

## ERAMET individual commitments to act4nature international

As a global mining and metallurgy group, Eramet strives to cultivate a sustainable and socially responsible industry. [Biodiversity is fully integrated into CSR practices](#). The Group launched the first rehabilitation works in the 1970s, strengthened its practices by drawing on the standards of the International Finance Corporation, joined the Business and Biodiversity Offset Programme in 2011, actively participated in the work of the think-tank and formalized its commitments to biodiversity in 2014. The commitments are included in the [Environmental Responsibility Policy](#), which was updated in 2020. The mitigation hierarchy (Avoid-Reduce-Restore-Compensate) lies at the core of the sites and projects management systems.



In addition to the [2018-2023 CSR Roadmap](#), which includes a goal in favor of biodiversity, the Group is stepping up its commitment to preserving biodiversity at all of its sites and mining expansion projects, with the major challenges focused on its four mining sites<sup>(1)</sup>. These commitments are periodically monitored at both subsidiary and Group level. This CSR Roadmap will be updated in 2022 with new actions. The results of its implementation are published annually on the Group's website <https://www.eramet.com/en>.

| Commitment  | Goal   | Deadline                              |
|---|--|---------------------------------------|
| <b>Voluntary avoidance</b>  |  |                                       |
| Not to conduct exploration and mining activities in natural sites inscribed on <a href="#">the UNESCO World Heritage List</a> <sup>(2)</sup>  | 100% of sites and mining projects.   | Starting in January 2021              |
| Prohibit the use of deep-sea tailings placement (DSTP). Promote a regulatory ban on this method, particularly in the regulations for electric vehicle batteries   | 100% of sites and mining projects.<br>Raise awareness among stakeholders.  | Starting June 2019                    |
| <b>Limitation of the impacts on biodiversity</b>  |  |                                       |
| Include biodiversity in the feasibility studies of projects and in the action plans:<br><ul style="list-style-type: none"><li>• Baseline studies</li><li>• Environmental and Social Impact Assessment with the formalization of the mitigation hierarchy <a href="#">Avoid</a><sup>(3)</sup>-<a href="#">Reduce</a><sup>(4)</sup>-<a href="#">Restore</a>-<a href="#">Compensate</a></li></ul>  | 100% of the Greenfield mining projects.<br><br>100% of the expansion of existing mining sites.   | Starting 2021                         |
| Preserve water resources  | <a href="#">Water management plan</a> <sup>(6)</sup> on 100% of mining sites.<br><br>Implementation of the Eramet's water strategy <sup>(7)</sup> with the integration of a measurable goals in the 2023-2028 CSR Roadmap. | 2023<br><br>2023                      |
| Gradually accelerate rehabilitation without waiting for the end of operations on all our mining sites <sup>(5)</sup>  | Ratio of rehabilitated areas to cleared areas $\geq 1$ versus 0,5 for 2011-2013 and 0,85 for 2014-2018 (long term infrastructures not included).   | 2018-2023 (CSR Roadmap)               |
| Carry out ecological restoration actions in addition to the rehabilitation work   | Biodiversity action plan for the 3 mining sites.   | 2023                                  |
| Address Invasive Alien Species (IAS):<br><ul style="list-style-type: none"><li>• Develop and implement a management plan focused on priority IAS</li><li>• Prioritize the use of local species for revegetation</li></ul>   | Management plan for the IAS <sup>(8)</sup> on the 3 mining sites.<br><br>> 50% local species <sup>(9)</sup> on the planted areas.<br><br>Active support for the development of local species nurseries.                    | 2023<br><br>Starting 2021<br><br>2022 |
| Prioritize metal recycling in steel mills   | > 90%.   | From 2017                             |
| Innovate to enhance the value of low-grade ores and mine tailings   | 2 Mt of tailings and low-grade ores.   | 2018-2023 (CSR Roadmap)               |
| Reduce air emissions from our industrial sites  | -80% of the channeled dust emissions – typical emissions from our sites – in 2023 vs 2018 (2018 : 2537 t).   | 2018-2023 (CSR Roadmap)               |
| <b>Promotion of biodiversity</b>  |  |                                       |
| Raise awareness of biodiversity on Eramet sites among all employees (nearly 13,000)   | Regular and recurrent communication (photo contest, internal communication, animation on the mining site...).  | Starting 2021                         |
| Strengthen and perpetuate Eramet's actions in favor of biodiversity through the <a href="#">Lékédi Biodiversité Foundation</a> :<br><ul style="list-style-type: none"><li>• Creation in 2021 (done - June 2021)</li><li>• Study, raise awareness and protect Gabon's biodiversity, and support research projects, currently :<ul style="list-style-type: none"><li>- Great Apes Rehabilitation with the Aspinall Foundation and the Pan-African Alliance</li><li>- Mandrillus project with CNRS covering evolutionary ecology, anthropology, food ecology, animal communication and epidemics (SIH)</li></ul></li><li>• Promote new partnerships in Gabon and internationally</li><li>• Financial support for the REPRISE project (Restoration of Ecosystems for the Prevention of Risks and Ecosystem Services) in Houaïlou, New Caledonia (2019-2021)</li></ul> | Annual publication of the actions carried out by the Lékédi Biodiversity Foundation, particularly in the <a href="#">Lékédi Park</a> in Gabon.   | Starting 2021                         |

1 Mining sites and projects where Eramet is the majority (Gabon, New Caledonia, Senegal and Argentina).

2 In the framework of the CSR Roadmap revision in 2022, a strengthening of the biodiversity goals will be studied, particularly with regard to the preservation of priority ecosystems.

3 Eramet promotes the avoidance of priority ecosystems represented mainly by forest formations. In Gabon, the [Okouma mining project](#), which is gradually taking over from the existing Bangombé mine, has excluded all gallery forests from its footprint. In New Caledonia, the impact on the forests has been greatly reduced, notably through the storage of waste rock in the mining pits and the creation of an 850-hectare [biodiversity conservatory](#) on our mining concessions, where the operator has banned all exploration and mining activities.

4 Reduction measures complement the avoidance measures in preventing impact. They can take various forms: reduction of dust from hauling or crushing/breaking/screening operations, reduction of infrastructure footprint, specific arrangements on mining roads (bypassing sensitive areas, facilitating wildlife crossings, reducing hauling speeds, etc.), ban on hunting and fishing, etc.

5 In the framework of the CSR Roadmap revision, a strengthening of the biodiversity objectives will be considered, in particular concerning the reinforcement of the ecological quality of rehabilitation work.

6 These plans focus on the management of rainwater with the mapping of watersheds (flows, outlets, ...) as well as the sizing and control of hydraulic structures. The hydraulic structures allow the collection of watersheds (flows, outlets, ...) and their settling. Their objective is to limit erosion, the transport of solid matter, and thus preserve the watercourses and their biodiversity.

7 Eramet's water strategy will be based on the results of the study conducted in 2020 on the [Group's water footprint](#).

8 The management plan will give the list of priority IAS, the measures and means retained to fight against IAS as well as the monitoring modalities.

9 Percentage limited to local seed availability.