory and Regulatory Requirements, and Anti-Corruption (pg. 79)
	2-28 Membership associations	KPIs (pg. 12-13) Local Community Engagement (pg. 51-56) Safety and Health (pg. 58-60) Economic Impact and Sustainable Growth (pg. 74-78)
	2-29 Approach to stakeholder engagement	Stakeholder Engagement Map (pg. 94-95)
	2-30 Collective bargaining agreements	Not Applicable
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment (pg. 25)
	3-2 List of material topics	
	3-3 Management of material topics	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Local Community Engagement (pg. 51-56)
	201-2 Financial implications and other risks and opportunities due to climate change	Not Applicable
	201-3 Defined benefit plan obligations and other retirement plans	Our People (pg. 46-50)
	201-4 Financial assistance received from government	Not Applicable
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Mentioned in Human Rights (pg. 44-45), ratio not stated
	202-2 Proportion of senior management hired from the local community	Implied but not stated, Detailed Data Table, Social: Our People (Social/ Employee Welfare, Cultural Diversity and Equal Opportunity) (pg. 109-110)
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Our ESG Roadmap Pillars (pg. 22-23) Economic Impact and Sustainable Growth (pg. 74-78) Stakeholder Engagement Map (pg. 94-95) Detailed Data Tables, Environment: Energy Management (pg. 105-106)
	203-2 Significant indirect economic impacts	Not Currently Measured
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Economic Impact and Sustainable Growth (pg. 74-78)

GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Compliance with Statutory and Regulatory Requirements, and Anti-Corruption (pg. 79) Detailed Data Tables, Governance: Compliance with Statutory and Regulatory Requirements, and Anti-Corruption (pg. 111)
	205-2 Communication and training about anti-corruption policies and procedures	Inclusion, Diversity & Equal Opportunity (pg. 50) Compliance with Statutory and Regulatory Requirements, and Anti-Corruption (pg. 79) Sustainable Supply Chain and Responsible Sourcing (pg. 80-81) Detailed Data Tables, Governance: Compliance with Statutory and Regulatory Requirements, and Anti-Corruption (pg. 116)
	205-3 Confirmed incidents of corruption and actions taken	KPIs (pg. 12-13)
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not Applicable
GRI 207: Tax 2019	207-1 Approach to tax	Local Community Engagement (pg. 51-56)
	207-2 Tax governance, control, and risk management	Compliance with Statutory and Regulatory Requirements, and Anti-Corruption (pg. 79)
	207-3 Stakeholder engagement and management of concerns related to tax	Stakeholder Engagement Map (pg. 94-95)
	207-4 Country-by-country reporting	Not Applicable
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Our Business and Value Chain (pg. 14-16) Our ESG Roadmap Pillars (pg. 22-24) Climate Change (Decarbonisation) (pg. 28-29) Recycling and Waste Management (pg. 34-38) Our Products (Metal Marketing and Product Labelling) (pg. 66)
	301-2 Recycled input materials used	Recycling and Waste Management (pg. 34-38)
	301-3 Reclaimed products and their packaging materials	Recycling and Waste Management (pg. 34-38) Our Products (Metal Marketing and Product Labelling) (pg. 66)
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Key Highlights and Performance (pg. 10-11) Our ESG Roadmap (pg. 20-21) Our ESG Roadmap Pillars (pg. 22-23) Climate Change (Decarbonisation) (pg. 28-29) Energy Management (pg. 30-31) Safety and Health (pg. 58-60) Technology Advancement and Operational Excellence (pg. 61-65) Economic Impact and Sustainable Growth (pg. 74-78) Basics of Reporting, Total Direct Energy Consumption (pg. 84-85) Basics of Reporting, Total Indirect Energy Consumption (pg. 85-86) Basics of Reporting, Environmental Investment (pg. 86-87) Basics of Reporting, Greenhouse Gas (GHG) Emissions Intensity Ratio (pg. 87-91) Detailed Data Tables, Environment: Energy Management (pg. 105-106)
	302-2 Energy consumption outside of the organization	Not Applicable
	302-3 Energy intensity	KPIs (pg. 12-13) Energy Management (pg. 30-31) Detailed Data Tables, Environment: Energy Management (pg. 105-106)
	302-4 Reduction of energy consumption	Key Highlights and Performance (pg. 10-11) Our ESG Roadmap (pg. 20-21) Our ESG Roadmap Pillars (pg. 22-23) Climate Change (Decarbonisation) (pg. 28-29) Energy Management (pg. 30-31) Technology Advancement and Operational Excellence (pg. 61-65) Detailed Data Tables, Environment: Energy Management (pg. 105-106)
	302-5 Reductions in energy requirements of products and services	Our ESG Roadmap (pg. 20-21) Our ESG Roadmap Pillars (pg. 22-23) Technology Advancement and Operational Excellence (pg. 61-65) Our Products (Metal Marketing and Product Labelling) (pg. 66)

GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	KPIs (pg. 12-13) Our ESG Roadmap Pillars (pg. 22-23)
	303-2 Management of water discharge-related impacts	Materiality Assessment (pg. 25) Water and Wastewater Management (pg. 32-33) Biodiversity (pg. 39-40)
	303-3 Water withdrawal	Safety and Health (pg. 58-60)
	303-4 Water discharge	Technology Advancement and Operational Excellence (pg. 61-65)
	303-5 Water consumption	Customer Satisfaction (pg. 68-69) Detailed Data Tables, Environment: Water and Wastewater Management (pg. 106) Detailed Data Tables, Social: Our Products (Metal Marketing and Product Labelling) (pg. 109-112)
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Key Highlights and Performance (10-11) Biodiversity (pg. 39-40)
	304-2 Significant impacts of activities, products and services on biodiversity	
	304-3 Habitats protected or restored	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Change (Decarbonisation) (pg. 28-29)
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	Not currently Measured
	305-4 GHG emissions intensity	Climate Change (Decarbonisation) (pg. 28-29)
	305-5 Reduction of GHG emissions	
	305-6 Emissions of ozone-depleting substances (ODS)	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	KPIs (pg. 12-13) Our ESG Roadmap Pillars (pg. 22-23)
	306-2 Management of significant waste-related impacts	Materiality Assessment (pg. 25) Water and Wastewater Management (pg. 32-33) Recycling and Waste Management (pg. 34-38)
	306-3 Waste generated	Safety and Health (pg. 58-60)
	306-4 Waste diverted from disposal	Technology Advancement and Operational Excellence (pg. 61-65)
	306-5 Waste directed to disposal	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain and Responsible Sourcing (pg. 80-81) Detailed Data Tables, Governance: Sustainable Supply Chain and Responsible Sourcing (pg. 116)
	308-2 Negative environmental impacts in the supply chain and actions taken	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our People (pg. 46-50) Detailed Data Tables, Social: Our People (Social/Employee Welfare, Cultural Diversity and Equal Opportunity) (pg. 109-112)
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	401-3 Parental leave	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Not Disclosed

GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Key Highlights and Performance (pg. 10-11) KPIs (pg. 12-13)
	403-2 Hazard identification, risk assessment, and incident investigation	Our ESG Roadmap Pillars (pg. 22-23) Human Rights (pg. 44-45) Social/Employee Welfare (pg. 47)
	403-3 Occupational health services	Local Community Engagement (pg. 51-56)
	403-4 Worker participation, consultation, and communication on occupational health and safety	Safety and Health (pg. 58-60) Technology Advancement and Operational Excellence (pg. 61-65) Customer Satisfaction (pg. 68-69)
	403-5 Worker training on occupational health and safety	Compliance with Statutory and Regulatory Requirements, and Anti-Corruption (pg. 79) Sustainable Supply Chain and Responsible Sourcing (pg. 80-81)
	403-6 Promotion of worker health	Basics of Reporting, Lost Time Injury (pg. 92)
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Stakeholder Engagement Map (pg. 94-95) Detailed Data Tables, Social: Our People (Social/Employee Welfare, Cultural Diversity and Equal Opportunity) (pg. 109-112)
	403-8 Workers covered by an occupational health and safety management system	Detailed Data Tables, Social: Safety and Health (pg. 113)
	403-9 Work-related injuries	
	403-10 Work-related ill health	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Key Highlights and Performance (pg. 10-11) KPIs (pg. 12-13)
	404-2 Programs for upgrading employee skills and transition assistance programs	Our ESG Roadmap Pillars (pg. 22-23) Human Rights (pg. 44-45) Training and development (pg. 48-49)
	404-3 Percentage of employees receiving regular performance and career development reviews	Safety training (pg. 60) Corporate Governance (pg. 72-73) Compliance with Statutory and Regulatory Requirements, and Anti-Corruption (pg. 79) Basics of Reporting, Training Hours Recorded (pg. 87) Detailed Data Tables, Social: Our People (Social/Employee Welfare, Cultural Diversity and Equal Opportunity) (pg. 109-112)
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Governance (pg. 72-73) (Alba Corporate Governance 2022 Report: https://www.albasmelter.com/uploads/Alba_Corporate_Governance_Report_2022.pdf)
	405-2 Ratio of basic salary and remuneration of women to men	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Detailed Data Tables, Social: Our People (Social/Employee Welfare, Cultural Diversity and Equal Opportunity) (pg. 109-112)
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not Applicable
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Not Applicable
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not Applicable
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Not Applicable
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	None
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Key Highlights and Performance (pg. 10-11) KPIs (pg. 12-13) Our ESG Roadmap (pg. 20-21) Local Community Engagement (pg. 51-56) Safety and Health (pg. 58-60) Stakeholder Engagement Map (pg. 94-95) Detailed Data Tables, Social: Our People (Social/Employee Welfare, Cultural Diversity and Equal Opportunity) (pg. 109-112)
	413-2 Operations with significant actual and potential negative impacts on local communities	Not Currently Measured

GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain and Responsible Sourcing (pg. 80-81) Detailed Data Tables, Governance: Sustainable Supply Chain and Responsible Sourcing (pg. 116)
	414-2 Negative social impacts in the supply chain and actions taken	Not Currently Assessed
GRI 415: Public Policy 2016	415-1 Political contributions	Not Applicable
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Our Products (Metal Marketing and Product Labelling) (pg. 66) Customer Satisfaction (pg. 68-69)
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	Our Products (Metal Marketing and Product Labelling) (pg. 66)
	417-2 Incidents of non-compliance concerning product and service information and labelling	None
	417-3 Incidents of non-compliance concerning marketing communications	None
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Satisfaction (pg. 68-69) Detailed Data Tables, Social: Customer Satisfaction (pg. 114)

Independent Assurance Statement

Independent limited assurance report to Aluminium Bahrain B.S.C (“ALBA” or “the Company”) on the computation of selected sustainability performance indicators (“KPIs”) presented within the ALBA 2022 ESG Report (the “Report”) prepared in accordance with ALBA’s Basis of Reporting.

