

Activity report

Eramet Beyond for Contributive Impacts



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Our activities & progress

10,700
employees

16
mining and industrial sites in 15 countries

€3.4bn
adjusted turnover (excluding SLN) in 2024⁽¹⁾

More than
€8bn
Our contribution to the economy of our host regions over the period 2021-2023 ⁽²⁾

Nearly
270,000
beneficiaries of our social action around the globe, especially young people and women, our two priority target groups

€15m
Eramet Group investments in 2024 benefitting local communities

(1) Turnover including Eramet's share in the EBITDA of PT Weda Bay Nickel (38.7%) and excluding the turnover from SLN as an autonomous entity, since its financial performance is no longer relevant to that of the Group.

(2) Included are taxes, duties, and dividends; payroll; purchases and subcontracting; community investment and philanthropy expenses.

Eramet at a glance

Committed to responsible metals

The world is currently facing its greatest challenge ever: ensuring a successful energy transition and restoring the conditions for lasting harmony between humankind and the planet.

Eramet is committed to producing metals from responsible mines and plants that respect communities and their environment.

We extract metals that matter for today's and tomorrow's world.



Eramet, a committed and contributive corporate citizen

As a stakeholder fully aware of the impact from its mining activities, CSR lies at the heart of Eramet's strategy.

Our commitment frames our purpose **"to become a reference for the responsible transformation of the Earth's mineral resources for 'living well' together"**.

Written into our by-laws in May 2021, it encapsulates our vision and guides all our decisions, activities and investments:

- ③ we invested into the local communities in our countries of operation, including the areas of health, education and infrastructure;
- ③ aware of our impact on biodiversity, we are committed to updating our action plans to meet the best standards and working towards a net positive contribution to biodiversity by 2035;
- ③ we develop innovative processes to reduce resource use, particularly water, by recycling in regions suffering from water stress and implementing water management plans and reduced consumption targets on a site-by-site basis.



Virginie de Chassey,
Eramet Chief Sustainability
and External Affairs Officer

“Our major commitment to operational CSR has underpinned the Group's transformation since 2018.

By incorporating these issues in Eramet's business development strategy, we realise our ambition to be a committed and responsible corporate citizen. In this sense, our ambition is part of our identity.”



⊕ For further information on our CSR activities, please see Chapter 5 in Eramet's 2023 Universal Registration Document (URD).

Steering our CSR strategy through roadmaps

We launched our first roadmap in 2018 in order to realise our ambition to be a committed and contributive corporate citizen. We have placed this ambition at the heart of our business.

Over the lifespan of this first roadmap to 2023, Eramet recorded a 98.1% achievement rate for its objectives. Nine out of the 13 objectives were attained or surpassed. With regard to the four partially archived objectives, the Group has ringfenced resources to ensure their ongoing progress.

The Group took a further step in 2024 with a new roadmap: **"Act for Positive Mining"**.

Roll out across all our businesses and countries of operation, it increases the positive impact from our business on our value chain, communities and environment.

The roadmap is based around three pillars:

- ③ **care for people;**
- ③ **trusted partner for nature; and**
- ③ **transform our value chain.**

It includes ten objectives for the 2024-2026 period, including Objective 3 covering the Eramet Beyond programme: "Beyond our activities, accelerate local development for communities and host regions".

Performance indicators have been set for each of the 10 roadmap objectives. They will be assessed in an annual report published on the Eramet website.

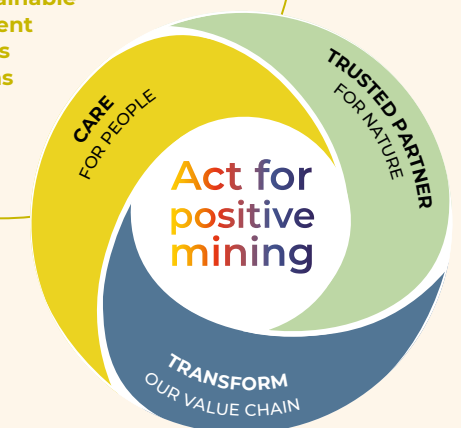
Signing up to demanding flagship initiatives

In light of global issues, the Group works in line with shared, recognised international approaches.

- ③ **International sustainable development framework:**
 - Contributing to the United Nations Sustainable Development Goals (SDGs)
 - Signing up to the *United Nations Global Compact*
- ③ **Sector initiatives:**
 - Initiative for Responsible Mining Assurance (IRMA): Eramet intends for all its operational mining sites to comply with IRMA standards, submitting them all to an independent third party audit by 2027
 - Extractive Industries Transparency Initiative (EITI): Eramet has been a member since 2010
- ③ **Thematic initiatives:**
 - Recognition for Eramet's biodiversity commitments by *Act4nature* and *Business For Nature*.

CARE FOR PEOPLE

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



⊕ For further information, please see our annual CSR reports at [Eramet.com](https://www.eramet.com)

The aim of the Eramet Beyond report

The release of this report is part of a key transparency process within the company's communication framework to report progress on our CSR roadmap "Act for Positive Mining".

It specifically sets out:

➔ **the ambition behind the Eramet Beyond programme** geared towards contributing to economic and social development in countries where the Group operates, beyond its mining activities. We are implementing social projects aimed at meeting the specific needs in each region, in collaboration with local partners;

➔ **the programme methodology**, i.e. how we formulate and measure each project's impact. This enables us to ensure our social initiatives effectively match the needs of beneficiaries; and

➔ **each project's specific progress** with regard to its initially established objectives. We use precise metrics to objectively assess performance and progress.

Moreover, transparency enables us to build trust with our Eramet Beyond stakeholders, including programme beneficiaries, partners, employees etc. For this reason, we provide them with the chance to speak for themselves in this report and talk about their faith in the process undertaken.

Finally, the release of this report aligns with our commitment to launch an audit process across all our mining sites up to 2027, in accordance with IRMA (Initiative for Responsible Mining Assurance) standards. The initiative was established by a coalition of NGOs, affected communities, buyers, investors, mining companies and unions, and is recognised as the most rigorous mining standard in the world, placing transparency at the heart of a responsible mining model.

— INTERVIEW WITH CHRISTEL BORIES,
Eramet Chair and Chief Executive Officer —

"The Eramet Beyond programme broadens the scope of our CSR approach"



Meeting between Christel Bories and participants of the Senegalese Women for Future programme in Dakar on 15 September 2024.

Without our local partners, who drive each project daily with passion, determination, and perseverance, we would not have been able to implement nine social projects across five host countries in just two years."

Christel BORIES
Chair and Chief
Executive Officer

Eramet undertakes numerous initiatives to manage the environmental and social impacts of its activities.

What does Eramet Beyond specifically contribute?

