

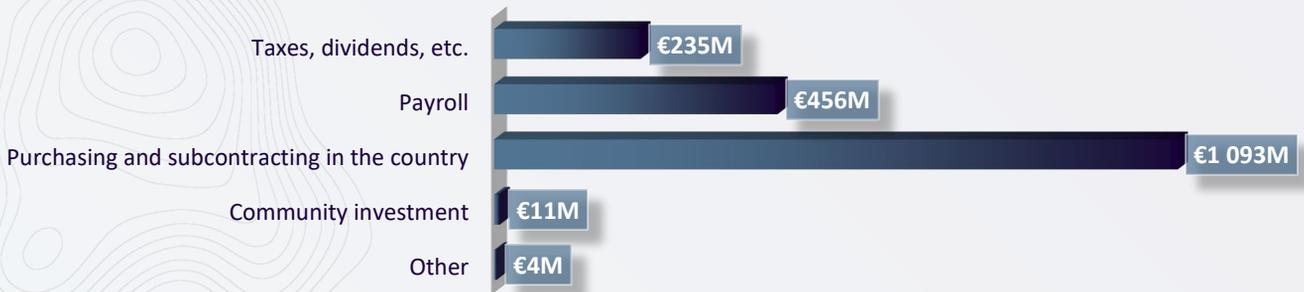
2021 GROUP

“Eramet’s social responsibility is a tangible way of translating our Raison d’être into action. The Group’s contribution in 2021 in its host territories illustrates this concern. We have set ourselves a mission: to support local economic development and growth so that our project creates value and opportunities for all our local stakeholders.”

Virginie de Chassey, Director of Sustainable Development and Corporate Commitment



€1.8bn of economic contribution in 2021



Employment

21 361 direct jobs*

In Gabon, Senegal, New-Caledonia, Indonesia, Argentina, Norway, France, United States and Cameroon

60%

of nationals in the workforce of sites

1 088 interns and students in training
welcomed in 2021

* Direct jobs represent subsidiaries and permanent subcontractors on site



Communities

€11M of

community investment including:



13 934 pupils benefited from improved learning conditions



610 students had access to vocational training



22 100 people had access to free health care and medication



495 people attended employment and skills development programs



25 000 people had better access to water

Eramet is present in Senegal through its subsidiary GCO, whose activities are located on the western coast of Senegal, in the coastal dunes of the Niayes area. The mining concession is located 50 km from Dakar and covers an area of 445 km² between the regions of Thiès and Louga. It covers an area from the south of the village of Fass Boye to the north of the village of Lompoul, crossing the 5 communes of Darou Khoudoss, Kab Gaye, Diokoul Diawrigne and Thieppe. There are approximately 60 villages in the vicinity of GCO's activities.



€112M of economic contribution in 2021



Employment

1 300 direct jobs*
in Senegal

94%
of Senegalese in the
workforce of GCO

**18 interns and
students** in training
welcomed in 2021 at GCO

About 34%
of new hires
in 2021 came from the
local employment area

* Direct jobs represent subsidiaries and permanent subcontractors on site



Communities

€367k of community investment including:



8 500 students benefited from improved learning conditions (rehabilitation of several schools, colleges and high schools in the area).



170 hectares of agricultural land involved in accompanying programs.



9 municipalities benefited from the purchase of medicines and support for garbage collection for the 12 villages of Diogo.



7 partnerships signed with organizations active in entrepreneurship support and microfinance.
370 jobs assisted or created in small Economic Interest Groups.



12 000 people had better access to water through the construction or rehabilitation of water points.



Eramet operates in Gabon through its subsidiaries Comilog and Setrag. The local communities around Comilog's sites live mainly in the Lebombi-Leyou department (75,000 people) in the towns of Moanda, Mounana, Bakoumba and 10 surrounding villages (representing 70,000 people). SETRAG's neighboring communities are concentrated around the 7 main stations and 17 secondary stations in 5 Gabonese provinces, along the 648 km of railroad. The main localities near the stations are Owendo (80,000 hbts), Ntoum (10,000 hbts), Ndjolé (5,200 hbts), La Lopé, Bououé, Lastourville (10,000 hbts), Moanda (64,000 hbts) and Franceville (112,000 hbts).