WHAT WE LOOKED AT: SCOPE OF OUR ASSURANCE WORK

ALBA has engaged Deloitte to perform limited assurance procedures on the computation of selected sustainability performance indicators (“Subject Matter”) presented in the Report for the year ended 31 December 2022.

SELECTED SUBJECT MATTER FOR ASSURANCE

ALBA’s reported performance during the given reporting period for the computation of selected key sustainability performance indicators (“KPIs”) is presented in the table below:

TABLE 1: KPIS

KPIS	ASSURED FIGURE FOR THE YEAR ENDED 31 DECEMBER 2022	REPORT PAGE
Total Indirect Energy Consumption	2185024 GJ	Pages 30, 105
Total Direct Energy Consumption	17381118 GJ	Pages 30, 105
Environmental Investment	2.6 BHD million	Pages 39, 108
GHG Emissions Intensity Ratio	7.68 tonnes of CO ₂ e per tonne of Net Finished Product	Pages 28, 105
Total Waste Recycled (solid)	79,519 metric tonnes	Pages 35, 107

REPORTING CRITERIA

The above Subject Matter has been assessed against the reporting criteria (“Basis for Reporting”) shown in pages 84 to 93 of the Report, collectively the “Reporting Criteria”.

WHAT STANDARDS WE USED: BASIS OF OUR ASSURANCE WORK AND LEVEL OF ASSURANCE

We carried out limited assurance procedures over ALBA’s selected Subject Matter in accordance with the International Standard on Assurance Engagements 3000 (Revised) “Assurance Engagements other than Audits or Reviews of Historical Financial Information” (“ISAE 3000”) and with the International Standard on Assurance Engagements 3410 “Assurance Engagements on Greenhouse Gas Statements” (“ISAE 3410”). To achieve limited assurance, ISAE 3000 and ISAE 3410 requires that we review the processes, systems and competencies used to compile the Subject Matter, on which we provide limited assurance. It does not include detailed testing for each of the KPI reported, or of the operating effectiveness of processes and internal controls.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Consequently, our conclusion is not expressed as an audit opinion.

WHAT WE DID: KEY LIMITED ASSURANCE PROCEDURES

To form our conclusion, we undertook the following procedures:

- Understood the roles and responsibilities of the preparation, governance and oversight arrangements of the specified sustainability KPIs and assessed their preparation against the Reporting Criteria included in the Report;
- Performed enquiries with management to understand how the Reporting Criteria has been applied in the preparation of the sustainability KPIs;
- Assessed the compilation of the Reporting Criteria against market practice;

- Reviewed and evaluated the Reporting Criteria for measurement and reporting for each of the selected sustainability KPIs against the actual calculation performed by the Company to support the value of the selected sustainability KPIs disclosed in the Report, and;
- Agreed the selected sustainability KPIs to the Company's internal calculations and supporting documentation.

INHERENT LIMITATIONS

The process an organisation adopts to define, gather, and report information on its non-financial performance is not subject to the formal processes adopted for financial reporting. Therefore, data of this nature is subject to variations in definitions, collection and reporting methodology, often with no consistent, accepted external standard. This may result in non-comparable information between organisations and from year to year within an organisation as methodologies develop. To support clarity in this process, ALBA has developed a Reporting Criteria document for 2022 ("Basis for Reporting"), which defines the scope of each assured metric and the method of calculation. This Reporting Criteria is available on pages 84 to 93 of the Report and should be read together with this report.

In relation to our work performed on the selected subject matter, we note the following specific limitations:

- Our assurance procedures did not include detailed testing of IT controls of the underlying systems used by ALBA to collate and report data for the sustainability metrics.
- With the exception of the KPIs shown in the table above, our testing did not include assurance of, or detailed testing of the underlying data for any other KPI than those reported in Table 1, or of published assertions. As such, our work does not involve procedures to verify the accuracy of the performance data or assertions published.

OUR INDEPENDENCE AND QUALITY CONTROL

In carrying out our work, we have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (IESBA Code), which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour and the ethical requirements that are relevant in the Kingdom of Bahrain. We have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code.

In performing our work, we applied International Standard on Quality Management ("ISQM") 1 and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

ROLES AND RESPONSIBILITIES

ALBA:

ALBA is responsible for the preparation of the selected KPIs in accordance with the Reporting Criteria. Specifically, ALBA is responsible for ensuring that the information provided under the selected sustainability KPIs is properly prepared in accordance with ALBA's "Basis for Reporting" and confirming the measurement or evaluation of the Subject Matter against the applicable Reporting Criteria. The Management is also responsible for establishing and maintaining appropriate performance management and internal control systems from which the reported information is derived.