We believe that our mining activities should not only benefit the local communities surrounding our operational sites but also have a broader reach beyond our immediate sphere of influence, creating a positive impact that extends to the wider populations of our host countries. This is the core ambition of Eramet Beyond, one of the pillars of our CSR roadmap 'Act for Positive Mining': to strengthen our societal and economic contribution in the regions where we operate, beyond our mining activities. By supporting local employment and female entrepreneurship, fostering the development of economic ecosystems, and promoting access to knowledge for young people, we demonstrate the depth of our societal commitment and our responsible vision of performance.

Why are women and young people priority targets for Eramet Beyond?

We focus our efforts on women and young people, as they are sometimes further removed from the benefits generated by our mining activities. For young people, the supported projects aim to help them build their future by broadening their horizons through access to knowledge and education. As for women, they are at the heart of the Women for Future program, which we are implementing in Gabon, Senegal, Argentina, and soon in Indonesia.

You have met beneficiaries from the Women for Future programme on several occasions.

What did you take away from these meetings?

What moves me most in these encounters is the resilience and creativity of these women. When I speak with them, I am struck by their ability to turn economic challenges into tangible opportunities—not just for themselves, but for their entire community. They develop projects that have a direct impact on their children's education, their families' health, and local economic development. Their entrepreneurship is not just about technical skills, and the program is fully aligned with this perspective: it is about helping them overcome barriers—sometimes personal ones—that once seemed insurmountable, and providing them with the tools to unlock their potential and grow their businesses.

Eramet Beyond is celebrating its second anniversary.

Why publish an initial activity report now?

At Eramet, we believe in action over promises! We wanted to ensure we had made significant progress before sharing the vision and convictions that drive the deployment of Eramet Beyond. And we have—within just two years, we have launched nine projects across five different countries, thanks to the support of experienced partners and the commitment of our teams, both at headquarters and in our subsidiaries. I am extremely proud of this achievement. Every scholarship awarded, every project supported, represents far more than just financial aid or a corporate social responsibility initiative. It is a direct investment in the development of communities.



“Eramet is proud to fund education projects such as Reading for Future in Gabon since they play a key role in empowering beneficiaries.”

Virginie de Chassey, Eramet Chief Sustainability and External Affairs Officer



VIRGINIE DE CHASSEY

➔ **Empowering local populations, and specifically women and young people, is the hallmark and driving force for developing our Eramet Beyond programme.**

Without access to knowledge, this empowerment has no chance of becoming a reality. I would like to add how much I am personally committed to personal development through knowledge. Our Reading for Future project in Gabon is specifically designed to provide high school students in rural and remote communities along the Transgabonais railway with diverse and engaging content. The goal is to support their academic success and, more broadly, to foster a love of reading.

To bring this project to life on the ground, we are working in partnership with the international organization Libraries Without Borders, which brings proven expertise in such initiatives and extensive experience on the African continent, as well as with Gabon’s Ministry of National Education. It is a great source of pride for me, on behalf of Eramet and Setrag, to provide young people in these communities with the tools to succeed in their baccalaureate—and beyond, to build their future

The Reading for Future project in Gabon exemplifies a key element in Eramet Beyond: going beyond our economic activities and developing social projects designed alongside and for local populations in countries where we operate. ●

“By joining forces with Eramet, we are planting the seeds of a better future for young people in Gabon.”

Edouard Delbende, Deputy Executive Director of Libraries Without Borders

➔ **Thanks to Eramet’s support, Libraries Without Borders is able to use its expertise in access to education, culture and information to support young people living in particularly marginalised regions next to the Transgabonais railway tracks.**

We mobilise our innovative tools for their academic success, including content in hard and digital copies in line with the national education programme, and the needs of teachers and pupils. We also use our know-how in mediation to reach communities with scant access to knowledge.

The Reading for Future project has already enabled us to train over one hundred teachers and head teachers. In this sense, Eramet and Libraries Without Borders have joined forces to plant the seeds of a better future for young people in Gabon, one page at a time. ●



EDOUARD DELBENDE

We are deeply convinced that everyone can find their place in society when they have access to the right resources in terms of training, financing, and market opportunities. Through the Eramet Beyond program, we are committed to accelerating economic diversification and local development while contributing to reducing inequalities and strengthening environmental resilience.

With the goal of empowering local populations, particularly women and young people.



Our vision & beliefs



Eramet Beyond, supporting local economic diversification



In 2022, Eramet launched the **Eramet Beyond for Contributive Impacts** program to enhance its societal and economic contribution in its host countries..

Integrated into the Act for Positive Mining roadmap, this program aims to create **a lasting and positive social impact in the regions where we operate by:**

- ➔ Funding concrete projects and supporting local employment, both direct and indirect, beyond our industrial and mining activities;
- ➔ Contributing to addressing societal challenges beyond infrastructure support;
- ➔ Prioritizing rural or remote populations.

The development of economic ecosystems that do not rely solely on our operations is essential to prevent dependency in the territories where our sites are located.

Cooperation lies at the heart of our approach

We implement this program through a collaborative approach, working alongside carefully selected partners (NGOs, social enterprises) chosen for their expertise and deep understanding of local contexts.

Each project is co-developed with the partner, who then leads its implementation on the ground in close collaboration with Eramet Beyond representatives within the Group's subsidiaries.

Three pillars for progress

Eramet Beyond plays a pivotal role with communities and regions, focusing on **three strategic pillars**:

-  **ECONOMIC DIVERSIFICATION**
to boost local development through training, access to finance and to markets;
-  **REDUCING INEQUALITIES**
linked to gender and access to education;
-  **ENVIRONMENTAL RESILIENCE**
to develop sustainable agricultural practices, including agroforestry.

Two key indicators for 2026

Eramet Beyond is evaluated through two key indicators to be attained by the end of 2026:

6,000
jobs created¹ or supported² in the long term
(outside the Group's value chain), thanks to our current **nine development projects** and new launches set for 2025 and 2026;

500
young people supported through qualifying training³
at high school level and higher, with **50% coming from local communities** and **50% being young girls**, thanks to our scholarship programmes.

① 1, 2, 3: for definitions, see page 28.

Our impact-led management methodology



Eramet Beyond aims to empower local populations through projects that create lasting impacts on local employment. Each project is designed to deliver tangible, positive outcomes for beneficiaries.

WHAT IS ITS FRAMEWORK?



All projects supported within the Eramet Beyond programme framework must fulfil seven criteria:

- 1. Scope:** respond to an identified national or local challenge and impact as many beneficiaries as possible;
- 2. Intention:** have a positive impact and not be a way to compensate for any negative impacts from Group operations;
- 3. Addition:** bring about a net positive impact regarding an initial baseline scenario;
- 4. Measurable:** set and monitor outcome indicators that show the project's impact;
- 5. Partnership:** be operated by an expert partner and collaborate with local stakeholders;
- 6. Sustainable:** have long-lasting positive impacts that continue after the project comes to an end; and
- 7. Innovation:** innovate either in the set target or the resources used.

