



- 1 **Take care of Health and Safety** of people on our sites
- 2 **Provide an inclusive environment** where everyone can grow
- 3 Beyond Eramet activities, **accelerate the local and sustainable development** for communities and host regions

2035 COMMITMENT

**100%**  
OF OUR SUBSIDIARIES HAVE A D&I LABEL



- 4 **Control and optimize water consumption** to preserve a quality water resource available to all
- 5 **Integrate biodiversity preservation** within all our activities and develop plans towards an overall net positive contribution to biodiversity
- 6 **Mitigate the risks of pollution/Reduce our environmental impact**

2035 COMMITMENT

TOWARDS  
**NET POSITIVE IMPACT ON BIODIVERSITY**



- 7 **Reduce the CO<sub>2</sub> footprint** of our value chain

2035 COMMITMENT

**-40%** CO<sub>2</sub> EMISSIONS REDUCTION

- 8 **Optimize mineral resources** consumption and contribute to a **circular economy**

- 9 **Develop responsible value chain** with suppliers and customers that respect our Human Rights and CSR requirements

**10** ●●● **Audit every mining site - including our Joint ventures - with IRMA standard**



### Take care of Health and Safety of people on our sites

- FR2 < 1.0
- 100% of our employees\* benefit from a common social protection floor
- 90% of sites have a Well Being programme  
\* with more than 1 year of seniority

### Provide an inclusive environment where everyone can grow

- 30% of female managers
- 1,000 "early career contracts" opportunities
- 90% of employees with a formal development discussion

### Beyond Eramet activities, accelerate the local and sustainable development for communities and host regions

- 6,000 jobs voluntarily supported (excluding core business)
- 500 young people, 50% of whom come from local communities and 50% girls, supported to benefiting qualifying training

#### 2035 COMMITMENT

# 100%

OF OUR SUBSIDIARIES HAVE A D&I LABEL



### Control and optimize water consumption to preserve a quality water resource available to all

- Recycling in water-stressed areas for current or future projects: 60% for GCO and 80% for Lithium project
- 100% of sites have a Water management plan including reduction targets for all sites

### Integrate biodiversity preservation within all our activities and develop plans towards an overall net positive contribution to biodiversity

- Rehabilitation ratio ≥ 1
- 100% of our mining sites have a Biodiversity Action Plan in line with IFC Performance Standards

### Mitigate the risks of pollution / Reduce our environmental impact

- 100% of sites have a diffuse dust source map and a reduction action plan for major sources
- 100% of sites, identified as sensitive, have ambient air quality monitoring at neighboring communities and share data
- 100% of sites have a full water discharge monitoring and share data

#### 2035 COMMITMENT

TOWARDS

# NET POSITIVE IMPACT ON BIODIVERSITY



### Reduce the CO<sub>2</sub> footprint of our value chain

- Reduce emissions per ton produced on scopes 1 & 2 to 0.221 tCO<sub>2</sub>/t
- Metallurgy (>80% of scopes 1 & 2): Develop and validate path to Near Zero Alloys
- Mine: Reduce by 10% the carbon footprint of our mining activities
- Bring 67% (in terms of scope 3 emissions) of our suppliers and customers to commit to reduce their CO<sub>2</sub> footprint in line with the Paris agreement

### Optimize mineral resources and contribute to a circular economy

- Optimal management and recovery of plant material resources
- Monitor and continuously improve mineral resources valorization ratio
- Develop a robust technical and economic model to recycle batteries industrially in Europe

### Develop responsible value chain with suppliers and customers that respect our Human Rights and CSR requirements

- 90% of our suppliers rated at-risk assessed on their CSR practices by Ecovadis
- 100% of our customers assessed yearly on their compliance with our CSR or ethical commitments
- 100% of newcomers in sales and procurement teams trained on ethics every year

#### 2035 COMMITMENT

# -40%

CO<sub>2</sub> EMISSIONS REDUCTION

# 10



## Audit every mining site - including our Joint ventures - with IRMA standard

© 100% of mining sites have entered into the formal certification audit