DELOITTE:

Our responsibility is to provide a limited level of assurance on the subject matter as defined within the scope of work above to ALBA in accordance with our letter of engagement, and report thereon. In conducting our limited assurance engagement, we have complied with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (IESBA Code).

Our work has been undertaken so that we might state to ALBA those matters we are required to state to them in this limited assurance report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than ALBA for our work, for this report, or for the conclusion we have formed.

CONCLUSIONS

Based on our limited assurance procedures performed and evidence obtained, subject to the limitations mentioned above, nothing has come to our attention that causes us to believe that the selected KPIs for the year ended 31 December 2022 have not been prepared, in all material respects, in accordance with the "Basis for Reporting" as appropriate.

Deloitte & Touche,

Deloitte and Touche – Middle East

Partner Registration No. 157

Manama, Kingdom of Bahrain

21 December 2023

Detailed Data Tables

Environment: Energy Management

GHG EMISSIONS	2020	2021	2022
GHG emissions from fuel consumption (Metric Tonnes of CO ₂ e)	256,000	254,866	256,864
GHG emissions from electricity consumption (Metric Tonnes of CO ₂ e)	9,286,921	9,278,011	9,449,204
Total direct GHG emissions (metric tonnes of CO ₂ equivalent) (Scope 1)	12,163,684	12,364,993	12,683,293
Total indirect GHG emissions (metric tonnes of CO ₂ equivalent) (Scope 2)	224,091	138,807	217,397
Total GHG Emissions (metric tonnes of CO ₂ equivalent)	12,387,774	12,503,800	12,900,690
GHG emissions intensity ratio**	7.96	7.92	7.68

** GHG Intensity Ratio is per tonne of Net finished Product. Direct emissions (Scope 1) and Indirect emissions (Scope 2) are included in the GHG Intensity ratio calculation.

NITROGEN OXIDES (NO _x), SULFUR OXIDES (SO _x), AND OTHER SIGNIFICANT AIR EMISSIONS	2020	2021	2022
NO _x (metric tonnes)	10,374	9,443	10,056
SO _x (metric tonnes)	21,021	26,199	16,819
VOC (kg/t Al)	0.0639	0.0574	0.0312
Total fluorides (metric tonnes)	672	893	891
PFC (both potlines) (kg/t Al)	0.017	0.023	0.032
Particulates emission (kg/ t Al)	1.09	1.29	1.26
SO _x Intensity (kg/t Al)	13.6	16.9	10.5

POWER GENERATION WITHIN ALBA	2021	2022
Total power generation (MWh)	23,105,846	23,047,818
Exported (-) (MWh)	460,067	377,686
Imported (+) (MWh)	319,178	499,891
Total power consumption (MWh)	22,964,957	23,170,023
Total aluminium production (net finished) (MT)	1,561,222	1,600,111

TOTAL ELECTRICAL ENERGY PRODUCTION AND CONSUMPTION	2020	2021	2022
Total energy production (GJ)	81,980	82,674	83,412
Total fuel consumption (litres)	8,323,819	7,543,343	7,918,545
Diesel consumed by plant infrastructure (litres)	7,679,415	7,110,000	7,460,000

ENERGY CONSUMPTION WITHIN ALBA	2020	2021	2022
Natural gas consumed in the power plant (MMBTU)	160,782,493	160,462,369	161,435,286
Natural gas consumed in the smelter (MMBTU)	5,011,192	5,019,740	5,048,033
Total natural gas consumed (MMBTU)	166,354,110	166,054,973	167,156,257
Electricity produced (MWh)	22,722,372	23,105,846	23,047,818
Electricity exported (MWh)	459,533	460,067	377,686
Total fuel consumed internally (MMBTU)	323,147	263,854	276,960
Total indirect energy consumption (GJ)	2,229,775	1,548,305	2,185,024
Energy intensity ratio (kwh/kg Al)	15.13	15.28	15.29
Total direct energy consumption (GJ)	171,260,498	172,113,954	173,811,118

ENERGY CONSUMPTION WITHIN ALBA	2020	2021	2022
Electricity from EWA (MWh)	509,303	319,178	499,891
Total Indirect Energy Consumption (GJ)	2,229,775	1,548,305	2,185,024
Heating consumption (GJ)*	5,287,308	5,296,328	5,326,179

*This covers heating, cooling, and steam-generated heating

AVERAGE GROSS VOLT & SPECIFIC ENERGY	2022 TARGET	2022 PERFORMANCE	2023 TARGET
Average gross volt per pot	4.24	4.43	4.29
Specific energy consumption (kWh/kg)	13.51	13.54	13.60

Gross Voltage (V): Gross volts average for the pot for the day. It is sum of net volts of the pot + (difference in entered power station volts minus sum of net volts of all pots including offline and pots on preheat) divided by online pots. Specific Energy (kWh/kg Al) is a calculated value based on the following formula: Specific Energy (kWh/kg Al) = (2.98* Gross voltage per pot) / Current Efficiency (%).