WHAT ARE ITS LEVERS FOR ACTION?



- Access to finance**
① through micro-credits, access to pitch sessions with investors etc.
- Capacity-building**
② through training, coaching and mentoring.
- Market access**
③ through client networking and support for visibility.

HOW DO WE ASSESS A PROJECT'S IMPACT?



Eramet Beyond aims to generate **positive impacts evidenced through reliable data.**

To achieve this, we apply a methodology inspired by the principles of **Results-Based Management (RBM)**, as adopted by international development agencies and the United Nations.

We apply this methodology to our projects by setting clear objectives and **tailored indicators to track their progress.**

This allows us to measure concrete outcomes for beneficiaries in the short, medium, and long term.

Our progress in 15 high points



2022



Launch of the Eramet Beyond For Contributive Impacts programme, supporting jobs outside our mining activities by financing development projects.

JUNE

Start of the Women for Future programme in Gabon with support from the Gabonese government and in partnership with WIA Philanthropy. The aim? Supporting 130 female entrepreneurs over three years.

SEPTEMBER

A partnership agreement is signed between Eramet Comilog, the Gabonese government and three microfinance agencies. A seed fund worth 750 million CFA francs is established to fund entrepreneurs and project leaders in Gabon.

2023



JUNE

Graduation of the first cohort from the Women for Future programme in Gabon (26 women). Recruitment of a second cohort and upscaling the programme's scope to 380 women supported over three years.

Implementation of a training project for entrepreneurs in Argentina with a triple economic, social and environmental impact run jointly by Eramine, an Eramet subsidiary, and the Fundación Por Nuestros Niños foundation.

Rollout of the Women for Future programme in Senegal to train 615 entrepreneurs over three years.

Crossing the threshold of 100 enterprises supported by the seed fund in Gabon. The fund is valued at around two billion CFA francs and extended to two new microfinance agencies.

Launch of training for entrepreneurs in Gabon delivered by Setrag railways. The goal is to support project leaders in setting up businesses in Ndjolé, Booué, Lastourville and Owendo.

DECEMBER

NOVEMBER

OCTOBER

SEPTEMBER

2024



FEBRUARY

Launch of the Reading for Future programme in partnership with Bibliothèques Sans Frontières, to enable 4,500 future high school graduates to access educational content and resources.

Start-up of the Land of Ako (Terre d'Ako) programme in Cameroon to sustainably boost plantain farming and foster local development.

Initial cohort for Women for Future in Senegal, with 170 women taking part in intensive training sessions. A second cohort graduated in June in Libreville (Gabon).

MAY-JUNE

Rollout of the Women for Future programme in Argentina. Thanks to a partnership with Pro Mujer, 1,200 women will receive training to enhance their entrepreneurial activities.

JULY

Project under scoping Identifying opportunities for an agroforestry project in Indonesia on the islands of Ternate and Tidore. The aim is to raise income at small local farms in forest areas.

JULY

Start-up of the scholarship programme in Indonesia in partnership with the Kitong Bisa Foundation for 42 students.

NOVEMBER

Start-up of the Eramet Grande Côte impact project, called BUILD, to provide job opportunities to rural populations in the Louga region of Senegal. 183 people trained.

DECEMBER





Eramet Beyond in our countries of operation

3 intervention areas



ECONOMIC DIVERSIFICATION

REDUCING INEQUALITIES

ENVIRONMENTAL RESILIENCE

10 economic and social development projects with nine ongoing and one being scoped

Over 8,000 direct beneficiaries since 2022

Over 2,800 jobs created or sustained since 2023 (direct and indirect)

+ local scholarship programmes

268 students supported in 2024

○ Countries involved

ARGENTINA

Triple Impact
In partnership with Fundación Por Nuestros Niños
More on page 20

Women for Future
In partnership with Pro Mujer
More on page 19

Scholarships



SENEGAL

Women for Future
In partnership with WIA Philanthropy
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Build project
In partnership with A&A Project Delivery
More on page 26



CAMEROON

Land of Ako⁽¹⁾
In partnership with classM
More on page 24



GABON

Seed Fund
In partnership with 5 EMF and the Gabonese government
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Women for Future
In partnership with WIA Philanthropy
More on page 17

Entrepreneurship training
In partnership with Continuum Leadership
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Reading for Future
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Scholarships



Agroforestry project (under review)
In partnership with classM
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Scholarships
In partnership with Kitong Bisa
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INDONESIA

○ Countries involved

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“Our Eramet Beyond programme supports female entrepreneurship, providing opportunities for both women and local economies..”

Marie-Axelle Gautier, Director of Social Impact and Human Rights for the Eramet Group



MARIE-AXELLE GAUTIER

➔ **After Gabon and Senegal, Argentina is the third country where we are launching Women for Future.** With this expansion, our flagship project reaches a new continent and aims to support 1,200 women entrepreneurs over the next three years. Our activities will be focused in the province of Salta, home to our lithium plant since July 2024.

As with every Eramet Beyond project, we have taken great care in selecting a partner to co-design and implement Women for Future in

Argentina. Thanks to its expertise and deep understanding of the local context, Pro Mujer has quickly proven to be a key partner. Its Emprende platform has already supported over 100,000 women across 23 countries in the Americas, equipping them with essential resources to launch and grow their businesses.

The Women for Future programme in Argentina is designed to strengthen women's skills, autonomy, and employability. We see this project as a reference for women's entrepreneurship and a driver of economic and social development in the province of Salta. ●

“Thanks to Eramet, we reach more women and provide them with practical tools to transform their projects into sustainable businesses.”

Carmen Correa, CEO of Pro Mujer

➔ **Women entrepreneurs continue to face barriers that prevent them from reaching their full potential, placing them in vulnerable positions.** This reality has motivated thousands of women to seek a better quality of life through the creation of new businesses. Currently, in the province of Salta, over 40% of SMEs are led by women. Female-led ventures are playing a key role. Empowering women creates a ripple effect that fosters positive change within their close circles, transforming their businesses into engines of local development and positioning them as agents of change.

At Pro Mujer, we understand that to maximize the impact of our operations, it is essential to join forces with strategic partners who share and support our mission and vision. Our partnership with Eramet allowed us to launch the hybrid Emprende Pro Mujer program in the province of Salta, reaching more women and offering practical tools that transform their projects into sustainable businesses.

Looking ahead, we will continue to support the work of Emprende Pro Mujer across Salta and throughout the country, striving to empower more women to grow their businesses and achieve economic independence. At Pro Mujer, we remain committed to walking alongside them on this journey, providing the support they need to fulfill their dreams. ●



CARMEN CORREA



Nearly three years after its launch, Eramet Beyond is now well established. There are nine ongoing projects and scholarship programs across multiple countries. It has been implemented in our countries of operation with three complementary objectives: economic diversification, reducing inequalities, and environmental resilience.

