2022 Annual Meeting of Stockholders – Additional Questions & Answers

Alcoa

1. Where have the successful director nominations come from in the last 5 years?

Candidates for nomination to the Board may be suggested by current directors, management, stockholders, or a third-party search firm engaged to assist with director recruitment. Each of Ms. Jackie Roberts, Mr. Thomas Gorman, and Mr. Pat Fiore, who joined the Alcoa Board of Directors (the "Board") in 2022, 2021, and 2020, respectively, was identified as a director candidate by a third-party search firm retained by the Governance and Nominating Committee of the Board. The Committee provided the third-party search firm with guidance as to the skills, experience, and qualifications that the Committee was seeking in potential candidates, and the search firm identified candidates for the Committee's consideration. Additional information regarding the nomination and election of directors is available in our 2022 Proxy Statement, which was filed with the U.S. Securities and Exchange Commission on March 18, 2022 (the "2022 Proxy Statement"). The 2022 Proxy Statement is available on the "Investors" portion of our website, on the "Financials – Annual Reports & Proxy Statements" page.

2. Are director retirements expected in the next year?

Alcoa's Corporate Governance Guidelines provide that no director should stand for election to the Board if the director has reached age 75 before the date of election or will reach age 75 during the term for which the director is being considered for nomination, unless the Governance and Nominating Committee determines that such director's continued service is in the Company's interests (the "Retirement Policy"). None of our current directors will reach the age of 75 over the course of the next year, per the biographical information of the directors as set forth in the 2022 Proxy Statement. The 2022 Proxy Statement is available on the "Investors" portion of our website, on the "Financials – Annual Reports & Proxy Statements" page.

3. What corporate citizenship initiatives is the Company promoting to aid the people of Ukraine?

The Alcoa Foundation has granted $500,000 in humanitarian aid to the International Rescue Committee (IRC) to aid people impacted by the conflict in Ukraine. The grant is intended to help vulnerable residents impacted by the conflict by providing critical support to families crossing borders to escape violent conflict and help with urgent unmet needs. Working from Ukraine and Poland, the IRC offers emergency cash assistance, shelter, clothing, basic supplies, and delivery of information to refugees, including legal rights and documentation, medical care access, and longer-term accommodation options.

4. Will the war in Ukraine increase the scarcity of aluminum?

Please see the transcript of Alcoa's first quarter 2022 earnings conference call of April 20, 2022 for a discussion of the aluminum market impacts of the Russia/Ukraine conflict. The transcript is available on the "Investors" portion of our website, on the "Events – Events Archive" page.

5. Give an example of solving a supply chain problem.

Please see the transcript of Alcoa's first quarter 2022 earnings conference call of April 20, 2022 for a discussion of how we have addressed recent supply chain challenges. The transcript is available on the "Investors" portion of our website, on the "Events – Events Archive" page.

6. Is the Company prepared for heightened cybersecurity threats due to the war in Ukraine?

We assess potential cyber threats and invest in our information technology infrastructure to address these threats, including by monitoring networks and systems, training employees on cyber threats, and enhancing security policies of the Company and its third-party providers. The Company has disaster recovery and business continuity plans in place if our information technology systems, or those of our third-party providers, are damaged, breached, interrupted, or cease to function properly for any reason. While the Company continues to enhance preparedness, strengthen our systems and security measures, safeguard information, and mitigate potential risks, there is no assurance that such actions will be sufficient to prevent or timely detect all cyber attacks or security breaches.