€566M of economic contribution in Gabon in 2021



Employment

8 300 direct jobs* in Gabon (Comilog, Setrag and Biodiversity Lékédi Foundation)

98% of Gabonese in the workforce of Comilog and Setrag

463 interns and students

welcomed in 2021 at Comilog and Setrag

About 66% of hires in 2021

in 2021 came from the local employment area for Comilog and Setrag

* Direct jobs represent subsidiaries and permanent subcontractors on site



Communities

€5M

of community investment including:



5,434 students had improved learning conditions, including **girls**.

14 000 people sensitized to the dangers of the railways.



340 people benefited from vocational training including **53 women**. **25 students** graduated from the Ecole des Mines de Moanda including **2 women**.



27 local companies (253 people)

were trained in construction and installation for housing.

5 local companies (128 people) were trained to lay paving stones for road rehabilitation. **24km of roads** rehabilitated.



62 people, including 13 women, benefited from a support program focused on income-generating activities for economic diversification (business creation assistance, financing and training)



13,050 people had better access to water in Moanda, Bakoumba, Mounana with the rehabilitation of 73 water fountains.



22,100 people had access to care and medication.

Eramet is present in Argentina through its subsidiary Eramine, whose activities cover an area of 500 km² in La Puna in the province of Salta. This immense desert region, located at an altitude of 3,800 m, is inhabited by a dozen or so people around the salar, the "Puesteros", who live mainly from pastoral activities, 50 km from the village of Santa Rosa de los Pastos Grandes (about 300 inhabitants) and the town of San Antonio de los Cobres (about 6,000 inhabitants) located 100 km from the project.



€15M of economic contribution in Argentina in 2021



Employment

124 direct jobs*
in Argentina

98%
of Argentinians in the
workforce in the workforce
of Eramine

**4 interns and
students in training**
welcomed at Eramine
in 2021

About 78% of hires
in 2021 came from the
local employment area

* Les emplois directs représentent les effectifs des filiales et des sous-traitants permanents sur site



Communities

**€69k of
community
investment
including:**



20 people benefiting from professional training such as internships or scholarships.



33 people including 6 women benefited from a program to support income-generating activities for economic diversification (business creation assistance, financing and training) such as the Quinoa project through the Quewar Cooperative and the support for the livestock farming in the Puna Plateau.



Eramet is present in New Caledonia through its subsidiary SLN. It operates in 11 communes, 5 customary areas, 17 customary districts and 91 tribes. There are more than 180,000 inhabitants in Greater Nouméa (80% of the population), and 45,000 inhabitants in the communes where it operates: Koumac (3,981 hbts), Poum (1,435 hbts), Kaala Gomen (1,803 hbts), Kouaoua (1,304 hbts), Houaïlou (3,955 hbts), Thio (2,524 hbts), Poya (2,802 hbts), Pouembout (2,752 hbts), Boulouparis (3,315 hbts) and the city of Nouméa (94,225 hbts).



€440M of economic contribution in New Caledonia in 2021



Employment

3 140 direct jobs* in New-Caledonia

404 interns and apprentices welcomed in 2021

About 97% of hires in 2021 came from the local employment area

* Direct jobs represent subsidiaries and permanent subcontractors on site



Communities

€3.5M of community investment including:



178 young graduates from

the Centre de formation professionnelle de la mine (CFTMC) in Poro. **100%** of them find a job with a local mining operator at the end of their training. Continued support for educational projects in Poum and Pointbout for **841 people**.



150 inhabitants of the Méa tribe benefited from the repair of the access road to their homes.