Its overarching goal is to achieve rapid and sustainable results benefiting rural and isolated communities.

Our activities & progress

2

WOMEN FOR FUTURE

Unlocking the potential of women entrepreneurs

Lying at the heart of our Eramet Beyond for Contributive Impacts programme, our flagship Women for Future project supports female entrepreneurship in Gabon, Senegal and Argentina.

Our goals:

- ③ to provide strategic support to women to strengthen skills, boost empowerment and foster mutual support;
- ③ to encouraging female entrepreneurship and thus reduce gender inequality;
- ③ to have a major and sustainable impact on local jobs;
- ③ to contribute to inclusive and sustainable economic growth; and
- ③ to diversify the economies of Gabon, Senegal and Argentina.

Our partners:

- ③ in Gabon and Senegal: WIA Philanthropy, the first international platform dedicated to the economic development and support of women entrepreneurs in Africa; and
- ③ in Argentina: Pro Mujer, a leading expert in female entrepreneurship across Latin America.

2022

Launch in Libreville (Gabon) followed by the rollout in Senegal in 2023 and Argentina in 2024

Already

718

women have been supported since 2022 in all three countries

Objective: over

2,200

women supported by the end of 2026



“As a leader in women's emancipation at continent level, we are committing to opening doors and creating major opportunities for African women. The Women for Future programme is a pillar for this mission, enabling women entrepreneurs to transform their ideas into successful and sustainable businesses. In this way, we not only boost the local economy but also enhance women's roles in social and economic development in Africa.”

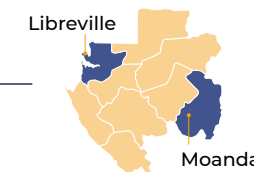
HAFSAT ABIOLA
President of Women in Africa



WOMEN IN AFRICA
PHILANTHROPY



WOMEN FOR FUTURE GABON



Helping women develop their business over the long term

As a vehicle to enhance female entrepreneurship in Gabon, Women for Future is run in close collaboration with Women In Africa (WIA) Philanthropy and the Gabonese government, who are fully committed to the project's success.

Our objective

Supporting women entrepreneurs in Gabon through two specific mechanisms: global support over nine months and intensive two-day bootcamps.

The project

Global support over nine months

In Libreville, women entrepreneurs who were selected through an application process are supported across three areas:

- ③ **Training:** 30 sessions to help them develop technical (finance, HR, management etc.) and soft (writing business plans, public speaking, self-confidence etc.) skills. The modules respond to their requirements while incorporating the latest trends;
- ③ **Mentoring:** every participant is carefully and constantly mentored throughout their entrepreneurial journey; and
- ③ **Networking:** the programme provides networking opportunities to foster strategic partnerships, workshops and meetings with experts.

- ③ **Access to finance:** as part of group workshops, every woman entrepreneur learns how to develop their arguments to convince potential investors. Individual support is offered to participants who get the chance to pitch their ideas to a panel of business angels with a view to accessing potential funding. In turn, two prize-winners are awarded a €5,000 grant to develop their business and invited to take part in a learning expedition.

Intensive two-day bootcamps

With a view to boosting the impact from the Women for Future project in Gabon, this supplementary section was added from the second cohort onwards. Targeted accelerated learning sessions are organised in Libreville and in Moanda to provide all women entrepreneur participants with the chance to delve deeper into specific areas: making an effective loan application, introducing their business etc.

Our progress so far

Women for Future in Gabon started in June 2022 with the aim of supporting 130 women over three years. Following on from the successful initial cohort, this target has been raised to 380 women. Two cohorts have already graduated and the third edition is currently running.



CHRISTELLE
Participant from the first cohort

“I valued the months of training. I appreciated the expert facilitators and quality support made available to me. I loved meeting women from different backgrounds who were having the same problems as me. The training was intellectually stimulating but, more than that, emotionally enriching.”



DORA MBENG
Director of the Women for Future programme.

“Women for Future has transformed the ecosystem for women entrepreneurs in Gabon, offering them tailored support and mentoring as well as training in leadership and entrepreneurship. The training sessions and meet-ups have enabled them to thrive, materialise their ambitions and strengthen the impact of their businesses.”



214

women entrepreneurs have been supported since the launch, with a view to reaching over 380 women by 2026

Over

520

hours of training provided

Over

390

direct and indirect jobs created and sustained

10

women from the 48 supported over the nine-month period have already raised finance

13

networking events organised in Libreville

Partners



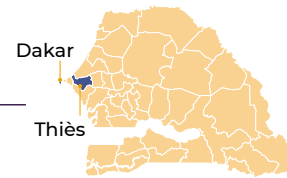
WOMEN IN AFRICA
PHILANTHROPY



MINISTRY OF COMMERCE,
SMALL AND MEDIUM BUSINESSES,
AND SMALL AND MEDIUM
INDUSTRIES, IN CHARGE OF
INCOME-GENERATING ACTIVITIES



WOMEN FOR FUTURE SENEGAL



Fostering successful women entrepreneurs in Senegal

Run in close collaboration with Women in Africa (WIA) Philanthropy and the Senegalese government, Women in Africa offers two programmes for women entrepreneurs in order to help promote diversity, inclusion and economic growth in Senegal.



Our objective

Supporting the personal and professional development of 615 women entrepreneurs in Senegal.

The project

The "First-Timer" programme.

Every year, 200 young women entrepreneurs benefit from a specifically designed training programme. Split into four cohorts of 50 women, they take part in three two-day accelerated training bootcamps focused on soft skills. The programme centres around three pillars:

- ③ **Dare to be authentic:** developing self-confidence and materialising the vision to develop your business and project;
- ③ **Dare to negotiate successfully:** developing the required skills to negotiate with customers, financial partners and employees; and
- ③ **Dare to shine:** showcasing your personal branding and mastering communication to bolster visibility and influence.

The bootcamps offer varied training approaches: interactive presentations, group discussions, practical activities, case studies and, of course, opportunities to share experiences.

The five best participants from each cohort, i.e. 20 women in total, also benefit from:

- ③ an additional, more in-depth bootcamp; and
- ③ a video highlighting their journey and successes.

The "Seasoned Entrepreneurs" programme

Five high-potential women entrepreneurs benefit from tailored support over a full 12 months.

Run by experts from the WIA Philanthropy network, the programme combines training, mentoring and access to the network and funding. After an initial analysis phase, a roadmap is plotted for each participant covering strategy, operations and personal development. This is then followed by monthly monitoring of their progress. Course participants are assigned a high-level mentor to provide a year's worth of support.

Our progress so far

The project is currently ongoing (in its second year out of three). Bootcamps have been organised in Dakar and the Thiès region.

