

Environmental Responsibility Policy

In line with the United Nation's Sustainable Development Goals (SDGs), Eramet places Corporate Responsibility at the heart of its development strategy:

- Committed player for women and men;
- Responsible economic player;
- Committed player for the planet.

Aware of the potential impacts of mining and metallurgical activities on the natural environment, Eramet considers that it is its responsibility to implement all necessary means to preserve the environment and the health of populations. Eramet's environmental responsibility policy is based on three main areas:

1/ the implementation of efficient environmental and industrial risk management systems at all its sites, as well as in its transport and supply chain. Emergency plans and crisis organizations are defined to ensure an effective response in the event of an incident.

2/ taking the environmental dimension into account as early as possible in the design and development of industrial and mining projects, with reference to national regulations, Group policies and the international standards of the profession or financiers.

3/ the supply of the metals needed to achieve the energy transition and the development of activities that contribute to the development of a more resource-efficient and circular economy model.

1. ERAMET GROUP'S COMMITMENTS

→ Climate Change

Eramet is committed to limiting the impact of its activities on the climate. Its commitments are set out in a policy dedicated to this crucial subject ("Energy and Climate Policy").

→ Preservation of Biodiversity

Eramet undertakes to carry out biodiversity characterisation studies on its sites and to assess the risks and impacts of its activities on biodiversity in the event of any new project or significant change in operating conditions. These studies call on competent experts and local communities to integrate their knowledge of biodiversity, its uses and ecosystem services as fully as possible. The results of these studies are shared with the scientific community.

Eramet undertakes to apply the following attenuation sequence:

- **Avoid:** Eramet's first priority is to avoid negative impacts on biodiversity;
- **Reduce:** Eramet seeks to reduce impacts that cannot be avoided in order to reduce their duration, intensity and/or extent;
- **Rehabilitate:** Eramet undertakes to rehabilitate the areas affected by its activities as soon as possible, with a focus on the reintroduction of endemic species;
- **Compensate:** Eramet undertakes to compensate for any significant residual impacts that cannot be avoided, reduced and, if necessary, rehabilitated.

→ Protection of water resources and aquatic environments

Eramet sites are committed to minimising the impact of their activities on water resources and aquatic environments. The sites optimise their process water consumption, in particular by favouring closed-loop operations to recycle water. The mining sites implement run-off water management plans (Erosion Control Plans), in order to preserve the quality of the receiving aquatic environments. Where necessary, the sites equip discharge points with water treatment equipment to ensure the quality of discharges and preserve the use of the resource.

→ Preservation of air quality

Eramet's sites are committed to reducing their atmospheric emissions, focusing on the most significant sources of impact, with a view to integration with neighbouring communities. They are developing measurement methods to qualify or quantify discharges, which are integrated into site management indicators. They contribute to the continuous improvement of knowledge, particularly through groups for the exchange of good practices.

→ **Safe management of waste rock and tailings**

Eramet implements the management systems and resources designed to ensure the safe management of the waste rock and tailings produced on its sites, complying with international standards of good practice in the profession. Mine waste rock and process tailings are preferably used to fill mining pits, or for recycling and external recovery, if economic, environmental and mine planning conditions allow. Otherwise, they are stored in structures designed to ensure their long-term geotechnical stability, optimise their integration into the landscape, minimise their exposure to erosion and prevent environmental impacts. Eramet refrains from deep-sea tailings placement.

→ **Mining rehabilitation**

Eramet's mining sites:

- Have a rehabilitation master plan validated by the authorities, discussed with the neighbouring communities, and aimed at achieving a state that is as close as possible to the reference situation, safe and suitable for sustainable land reuse that meets the expectations of the interested parties.
- Implement the progressive rehabilitation of areas freed from mining constraints.
- Include rehabilitation costs in their economic evaluations and make provisions for rehabilitation work.

→ **Circular economy and optimal exploitation of deposits**

Eramet promotes a more circular and resource-efficient economy model. To this end:

- Eramet contributes to the development of recycling sectors and activities and seeks to maximise the incorporation of secondary raw materials in its inputs.
- Wherever possible, Eramet's industrial sites are in line with territorial industrial ecology approaches.
- For the waste produced on its sites, Eramet respects the following management hierarchy: waste avoidance, waste reuse, material recovery, energy recovery and final storage.
- On its mining sites, Eramet's contribution to a more resource-efficient economy involves optimising the use of mining resources. Eramet's mining sites seek to maximise the use of natural resources and extend the life of their deposits by developing innovative processes that enable the exploitation of low-grade ores, by selective storage of sub-economic materials and by planning operations with a long-term vision - while limiting environmental impacts.

→ **Product stewardship**

Eramet apply particular attention to the management of the chemical substances and mixtures it uses or produces in order to ensure a high level of risk control, greater than or equal to that required by the regulations in force in the countries concerned. Eramet contributes to scientific research efforts aimed at gaining a better understanding of the risks associated with the products it puts on the market. This knowledge is essential for defining appropriate and proportionate risk prevention measures. Eramet's sites implement a chemical risk management system, including hazard identification, exposure measurement and appropriate risk control resources.

2. MODALITIES OF IMPLEMENTATION

The Group's Environment Department is responsible for monitoring this Policy. It is responsible for revising it to take into account internal and external developments. The policy is translated into quantified quantitative targets. The implementation of the Policy is based on detailed procedures and is carried out by the Group's managerial and operational functions. Compliance with these principles is integrated into the risk management, control and internal audit processes.

In order to promote and ensure compliance with its commitments, Eramet communicates its Policy and carries out regular training sessions and awareness actions for its employees and interested stakeholders, depending on their specific issues. Eramet reports publicly on progress in this area through its annual extra-financial reporting.