More than **3,800 inhabitants** of Houaïlou benefit from access to the commune's Cultural and Sports Centre, funded by SLN. **200 members** of the Poum football club benefit from SLN subsidies.



Delivery of health kits and food baskets for **5381 people** in Koumac and Poum.

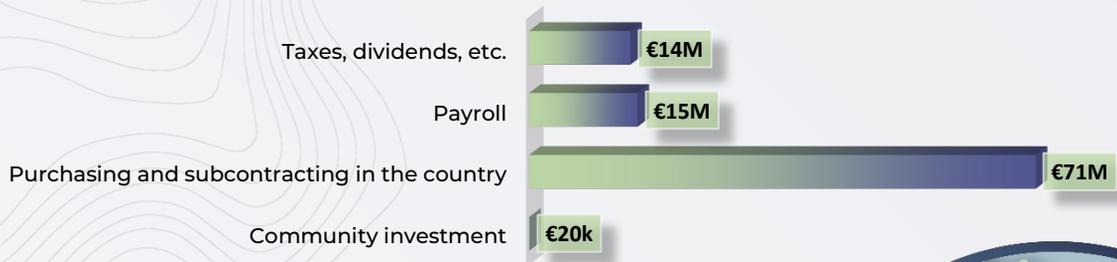


2021 UNITED STATES

Eramet Marietta is located on the border between Ohio and West Virginia. It is in the Washington County (60 000 inhabitants), and neighbors Wood County in West Virginia (80 000 inhabitants). The area has a strong industrial history, associated with the key role of the Ohio river as a transportation route, and natural resources (Coal / oil and gas). The city of Marietta hosts several colleges (Marietta College, Washington State Community College), a hospital system (main hospital with its annexes).



€100M of economic contribution to the United States



Employment

177 direct jobs * in the United States

2 interns and apprentices welcomed in 2021

98 % of Americans in the workforce in the US

100% of hires in 2021 came from the local employment area

* Direct jobs represent subsidiaries and permanent subcontractors on site



Communities

€20k of community investment including:



Support the Washington State Community college through the « **Eramet Foundation Scholarship** », endowed in 2021, to support students in accessing education. (€10k)



Support to Wirt County Middle School Basketball Program



Main sponsor for the Memorial Health Foundation's Cancer Center, promoting access to health for eligible patients. (€15k)



Support to Goodfellows Park : management of a park with pond and house accessible to employees for leisure.

2021 FRANCE



€216M of economic contribution in 2021



Employment

764 jobs*

in France
(Eramet SA, Eramet Marketing Services, Eramet Services, Eramet International, Eramet Ideas, Comilog Dunkerque)

67 interns and apprentices
welcomed in 2021
in France

Charity and sponsorship

In France, Eramet launched the following initiatives:



Sponsorship of the 1st **Corporate Social Responsibility Summit** in Africa broadcast in 7 countries.



Membership of the **Global Compact** and **Association Entreprise pour les Droits de l'Homme**.



Financing of the **award-winning documentary Eden Tribal** to be shown in 2021 at the Quai Branly Museum.



Partnership with Women in Africa for the creation of **the "Femmes d'Avenir" programme** which will enable 130 female entrepreneurs in Gabon to benefit from a development programme.



Partnership with **the GCO Women's Association** to support children and families in and around Diogo.



Participation in the "1 student, 1 mentor" programme, launched by the Ministry of Labour to support young people with the helps of Group employees and managers.



* Represents the subsidiaries of the holding without the subcontractors

2021 CAMEROON

Eramet's exploration project in Cameroon is located in a rural area in the Central and Southern regions. More than 3,600 people live in the villages in the immediate vicinity of the exploration sites. The nearest towns are Akonolinga and Sangmélima.



€370k of economic contribution in Cameroon in 2021



Employment

105 direct jobs*
in Cameroon

46 interns and students in training
welcomed in 2021

72% of hires
in 2021 came from the
local employment area

* Direct jobs represent subsidiaries and permanent subcontractors on site



Communities

€300k
of community investment
including:



Around 20 people have benefited from employment with the support of the development of the activity of **3 restaurants** and **4 hotels**.