A target of
615
women entrepreneurs supported over three years: 600 young business owners and 15 seasoned entrepreneurs

Since its launch:

204
direct jobs supported

908
indirect jobs have been created/sustained

89%
satisfaction rate with the programme

Partner



SEYNABOU THIAM
Senior Programme Manager at WIA

“We have understood how supporting entrepreneurs in their personal development is the most important aspect to have a sustainable impact on the businesses they establish. Twelve months on, we are even more convinced by this unique approach in Senegal and will continue to promote best practices for self-awareness. In this vein, we aim to instil healthy entrepreneurial methods that take local cultural and economic realities into account.”

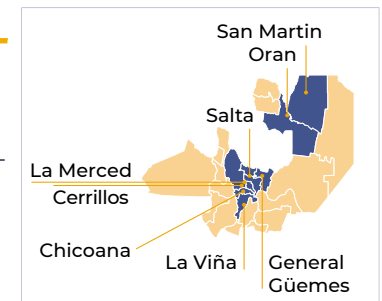


ABY THIAM DELOCHE
Entrepreneur

“What really stood out for me at the bootcamps was the participants' cohesion and the trainers' approaches. The biggest change I saw was in my personal and professional relationships. In terms of my business, I have clearer goals and have been able to come up with an action plan I'm currently implementing. I do a lot of work on managing stress and setbacks.”



WOMEN FOR FUTURE ARGENTINA



Giving women the keys to business creation

With a view to supporting women to strengthen their entrepreneurial activities, Women for Future is being rolled out in Argentina in partnership with the social enterprise Pro Mujer.



Our objective

Supporting 1,200 women entrepreneurs in the Salta region to make their businesses sustainable and, in this way, contribute to economic and social development in one of the Group's regions of operation.

The project

Bolstering women's entrepreneurial skillset

Women entrepreneurs in the Salta region are developing personal and entrepreneurial skills thanks to the Women for Future programme and blended learning from Emprende Pro Mujer. Many of them are working on establishing a business to provide for their families and often lack tools to ensure their project is sustainable and gain confidence in themselves.

The training provides them with the chance to learn different skills, especially with regard to leadership, management, personal development, finance, sales and online tools. Moreover, thanks to connecting with other women entrepreneurs in the region, they are able to create or broaden their professional network.

A blended format combining in-person and remote activities

The training includes both in-person and online sessions:

- ③ **face-to-face:** the welcome session in the first week and the graduation session in week six; and
- ③ **remote:** weeks two to five are held online over the Emprende platform provided by our partner Pro Mujer. Thanks to the platform, the future women entrepreneurs are able to access all the resources they may need at any time, in order to learn new skills and cement their project. Each participant also has a hard-copy exercise book and can ask the training team any questions in the scheduled feedback sessions.

Our progress so far

The project was launched in July 2024 in the Salta region (the first year out of a planned three).

1,200
women will be supported over three years, up to 2026

Since its launch:

300
women have received blended training

69%
participants have started to save thanks to the programme

71%
feel more confident making decisions about their business

100%
have embraced online tools to improve how their business operates

96.6%
would recommend the programme

Partner



TEÓFILA URBANO
Entrepreneur

“Pro Mujer has supported me from the beginning with its financial and health services. Today, 15 years later, I enrolled in Emprende Pro Mujer and gained access to content that helped strengthen my business, 'Hilando Caminos,' and boosted my self-confidence. With Eramet and Pro Mujer's support, I fulfilled my dream of dedicating myself to crafts.”



PAOLA FARIAS
Head of Education and Entrepreneurship in Argentina at Pro Mujer

“Being alongside women entrepreneurs, witnessing their personal transformation and the evolution of their businesses, is truly inspiring. At Pro Mujer, we have spent over three decades learning from the more than 2.5 million women we have reached, and we understand that to create concrete solutions, we must listen to their stories firsthand and understand their reality.”



TRIPLE IMPACT IN ARGENTINA

Raising awareness on sustainable entrepreneurship among high school students and adults

As a vehicle to develop the local entrepreneurial ecosystem, the Triple Impact project is supported by a partnership between Eramine and the Fundación Por Nuestros Niños foundation. It contributes to virtuous economic, environmental and social growth.

Our objective

Promoting the creation and growth of micro-enterprises whose activities have a triple positive impact (economic, environmental and social) in the Salta region through two programmes: one for high school students and one for entrepreneurs.

The project

Semillero de Emprendedor (Entrepreneurship Incubator): entrepreneurial training for students

The project has been rolled out in the towns of San Antonio de los Cobres, Campo Quijano, La Silleta and Salta Capital to cover the entire journey to the Centenario Ratonos mining concession at our subsidiary Eramine Sudamerica. The training pathway teaches entrepreneurial skills and abilities to pupils in the last year of high school. The workshops look at key aspects in entrepreneurship such as:

- ③ identifying and outlining a life purpose;
- ③ creating socially responsible and sustainable projects; and
- ③ exploring new collaboration and cooperation approaches.

The methodology combines practical activities, group dynamics and mentoring sessions. The young students put their learning into practice through sharing experiences and building reciprocal support networks.



FERNANDA HERRERA

Entrepreneur and Beneficiary of the "Entrepreneurs Circle" programme

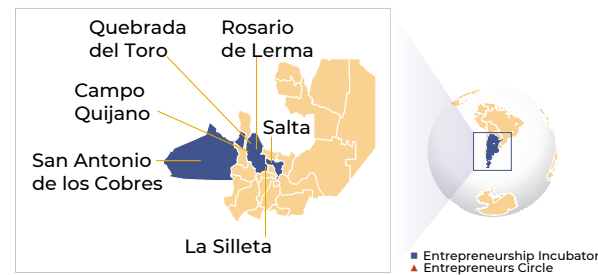
“As an entrepreneur, I have got so much out of the training. I have learnt we can improve the quality of our products, increase output and better promote our work and time.”



GIANFRANCO CERMELE

Coordinator of the "Entrepreneurship Incubator" youth training programme

“This interesting programme teaches young people inspiring values and principles, preparing them to have a triple positive impact from the start of their professional career. It enables them to find their place in society and build their future after their leave school.”



SEED FUND IN GABON

Contributing to the development of entrepreneurship initiatives

Launched in September 2022 to fund projects in the Haut-Ogooué region, the Seed Fund project has already been expanded to five provinces. The budget has been increased to support more entrepreneurs in creating or developing their businesses.



Our objective

Supporting the development of small and micro-enterprises in the five regions crossed by the Transgabonais railway:

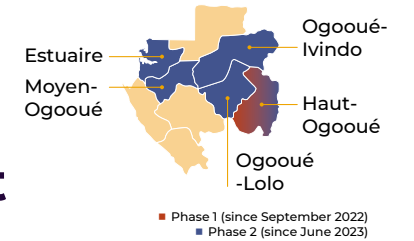
- ③ fostering access to finance thanks to partnership agreements with microfinance establishments; and
- ③ bolstering project or business leader skills and abilities.