Environment: Water and Wastewater Management

WATER CONSUMPTION AND RECYCLING

INTERACTIONS WITH WATER AS A SHARED RESOURCE	2020	2021	2022
Total water withdrawal (ML)	114,076	138,849	120,290
Groundwater (ML)	482	550	1,004
Seawater (ML)	113,594	138,299	119,286
Produced Water (ML)	9,958	11,392	10,290
Fresh water used (from company generated) (ML)	3,365	3,605	3,524
Water discharged to sea (excluding non-contact cooling water)	104,655	127,924	102,271
Water recycled or reused (ML)	140	186	231
Total water consumption (ML)	3,365	3,605	3,524
Recycled water as percentage of total water consumed (%)	4	5	7

Environment: Recycling and Waste Management

RAW MATERIALS USED	2020	2021	2022
Non-renewable materials used (metric tonnes)	3,141,499	2,875,130	3,011,680
Total materials used (metric tonnes)	3,141,499	2,875,130	3,011,680

MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS	2020	2021	2022
Amount of dross recovered and reused in Alba operations (metric tonnes)	3,296.70	3,674.40	4,398.10
Dross recovery (%)	17.80%	17.50%	20.62%
Savings resulted from dross recovery and reuse (USD)	899,206	3,530,783	6,450,458

REDUCTIONS IN UNRECYCLED WASTE COMPARED TO WASTE GENERATED IN EACH YEAR	2020	2021	2022
	916%	23.8%	38.3%

EFFLUENTS AND WASTE (METRIC TONNES)	2020	2021	2022
Total hazardous waste disposed	19,335	13,082	0
Total non-hazardous waste disposed	21,568	14,847	17,358
Total waste disposed	40,903	27,929	17,358
Incineration (without energy recovery)	N/A	490	252
Landfilling	41,833	31,874	18,063
Total waste recycled (solid)	36,145	33,030	79,519
Total waste generated	77,048	60,975	95,334
% of waste recycled out of total generated waste	47%	54%	82%

TOTAL WASTE DISPOSAL (METRIC TONNES)	2020	2021	2022
Spent Pot Lining (SPL)	19,335	13,082	24,802
Carbon dust	2,526	1,243	3,662
Cast iron slag	765	2,675	2,414
Office and cafeteria waste	287	405	511
General waste	2,992	2,865	1,497
Refractory waste (metric tonnes)	8,430	7,504	5,810
Construction waste	1,243	1,090	994
Calcliner bag house ash	51	19	233
Medical waste	0.35	0.38	0.44
Tree and grass (landscaping)	157	38	26
SPL steel	4,698	3,828	4,092
SPL hazardous	0	9,783	31,000
Construction	2,377	2,109	2,960
Steel	0	2,979	2,800
Steel and cast iron	2,437	459	509
Timber	1,444	1,377	1,504
Batteries	27	23	27
Oil drums	15	31	42
Tires and rubber belts	139	147	136
Aluminium	10	12	8
Copper	4	7	5
Filter elements	94	114	78
Plastic	15	26	30
Paper	103	107	112
Jambo bags	70	61	74
Rodding reject material	2,615	3,767	4,764

WASTE (METRIC TONNES)	2020	2021	2022
Total weight of hazardous waste by disposal methods:	0	3,289	31,156
Recycle	0	3,289	31,000
Incineration	0	0	156
Landfill	100%	57%	0%
Onsite storage	0	6,494	0

Total weight of non-hazardous waste by disposal methods:	62,197	47,877	102,221
Reuse	4,358	5,344	5,325
Recycle	36,145	27,686	79,241
Composting	0	19	18
Incineration	126	0	252
Landfill	16,510	14,847	17,385

RECYCLING (METRIC TONNES)	2020	2021	2022
Plastic	15	26	30
Paper	103	107	112
Oil	286	278	305
Scrap steel (Including SPL steel)	7,135	6,807	6,892
SPL carbon	0	0	0
Revenues from recycled materials (BHD)	2020	2021	2022
Plastic	411	709	900
Paper	1,547	1,604	5,049
Oil	13,229	12,591	14,043
Anode butts (from power outage in 2011)	446,025	20,742	33,782
Scrap steel (including SPL steel)	579,310	936,355	899,704
Steel	133,728	208,495	266,000
Cast iron	22,763	29,808	43,265
SPL steel	573,000	727,860	633,704
Timber	12,585	6,886	9,024
Batteries	4,504	3,901	4,860
Oil drums	1,722	1,220	994
Aluminium	4,284	5,364	4,800
Copper	3,623	6,579	11,000
Jambo bags	939	728	888
Total (BHD)	1,797,670	1,962,842	1,928,013

ENVIRONMENTAL INVESTMENT	2020	2021	2022
Environmental Investment (BHD million)	4.5	8.1	2.6

Social: Our People (Social/Employee Welfare, Cultural Diversity and Equal Opportunity)

EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES AND ASSOCIATED PROCEDURES	2020	2021	2022
Number of employees attended human rights training	153	39	179
Number of hours of training on human rights training	501	1,128	202
Percentage of employees trained out of total workforce (%)	4.9	1.2	5.7
% of agreements that included clauses incorporating human rights concerns or that have undergone human rights screening.	100%	100%	100%

LARGER WORKFORCE	2020	2021	2022
Number of workers not direct employees (e.g., suppliers, joint ventures etc.)	812	1,011	1,060

EMPLOYMENT BY GENDER	2020	2021	2022
# of Female	109	105	107
# of Male	3,021	3,030	3,039
Total	3,130	3,135	3,146