Equipping a dental office for the Akonolinga District Hospital - This is the only dental office for an area of over **230 000 inhabitants**.



About 500 people, including 100 elementary School students, have benefited from better water access thanks to the rehabilitation of the Andom village well.

2021 NORWAY

In Norway, Eramet operates 4 sites: Porsgrunn (36,400 inhabitants), Sauda (4,600 inhabitants), Kvinesdal (6,000 inhabitants) and TTI (municipality of Ullensvang with 11,000 inhabitants).



€347M of economic contribution in Norway in 2021



Employment

785 direct jobs*
in Norway
(at TTI and Eramet Norway)

97%
of Norwegians in the workforce of our subsidiaries

84 interns and students in training

welcomed in 2021
at TTI and Eramet Norway

About 88% of new hires
in 2021 came from the local employment area for TTI and Eramet Norway

* Direct jobs represent subsidiaries and permanent subcontractors on site



Communities

€186k
of community investment including:



For Eramet Norway : Support to Agder County, in connection with establishing a "science center" in Kvinesdal, and to the Technical University of Norway.

For TTI : Support for best vocational school student through a collaboration with school and Boliden (zinc metal producer). Support to the world's largest knowledge and technology competition First Lego League (FLL) for children aged 10-16.



For Eramet Norway : Support to the Red Cross in Sauda and Porsgrunn.



For Eramet Norway : Support to Grenland Friteater for their summer festival in Porsgrunn (25 000 participants) and to the "industry worker's museum" in the Ryfylkemuseet.

For TTI : Support to Tyssedal Pride for the promotion of the diversity.



For Eramet Norway : Support to 13 organizations for football, swimming, hunting/fishing, golf...

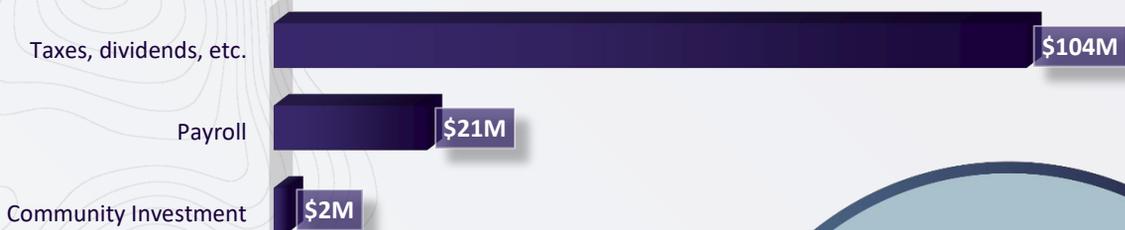
For TTI : Sponsorship of girl's football team in collaboration with sports team in Tyssedal.

2021 INDONESIA

The Weda Bay Nickel operations are located in two regencies (Central Halmahera and East Halmahera) on the Halmahera Island, in the Indonesian province of North Maluku. The 6 closest villages are Lelilef Sawai and Lelilef Waibulan, Gemaf, Woejerana, Woekob and Kulo Jaya, with an overall population of approximately 15,000 people. Few groups of semi nomadic people, called Forest Tobelo, also live in the interior forests of Halmahera island.



\$128M of economic contribution in Indonesia in 2021



Employment

6 670 direct jobs*
in Indonesia

55%
Indonesians in the
workforce of our
subsidiaries



Communities

**\$2M of
community
Investment including:**



Donation of PCR tests and medical equipment to 4 hospitals in the area (Ternate, Sofifi, Maba and Weda).

Construction of 6 units of the Weda hospital building.



Donation of computers for schools in East Halmahera.



Food support for the flooding victims in Central Halmahera Regency.

* Direct employment include subsidiary workforce and workforce of contractors working permanently on site.