The project

Working alongside five microfinance agencies, the Seed Fund has been established through a partnership between the Eramet subsidiary Compagnie Minière de l'Ogooué (Comilog) and the Gabonese government. The fund contributes to developing a local economy that is not dependent on mining activities and job creation by supporting the foundation of a strong entrepreneurial base.

A financial guarantee

The Seed Fund assists in access to finance for first-time and seasoned entrepreneurs



across all economic sectors (natural resources, industry and construction, services etc.). In order to achieve this:

- ③ the fund provides a financial guarantee to microfinance agencies from Comilog and the Gabonese government; and
- ③ the agencies grant two-year loans to selected entrepreneurs at a low interest rate of around 5 to 6%.

A specific support programme

In turn, entrepreneurs granted loans also take part in a support programme aimed at strengthening their managerial and technical skills.

The training sessions are fully funded by Comilog and aim to provide the necessary skillset for business success. Some of the sessions specifically introduce how to launch and roll out a business strategy and sales force.

Our progress so far

The Seed Fund started its activities in September 2022 alongside three microfinance agencies in the Haut-Ogooué region as part of the CSR fund. It then expanded to five provinces in June 2023 alongside an additional two microfinance agencies.

5

partner microfinance agencies: EDG, Bamboo, Finam, Cofina and Sodec

€3.9m

in allocated funding for four years, including an initial €1 million at the fund launch

295

funded projects including 48% led by women

359

indirect jobs created

137

indirect jobs supported

Partners



ORNELLA MIHINDOU OSSINDI

Owner of the God Emergence restaurant and recipient of a loan from the Seed Fund.

“I was born in Moanda and am a single mother. I originally sold fruit and vegetables at the market. The Seed Fund from the Gabonese government and Comilog has enabled me to realise my dream of opening my own restaurant (God Emergence), serving local African cuisine. I have also been able to take care of my family, become independent and hire one employee.”



BERTRAND TOGNO

Farmer in Mounana and Head of the Sabiochi Cooperative

“I started by growing pineapples and then went on to produce organic juice, dried pineapple and jams. The loan from the Seed Fund has helped me boost business performance and enabled me to finance and install machinery. I have set myself the challenge of becoming one of the biggest farmers in our region within two years.”



READING FOR FUTURE IN GABON

Empowering students through knowledge

The Reading for Future project was launched in collaboration with the NGO Libraries Without Borders and the national Ministry of Education in Gabon. It aims to bolster the knowledge of young people from rural and isolated communities along the Transgabonais railway line.

Our objective

Providing students at six high schools in the five isolated communities with access to different learning resources to contribute to their academic success. The programme uses two approaches to bolster ongoing education:

- ③ equipping schools with physical and online libraries; and
- ③ distributing 4,000 micro SD cards to pupils aimed at helping them to revise for their high school diploma and/or expand their knowledge.

The project

Creating libraries at six schools

School pupils and teachers now have access to libraries within schools themselves.

Every library is home to the following learning resources:

- ③ hard copies of 250 books; and
- ③ 10 tablets containing thousands of digital resources accessible offline: texts, websites, videos etc.

Managed by school librarians trained by Libraries Without Borders, the libraries foster reading, learning and personal development among students.

Providing students with memory cards

A total of 4,000 micro SD cards were sent to pupils at target schools in early 2025:

- ③ the first half will go to final-year pupils to help them revise and increase their chances of success in passing their baccalaureate diploma; and
- ③ the second half will go to first-year students to help them expand their knowledge.

The cards are ready to use with smartphones and contain digital learning resources aligned with the Gabonese school syllabus.

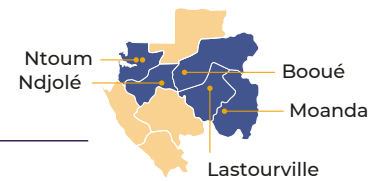
Thanks to shared reading time and the ability to download content to a smartphone, each card benefits three young people on average.

Additional content is also offered to pupils with a view to bolstering their employability (information about future professions and sectors, advice in setting up a business etc.) or guiding them in their choices for higher education (presentations on universities and available courses, suitable opportunities etc.)

The cards will be passed on to new pupils at the end of the 2024-2025 school year.

Our progress so far

The project is currently ongoing. Physical and digital libraries were rolled out in target schools and micro SD cards were distributed in January 2025.



6 target schools
4,000 memory cards handed out: 2,000 to final-year students and 2,000 to second-year high school students.

over 4,500 student beneficiaries of the project

500 monthly visitors expected at each library

18 month commitment until libraries can manage independently (2023-2025)

Partners



CÉDRIC IRAKOZE

Head of Education at Libraries Without Borders for Central and West Africa

Teachers are cherished partners for Libraries Without Borders. This is why I have travelled frequently to Ntoun, Ndjolé, Booué, Lastourville and Moanda to raise awareness about managing learning content provided to their pupils. The content was selected by the Institut Pédagogique National (National Teaching Institute) in Gabon in order to fulfil the country's specific needs, while also making space for learning about global issues."



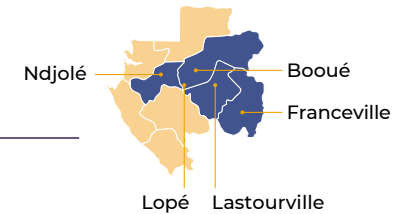
EYANG FRANCKY AYMARD

Teacher at the Daniel Kosse School in Booué

The Ideas Cube and digital classroom empower learners. The adapted content is available in different formats (audio, video and .PDF), matches their requirements and is widely used by teachers and pupils. I am convinced it will have a positive impact on their school results."



ENTREPRENEUR TRAINING IN GABON



Helping entrepreneurs to grow and succeed

A targeted training programme has been rolled out in five towns in Gabon to support entrepreneurs in launching an income-generating activity. A lever for empowerment, local development and reducing inequalities.

Our objective

Strengthening entrepreneur and project leader skills to ensure the best possible conditions for launching and developing an income-generating activity (IGA).

The project

Underpinned by detailed knowledge of Gabon's entrepreneurial base, the project is led by Eramet's subsidiary Setrag, in partnership with Continuum Leadership.

Project rollout alongside the Transgabonais railway tracks

The project has been implemented in five towns, all located along the railway lines: Ndjolé, Booué, Lopé, Lastourville and Franceville, in collaboration with local authorities and officials for socio-economic groups. The four-day training is provided to 20 to 30 individuals in each town.

The priority target groups are young people and women. The training offers them a skills base and specific key elements to launch an income-generating activity and make it sustainable.