FEMALE PARTICIPATION IN THE ORGANIZATION WORKPLACE AND MANAGEMENT (%)	2020	2021	2022
% of Staff Non-management	2.7%	2.6%	2.6%
% of Middle management	6.3%	5.8%	5.8%
% of Senior management	6.1%	5.6%	5.8%

EMPLOYMENT BY CONTRACT (NUMBER OF INDIVIDUALS)	2020	2021	2022
Full-time employees	3,130	3,135	3,146
Males	3,021	3,030	3,039
Females	109	105	107
Part-time employees	0	0	0
Total workforce	3,130	3,135	3,146

INTERNSHIPS TRAINEES	2020	2021	2022
Number of trainees (School Students)	9	0	1
Number of trainees (University Students)	12	69	95
Number of trainees (Total Number)	21	69	96

EMPLOYMENT BY LEVEL (NUMBER OF INDIVIDUALS)	2020	2021	2022
Senior Management	54	54	51
Males	51	51	48
Females	3	3	3
Middle Management	671	690	700
Males	629	650	659
Females	42	40	41
Staff Non-Management	2405	2,391	2,395
Males	2,341	2,329	2,332
Females	64	62	63

Total Full-time Employees (FTE)	3130	3,135	3,146
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EMPLOYMENT BY NATIONALITY

	2020	2021	2022
# of Local	2,602	2,646	2,673
# of Expatriates	528	489	473
Total	3130	3,135	3,146
% of Locals in the total workforce	84%	84%	85%

TOTAL # OF WORKFORCE BY AGE GROUP

	2020	2021	2022
18–30	760	757	668
31–50	2,150	2,152	2,189
51 and above	220	226	289
Total	3,130	3,135	3,146

EMPLOYEE PARENTAL LEAVE

	2020	2021	2022
Total number of employees who were entitled to parental leave	93	89	91
Female	93	89	91
Parental leave – female employees	5	7	10
Percentage of female employees that returned to work after maternal leave	100	100	100
Number of female employees who returned to work after maternal leave ended and who were still employed 12 months after their return to work	5	7	10

TRAINING COMPANY-WIDE

	2020	2021	2022
Total number of trainings for total workforce (hours)	506,790	521,116	550,319
total number of trainings for males (hours)	502,509	508,777	532,962
Total number of trainings for females (hours)	4,281	12,338	17,357
Average hours of training per year per male employee	168	168	175
Average hours of training per year per female employee	39	118	162
Average hours of training per year per employee	164	166	175
Average hours of training for Senior Level	36	40	38
Average hours of training for Middle Level	169	127	95
Average hours of training for Non-Management	174	182	201
Total cost of training (BHD)	1,115,432	1,379,294	1,521,000
Average cost of training per individual (BHD)	361	440	484
Total trainees and sponsored students	21	52	96
Number of trainees: School students	9	-	1
Number of trainees: University students	12	52	95

EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

	2020	2021	2022	ADDITIONAL INFORMATION
% of Female Workforce	100	100	100	Percentage of employees that received performance reviews in Alba. (% of workforce receiving performance reviews = employees receiving performance reviews / total employees eligible for performance review).
% of Male Workforce	100	100	100	
% of Total Workforce	Performance review – 100% 73 TDPs	Performance review – 100% 70 TDPs for management 66 AI Jisr for non-management 236 Skill Matrices for non-management.	Performance review – 100% 93 TDPs for management 62 AI Jisr for non-management 374 Skill matrices for non-management.	

GRIEVANCES

	2020	2021	2022
Number of grievances received	2	0	0
Number of grievances addressed	2	0	0
Number of grievances resolved	2	0	0

DISCRIMINATION

INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN	2020	2021	2022
Total number of incidents of discrimination	2	0	0
Number of incidents reviewed by the organization	28	39	42

EMPLOYEE TURNOVER RATE

Total number of employees who left the organization	181	71	65
Workforce turnover rate (%)	5.77%	2.26%	2.06%
By Gender:			
Total number of employees who left the organization (female)	8	7	3
Total number of employees who left the organization (male)	173	64	62
By Age:			
Total number of employees who left the organization (18-30)	17	13	19
Total number of employees who left the organization (31-50)	92	33	30
Total number of employees who left the organization (51 and above)	72	25	16
By Job Category:			
Total number of employees who left the organization (Senior Management)	4	1	2
Total number of employees who left the organization (Middle management)	72	23	17
Total number of employees who left the organization (Staff) (Non-Management)	105	47	46
By Region:			
Total number of employees who left the organization (Asia)	41	27	22
Total number of employees who left the organization (Europe)	3	0	2
Total number of employees who left the organization (MENA)	137	44	41

NEW EMPLOYEE HIRE	2020	2021	2022
Total number of new employees who joined the organization	97	104	81
By gender:			
Total number of new employees who joined the organization (female)	2	2	6
Total number of new employees who joined the organization (male)	95	102	75
By age:			
Total number of new employees who joined the organization (18–30)	58	89	66
Total number of new employees who joined the organization (31–50)	36	14	13
Total number of new employees who joined the organization (51 and above)	3	1	2
By job category:			
Total number of new employees who joined the organization (Senior Management)	0	1	0
Total number of new employees who joined the organization (Middle Management)	23	5	7
Total number of new employees who joined the organization (Staff) (Non-Management)	74	98	74
By region:			
Total number of employees who left the organization (Asia)	20	5	11
Total number of employees who left the organization (Europe)	5	1	2
Total number of employees who left the organization (MENA)	72	98	68

COMMUNITY INVESTMENTS	2020	2021	2022
Community investment (BHD)	4,293,971	859,390	1,682,154
Community investment as % of pre-tax profits (BHD)	43%	0.20%	0.40%
Community investment (% by category):			
Sports/ recreational	13.56%	41.53%	45.91%
Cultural	5.08%	28.20%	6.69%
Public awareness	1.08%	8.51%	6.72%
Industry specific initiatives	1.01%	2.77%	14.86%
Educational	78.41%	10.26%	15.58%
Safety/ Health/ Environment	0.86%	8.72%	10.24%

COMMUNITY SPONSORSHIPS AND DONATIONS	2020	2021	2022
Community Donation (BHD)	3,500,000	3,000	4,623
Sponsorship (BHD)	793,971	856,390	1,677,531

Social: Safety and Health

OCCUPATIONAL HEALTH AND SAFETY	2020	2021	2022
Lost Time Injuries Frequency Rate (per million-man hours)	0.100	0	0.086
Total Recordable Injury Frequency Rate (TRIR) for employees	1.59	0.65	0.43
Total Recordable Injury Frequency Rate (TRIR) for contractors	2.01	1.17	1.30
Fatalities (contractors and employees)	0	0	0
Sick leave (number of days)	59,368	51,140	50,041
Near-Miss Incidents	7,100	8,241	9,007
Employees trained in health and safety practices	10,090	3,905	3,684
Contractors trained in health and safety practices	3,969	3,959	2,917
Safety observations reported (unsafe act and unsafe condition)	86,230	95,495	100,495
Safety Audits	1,971	1,996	1,877
% of workforce represented in joint management-worker Health and Safety committees (including walkthrough)	96%	100%	100%

OCCUPATIONAL HEALTH AND SAFETY	2020	2021	2022
Employees trained in Health and Safety practices	10,090	3,905	3,684
Contractors trained in Health and Safety practices	3,969	3,959	2,917
% of workforce represented in joint management- worker H&S committees (including walkthrough)	96%	100%	100%

Social: Our Products (Metal Marketing and Product Labelling)

PRODUCTIVITY	2020	2021	2022
ALBA'S CUSTOMIZED KPIS			
Calcined Petroleum Coke production (MT)	554,143	546,047	463,383
Water production	9,958	11,392	10,290

TOTAL SALES AND BREAKDOWN BY REGION (MILLION BHD)	2020	2021	2022
Total sales	1,540,983	1,550,806	1,568,135
Bahrain	21%	25%	25%
Asia	30%	21%	16%
Europe	23%	20%	20%
Other MENA	16%	20%	21%
Americas	10%	14%	18%

Social: Customer Satisfaction

CUSTOMER SATISFACTION SCORE

RESULTS OF SURVEYS MEASURING CUSTOMER SATISFACTION	2020	2021	2022
Annual Targets	8.7	7.5	8
Customer Satisfaction Rate Achieved	7.7	8.2	8.51

SUBSTANTIATED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA

	2020	2021	2022
Total number of substantiated complaints received concerning breaches of customer privacy	0	0	0
Complaints from regulatory bodies	0	0	0
Complaints received from outside and substantiated parties	0	0	0

Governance: Economic Impact and Sustainable Growth

SPENDING ON RAW MATERIAL BY SOURCE'S REGION (BHD)

	2020	2021	2022
Bahrain	0	0	0
Middle East	18,440,493	42,057,855	76,673,726
Far East	27,803,750	46,362,968	82,804,011
Southeast Asia	0	0	0
Europe	24,906,316	27,109,630	70,594,932
Africa	0	0	0
N. America	0	0	0
S. America	18,590,050	17,745,163	7,990,646
Australia	296,001,855	305,551,957	463,763,926
Total	385,742,464	438,827,573	701,827,242

BOARD OF DIRECTORS

	2020	2021	2022
Percentage of board seats occupied by independent directors (%)	40%	40%	50%
Percentage of non-executive members of the Board of Directors (%)	100%	100%	100%

Remuneration (BHD)

	2020	2021	2022
Chairman	30,000	60,000	60,000
Directors	210,000	360,000	352,000
Total	210,000	420,000	412,000

BOARD OF DIRECTORS BREAKDOWN BY GENDER

	2020	2021	2022
Male	8	8	8
Female	2	2	2
Total	10	10	10

BOARD OF DIRECTORS BREAKDOWN BY AGE GROUP

	2020	2021	2022
30–50	3	3	3
Over 50	7	7	7

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (MILLION BHD)

	2020	2021	2022
Operating costs	774,291	856	1,189
Employee wages and benefits	102	123	98

Payments to lenders	40,108	39	21
Payments to government	0	4	3
Total	916,432	1,021	1,311
Depreciation	118	123	127
Derivatives	2.7	0	0
Others	17	-9	-9
Revenue	1,061	1,585	1,841
Other income	2.7	2	5
Total revenues	1,064	1,587	1,846
Net income	9.8	452	416