Specific training modules

- ③ Self-confidence and leadership to develop the right attitude and skills for dealing with challenges linked to entrepreneurship;
- ③ Budget, savings and banking habits to learn how to deal with expenses and revenue and set short-, medium- and long-term financial objectives;
- ③ Defining, identifying and designing an income-generating activity to understand how an economic activity should always be needs-based; and
- ③ Designing an IGA project to participate in a workshop on how to perform an individual viability study for the selected activity.

Our progress so far

The project is run with local communities, mainly young people and women, from the towns neighbouring Setrag.



249 individuals trained

132 direct jobs supported

240 direct jobs targeted for creation or support up to 2026

83% of participants satisfied with the training

Partner



SERGE KOUA

Director of CONTINUUM LEADERSHIP.

We have been asked by SETRAG to build entrepreneurial and management skills for income-generating activities (IGA) for selected beneficiaries. The collaboration is now in its second year and has trained 246 people to date. As an agency, we are extremely pleased with this collaboration aimed at empowering local people. We would like to thank participants for the interest they have shown throughout the training sessions."



M'BANI ANITHA

Training participant from Franceville

We have been provided with ideas enabling us to forge tools to put our projects into practice and run an income-generating activity. We have been taught about how useful it is to link up or cooperate with others to bring our projects to fruition. We have learnt the necessary foundations and strategies to improve our business profitability."



LAND OF AKO IN CAMEROON

Boosting the plantain sector

Working in close collaboration with local authorities and growers, Eramet has financed the creation of a central plantain purchasing unit in Akonolinga, Cameroon. The project aims to generate economic and social benefits for growers and, in this way, contribute to local development.

Our objective

Creating a viable and steady income-generating activity for local producers from the Akonolinga region. Providing technical and organisational support to create a central plantain purchasing unit, and supporting its progress over two years.

The project

Following its decision to not continue with its rutile mining project in Cameroon, Eramet has decided to implement a social project to enhance local culture before it withdraws from the region. The Group is running the project in partnership with classM, an agricultural specialist. In Akonolinga, classM is working with the company ASL on the Land of Ako project, a central purchasing unit for vegetables.

An upstream and downstream intervention

The central purchasing unit aims to optimise plantain production and structure marketing opportunities. In this way, it will contribute to improving producer income.

The project has a two-pronged approach:

- ③ upstream in order to improve yields, by providing technical assistance and pre-financing for food inputs in plantain production;

- ③ downstream in order to ensure market access, while guaranteeing a fair price and organising plantain collection, storage and marketing.

Providing global support for producers

The unit sets the plantain price for the year, considering production costs and market practices. A contract underpins its relationship with producers. It organises plantain bunch collection with producers, prepares orders and makes them available to customers.

Thanks to the inclusion of agronomic skills, it provides producers with technical assistance aimed at improving their performance by combining:

- ③ initial training in agricultural best practices;
- ③ input supply and regular technical monitoring; and
- ③ lasting support to ensure plantain crops meet the quality standards demanded by the market.

Our progress so far

The project came online in June 2024, with the launch of training sessions for farmers and canvassing for potential customers.



Annual outlined target:

300
tonnes of plantain
on the market

5
direct jobs created
at the central unit

145
farmers trained
in nine villages

80%
higher household
income

2,266
plantain bunches
sold since the start
of the project

Partner



FRANÇOIS OLINGA
Farmer and project participant

“We were making too many mistakes in the plantain sector, from setting up maintenance to harvesting. Nowadays, Land of Ako enables us to gradually improve our plots by providing advice and training, while also purchasing our harvests onsite.”



NARCISSE NOUTANEWO
Head of Land of Ako

“Since it started, Land of Ako has contributed to improved plantain production and marketing techniques in the Akonolinga region. Around 30 farmers have already joined and we support them in improving the condition of their land. At the same time, we aim to create standard plots enabling them to better control production indicators, starting from next season.”



SCHOLARSHIPS IN INDONESIA

Supporting students in their academic journey

The scholarship programme has been launched in partnership with the Kitong Bisa Foundation and enables 42 Indonesian students to access funding for their higher education studies and improve their career prospects.

Our objective

Contributing to fewer inequalities when accessing quality education in the east of the country, the project offers students the chance to take programmes at higher education institutions in Indonesia. The target students come from North Maluku, Papua and Sulawesi.

The project

A support scholarship for each student

After a rigorous selection procedure (assessing CVs, online assessment, initial interview, group discussion and final interview), each selected student receives a two-year scholarship to cover their tuition fees, daily expenses and book purchases.



The scholarship enables them to take undergraduate, master or PhD programmes by covering their essential needs throughout their academic career.

Mentoring to foster success

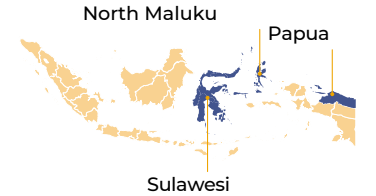
Each recipient is provided with full mentoring in order to create the best possible conditions for academic success.

They are all monitored through online monthly mentoring sessions, specifically focusing on:

- ③ improving their English language skills by at least 70%;
- ③ improving their computer skills and familiarity, especially with Microsoft (Word, Excel and PowerPoint) and Google suites (Gmail, Gdocs, Slides etc.);
- ③ learning about financial management, including their personal budget;
- ③ familiarity with communication techniques and becoming comfortable with public speaking; and
- ③ an introduction to team-building methods and project design and management.

Our progress so far

The programme started on 22 November 2024 in Jakarta with 42 scholarships allocated.



In 2024

416
applications were
received

42
students were
selected for a two-year
scholarship, 57% of
whom are women

14 students from North
Maluku

14 students from Papua

14 from Sulawesi

23
are taking a STEM
(science, technology,
engineering and
mathematics) course

19
are taking a
social sciences course

40
are taking an
undergraduate
programme,
one a master's degree
and one a PhD

Partner



BILLY MAMBRASAR
Founder of the Kitong Bisa Foundation

“The Eramet Beyond scholarship programme is a joint initiative aimed at combatting regional inequalities and improving access to education in Indonesia. Thanks to this collaboration, we can ensure talented students from eastern Indonesia receive the support they need to realise their full potential. Beyond helping them to achieve their educational goals, it provides them with the skills to become leaders and a positive force for change in their communities and country.”



AUDIA KESMA ANDINI
Student at Khairun University in Ternate and a Beyond scholarship recipient

“When I decided to go into higher education, my mother suggested I put it off for financial and health reasons. Despite this, I was determined to continue studying and worked hard to obtain a scholarship. The scholarship has eased my family's concerns and their financial burden. It has also enabled me to concentrate on my studies to achieve academic excellence.”



BUILD IN SENEGAL

Supporting development in the Louga region

Launched in December 2024, the Build (Beyond Uniting Initiatives for Louga's Development) project has been designed to contribute to growth in the Louga region by focusing on three priority sectors: market gardening, livestock breeding and fishing.

Our objective

Raising the incomes of small farmers and creating long-term jobs by specifically targeting those most affected by higher unemployment in Senegal.

Improving living standards in rural communities near our mining concession in the Louga region over the long term.

The project

Eramet Grande Côte aims to contribute to rural development and empower women and young people by aligning with business initiatives from the Senegalese government.

Prioritising three value chains

Grande Côte launched the Build project at the end of 2024 in three townships in the Louga region: Thiéppe, Kab Gaye and Diokoul Diawgrine.

Employment in these three towns is concentrated around market gardening, livestock breeding and fishing. For this reason, the Build project is supporting the creation and development of economic activities in these three sectors.

Acting on several fronts

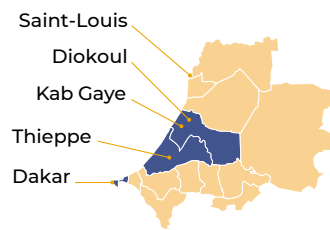
In turn, Build is investing in two complementary elements:

- ③ developing agricultural infrastructure and installations, particularly to build or renovate rural facilities, promoting production through suitable storage and semi-industrial processing or even streamlining market access; and
- ③ capacity building for target communities, especially through training 500 participants in management and marketing techniques, and 250 participants in processing vegetable, fish and dairy products. Support is also provided for business management.

Build places environmental issues at the heart of its activities, particularly through using solar energy systems, sustainable waste management and spearheading a labelling system for products.

Our progress so far

Led by our subsidiary Eramet Grande Côte, the project started in December 2024. It will run over four years.



Nearly
8,200
target beneficiaries

816
target direct and indirect jobs:
> 544 direct jobs (60% women and 60% young people)
> 272 indirect jobs

A goal of
750
people trained, including 500 in management and marketing, and 250 in agri-food processing.

183
people trained in December 2024

Partner



ABDOUL A. BADIANE,
CEO of the Centre de Référence aux Métiers de l'Horticulture (Reference Centre for Horticultural Trades – CRMH) in Thiéppe

"I would like to express my gratitude for the Build project from Eramet Grande Côte and its capacity building workshop for over 150 participants. The collaboration has enhanced the economic inclusion of local young people and women while promoting the CRMH in Thiéppe. The delivered content and teaching approach have sparked an entrepreneurial spirit among participants, as well as the use of relevant management tools."



ABY DIA,
Participant in the Build training programme

"The training has been really beneficial for us. We have learnt new ideas and particularly useful tools for me personally, since although I buy and resell fish, I had never issued invoices. I have learnt how to manage a bank loan: using the loan to work, repaying it with sales income and saving profits."

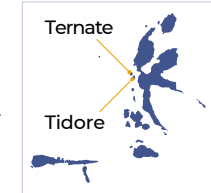


AGROFORESTRY PROJECT IN INDONESIA

Facilitating the establishment of a certified local production chain

An agroforestry project is currently under review in the North Maluku province in Indonesia. It aims to have a positive impact on job creation and raise income for farmers in forest areas.

North Maluku



Our objective

Sustainably increasing income for small farmers living in or near forest areas and improving their living standards. In order to achieve this, the project needs to combine several goals:

- ③ increasing value creation potential in production areas;
- ③ optimising technical skills for farmers through training;
- ③ protecting local biodiversity; and
- ③ optimising food security for local farmers.

The project

A preliminary feasibility study

Eramet aims to run the project in the North Maluku province, where it manages a production plant. With a view to ensuring it launches in the best possible conditions, the Group commissioned a feasibility study from classM.

The study enabled the Group to confirm:

- ③ the best area to ensure the project's success, namely Ternate and Tidore. Ternate is the main economic and logistics hub in the region. The neighbouring island of Tidore has a strong agricultural heritage and farming there is highly developed; and

- ③ the potential for an agroforestry project aligned with the three criteria set by Eramet, namely no deforestation, no use of chemical inputs and respect for biodiversity. The agroforestry project also focuses on the major potential to increase and diversify the income of small farmers on the islands and, indirectly, create or strengthen stable employment.

The selected project

The project selected in the report aims to support the creation of a value chain for high quality nutmeg production, with certified origin and organic classification. This will enable it to target global spice markets.

ClassM will undertake a second study in 2025 with a view to detailing the business model for the selected project (size, target market, profitability etc.), set out its feasibility and identify a partner for implementation.

Our progress so far

The project is currently being outlined.

Provisional target of the project under review:

8
new direct jobs
300
jobs supported

+ 1,500
beneficiaries through improved living standards as the project rolls out

Partner



AUGUSTIN RHONE
Consultant at classM

"The preliminary study aimed to put forward potential opportunities leading to job creation or boosting current employment through a business model that would ensure long-lasting impact. The geographical region was pre-selected from a literature review. We then travelled to the area and met with representatives from local institutions, and producers and vendors of agroforestry products.

The visit enabled us to better analyse local forestry and agriculture, as well as the region's socio-economic and cultural factors. Out of the 14 possible business opportunities, developing a value chain for certified premium nutmeg was considered the most promising, based on operational, commercial and economic and environmental impact criteria."

Beyond indicators

ECONOMIC AND SOCIAL DEVELOPMENT PROJECTS				
2022-2024 data				
Project name	Country	Strategic pillar	No. direct beneficiaries	Number of direct jobs created ⁽¹⁾ and supported ⁽²⁾
Women for Future	Gabon	Economic diversification	214	214
Women for Future	Senegal	Economic diversification	204	204
Women for Future	Argentina	Economic diversification	300	300
Triple Impact	Argentina	Economic diversification	682	124
Seed Fund	Gabon	Economic diversification	295	295
Reading for Future	Gabon	Reducing inequalities	4,500	N/A
IGA training	Gabon	Economic diversification	249	132
BUILD	Senegal	Economic diversification	183	183
Land of Ako	Cameroon	Economic diversification	150	150

SCHOLARSHIP PROGRAMME	
2024 data	
Country	No. of young people supported in skills training ⁽³⁾
Argentina	28
Gabon	30
Indonesia	42
New Caledonia	168

(1) The beneficiary gains permanent employment (or establishes an income-generating activity) thanks to the Beyond project: counted as a **direct job created**.


(2) The beneficiary already has a stable job (or an income-generating activity) before the Beyond project is implemented and their job is strengthened to become more stable and sustainable over time thanks to one of the following interventions: capacity building, access to finance or market access counted as a **direct job supported**.

(3) Counted as financial contributions allocated to young people. These contributions must be partly or fully used for the training fees within the teaching establishment. They may also be used to cover travel, accommodation and living expenses. They must last for long enough so that the beneficiaries can make significant progress in their educational trajectory, ideally up until the student completes secondary school or is awarded a diploma or other certification.

Thanks to our partners' expertise, we are implementing quality programmes. We would like to offer them our warmest thanks.



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