ECONOMIC PERFORMANCE FROM METAL SALES

	2020	2021	2022
Total production (metric tonnes)	1,548,500	1,561,222	1,600,111
Revenues (million BHD)	1,057	1,565	1,841
Net profit (million BHD)	10	452	416
EBITDA (million BHD)	171	615	565

PRODUCTION (SALES BY PRODUCT LINE) (METRIC TONNES)

	2020	2021	2022
Standard ingots	605,282	310,381	257,144
High-quality sheet ingots	0	0	0
Foundry alloyed ingots	154,678	238,199	287,410
Liquid metal	259,343	269,248	278,846
Extrusion billets	510,143	616,591	589,854
Rolling slabs	19,054	126,803	186,857

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (%)

	2020	2021	2022
Year-to-year variance	3%	49%	16%
Contribution to GDP	12%	12%	12%

PROPORTION OF SPENDING ON LOCAL SUPPLIERS AT SIGNIFICANT LOCATIONS OF OPERATION

	2020	2021	2022
Total spending on suppliers and contractors (million BHD)	150	280	477
Spending on locally based suppliers and contractors (million BHD)	81	136	228
Local procurement (%)	54%	48%	48%

PROJECT TITAN & AL HASSALAH - COST OPTIMIZATION PROJECT

	2020	2021	2022
Project Titan progress (Million US \$) - Actual	116	70.8	44.55
Project Titan progress (Million US \$) - Target	60	70	40
Operational efficiency (\$/MT)	74.91	45.35	27.84

EARNINGS PER SHARE

	2020	2021	2022
Earnings per share (fils)	7	294	319

EBITDA	2020	2021	2022
EBITDA (%)	16%	39%	31%

VOLUNTEERING	2020	2021	2022
Number of volunteers	24	151	51
Employee volunteer hours	190	671	136

Governance: Compliance with Statutory and Regulatory Requirements, and Anti-Corruption

ANTI-CORRUPTION

OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION	2020	2021	2022
Percentage of employees trained on anti-corruption	100%	100%	100%

Governance: Sustainable Supply Chain and Responsible Sourcing

SUPPLIERS ENVIRONMENTAL ASSESSMENT - GENERAL SCREENING

NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA	2020	2021	2022
Number of significant suppliers	5	0	28
Number of total suppliers screened	5	0	28
% of total suppliers screened	5	0	28
% of contracts declined	0	0	0

AGREEMENTS & CONTRACTS INCLUDING HUMAN RIGHTS	2020	2021	2022
% of agreements that include clauses incorporating human rights concerns or that have undergone human rights screening	100%	100%	100%

SUPPLIERS AND HUMAN RIGHTS - GENERAL SCREENING

NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA	2020	2021	2022
Number of significant suppliers	27	27	27
Number of total suppliers screened	5	8	18
% of total suppliers screened	18%	29%	67%
% of contracts declined	0	0	1
Total number of significant investment agreements and contracts finalized during the reporting period that either moved the organization into a position of ownership in another entity, or initiated a capital investment project that was material to financial accounts	0	0	0
Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	100%	100%	100%

Alignment with SDG Targets

As we develop advance our ESG journey, in a bid to better understand our potential contribution to the UN Sustainable Development Goals, we have aligned our material issues to applicable UN SDG's and targets. This helps guide or motivate our efforts and initiatives. These are subject to change and shall be reviewed on an annual basis or as and when required.

CHAPTER	MATERIAL ISSUE(S)	UN SDGS	TARGETS
Environment	Water and Wastewater Management	 6 Clean Water and Sanitation	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.
	Energy Management	 7 Affordable and Clean Energy	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix. 7.3 By 2030, double the global rate of improvement in energy efficiency.
	Recycling and Waste Management	 12 Responsible Production and Consumption	12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment. 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.
	Climate Change (Decarbonisation)	 13 Climate Action	13.2 Integrate climate change measures into national policies, strategies and planning.
	Biodiversity	 15 Life on Land	15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.

Social	Human Rights		3 Good Health and Wellbeing	3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.
	Our People (Social/ Employee Welfare, Cultural Diversity & Equal Opportunity)		4 Quality Education	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and public life.
	Safety & Health		5 Gender Equality	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
	Our Products (Metal Marketing & Product Labelling)		8 Decent Work and Economic Growth	8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training. 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.
	Technology Advancement & Operational Excellence		9 Industry, Innovation and Infrastructure	9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and fair access for all.
	Our People (Social/ Employee Welfare, Cultural Diversity & Equal Opportunity)		10 Reduced Inequalities	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status. 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard. 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.
	Local Community Engagement		11 Sustainable Cities and Communities	11.7 By 2030, provide universal access to safe, inclusive and accessible green and public spaces, in particular for women and children, older persons and persons with disabilities.
Governance	Economic Results		8 Decent Work and Economic Growth	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value-added and labor-intensive sectors. 8.4 Improve progressively, through to 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.
	Sustainable Supply Chain & Responsible Sourcing		9 Industry, Innovation and Infrastructure	9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action with the respective capabilities.
	Corporate Governance Compliance with Statutory and Regulatory Requirements as well as Anti-Corruption		16 Peace, Justice and Strong Institutions	16.5 Substantially reduce corruption and bribery in all their forms. 16.b Promote and enforce non-discriminatory laws and policies for sustainable development.

